

TURKISH TECHNIC

SUSTAINABILITY REPORT - 2025

TABLE OF CONTENTS

This report is designed as an interactive PDF document.

turkishtechnic.com

ABOUT THE REPORT

About the Report 04

Message from the Chairman 05

ABOUT TURKISH TECHNIC

Turkish Technic at a Glance 08

Our Operations 09

Turkish Technic: Past to Present 12

Vision and Mission 14

Shareholding Structure and Subsidiaries 15

Strategies and Strategic Focus Areas 17

Awards and Certifications 18

OUR SUSTAINABILITY STRATEGY

Our Approach to Sustainability Management 20

Corporate Memberships and Partnerships 22

Stakeholder Communication 24

- Stakeholder Engagement Table 25

Materiality Analysis 26

- Materiality Matrix 26
- Strategic Approach and Future Steps 27

RESPONSIBLE CORPORATE GOVERNANCE

Corporate Management 29

- Board of Directors 30
- Senior Management 32

Business Ethics and Legal Compliance 34

Internal Control and Audit Initiatives 38

Proactive Risk and Crisis Management 40

Integrated Management Systems and Certifications 42

Cybersecurity and Data Privacy 43

Responsible Supply Chain Management 45

SUSTAINABLE GROWTH WITH INNOVATIVE SOLUTIONS

Economic Performance 49

Aviation Safety and Operational Reliability 51

Digital Transformation & Innovation 53

PEOPLE-CENTERED APPROACH

Employee Health and Safety 56

Employee Well-Being & Development 60

Inclusion and Equal Opportunity 63

Customer Satisfaction 65

Community Relations and Social Responsibility 67

ENVIRONMENT-FOCUSED APPROACH

Energy and Emissions Management 70

Waste Management and Circular Economy 74

Water and Resource Management 77

APPENDICES

Performance Indicators 80

- Economic Performance Indicators 80
- Social Performance Indicators 80
- Environmental Performance Indicators 89

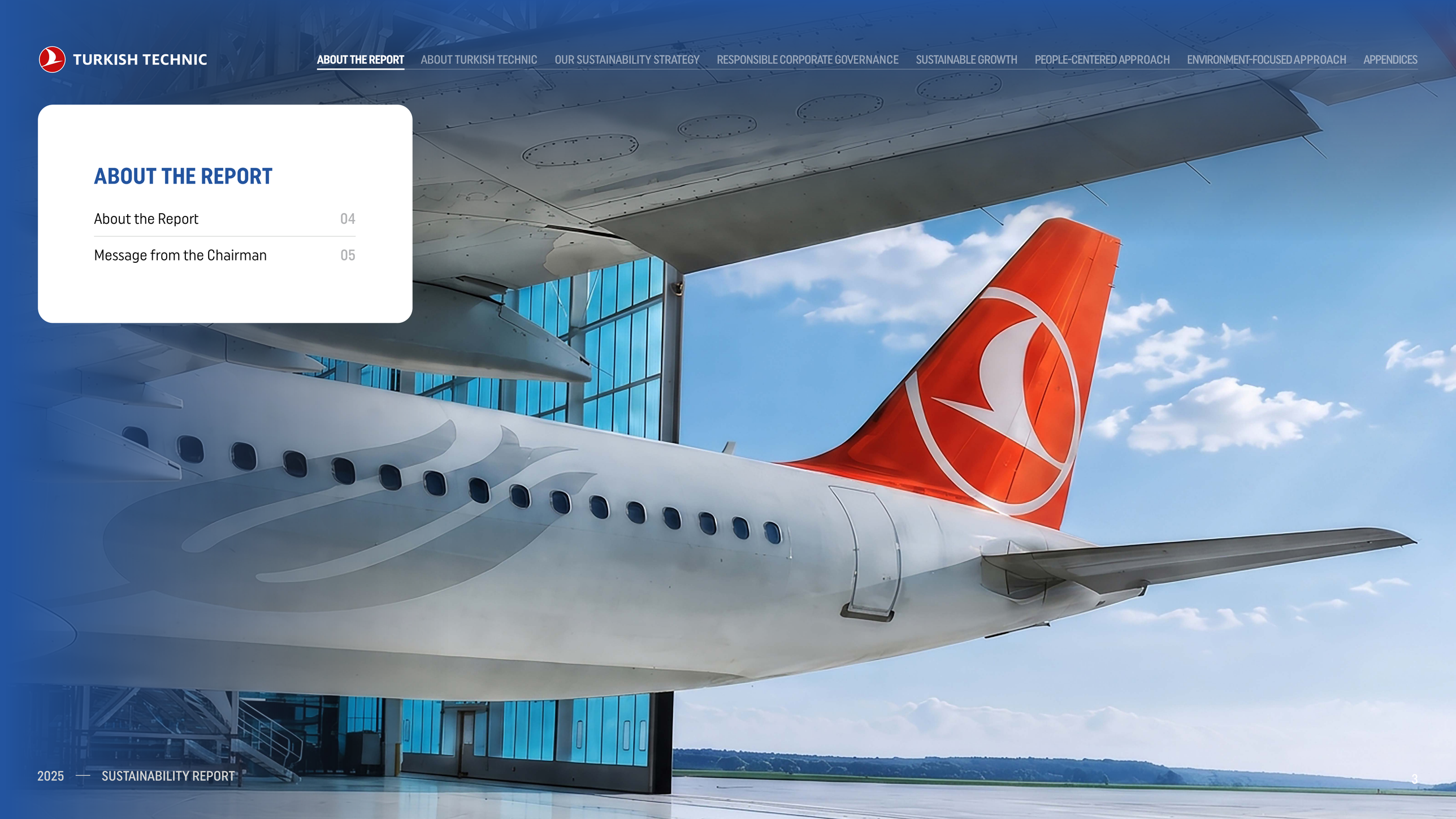
Reporting Guideline 93

Statement of Independent Assurance 95

GRI Content Index 96

ABOUT THE REPORT

About the Report 04
Message from the Chairman 05



ABOUT THE REPORT

Türk Hava Yolları Teknik Anonim Şirketi (Turkish Technic), a joint stock company in which Turkish Airlines is the sole shareholder, operates in the aircraft maintenance, repair, and overhaul sector. Conducting all its operations in Türkiye, the company continues its operations to achieve operational excellence by adopting a service approach in accordance with national and international standards.

This report presents Turkish Technic's Environmental, Social, and Governance (ESG) performance for the period from January 1, 2025, to December 31, 2025, and has been prepared in accordance with GRI Standards.

Our sustainability reports are published annually. While our independent financial audits are issued semiannually, we have adopted an annual schedule for sustainability reporting as a strategic approach that enables data to be collected, evaluated, and integrated from a more comprehensive perspective.

There is no difference between the entities included in our financial reporting and those covered in our sustainability report. As the report covers a single legal entity, Turkish Technic, there are no adjustments for minority interests, no consolidation differences arising from mergers or acquisitions, and no variations in the consolidation approach applied across the disclosures.

Reporting our ESG performance enables a transparent analysis of our current position while serving as a roadmap that will contribute to achieving our strategic objectives.

Throughout the reporting process, we have adopted an approach aligned with industry standards and grounded in data accuracy and continuous improvement. We will continue to share updates on our ESG performance with our stakeholders through regularly published annual reports.

The information presented in this report regarding our policies, practices, performance indicators, and targets is supported by relevant internal procedures, management system documentation, certifications, audit outputs, and data collection processes. By this means, we aim to disclose our sustainability performance to stakeholders in a manner that is traceable, comparable, and verifiable.

INDEPENDENT LIMITED ASSURANCE

The reliability of the performance metrics that are prioritized and monitored regularly within the scope of the environmental, social, and governance topics covered by this report is supported by independent verification and assurance mechanisms. The report's emissions data has been verified based on the GHG Protocol, and the verification was conducted by QSI Certification & Verification (QSI Belgelendirme Muayene ve Test Hizmetleri Ltd. Şti.). Additionally, within the scope of this report, several environmental, social, and governance metrics, namely, the **Total Number of Participants in Ethics Committee and Code of Ethics Training, Accident Frequency Rate, Customer Satisfaction, Energy Consumption Intensity, and Recycled Waste Quantity**, were subject to independent external assurance by PwC using a limited assurance approach. This independent limited assurance engagement was conducted in accordance with the **ISAE 3000** and **GDS 3000** standards.



You can submit any questions or feedback concerning our report and its contents to:

Email
tt-sustainability@thy.com

Phone
0216 585 98 00

Address
Sabiha Gokcen International Airport, E Gate 34906, Pendik / Istanbul / TURKIYE

Click here to review the Independent Limited Assurance Report in detail.

Go to the relevant section.

MESSAGE FROM THE CHAIRMAN



PROF. DR. AHMET BOLAT
Chairman of the Board of Directors and the Executive Committee

DEAR STAKEHOLDERS,

Today, sustainability is no longer only a matter of environmental responsibility, but also one of the fundamental pillars of long-term corporate success, stakeholder trust, and social value creation. Guided by this understanding, we continue to consider economic growth alongside environmental responsibility and social impact at every stage of our operations.

In the period we left behind, we have made significant progress through our strong investments, customer-focused approach, the contributions of our employees, and the determined steps we have taken in sustainability. While making our strategic investments for the future, we aimed to use our resources more efficiently, reduce our environmental impacts, and create community-focused value.

We consider combating climate change to be one of the key priorities of our sustainability approach. In line with this approach, we continue our efforts to reduce the environmental impacts of our business processes and are implementing initiatives to increase the use of renewable energy and improve energy efficiency. Through these efforts, we not only strengthen our environmental performance, but also aim to contribute to the 2050 Carbon-Neutral Airline target of our parent company, Turkish Airlines.

2025 was a year in which we combined our achievements in business processes, strategic investments, and progress in sustainability, in line with our company's sustainable growth objectives. The 2.66 billion US dollars in revenue we generated during the year is a significant indicator of our operational performance and the trust our customers place in the company.

Another important strategic step this year was the engine maintenance facility agreement we signed with Rolls-Royce, one of the leading companies in the industry. This investment, now in the construction phase and planned to start operations in 2027, is a strong indicator of the company's confidence in its future. Once the facility becomes operational, we aim to increase our maintenance capacity by 20% and also contribute to our country's development by creating new employment opportunities. We believe the facility, which will be established with modern infrastructure and efficient technologies, will create sustainable long-term value for the company.

We have completed another successful year of operations. Throughout the year, we contributed to the continuity of our customers' operations by completing a total of 4,488 aircraft maintenance activities and providing maintenance and repair services for more than 150,000 components. We also had the opportunity to share our expertise with a broader group of stakeholders by providing a significant 34% of our base maintenance services to third-party customers. In addition, we expanded our customer portfolio by signing new agreements with 338 aviation companies in 2025. This development is an important indication of the industry's confidence in our technical capabilities and service quality.

In line with our principle of continuous improvement, we further expanded the scope of the services we provide to our customers by adding 1,757 new maintenance and repair capabilities in 2025.

These developments, which enhanced our capabilities for next-generation aircraft and components, strengthened our ability to respond quickly and effectively to the evolving needs of the industry. In addition, being recognized as the 'MRO Brand of the Year' at the MRO South Asia Summit demonstrates that our global achievements and strong position in the industry have earned international recognition.

To disclose our sustainability performance transparently, we published our first GRI-standards-compliant corporate sustainability report

last year, in accordance with internationally recognized standards. The Silver Medal awarded by EcoVadis in recognition of our 2024 sustainability performance demonstrates that our environmental, social, and governance practices are aligned with international standards. The global recognition of our sustainability efforts has been a distinct source of pride for our company.

Our achievements are built on the knowledge, capabilities, and dedicated contributions of our employees. Receiving awards in three distinct categories at the 2025 Stevie Awards for Great Employers demonstrates that our practices aimed at enhancing employee experience, fostering an inclusive work environment, and supporting employee development have gained international recognition.

The Upcycled Bag Project, one of the key examples of our social responsibility and circular economy approach, stood out as a valuable initiative that brings together the environmental and social dimensions of sustainability. This project, which repurposes end-of-life aircraft seat leather, not only helped reduce waste generation but also aimed to create social benefit. As part of the project, in collaboration with the Kilis Provincial Directorate of National Education, bags were distributed to students at two primary schools. By this means, we transformed our sustainability approach into a tangible social contribution while supporting the education of students in underprivileged areas. In addition to its environmental aspect, which promotes the efficient use of resources, the project also contributed to raising social awareness and promoting a culture of sustainable living.

As a result of the initiatives that were carried out in line with our customer-focused approach, we increased our customer satisfaction rate to 90%. ✓

Our continuous efforts to improve service quality and the strong partnerships we have built with our customers form the foundation of this achievement. In the coming period, we aim to deliver innovative solutions that will help our customers reduce their environmental impacts and achieve their sustainability goals.

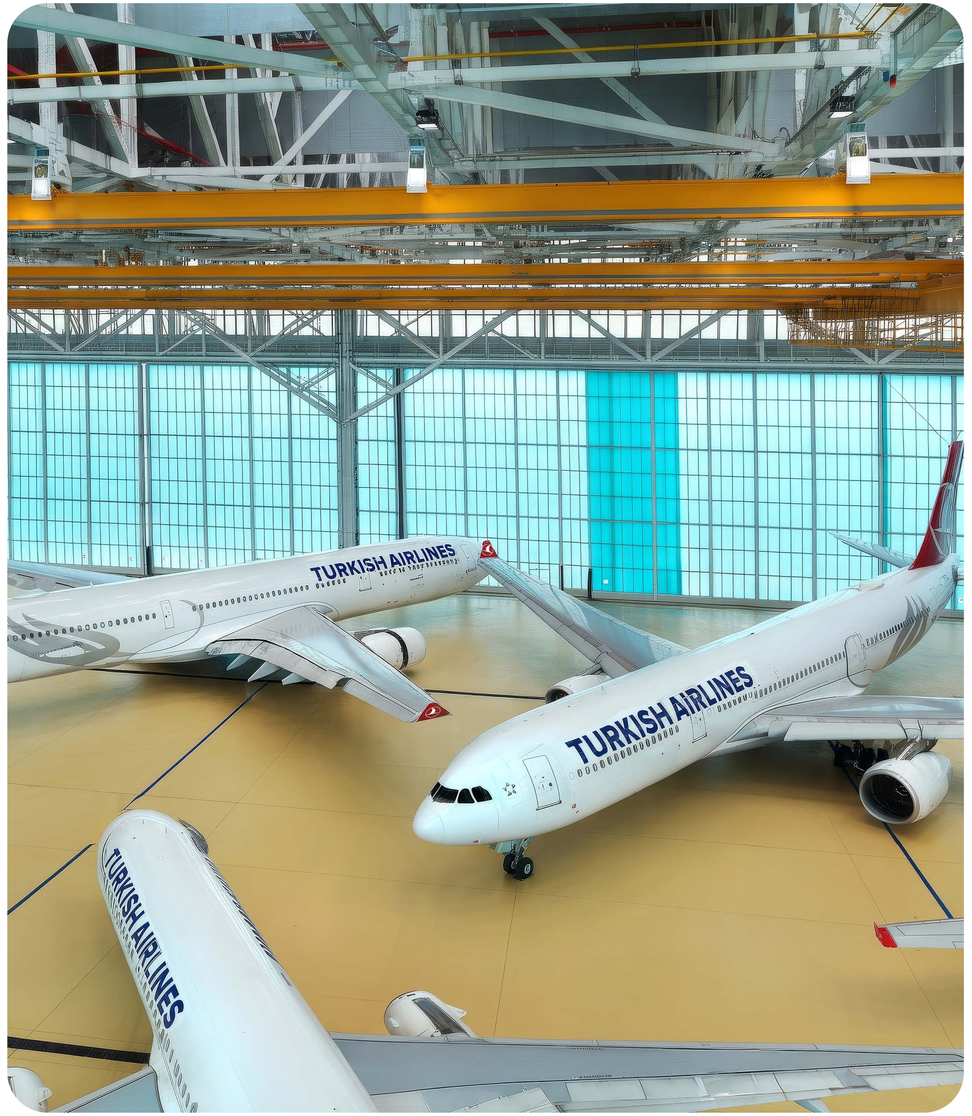
Our LEED-certified buildings at Istanbul Airport and Sabiha Gökçen Airport strengthen our environmental performance by meeting international standards in energy efficiency, water conservation, material selection, and indoor environmental quality. As part of our energy management efforts, we successfully met the renewable energy target we set in the previous year by sourcing 20% of our electricity consumption from renewable energy sources certified in accordance with international standards. This achievement is one of the key indicators of our commitment to reducing our carbon footprint and provides a strong foundation for advancing our energy transition efforts in the years ahead.

In line with our environmental responsibility, the tree-planting event we organized as part of National Afforestation Day became a meaningful awareness initiative through the voluntary participation of our employees. We believe that initiatives such as these, organized to protect natural resources, not only provide environmental benefits but also foster a shared sense of responsibility among our employees.

All the achievements throughout our sustainability journey have been made possible by the dedicated contributions of our employees, the trust of our customers, the support of our business partners, and the strong partnerships we have built with our stakeholders. In the years ahead, we will continue to create sustainable value by integrating economic success with environmental responsibility and social benefit.

I would like to thank all our stakeholders who have accompanied us on this journey.

Sincerely,



✓ Subject to limited assurance by an Independent Auditor.

ABOUT TURKISH TECHNIC

Turkish Technic at a Glance 08
Our Operations 09
Turkish Technic: Past to Present 12
Vision and Mission 14
Shareholding Structure and Subsidiaries 15
Strategies and Strategic Focus Areas 17
Awards and Certifications 18

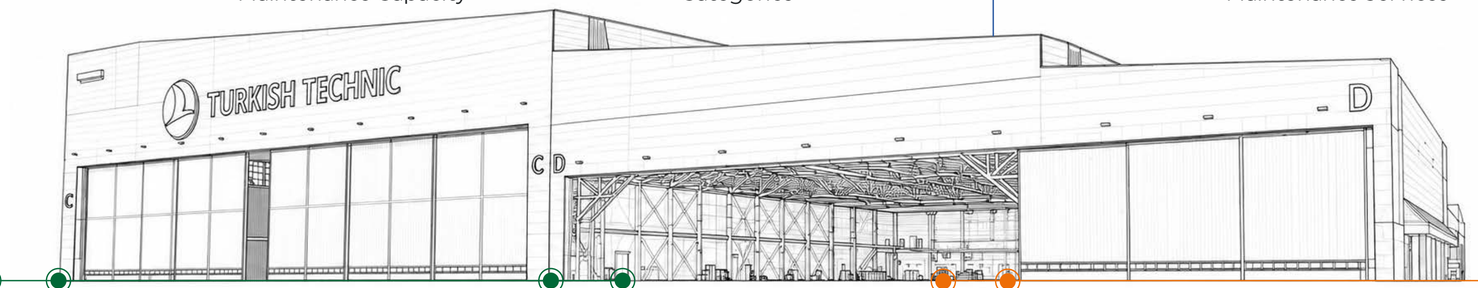


TURKISH TECHNIC AT A GLANCE

Turkish Technic is one of the world's leading providers of aircraft maintenance, repair, and overhaul (MRO[1]) services with its extensive service portfolio, strong operational infrastructure, international competence, and highly qualified workforce. In 2025, the company continued its operations in line with its approach focused on operational excellence, aviation safety, sustainable growth, and creating value for its stakeholders:

OPERATIONAL STRENGTH

- **2** Continents
- **11** Hangars
- **8** Maintenance Facilities
- **647,000 m²** Covered Area
- **4,488 Aircraft** Line and Base Maintenance Services
- **56 Uçaklık** Simultaneous Maintenance Capacity
- **18 +** Service Categories
- **24,000 +** Component Pool (PBH) Services
- **30 + Countries** Certified Locations
- **150,000 +** Component Maintenance Services
- **1000 +** Modification Projects
- **34,000** Tire, Wheel, and Brake Maintenance Services
- **70 +** Certifications



ENVIRONMENTAL PERFORMANCE

- **7,876.8 GJ** Energy Savings
- **5,182 tons** Recovered Waste
- **49,947 m³** Recycled and Reused Water
- **89,336 kWh** Renewable Energy Consumption
- **406,480 kg CO_2** Emission Reduction

HUMAN RESOURCES AND COMPETENCY DEVELOPMENT

- **11,636** Employees
- **51 Hours** Average Training per Employee
- **1,146 Individuals** Simultaneous Training Capacity

[1] MRO in the aviation sector encompasses maintenance, troubleshooting, component replacement, testing, modification, and heavy maintenance activities performed to ensure that aircraft, engines, components, landing gear, and other systems operate safely, remain airworthy, and comply with applicable regulations.

OUR OPERATIONS

As one of the world's leading providers of aircraft maintenance, repair, and overhaul services, and one of the largest companies in our region within this scope, we hold a strategic position in the global aviation industry through our technical expertise, extensive service portfolio, strong operational infrastructure, and international capabilities. We conduct our operations in accordance with the requirements of national and international aviation authorities, quality management systems, customer requirements, and operational safety standards.

Our company, with its expert workforce of

11,636 employees as of 2025,

provides maintenance, repair, engineering, modification, and technical support services that meet high-quality standards to airlines, leasing companies, cargo operators, and private aircraft customers. In line with our operational excellence approach, we continue to develop effective, reliable, and sustainable solutions to meet the diverse needs of our customers.

OUR EXTENSIVE SERVICE PORTFOLIO

- Component Pool (PBH[2]) and Maintenance Services)
- Line Maintenance Services
- Defense Industry Projects
- Landing Gear Maintenance Services
- Cabin Interior Maintenance Services
- Passenger-To-Freighter (P2F) Conversion Projects
- Aircraft Painting Services
- Engine and APU Maintenance Services
- Structural and Composite Maintenance Services
- Aircraft Maintenance Services
- Part 21 Design and Production Activities
- Tire, Brake, and Wheel Maintenance Services
- Non-Destructive Testing (NDT) Services
- Engineering Services
- Total Support and Fleet Management Services
- Calibration Services
- AOG Support Services
- Training Services

[2] PBH: Power-by-hour

Turkish Technic operates through a strong operational network spanning two continents, with maintenance bases located in **Istanbul, Ankara, and Aydın.** Our operations are carried out at **Istanbul Airport, Sabiha Gökçen Airport, Atatürk Airport, Esenboğa Airport, and Aydın Çıldır Airport.** This strong infrastructure enables the company to leverage its strategic location connecting two continents to provide customers with fast, reliable, and high-standard services.

In 2025, the company provided base maintenance services to customers from **26 different countries** and performed maintenance, repair, modification, and overhaul on a total of **231 aircraft** belonging to **47 customers**. Within this scope, Turkish Technic successfully completed not only A, B, C, and D checks, but also bridging checks, delivery inspections, structural damage repairs, engine and landing gear replacements, painting applications, storage services, modification projects, and passenger-to-freighter (P2F) conversion projects.

Our extensive hangar infrastructure enables us to provide maintenance services for multiple aircraft simultaneously.



ISTANBUL AIRPORT (IST)

- **3** Hangars
- **6** Wide-body **10** Narrow-body
- Maintenance Services

Upon completion of our ongoing hangar investments, we aim to expand our total covered area to approximately 800,000 m² and increase our capacity to simultaneously service 15 wide-body aircraft and 18 narrow-body aircraft.



SABİHA GÖKÇEN AIRPORT (SAW)

- **2** Hangars
- **3** Wide-body **11** Narrow-body
- Maintenance Services



ATATÜRK AIRPORT (ISL 1 and ISL 2)

- **4** Hangars
- **7** Wide-body **15** Narrow-body
- Maintenance Services Dedicated to Business Jets



ESENBOĞA AIRPORT (ESB)

- **1** Hangar
- **2** Narrow-body
- Maintenance Services



AYDIN ÇILDIR AIRPORT (CII)

- **1** Hangar
- Training Aircraft
- Maintenance Services Dedicated to Training Aircraft

Turkish Technic provides maintenance services for an extensive fleet of aircraft operated by the world's leading airlines. Our maintenance and engineering capabilities cover a wide range of aircraft models, including the **Airbus A318, A319, A320ceo, A320neo, A321ceo, A321neo, A330ceo, A330neo, and A310**; as well as the **Boeing 737 NG, Boeing 737 MAX, and Boeing 777-300ER**, enabling us to develop comprehensive solutions tailored to different customer needs.

To provide uninterrupted support to our customers, we operate an extensive international network of component and logistics support. While our maintenance operations are carried out at our facilities in Türkiye, our international component and logistics support network is supported by strategically located warehouses and support stations both within Türkiye and abroad. This structure clearly distinguishes the scope of our operational activities from our global customer support network, helping us provide our customers with rapid access, high parts availability, and operational continuity.

Within this scope, our support network serves our customers' operational needs through strategic locations in Türkiye, including Istanbul, Ankara, Antalya, İzmir, and Bodrum, as well as in **Germany (Cologne), the Netherlands (Amsterdam), Kazakhstan (Almaty and Astana), Pakistan (Karachi), Egypt (Cairo), Oman (Muscat), the United Arab Emirates (Dubai), Saudi Arabia (Riyadh), Indonesia (Jakarta), India (Delhi and Bengaluru), Malaysia (Kuala Lumpur), Uzbekistan (Tashkent), North Macedonia (Skopje), South Africa (Johannesburg), and Vietnam (Ho Chi Minh City).**

This strong network enables us to provide our customers with rapid access, high parts availability, and operational continuity.

Over 24,000 Component Pool (PBH) services were provided to 23 customers operating in 12 countries.

Over 150,000 component maintenance services were provided to 238 customers operating in 58 countries.

Approximately 34,000 tire, wheel, and brake maintenance services were provided to 45 customers operating in 22 countries.

This service volume demonstrates Turkish Technic's operational reliability and capacity to effectively meet global customer demand.

With more than 1,000 modification projects successfully completed to date, the company has one of the most comprehensive engineering capabilities in the aviation industry. Design, certification, and modification servic-



es are provided across a broad range of applications, from the simplest aircraft parts to the most complex structural systems. Turkish Technic is also recognized by international civil aviation authorities as one of the maintenance organizations in Türkiye with the broadest design and modification authorizations. Many of the tools, test equipment, and technical solutions used in aircraft maintenance operations are designed and manufactured in-house.

Developing a qualified workforce is one of the fundamental elements of our sustainable growth strategy. Through its training infrastructure and international authorizations, Turkish Technic equips the aviation industry with highly qualified technical personnel.

Within the scope of its **SHGM SHT-145 and EASA Part-145 technical training authorizations**, the company provides practical training for all aircraft types, task training, on-the-job training (OJT), and maintenance training for components included in the workshop capability list through both in-person and remote learning methods.

Within the scope of its **SHGM SHT-147 and EASA Part-147 authorizations**, Turkish Technic conducts basic training programs for Category A1, B1.1, and B2 licenses, administers licensing examinations, and provides examination preparation training.

Additionally, within the scope of its **SHGM SHT-147 and EASA Part-147 type training authorizations**, the company provides theoretical and practical type training, engine differences training, and aircraft familiarization training for the specified aircraft types.

Our training infrastructure includes **2 examination rooms, 1 training aircraft (Boeing 737-300), 4 training workshops, 14 simulation classrooms, 42 training classrooms, 1 virtual reality classroom, and 80 instructors,** with the capacity **to train 1,146 trainees simultaneously.**

In addition to technical training, personal development training programs are also implemented to enhance the functional, managerial, and personal competencies of our employees.

In 2025, as part of our training activities, a comprehensive learning and development program was carried out, including **51,770 in-class technical training participants, 173,220 online training participants, 1,114 type training participants, 142 basic training participants, and 2,664 personal development training participants. In line with our goal of becoming an organization that develops its own technical personnel, 142 B1.1 trainees graduated from the basic training program and began their duties in our operational units.** In addition, **196 employees obtained Vocational Qualifications Authority (VQA) certification** to support their professional qualifications.

