

2022 SUSTAINABILITY PERFORMANCE INDICATORS					
ENVIRONMENTAL PERFORMANCE	2018	2019	2020	2021	2022
Total Energy Consumption (GJ)	236.312.657	247.848.257	126.067.694	187.326.898	252.648.195
Direct Energy Consumption (GJ)					
<i>Aviation Fuel</i>	236.005.081	247.382.766	125.592.531	186.711.059	251.890.513
<i>Natural Gas</i>	143.324	142.719	128.241	124.505	241.942
<i>Gasoline and Diesel</i>	34.187	27.536	16.761	1.675	25.332
<i>Total energy consumption</i>					252.648.196
Indirect Energy Consumption (GJ)	127.828	252.226	210.985	326.487	457.924
<i>Conventional Electricity</i>	127.828	252.226	210.985	326.487	394.003
<i>Renewable Electricity</i>	-	-	-	-	63.921
<i>Other Resources</i>	2.237	43.010	119.175	163.173	32.484
Fuel Consumption					
<i>Aviation Fuel (Ton)</i>	5.351.589	5.609.587	2.847.903	4.233.811	5.711.803
<i>Natural Gas (m3)</i>	4.149.367	4.131.857	3.712.707	3.604.558	7.004.464
<i>Gasoline (liter)</i>	6.640	2.091	3.489	265.936	404.555
<i>Diesel (liter)</i>	940.453	774.876	469.721	413.430	349.411
Fuel Saving (GJ)	1.305.713	2.447.197	1.003.716	1.635.316	2.539.366
Fuel Saving (Ton)	29.608	55.492	22.760	37.082	57.581
Fuel Efficiency (Fuel consumption per 100 Offered Seat Km) (Litres/100 ASK)	3,30	3,26	3,21	3,16	3,10
*Reduce kg/ATK by 5%by 2025 compared to 2016- The target performance area, which was tracked in kg/ATK units in the previous reporting period, started to be calculated in lt/100 ASK units in the reporting period. As of the reporting period, the targeted performance was realized by reaching 3.10 lt/100 ASK.					
Energy Intensity					
<i>Electricity Consumption per Employee (GJ/Employee)</i>	9,17	11,19	8,75	8,09	8,89
<i>Electricity Consumption per Surface Area (GJ/m2)</i>	0,45	0,64	0,49	0,42	0,60
<i>Natural Gas Consumption per Surface Area (GJ/m2)</i>	0,22	0,43	0,45	0,74	0,44
Total Greenhouse Gas Emissions (Tons CO2e)	17.028.599	17.877.124	9.094.999	16.591.244	22.983.093
<i>Category 1 Emissions</i>	17.004.857	17.834.081	9.059.793	13.462.858	18.170.030
<i>Category 2 Emissions</i>	23.742	43.043	35.205	56.377	64.219
<i>Category 3-4-5-6 Emissions</i>	-	-	-	3.072.009	4.748.844
Greenhouse Gas Emission Savings Provided by Efficiency Projects (Ton CO2)	94.069	179.740	72.312	117.815	182.987
Carbon Credits Surrendered to the Authorities (tons CO2)	10.617	13.240	13.883	13.968	8.968
<i>Emission Credits Surrendered Under EU ETS</i>	10.617	13.240	13.835	10.838	6.619
<i>Emissions Credits Surrendered Under CH ETS</i>	-	0	48	0	52
<i>Emissions Credits Surrendered Under UK ETS</i>	-	-	-	3.130	2.297
Passenger Flight Offset (number)	668	686	669	672	476
NOx Emissions (ton)	59.001	61.846	31.398	46.678	63.040
Total Water Withdrawal (m3) - Municipal water	56.608	64.903	38.022	255.238	364.508
Water Withdrawal per Person (m3/person)	-	16,91	14,73	23,70	16,23
Waste Water Discharge (m3) (Waste Water Channel)	-	79.798	124.679	237.418	357.345
Total municipal water supplies (or from other water utilities) (million m3)	-	-	-	-	0.3176
Solid Wastes (Ton)	498	1.577	1.269	1.608	2.313
<i>Recycled Non-hazardous Wastes</i>	124	1.249	1.163	1.449	2.103
<i>Recycled Hazardous Wastes</i>	115	153	36	105	128
<i>Disposed Non-hazardous Wastes</i>	0	0	0	0	0
<i>Disposed Hazardous Wastes</i>	1,00	1,00	0,60	0,50	0,90
<i>Recycled Packaging Wastes</i>	258	174	69	53,50	81
<i>Total waste recycled/ reused (metric tonnes)</i>					2.312
Waste Recycling Ratio	-	-	-	-	99%
**Waste Recycling Ratio Calculation: [Recovered non-hazardous waste+Recovered hazardous waste+Recycled packaging waste / Total solid waste] x 100 *Domestic waste is not included in the calculation.					
