

## Annex 12: GRI Standards Content Index



GRIContent Index - Basic Service, the GRI Services team reviewed that the GRI Content Index was presented in a clear and consistent manner in line with the standards and references to disclosures 2-1 to 2-5, 3-1 and 3-2 were consistent with the relevant sections of the report. The service was performed on the Turkish version of the Report.

**Declaration of Use** T. Vakıflar Bankası T.A.O. reported the information specified in the GRI content index for the period 1 January 2022-31 December 2022 by referring to the GRI Standards.

**GRI 1 Use** GRI 1: Foundation 2021

GRI Standard	Statements	Related Title	
<b>General Disclosures</b>			
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational Details	VakıfBank in Brief History and Ownership Structure	20-26-27
	2-2 Units involved in the reporting of the organization	About the Report	14
	2-3 Reporting period, frequency and contact person	About the Report Contact-Back Cover	14-561
	2-4 Information changes	No information changes have been made.	552
	2-5 External Audit	Independent Assurance Statement	184-185
	2-6 Activities, value chain and other business relations	Direct Economic Value Generated and Distributed	70
	2-7 Employees	Annex-4 Social Performance Indicator	508-511
	2-8 Workers who are not employees	Annex-4 Social Performance Indicator	508-511
	2-9 Governance Structure	Committee Structures and Policies	145
	2-10 Election of the top management	Corporate Governance Principles	149-163
	2-11 Chair of the highest governance body	Corporate Governance Principles	149-163
	2-12 Duties of the top management level in managing the effects	Committees	146-147
	2-13 Delegation of authority in managing effects	Committees	146-147
	2-14 Duties of the top management in sustainability reporting	Declaration of Responsibility Committees	30 146-147

GRI Standard	Statements	Related Title	
<b>GRI 2: General Disclosures 2021</b>	2-15 Conflict of interest	Committees Other Information on Bank and its Operations <a href="https://www.vakifbank.com.tr/Default.aspx?pageID=2794">https://www.vakifbank.com.tr/Default.aspx?pageID=2794</a>	146-147 171
	2-16 Communication of critical issues	Stakeholder Engagement and Transparency Committees	104-105 146-147
	2-17 Collective knowledge of the highest governance body	Board of Directors	135-139
	2-18 Performance evaluation of the top management level	Committees	146-147
	2-19 Remuneration policies	Committees <a href="https://www.vakifbank.com.tr/maddi-ve-sosyal-haklar.aspx?pageID=114">https://www.vakifbank.com.tr/maddi-ve-sosyal-haklar.aspx?pageID=114</a>	146-147
	2-20 Remuneration processes	Committees	146-147
	2-21 Annual total wage ratio	Financial Rights Committees	144 146-147
	2-22 Sustainable development strategy	Our Material Topics and Sustainability Approach	50-57
	2-23 Policies	Committee Structures and Policies	145
	2-24 Embedding policy commitments	Committee Structures and Policies Sustainability Management	145 181-182
	2-25 Processes that regulate negative effects	Customer Experience and Satisfaction Ethical Principles of Banking Prevention of Laundering of Criminal Proceeds and Terrorism Financing Combating Bribery and Corruption	102-103 178 179 180
	2-26 Complaint mechanism	Customer Experience and Satisfaction Ethical Principles of Banking	102-103 178
	2-27 Compliance with laws and regulations	There were no penalties for non-compliance with laws and regulations during the reporting period.	549
	2-28 Memberships	Memberships and Collaborations	105
	2-29 Stakeholder engagement	Our Material Topics and Sustainability Approach	50-57
	2-30 Collective bargaining agreements	Annex-4 Social Performance Indicator	508-511