During the reporting period, efforts continued on investments in a new hangar and an engine maintenance center to increase maintenance capacity and enhance advanced engine maintenance capabilities. The A/B Hangar investment, currently under construction, is scheduled to start operations in 2026, while the Engine Maintenance Center investment is scheduled to be completed in the fourth quarter of 2027. Upon completion of these investments, Turkish Technic aims to further strengthen its maintenance capacity, operational flexibility, and global competitiveness.

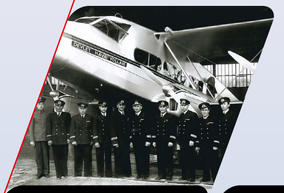
To meet the needs of the continuously growing global aviation industry, Turkish Technic continues to increase its investments in aircraft maintenance, component maintenance, and engine maintenance. New investment opportunities in Türkiye and abroad are being evaluated, with the aim of increasing maintenance capacity, expanding digitalization initiatives, strengthening operational efficiency, and developing customer-focused solutions.

By placing sustainability principles at the core of its growth strategy, the company continues to contribute to the transformation of the global aviation industry through energy-efficient facilities, innovative maintenance technologies, investment in human capital, reduction of environmental impacts, and customer-focused solutions. Through our strong technical infrastructure, international capabilities, and sustainable growth approach, we aim to further strengthen our position as a trusted solution partner in the aviation industry with each passing year.

TURKISH TECHNIC: PAST TO PRESENT

1933

'State Airlines,' Türkiye's first civil aviation organization, was founded.



1955

State Airlines was renamed 'Turkish Airlines.'



1957

Aircraft repair operations began at the Yeşilköy facilities.



1959

An agreement was signed with Lockheed International to provide repair services for the Air Force and foreign airline operators.



1960

Maintenance workshops gained the capacity to service, repair, and overhaul piston and turboprop aircraft.



1963

The workshops became capable of performing all maintenance, repairs, modifications, and overhauls of fuselage, engines, and accessories in line with international civil aviation regulations.



1973

FAA Certificate was issued, certifying that the facilities met international standards.

1977

The first maintenance base started operations upon the completion of its construction.



1996

The Joint Aviation Requirements (JAR) certificate was received from the Joint Aviation Authorities (JAA) of EU countries.

1999

The 2nd maintenance base, featuring 13,000 m² of enclosed space and 67,200 m² of annex space, started operations.



2006

Turkish Technic was established as a wholly owned subsidiary of Turkish Airlines.



Tarihçe diğer sayfada devam etmektedir.

TURKISH TECHNIC: PAST TO PRESENT

2009

The **Turkish Engine Center (TEC)**, a joint venture with Pratt & Whitney, was established to provide aircraft engine maintenance services.



2010



The Aviation Maintenance, Repair, and Overhaul (HABOM) project was launched.

Turkish Cabin Interior (TCI), a joint venture with TAI, was established and began operations in the aircraft galley equipment manufacturing sector.

Turkish Nacelle Center (TNC), a joint venture with Collins Aerospace, was established and began providing nacelle systems maintenance and repair services.

2012

Turkish Seat Industries (TSI), a joint venture with Assan Hanil, was founded and started manufacturing aircraft seats.



2015



Turkish Technic's Sabiha Gokcen facilities started operations.

Turkish Technic merged with HABOM.

2018

Cornea Aerospace Systems (Cornea), a joint venture with Havelsan, began operations in the in-flight entertainment systems manufacturing sector.



2019



Istanbul Airport started operations, and Turkish Technic successfully carried out the world's largest airport relocation by bringing its facilities online in a single night.

The first phase of the Istanbul Airport maintenance, repair and overhaul complex, the line maintenance hangar, began operations.

2020

Construction of the first base maintenance hangars (C-D) at Istanbul Airport was completed, and the facilities started operations.



2023

Subsidiaries **TCI, TSI**, and **Cornea** were consolidated under the **Turkish Cabin Interior (TCI)** brand, forming a single company.

2024

A partnership was established with **Elbe Flugzeugwerke GmbH (EFW)**, the joint venture of **ST Engineering** and **Airbus**, two of the leading companies in the industry, for **passenger-to-freighter (P2F)** conversions.



2025



With the publication of our first Sustainability Report, covering the period from January 1, 2023, to December 31, 2024, we launched our corporate transformation process for measuring, monitoring, and transparently reporting our sustainability performance to our stakeholders.

We were awarded the Silver Medal in the EcoVadis sustainability assessment.

We signed an agreement with Rolls-Royce to establish one of the world's largest engine maintenance facilities in Istanbul, where maintenance services will be provided for TRENT XWB-97, TRENT XWB-84, and TRENT 7000 engines.

VISION AND MISSION

At Turkish Technic, we conduct our operations with an approach that places aviation safety and operational safety above all else, while placing quality, innovation, and sustainable growth at the heart of our business practices. This approach reflects our determination not only to address today's needs, but also to pursue our vision of long-term leadership in the industry.

In defining our strategic objectives, we adopt the creation of sustainable value for our customers, stakeholders, and employees as a fundamental principle. Addressing the economic, environmental, and social dimensions through a holistic perspective, we combine growth with a responsible development approach and aim to move forward as a stronger, more resilient, and more competitive company.

OUR VISION

By presenting innovative solutions in the field of aviation technical services to become one of the top 3 maintenance centers globally.

OUR MISSION

To direct the sector by continuously improving competency through product variety, service quality and competitive position in aviation maintenance repair sector.



SHAREHOLDING STRUCTURE AND SUBSIDIARIES

Turkish Technic is a joint stock company wholly owned by Turkish Airlines. The company has no other shareholders. This strong and stable ownership structure provides a solid corporate foundation for our long-term strategies, supports the holistic management of our investment decisions, and contributes to the consistent execution of our sustainable growth objectives.

At Turkish Technic, we strengthen our technical capabilities in aircraft maintenance, repair, modification, engineering, engine maintenance, nacelle systems[3], and cabin interior solutions through strategic partnerships. Our national and international partnerships not only support our commercial growth, but also play a significant role in technology transfer, knowledge exchange, local capability development, high-value-added production, and industry transformation.

Our subsidiaries support Turkish Technic's global competitiveness through their advanced engineering capabilities, operational infrastructure compliant with international certification requirements, and innovative solution development capabilities. This structure enables us to establish a strong ecosystem with specialized expertise across different stages of our value chain and to provide our customers with more comprehensive, integrated, and high-quality services.



[3] Nacelle systems are structural systems that enclose the aircraft engine, support the engine's aerodynamic performance, provide maintenance access, and include flight safety-critical functions such as thrust reversal.

TURKISH NACELLE CENTER

Collins Aerospace TURKISH TECHNIC



The Turkish Nacelle Center was established under the joint venture agreement signed between Turkish Technic and Collins Aerospace on July 15, 2010. TNC began operations on December 14, 2010, initially at the Gebze Organized Industrial Zone, before relocating to the Sabiha Gokcen Facilities in 2014, where it continues its operations.

TNC specializes in the maintenance, repair, overhaul, and modification of thrust reverser and nacelle systems for various engine types. With engineers authorized to perform repair design, specialized process capabilities, and advanced technological infrastructure, TNC provides services primarily to Turkish Airlines, as well as to other airline operators in Türkiye and international customers.

Licensed to perform maintenance on new engine nacelle systems and components manufactured by Collins Aerospace, TNC provides significant operational advantages to its regional customers. Through its authorized access to the Collins Aerospace asset pool, TNC is able to provide global services such as rental unit support and flight-hour agreements to its customers, thereby contributing to Turkish Technic's international service capacity.

TEC Turkish Engine Center



The Turkish Engine Center was established in 2009 through a partnership between Turkish Technic and Pratt & Whitney, one of the world's leading aircraft engine manufacturers, and commenced operations in 2010. TEC delivers advanced engine maintenance solutions by combining Pratt & Whitney's global expertise in engine technologies with Turkish Technic's maintenance, repair, and operational experience.

TEC holds certifications from EASA, the FAA, the DGCA of Türkiye, and the DGCA of India, and provides maintenance, repair, and overhaul services for V2500-A5 and CFM56-7B series engines. Since its establishment, TEC has provided services for hundreds of engines and has become a key player in the regional engine maintenance market.

Operating in line with high standards of quality, safety, and reliability, TEC contributes to improving the efficiency of engine maintenance processes, optimizing maintenance costs, and supporting customers' operational continuity. This partnership strengthens Turkish Technic's technical capabilities in engine maintenance while also supporting Türkiye's strategic position within the aviation maintenance ecosystem.

TCI AIRCRAFT INTERIORS



TCI Aircraft Interiors is a company operating in the aircraft cabin interior design and manufacturing sector, developing innovative solutions for the aviation industry. With its expertise in the design, engineering, manufacturing, and enhancement of cabin interior products, TCI is one of the key organizations that complements Turkish Technic's comprehensive service ecosystem.

With its production facilities in Istanbul and Seattle, TCI responds to the evolving needs of the global aviation industry with aesthetic, functional, reliable, and high-performance products. By combining technology, design, and engineering expertise, the company offers a broad range of solutions to its customers while contributing to the development of domestic manufacturing capabilities and the creation of high added value across the aviation supply chain.

TCI's innovation-, quality-, and continuous improvement-focused approach advances in alignment with Turkish Technic's vision of sustainable growth, creating strategic value that strengthens its competitiveness in cabin interior solutions.

Through their areas of expertise and strategic partnerships, our subsidiaries strengthen Turkish Technic's position as an integrated global provider of aircraft maintenance, repair, and overhaul services. This structure plays an important role in enhancing technical competencies, improving operational efficiency, supporting local capabilities, increasing competitiveness in international markets, and creating long-term sustainable value for our stakeholders.

STRATEGIES AND STRATEGIC FOCUS AREAS

Turkish Technic's strategic approach is built on the principles of aviation safety, operational excellence, customer satisfaction, sustainable growth, digital transformation, continuous improvement, and strong collaboration with stakeholders. In line with our vision of becoming one of the top three maintenance centers globally, we focus on strengthening our technical competencies, enhancing the quality of our services, managing our environmental and social impacts through a responsible approach, and creating long-term value for our stakeholders.

SAFETY FIRST

Aviation safety is the primary priority across all our operations. We carry out our maintenance, repair, modification, and technical support processes in accordance with the requirements of national and international aviation authorities, quality management systems, customer requirements, and operational safety standards. We support our safety culture through the early identification of risks, the integration of human factors principles into our processes, voluntary reporting mechanisms, transparent reporting, and a continuous improvement approach.

COMPLIANCE WITH STANDARDS AND REGULATIONS

We carry out our operations with a commitment to full compliance with national and international aviation regulations, quality standards, ethical principles, and legal requirements. Our compliance approach is supported by an integrated management system that includes maintenance, design, manufacturing, training, occupational health and safety, environmental management, information security, and supply chain processes. In this regard, we aim to strengthen the reliability, traceability, and accountability of our processes.

CONTINUOUS IMPROVEMENT AND DIGITAL TRANSFORMATION

Our continuous improvement approach is one of the key components of our objective of operational excellence. We regularly review our business processes and improve them with a focus on efficiency, quality, speed, reliability, and traceability. We consider digital transformation to be a strategic priority that enables our processes to be managed in a more measurable, data-driven, and effective manner. Through our digitalization initiatives, we aim to strengthen operational decision-making processes, optimize resource utilization, and enhance service quality.

SUSTAINABLE SUPPLY CHAIN AND STAKEHOLDER PARTNERSHIPS

Strong and sustainable collaboration with our stakeholders is one of the key elements of our strategic approach. Our ongoing communication with our customers, employees, suppliers, aviation authorities, business partners, academic institutions, and industry organizations helps improve our business processes and create sustainable value. We aim to generalize a responsible approach to supply chain management that incorporates environmental, social, and governance dimensions.



CUSTOMER FOCUS

Customer satisfaction is one of the key indicators of our service quality and global competitiveness. We closely monitor our customers' expectations and needs; we consider their feedback to be an important input to our service development processes. Our goal is to develop long-term partnerships by providing reliable, timely, high-quality, and sustainable solutions to different customer segments.

HUMAN RESOURCES AND COMPETENCY DEVELOPMENT

Our qualified, competent, and development-oriented human resources forms the foundation of our sustainable success. We consider developing the technical, functional, managerial, and personal competencies of our employees to be a strategic priority for maintaining operational safety, service quality, and customer satisfaction. Through our training and development approach, we aim to strengthen our technical expertise and develop in-house the competencies needed to adapt to the future needs of the aviation industry.

In line with our strategic focus areas, we carry out our operations not only to meet today's needs, but also with an approach that will make the future aviation ecosystem safer, more efficient, more innovative, and more sustainable. This approach strengthens Turkish Technic's global competitiveness and supports our objective of creating sustainable value for our stakeholders and the aviation industry.

AWARDS AND CERTIFICATIONS

As Turkish Technic, we carry out our operations in line with the principles of compliance with national and international standards, operational excellence, aviation safety, quality, employee development, customer satisfaction, and sustainable growth. This approach is supported by the awards we have received, as well as the authorizations and certifications we hold across various areas.

OUR CERTIFICATIONS AND AUTHORIZATIONS

Turkish Technic carries out its aircraft maintenance, repair, design, manufacturing, and training activities in accordance with the requirements of national and international authorities. Our approach to quality, safety, technical competency, and regulatory compliance is supported by the certifications, management system certificates, and authorizations we hold.

Our company has a comprehensive certification infrastructure that includes maintenance organization authority approvals, design organization authorizations, production organization certificates, maintenance training organization certificates, and quality management system certificates. These certificates support Turkish Technic's international competency across different aircraft types, components, maintenance processes, engineering services, training activities, and quality management.

2025 AWARDS

STEVIE AWARDS FOR GREAT EMPLOYERS | 2025

Best Youth Employment Strategy
StarTech Future — Silver Award

Workplace Health and Wellbeing
TechCare — Bronze Award

Rewards and Recognition Strategy
Beyond the Line — Bronze Award

BRANDON HALL EXCELLENCE AWARDS | 2025

Attracting Top Talent
Gold Award

Rewards and Recognition
Gold Award

Wellness
Gold Award

ECOVADIS

Silver Medal

MINISTRY OF INDUSTRY AND TECHNOLOGY – 2024 PRODUCTIVITY PROJECT AWARDS

R&D Category, First Place
Inspection Drone Projesi

SERVICE EXPORTERS' ASSOCIATION

Maintenance and Repair Services Category
First Place

OUR CERTIFICATES

- Maintenance Organization Authority Approval Certificates
- Design Organization Certificates
- Production Organization Certificates
- Maintenance Training Organization Certificates
- Quality Management System Certificates
- Certificates for environmental, energy, occupational health and safety, and information security management systems
- Maintenance and operational authorizations issued by national and international aviation authorities

Turkish Technic is authorized by more than 30 countries and holds more than 70 certifications. This comprehensive certification infrastructure supports the reliability of our services and their compliance with international standards, our ability to meet customer expectations, and our competitiveness in the global aviation industry.

Our certifications and authorizations are critical to maintaining our operational safety and quality performance. Within this scope, we regularly monitor the validity of our certifications and carry out relevant internal and external audit processes; necessary improvement actions are monitored by the responsible units.

In the coming period, we will continue to strengthen our service approach in compliance with international standards, update the scope of our certifications in line with evolving customer needs and regulations, and support continuous improvement in line with our operational excellence objective.

Our main certification and authorization areas are summarized here. A detailed and up-to-date list of our certifications is available on the 'Certificates' page of the Turkish Technic corporate website.

Visit the relevant page.

OUR SUSTAINABILITY STRATEGY

Our Approach to Sustainability Management 20
Corporate Memberships and Partnerships 22
Stakeholder Communication 24
Stakeholder Engagement Table 25
Materiality Analysis 26
Materiality Matrix 26
Strategic Approach and Future Steps 27



OUR APPROACH TO SUSTAINABILITY MANAGEMENT

At Turkish Technic, we consider sustainability to be one of the fundamental elements of our long-term corporate value creation and our approach to operational excellence.

In line with the aviation industry's high expectations for safety, quality, reliability, and compliance, we address our economic performance together with environmental responsibility, social contribution, and strong governance principles. In line with this approach, we aim to integrate the principles of sustainable development into our business strategies, operational processes, and decision-making mechanisms.

Our approach to sustainability management is based on a holistic framework that encompasses environmental management, energy, occupational health and safety, quality, information security, ethics and compliance, human resources, supply chain, customer satisfaction, and social contribution. These processes are supported by policies and procedures, management system documentation, certification processes, internal and external audits, performance indicators, stakeholder feedback, and regular reporting mechanisms.

Through this structure, we aim to systematically monitor our sustainability performance, identify areas for improvement, and develop actions aligned with our corporate objectives.

The ultimate responsibility for managing the company's impacts on the economy, the environment, and society rests with our highest governance bodies, the **Board of Directors and the Executive Committee. The Board of Directors and the Executive Committee oversee the alignment of our sustainability priorities with the company's strategy, the monitoring of performance, the assessment of risks and opportunities, and the integration of necessary actions into corporate processes.**

The impacts of our corporate activities on sustainability performance are regularly monitored, evaluated, and incorporated into strategic decision-making processes. Within this scope, our economic, environmental, and social performance, as well as the risks and opportunities in these areas, are comprehensively reviewed at the **Management Review (MR)** meetings held at least annually. **The MR meetings enable the evaluation of sustainability performance, management system objectives, regulatory compliance, stakeholder expectations, audit findings, and improvement needs at the senior management level.**

The coordination of our sustainability activities and reporting processes is carried out by the **Occupational Safety and Environment Department. The department is responsible for preparing the sustainability report by combining sustainability activities carried out across the company, performance indicators, environmental and social data, and the relevant policies and practices.** Throughout this process, coordination is maintained with the relevant directorates, departments, and data owners to support the accuracy, traceability, and comparability of the data.

TECHNIC FOR FUTURE

The information collected during the preparation of the sustainability report is reviewed with contributions from the relevant departments and managers, and submitted to senior management. Senior management reviews the report, evaluating its accuracy of information, alignment with corporate strategies, the extent to which it meets stakeholder expectations, and the adequacy of its disclosures. Where deemed necessary, senior management requests revisions and oversees the final approval process. This structure ensures that our sustainability performance disclosures are presented to our stakeholders in a transparent, reliable, consistent, and accountable manner.



Our approach to sustainability management is supported by management systems that are aligned with national and international standards. Within this scope, certifications such as the **ISO 14001 Environmental Management System, ISO 50001 Energy Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 27001 Information Security Management System** guide our efforts to improve environmental performance, increase energy efficiency, protect employee health and safety, and manage information security risks.

In 2025, we continued our efforts across environmental, social, and governance areas to strengthen our sustainability performance.

SILVER | Top 15%
ecovadis
Sustainability Rating

We are pleased to have received a Silver Medal in the EcoVadis assessment, in which we participated for the first time in our company's history during the previous reporting period. We consider the strong result we achieved in our first assessment to be an important indicator of our systematic efforts in sustainability management.

In 2025, improvement-focused initiatives were implemented in the areas of energy and emissions management, waste reduction and resource efficiency, employee health and safety, employee development, ethics and compliance, information security, and sustainable supply chain management to further improve this performance. Preparations were initiated for SA8000 Social Accountability Standard certification to strengthen our practices in the areas of social sustainability and labor standards.

In the area of environmental sustainability, our priority objectives include increasing energy efficiency, reducing emissions, promoting the use of renewable energy, managing the use of water and other resources more effectively, reducing waste generation, and advancing circular economy practices. In pursuit of our objectives, we aim to continue our efforts to monitor energy performance, expand practices that will help reduce emissions, reduce waste at its source, and increase recovery rates.

Our approach to social sustainability is built on supporting the health, safety, development, and well-being of our employees, as well as fostering an inclusive working environment. Strengthening our occupational health and safety culture, proactively managing risks, increasing employee awareness, and continuously improving a safe working environment are among our key priorities. In addition, we aim to strengthen training and development programs that support employee development, increase employee loyalty and satisfaction, and expand practices that promote equal opportunity.

Material topics in governance include strengthening the culture of ethics and compliance, enhancing information security and data privacy processes, effectively managing cybersecurity risks, and further integrating a sustainable supply chain approach into our corporate processes. Within this scope, we aim to strengthen environmental and social criteria in supplier evaluation processes, increase the visibility of sustainability expectations in procurement processes, and enhance the competencies of relevant teams in sustainable supply chain management.

In line with our social contribution approach, we place importance on creating value for the ecosystem in which we operate and supporting social solidarity through the voluntary participation of our employees. We aim to continue our social responsibility initiatives with consideration for employee participation, social benefit, and alignment with our corporate values.



Our sustainability approach is shaped in alignment with the broader sustainability vision of the Turkish Airlines ecosystem. Turkish Airlines, the sole shareholder and parent company of Turkish Technic, considers the United Nations Sustainable Development Goals (SDGs) an important part of its corporate sustainability strategy and publicly discloses its progress towards the SDGs regularly. As Turkish Technic, we also conduct our operations in alignment with this strategic framework, aiming to contribute to the advancement of sustainable aviation by integrating our commitment to operational excellence with our environmental and social responsibilities.

Through our strong governance structure, transparent reporting philosophy, data-driven performance monitoring approach, and continuous improvement culture, we aim to further improve our sustainability performance each year. Creating long-term value for our stakeholders, responsibly managing the environmental and social impacts of our operations, and contributing to the sustainable transformation of the aviation sector form the foundation of our sustainability management approach.

CORPORATE MEMBERSHIPS AND PARTNERSHIPS

As Turkish Technic, we play an active role on national and international platforms in line with our objectives of achieving sustainable growth, enhancing international competitiveness, advancing service exports, and contributing to the transformation of the aviation sector. We maintain our memberships in various professional organizations, trade organizations, and industrial platforms to closely monitor industry developments, share best practices, strengthen stakeholder partnerships, expand technical expertise, and contribute to our sustainable development goals.

Our corporate memberships not only strengthen our representation within the industry but also establish an important network for knowledge exchange and collaboration that helps improve our performance across economic, environmental, social, and governance areas. Through these networks, we contribute to initiatives carried out at both the national and international levels while also serving as an active stakeholder in initiatives that support the sustainable future of the aircraft maintenance, repair, and overhaul sector.

Within this scope, our company is a member of several leading organizations and platforms in the sector, including:

- Turkish Exporters Assembly
- Service Exporters' Association
- Foreign Economic Relations Board
- Uludağ Exporters' Association
- IATA SmartHub
- International Airlines Technical Pool
- Türkiye Sustainable Aviation Alliance
- Ethics and Reputation Society



Through these memberships and partnerships, Turkish Technic closely follows global developments in the aircraft maintenance, repair, and overhaul sector and contributes to the exchange of technical knowledge, the strengthening of international partnerships, and the advancement of service exports. Our partnerships with public institutions, international organizations, educational institutions, technology providers, aviation authorities, strategic partners, and industry stakeholders support the transfer of our technical expertise to areas such as the defense industry, education, technology development, engine maintenance, P2F conversion, and cabin interior design. This approach contributes significantly to technology transfer, domestic capabilities, a skilled workforce, a stronger culture of innovation, and sustainable value creation across the value chain.

In other respects, Turkish Airlines, the sole shareholder and parent company of Turkish Technic, as a signatory to the United Nations Global Compact, remains committed to the Ten Principles covering human rights, labor standards, the environment, and anti-corruption. A participant in the UNGC since August 30, 2022, Turkish Airlines reaffirms its commitment to transparency and accountability regarding its sustainability performance by regularly publishing its Communication on Progress. This global commitment by Turkish Airlines also supports Turkish Technic's sustainability approach and helps shape our environmental, social, and governance practices in line with internationally recognized principles.

Through our corporate memberships and strategic partnerships, we promote knowledge exchange, innovation, a culture of ethical business conduct, and the creation of shared value. As we contribute to the development of a sustainable aviation ecosystem, we also aim to enhance our global competitiveness and increase the value we create for our stakeholders.

STRATEGIC PARTNERSHIPS

DEFENSE INDUSTRY PROJECTS

Turkish Technic also transfers its many years of maintenance, repair, and engineering experience in commercial aviation to defense industry projects. Within the scope of activities carried out since 2014, the technical know-how and operational expertise gained through commercial aircraft maintenance operations have been applied to military aviation projects, contributing to Türkiye's defense industry ecosystem. These activities play an important role in developing domestic capabilities, enhancing strategic technical competencies, and establishing a sustainable maintenance and repair capacity within the defense industry.

ELBE FLUGZEUGWERKE GMBH AND AIRBUS

To respond to growing global demand for passenger-to-freighter aircraft conversions, Turkish Technic collaborates with Elbe Flugzeugwerke GmbH (EFW) on Airbus A330 Passenger-to-Freighter (P2F) conversion programs. Operating as a joint venture between Airbus and ST Engineering, EFW is one of the global solution partners for the A330 P2F program.

Through this partnership, Turkish Technic strengthens its capabilities in cargo conversion while delivering high-value-added services that respond to the evolving needs of the global aviation sector. The conversion of passenger aircraft into freighter aircraft is considered one of the key practices supporting the circular economy approach by extending the service life of existing aircraft and enabling more efficient use of resources.



TURKISH AIRLINES FLIGHT ACADEMY (TAFA)

To contribute to the development of the talent that will shape the future of the aviation sector, we collaborate with Turkish Airlines Flight Academy, which operates at Aydın Çıldır Airport. Within this scope, the maintenance activities of training aircraft are carried out by Turkish Technic, supporting the safe, uninterrupted, and high-standard delivery of flight training operations.

This partnership helps strengthen the aviation training ecosystem, train future pilots, and integrate a culture of operational safety into training processes.

PRATT & WHITNEY

The Turkish Engine Center (TEC), a joint venture established by Turkish Technic and Pratt & Whitney, has been providing engine maintenance, repair, and overhaul services since January 2010. Serving domestic and international airline customers, primarily Turkish Airlines, TEC specializes in the CFM56-7B and V2500-A5 series engines and is one of the leading providers in the regional engine maintenance market.

This partnership helps develop advanced engine maintenance capabilities, improve efficiency in maintenance processes, support customers' operational continuity, and strengthen Türkiye's aviation maintenance ecosystem.

COLLINS AEROSPACE

Operating as part of the joint venture between Turkish Technic and Collins Aerospace, the Turkish Nacelle Center (TNC) specializes in maintenance, repair, overhaul, and modification services for aircraft nacelle and thrust reverser systems. With its advanced technical infrastructure, engineering capabilities, and maintenance licenses, TNC provides services for different engine types, serving national and international customers, strengthening Turkish Technic's technical capabilities in nacelle systems and contributing to its global service capacity.

TCI AIRCRAFT INTERIORS

Within the scope of our partnership with TCI Aircraft Interior, established in 2010, we carry out activities in the design, development, and production of aircraft cabin interior products. Through this partnership, we develop high-value-added products for the aviation sector, supporting the enhancement of engineering, design, and manufacturing capabilities.

TCI Aircraft Interior contributes to the development of domestic manufacturing capacity, the creation of sustainable value across the aviation supply chain, and the enhancement of international competitiveness in cabin interior solutions.

ROLLS-ROYCE

On May 7, 2025, Turkish Technic and Rolls-Royce signed a strategic partnership agreement. Under the agreement, one of the world's largest engine maintenance facilities is planned to be established in Istanbul, where maintenance activities for TRENT XWB-97, TRENT XWB-84, and TRENT 7000 engines will be carried out.