Products with Reduced Environmental Impacts (unit)					
<i>Forest Stewardship Council (FSC) Certified Toy Sets</i>	2.268.000	1.647.700	0	323.925	677.809
<i>Biodegradable and Compostable Headphone Packaging in accordance with TS EN 13432 Standard</i>	37.698.863	37.790.212	9.872.042	16.722.548	30.307.783
<i>TS EN 13432 Certified Biodegradable and Compostable Blanket Packaging</i>	13.497.804	20.791.553	4.412.240	6.223.785	1.552.460
<i>OEKO-TEX 100 Certified Passenger Blankets</i>	1.509.204	2.181.610	572.215	1.144.145	1.552.460
<i>Vegan Cosmetic Sets</i>	-	-	-	63.471	1.313.320
Leaks and Spills					
<i>Total Incidents (number)</i>	0	0	0	0	0
<i>Amount of Leaks and Spills (ton)</i>	0	0	0	0	0
Environmental Management Expenditure (USD)	-	8.211.709	11.477.784	8.433.014	20.062.805
Environmental Trainings					
<i>Training Participants (person)</i>	-	-	-	3.227	8.425

Company Employees	-	-	-	2.731	8.350
Contractor Employees	-	-	-	496	75
<b>Training Duration (person*hour)</b>	-	-	-	2.210	6.319
Company Employees	-	-	-	1.946	6.263
Contractor Employees	-	-	-	264	56
Supplier Environmental Audits					
Number of Suppliers Subjected to Environmental Audit	0	0	0	52	42
Number of Suppliers Audited for the First Time	0	0	0	0	0
Number of Suppliers Failed in Audit	0	0	0	0	0
Number of Suppliers whose Contract was Terminated After the Audit	0	0	0	0	0
Number of Suppliers Given Development Program After the Audit	0	0	0	0	11
Number of Suppliers Completing the Development Program	0	0	0	0	11
Number of GHG Awareness Training Participants	5.033	3.965	2.522	1.487	3.586
Number of Waste Management Training Participants	0	342	22.459	3.227	5.851
<b>FINANCIAL AND OPERATIONAL PERFORMANCE</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Net Revenue (million USD)	12.855	13.229	6.734	10.686	18.426
Passenger Revenue	10.918	11.167	3.792	6.390	14.291
Cargo Revenue	1.647	1.688	2.722	4.015	3.735
Other Revenue	290	374	220	281	400
Operating Profit (million USD)	1.191	876	-255	1.414	2.779
Operating Profit (million USD)	3.349	3.107	1.866	3.744	5.377
EBITDAR Margin (%)	26,0%	23,5%	27,7%	35,0%	29,2%
Net Debt	7.687	10.107	14.120	11.596	8.714
Total Assets	20.732	24.724	25.530	26.537	30.944
Total Investments	2.940	4.315	4.903	4.193	5.499
Fleet Investments	1.291	2.402	2.926	2.061	2.879
Leasing Repayments	906	974	1.541	1.786	1.655
Other	743	939	436	346	965
Total Flight Miles (nautical mile)	467.942.609	500.095.380	254.970.056	379.947.624	515.501.080
Available Seat*Km (million Km)	182.031	187.717	75.009	127.781	201.735
Revenue Passenger*Km (million Km)	149.169	153.202	53.253	86.708	162.665
Revenue Passenger (person)	75.167.807	74.282.064	27.951.286	44.791.503	71.817.525
Passenger Load Factor (%)	81,9%	81,6%	71,0%	67,9%	81,0%
Flight Destinations	310	322	324	333	342
Number of Landings	511.064	507.352	240.353	357.206	472.707
Distance Flown Km (thousand)	866.630	926.224	472.246	703.643	954.708
Cargo & Mail Carried (ton)	1.412.423	1.544.341	1.494.276	1.880.949	1.678.953
Excess Baggage Carried (ton)	7.717	11.848	7.513	22.181	31.519
Baggage Irregularity Rate (‰)	5,2‰	5‰	3,9‰	3,7‰	5,3‰
Turkish Airlines-Only International Routes	146	154	155	142	152