## Annex 12: GRI Standards Content Index

GRI Standard	Statements	Related Title	
<b>Material Topics</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-1 Process to determine material topics	Our Material Topics and Sustainability Approach	50-57
	3-2 Öncelikli konular listesi	Our Material Topics and Sustainability Approach	50-57
<b>Financial and Economic Performance</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Our Financial Capital	68-81
<b>GRI 201 Economic Performance 2016</b>	201-1 Economic Value Generated and Distributed	Direct Economic Value Generated and Distributed	70
	201-2 Financial impacts and other risks and opportunities arising from Climate Change	Trends and Highlights in the Banking Sector Climate Change and Environmental Performance of the Bank Annex 11: Task Force on Climate-Related Financial Disclosures (TCFD)	48-49 130-131 551
	201-3 Benefits and Retirement Plans	Explanations and Notes to the Consolidated Financial Statements Dated 31 December 2022 Explanations on Obligations Regarding Employee Rights Explanations and Notes to the Unconsolidated Financial Statements Dated 31 December 2022 Explanations on Obligations Regarding Employee Rights	475 223
	201-4 Financial aid from the government	Explanations and Notes to the Consolidated Financial Statements Dated 31 December 2022 INFORMATION ON GOVERNMENT INCENTIVES Explanations and Notes to the Unconsolidated Financial Statements Dated 31 December 2022 INFORMATION ON GOVERNMENT INCENTIVES	382 229
<b>GRI 203 Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and supported services	Responsible Finance and Sustainable Development Annex 2: Five-Year Summary Financial Information	74-81 505-506
	203-2 Indirect economic impacts	Direct Economic Value Generated and Distributed	70

GRI Standard	Statements	Related Title	
<b>Supplier Management</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Responsible Supply Chain Supplier Selection and Compliance Policy ( <a href="https://www.vakifbank.com.tr/supplier-selection-and-compliance-policy.aspx?pageID=3997">https://www.vakifbank.com.tr/supplier-selection-and-compliance-policy.aspx?pageID=3997</a> )	108
<b>GRI 204 Responsible Purchasing Practices 2016</b>	204-1 Local Purchase Rate	Responsible Supply Chain	108
<b>Business Ethics</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Prevention of Laundering of Criminal Proceeds and Terrorism Financing Combating Bribery and Corruption Corporate Governance Principles Compliance Report Anti-Bribery and Anti-Corruption Policy ( <a href="https://www.vakifbank.com.tr/rusvet-ve-yolsuzlugun-onlenmesi-politikasi.aspx?pageID=1030">https://www.vakifbank.com.tr/rusvet-ve-yolsuzlugun-onlenmesi-politikasi.aspx?pageID=1030</a> ) Masak Compliance Policy ( <a href="https://www.vakifbank.com.tr/Default.aspx?pageID=2784">https://www.vakifbank.com.tr/Default.aspx?pageID=2784</a> )	179 180 149-163
<b>GRI 205 Anti-Corruption 2016</b>	205-1 Anti-corruption	Prevention of Laundering of Criminal Proceeds and Terrorism Financing Combating Bribery and Corruption	179 180
	205-2 Anti-corruption trainings, policies and procedures	Prevention of Laundering of Criminal Proceeds and Terrorism Financing Combating Bribery and Corruption	179 180
	205-3 Reported complaints about corruption and actions taken	Prevention of Laundering of Criminal Proceeds and Terrorism Financing Combating Bribery and Corruption	179 180
<b>GRI 206 Anti-Competitive Behavior 2016</b>	206-1 Legal proceedings for anticompetitive conduct, trust and monopoly practices	During the reporting period, there were no lawsuits regarding anti-competitive behavior, trust and monopoly activities.	551