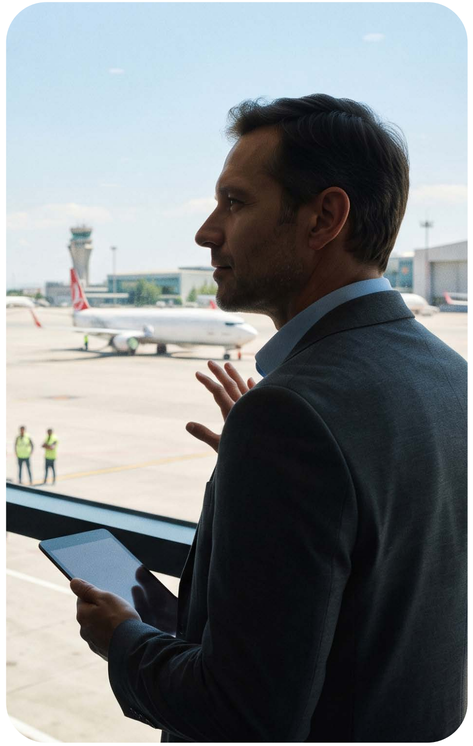
This investment will strengthen Türkiye's position in the global aviation maintenance market and significantly help develop advanced engine maintenance capabilities, increase highly qualified employment, support technology transfer, and strengthen the regional aviation ecosystem.

Our strategic partnerships support Turkish Technic's goal of becoming not only an aircraft maintenance, repair, and overhaul service provider that meets today's operational needs, but also an innovative, reliable, and sustainable solution partner shaping the aviation ecosystem of the future.



STAKEHOLDER COMMUNICATION

As Turkish Technic, we believe that creating sustainable value is rooted in the strong, transparent, and trust-based relations we establish with all our stakeholders who are both affected by and affect our activities.



Accordingly, we adopt a continuous and structured approach to communication with our

- CUSTOMERS
- EMPLOYEES
- SUPPLIERS
- INVESTORS
- SHAREHOLDERS
- PUBLIC INSTITUTIONS
- REGULATORY AUTHORITIES
- INDUSTRY ORGANIZATIONS
- ACADEMIA
- NON-GOVERNMENTAL ORGANIZATIONS
- LABOR UNIONS
- INDEPENDENT ASSURANCE AND RATING ORGANIZATIONS
- SUBSIDIARIES AND AFFILIATES
- THE LOCAL COMMUNITIES IN OUR REGIONS

Our stakeholders are identified by considering their influence on our activities, the extent to which they are affected by our activities, their relation with sustainability topics, their expectations and needs, and their significance to Turkish Technic's long-term strategic objectives. Within this scope, stakeholder mapping activities are reviewed regularly, and relations of stakeholder groups with the company's activities, value chain, operational processes, and sustainability priorities are assessed.

The core principles of our stakeholder engagement processes are transparency, inclusiveness, accessibility, and mutual dialogue. To obtain the opinions, suggestions, expectations, and feedback of our stakeholders, we use various communication channels such as surveys, one-on-one meetings, technical meetings, evaluation meetings, customer satisfaction surveys, employee loyalty and satisfaction surveys, supplier evaluation processes, official correspondence, audits, industry meetings, workshops, and feedback mechanisms.

Enabling our stakeholders to communicate their opinions, suggestions, and complaints through secure and accessible channels is an important part of our stakeholder engagement approach. Within this scope, our employees and relevant stakeholders can submit notifications regarding ethics, working conditions, compliance, human rights, occupational health and safety, the environment, the supply chain, information security, and other matters



through the relevant consultation, feedback, and complaint mechanisms. The notifications received are evaluated by the relevant process owners, and corrective and preventive actions are initiated where necessary.

Feedback from our stakeholders serves as an important input in shaping our corporate strategies, assessing risks and opportunities, updating policies and procedures, developing training plans, carrying out process improvement initiatives, updating our sustainability targets, and monitoring our performance indicators. Through this approach, we integrate stakeholder expectations more effectively into our decision-making processes and establish a strong foundation for collaboration with our stakeholders in our journey to improve our sustainability performance.

Our approach of maintaining continuous dialogue and collaboration with our stakeholders enables us to manage our economic, environmental, and social impacts more effectively. As Turkish Technic, we view stakeholder engagement not only as a communication activity, but also as one of the fundamental elements of our approach to creating long-term value, strengthening corporate resilience, and contributing to a sustainable aviation ecosystem. Our communication channels, engagement frequency, and level of engagement for each stakeholder group are presented in the following Stakeholder Engagement Table.

STAKEHOLDER ENGAGEMENT TABLE

The table has been prepared in accordance with the AA1000 Stakeholder Engagement Standard.

STAKEHOLDER	STAKEHOLDER NEEDS AND EXPECTATIONS	COMMUNICATION METHOD	COMMUNICATION FREQUENCY	LEVEL OF ENGAGEMENT
EMPLOYEES	Safe working conditions, career development, competitive remuneration, occupational health and safety, employee well-being, and respect for human rights	Internal communication platforms, meetings, email notifications, performance evaluations, employee loyalty and satisfaction surveys, stay interviews, and training programs	**Daily** Internal communication **Monthly** Performance and team meetings **Periodic** Surveys and interviews	**Involve** Employee feedback is taken into consideration in decision-making processes and improvement actions.
BANKS AND FINANCIAL INSTITUTIONS	Financial performance, sustainable financial management, compliance with payment obligations, and effective risk management	Financial reports, investor meetings, official correspondence, and financial review meetings	**Monthly** Financial status reports **Annually** Financial reviews	**Inform** Information on financial performance and risk management is shared transparently.
CUSTOMERS	High-quality maintenance and repair services, reliable performance, operational continuity, cost-effective solutions, data privacy, and on-time delivery	Technical meetings, customer opinion surveys, feedback forms, service reports, customer visits, and complaint and feedback processes based on the ISO 10002 approach	**Daily** Operational communication **Project-based** Technical meetings **Annually** Satisfaction surveys	**Consult** Customer feedback is used to improve service quality and processes.
SUPPLIERS AND SUBCONTRACTORS	Transparent business relations, timely payment, quality, ethical compliance, compliance with environmental and social criteria, and a sustainable supply chain	Supplier portal, contract negotiations, performance evaluations, supplier evaluation processes, official correspondence, and audit and feedback mechanisms	**Monthly** Performance evaluations **Annually** Contract negotiations **As needed** Audit and evaluation meetings	**Transact** Performance is monitored, expectations are shared, and areas for improvement are evaluated jointly.
INDUSTRY ASSOCIATIONS, INTERNATIONAL ORGANIZATIONS, AND REGULATORY AUTHORITIES	Industry development, legal compliance, the establishment of technical standards, aviation safety, and regulatory compliance	Industry meetings, international conferences, regulatory notifications, compliance reports, and audits	**Annually** Industry meetings **Periodic** Compliance reports and audits	**Collaborate** Knowledge is shared and strategic solutions are developed to achieve shared objectives.
UNIONS	Protection of employee rights, occupational health and safety, social benefits, collective bargaining agreements, and working conditions	Collective bargaining meetings, negotiations, performance reports, official correspondence, and information meetings	**Annually** Collective bargaining agreement meetings **As needed** Negotiation and information meetings	**Negotiate** The aim is to protect employee rights and foster an environment for social dialogue.
UNIVERSITIES AND RESEARCH INSTITUTIONS	R&D projects, technical training, industry partnerships, and the development of qualified human resources	Academic partnerships, joint projects, technical seminars, training programs, and certification and development activities	**Annually** Project meetings **Project-based** Technical meetings	**Collaborate** Scientific R&D projects, technical training, and joint solutions are developed.
NON-GOVERNMENTAL ORGANIZATIONS	Social responsibility projects, social benefit, environmental sustainability, and volunteerism	Joint projects, events, information meetings, and volunteer activities	**Project-based** Joint projects **Annually** Sustainability reports	**Collaborate** Projects that create value in line with societal needs are carried out.
LOCAL AUTHORITIES	Infrastructure support, environmental projects, economic development, and harmony with local communities	Protocol meetings, joint projects, official correspondence, and reporting	**Annually** Project-based meetings **As needed** Official meetings	**Involve** Collaboration is carried out on local development, environmental compliance, and social contribution projects.
INDEPENDENT AUDIT AND RATING ORGANIZATIONS	Operational performance, financial verification, sustainability criteria, data reliability, and transparent reporting	Independent audit reports, assurance processes, evaluation meetings, ESG rating processes, email, phone, and video conferences	**Semiannually** Financial reporting **Annually** Sustainability reporting and performance evaluations	**Inform** Transparent data sharing and verification processes are carried out.
COMMUNITY	Social benefit, reducing environmental impacts, employment, community development, and volunteer projects	Social responsibility events, community outreach activities, volunteer activities, and sustainability reports	**Project-based** Social responsibility activities **Annually** Social benefit reporting	**Empower** Initiatives that generate social benefit are supported.
SUBSIDIARIES AND AFFILIATES	Strategic alignment, operational efficiency, contribution to shared objectives, technology transfer, and knowledge exchange	Management meetings, operational reporting, performance evaluations, and strategic planning meetings	**Monthly** Performance meetings **Annually** Strategic planning	**Collaborate** Regular strategic partnerships are maintained in pursuit of shared objectives.

MATERIALITY ANALYSIS

As Turkish Technic, in shaping our sustainability strategy, we conducted a Materiality Analysis based on an impact materiality approach to better manage the actual and potential impacts of our activities on the economy, the environment, and society. This analysis identifies the significance of sustainability topics for both the company and our stakeholders, providing the foundation for defining our strategic priorities, targets, and performance monitoring processes.

Throughout the materiality assessment process, Turkish Technic's business activities, operational structure, value chain, industry dynamics, stakeholder expectations, and sustainability-related risks and opportunities were evaluated collectively. As part of the assessment, input was obtained from stakeholder groups comprising employees, customers, suppliers, industry associations, financial institutions, independent assurance organizations, universities and research institutions, non-governmental organizations, local governments, and subsidiaries and affiliates.

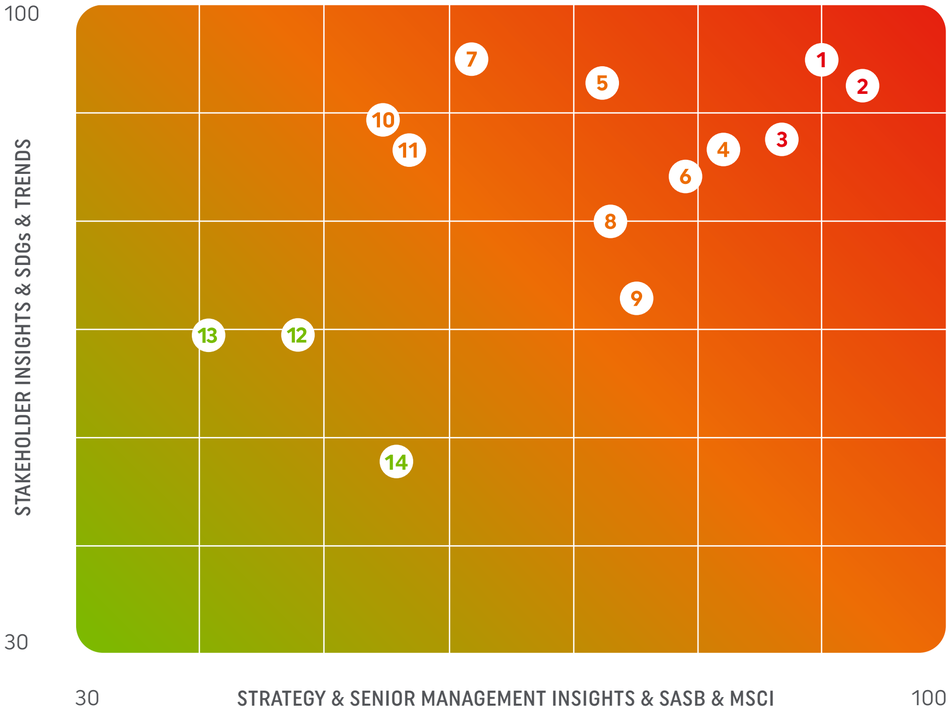
A total of 131 stakeholders provided feedback in our most recent survey. Stakeholders were asked to evaluate sustainability topics on a five-point scale, considering their environmental, social, and economic impacts. Based on the results, our material topics were identified, and the findings served as an important input in shaping our sustainability strategy, targets, risk and opportunity assessments, and decision-making processes.

The materiality assessment was designed to consider not only stakeholder expectations, but also global sustainability trends affecting our industry and international best practices. Within this scope, **in addition to feedback obtained through stakeholder surveys, the evaluation process incorporated global risk assessments published by the World Economic Forum, sustainability and ESG risk criteria developed by MSCI, and industry-specific material topics identified by the Sustainability Accounting Standards Board.**

Through this multidimensional approach, our materiality analysis comprehensively evaluates both the level of importance stakeholders attribute to each topic and the actual and potential impacts of our activities on the economy, the environment, and society. As a result, the strategic significance of sustainability topics has been more clearly defined, and the areas on which Turkish Technic will focus in its long-term sustainability management have been identified.

Based on the findings of the analysis, sustainability topics were classified into three main categories by level of impact materiality: very high priority topics, high priority topics, and priority topics. These topics were ranked by priority to inform strategy development, target setting, performance monitoring, risk management, stakeholder communication, and reporting processes.

MATERIALITY MATRIX



LIST OF TOPICS BY MATERIALITY

VERY HIGH PRIORITY (80+)

1. Aviation Safety and Operational Reliability
2. Employee Health and Safety
3. Energy and Emissions Management

HIGH PRIORITY (65+)

4. Water and Resource Management
5. Waste Management and Circular Economy
6. Business Ethics and Legal Compliance
7. Digital Transformation and Innovation
8. Cybersecurity and Data Privacy
9. Customer Satisfaction
10. Employee Well-Being and Development
11. Responsible Supply Chain Management

PRIORITY (50+)

12. Inclusion and Equal Opportunity
13. Economic Performance
14. Community Relations and Social Responsibility

These material topics support the social and economic dimensions of Turkish Technic's long-term value creation approach. While inclusion and equal opportunity help reinforce a fair and supportive workplace culture, economic performance and community relations are among the key components of our objective to create sustainable value for our stakeholders.

STRATEGIC APPROACH AND FUTURE STEPS

The results of the materiality analysis serve as key inputs in the development of Turkish Technic's sustainability strategy, target-setting processes, performance indicator monitoring, risk and opportunity management, and stakeholder communication activities. The material topics identified through the analysis are linked to the relevant business units and management processes, and progress in these areas is monitored through performance indicators, management system targets, audit findings, and regular reporting mechanisms.

As Turkish Technic, we aim to further strengthen our sustainability performance by establishing a more measurable, trackable, and actionable framework for our environmental, social, and governance objectives. In line with this approach, we aim to manage our sustainability priorities, particularly our very high and high material topics, in alignment with our corporate strategy, risk management, operational excellence, and stakeholder expectations.

In the area of aviation safety and operational reliability, we aim to strengthen our culture of safety across our maintenance and operational processes, proactively manage risks, and further develop practices that support operational continuity. Within this scope, monitoring the processes that support flight safety, technical compliance, maintenance quality, and on-time delivery performance is among our priorities.

In the area of employee health and safety, our primary objective is to continuously improve a safe and healthy working environment, strengthen proactive practices aimed at preventing occupational accidents and occupational illnesses, and promote employee health through a holistic approach. In the coming period, we aim to improve preventive health practices, strengthen risk analyses, increase occupational health and safety awareness, and promote a safety culture that also covers contractor employees.

In the area of environmental sustainability, we aim to improve our performance in energy and emissions management, water and resource management, waste management, and the circular economy. Within this scope, our priority objectives include improving energy efficiency, supporting the use of renewable energy, expanding practices that help reduce greenhouse gas emissions, managing water consumption more effectively, reducing waste at its source, and increasing recovery rates.

In the area of business ethics and legal compliance, we aim to strengthen our culture of ethical business conduct, maintain compliance with legal and regulatory requirements, and further systematize compliance processes across the company. In line with this approach, we aim to enhance processes related to ethics, compliance, sanctions and export controls, third-party risks, and employee awareness.

In the area of cybersecurity and data privacy, we aim to strengthen our information security management system, mature our cybersecurity governance and risk management processes, enhance incident response and notification mechanisms, and protect the confidentiality, integrity, and availability of all critical information, including customer data.

In the area of customer satisfaction, we aim to maintain our focus on service quality, technical expertise, operational reliability, on-time delivery, and transparent communication.

Maintaining our customer satisfaction rate, which rose to **90%** in 2025, and better integrating customer feedback into service development and process improvement initiatives are among our priorities.



In the area of employee well-being and development, we aim to strengthen training programs that support the technical, managerial, and personal development of our employees; improve career development and performance management processes; increase employee loyalty and satisfaction; and foster an inclusive, safe, and supportive work environment.

Within the scope of sustainable supply chain management, we aim to increase the visibility and measurability of the environmental, social, and governance standards we expect from our suppliers. In the coming period, we aim to strengthen supplier evaluation processes by incorporating environmental and social criteria, address sustainability expectations more systematically throughout procurement processes, and enhance the capabilities of the relevant teams in sustainable supply chain management.

We aim to review our materiality analysis regularly in line with evolving stakeholder expectations, industry developments, regulations, ESG risks, and our corporate strategy. Through this approach, we aim to maintain a dynamic, measurable, and continuously improving sustainability management framework while supporting Turkish Technic's growth as a more resilient, responsible, and sustainable aircraft maintenance, repair, and overhaul service provider at both the national and global levels.

Subject to limited assurance by an Independent Auditor.

RESPONSIBLE CORPORATE GOVERNANCE

Corporate Management 29
- Board of Directors 30
- Senior Management 32

Business Ethics and Legal Compliance 34

Internal Control and Audit Initiatives 38

Proactive Risk and Crisis Management 40

Integrated Management Systems and Certifications 42

Cybersecurity and Data Privacy 43

Responsible Supply Chain Management 45



CORPORATE MANAGEMENT

BOARD OF DIRECTORS

Turkish Technic's corporate governance structure encompasses a broad range of responsibilities, from strategic decision-making processes to the integrated management of the company's economic, environmental, and social impacts. This structure is built on the principles of transparency, accountability, effective oversight, an ethical business culture, legal compliance, operational reliability, and sustainable value creation.

As all of its shares are owned by Turkish Airlines, Turkish Technic's governance structure reflects a sole-shareholder model, ensuring an integrated corporate approach to decision-making processes. This structure helps align Turkish Technic's strategic priorities with the long-term objectives of Turkish Airlines, manage operations within a common corporate framework, and consistently advance its sustainable growth objectives.

ROLE AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS

As the company's highest governance body, the Board of Directors plays a key role in determining the company's strategic direction, approving corporate objectives, overseeing operations, and managing sustainability performance. The Board of Directors oversees the responsible management of Turkish Technic's economic, environmental, and social impacts; the assessment of risks and opportunities; and the integration of the principles of ethics, compliance, operational reliability, and sustainable growth into corporate decision-making processes.

The Board of Directors and the Executive Committee support the effective execution of the company's operations and help align ESG performance with the company's strategy and operational priorities. Risks and opportunities related to economic, environmental, and social performance, as well as sustainability matters, are monitored through the relevant governance mechanisms, Management Review processes, internal control and audit activities, and senior management evaluations. The necessary actions are followed up on by the relevant organizational units, with the objective of continuously improving sustainability performance.

The Chairman of the Board of Directors and Executive Committee serves at the highest level of the governance structure, ensuring executive ownership of the company's strategic direction, corporate priorities, and sustainability approach. On the other hand, operational execution is carried out by the CEO and the relevant senior management teams. This distinction contributes to the effective management of strategic oversight and operational execution.

BOARD STRUCTURE AND ELECTION PROCESS

The Board of Directors consists of a total of **6 MEMBERS** elected by the General Assembly.

The term of office for board members is one year. Members whose terms of office expire may be re-elected, and the General Assembly may remove members from office before the end of their term if deemed necessary. Membership in the Board of Directors is determined in accordance with the qualifications and requirements set forth in the Turkish Commercial Code and the applicable legislation. In the event of a vacancy on the Board of Directors, the process is completed in accordance with the applicable legal regulations.

At its first meeting, the Board elects a Chairman and a Deputy Chairman from among its members. Meetings of the Board of Directors are convened by the Chairman, or, in the Chairman's absence, by the Deputy Chairman. To ensure the effectiveness of the Board of Directors and the continuity of its decision-making processes, the Board may be convened upon the request of four members. This structure supports a participatory and balanced governance approach that strengthens the company's corporate governance principles.

The election of the members of the Board of Directors and the allocation of their responsibilities are determined considering the company's strategic priorities, operational needs, regulatory requirements, corporate experience, technical expertise, financial competence, regulatory knowledge, risk management, and sustainable growth objectives. This approach ensures that the Board of Directors has the diversity of competencies required to support the company's long-term capacity for value creation.

INDEPENDENT AUDIT, ASSURANCE, AND TRANSPARENCY

Although there are no independent members on the Board of Directors, the company's operations are regularly audited by an independent audit firm in accordance with the applicable legislation. Independent audit processes help ensure that operations are conducted in line with the principles of financial reporting, internal control, data reliability, transparency, and accountability.

Limited independent assurance engagements are conducted for selected indicators within the scope of sustainability reporting. This approach enhances the verifiability of sustainability performance disclosures and strengthens stakeholder confidence.

Turkish Technic's governance approach is based on the reliable monitoring of financial and non-financial performance, the comparable and verifiable reporting of sustainability data, and the transparent disclosure of information to stakeholders.



BOARD OF DIRECTORS

EXPERTISE AND DIVERSITY OF THE BOARD OF DIRECTORS

The members of the Board of Directors contribute to the company's long-term strategic direction through their experience in diverse areas of expertise, including aviation, engineering, finance, strategy, operation, law, compliance, risk management, technology, commercial management, and corporate governance.

The composition of the Board of Directors, consisting of five men and one woman, supports the company's strategic management capacity by bringing together diverse professional experience and perspectives. Turkish Technic adopts a governance approach grounded in expertise, experience, regulatory compliance, and corporate needs, drawing on diverse competencies in its decision-making processes.



PROF. DR. AHMET BOLAT
Chairman of the Board of Directors and Executive Committee

View biography



PROF. DR. MURAT ŞEKER
Board Member and Deputy Chairman

View biography



MİKAİL AKBULUT
Board Member

View biography



MUSTAFA YILMAZ
Board Member

View biography



AYŞEGÜL DENLİ
Board Member

View biography



AHMET OLMUŞTUR
Board Member

View biography

SUSTAINABILITY OVERSIGHT AND APPROVAL OF THE REPORT

The Board of Directors oversees the integration of sustainability matters into the company's strategy and the executive ownership of sustainability performance. The company's impacts on the economy, the environment, and society are monitored through the relevant management systems, performance indicators, risk assessments, internal control mechanisms, and Management Review processes.

Sustainability activities and the reporting process are coordinated by the Occupational Safety and Environment Department.

- PERFORMANCE DATA
- IMPLEMENTATION DETAILS
- POLICIES AND PROCEDURES
- MANAGEMENT SYSTEM OUTPUTS
- AUDIT FINDINGS

provided by the relevant organizational units are compiled as part of the sustainability reporting process.

Following the review of the relevant organizational units and their managers, the draft sustainability report is submitted to Senior Management for review. Senior Management conducts the final approval process by evaluating the accuracy of the information presented in the report, its alignment with strategic priorities, the extent to which it meets stakeholder expectations, and the adequacy of the disclosures. This approach supports the transparent, consistent, reliable, and accountable disclosure of sustainability performance to stakeholders.

COMMITTEES, SENIOR MANAGEMENT MECHANISMS, AND OPERATIONS

The boards, committees, and senior management mechanisms associated with the Board of Directors operate to support the achievement of the company's strategic objectives, the management of risks, the execution of internal control activities, the monitoring of operational performance, and the evaluation of sustainability objectives through an integrated approach.

These mechanisms support the implementation of sustainable growth strategies and operate in alignment with the Board of Directors to help achieve the company's strategic objectives.



The governance structure serves not only as an oversight framework, but also as a tool for strategic direction, risk management, compliance, performance monitoring, and continuous improvement.

SENIOR MANAGEMENT

Turkish Technic's senior management structure ensures the effective translation of the company's strategic objectives into operational processes, the integration of sustainability priorities into business processes, and the holistic management of economic, environmental, and social performance. Senior management is responsible for carrying out operations in line with the strategic direction and corporate priorities established by the Board of Directors, monitoring performance, assessing risks and opportunities, and implementing the necessary actions through the relevant functions.

At Turkish Technic, senior management consists of the CEO and the Chief Officers and is responsible for the holistic management of the company's activities at the strategic and operational levels. Senior management plays a guiding role in key areas such as operational excellence, safety, quality, sustainable growth, value creation for stakeholders, ethics and legal compliance, and the management of environmental and social impacts. Maintaining up-to-date senior management competencies is important for the effective management of safety, quality, regulatory compliance, and sustainability performance in the highly regulated aviation industry. This structure supports the implementation of strategic decisions in alignment with operational processes, the integration of sustainability priorities into business processes, and the monitoring of performance through a data-driven approach.

SENIOR MANAGEMENT

As of 2025, members of the Turkish Technic senior management are as follows:

MİKAİL AKBULUT
CEO

General management, strategic execution, operational performance, safety, customer satisfaction, and the implementation of corporate objectives

ÖMER TAYYİP ÇALIŞKAN
Chief Operating Officer

Maintenance operations, operational safety, maintenance performance, quality, capacity management, AOG, and crisis management

YASİN BİRİNCİ
Chief Technical Officer

Engineering, planning, capacity utilization, component planning, technical process efficiency, digitalization, and project management

ABDULLAH AYDIN
Chief Human Resources Officer

Human resources, employee experience, social dialogue, training and development, employee well-being, human rights and corporate culture, occupational health and safety, and environment

ASSOC. PROF. ZEKERİYA DEMİR
Chief Financial Officer

Financial affairs, financial performance, internal control, budgeting, financial risk management, reporting, and data reliability

This structure ensures that Turkish Technic's broad range of activities, spanning technical operations, human resources, engineering planning, and financial management, is executed through an expertise-based management approach. The experience of the members of senior management in aviation, engineering, operations, human resources, finance, auditing, risk management, and strategic planning supports the integration of the company's sustainability priorities into corporate decision-making and execution processes.

SENIOR MANAGEMENT AND FOCUS ON SUSTAINABILITY

Senior management plays a direct role in managing the very high- and high-priority sustainability topics identified through Turkish Technic's 2025 materiality analysis. Our sustainability priorities are regularly reflected in senior management's agenda across key areas including operational reliability, employee health and safety, environmental performance, ethics and compliance, digitalization, information security, customer experience, employee development, and responsible supply chain management.

Senior management is coordinated by the CEO, ensuring that operational objectives are addressed in alignment with sustainability objectives. Within this scope, senior management monitors not only financial and operational performance but also environmental and social impacts, and helps evaluate relevant policies, procedures, performance indicators, audit outputs, and stakeholder feedback.

SENIOR MANAGEMENT FUNCTION RESPONSIBLE FOR MAINTENANCE OPERATIONS

This function focuses on the effective management of operational safety, maintenance quality, on-time delivery performance, capacity utilization, and crisis management processes. This function is directly linked to Turkish Technic's priorities of aviation safety and operational reliability.

ENGINEERING and PLANNING FUNCTION

This function is responsible for maintenance planning, the efficient use of resources, component planning, engineering solutions, technical process efficiency, digitalization, and project management. This function contributes not only to improving operational efficiency but also to integrating sustainability topics such as energy, resource use, waste reduction, digital transformation, and innovation into technical processes.

HUMAN RESOURCES FUNCTION

This function is responsible for employee experience, training and development, social dialogue, employee well-being, inclusion, equal opportunity, human rights, employee health and safety, environmental awareness, corporate culture, and talent management. Employee feedback is collected through employee loyalty and satisfaction surveys, stay interview implementations, the employee support email line, the ethics hotline, employee representation mechanisms, and digital reporting systems, and is used to improve relevant processes.