Turkish Airlines-Only International Routes within Top 20 Airline Companies	209	219	216	203	223
Turkish Airlines-Only International Destinations within Top 20 Airline Companies	30	30	24	22	21
Fleet Data					
Fleet average age	8,20	8,33	8,44	8,50	8,70
Total number of aircraft	332	350	363	370	394
Number of narrow-body aircraft	218	230	234	246	263
Number of wide-body aircraft	92	97	104	104	110
Number of cargo aircraft	22	23	25	20	21
R&D Expenditure (USD)	11.800.612	7.691.853	8.857.844	8.500.168	8.611.503
Number of R&D Employees	666	752	719	829	442
Number of R&D Projects	33	49	40	72	92
Direct Economic Value Generated (million USD)	12.855	13.229	6.734	10.686	18.426
Direct Economic Value Distributed (million USD)	11.686	12.644	7.264	9.411	15.710
Operating Costs	9.827	10.477	6.103	8.051	13.473
Salaries and Benefits Paid to Employees	1.772	2.067	1.097	1.298	2.140
Dividend Paid	0	0	0	0	0
Taxes and Similar Payments to the Government	41	52	41	37	57
Donation, Sponsorship and Corporate Responsibility Expenditures	46	48	23	25	40
Tax Paid					
Republic of Türkiye (million TL)	773.139.271	1.441.302.581	898.893.051	1.472.755.988	4.139.375.929
Other States (million TL)	59.865.126	66.849.176	59.912.800	54.248.048	241.316.083
Airports (million USD)	1.108.276.906	1.120.050.112	425.535.737	740.139.335	1.310.017.369
Local Procurement Rate by Expenditure (%)	79,56%	69,01%	76,55%	62,50%	89,32%
Local Procurement Rate by Number of Suppliers (%)	-	73,62%	78,64%	76,80%	74,16%
Code of Ethics, Anti-Bribery and Anti-Corruption Training					
Total training participants (number of people)	5.910	4.320	2.420	6.207	9.463
Total training hours (person*hour)	2.955	2.160	1.210	3.103	4.416

Ethical Line Grievances (number)	245	278	134	179	436
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Discrimination Grievances (number)	9	5	2	4	1
Total Amount of Significant Cash Fines Paid (million TL)	-	-	-	1,1	-
Non-monetary Sanctions (number)	-	-	-	1	-
<b>Employee Suggestion System Data</b>					
<i>Number of Employees Giving Suggestions (number)</i>	6.268	4.316	7.144	507	1.560
<i>Number of Suggestions Received From Employees (number)</i>	16.716	21.995	24.259	25.129	3.548
<i>Number of Suggestions Implemented (number)</i>	659	1.100	1.225	1.227	713
<i>Financial Benefit from Employee Suggestions (million USD)</i>	55	132	163	185	250
<i>Financial Benefits Provided by Employee Suggestions (million USD)</i>	55	132	163	185	250
<b>SOCIAL PERFORMANCE</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Number of Employees on Maternity/Paternity Leave</b>					
<i>Female</i>	1.063	907	823	628	119
<i>Male</i>	791	811	531	603	177
<b>Number of Employees Returning from Maternity/Paternity Leave</b>					
<i>Female</i>	906	756	677	550	198
<i>Male</i>	792	815	534	598	177
<b>Number of Employees Who Haven't Left Work for the Last 12 Months After Returning from Maternity Leave</b>					
<i>Female</i>	897	739	623	532	197
<i>Male</i>	794	815	517	588	177
<b>Number of Female Employees Benefiting from the Right to Work Part-Time After Childbirth</b>					
	2	4	0	7	6
<b>Number of Female Employees Benefiting from Partial Employment Right after Childbirth</b>					
	32	54	61	52	121