## Annex 12: GRI Standards Content Index

GRI Standard	Statements	Related Title	
<b>Social Responsibility</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Corporate Social Responsibility in VakıfBank Explanations and Notes to the Consolidated Financial Statements Prepared as of December 31, 2022	106-107
		EXPLANATIONS RELATED TO TAX APPLICATIONS Explanations and Notes to the Unconsolidated Financial Statements Prepared as of December 31, 2022	379 225
<b>GRI 207 Tax 2019</b>	207-1 Tax approach	VakıfBank acts in line with the principle of transparency in tax. In this context, you can access our Bank's tax practices from the Explanations Regarding Tax Practices in Section 3 of the Independent Audit Report. In addition, our Bank contributes to the development of the financial system by sharing its views on tax-related issues with the relevant institutions and organizations in order to support sustainable development.	552
	207-2 Governance, control and risk management in tax matters	VakıfBank acts in line with the principle of transparency in tax. In this context, you can access our Bank's tax practices from the Explanations Regarding Tax Practices in Section 3 of the Independent Audit Report. In addition, our Bank contributes to the development of the financial system by sharing its views on tax-related issues with the relevant institutions and organizations in order to support sustainable development.	552
<b>Climate Change and Environmental Performance of the Bank</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Climate Change and Environmental Performance of the Bank Sustainability Management Environmental Policy ( <a href="https://www.vakifbank.com.tr/Default.aspx?pageID=2793">https://www.vakifbank.com.tr/Default.aspx?pageID=2793</a> )	130-131 181-182
<b>GRI 302 Energy 2016</b>	302-1 Organizasyon içindeki enerji tüketim	Annex 3: Social Performance Indicators	503
	302-4 Reducing energy consumption	Annex 3: Social Performance Indicators	503
<b>GRI 303 Water and Wastewater 2018</b>	303-3 Water withdrawal	Annex 3: Social Performance Indicators	503
	303-4 Water discharge	Annex 3: Social Performance Indicators	503
	303-5 Water consumption	Since we are in banking sector, the amount of water drawn and discharged is equal to each other. For this reason, the water consumption of our Bank is zero.	552

GRI Standard	Statements	Related Title	
<b>GRI 305 Emissions2016</b>	GRI 305-1 - Direct (Scope 1) greenhouse gas emissions	Annex 3: Social Performance Indicators	503
	305-2 Indirect energy (Scope 2) greenhouse gas	Annex 3: Social Performance Indicators	503
	305-3 Other indirect (Scope 3) greenhouse gas emissions	Annex 3: Social Performance Indicators	503
	305- Greenhouse gas emission intensity	Annex 3: Social Performance Indicators	503
	305-5 Reduction of greenhouse gas emissions	Annex 3: Social Performance Indicators	503
<b>GRI 306 Environmental Compliance 2020</b>	306-1 Significant impacts on waste and waste generation	Annex 3: Social Performance Indicators	503
	306-2 Management of waste-related impacts	Annex 3: Social Performance Indicators	503
<b>Equal Opportunity and Diversity</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Human Capital Human Rights and Employee Rights Policy <a href="https://www.vakifbank.com.tr/Default.aspx?pageID=2787">https://www.vakifbank.com.tr/Default.aspx?pageID=2787</a>	112-127
<b>GRI 401 Employment 2016</b>	401-1 New recruitments and employee turnover rate	Annex 4: Social Performance Indicators	508-511
	401-2 Benefits provided to full-time employees, not provided to temporary or part-time employees	Human Rights, Equal Opportunity and Diversity Remuneration and Benefits	117-118 119
	401-3 Maternity leave	Annex 4: Social Performance Indicators	508-511
<b>GRI 405 Equal Opportunity and Diversity 2016</b>	405-1 Diversity of governance bodies and employees	Board of Directors Annex 4: Social Performance Indicators	135-139 508-511
	405-2 Ratio of basic salary and remuneration of women to men	There is no gender discrimination in remuneration. Remuneration is based on seniority and performance.	553