FINANCIAL AFFAIRS FUNCTION

This function is responsible for monitoring financial performance, budget management, financial reporting, internal control, risk management, independent audit processes, data reliability, and economic value creation. This function plays a critical role in ensuring the accuracy, traceability, and comparability of the financial indicators used in sustainability reporting.

ESCALATION OF CRITICAL MATTERS TO SENIOR MANAGEMENT

At Turkish Technic, critical matters are escalated to Senior Management through internal control, auditing, risk management, safety management, ethics reporting, employee feedback, customer feedback, and management system mechanisms, as well as the 'Occupational Health and Safety Actions meetings' held with the participation of the CEO, Chief Officers, and department managers. This structure enables the early assessment of risks that may arise across operational, financial, environmental, social, and governance areas. In particular, occupational health and safety matters are addressed and any necessary actions are taken at the senior management level.

Within the scope of the corporate safety management system, monitoring safety risks at the senior management level is critical to meeting the aviation industry's high reliability requirements. Mechanisms such as the Safety Review Board not only enable the evaluation of safety performance, risks, incident reports, and areas for improvement, but also support the safe, uninterrupted, and sustainable execution of maintenance operations.

Reports submitted through ethics, compliance, and whistleblowing mechanisms are also evaluated by the relevant process owners and, when necessary, reported to senior management. This approach contributes to strengthening transparency, accountability, an ethical business culture, and stakeholder trust.

REMUNERATION, PERFORMANCE, AND ACCOUNTABILITY

At Turkish Technic, the remuneration of the Board of Directors and senior executives is determined annually by resolution of the Ordinary General Assembly. Board members receive a fixed fee, while senior executives are compensated through a fixed salary and bonus system. The remuneration structure is determined by considering the scope of responsibilities, level of responsibility, job evaluation methodology, contribution to the company's operations, and alignment with corporate objectives.

Senior management performance is evaluated against multidimensional indicators, including:

Progress toward the company's strategic objectives	**Risk** management
Operational performance	**Customer** satisfaction
Financial results	**Employee** experience
Regulatory compliance	**Quality, safety, internal control, and contribution to** sustainability objectives

This approach strengthens accountability at the senior management level and supports sustainable value creation.

As of 2025, the highest-paid position is the CEO, and the ratio of the highest remuneration to the median remuneration of all employees is 10.34. This indicator supports the monitoring of remuneration policies in line with the principles of transparency and reportability.



BUSINESS ETHICS AND LEGAL COMPLIANCE

As Turkish Technic, we consider business ethics and legal compliance as one of the fundamental elements of sustainable growth, stakeholder trust, operational reliability, and corporate reputation. In line with the highly regulated nature of the aircraft maintenance, repair, and overhaul sector in which we operate, we commit to conducting all our operations in accordance with applicable national and international legislation, aviation authority regulations, company policies and procedures, ethical business principles, and stakeholder expectations.

Our approach to business ethics and legal compliance is built on the principles of honesty, transparency, accountability, fair competition, respect for human rights, anti-bribery and anti-corruption, prevention of conflicts of interest, data privacy, information security, sustainable supply chain, and responsible business relations. This approach applies not only to our internal processes but also to our relations with our suppliers, contractors, business partners, customers, and third parties acting on behalf of Turkish Technic.

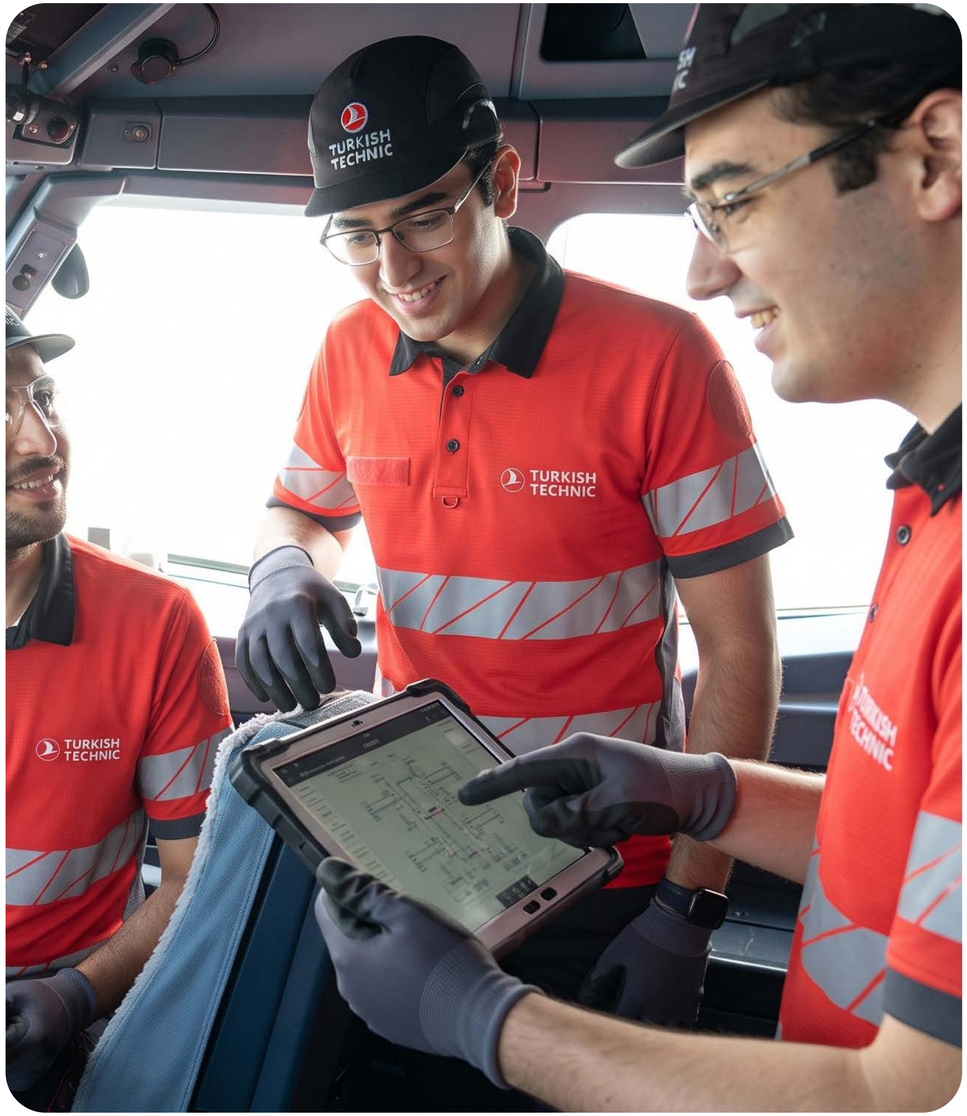
Ethics and compliance risks are managed through relevant policies and procedures, internal control and audit mechanisms, whistleblowing and consultation channels, employee training, senior management reporting, and corrective/preventive action processes.

CODE OF ETHICS AND POLICY FRAMEWORK

Turkish Technic's primary reference document for its business ethics approach is the Business Ethics and Code of Conduct Manual (Code of Ethics). The Business Ethics and Code of Conduct Manual defines the fundamental ethical principles, standards of conduct, and compliance expectations that our employees, managers, and all relevant parties acting on behalf of Turkish Technic must follow in business processes. This approach helps foster the culture of ethical business conduct throughout our value chain and promote responsible standards of conduct in business relations.

CODE OF ETHICS

The Code of Ethics covers a wide range of topics, including ethical decision-making processes, internal transaction analysis methodology, prevention of conflicts of interest, anti-bribery and anti-corruption, gift and hospitality rules, prevention of fraud and theft, prevention of money laundering, fair competition, information security, protection of personal data, discrimination, harassment, mobbing, child labor, forced labor, human trafficking, and environmental violations.



ETHICS AND COMPLIANCE GOVERNANCE

Business ethics and legal compliance processes are carried out under the coordination of relevant functions and the oversight of senior management. The Legal and Compliance Directorate plays an important role in developing policies, procedures, documentation, regulatory monitoring, and compliance processes related to ethics and compliance. The Internal Audit and Control Directorate conducts assessments on unethical behavior, misconduct risks, corruption and bribery risks, and the effectiveness of the internal control environment.

The Ethics Committee operates as one of the mechanisms responsible for coordinating the ethics management system. The Ethics Committee plays a role in evaluating ethical matters, implementing decisions, fostering a culture of ethics, and regularly reporting to senior management. Enhancing employee awareness and the integration of a culture of ethics into the corporate structure are supported through communication channels such as Ethics Committee meetings, semiannual reports submitted to management, and the Ethics Bulletin shared with employees at regular intervals.

Critical matters arising within ethics and compliance processes are evaluated by the relevant process owners; when necessary, they are reported to senior management and corrective/preventive actions are initiated. This structure aims not only to manage ethical risks after incidents occur but also to identify risks at an early stage and manage them through preventive measures.



ANTI-BRIBERY AND ANTI-CORRUPTION

Turkish Technic adopts a zero-tolerance approach toward bribery and corruption. Our employees, managers, suppliers, and all third parties acting on behalf of Turkish Technic are strictly prohibited from directly or indirectly offering, requesting, accepting bribes, or providing any improper benefits.

Our anti-bribery and anti-corruption approach is supported by the Code of Ethics, Whistleblowing Policy, internal control processes, audit mechanisms, employee training, third-party assessments, and, when necessary, disciplinary processes. Corruption and bribery risks are addressed from an internal control and audit perspective, particularly in multi-stakeholder, high-volume, and complex operational processes, while high-risk areas are monitored through a preventive approach.

The Internal Audit and Control Directorate evaluates potential risks related to corruption and bribery, and reports findings and improvement recommendations to relevant departments and senior management when necessary. This structure helps identify misconduct risks at an early stage, strengthen the control environment, and prevent unethical behavior.

During the reporting period, no public legal proceedings concerning corruption were initiated against the company or its employees. As of 2025, no confirmed cases of corruption resulting in disciplinary proceedings were identified.



PREVENTION OF CONFLICTS OF INTEREST

At Turkish Technic, preventing conflicts of interest is one of the fundamental elements of our ethics management approach. We expect our employees and managers to prioritize the company's interests under all circumstances and to avoid situations where personal interests, family relations, close personal connections, or external roles may conflict with the company's interests.

Situations that may create or be perceived as a conflict of interest must be reported in a timely manner, assessed transparently, and addressed through necessary measures. Obtaining personal benefits through company information, trade secrets, customer information, or confidential data is strictly prohibited.

Conflict of interest disclosures may be submitted through the relevant managers, the Ethics Hotline, the Disciplinary and Ethics Procedures units, or the Legal and Compliance Directorate. All disclosures are handled confidentially, and preventive and corrective actions are taken by the relevant process owners when necessary.



PREVENTION OF FRAUD, THEFT, AND MONEY LAUNDERING

Turkish Technic adopts a zero-tolerance approach toward all forms of financial misconduct, including fraud, theft, embezzlement, misconduct, and money laundering. The misuse of company or third-party assets, funds, resources, information, or entrusted valuables is strictly prohibited.

This approach aims not only to safeguard physical and financial assets but also to maintain corporate trust, stakeholder confidence, and financial integrity. Employees and relevant parties are required to promptly report any suspected transactions or activities to the appropriate managers, the Ethics Hotline, or the appropriate compliance departments.

Suspected cases are evaluated by the relevant process owners, and, where necessary, investigations are conducted under the coordination of the Internal Audit and Control Directorate and the Legal and Compliance Directorate. Within this scope, corrective and preventive actions, as well as disciplinary processes, are carried out based on the findings identified.



FAIR COMPETITION AND RESPONSIBLE BUSINESS CONDUCT

Turkish Technic recognizes the principle of fair competition as one of the cornerstones of its sustainable business model and corporate ethics approach. Compliance with all applicable competition regulations, particularly the Law on the Protection of Competition, is a corporate requirement for our employees and relevant business partners.

Under our company policies, monopolistic practices, attempts to restrict commercial activities, anti-competitive practices, deceptive business practices, sharing commercially sensitive information with competitors, price-fixing, market allocation, and any other actions that may constitute violations of competition law are strictly prohibited.

Our approach to fair competition supports fostering a culture of ethical business conduct, preserving market confidence, maintaining a transparent business environment for our customers and business partners, and promoting standards of responsible business conduct across all stakeholders.

During the reporting period, no significant legal proceedings were initiated or concluded against the company regarding anti-competitive behavior, anti-trust, or monopolistic practices.



SANCTIONS AND EXPORT CONTROLS

Given the international nature of the aviation maintenance, repair, and overhaul sector, sanctions and export controls are an integral part of Turkish Technic's legal compliance approach. We continuously strengthen our compliance processes by taking into account regulatory authorities in different countries, export control regimes, customer and end-user requirements, the movement of parts and equipment, and international commercial relations.

In 2025, work commenced on developing a compliance procedure for sanctions and export controls as a supporting document to the Business Ethics and Code of Conduct Manual, and on updating the 'Know Your Customer and End User Certificate' documents. These initiatives aim to enable a more systematic assessment of third-party risks, strengthen customer and end-user due diligence, and enhance the traceability of regulatory compliance throughout international trade processes.

In the coming period, the company aims to publish the aforementioned compliance procedure and related documents through its quality management systems and support their implementation through internal training programs. This approach will contribute to embedding a stronger culture of legal compliance across the organization and fostering a risk-based control environment in international business relations.

TRAINING, AWARENESS, AND COMMUNICATION

Training, information, and awareness initiatives are implemented to foster a culture of ethics and compliance throughout the company. New employees receive structured orientation on ethics and the code of conduct, while initiatives are implemented to strengthen existing employees' awareness of ethical principles and compliance requirements.

In 2025,

✓ **1,714** employees completed Ethics Training

1,069 employees completed the Code of Conduct Training.



Ethics Training is delivered through an e-learning platform, while the Code of Conduct Training is provided as part of the employee onboarding program. These training programs cover our core values, the Business Ethics and Code of Conduct Manual, the Ethics Hotline, conflicts of interest, anti-bribery and anti-corruption, fair competition, ethical decision-making, and legal compliance.

The Ethics Committee and communication mechanisms such as the Ethics Bulletin shared with employees at regular intervals serve as important tools for integrating a culture of ethics into the company's corporate structure. Ethics-related matters are reported to management semiannually, while regular communication initiatives aim to increase employee awareness and reinforce a culture of ethics throughout day-to-day business operations.

In situations involving ethical dilemmas or compliance-related matters, employees may seek guidance from their managers, the Ethics Hotline, the Disciplinary and Ethics Procedures departments, or the Legal and Compliance Directorate. This multi-channel framework strengthens accessibility and transparency throughout ethical decision-making processes.

WHISTLEBLOWING POLICY AND ETHICS HOTLINE

Turkish Technic operates its Whistleblowing Policy and Ethics Hotline to provide employees and stakeholders with secure, accessible, and confidential channels for reporting conduct that may violate ethical principles, company policies, procedures, or applicable laws and regulations.

The Ethics Hotline is managed by an independent consulting firm, and reports submitted by phone, email, or through the website are referred to the appropriate review processes. The Ethics Hotline reporting channels are as follows:

Website
www.tkethics.com

Phone
+90 850 281 5088

Email
Ethics Hotline email address managed by the independent consulting firm

The Ethics Hotline is designed to be accessible to employees, contractors, suppliers, and other stakeholders. Individuals submitting reports may do so anonymously without being required to disclose their identity. All reports are handled in accordance with the principle of confidentiality. The identities of individuals who make reports in good faith are protected, and any retaliation against those who submit reports is strictly prohibited.

ISSUES THAT CAN BE REPORTED VIA THE ETHICS HOTLINE

Bribery and corruption	Discrimination, harassment, mobbing, and all forms of verbal or sexual abuse
Money laundering and funds received from unidentified sources	Environmental violations
Misconduct, abuse, and all other inappropriate conduct	Situations that may jeopardize occupational health and safety
Misuse of company resources and assets	Human rights violations, including child labor, human trafficking, and forced labor
Theft, embezzlement, fraud, and deception	Anti-competitive practices
Conflicts of interest, threats, and coercion	Suspected ethics and compliance violations involving supply chain partners
Personal data, information security, and confidentiality breaches	Violations of company policies and procedures
Industrial espionage and obtaining information through unethical means	Other criminal acts and wrongful acts

✓ Subject to limited assurance by an Independent Auditor.

Reports may relate to incidents that have occurred, are ongoing, or pose potential risk.

NOTIFICATION	For reports submitted through the Ethics Hotline, the system automatically sends a notification confirming that the report has been received and forwarded to the appropriate parties.
INFORMATION	The reporting individual is informed that the matter is under review.
PRINCIPLE-BASED MANAGEMENT	All reports are handled in accordance with the principles of impartiality, confidentiality, accessibility, fair evaluation, and non-retaliation.
INVESTIGATION PROCESS	During the review process, the relevant departments are informed, and investigations are initiated when necessary.
ROOT ANALYSIS	Root cause analyses are conducted, and corrective and preventive actions are implemented to prevent recurrence.
EVALUATION PROCESS	The time required to complete a review may vary depending on the nature and scope of the report, the collection of relevant information and documentation, and the requirements of the evaluation process.

In cases requiring disciplinary action, the process is carried out in accordance with the procedures and timelines set forth in the Disciplinary Procedure and the Collective Bargaining Agreement, and the applicable disciplinary measures are imposed in line with the appropriate procedures. Reports made in bad faith or containing false allegations are evaluated separately under the applicable disciplinary processes. Through this framework, Turkish Technic aims to detect unethical conduct at an early stage, maintain a safe reporting environment for employees and stakeholders, and further strengthen its culture of ethics across the organization.

MONITORING, REPORTING, AND CORRECTIVE ACTIONS

The effectiveness of our business ethics and legal compliance processes is monitored through reporting mechanisms, internal control activities, audit results, KPI-based reporting, senior management reviews, and corrective and preventive action processes.

Reports submitted through the Ethics Hotline are recorded by an independent service provider and forwarded to our company in accordance with the established procedures. Reports are reviewed regularly, and the system's effectiveness is monitored through service provider reports, feedback mechanisms, and performance indicators.

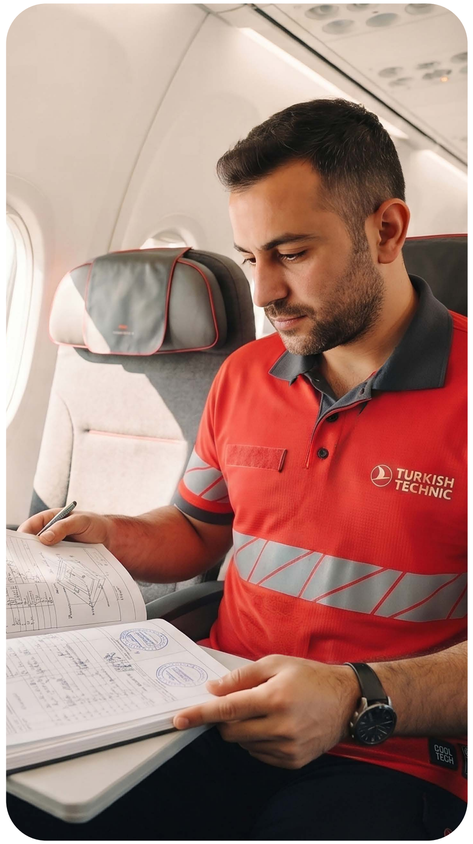
If a non-compliance is identified, the relevant departments are notified, root cause analyses are conducted, actions are determined to prevent recurrence, and disciplinary procedures are initiated when necessary. This approach ensures that ethics and compliance management is driven not only by reported cases, but also by a management system built on the principle of continuous improvement.

In the reporting period, no material cases of non-compliance, regulatory violations, or administrative fines requiring disclosure under applicable laws and regulations were identified. No public legal proceedings related to corruption have been brought against the company or its employees.

As Turkish Technic, we continue to strengthen a business culture founded on ethical values, regulatory compliance, transparency, and accountability. Through this approach, we aim to cultivate a working environment of trust and collaboration for both our employees and all stakeholders, and demonstrate a responsible, sustainable, and exemplary approach to corporate governance across the aviation industry.



INTERNAL CONTROL AND AUDIT INITIATIVES



At Turkish Technic, we regard internal control and audit activities as a critical governance mechanism not only for providing assurance over our financial and operational processes, but also for strengthening our culture of ethical business conduct, supporting regulatory compliance, identifying risks at an early stage, and safeguarding corporate integrity. Our internal control and audit system operates in line with the principles of transparency, accountability, impartiality, risk-based management, data reliability, regulatory compliance, and continuous improvement. The system encompasses a broad range of control areas, including financial controls, operational processes, ethics and compliance, information security, environmental management, occupational health and safety, and supply chain processes.

GOVERNANCE AND RESPONSIBILITY STRUCTURE

Internal control and audit initiatives are carried out under the responsibility of the relevant process owners and the oversight of executive management. The Internal Audit and Control Directorate plays a key role in planning and conducting risk-based audits across the company, reporting audit findings, and sharing recommendations for improvement with the relevant departments.

The Legal and Compliance Directorate helps strengthen the control environment in areas including regulatory compliance, ethical principles, sanctions and export controls, third-party relations, and 'Know Your Customer and End User Certificate' processes. While the Financial Affairs Directorate is responsible for financial reporting, budgeting, financial monitoring, and data accuracy processes, the Occupational Safety and Environment Department oversees environmental performance, occupational health and safety, management system requirements, and the coordination of sustainability data. As part of the company's quality management standards, the Quality Assurance and Corporate Safety Directorate is responsible for conducting and reporting internal audits and for monitoring improvement opportunities identified through audit findings. The Cybersecurity Department helps develop the control environment by overseeing information security, data protection, cyber risk management, Information Security Management System (ISMS) processes, and Part-IS compliance initiatives.

This cross-functional structure ensures that our internal control and audit system extends beyond financial processes and operates through an integrated assurance approach that encompasses operational, environmental, social, and governance matters.

RISK-BASED AUDIT AND CONTROL PROCESSES

Audit activities are carried out using a risk-based approach. Processes across the company are evaluated based on the significance of the activities, operational complexity, financial magnitude, regulatory impact, ethics and compliance risks, stakeholder expectations, information security requirements, and sustainability impacts.

Under our risk-based audit plans, we review operational and financial processes, maintenance and overhaul activities, procurement and supply chain processes, human resources practices, information security controls, ethics and compliance processes, environmental and occupational health and safety practices, and other critical processes. Audits assess not only existing non-conformities, but also process effectiveness, the adequacy of control design, the consistency of implementation, and opportunities for improvement.

Testing performed on key controls is used to measure process effectiveness and assess the reliability of the control environment. Audit findings are shared with the relevant process owners, and action plans are developed that involve root cause analyses, corrective and preventive actions, assigned responsibilities, and target completion dates. Progress on implementing action plans is monitored regularly and reported to executive management when necessary.



AUDIT OF ETHICS, COMPLIANCE, AND CORRUPTION RISKS

Internal control and audit activities are an integral component of Turkish Technic's ethics and compliance management system. Matters including bribery and corruption, conflicts of interest, fraud, theft, money laundering, fair competition, and sanctions and export controls are assessed through a risk-based approach as part of our internal control and audit processes.

As part of our anti-bribery and anti-corruption efforts, it is essential to proactively address risks and identify in advance the processes wherein such risks may arise. Accordingly, our risk assessment activities incorporate criteria such as the 'history of misconduct and errors' to identify specific processes that require priority audit coverage. In particular, complex, multi-stakeholder processes such as the Aircraft Base Maintenance Process, Component Maintenance Process, and Repair Tracking Process are subject to closer scrutiny due to their greater vulnerability to errors, irregularities, or misconduct. This approach enables more effective implementation of controls within higher-risk processes, strengthening Turkish Technic's capacity to prevent bribery and corruption.



The Internal Audit and Control Directorate assesses potential ethics and compliance risk areas and shares its findings and recommendations for improvement with the relevant departments. Reports submitted through the Ethics Hotline and whistleblowing mechanisms also serve as important inputs to the control environment. Reports are evaluated in accordance with the principles of confidentiality and non-retaliation, and investigatory, disciplinary, and corrective action processes are initiated when necessary.

SUPPLY CHAIN AND BUSINESS PARTNER CONTROLS

Compliance with management systems, regulations, quality requirements, ethical principles, and applicable contractual obligations is among our fundamental expectations in our relations with suppliers and business partners. Compliance with management systems and regulatory requirements is incorporated as a mandatory provision in contracts with suppliers and business partners. Within this framework, our business partners' compliance with applicable standards and regulations is monitored through audit and oversight mechanisms.

In the event that non-compliance is identified, the necessary actions are determined in collaboration with the relevant process owners, corrective and preventive actions are implemented, and progress toward their completion is monitored. This framework supports the more effective management of supply chain–related quality, operational continuity, ethical compliance, and environmental and social risks.

REPORTING, ASSURANCE, AND CONTINUOUS IMPROVEMENT

Findings, risks, opportunities for improvement, and action plans resulting from internal control and audit activities are shared with the relevant process owners and, when necessary, reported to executive management. These reports enable management to holistically evaluate process performance, risks, control deficiencies, and improvement needs.

The environmental, social, economic, and governance data used in sustainability reporting is also monitored under the responsibility of the relevant process owners, while data accuracy, consistency, and traceability are verified during the reporting process. Limited independent assurance engagements performed for selected sustainability indicators ensure both the verifiability of the information disclosed to stakeholders and the quality of our reporting.

At Turkish Technic, we view our internal control, audit, and assurance mechanisms as fundamental governance tools that strengthen our corporate credibility, support our sustainability performance, and help create long-term value for our stakeholders. Through our risk-based audit approach, strong control environment, and culture of continuous improvement, we aim to conduct our operations on a more transparent, reliable, and sustainable basis.



PROACTIVE RISK AND CRISIS MANAGEMENT

As Turkish Technic, we view risk and crisis management as one of the fundamental components of operational continuity, aviation safety, customer satisfaction, legal compliance, corporate resilience, and sustainable growth. In line with the aviation maintenance, repair, and overhaul industry's stringent safety, quality, and regulatory requirements, we manage risks proactively by considering not only actual incidents but also their potential impacts, probability, stakeholder expectations, and implications for our strategic objectives.

Our risk management approach encompasses critical areas including safety, quality, on-time delivery, cost efficiency, information security, legal compliance, environmental and social impacts, the supply chain, financial performance, business continuity, and reputation. Within this scope, risks and opportunities are systematically identified, assessed, prioritized, and monitored by the relevant process owners in accordance with the **Risk Management Procedure.**

At Turkish Technic, risk and crisis management is carried out under the ownership of senior management and the responsibility of the relevant process owners. Within our corporate safety management system, the CEO is the ultimate owner of safety risks, and a data-driven decision-making mechanism is implemented through the **Safety Review Board**. This structure supports the monitoring of safety performance at the senior management level and its integration into strategic decision-making processes.

The risk identification process holistically considers operational processes, maintenance activities, aviation authority requirements, customer expectations, supply chain conditions, employee health and safety, environmental impacts, financial indicators, information security requirements, legal compliance obligations, and industry developments. Risks are analyzed based on their probability, potential impact, legal and operational consequences, impact on stakeholders, reputational risk, financial impact, and relevance to sustainability priorities.

Aviation safety and operational reliability are among Turkish Technic's highest-priority sustainability topics. Ensuring safety in our maintenance operations, maintaining quality standards, conducting maintenance activities in compliance with national and international aviation authorities' requirements, and supporting our customers' operational continuity are among our core priorities. Safety performance is monitored through incident reports, audit findings, non-conformities, root cause analyses, and corrective actions.

The Safety Review Board serves as a key governance mechanism for evaluating operational safety risks, sharing lessons learned from incidents, monitoring safety performance, and determining necessary actions. This structure helps strengthen our safety culture, address risks at an early stage, and ensure the maintenance activities are carried out safely and without interruption.