<b>Employee Trainings- Participants (number)</b>					
<i>Ground/Non-flight Personnel</i>	87.412	135.831	153.519	136.023	200.342
<i>Cockpit Crew</i>	17.135	54.930	54.968	49.088	86.973
<i>Cabin Crew</i>	81.675	219.449	150.150	193.037	181.281
<b>Employee Trainings - Total Hours (personxhours)</b>					
<i>Ground/Non-flight Personnel</i>	-	-	-	-	254.242
<i>Cockpit Crew</i>	-	-	-	-	158.869
<i>Cabin Crew</i>	-	-	-	-	6.852
<i>Female</i>	-	-	-	-	88.522
<i>Male</i>	-	-	-	-	126.839
<b>Contractor Employee Trainings- Participants (number)</b>					
<i>Female</i>	-	-	-	-	5.340
<i>Male</i>	-	-	-	-	544
<b>Contractor Employee Trainings - Total Hours (personxhours)</b>					
<i>Female</i>	-	-	-	-	4.796
<i>Male</i>	-	-	-	-	39.586
<b>Accident Frequency Rate (by 1,000,000 Working Hours)</b>					
<i>Direct Employment</i>	8,6	12,69	4,57	7,82	15,58
<i>Contractor Employees</i>	-	-	-	-	14,36
<b>Number of Injuries</b>					
<i>Direct Employment</i>	-	-	-	-	20,64
<i>Contractor Employees</i>	-	-	-	-	1.371
<b>Lost Day Rate (by 1,000,000 Working Hours)</b>					
<i>Direct Employment</i>	-	-	-	-	1.019
<i>Contractor Employees</i>	-	-	-	-	352
<b>Number of Lost Days</b>					
<i>Direct Employment</i>	172	123	37	63	116,27
<i>Contractor Employees</i>	-	-	-	-	121,09
<b>Lost Time Injury Rate Total</b>					
<i>Direct Employment</i>	-	-	-	-	96,18
<i>Contractor Employees</i>	-	-	-	-	10.232,5
<b>Lost Time Injury Rate= number of lost time injuries/total working hours x 1000000</b> (Total number of injuries that caused the employees and contractors to lose at least a working day relative to one million hours worked.)					
<i>Direct Employment</i>	-	-	-	-	8.592,5
<i>Contractor Employees</i>	-	-	-	-	1.640
<b>Absentee Rate</b>					
<i>Direct Employment</i>	-	2,69	1,47	1,97	3,36
<i>Contractor Employees</i>	-	-	-	-	20,64
<b>Data coverage (as % of employees)-percentage of Employees</b>					
<i>Direct Employment</i>	-	20,8	9,78	13,23	24,97
<i>Contractor Employees</i>	-	-	-	-	352
<b>**Absentee rate calculation:</b> [Number of absentee days in the accounting period / Total days scheduled to be worked in the accounting period] x 100					
<b>Occupational Disease Rate (1.000.000 Çalışma Saati Bazında)</b>					
<i>Direct Employment</i>	0	0	0	0	0
<i>Contractor Employees</i>	0	0	0	0	0
<b>Number of Occupational Diseases</b>					
<i>Direct Employment</i>	0	0	0	0	0
<i>Contractor Employees</i>	0	0	0	0	0
<b>Number of Work Related Fatality</b>					
<i>Direct Employment</i>	0	0	0	0	0
<i>Contractor Employees</i>	0	0	0	0	0

OHS Trainings - Number of Participants					
<i>Direct Employment</i>	-	14.951	20.563	153.579	91.104
<i>Contractor Employees</i>	1.165	95	67	159	6.057
OHS Trainings - Total Hours (personxhours)	-	-	-	106.727	66.003
<i>Direct Employment</i>	-	-	-	-	24.461
<i>Contractor Employees</i>	-	-	-	-	41.542
Number of Field Surveillance Studies (number)	-	426	204	632	460
Number of Physician Activities (number)	157.016	161.992	125.326	117.699	184.219
Number of Disaster Emergency Trainings (number)	20	24	10	19	48
Number of Disaster Emergency Training Participants (person)	273	400	145	215	1.428
Disaster Emergency Training Hours (personxhours)	-	-	-	-	5.097
Number of Disaster Emergency Drills	17	58	8	97	96