## Annex 12: GRI Standards Content Index

GRI Standard	Statements	Related Title	
<b>Employee Engagement and Satisfaction</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Employee Engagement and Satisfaction Safe Working Environment Remuneration and Benefits Occupational Health and Safety Policy ( <a href="https://www.vakifbank.com.tr/is-sagligi-ve-guvenligi.aspx?pageID=2619">https://www.vakifbank.com.tr/is-sagligi-ve-guvenligi.aspx?pageID=2619</a> ) Remuneration Policy ( <a href="https://www.vakifbank.com.tr/Default.aspx?pageID=2777">https://www.vakifbank.com.tr/Default.aspx?pageID=2777</a> )	114-116 120-121 119
<b>GRI 403 Occupational Health and Safety 2018</b>	403-1 Occupational Health and Safety Management System	Safe Working Environment	120-121
	403-2 Damage Identification, Risk Assessment and Case Study	Safe Working Environment	120-121
	403-3 Occupational Health Services	Safe Working Environment	120-121
	403-4 Employee Participation in OHS Processes, Consultation and Communication Methods	Safe Working Environment	120-121
	403-5 Employee OHS trainings	Safe Working Environment Employee Development and Trainings	120-121 124-125
	403-6 Supporting Occupational Health	Safe Working Environment Employee Engagement and Satisfaction Remuneration and Benefits	120-121 114-116 119
	403-7 Protection and Prevention of OHS Effects Arising from Business Relationships	Safe Working Environment	120-121
	403-8 Employees within the scope of occupational health and safety management system	Annex 4: Social Performance Indicators	508-511
	403-9 Occupational Injuries	Annex 4: Social Performance Indicators	508-511
	403-10 Occupational Diseases	Annex 4: Social Performance Indicators	508-511
<b>GRI 407 Collective Bargaining and Union Right 2016</b>	407-1 Operations and suppliers where freedom of association and the right to collective bargaining may be at risk	Annex 4: Social Performance Indicators	508-511

GRI Standard	Statements	Related Title	
<b>Capacity Building and Talent Management</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Employee Development and Trainings Capacity Building and Talent Management	124-125 122-123
<b>GRI 404 Training and Education 2016</b>	404-1 Average annual training hours per employee	Annex 4: Social Performance Indicators	508-511
	404-2 Programs aimed at improving employee skills and orientation programs	Employee Development and Trainings	124-125
	404-3 Percentage notification of employees who receive regular performance and career development assessments	Human Rights, Equal Opportunity and Diversity Capacity Building and Talent Management	117-118 122-123
<b>Human Rights</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Human Rights, Equal Opportunity and Diversity <a href="https://www.vakifbank.com.tr/Default.aspx?pageID=2787">https://www.vakifbank.com.tr/Default.aspx?pageID=2787</a>	117-118
<b>GRI 406 Non-Discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	There have been no cases of discrimination.	555
<b>Digital Transformation</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Digital Transformation and Innovation	84-85
<b>Innovation</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Digital Transformation and Innovation Information Technologies	84-85 88-89
<b>Customer Experience and Satisfaction</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Customer Experience and Satisfaction	102-103



## Annex 12: GRI Standards Content Index

GRI Standard	Statements	Related Title	
<b>Responsible Finance and Sustainable Development</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Responsible Finance and Sustainable Development	74-81
<b>Corporate Governance</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Corporate Governance	133
<b>Compliance and Audit</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Compliance and Audit	179
<b>Risk Management</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Risk Management	172-177
<b>System Continuity and Data Security</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Business Continuity and Customer Information Security	90-91
<b>Financial Literacy</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Corporate Social Responsibility in VakıfBank Employee Engagement and Satisfaction	106-107 114-116
<b>Financial Inclusion</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Financial Inclusion	96
<b>Stakeholder Engagement and Transparency</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Stakeholder Engagement and Transparency	104
<b>Non-Financial Performance</b>			
<b>GRI 3: Materiality Topics 2021</b>	3-3 Management of materiality topics	Digital Transformation and Innovation Internet Banking and Mobile Banking Extensive ATM Network Corporate Social Responsibility in VakıfBank Employee Engagement and Satisfaction Human Rights, Equal Opportunity and Diversity Safe Working Environment Capacity Building and Talent Management Employee Development and Trainings Climate Change and Environmental Performance of the Bank	84-85 86-87 97 106-107 114-116 117-118 120-121 122-123 124-125 130-131