Turkish Technic's crisis management approach aims to ensure the safe, controlled, and uninterrupted execution of operations in the face of unexpected events. Crisis and emergency scenarios are evaluated by considering operational disruptions, supply chain interruptions, information security incidents, occupational health and safety risks, environmental events, infrastructure-related impacts, regulatory changes, and developments that may affect customers' operations.

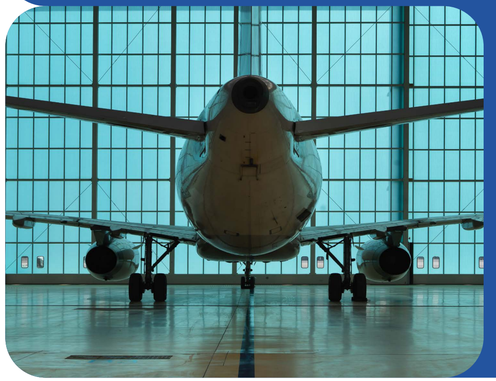
Our business continuity approach aims to maintain the continuity of critical operations, uphold our commitments to customers, ensure the safety of our employees, protect assets and information systems, and strengthen post-crisis recovery capabilities. Critical risks and significant concerns are escalated to senior management by relevant process owners and, where necessary, are reviewed at the Board of Directors and Executive Committee levels.



Operational inputs used in aircraft maintenance and repair activities such as materials, equipment, energy, chemicals, and support services are assessed in accordance with the **Procedure for Evaluating Environmental Aspects, Impacts, and Opportunities** and managed alongside their sustainability impacts.

To proactively manage corruption, bribery, and misconduct risks, our risk assessments incorporate the criterion of 'history of misconduct and errors.' Multi-stakeholder and operationally complex processes, such as the Aircraft Base Maintenance Process, Component Maintenance Process, and Repair Tracking Process, are subject to closer monitoring due to their greater vulnerability to error, irregularity, or misconduct risks.





Compliance with management systems and regulatory requirements is a mandatory provision in our contracts with suppliers and business partners. Our business partners' compliance with applicable standards, quality requirements, regulations, and contractual obligations is monitored through audit and monitoring mechanisms, and appropriate actions are taken whenever non-compliance is identified.



In 2025, we developed and published our **Supplier Code of Conduct Policy** and **Sustainable Procurement Policy** as part of our sustainable supply chain management approach. These policies have increased the visibility of the ethical, environmental, social, and governance standards we expect from our suppliers. We also initiated efforts to share these policies with our suppliers, incorporate questions on environmental and social criteria into supplier request forms, include environmental, labor, and human rights provisions in procurement contracts, and provide sustainable supply chain management training to procurement personnel. In the coming period, we aim to further enhance these practices, establish clearer environmental and social performance targets, and further systematize our supplier evaluation processes.

We conduct our operations in accordance with the requirements of national and international aviation authorities, customer contracts, export control regulations, sanctions regimes, competition law, data protection regulations, and business ethics principles. Our Ethics Hotline, internal control and audit mechanisms, compliance processes, and senior management reporting support the early identification of ethics-related issues, corruption, conflicts of interest, non-compliance, and other critical matters, enabling the timely implementation of necessary actions.

Environmental and social risks are assessed across areas including energy and emissions management, water and resource use, waste management, occupational health and safety, employee well-being, human rights, inclusion, and community relations. As Turkish Technic, using our proactive approach to risk and crisis management, we aim to identify risks at an early stage, develop preventive measures, and conduct our operations on a more resilient, reliable, and sustainable basis.

Legal compliance, ethical conduct, and responsible business practices **are among the key components** of our risk management approach.

Legal compliance and commitment to ethical values

Proactive risk management and mitigation

INTEGRATED MANAGEMENT SYSTEMS AND CERTIFICATIONS

As Turkish Technic, we conduct our operations in accordance with internationally recognized management system standards, aviation authorities' requirements, customer expectations, applicable legal requirements, and our sustainability priorities. Our Integrated Management System approach is built on a holistic framework encompassing quality, operational safety, environmental management, occupational health and safety, energy management, information security, laboratory competence, and customer satisfaction.

Our Integrated Management System extends beyond certification processes and serves as one of the core governance frameworks defining how Turkish Technic plans, executes, monitors, audits, and improves its day-to-day operations. Through this framework, we systematically manage process effectiveness, data reliability, legal compliance, risk and opportunity management, stakeholder expectations, and sustainability performance.

SCOPE OF OUR CERTIFICATIONS

At Turkish Technic, our Integrated Management System is structured in accordance with the internationally recognized management system standards and technical competency frameworks which are indicated on the right:

AS 9100 Supports process standardization, product and service reliability, and compliance with customer expectations in line with quality management system requirements for the aviation, space, and defense industries.

AS 9110 Strengthens the reliability, traceability, and operational quality of maintenance, repair, and overhaul processes in accordance with quality management system requirements for aviation maintenance organizations.

ISO 9001 Supports process efficiency, customer focus, continuous improvement, and systematic management of organizational performance through a quality management system approach.

ISO 14001 Helps identify environmental impacts, manage environmental risks, ensure regulatory compliance, improve resource efficiency, and enhance environmental performance through an environmental management system.

ISO 10002 Ensures the effective, impartial, accessible, and solution-oriented management of customer feedback and complaints through a customer satisfaction management system.

ISO 45001 Supports reducing the risks of workplace accidents and occupational illnesses, creating safer working environments, and increasing employee engagement through an occupational health and safety management system.

ISO 27001 Protects information assets, manages data security risks, strengthens the cybersecurity control environment, and enhances stakeholder confidence through an information security management system.

ISO 17025 Ensures the technical competence, accuracy, reliability, and traceability of testing, calibration, and measurement processes in line with laboratory competence requirements.

ISO 50001 Supports monitoring energy performance, leveraging energy efficiency opportunities, optimizing energy consumption, and contributing to emissions reductions through an energy management system.

POLICY COMMITMENTS

Our corporate policy commitments are owned by the highest level of management, with approval from our CEO. This ownership demonstrates that our commitments to

- QUALITY
- THE ENVIRONMENT
- OCCUPATIONAL HEALTH AND SAFETY
- ENERGY MANAGEMENT
- INFORMATION SECURITY
- CUSTOMER SATISFACTION
- HUMAN RIGHTS
- ETHICS AND COMPLIANCE

are embedded not only in our operations but also in the corporate strategy level.

Senior management is responsible for establishing, updating, and maintaining ownership of our policy framework at the corporate level. Each management system is implemented throughout the organization by the relevant process owners and management system representatives, and the respective departments and directorates are responsible for integrating our policy commitments into day-to-day business processes.

Our policy commitments are communicated to employees through the intranet, internal communication channels, training programs, and management system documentation, and to external stakeholders through our corporate website, contracts, supplier communication channels, and other relevant documents. This structure helps ensure that our policy commitments are accessible, clearly understood, and actionable.

The effectiveness of our Integrated Management System is monitored through internal and external audits, certification audits, customer audits, management system performance indicators, and Management Review processes. Findings from audit and review processes are shared with the relevant process owners, and the necessary corrective and preventive actions are planned and followed up on. Our management system approach also enhances the visibility of our expectations for quality, environmental management, occupational health and safety, ethics, information security, human rights, and legal compliance throughout our engagements with suppliers and business partners.

All of our commitments are publicly available on our corporate website and are also communicated to our employees through the intranet portal.

Visit the relevant page.

CYBERSECURITY AND DATA PRIVACY

At Turkish Technic, cybersecurity and data privacy extend beyond information technology management; they are strategic priorities that directly influence the continuity of our maintenance operations, customer trust, regulatory compliance, and corporate reputation. The secure management of critical information assets such as technical documentation, customer information, employee data, operational systems, and supplier connections is fundamental to maintaining service quality and operational reliability. Therefore, our information security approach is built on the principles of confidentiality, integrity, and accessibility, and we implement technical, administrative, and organizational controls to protect our information assets against unauthorized access, data loss, cyberattacks, system disruptions, misuse, and privacy breaches.

OUR FOCUS AREAS IN 2025

In 2025, our cybersecurity and data privacy efforts focused on strengthening compliance with information security regulations applicable to the aviation industry and further maturing our corporate control environment.

Our key initiatives within this scope include:

- Improving policies, procedures, and control frameworks as part of our Part-IS[4] compliance efforts
- Maturing cybersecurity governance, risk management, incident response, and incident reporting processes
- Strengthening the documentation of core processes within our Information Security Management System
- Improving data protection controls
- Preparing a more structured approach for assessing critical suppliers from a cybersecurity perspective
- Planning initiatives to improve our data classification and data governance approach

[4] Part-IS: The European Union Aviation Safety Agency's regulatory framework for managing information security risks in civil aviation.

These initiatives strengthen Turkish Technic's information security maturity while also supporting operational continuity, customer trust, and regulatory compliance.

INFORMATION SECURITY MANAGEMENT SYSTEM

Turkish Technic holds an **ISO/IEC 27001:2022 Information Security Management System Certification.** The Information Security Management System provides the foundational framework for identifying information assets, assessing risks, implementing appropriate controls, managing security incidents, conducting audits, and planning continuous improvement activities.

Our information security policies and procedures define the information security responsibilities of our employees, managers, suppliers, contractors, and other parties acting on behalf of Turkish Technic. This framework covers areas such as personal data protection, access management, data retention, system security, network security, incident response, third-party access, confidentiality obligations, and the classification of information assets.

Information security controls are implemented based on the principles of role-based and need-to-know access, and critical systems, applications, and data repositories are monitored regularly. Practices such as reviewing access privileges, removing unnecessary user accounts, monitoring firewall rules, patch management, penetration testing, and vulnerability management help protect our information assets.

PART-IS COMPLIANCE INITIATIVES

The Part-IS requirements, intended to enable a more systematic approach to managing information security risks in the aviation industry, were one of our key focus areas in 2025. Within this scope, we implemented initiatives to classify information security incidents, assess their impacts, define the required reporting mechanisms, monitor risks, and strengthen control activities.

Through our Part-IS compliance initiatives, we aim to make our information security processes more traceable, more closely aligned with regulatory requirements, and more firmly grounded in a risk-based approach. These initiatives also strengthen Turkish Technic's digital resilience across its aviation operations and support greater executive-level visibility into information security risks.

CUSTOMER PRIVACY AND PERSONAL DATA PROTECTION

The confidentiality of customer information is a fundamental component of trust in Turkish Technic's customer relations. Customer data, technical documentation, commercial information, and the personal data of employees and stakeholders are protected in accordance with applicable legislation, the requirements of the Turkish Personal Data Protection Law (KVKK), contractual obligations, and corporate policies and procedures.

The purpose, scope, retention period, legal basis, and access authorizations for data processing are considered throughout personal data processing activities. Data is protected to ensure that it is accessible only to authorized individuals. When data sharing with third parties is required, the relevant confidentiality, consent, and contractual assurance processes are followed.

Employees and relevant stakeholders may report suspected information security incidents, personal data breaches, or customer privacy concerns through the Ethics Hotline and other designated reporting channels. These reports are evaluated in accordance with the principles of confidentiality and non-retaliation. When necessary, the relevant process owners initiate investigations, root cause analyses, and corrective and preventive action processes.

During the 2025 reporting period, no verified complaints were recorded regarding customer privacy breaches, customer data loss, or the protection of personal data.

SECURITY INCIDENT PREPAREDNESS AND RESPONSE

The early detection, rapid assessment, and effective management of cybersecurity incidents are among the fundamental components of our information security approach. Our incident response processes comprise the identification and classification of security vulnerabilities and incidents, the assessment of their impacts, the notification of relevant parties, the collection of evidence, and the initiation of corrective actions.

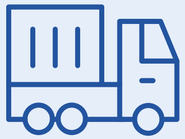
Security incidents are documented, evaluated by the relevant process owners, and, when necessary, corrective and preventive actions are initiated. Lessons learned from incidents are used to strengthen the control environment, improve processes, and prevent the recurrence of similar risks.

Employees and relevant stakeholders may report information security concerns and potential violations through designated communication channels. Reports are handled in accordance with confidentiality principles, and prompt action is taken when necessary.

THIRD-PARTIES AND SUPPLIER CYBERSECURITY RISKS

Turkish Technic's digital ecosystem encompasses an extensive network of employees, customers, suppliers, contractors, business partners, and third parties with access to technical systems. Therefore, our cybersecurity approach extends beyond internal systems.

Information security and confidentiality obligations are reinforced through contractual provisions in processes involving third parties with access to digital resources. A risk-based assessment approach is applied to third parties that process critical data or have access to our systems.



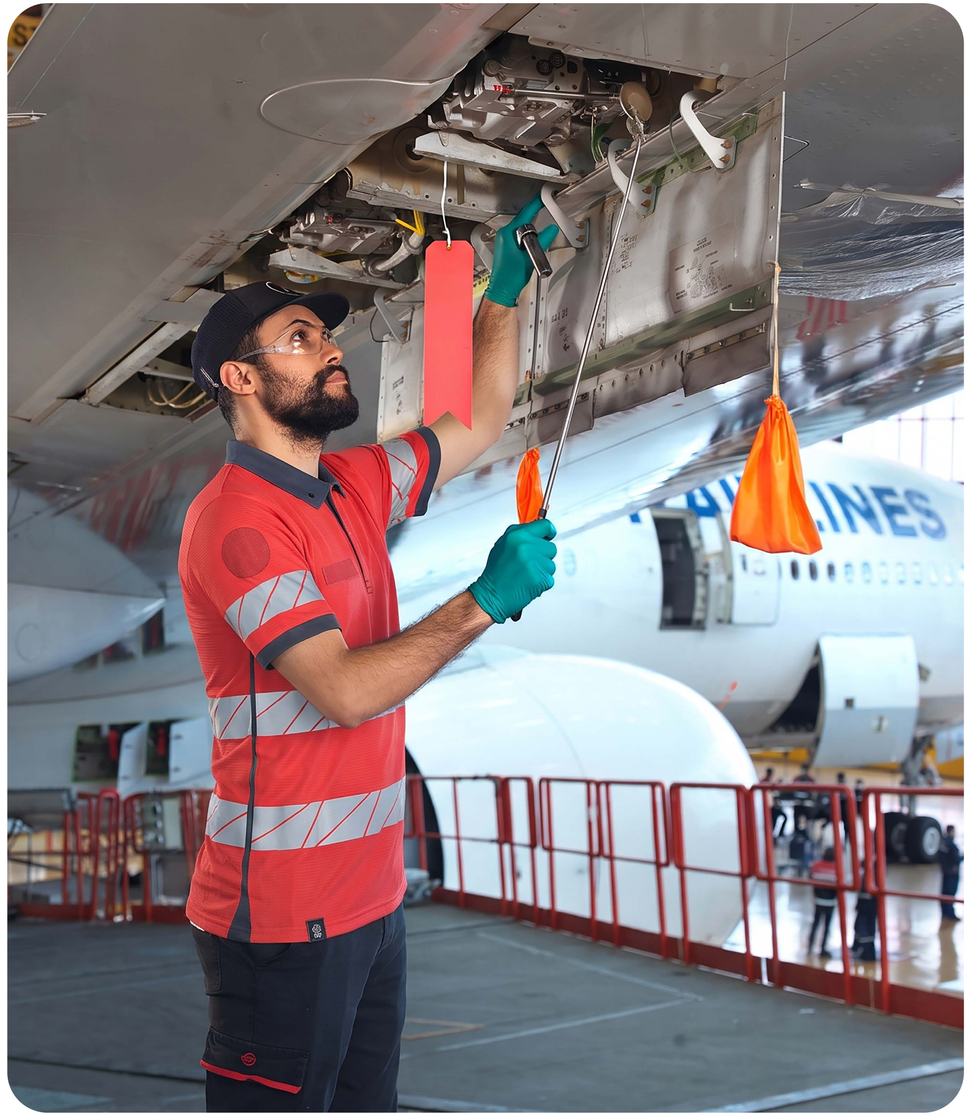
In the coming period, we aim to evaluate critical suppliers using a more structured cybersecurity framework, improve supplier oversight processes, and better integrate information security expectations into supply chain management processes.

EMPLOYEE AWARENESS

Employee awareness is one of the most critical elements of cybersecurity. Within this scope, we provide employees with training and awareness programs on information security, personal data protection, secure password practices, social engineering risks, suspicious email notifications, data sharing, and access to third-party information.

These awareness initiatives encourage employees to adopt secure practices in their day-to-day work, report potential security vulnerabilities, and strengthen the information security culture across the organization. To ensure the reliability of aircraft maintenance, repair, and overhaul operations, it is essential that employees fully understand and embrace their information security responsibilities.

At Turkish Technic, we view cybersecurity and data privacy as integral components of our digital transformation. We continue to foster an information security culture that protects our information assets, strengthens customer trust, supports regulatory compliance, and safeguards our operational continuity.



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Turkish Technic's supply chain is a critical structure that enables maintenance, repair, and overhaul activities to be carried out seamlessly, safely, and in accordance with the highest quality standards. Components, spare parts, chemicals, technical materials, equipment, and operational support services are all essential to flight safety, on-time delivery, customer satisfaction, and operational continuity.

Therefore, we view supply chain management not simply as a procurement function, but as a strategic management discipline that integrates quality, regulatory compliance, ethical business conduct, environmental and social responsibility, supply continuity, cost efficiency, cybersecurity, and value chain resilience.

Reflecting the high-reliability requirements of the aviation maintenance, repair, and overhaul industry, we expect our suppliers to operate in alignment with Turkish Technic's expectations regarding quality, on-time delivery, legal compliance, ethical conduct, occupational health and safety, environmental responsibility, and respect for human rights.

2025 SUPPLY CHAIN OVERVIEW

In 2025, we monitored our supply chain performance through both operational resilience and sustainability indicators. Our local supplier base is one of the key factors supporting both the economic contribution and operational agility of our supply chain. Our key initiatives in this area are as follows:



54.85%
Rate of local suppliers among all suppliers



4.78%
Rate of procurement from local suppliers to total procurement volume

3,000+ Number of suppliers worked with annually

These indicators highlight both the strengths of our supply chain management approach and areas for further improvement. While the share of local suppliers reached 54.85% in 2025, one of our priorities for the coming period is to establish a more systematic approach to supplier evaluations based on environmental and social criteria. Looking ahead to 2026 and beyond, Turkish Technic aims to strengthen this area through structured assessment forms, contractual provisions, training programs, and target-based follow-up mechanisms.



THE KEY TRANSFORMATION IN 2025: FROM POLICY TO SUPPLIER EXPECTATIONS

One of the most significant milestones in sustainable supply chain management in 2025 was the development and publication of the **Supplier Code of Conduct Policy** and the **Sustainable Procurement Policy**. From 2026 onwards, the Supplier Code of Conduct Policy will be shared with all active domestic and international suppliers in our supplier network, establishing clearer and more traceable expectations for the ethical, environmental, social, and governance standards expected of our suppliers.

These policies strengthen the clarity and traceability of the core environmental, social, and governance standards expected of Turkish Technic's suppliers. The policy framework covers areas such as ethical business conduct, legal compliance, respect for human rights, employee rights, occupational health and safety, environmental responsibility, information security, quality expectations, and responsible resource use.

This milestone lays the foundation for a shift from a procurement approach based solely on price, quality, and delivery to a more comprehensive evaluation framework that also considers environmental and social impacts.

SUSTAINABILITY ACROSS THE SUPPLIER LIFECYCLE

We integrate our responsible supply chain approach throughout the different stages of the supplier lifecycle. Within this framework, quality, safety, regulatory compliance, ethical principles, environmental and social expectations, and information security requirements are considered at every stage, from defining business needs and technical specifications to performance monitoring and continuous improvement.

To strengthen supplier evaluation processes using sustainability criteria, a dedicated sustainability section and **sustainability-specific questions have been added to the Supplier Request Form**. This form, shared with new suppliers, supports the evaluation of companies across the environmental, social, and governance dimensions. From 2026 onwards, we aim to continue this practice for companies newly added to our system as well as previously registered suppliers that are reactivated.

STAGE	SUSTAINABILITY FOCUS
01 NECESSITY AND FORMATION OF SPECIFICATIONS	Definition of technical requirements, quality, safety, regulatory compliance, and sustainability expectations
02 SUPPLIER REQUEST AND PRELIMINARY EVALUATION	Integration of environmental, social, ethical, and legal compliance criteria into the supplier evaluation process
03 CONTRACTS AND PROCUREMENT	Incorporation of environmental, labor, human rights, occupational health and safety, ethics, and information security provisions into contracts
04 DELIVERY AND OPERATIONAL PERFORMANCE	Tracking quality, on-time delivery, compliance, traceability, and operational continuity
05 PERFORMANCE MONITORING AND IMPROVEMENT	Evaluation of supplier performance, resolution of non-conformities, and initiation of necessary improvement actions



OUR RISK AREAS: QUALITY, COMPLIANCE, ESG, AND BUSINESS CONTINUITY

Turkish Technic adopts a multidimensional approach towards managing supply chain risks. Key risk areas include the availability of critical parts and components, quality requirements, on-time delivery, fluctuations in pricing and lead times, export controls, sanctions risks, information security, environmental impacts, human rights, and labor conditions.

Given the highly regulated nature of the aviation industry, legal and technical compliance throughout the supply chain is of critical importance. Within this framework, suppliers are expected to comply with applicable aviation standards, quality requirements, customer specifications, and contractual obligations.

From an ethics and compliance perspective, sanctions and export controls, 'Know Your Customer and End User Certificate' processes play an important role in the integrity of supply chain relations. These practices help manage third-party risks more systematically and strengthen compliance across international trade processes.

From an environmental and social perspective, improving supplier evaluation processes is a key priority. By integrating environmental, labor, and human rights criteria into supplier request forms, contracts, and evaluation processes, we aim to increase the visibility and manageability of ESG risks across the supply chain.



LOCAL PROCUREMENT AND ECONOMIC CONTRIBUTION

Our local supplier base is a key factor supporting both the resilience of Turkish Technic's supply chain and its contribution to the local economy. Working with local suppliers helps shorten lead times, improve operational agility, support domestic manufacturing capabilities, and create regional economic value.

In 2025, spending on local suppliers accounted for 4.78% of our total procurement budget. We worked with 1,900 local suppliers during the reporting period. Taken together, these two indicators show that while our local supplier base is extensive, a significant portion of our procurement volume is sourced internationally due to the technical requirements of the aviation industry. These indicators provide valuable insights for monitoring Turkish Technic's economic relations with its local supplier ecosystem and leveraging opportunities to strengthen local supply capacity.

The above outcome underscores the need for a bilateral balance in Turkish Technic's supply chain strategy that can simultaneously:

- Maintain the reliability of global sourcing for critical aviation components, and
- Support opportunities to expand local supply capacity.

A SHARED APPROACH TO SUSTAINABILITY ACROSS THE SUPPLY CHAIN

As part of our sustainable supply chain approach, we view our relations with suppliers and business partners not only through the lens of operational and commercial performance, but also as a means of advancing environmental, social, and governance expectations across the value chain.

Within this framework, Turkish Technic actively participates in sustainability-focused meetings, training sessions, and similar initiatives coordinated by our parent company, Turkish Airlines. These initiatives bring together representatives from 16 Turkish Airlines. subsidiaries and affiliates, including Turkish Technic's subsidiaries TEC, TCI, and TNC, as well as our service providers, Turkish Technology and TSS.

During these meetings and initiatives, participants review the sustainability objectives of group companies and the progress toward achieving them, and evaluate training programs delivered by external service providers or the Turkish Airlines. Corporate Sustainability Management Department. In addition, technological solutions and best practices that can benefit all participating organizations are shared to support continuous and sustainable improvement. This framework helps promote a shared understanding of sustainability across the group, strengthen knowledge exchange, and enhance collaboration among group companies.

Developing the competencies of our procurement teams is also one of our priorities to further embed our sustainable supply chain approach throughout the company. Within this scope, we aim to provide Sustainable Supply Chain Training to 100% of employees involved in procurement during 2026. Upon completion of the training, we plan to track the total number of employees who have completed the program as a performance indicator.

OUR COMMITMENT TO A RESPONSIBLE SUPPLY CHAIN

At Turkish Technic, we aim to strengthen the resilience of our supply chain while managing our environmental and social impacts more effectively across the value chain. In our relations with suppliers, we prioritize ethical conduct, respect for human rights, employee safety, environmental responsibility, information security, and transparency alongside quality, reliability, and regulatory compliance.

Through our sustainable supply chain management approach, we continue to build a supply ecosystem that supports operational excellence, contributes to the local economy, proactively manages risks, and creates long-term value for our stakeholders.

SUSTAINABLE GROWTH WITH INNOVATIVE SOLUTIONS

Economic Performance 49

Aviation Safety and Operational Reliability 51

Digital Transformation & Innovation 53



ECONOMIC PERFORMANCE

In line with its sustainable growth strategy, Turkish Technic continues to strengthen its capacity to create economic value and translates its technical expertise in maintenance, repair, and overhaul, operational reliability, and global customer portfolio into long-term value creation. Operating in the highly regulated aviation industry, where quality and safety standards are paramount, the company evaluates its economic performance not only through financial growth indicators, but also through its contributions to employees, suppliers, public institutions, the local economy, and society.

In 2025, Turkish Technic maintained its strong position in the global aircraft maintenance, repair, and overhaul market, continuing to create economic value through capacity expansion, service diversification, customer satisfaction, digitalization, technical capability development, and strategic investments.

Direct economic value generated in 2025 increased by approximately **21%** compared to the previous year, reaching **USD 2,654,692 thousand.**

During the same period, economic value distributed totaled **USD 2,478,490 thousand** and was allocated across a broad stakeholder ecosystem through employee remuneration, operating costs, supplier payments, payments to public authorities, distributions to providers of capital, and social contribution initiatives.

Economic value retained, representing the difference between economic value generated and economic value distributed, increased to USD 176,202 thousand in 2025. This result demonstrates Turkish Technic's ability to strengthen its growth capacity while maintaining its financial resilience.

ECONOMIC VALUE CREATION

Turkish Technic's economic value creation model is driven not only by revenue growth, but also by operational efficiency and strategic capacity development. The key pillars of this model are outlined as value creation areas and economic contributions.

Through this approach, Turkish Technic manages its economic performance beyond short-term financial results by focusing on operational excellence, technological advancement, employment, supply chain resilience, and long-term value creation for stakeholders.

VALUE CREATION AREA	ECONOMIC CONTRIBUTION
GLOBAL AIRCRAFT MAINTENANCE, REPAIR, AND OVERHAUL SERVICES	Revenue generation through a broad customer portfolio and high-value-added maintenance and repair services
TECHNICAL COMPETENCE AND A HIGHLY SKILLED WORKFORCE	Operational quality and service continuity supported by a qualified workforce, training, and certification
STRATEGIC INVESTMENTS	Long-term growth through investments in new hangars, an engine maintenance center, and capacity expansion
LOCAL SUPPLIER BASE	Expanding economic value within Türkiye through collaboration with local suppliers
DIGITALIZATION AND INNOVATION	Improving process efficiency, data traceability, and operational agility
CUSTOMER SATISFACTION	Customer loyalty and a sustainable revenue model thanks to high service quality

STRATEGIC PLANNING AND PERFORMANCE MONITORING

We manage our economic performance through a long-term strategic planning approach. Turkish Technic analyzes opportunities and risks that may emerge over a five- to ten-year horizon and integrates them into its strategic planning processes. Within this framework, established objectives are assigned to the relevant directorates and monitored regularly through the JIRA-based Strategic Plan Tracking System.

This structured tracking framework provides greater visibility into growth targets, investment priorities, areas for operational efficiency, customer satisfaction indicators, and financial performance outcomes. As a result, economic performance is managed not only through financial results at the end of the period, but also through objectives and actions monitored throughout the year.

MARKET PRESENCE AND CONTRIBUTION TO THE LOCAL ECONOMY

Turkish Technic holds a strong global position in the aircraft maintenance, repair, and overhaul market. The global aircraft maintenance, repair, and overhaul market reached approximately USD 120 billion in 2025. Turkish Technic maintained its position among the industry's leading companies, continuing to generate significant economic value for Türkiye and the surrounding region.