Number of Employees Receiving Child Care/Elderly Care Support	1.373	2.660	2.912	2.922	3.000
Ratio of Activity Facilities with Lactation Room (%)	40%	40%	50%	50%	55%
Number of Employees/Managers Receiving Training on Prevention of Harassment, Mobbing, Oppression and Violence					
<i>Managers</i>	100	20	414	122	0
<i>Non-managers</i>	5.879	4.843	21.948	6.085	0
Customer Satisfaction Rate (%)	79%	75%	77%	83%	83%
Percentage of Customers (%)	-	0.2%	0.4%	0.7%	0.7%
Number of Employees Received Training on Human Rights Policies and Procedures					
<i>Cockpit Crew</i>	607	390	349	59	0
<i>Cabin Crew</i>	1.130	1.691	543	47	0
<i>Security Personnel</i>	49	19	2	1	0
<i>Other Ground/Support Team</i>	1.558	1.071	396	210	0
Number of Employee Complaint Regarding Discrimination, Harassment, Mobbing, Oppression and Violence	14	48	23	79	63
<i>Female</i>	2	8	6	25	22
<i>Male</i>	2	15	5	33	28
<i>Anonymous</i>	10	25	12	21	13
Number of Business Interruptions Due to Strike (number)	0	0	0	0	0
Number of Non-Working Days Due to Strike (number)	0	0	0	0	0
Flight Safety Trainings					
<b>Training Participants (person)</b>	10.890	12.226	13.595	13.300	13.649
<i>Cockpit Crew</i>	932	1.476	2.620	936	2.175
<i>Cabin Crew</i>	2.634	2.992	2.528	2.432	5.884
<i>Other Employees</i>	7.324	7.758	8.447	9.932	5.590
<b>Training Duration (person*hour)</b>					
<i>Cockpit Crew</i>	533	816	1.321	470	2.719
<i>Cabin Crew</i>	1.601	2.280	1.898	1.502	7.355
<i>Other Employees</i>	14.329	24.048	12.253	20.531	6.988
Flight Security Data					
<i>Number of Aircraft Accidents (number)</i>	0	1	0	0	0
<i>Sanctions for Non-Compliance with Flight Safety Regulations (number)</i>	-	-	0	0	0
<i>Number of Flight Security Reports (number)</i>	2.201	2.063	3.760	5.577	4.380
<i>SAFA Rate (%)</i>	0,227	0,177	0,318	0,054	0,143
Supplier Audit Rate (%)	-	-	-	-	55,8%
Rate of Union Member Employees (%)	-	-	-	-	85%
<b>EMPLOYEE DEMOGRAPHICS</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total Workforce (number)	30.874	34.222	33.583	33.191	37.379
<b>Direct Employment</b>	26.739	29.491	28.668	27.532	29.520
<i>Female</i>	12.332	13.579	13.129	12.682	13.804
<i>Male</i>	14.407	15.912	15.539	14.850	15.716
<i>Female Employee Rate (%)</i>	-	-	-	-	47
<b>Contractor Employees</b>	4.135	4.731	4.915	5.659	7.859
<i>Female</i>	941	1.096	1.099	1.167	1.214
<i>Male</i>	3.194	3.635	3.816	4.492	6.645
Employee Category (number)					
<b>Cockpit Crew</b>	5.213	5.839	5.756	5.561	5.784
<i>Female</i>	241	297	303	296	318
<i>Male</i>	4.972	5.542	5.453	5.265	5.466
<b>Cabin Crew</b>	10.513	12.247	12.281	12.033	13.222
<i>Female</i>	7.161	8.243	8.105	7.910	8.770
<i>Male</i>	3.352	4.004	4.176	4.123	4.452
<b>Technical Team - Engineer</b>	413	402	368	353	471
<i>Female</i>	170	177	169	171	221
<i>Male</i>	243	225	199	182	250
<b>Technical Team - Technician</b>	172	203	189	152	173
<i>Female</i>	11	11	11	1	2

	<i>Male</i>	161	192	178	151	171
	<b>Non-flight Personnel</b>	11.013	11.405	10.631	9.938	10.514
	<i>Female</i>	4.930	5.039	4.721	4.476	4.715
	<i>Male</i>	6.083	6.366	5910	5.462	5.799
Total Workforce by Contract Type (number)						
	<b>Indefinite Term Employment Contract</b>	25.472	28.214	27.580	26.519	28.404
	<i>Female</i>	11.756	12.999	12.640	12.232	13.359
	<i>Male</i>	13.716	15.215	14.940	14.287	15.045
	<b>Temporary Employment Contract</b>	1.118	1.167	1.081	1.007	866
	<i>Female</i>	505	519	483	444	319
	<i>Male</i>	613	648	598	563	547
Total Workforce by Education Level (number)						
	<i>Primary education</i>	23	55	53	34	27
	<i>High school</i>	4.443	5.024	4.486	3.997	4.193
	<i>University and Above</i>	18.979	21.119	20.970	20.415	22.065
Total Workforce by Age Groups						
	<i>18-30</i>	9.910	10.657	8.631	6.455	6.973
	<i>30-50</i>	15.410	17.485	18.715	19.706	21.117
	<i>50+</i>	1.239	1.349	1.322	1.371	1.529
Average Employee Age (Years Old)						
		-	-	-	36	36,07
Average Tenure of Employment (Years)						
		-	-	-	8,44	8,53
Senior Management Structure (number)						
	<b>Female</b>	54	61	59	56	66
	<i>18-30</i>	1	1	0	0	0
	<i>30-50</i>	50	56	56	49	61
	<i>50+</i>	3	4	3	7	5
	<i>Ratio of Female Employees in Managerial Positions (%)</i>					26
	<b>Male</b>	553	564	560	528	506
	<i>18-30</i>	29	13	7	1	1
	<i>30-50</i>	487	510	514	487	467
	<i>50+</i>	37	41	39	40	38
Mid-level Management Structure (number)						
	<b>Female</b>	482	516	496	498	506
	<i>18-30</i>	33	34	25	21	11
	<i>30-50</i>	428	459	448	453	468
	<i>50+</i>	21	23	23	24	27
	<i>Ratio of Female Employees in Mid-Level Management Levels (%)</i>					32
	<b>Male</b>	1.041	1.117	1.066	1.095	1.085
	<i>18-30</i>	141	101	66	53	46
	<i>30-50</i>	855	963	945	987	963
	<i>50+</i>	45	53	55	55	76
New Recruits (number)						
	<i>Female</i>	1.437	1.781	118	131	1.521
	<i>Male</i>	2.463	2.161	416	235	1.389
Employees Left (number)						
	<i>Female</i>	473	535	569	578	399
	<i>Male</i>	763	654	789	924	523
Employee Turn Over Rate (%)						
		4,8%	4,2%	4,6%	5,3%	3,2%
	<i>Voluntary Turn Over Rate(%)</i>	-	-	-	-	%1,90
	<i>Involuntary Turn Over Rate(%)</i>	-	-	-	-	%1,33
Employees with Disabilities						
	<i>Female</i>	56	60	60	57	56
	<i>Male</i>	161	175	170	155	150
Number of Disabled Employees in Manager Position						
		20	24	22	23	26
Workforce Under the Collective Bargaining Agreement (number)						
		23.015	25.513	25.054	24.307	22.594
Ratio of Female Candidates Applying for a Job (%)						
		41%	61%	0%	0%	58%
Ratio of Female Candidates in Recruitment Interviews (%)						
		38%	62%	0%	0%	64%
Shortlisting Rate of Candidates in the New Employment Process (%)						
		8%	5%	0%	0%	5%
	<i>Female</i>	29%	57%	0%	0%	58%
	<i>Male</i>	71%	43%	0%	0%	42%
Ratio of Women Promoted During the Year (%)						
	<i>Domestic</i>	50%	49%	33%	34%	23%
	<i>Abroad</i>	0%	0%	0%	19%	20%
Ratio of Female Employees Promoted to the Management Position for the First Time (%)						
	<i>Domestic</i>	50%	50%	40%	17%	37%
	<i>Abroad</i>	0%	0%	0%	10%	83%
Ratio of Female Employees in Income Generating Positions (%)						
		8%	8%	7%	6%	0,7%
Ratio of Female Employees in Engineering Positions (%)						
		42%	45%	47%	49%	47%

SOCIAL		
Ethics and Compliance	Anti-Corruption	In 2022, no findings were found against our Incorporation regarding violation of the anti-bribery and anti-corruption policy, and no administrative, fine or judicial sanctions were imposed on our Incorporation or its employees in this regard.