With a workforce of 11,636 employees, Turkish Technic is a major employer in its operating region. All members of senior management are employed from the local community, helping strengthen local expertise, institutional memory, and regional economic development.

GOVERNMENT GRANTS AND INCENTIVES

Turkish Technic benefits from various government grants and incentives for its investments, operational activities, and foreign trade processes in accordance with applicable legislation. These grants and incentives strengthen the company's investment capacity, competitiveness, and contribution to Türkiye's aircraft maintenance and repair ecosystem.

Government grants and incentives are monitored and reported in accordance with the applicable regulatory requirements. The company has no direct government ownership in its shareholding structure, with 100% of Turkish Technic's share capital owned by Turkish Airlines.

SOCIAL CONTRIBUTION AND DONATIONS

We do not view our economic performance solely in terms of financial value creation; we also recognize social benefit as an integral part of sustainable value creation. Within this scope, we reinforce our engagement with society through social responsibility initiatives, donations, and volunteer-driven programs.

In 2025, Turkish Technic donated TRY 3,360,990 in total.

These contributions reflect the company's commitment to translating its economic success into social benefit and expanding its social impact.

CLIMATE-RELATED FINANCIAL RISKS AND OPPORTUNITIES

Climate change is becoming an increasingly significant component of the aviation industry's operational, regulatory, and financial risk landscape. Turkish Technic assesses the physical and transition risks associated with climate change through the lenses of energy costs, emissions regulations, infrastructure resilience, resource efficiency, customer expectations, and operational continuity.

Within this scope, we support the risk and opportunity assessment activities carried out by airport authorities and consider energy efficiency, renewable energy use, resource management, and emissions reduction strategic priorities for sustaining our economic performance.

As Turkish Technic, we manage our economic performance through our strong operational infrastructure, global customer portfolio, qualified human resources, strategic investments, and sustainability priorities. Through this approach, we aim to create long-term value for our stakeholders, increase our contribution to Türkiye's aviation ecosystem, and sustainably reinforce our strong position in the global aircraft maintenance, repair, and overhaul market.



AVIATION SAFETY AND OPERATIONAL RELIABILITY

In the aircraft maintenance, repair, and overhaul industry, reliability is not merely a performance indicator; it is a fundamental prerequisite for flight safety, customer trust, and operational continuity. Aviation safety and operational reliability were identified as the highest-priority material topic for Turkish Technic in the 2025 materiality analysis. This result demonstrates that stakeholder expectations and the company's strategic focus converge on the same priority: safe, uninterrupted, compliant, and high-quality maintenance operations.

As Turkish Technic, we conduct all maintenance, repair, component, engineering, modification, and technical support activities in accordance with the requirements of national and international aviation authorities, customer requirements, quality management system standards, occupational health and safety regulations, environmental obligations, and operational safety principles.

This approach supports not only the technical airworthiness of aircraft, but also the safety of our employees, the operational continuity of our customers, the reliability of our supply chain, and Turkish Technic's reputation in the global aircraft maintenance, repair, and overhaul market.

OUR PILLARS FOR RELIABILITY

Operational reliability is achieved through the disciplined management of multiple interconnected processes. At Turkish Technic, this framework is built on quality, safety, competence, traceability, and continuous improvement.

RELIABILITY AREA	IMPLEMENTATION FOCUS
COMPLIANCE WITH AVIATION AUTHORITY REQUIREMENTS	Maintenance processes compliant with the requirements of the DGCA of Türkiye (SHGM), EASA, FAA, and other international aviation authorities
QUALITY MANAGEMENT	Process standardization in accordance with AS9100, AS9110, ISO 9001, and other applicable quality management systems
TECHNICAL COMPETENCE	Licensed and qualified personnel, technical training, type training, and continuous professional development
OPERATIONAL TRACEABILITY	Maintenance records, technical documentation, tracking of parts and components, and non-conformity records
RISK MANAGEMENT	Safety risk identification, occurrence reporting, root cause analyses, and corrective actions
CUSTOMER TRUST	On-time delivery, quality performance, technical transparency, and customer feedback

2025 SAFETY INITIATIVE HIGHLIGHT: SHT-APAM PRACTICES

One of the key initiatives supporting aviation safety and operational reliability in 2025 was the implementation of alcohol and psychoactive substance testing for safety-sensitive aviation personnel.

Alcohol and psychoactive substance screening tests are conducted in accordance with DK.22.119 SHT-APAM | Directive on Alcohol and Psychoactive Substance Testing for Safety-Sensitive Aviation Personnel to manage safety risks in maintenance operations, support flight safety, and ensure that personnel performing safety-critical duties meet fitness-for-duty requirements.

This practice demonstrates that Turkish Technic views its safety culture not merely as a procedural requirement, but as a proactive management practice that supports operational reliability. Monitoring the fitness for duty of safety-sensitive personnel plays a critical role in both employee safety and the safe execution of maintenance operations.

HAZARDOUS MATERIALS AND CHEMICAL SAFETY

The chemicals, coatings, cleaning agents, lubricants, fuels, and technical materials used in aircraft maintenance, repair, and overhaul activities may pose risks to employee health, the environment, and operational safety if not managed properly. Therefore, we view hazardous materials and chemical safety as an integral part of our approach to operational reliability and occupational health, safety, and environmental management.

At Turkish Technic, chemicals are managed in accordance with Chemicals Management Procedure and applicable national regulations. The procedure provides a comprehensive management framework that encompasses employee awareness of chemical substances and the procurement, logistics, storage, use, and disposal of chemicals. Identified non-conformities are remedied through immediate and proactive measures, and corrective action processes are initiated whenever necessary.

Chemicals and hazardous materials are labeled, stored, transported, and controlled in accordance with their characteristics, intended use, and applicable safety requirements. To promote employee awareness in the safe handling of chemicals, employees receive training as part of the Physical, Chemical, and Biological Risks program, which covers applicable regulations, hazardous substances and hazardous mixtures, safe chemical handling in facilities and operational processes, Material Safety Data Sheets (MSDSs), chemical disposal, and emergency response procedures for chemical-related incidents.

Chemicals used in maintenance and repair activities are managed in accordance with the requirements specified in the applicable technical documentation. Activities such as processing or mixing hazardous chemicals beyond the maintenance and repair procedures defined in documents such as the AMM, CMM, and SRM are restricted by aviation authority requirements and company procedures. The Chemical Waste Disposal Procedure applies to waste generated from chemical use and to materials placed under quarantine, and disposal activities are carried out by authorized external service providers as required.

To minimize the environmental impacts associated with chemical use, environmental emer-

gency response processes are managed in accordance with Environmental Management Procedure and Emergency Management Procedure. In addition, we explore substitution options for the chemicals in use: where technical requirements, active ingredient composition, and aviation authority approvals allow, we utilize chemicals with lower hazard classifications. Preference is given to alternatives for which a Certificate of Compliance (CoC) is available and that have been approved for use by aircraft manufacturers or regulatory authorities, helping reduce chemical-related risks.

To support resource efficiency, we implement a 'part-specific chemicals' system to control chemical use at the task level. Under this system, the chemicals required for specific tasks are issued in the necessary quantities from designated part-specific chemical storage areas, helping reduce excess consumption and waste generation.

FROM COMPLIANCE TO PERFORMANCE: A CULTURE OF OPERATIONAL RELIABILITY

At Turkish Technic, regulatory compliance serves as a starting point for operational reliability; however, our ultimate objective extends beyond compliance to the continuous improvement of performance. Accordingly, maintenance operations are evaluated using a combination of indicators, including quality, safety, on-time delivery, customer satisfaction, and the cost of poor quality.

Our culture of operational reliability is built on the following principles:

PRINCIPLE	DESCRIPTION
01 PREVENTIVE APPROACH	Risks are identified before they materialize, and mitigation actions are planned proactively.
02 ROOT CAUSE ANALYSIS	Non-conformities are addressed not only through outcomes, but also by identifying underlying causes.
03 LEARNING ORGANIZATION	Incidents, audit findings, and customer feedback are treated as opportunities for process improvement.
04 DATA-DRIVEN PERFORMANCE MONITORING	Performance indicators are monitored regularly and provide input for decision-making processes.
05 COMPETENT HUMAN RESOURCES	Technical training, licensing, and competency development support operational reliability.

STRENGTHENING SAFETY THROUGH COMPETENCE AND TRAINING

The sustainability of aviation safety depends on a highly technically competent and continuously improving workforce. Therefore, Turkish Technic considers the competency development of its maintenance personnel to be one of the core pillars of operational reliability.

In 2025, technical training activities were continued through classroom training, online learning, type training, foundational training programs, and personal development programs. Our training infrastructure supports employees in developing the knowledge and skills required to meet both regulatory requirements and operational quality expectations.

Ensuring that personnel involved in maintenance activities possess up-to-date technical knowledge, a strong safety culture, an understanding of quality requirements, and procedural discipline is critical to protecting flight safety, reducing operational errors, and strengthening customer trust.

CUSTOMER TRUST AND OPERATIONAL CONTINUITY

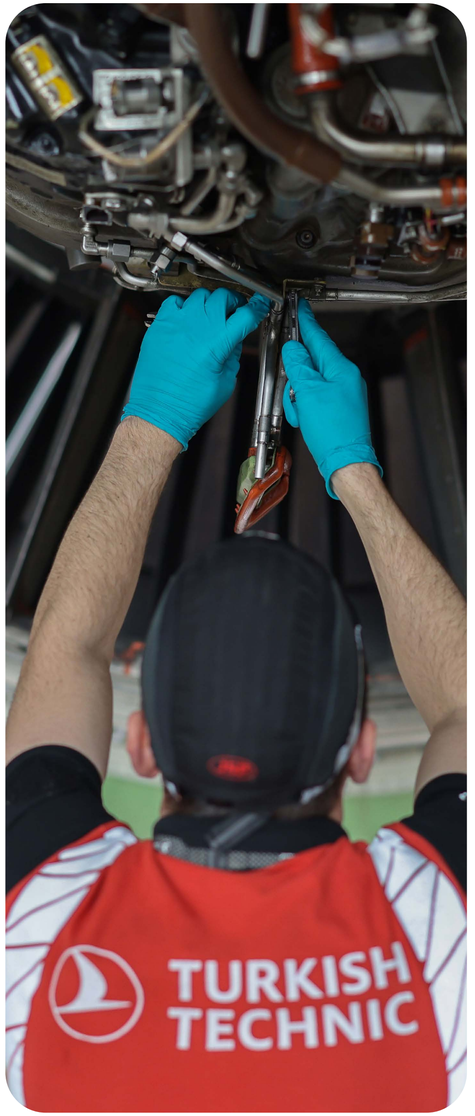
Turkish Technic's operational reliability is directly linked to our customers' ability to maintain uninterrupted flight operations. On-time delivery, maintenance quality, technical expertise, parts and component conformity, record traceability, and customer communication are among the key drivers of customer trust.

We view the increase in customer satisfaction from 87% to

90% ✓

in 2025 as a significant indicator of our service quality and customer-focused continuous improvement approach.

This performance demonstrates that operational reliability is reflected not only in our technical processes, but also in the customer experience.



✓ Subject to limited assurance by an Independent Auditor.

DIGITAL TRANSFORMATION & INNOVATION

For Turkish Technic, digital transformation and innovation extend beyond the adoption of technology or the generation of new ideas; they are strategic drivers for change that strengthen operational reliability, accelerate maintenance processes, enhance data traceability, optimize resource utilization, and support sustainable growth.

The aircraft maintenance, repair, and overhaul industry is shaped by stringent regulatory, safety, quality, traceability, and documentation requirements. Therefore, the primary objective of innovation at Turkish Technic is not simply to develop new products or services, but to make our operational processes safer, more efficient, more measurable, and more sustainable.

One of the key digital transformation initiatives in 2025 was the digitalization of health services processes, making workflows more measurable, better documented, and more traceable.

Through the health automation system used by the Health Department, workflows related to occupational health services are recorded digitally across the organization. This practice strengthens data discipline, enables more systematic process monitoring, enhances reporting capabilities, and supports decision-making with more reliable data.

DIGITAL INITIATIVES IN 2025 AND THEIR CONTRIBUTIONS

HEALTH AUTOMATION SYSTEM
Digitizing workflows across health-related processes

STRENGTHENED DATA DISCIPLINE
Making process data measurable and traceable

DIGITAL RECORDKEEPING
Reducing the need for manual tracking and strengthening the reporting infrastructure

FUTURE MODULE PLANNING
Expanding the system to track workflows beyond health examinations

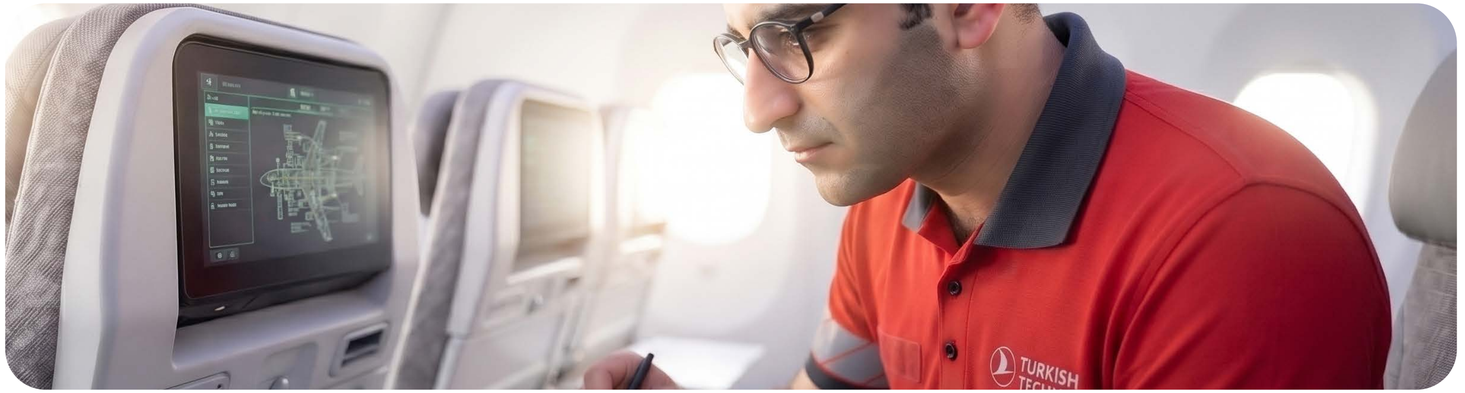
CORPORATE INNOVATION SYSTEM

Turkish Technic has adopted a Corporate Innovation System to manage innovation activities through a structured framework. Within the Design, Manufacturing, and Engineering Solutions Directorate, the responsible unit oversees the suggestion system, corporate innovation processes, and the management of innovation projects.

The Corporate Innovation System aims to give visibility to employee ideas, evaluate feasible proposals, support innovative projects, and foster a culture of innovation across the company. This framework empowers employees to become active stakeholders who not only execute existing processes, but also improve them and help shape the future of aircraft maintenance, repair, and overhaul solutions.

Our innovation approach is built on the following core objectives:

OBJECTIVE	DESCRIPTION
OPERATIONAL EFFICIENCY	To establish faster and more efficient workflows across maintenance, planning, procurement, engineering, and support processes
QUALITY AND SAFETY	To develop solutions that reduce the risk of errors, enhance traceability, and strengthen compliance with applicable standards
EMPLOYEE ENGAGEMENT	To integrate employees' suggestions and ideas into our corporate development
RESOURCE EFFICIENCY	To optimize the use of time, labor, materials, and energy
CUSTOMER VALUE	To support faster, more reliable, and more competitive service delivery
SUSTAINABILITY	To contribute to the more effective management of environmental and social impacts through digital transformation and innovation



FASTER, LESS RESOURCE-INTENSIVE PROCESSES THROUGH DIGITAL TRANSFORMATION

Digital transformation is a key driver of Turkish Technic's operational efficiency objectives. Digital workflows, data-driven decision-making, automation, electronic documentation, and process monitoring enhance the speed, accuracy, and traceability of our maintenance operations.

The Paperless Maintenance approach, implemented in previous years, has reduced paper consumption in maintenance processes, contributing to both operational efficiency and resource efficiency. Digital documentation enables faster workflows, strengthens the traceability of maintenance records, and reduces the use of physical resources throughout our processes.

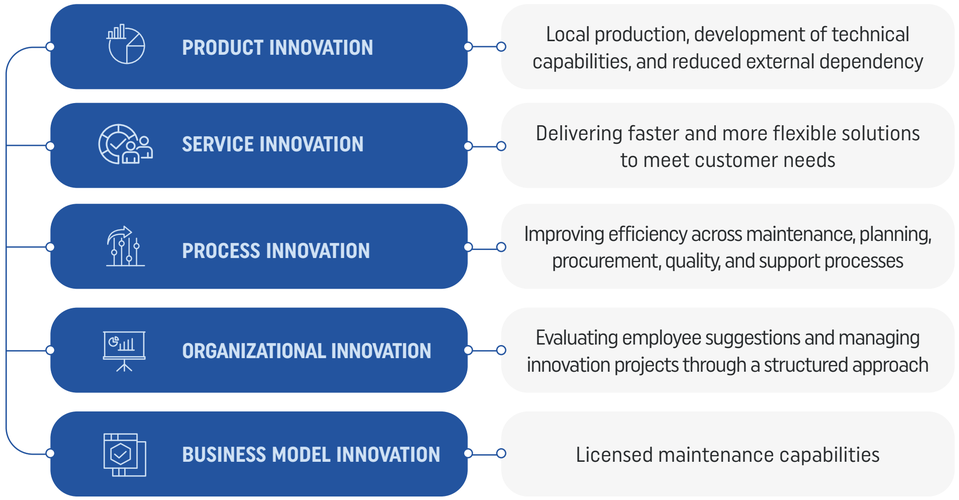
Our membership in IATA SmartHub also enables us to leverage market intelligence, benchmark pricing, and industry data across sales, procurement, repair, and component evaluation processes. Digital platforms such as IATA SmartHub support faster, more comparable, and more data-driven decision-making across supply chain and commercial processes.

INNOVATION HIGHLIGHTS

Turkish Technic has a multifaceted innovation portfolio, encompassing product, service, process, organizational, and business model innovations.

Our key innovations can be categorized as follows:

INNOVATION AREAS AND IMPLEMENTED INITIATIVES



Turkish Technic's innovation capabilities are further demonstrated through the awards the company has received. The Inspection Drone Project received First Place in the R&D Category at the Ministry of Industry and Technology's Productivity Project Awards. We view this achievement as a tangible outcome of our focus on digital transformation, automation, engineering excellence, and operational efficiency. Projects such as the Inspection Drone help develop innovative solutions with the potential to improve the utilization of human resources, time efficiency, accessibility, safety, and quality across maintenance operations.

LOCAL CAPABILITIES AND HIGH-VALUE-ADDED SOLUTIONS

Digital transformation and innovation are also directly linked to Turkish Technic's objective of strengthening local capabilities. Projects developed in previous years, such as the locally developed In-Flight Entertainment System and In-Flight Oven and Water Boiler, demonstrate the conversion of technical expertise into market-ready products, strengthen local manufacturing capabilities, and create high added value for the aviation ecosystem.

Engineering-focused software solutions such as ELAMS demonstrate how digital transformation creates value directly within technical processes. By enabling electrical load analyses to be completed in significantly less time, these solutions improve engineering efficiency while enhancing accuracy and analytical capabilities.

These examples demonstrate that Turkish Technic's innovation approach extends beyond improving internal processes and also aims to develop commercializable, scalable solutions that create value for the aviation industry.

THE CONTRIBUTION OF DIGITAL TRANSFORMATION TO SUSTAINABILITY

Digitalization and innovation offer multi-faceted contributions to Turkish Technic's sustainability performance.

At Turkish Technic, we view digital transformation and innovation as integral to our sustainable growth strategy. Our goal is to leverage technology not only to accelerate processes, but also to enable more reliable operations, stronger data management, higher customer satisfaction, more efficient use of resources, and a more innovative workplace culture.

By bringing together our employees' ideas, engineering expertise, digital tools, and operational experience, we aim to position Turkish Technic as a more agile, more sustainable organization that is better prepared to meet the future needs of the aircraft maintenance, repair, and overhaul industry.

SUSTAINABILITY AREA	CONTRIBUTION OF DIGITALIZATION AND INNOVATION
ENVIRONMENTAL IMPACT	Reduced paper consumption, improved resource efficiency, and optimized energy and material use
OPERATIONAL SAFETY	More traceable workflows, stronger documentation, and reduced risk of errors
EMPLOYEE EXPERIENCE	Reduced manual workload, easier access to information, and greater process transparency
CUSTOMER SATISFACTION	Faster delivery, improved traceability, and data-driven service quality
SUPPLY CHAIN	Better-informed decision-making supported by market intelligence, benchmark pricing, and component evaluation processes
CORPORATE GOVERNANCE	Strengthened measurable data infrastructure, reporting quality, and performance monitoring

PEOPLE-CENTERED APPROACH

Employee Health and Safety 56

Employee Well-Being & Development 60

Inclusion and Equal Opportunity 63

Customer Satisfaction 65

Community Relations and Social Responsibility 67



EMPLOYEE HEALTH AND SAFETY

At Turkish Technic, occupational health and safety is not merely a legal or management system requirement; it is the foundation of reliable aircraft maintenance, repair, and overhaul operations, employee well-being, and sustainable growth. Maintenance hangars, workshops, component maintenance areas, warehouse and logistics operations, chemical handling areas, work at height, and intensive field activities make occupational health and safety management a core element of our operations.

Our goal is to foster a safety culture that prevents occupational accidents and illnesses, proactively manages risks in the field, encourages employee participation, holistically supports health and well-being, and continuously evolves by learning from every incident.

In 2025, we monitored our occupational health and safety performance using key indicators, including management system coverage, accident metrics, working hours, training, occupational illness data, and contractor performance. The percentage of employees covered by our occupational health and safety management system was 95.37%, supported by both internal and external audit processes.

PREVENTING OHS RISKS

At Turkish Technic, we view every serious incident not merely as a statistical data point, but as an opportunity for learning that requires an in-depth evaluation of its root causes, process gaps, field conditions, behavioral factors, organizational controls, and preventive mechanisms.

The following processes are carried out after a serious incident:

INVESTIGATION STEPS AND OBJECTIVES

01 INCIDENT SITE INVESTIGATION	Evaluate the work environment and conditions in which the incident occurred
02 WITNESS INTERVIEWS	Understand the sequence of events and field practices
03 ROOT CAUSE ANALYSIS	Identify the root causes and contributing factors of the incident
04 RISK ASSESSMENT UPDATE	Reassess similar risks
05 CORRECTIVE AND PREVENTIVE ACTIONS	Identify actions to prevent recurrence
06 TRAINING AND FIELD FEEDBACK	Share lessons learned with relevant employee groups
07 ACTION FOLLOW-UP	Monitor the completion and effectiveness of identified measures

These indicators provide an important basis for monitoring efforts to prevent serious injury risks.

PROACTIVE MANAGEMENT OF FIELD RISKS

At Turkish Technic, occupational health and safety risk management is carried out through a dynamic framework centered on actual field working conditions. Risk assessments are conducted with the participation of occupational safety specialists, occupational physicians, managers, and employees. These assessments are regularly updated based on field inspections, accident analyses, near-miss reports, medical examinations, workplace environmental measurements, and employee feedback.

The primary occupational health and safety risk areas across our operations are categorized as follows:

RISK AREAS AND MANAGEMENT FOCUS

PHYSICAL RISKS
Slip, trip, and fall hazards, head injuries, cuts, caught-in or -between hazards, falls from height, and uncontrolled energy hazards

CHEMICAL RISKS
Substitution, engineering controls, ventilation, and personal protective equipment (PPE) use for solvents, fuels, hydraulic fluids, paints, cleaning chemicals, and similar substances

ERGONOMIC RISKS
Heavy lifting, repetitive motions, work in confined spaces, and improper working postures

BIOLOGICAL RISKS
Exposure to infectious disease risks associated with aircraft lavatory system maintenance, shared facilities, and international assignments

PSYCHOSOCIAL RISKS
Stress, workload, shift schedules, mobbing risks, and psychological well-being

CONTRACTOR AND VISITOR RISKS
Field briefings, escort procedures, PPE use, and compliance with work area rules

During the reporting period, occupational health and safety risk assessments were conducted across our operational facilities, and updated based on findings from audits, incident investigations, and field observations.

RISK PREVENTION, PERSONAL PROTECTIVE EQUIPMENT, AND EXPOSURE CONTROLS

At Turkish Technic, our approach to employee health and safety is based not only on addressing risks after incidents occur, but also on identifying hazards early, controlling exposures, and effectively implementing preventive measures in the field. Within this scope, our occupational health and safety processes encompass not only our employees but also contractors, subcontractors, interns, and visitors in operational areas.

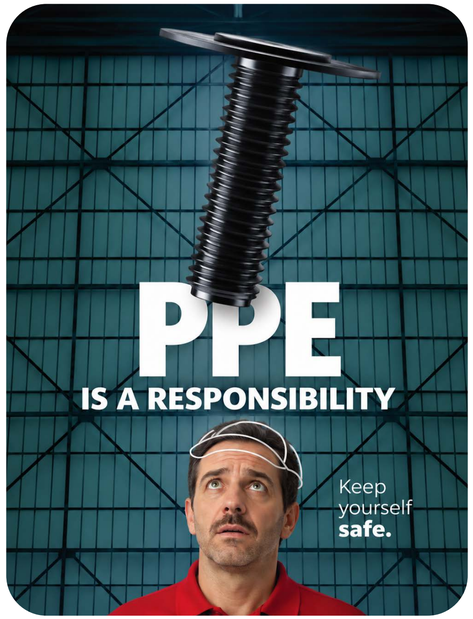
A hierarchy of controls is applied to control risks in accordance with the Procedure for Evaluating OHSE Risks and Opportunities. This approach prioritizes **eliminating high-risk materials, machinery, or processes; substituting them with less risky alternatives where elimination is not possible; and isolating the hazard.** In cases where these measures are insufficient, **engineering controls and administrative measures are applied, and appropriate personal protective equipment is used to reduce the impact of the remaining risks.**

The use of personal protective equipment is one of the fundamental safety requirements for employees and third parties working in the field. Employees working in hangars, workshops, warehouses, tool rooms, chemical storage areas, and line maintenance operations use workwear, safety footwear, gloves, safety glasses, face shields, respiratory protective equipment, and other personal protective equipment appropriate to the tasks they perform and the associated exposure risks. Operational PPE requirements are updated based on risk assessments, workplace environmental measurements, department requests, and changes in working conditions. Visitors and contractors are also informed of and monitored for compliance with site rules, escort procedures, and applicable PPE requirements.

Technical safety systems are implemented to prevent fall risks related to working at height. WinGrip and Mobilok vacuum-based work-at-height and fall-arrest systems are used to control fall risks during work performed on aircraft fuselages and wings. These systems help our technicians work under safe conditions, particularly during activities such as surface repairs and aerodynamic testing performed on wings.

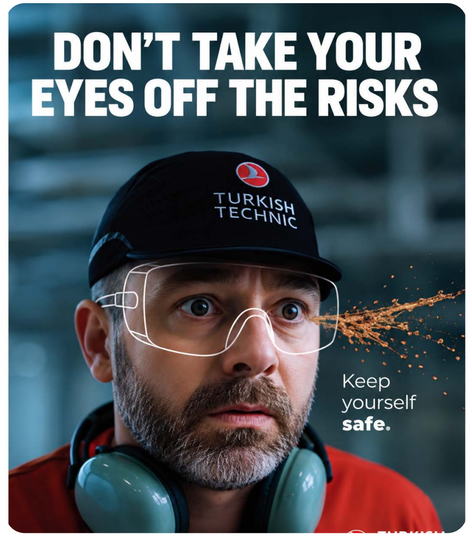
Physical, chemical, and biological hazards, including noise, vibration, dust, gas, vapor, and chemical exposure, are monitored through industrial hygiene workplace measurements. These measurements are conducted by accredited laboratories, and the results are compared against applicable regulatory exposure limits. If exposure limits are exceeded or a hazardous condition is identified, measures are implemented such as engineering controls, access restrictions, reviews of work organization, enhanced PPE requirements, suspension of activities, or the initiation of corrective and preventive actions. The need to renew measurements is reassessed in the event of changes to processes, equipment, working conditions, or applicable regulations.

To prevent repetitive strain injuries and ergonomic risks, we take into account workplace conditions, task-specific exposures, and employee feedback. Ergonomic risks are addressed through occupational health services and risk assessment processes. Where necessary, work arrangements, equipment use, work organization, and employee awareness practices are reviewed. As part of our employee support initiatives, advisory services are also provided on topics such as lower back, neck, and back pain, as well as office ergonomics.



To control exposure to hazardous substances, we manage the procurement, logistics, storage, use, and disposal of chemicals in accordance with established procedures. Material Safety Data Sheets (MSDSs) are followed during all chemical handling activities, and appropriate methods, equipment, ventilation, storage conditions, and PPE are provided. Chemical storage areas are equipped with safety measures, including preventing unauthorized access, monitoring temperature and humidity, segregating chemicals according to compatibility matrices, maintaining ready-to-use spill response equipment, establishing quarantine areas, and providing emergency showers and eyewash stations. Personnel who work with chemicals receive training on regulatory requirements, hazardous substances, MSDSs, safe handling practices, disposal procedures, and emergency response.

The ALARA principle is applied to control radiation exposure. In aircraft maintenance radiography operations, exposure is kept as low as reasonably achievable, and relevant employees are monitored using thermoluminescent dosimeters (TLDs), handheld digital dosimeters, and area dosimeters. The calibration of personal and area dosimeters is monitored periodically, and employees receive radiation safety awareness as part of their core occupational health and safety training.



The safe use and periodic inspection of work equipment are also key components of our occupational health and safety management system. Equipment users are expected to complete the required training, receive equipment-specific authorization, and, where required by applicable regulations, hold the necessary documentation for professional qualifications. Training on the safe use of work equipment covers equipment-specific risks, safe operating practices, and proper PPE use. The company also tracks the timely completion of periodic equipment inspections in accordance with regulatory requirements.

Additionally, we regularly test our emergency plans to prepare for unexpected situations and ensure the safety of life in emergencies. Drills conducted for scenarios such as earthquakes, fires, and chemical spills enable our employees to practice appropriate responses and effectively respond to emergencies. On-site drills are conducted at all our facilities at least annually.

Our drill processes comprise the following steps:

- Identifying potential risks for specific facilities and buildings,
- Training on the duties and responsibilities of relevant teams,
- On-site implementation of evacuation and response scenarios,
- Evaluating drill results.

Following the drills, our emergency plans are updated by taking the necessary actions based on identified deficiencies and areas for improvement.

Through these practices, Turkish Technic reinforces safe working conditions for employees and all relevant parties assigned in operational areas. By proactively managing exposures, the company helps prevent occupational accidents, occupational illnesses, and operational disruptions.



EMPLOYEE PARTICIPATION: THE CULTURE OF SAFETY REFLECTED IN THE FIELD

A strong safety culture depends not only on employees' compliance with rules, but also on them reporting risks, offering suggestions, and actively participating in continuous improvement efforts. Therefore, employee participation is one of the core elements of occupational health and safety management at Turkish Technic.

Employees and their representatives contribute to occupational health and safety processes through the following channels:

- OHS Committees
- Union and employee representatives
- Direct communication with occupational safety specialists
- Digital reporting through the OHS software
- Occupational Health and Safety and Environmental Suggestion System
- Voluntary Safety Reporting System
- Near-miss and hazardous condition reporting
- Participation in field inspections and accident investigations

Through the Occupational Health, Safety, and Environment Ideas and Suggestions System, our employees can share their suggestions for development and improvement in occupational health and safety and environmental management. This system supports the evaluation and implementation of suggestions for innovative practices and strengthens our employees' active engagement in OHSE processes. Following evaluations conducted by a jury of managers from the relevant departments, owners of ideas that stand out for their innovative aspect are recognized with awards.

Reports submitted through these channels are evaluated, corrective and preventive actions are initiated where necessary, and follow-up activities are tracked systematically. Employees and relevant stakeholders may also report occupational health and safety risks and suspected environmental violations through the Ethics Hotline. Reports submitted through the Ethics Hotline are handled in accordance with the principles of confidentiality and non-retaliation; when necessary, the relevant departments initiate investigation and response processes. In the event that a serious and imminent hazard is identified, measures to refrain from work and suspend operations are implemented in accordance with internal company procedures to ensure the safety of employees.

STRONGER SAFETY CULTURE THROUGH TRAINING

Occupational health and safety training plays a critical role in ensuring that field risks are properly understood and that safe behaviors become an integral part of daily operations.

In 2025, we delivered a total of

136,824 hours

of occupational health and safety training, with

27,502 employees

participating.

The training programs cover topics such as new hire orientation, core occupational health and safety principles, safe use of work equipment, personal protective equipment, work at height, chemical safety, emergency preparedness, fire safety, ergonomics, near-miss reporting, and field safety.

Through the Safe Working at Heights Virtual Reality (VR) Training, employees have had the opportunity to experience working-at-height risks in a safe environment through scenarios that simulate real work environments and to learn the correct intervention methods through hands-on practice. This innovative training approach contributes to the development of a culture of safe behavior and to increased learning effectiveness.

To extend OHS awareness beyond training and apply it actively in the daily work environment,

we prepare communication materials that address various risk- and conduct-related themes. Media content prepared on topics such as working at height and the use of eye protection is shared with employees through internal communication channels, while posters located in work areas and email notifications reinforce awareness. These practices aim to strengthen employees' awareness of the risks they may encounter and ensure that safe working behaviors become embedded in daily work processes.

To strengthen safety awareness related to environmental management,

we delivered
13,437 hours
of environmental management training in 2025, with
4,479 employees
participating.

This approach demonstrates that occupational health and safety and environmental management are addressed as two complementary disciplines in our field operations.

HEALTH SERVICES: FROM TREATMENT TO PREVENTION

Turkish Technic's approach to employee health extends beyond preventing workplace accidents and is built on a holistic understanding of health that supports employees' physical and psychological well-being.

Health services provided to employees include pre-employment medical examinations, periodic health screenings, outpatient clinic and infirmary services, on-site laboratory services, psychological counseling, dietitian support, and nutritional counseling. These services are designed to monitor employee health, identify at-risk groups early, and expand preventive healthcare practices.

In 2025, two recordable work-related illness cases were reported. No fatalities resulting from work-related illnesses occurred during the reporting period. These indicators underscore the importance of occupational health services in preventive healthcare, early detection, and the management of occupational risks.

HEALTH FOCUS IN 2025: COMBATING ADDICTION

As part of our holistic approach to employee health, we organized **seminars on combating tobacco addiction in collaboration with Green Crescent** in 2025. These initiatives aimed to increase employee awareness of tobacco addiction and provided professional support to employees who chose to quit smoking.

This initiative demonstrates that our view of employee health is not only limited to the prevention of workplace accidents and occupational illnesses, but also encompasses promoting healthy lifestyle habits, supporting addiction prevention, and fostering long-term well-being.

PREPARING FOR 2026: DIABETES RISK ASSESSMENT

In the coming period, we plan to implement a diabetes risk assessment as part of our periodic medical examination process. This initiative aims to reduce the adverse effects of chronic diseases on the workforce and support employees in at-risk groups who have not yet developed symptoms through protective and preventive measures.

This approach represents an important step toward strengthening the transition from treatment-focused practices to preventive, data-driven employee health management.

PSYCHOLOGICAL HEALTH AND SUPPORT MECHANISMS

The psychological well-being of employees is an integral part of a strong safety culture. At Turkish Technic, we provide mechanisms that support employees' mental health, including psychological counseling services, an in-house psychologist, the Employee Assistance Program, stress management training, mobbing awareness initiatives, and psychosocial risk assessments.

These mechanisms ensure that employees have access to support for both work-related and personal challenges, contributing to employee loyalty, safe behaviors, focus, and corporate resilience.

CONTRACTOR AND EXTERNAL WORKFORCE SAFETY

Turkish Technic's operational sites encompass a broad working ecosystem that includes not only company employees but also contractors and service provider personnel. Therefore, our occupational health and safety approach extends to external workers operating under the company's control.

In 2025, no work-related fatalities or high-severity work-related injuries were recorded among external workers operating under the company's control. Contractor and service provider safety is managed through communication of site rules, work area briefings, use of personal protective equipment, escort and supervision practices, contractual requirements, and field inspections. Within this scope, TSS and Airpak, which are among our ongoing service providers, are subject to scheduled annual audits in accordance with the requirements of the ISO 14001 Environmental Management System and the ISO 45001 Occupational Health and Safety Management System.



Visitor permit processes ensure that visitors to our facilities are directed in accordance with safety, operational, and occupational health and safety requirements, that their movements within the facilities are regulated, and that the control mechanisms applied based on the type of visit are standardized.

Work permit processes are implemented as a control mechanism to prevent incidents, occupational accidents, and environmental accidents that may occur during work performed using the company's own resources or by contractor companies. By ensuring that the necessary risks are assessed and preventive measures are taken before the work begins, these processes enable business conduct in accordance with the specified occupational health and safety and environmental requirements.

Our key improvement priorities in the coming period include the more systematic monitoring of contractor occupational health and safety performance and the further strengthening of preventive field practices.

EMPLOYEE WELL-BEING & DEVELOPMENT

Turkish Technic's strength in the global aircraft maintenance, repair, and overhaul industry is built not only on its technical infrastructure, maintenance capabilities, and diverse service portfolio, but also on its highly skilled human resources that brings these capabilities to life. Our employees' professional development, motivation, loyalty, working conditions, and career journeys are among the fundamental drivers of operational reliability, customer satisfaction, and sustainable growth.

Therefore, our approach to employee well-being and development extends beyond training hours and benefits; we manage our approach through a holistic framework that encompasses employees' experience, access to career opportunities, communication with managers, social dialogue mechanisms, a culture of recognition and rewards, and work-life balance.

In 2025, our total workforce reached 11,636 employees, with 350 new employees joining Turkish Technic during the year. During the same period, employee turnover totaled 365, resulting in an employee turnover rate of 3.15%. We consider our low employee turnover rate to be a positive indicator of employee loyalty, workforce continuity, career opportunities, employee benefits, and a strong sense of organizational belonging.

OUR MOTTO FOR GROWTH: TRAINING, COMPETENCE, AND TECHNICAL EXPERTISE

In the aircraft maintenance, repair, and overhaul sector, competence is directly linked to operational safety and service quality. Therefore, at Turkish Technic, training and development activities are implemented to keep technical knowledge up to date, strengthen employees' performance in their current roles, prepare them for future career opportunities, and support the company's growth objectives.

In 2025, we continued investing in employee development by delivering a total of

589,289 hours

of training.

Average training time per employee reached

51 hours

while a total of

USD 1,454,640

was invested in training activities.

A total of

411,477 hours

of technical and personal development training were delivered, with

54,434 participations

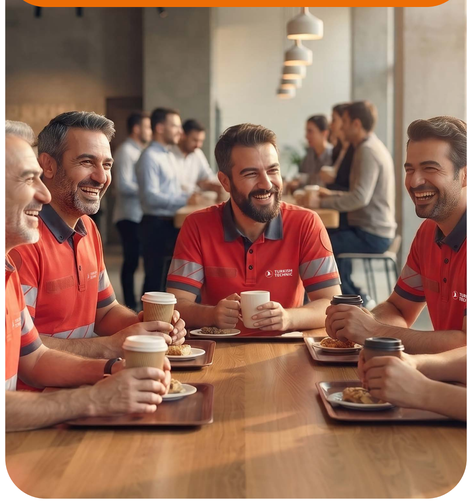
recorded across these programs.

In addition,

32,148 hours

of personal development training were delivered, benefiting

2,664 employees.



Key development initiatives implemented in 2025 are listed below:

INITIATIVE	CONTRIBUTION
T² ACADEMY	Enhanced employees' social, leadership, and managerial capabilities through a title- and role-based learning catalog.
TOOL ROOM DEPARTMENT DEVELOPMENT PROGRAM	Implemented a three-module development program based on the results of a training needs analysis.
DPYS-LINKED DEVELOPMENT ACTIONS	Addressed the learning needs of employees with identified development areas.
WORKFORCE PLANNING ANALYSIS TRAINING	Strengthened the analytical capabilities of Human Resources Directorate processes.
ALLTIMETT DEVELOPMENT SUPPORT PROGRAMS	Provided targeted learning programs for employees preparing for promotion or requiring further development.
HR SCHOOL	Delivered development support for HR business partners, supervisors, and newly hired HR personnel.
CRITICAL TASK TRAINING PROGRAMS	Converted critical maintenance tasks across Airbus and Boeing fleets into structured training programs for aircraft maintenance technicians.
VOCATIONAL QUALIFICATION AUTHORITY (VQA) CERTIFICATION	Completed vocational qualification certification for 196 employees.
B1.1 BASIC TRAINING	Graduated 142 trainees from the basic training program, enabling them to begin work in operational units

These initiatives support Turkish Technic's goal of becoming **an organization that trains its own technical personnel**, contributing to sustained quality, operational safety, and technical competence across maintenance operations.

CAREER JOURNEY: FROM PERFORMANCE TO GROWTH

We support our employees' career development through performance evaluations, development plans, training programs, opportunities for internal mobility, and lateral career paths. Our performance evaluation system is one of the primary tools that help employees achieve their short- and long-term career goals.

In 2025

2,745 employees

received regular performance and career development evaluations.

The coverage rate for regular performance and career development evaluations was 94.07%. The evaluation process helps identify employees' development needs, supports career planning, and reinforces a culture of performance-focused feedback.

Performance evaluations are conducted two times a year and serve as a key input for promotion decisions, lateral career moves, reward processes, and the identification of employees' development needs. The results help highlight employees' strengths and support the preparation of appropriate training programs and action plans for identified areas for development.

INTERNAL MOBILITY AND CAREER FLEXIBILITY

Turkish Technic values employees' individual aspirations and potential in shaping their career development. Requests for internal transfers are evaluated through one-on-one discussions, and employees' preferences, motives, and suitable alternatives are taken into account to support career mobility.

Enabling employees to gain experience across different departments and roles within the company contributes to talent retention, greater organizational agility, and stronger employee loyalty.

Employees pursuing master's or doctoral degrees are also entitled to one day of administrative leave per week, reflecting our commitment to supporting academic development.

EMPLOYEE LOYALTY: LISTENING, UNDERSTANDING, AND TAKING ACTION

Employee loyalty and employee experience are integral to Turkish Technic's people-centered approach to sustainability. Employee feedback is collected through surveys, stay interviews, field visits, informal tea gatherings, 'Let's Get Acquainted' events, interactions with HR Business Partners, and regular communication channels with managers.

Stay interviews are an important tool for understanding employees' level of commitment to the company, motivation, expectations, and development needs. Insights gained from these interviews support the development of department-specific action plans and initiatives designed to strengthen employee loyalty.

MOTIVATION BUDGET: STRENGTHENING TEAM COMMUNICATION

One of the key employee experience initiatives introduced in 2025 was the implementation of departmental motivation budgets. The motivation budget was established to enhance employee motivation, strengthen team communication, foster social interaction, and increase employee loyalty.

This budget enables each department to organize social activities tailored to the dynamics and needs of its own teams. In 2025, approximately USD 532,600 was allocated under this initiative, benefiting a total of 122 departments. This initiative aims to provide communicative environments free of hierarchy, reinforce psychological safety, encourage cross-team collaboration, and strengthen employees' sense of organizational belonging.

The motivation budget reflects an experience-driven approach to employee well-being by recognizing that well-being extends beyond remuneration and benefits to encompass social connections, team spirit, psychological safety, and work-life balance.

We further strengthen this approach, which supports the employee experience, by offering social and sports facilities in our work environments. While canteens, cafeterias, and break areas at our different locations meet our employees' needs for rest and socializing during the workday, sports facilities such as fitness centers, basketball, volleyball, and soccer courts, tennis courts, table tennis rooms, and a traditional archery area support an active lifestyle. Through these facilities, we aim to support our employees' well-being, increase interaction among teams, and enhance employee experience.

SOCIAL DIALOGUE AND COLLECTIVE BARGAINING CULTURE

Turkish Technic supports employees' freedom of association and their right to collective bargaining. Our employees have the right to union representation, and that right is protected by collective bargaining agreements.

In 2025, 97% of our workforce was covered by collective bargaining agreements. Our company has a total of 26 employee representatives, including six chief representatives and 20 employee representatives. Employee representatives and union representatives play an important role in communicating employees' perspectives to management and reinforcing social dialogue in decisions related to working conditions.

Collective bargaining agreements are negotiated every two years between our company and the authorized union. Changes related to remuneration, working conditions, social benefits, leave entitlements, career management, and training processes are implemented in accordance with the protocols agreed upon with the authorized union.

REMUNERATION AND BENEFITS

At Turkish Technic, our remuneration approach is based on job evaluation principles, roles and responsibilities, the added value each position creates for the company, seniority, competencies, and performance criteria. Our remuneration processes are designed to be fair, transparent, and competitive. Gender, age, ethnicity, religion, physical appearance, family status, or other personal characteristics are not considered in remuneration decisions.

In 2025, the ratio of entry-level remuneration to the local minimum wage was

3.43 for both women and men.

The administration of employee remuneration and benefits is governed by applicable legislation and the provisions of the Collective Bargaining Agreement signed with the authorized union. In 2025, 97% of our workforce was covered by the Collective Bargaining Agreement. The Collective Bargaining Agreement establishes the framework for salary increases, working hours, overtime practices, social benefits, leave entitlements, shift arrangements, and other working conditions. Within this framework, information regarding remuneration adjustments and employee benefits is communicated through the relevant internal communication channels and systems.

The reported women-to-men ratio of base salary and remuneration for senior and middle management was 1.00, demonstrating our commitment to the principle of equal pay for equal work.

Turkish Technic supports employee well-being through a comprehensive benefits framework that includes remuneration, social benefits, leave programs, transportation services, healthcare services, and family-friendly practices. Our employees and their family members have access to a wide range of support services, including private health insurance options, psychological counseling, healthy nutrition counseling, medical information services, legal and financial counseling, social life guidance, and similar support programs. Company shuttle services, daycare assistance, breastfeeding leave, report card day leave for employees with children starting school, and additional workplace benefits further support employees' work-life balance.

In 2025, a total of
694 employees
took parental leave, while both the return-to-work and retention rates following parental leave were
100%

Women employees are entitled to 20 weeks of paid maternity leave, including 8 weeks before childbirth and 12 weeks after childbirth. In cases of multiple pregnancies, this entitlement is extended to 22 weeks. Upon request, employees may take up to six months of unpaid leave following maternity leave. Under the Collective Bargaining Agreement, employees are entitled to a minimum of 20 days of annual leave, further supporting employee well-being.

Working hours and overtime practices are also an important component of our remuneration approach. Under the Collective Bargaining Agreement, overtime pay is provided for work performed beyond normal daily working hours, as well as for night work, weekend work, and work performed on public holidays, in accordance with applicable legislation and the provisions of the agreement. This approach supports fair compensation for employees' work and promotes the management of working conditions through social dialogue.

MEASURING WELL-BEING: TURNOVER, RETURN, AND RETENTION

Our performance in employee well-being and development is measured not only by the programs we offer but also by the employee retention and loyalty indicators. In 2025, total employee turnover was 365, and the employee turnover rate was 3.15%.

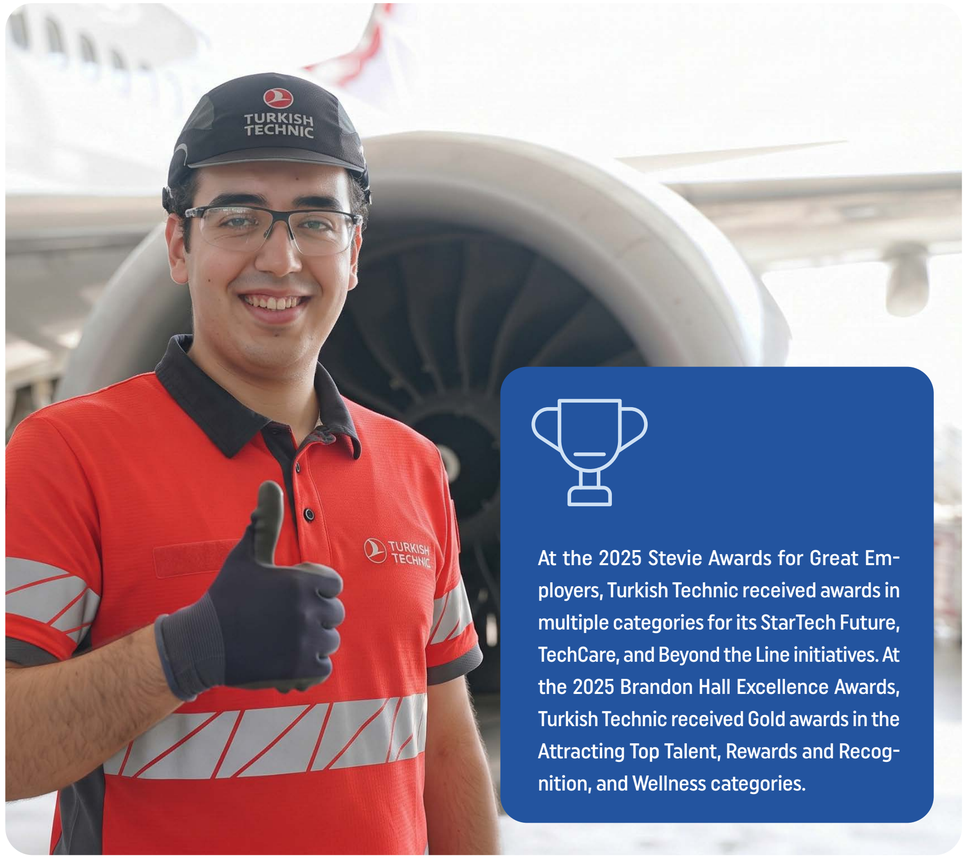
We consider this low employee turnover rate to be a positive indicator of employee loyalty, workforce continuity, career opportunities, benefits, and employees' sense of belonging to the company. However, Turkish Technic views employee turnover not merely as a quantitative outcome but also as an opportunity to better understand employees' expectations, motivations, and reasons for leaving.

Stay interviews, employee loyalty analyses, department-level action plans, and employee experience initiatives strengthen this learning process.

FEEDBACK AND COMPLAINT CHANNELS FOR WORKING CONDITIONS

It is important that employees be able to report concerns related to working conditions, career development, social benefits, ethical matters, discrimination, harassment, mobbing, occupational health and safety, or other issues through secure channels.

At Turkish Technic, employees can share their feedback, suggestions, and complaints through the Ethics Hotline, whistleblowing mechanisms, employee representatives, union representatives, HR Business Partners, managers, and other relevant internal communication channels. Reports are handled in accordance with the principles of confidentiality and non-retaliation; when necessary, root cause analyses, corrective and preventive actions, and disciplinary processes are implemented.



At the 2025 Stevie Awards for Great Employers, Turkish Technic received awards in multiple categories for its StarTech Future, TechCare, and Beyond the Line initiatives. At the 2025 Brandon Hall Excellence Awards, Turkish Technic received Gold awards in the Attracting Top Talent, Rewards and Recognition, and Wellness categories.

EMPLOYEE EXPERIENCE RECOGNIZED THROUGH AWARDS

In 2025, Turkish Technic's practices in employee experience, talent acquisition, rewards and recognition, and well-being also gained recognition on international platforms.

INCLUSION AND EQUAL OPPORTUNITY

At Turkish Technic, inclusion and equal opportunity are not only guiding principles of our human resources practices but also fundamental to reliable operations, employee loyalty, and sustainable growth. In the aircraft maintenance, repair, and overhaul industry, bringing together diverse technical competencies, experience, disciplines, and perspectives strengthens problem-solving, enhances teamwork, and builds a more resilient organization.

With this philosophy, we strive to ensure that all employees work in a respectful, fair, safe, and inclusive workplace. We uphold the principle of equal opportunity in recruitment, remuneration, promotion, training, performance evaluation, career development, and employee benefits, basing our decisions on the competencies required for the role, performance criteria, experience, and objective evaluation processes.

Inclusion and equal opportunity were identified as one of Turkish Technic's material topics in the 2025 materiality assessment. This material topic is directly related to human rights, employee well-being, a culture of ethical business conduct, social dialogue, talent acquisition, employee loyalty, and corporate reputation.

REPRESENTATION: AN OPPORTUNITY FOR GROWTH IN A HIGHLY TECHNICAL INDUSTRY

The aircraft maintenance, repair, and overhaul industry is highly dependent on technical and operational talent and has traditionally had a workforce with a higher proportion of men. Turkish Technic's workforce composition in 2025 reflects this industry profile. In 2025, the number of women employees reached 887, representing 7.62% of our total workforce.

This ratio highlights a clear opportunity to further strengthen the company's inclusion performance. Turkish Technic views the representation of women employees not merely as a numerical indicator but as a strategic priority for expanding the technical talent pipeline, incorporating diverse perspectives into decision-making processes, and supporting the employment of women across the aircraft maintenance, repair, and overhaul industry.



Women represented 16.67% of the Board of Directors and 4.93% of senior management. These figures indicate opportunities to further strengthen diversity across decision-making and leadership levels.

EQUAL PAY AND FAIR EVALUATION

At Turkish Technic, remuneration and employee benefits are determined based on duties and responsibilities, position, seniority, competencies, and performance criteria. Gender, age, ethnicity, religion, physical appearance, family status, or other similar personal characteristics are not considered in remuneration, promotion, or career decisions.

As of 2025, the women-to-men base salary ratio was reported as 1.00 for both senior management and middle management. Likewise, the women-to-men remuneration ratio was 1.00. An unadjusted gender pay gap of TRY 0 demonstrates our commitment to equitable remuneration practices.

HUMAN RIGHTS AND ZERO-TOLERANCE PRINCIPLE

Turkish Technic conducts its operations in accordance with national and international frameworks, as set out in its Human Rights Policy. This framework is aligned with the Constitution of the Republic of Türkiye, the Universal Declaration of Human Rights, the ILO Core Conventions, the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, and the Women's Empowerment Principles (WEPs).

We do not tolerate discrimination against any employee on the basis of race, color, gender, ethnicity, nationality, language, religion, physical appearance, age, economic status, or family status. All forms of harassment, bullying, mobbing, exclusion, discriminatory behavior, and practices that undermine human dignity are strictly prohibited.

No cases of discrimination were reported during the 2025 reporting period. While this is a positive outcome reflecting our zero-tolerance approach, Turkish Technic does not assess this topic solely based on the number of reported cases. Maintaining safe reporting channels, continuing awareness initiatives, and strengthening our managers' inclusive leadership capabilities remain among our key priorities.

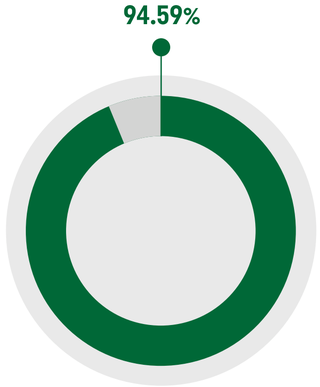
CONFIDENTIAL REPORTING AND PROTECTION AGAINST RETALIATION

An inclusive workplace is strengthened when employees can safely report discrimination, harassment, mobbing, bullying, unethical conduct, or potential human rights violations that they experience or witness.