	Legal Compliance and Fair Competition	In 2022, no findings of competition rule violation were found against Turkish Airlines and no administrative or judicial sanctions regarding the Competition Law were imposed on our Incorporation. There are no administrative or judicial sanctions imposed on our Incorporation and Board Members in 2022 due to practices contrary to legal regulations.
	Reporting Abuses	In 2022, 1 application was made to the Ethics Line on suspicion of being subjected to discriminatory behavior. Environmental Management: It has been observed that there was no non-compliance with environmental legislation during the reporting period and no legal or administrative sanctions were imposed on our Incorporation due to environmental impacts.
Employee Health and Safety	Supply Chain Health and Safety Training	In our partnership, companies serving in the supply chain are expected to provide a safe and healthy working environment to their employees within the scope of supplier and subcontractor definitions and to manage their operations in a way that minimizes the impact on the environment and society. It is aimed to maintain our suppliers and subcontractors with a management system that encourages continuous improvement in OHS performance and includes the following elements: <ul style="list-style-type: none"> <li>Identifying possible emergency situations in work areas and carrying out studies to be prepared for all scenarios,</li> <li>Identifying Occupational Health and Safety hazards in work areas and participating in the actions taken by the Partnership in communication and consultation to eliminate hazards, reduce risks and manage opportunities,</li> <li>Cooperating in studies to prevent injury and ill health in work areas and to ensure safe and healthy working conditions.</li> </ul> OHS processes related to suppliers are defined in PR.32.082 Subcontractor Occupational Health and Safety Activities Procedure, and OHS processes related to Subcontractors are defined in PR.32.082 Subcontractor Occupational Health and Safety Activities Procedure. Other records and documents regarding OHS, including training documents regarding the work process of the supplier company employees (occupational health and safety, working at height, confined spaces, etc.), are specified in the purchasing specification and requested before the work is carried out; control is carried out. In addition, pre-job information training is provided regarding health and safety risks and emergencies in the working environment. OHS requirements in the work processes of the subcontractor company employees are specified in the Occupational Health and Safety Law No. 6331, DK.21.039, and the Regulation on the Procedures and Principles of Occupational Health and Safety Training of Employees, DK.21.044, and all relevant training is provided by the subcontractor. The training of subcontractor employees is stated in the annual training plan. Trainings are repeated within the periods specified in the Regulation on the Procedures and Principles of Occupational Health and Safety Training of Employees DK.21.044 and the training records are archived by the subcontractor. Training records are shared when requested by the Partnership OHS unit.
	Employee Health Practices	In order for our employees to make healthy and balanced food choices, we offer a variety of meals served in the partnership cafeterias and sample plates prepared by dietitians. In certain months of the year, we organize morning exercises accompanied by a physiotherapist for all employees to encourage physical activity. Online Meeting Hub talks were organized for employees on healthy nutrition and obesity. These are; (19.09.2023: Nutrition to Strengthen the Immune System / 24.08.2023: Truths About Nutrition / 15.06.2023: Hungry Stomach or Hungry Soul? Healthy Eating Behaviors) We provide individual healthy nutrition counseling through the Nutrition and Diet Polyclinic. 494 individual counseling during 2023 services were provided (except for cabin crew). In addition to periodic examinations of cabin crew, regular weight monitoring is carried out. 2023 In April and May, all cabin crew members were screened for weight (9096 cabin crew members were measured.) Individual counseling services were provided to cabin crew members with weight gain. As of July 2023, 345 Dietitian meetings were held with cabin crew members. Discount agreements are made with various companies to facilitate our employees' access to healthy living products. Within the scope of the TKWell project, discount agreements were made for employees (Züher 30% discount / Eğriçayır 20% discount / B-fit 20% discount / Fitchef 10% discount) We provide psychological counseling services on eating disorders. 14 clients who applied with eating disorders were followed up in 2023. In order to increase awareness of healthy products in the canteens and markets within our partnership, special stands were set up for products selected by dietitians.
	OHS Programs	One of the prerequisites for being a reliable operator is to ensure the health and safety of its employees, business partners, contractors and all stakeholders in its locations of operation. In this context, Turkish Airlines considers employee health and safety as a fundamental operational norm and an integral part of its corporate culture. Accordingly, the Incorporation takes an approach beyond legal requirements when determining employee health and safety practices and implements exemplary practices on an international scale. The Occupational Health and Safety Policy, which includes the Occupational Health and Safety (OHS) principles to be followed throughout Turkish Airlines operations, is made available to all relevant stakeholders on the corporate website. The management procedures established in the light of the policy principles are included in the Occupational Health and Safety Management Handbook. Collective bargaining agreements with trade unions include the basic elements of occupational health and safety and the conditions for compliance with applicable laws and regulations. ISO 45001 Occupational Health and Safety Management System is referenced in Turkish Airlines operations. Certification of the standard is ensured through independent audits. Although Turkish Airlines' business units that carry out main operations and operating locations are included in the scope of the standard, when all operations are considered, the ratio of business units covered by ISO 45001 certification has reached 92% as of 2022. In 2022, accident frequency rate is calculated as 15.58 and accident severity rate as 116.27 for every 1,000,000 working hours. During the reporting period, while 2,674 near misses were reported, there were no fatal occupational accidents or reported occupational diseases.
Sustainable Supply Chain Management	Supplier Environmental Audits	3. All suppliers that have entered the supplier pool through the THY Supplier Evaluation System are evaluated, and the results obtained affect the supplier selection criteria. In the contracts signed with the suppliers, articles regarding the social rights of the employees and the protection of the environment are included. Within the scope of Qualiteam audits, THY's new audit model, compliance with environmental issues is monitored in audits conducted for ground service companies, fuel providers, terminal operators within the scope of management systems standards, legal provisions and contracts. In addition, companies from which call centers, catering and transportation services are provided are audited periodically and their compliance levels are evaluated. With the audits carried out in this context, in 2022 supplier audit rate reached 55.81% (2022 sustainability Report, page: 14). Turkish Airlines understands that reaching certain quality standards in its supply chain and auditing suppliers for compliance with these standards is crucial to creating a positive brand image among the general public as well as passengers. To this end, Turkish Airlines conducts an onsite inspection program at its suppliers via services received from an expert and independent firm – SGS Supervise: Monitoring, Surveillance and Control Services – and Bureau Veritas firm on the basis of its corporate standards, policies and procedures.
Rate of Union Member Employees (%)		85% of the employees are members of Hava-İş Union in 2022. Turkish Airlines respects the rights of its employees to unionize and collective bargaining. Accordingly, 87% of the employees are members of Hava-İş Union. General recruitment rules and principles, the type and duration of employment contracts, social rights and wages are clearly stated in the Collective Bargaining Agreement and the internal procedures of Turkish Airlines. The Collective Bargaining Agreement is being progressively developed to improve employee rights, and protocols are signed between the Incorporation and the authorized union to protect the economic and social rights and interests of all employees.