At Turkish Technic, employees and relevant stakeholders may submit reports through the Ethics Hotline, whistleblowing mechanisms, employee representatives, union representatives, HR Business Partners, managers, and other relevant internal communication channels. The Ethics Hotline can be accessed via the website, phone, and email; reports may also be submitted to the email addresses **thy.teknik@speak-hub.com** and **technicethics@thy.com**. Reports are handled in accordance with the principles of confidentiality and non-retaliation. When necessary, root cause analyses, corrective and preventive actions, and disciplinary processes are implemented.

TRAINING AND AWARENESS: TURNING INCLUSION INTO ACTION

An inclusive culture is strengthened not only through policies but also through day-to-day behaviors and shared awareness. Therefore, Turkish Technic provides training and awareness activities on diversity, discrimination, harassment, ethical conduct, human rights, and maintaining a respectful working environment.



Ratio of workforce that received training on diversity, discrimination, and/or harassment in 2025

This high level of participation is a strong indicator of our success in embedding the principles of inclusive behavior among our employees.

The objective of our training and awareness initiatives is not only to ensure that employees understand prohibited behaviors, but also to foster behavioral awareness regarding respectful communication, inclusive teamwork, recognizing unconscious bias, ethical decision-making, and the use of safe reporting channels.

EMPLOYMENT OF PEOPLE WITH DISABILITIES AND AN ACCESSIBLE WORKPLACE

As of 2025, the Turkish Technic workforce includes 187 employees with disabilities.

We view the employment of people with disabilities not merely as a legal obligation, but as an important means of supporting workforce participation and fostering a workplace that responds to diverse needs. Within this scope, employees' needs are assessed through the relevant departments, and appropriate accommodations are made to enable them to perform their duties in a safe, productive, and supportive work environment.

In the coming period, improving accessibility, enhancing workplace accommodations, and more systematically monitoring the experiences of employees with disabilities remain key areas for further strengthening our inclusion approach.

EQUAL ACCESS TO CAREER DEVELOPMENT AND GROWTH

Inclusion extends beyond providing equal opportunities in recruitment. Fair access to training, performance evaluations, career development, promotions, job rotations, rewards, and internal mobility opportunities is also a fundamental component of an inclusive workplace culture.

At Turkish Technic, performance evaluation and career development processes are conducted on the basis of objective criteria.

In 2025, performance evaluations were conducted for

510 women | **2,235** men

employees.

Within this context,

women employees received a total of **41,250** hours

men employees received a total of **548,039** hours

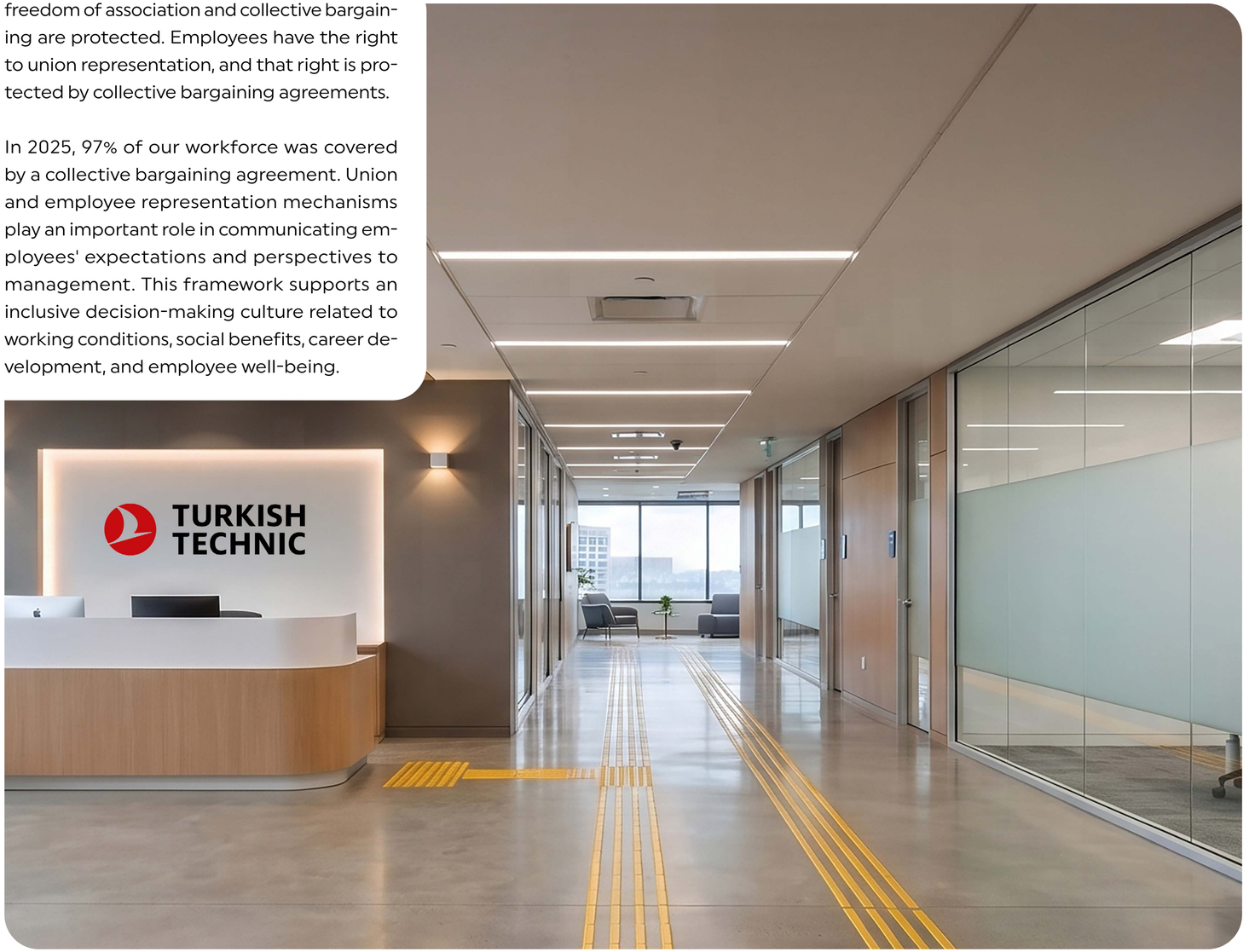
of training.

These figures are evaluated in the context of our overall workforce composition. As Turkish Technic continues to invest in training programs that strengthen employees' technical and personal competencies, the company also places great importance on ensuring fair and inclusive access to training and development opportunities across all employee groups.

SOCIAL DIALOGUE AND EMPLOYEE RIGHTS

We reinforce equal opportunity and an inclusive workplace through social dialogue mechanisms. At Turkish Technic, employees' rights to freedom of association and collective bargaining are protected. Employees have the right to union representation, and that right is protected by collective bargaining agreements.

In 2025, 97% of our workforce was covered by a collective bargaining agreement. Union and employee representation mechanisms play an important role in communicating employees' expectations and perspectives to management. This framework supports an inclusive decision-making culture related to working conditions, social benefits, career development, and employee well-being.



CUSTOMER SATISFACTION

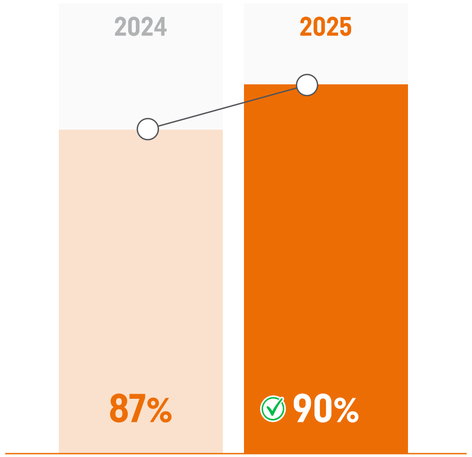
For Turkish Technic, customer satisfaction is not merely an outcome measured after service delivery, but a direct reflection of our maintenance quality, operational reliability, on-time delivery, technical competence, transparent communication, and commitment to continuous improvement. In the aircraft maintenance, repair, and overhaul industry, our customers' operational continuity is directly linked to the reliability of our services. Therefore, we consider customer satisfaction to be a fundamental component of our operational performance and approach to sustainable growth.

In the 2025 materiality assessment, customer satisfaction was identified as one of Turkish Technic's high-priority material topics. This material topic is directly related to aviation safety, operational reliability, digitalization, quality management, information security, customer privacy, and service continuity.

In 2025, to strengthen the sustainability dimension of the services we provide to our customers, we established a new infrastructure that enables carbon offset proposals for maintenance services to be integrated into our contract processes.

Our customer-centered approach is built on recognizing our customers not only as recipients of our services, but also as strategic stakeholders who contribute to the continuous improvement of our processes. 2025 saw an improvement in our customer satisfaction performance.

Customer Satisfaction Rate



In 2025, we also enhanced our customer satisfaction methodology by classifying customers by revenue and adopting a weighted approach to calculating customer satisfaction. By taking into account the business volume and strategic importance of our customer portfolio, this methodology provides a more meaningful, comparable, and manageable indicator of customer satisfaction.

FEEDBACK-DRIVEN CUSTOMER EXPERIENCE MANAGEMENT

Improving customer satisfaction requires not only listening to feedback, but also systematically analyzing it and translating insights into action. At Turkish Technic, customer feedback is collected through customer meetings, surveys, technical meetings, service evaluations, operational performance reviews, customer visits, and complaint channels.

The feedback collected is evaluated for service quality, on-time delivery, technical communication, documentation, process turnaround time, operational coordination, customer experience, and opportunities for improvement.

Through this framework, customer feedback extends beyond post-service records to serve as a key input for quality improvement, operational efficiency, process improvement, customer relationship management, and strategic decision-making.

ISO 10002-BASED COMPLAINT MANAGEMENT

At Turkish Technic, customer feedback and complaints are managed in accordance with the ISO 10002 Customer Satisfaction Management System. This system supports the impartial, accessible, transparent, fair, timely, and solution-oriented handling of customer complaints.

Customer requests, suggestions, and complaints are documented through the appropriate channels, analyzed by the relevant process owners, and, when necessary, followed by corrective and preventive actions. Understanding the root causes of complaints is critical to preventing similar issues from recurring and continuously improving the customer experience.

PILLARS OF SERVICE QUALITY

In the aircraft maintenance, repair, and overhaul industry, customer satisfaction is built through the effective management of multiple service dimensions. At Turkish Technic, customer trust is grounded in three core pillars: **operational safety, on-time delivery, and transparent communication.**



FEEDBACK CHANNEL	AREAS OF APPLICATION
CUSTOMER SATISFACTION SURVEYS	Identifying overall satisfaction levels and areas for improvement
TECHNICAL MEETINGS	Evaluating operational expectations, technical issues, and solution requirements
COMPLAINTS AND SUGGESTIONS	Initiating corrective and preventive actions and process improvements
SERVICE REPORTS	Monitoring delivery, quality, and operational performance
CUSTOMER VISITS	Conducting relationship management and expectation analysis, and developing long-term collaboration opportunities

Subject to limited assurance by an Independent Auditor.

PILLAR	CONTRIBUTION TO CUSTOMER VALUE
OPERATIONAL SAFETY	Maintenance processes are carried out in compliance with the requirements of national and international aviation authorities.
ON-TIME DELIVERY	Customers are supported in operational planning and flight continuity.
TRANSPARENT COMMUNICATION	Technical matters, process status updates, and resolution steps are communicated clearly and transparently.

These three pillars position customer satisfaction not merely as an outcome, but as a quality principle embedded throughout every stage of the service delivery process.

PROACTIVE MANAGEMENT IN CUSTOMER RELATIONS

Turkish Technic adopts a proactive approach to customer relationship management that goes beyond responding to incoming requests by anticipating potential needs and risks. Maintenance and operational processes are monitored regularly, and potential issues are identified before they arise, enabling preventive actions to be taken.

Customer relations teams work in close coordination with operational units to ensure that customer expectations are reflected in operational processes. This approach contributes to improving service quality, strengthening the customer experience, and sustaining long-term business relations.

Insights gained from customer feedback also inform executive management reviews and process improvement initiatives. As a result, the voice of the customer serves not only as an input for sales and customer relations functions, but also as a shared driver of continuous improvement across our entire operational ecosystem.

CUSTOMER PRIVACY AND TRUST

Information security and customer privacy are among the essential components of customer satisfaction. Turkish Technic protects customer information, technical documentation, commercial data, and contractual information in accordance with the principles of confidentiality, integrity, and accessibility.

Customer data is managed in accordance with the requirements of the Turkish Personal Data Protection Law (KVKK), contractual obligations, the ISO/IEC 27001 Information Security Management System, and company policies and procedures. This approach is one of the key factors that reinforce our customers' trust in Turkish Technic.

During the 2025 reporting period, no substantiated complaints regarding customer privacy or substantiated incidents involving the loss of customer data were recorded.



FROM CUSTOMER SATISFACTION TO OPERATIONAL IMPROVEMENT

At Turkish Technic, customer satisfaction data is one of the key inputs in our operational improvement cycle. Survey results, complaint analyses, technical meeting outcomes, and service performance indicators are evaluated in conjunction to identify areas for improvement.

This process follows the framework below:

STAGES AND DESCRIPTIONS

01 LISTEN	Customer feedback is collected through surveys, meetings, field visits, and complaint channels.
02 ANALYZE	Feedback is analyzed by service area, customer segment, operational process, and root cause.
03 ACT	Improvement plans are developed in collaboration with the relevant process owners.
04 FOLLOW UP	The effectiveness of the above actions is monitored using customer satisfaction and operational performance indicators.
05 LEARN	The resulting insights are incorporated into process improvement and service quality efforts.

This framework is our primary mechanism for sustainably improving customer satisfaction and continuously improving the customer experience.

COMMUNITY RELATIONS AND SOCIAL RESPONSIBILITY

At Turkish Technic, social responsibility extends beyond donations or periodic support activities; it is a long-term value-creation approach that mobilizes our technical expertise, logistical capabilities, employee volunteerism, and strong corporate ecosystem to create social benefit.

Our social responsibility initiatives, carried out under the Technic for Future and Technic for Good brands, aim to strengthen social solidarity, provide rapid support during disasters and crises, contribute to equal opportunity in education, support the professional development of young people, raise environmental awareness, and reinforce our employees' culture of volunteerism.

Community relations and social responsibility were identified as one of Turkish Technic's material sustainability topics in the 2025 materiality analysis. This topic is directly related to stakeholder engagement, local community relations, employee volunteerism, investments in education, social solidarity, environmental responsibility, and corporate reputation.

In line with this approach, we are committed to expanding environmental awareness to include our employees' families. As part of World Water Day on March 22, we traditionally hold an annual drawing competition to highlight the critical importance of water in our lives and raise children's awareness of protecting water resources. Open to the first-degree relatives of our employees, the competition is held in two age categories: 7–9 and 10–12. Each year, entries created around the 'From Seats to Dreams' Upcycling Project are evaluated, and children who achieve top ranks in two categories receive awards. All participating children are also presented with participation gifts. By compiling the drawings submitted to the competition into a digital catalog and sharing them with our employees, we help raise awareness of water conservation among a wider community through children and their families.

2025 SOCIAL CONTRIBUTION HIGHLIGHTS

In 2025, our social contribution approach was supported through initiatives focused on volunteerism, education, humanitarian aid, environmental stewardship, and professional development.

Within this scope, our total donations during the year amounted to TRY 3,360,990.

EDUCATION | ENVIRONMENT | HUMANITARIAN AID

INITIATIVE	CONTRIBUTION
TURKISH RED CRESCENT BLOOD DONATION CAMPAIGNS	Blood donation campaigns were organized with voluntary employee participation, contributing to social solidarity.
TECHNIC FOR GOOD HUMANITARIAN AID PROJECT	The initiative aimed to deliver aid to people living under challenging conditions and provide rapid support during times of crisis.
COMPUTER DONATIONS TO SCHOOLS IN THE EARTHQUAKE REGION	A total of 116 computers were donated to support students' access to education in the earthquake-affected region.
PARTNERSHIP WITH THE ENVIRONMENTAL ORGANIZATIONS SOLIDARITY ASSOCIATION (ÇEKÜD)	Idle land was planted with saplings, contributing to afforestation efforts.
CONTRIBUTION TO NATIONAL AFFORESTATION DAY (NOVEMBER 11)	Afforestation efforts were supported through an awareness initiative in which employees contributed by donating saplings.
'FROM SEATS TO DREAMS' UPCYCLING PROJECT	A total of 250 school bags produced through an upcycling approach were delivered to students at two schools in underserved areas of Kilis, supporting access to education.
HANGARIM CAMPUS PROGRAM	Students studying aircraft maintenance were provided with opportunities to gain industry experience.
STARTECH PART-TIME PROGRAM	University students were provided with part-time employment and career development opportunities.

These initiatives demonstrate that Turkish Technic's approach to social contribution extends beyond financial support, creating multidimensional impact through volunteerism, education, environmental stewardship, humanitarian aid, and professional development.

SUPPORTING FUTURE AVIATION PROFESSIONALS

We engage with high school and university students to support the development of qualified human resources that will shape the future of the aviation sector. Through our engagement with educational institutions, we support young people in gaining a deeper understanding of the aviation maintenance and repair field and career opportunities in the sector, and aim to strengthen the connection between education and the sector.

Within this scope, we hold program introduction seminars at targeted vocational and technical Anatolian high schools as part of the B1 Technician Training Program, conduct activities to support students' preparation for the program, and participate in career events. Under the Hangarım Campus Program, we raise students' awareness of career opportunities in the aviation sector by informing them about the program through introductory seminars held at partner universities.

Through these efforts, we aim to contribute to young people's professional development, support their interest in aviation maintenance and repair, and help develop the qualified technical workforce of the future.

TECHNIC FOR GOOD

TECHNIC FOR GOOD: SOCIAL PROJECTS SPREADING KINDNESS

Technic for Good is the umbrella brand that makes Turkish Technic's approach to creating social benefit more visible, participatory, and sustainable. Under this brand, projects driven by our employees' volunteer contributions transform our culture of solidarity into tangible social benefits.

In 2025, the TFG Humanitarian Aid Project was launched under the Technic for Good brand. Within the scope of the project, aid delivery operations were launched to support people living in regions facing severe conditions, with logistics, coordination, and distribution activities supported by teams of employee volunteers.

This project enables Turkish Technic to leverage its operational coordination and logistics capabilities to create social benefit. It also aims to strengthen rapid response capabilities during times of crisis and establish a more sustainable humanitarian aid model.

BLOOD DONATION CAMPAIGNS: SMALL ACTS LEAD TO GREAT SOLIDARITY

In 2025, regular blood donation campaigns were organized across the company in partnership with the Turkish Red Crescent to promote a stronger culture of social solidarity. Our employee volunteers actively participated in these campaigns, offering hope to those in need and contributing to public health.

These blood donation campaigns are among the key initiatives through which Turkish Technic transforms employee volunteerism into tangible social benefit. These initiatives demonstrate that our employees create value not only through their roles within the company, but also through their voluntary contributions to society.

EQUAL OPPORTUNITY IN EDUCATION: INVESTING IN THE AVIATION CAPABILITIES OF THE FUTURE

Education is one of the strategic pillars of Turkish Technic's approach to social contribution. The future of the aviation industry depends directly on developing a qualified technical workforce. Therefore, we view our education initiatives not only as social responsibility activities, but also as investments in the long-term development of the aviation industry.

The donation of 116 computers to schools in the earthquake-affected region is one of our initiatives supporting equal opportunity in education. This contribution helps expand learning opportunities by improving students' access to digital resources.

Istanbul Airport Vocational and Technical Anatolian High School is another example of our long-term contribution to education. Developed in collaboration with the Ministry of National Education of the Republic of Türkiye, universities, and industry stakeholders, this model enables students to receive hands-on training at airport and maintenance facilities, develop foreign language proficiency, and prepare more effectively for careers in the aviation industry.

Students' participation in activities such as VEX Robotics 'ROBOTIST,' Mini Sumo, sports teams, and international MUN and ERASMUS+ projects ensures that technical education extends beyond vocational knowledge by fostering teamwork, problem-solving, communication, technological competence, and a global perspective.

FROM YOUNG TALENT TO PROFESSIONAL CAREERS

Through programs that support young people entering the aviation industry, Turkish Technic builds a bridge from education to employment. The Hangarım Campus Program provides senior students studying aircraft maintenance with work experience, enabling them to gain exposure to a real working environment before graduation and prepare for careers in the industry. The fact that 95% of participants received job offers upon completing the program demonstrates its strong impact on cultivating young talent.

The **StarTech Part-Time Program** provides university students with part-time employment, professional experience, and career development opportunities. The opportunity for full-time employment upon completion of the program demonstrates that Turkish Technic has built a career ecosystem that supports young talent early in their careers and integrates them into the company culture.

These programs combine social impact with workforce development, enhancing young people's employability while strengthening Turkish Technic's future pipeline of technical talent.

FROM DISASTER SOLIDARITY TO INSTITUTIONAL MEMORY

Following the Kahramanmaraş earthquakes on February 6, 2023, Turkish Technic carried out comprehensive relief efforts, combining rapid response with the spirit of solidarity. In-kind aid was delivered to the affected areas by truck and cargo aircraft, and 100 employees earned search and rescue certification through training conducted in collaboration with the Disaster and Emergency Management Presidency (AFAD).

A field team of 300 employees with first aid and emergency response experience was actively deployed, while a psychosocial support team of 350 people, including psychologists, provided assistance to earthquake survivors.

Although these activities took place before the reporting period, they remain an important part of Turkish Technic's institutional memory, demonstrating our ability to organize quickly during crises, apply our technical and logistics capabilities for social benefit, and mobilize employee volunteerism. The humanitarian aid approach developed under Technic for Good in 2025 builds on the lessons learned from this experience, supporting the transition to a more structured and sustainable model.

TECHNIC FOR FUTURE: ENVIRONMENTAL PROJECTS FOR SOCIAL BENEFIT

Turkish Technic's approach to building socially responsible relations with the community is also supported by environmental sustainability projects. Our 'Life for Farmers' project, carried out in partnership with ÇEKÜD, supported the planting of fruit saplings on idle land.

As part of National Afforestation Day on November 11, employees were encouraged to participate by donating saplings, aiming to raise environmental awareness. In addition to generating environmental benefit, this initiative also creates value by supporting local development, agricultural productivity, and public awareness.

Another initiative that combines environmental and social benefit, the 'From Seats to Dreams' Upcycling Project, transformed end-of-life aircraft seat fabric into school bags. As part of the project, 250 school bags were delivered to students at two schools in underserved areas of Kilis, contributing to both the reuse of materials and supporting children's access to education.

These initiatives demonstrate that Turkish Technic does not limit its environmental focus to its own operations, but also considers upcycling, resource efficiency, social benefit, and contributions to local ecosystems to be integral parts of its environmental responsibility.

ENVIRONMENT-FOCUSED APPROACH

Energy and Emissions Management 70

Waste Management and Circular Economy 74

Water and Resource Management 77



ENERGY AND EMISSIONS MANAGEMENT

Turkish Technic's maintenance, repair, and overhaul operations are energy-intensive due to the company's extensive hangar facilities, technical workshops, component maintenance processes, climate control systems, testing infrastructure, logistics activities, and support operations. Therefore, energy and emissions management is one of the most critical aspects of our environmental performance.

In our 2025 prioritization analysis, Energy and Emissions Management was identified as one of Turkish Technic's highest-priority sustainability material topics. This result demonstrates that managing energy efficiency and greenhouse gas emissions is not only an environmental responsibility, but also a strategic priority for operational efficiency, cost management, regulatory compliance, customer expectations, and long-term corporate resilience.

Our energy management approach is built on a holistic sustainability vision that encompasses a wide range of practices, including providing healthy, safe, and comfortable workplaces for our employees, reducing our environmental impacts, expanding the use of renewable energy sources, and conserving natural resources. At Turkish Technic, we view energy not only as a resource that sustains our operations, but also as one of the cornerstones of our environmental responsibility and sustainable growth strategy.

Our climate control systems, which account for a significant portion of our energy consumption, support the health, safety, and comfort of our employees by maintaining appropriate temperature, humidity, and air quality throughout our workplaces, while also representing a key area for improving energy performance. Therefore, our energy efficiency initiatives take an integrated approach that evaluates facility infrastructure, climate control systems, maintenance operations, technical equipment, and process-based energy consumption in conjunction.

In 2025, our energy and emissions performance was monitored by tracking total energy consumption, renewable energy use, energy savings, greenhouse gas emissions, and emissions reduction initiatives.

Our total energy consumption was

124,938.58 MWh

while our renewable energy consumption reached

89,336 kWh.

Renewable energy represents a significant share of our total energy consumption, and the fact that our market-based Scope 2 emissions are lower than our location-based Scope 2 emissions demonstrates the positive impact of our renewable energy certification efforts on our emissions performance. This performance demonstrates that the use of renewable energy sources and the implementation of energy efficiency practices are becoming increasingly integral to our energy management approach.

OUR CORE PRINCIPLES IN ENERGY MANAGEMENT

Our energy management policy has been developed in line with national and international regulatory requirements and adopts a systematic approach to reducing our environmental impacts. We prioritize efficient energy use in our maintenance and repair operations, and consider energy efficiency and reduced natural resource consumption in future investments.

Energy performance is not viewed solely as an operational consideration for our existing facilities; it also informs our design, procurement, and technology selection processes. Within this framework, prioritizing energy-efficient products and services, promoting efficient technologies, and developing sustainable operating models are among the key components of our energy management approach.

We implement renewable energy and energy efficiency solutions, such as solar collectors, across our facilities, while regularly evaluating opportunities for energy savings. This approach contributes to both conserving natural resources and reducing the environmental impacts of our operations.

ISO 50001 ENERGY MANAGEMENT SYSTEM APPROACH

Turkish Technic manages its energy management activities in accordance with the TS EN ISO 50001 Energy Management System standard. This system provides the framework for regularly monitoring energy consumption, evaluating energy performance indicators, identifying opportunities for improvement, and continuously improving energy performance.

Under our Energy Management System, energy consumption is tracked regularly, performance indicators are monitored, and opportunities for improvement are evaluated. Our energy management approach focuses not only on reducing energy consumption, but also on understanding where energy is used, the energy sources utilized, and the operational needs driving that consumption.

STAGE	IMPLEMENTATION
MEASUREMENT	Monitoring electricity, fuel, heating, cooling, and other energy consumption
ANALYSIS	Evaluating consumption trends, high-use areas, and energy efficiency opportunities
ACTION	Planning energy efficiency projects, maintenance and improvement initiatives, and renewable energy applications
MONITORING	Tracking energy savings, performance indicators, and emissions impacts
REVIEW	Evaluating management system outputs, objectives, and areas for improvement

This framework transforms energy management from a series of one-time efficiency projects into a continuously evolving performance management discipline.

LINE MAINTENANCE HANGAR (LMH) ENERGY SAVINGS INITIATIVE

One of our most significant energy efficiency initiatives in 2025 was the improvement project we implemented at the Line Maintenance Hangar (LMH). The energy savings achieved through this initiative demonstrate that targeted technical improvements to operational processes can directly contribute to environmental performance.

The LMH initiative demonstrates that Turkish Technic prioritizes not only large-scale transformation projects in energy management, but also process-based, technical, and measurable improvements. Energy-saving initiatives such as these improve cost efficiency, contribute to emissions reductions, and support the integration of an energy management culture across our operations.

In 2025, our total reported energy savings reached 7,876.8 GJ, equivalent to approximately 2,188 MWh. These savings demonstrate the tangible impact of technical initiatives designed to improve energy performance across our operations.

The improvement initiatives implemented during the same period also resulted in emissions reductions of

406.48 tCO_2e.

PREFERENCE FOR LOW-CARBON SYSTEMS IN NEW BUILDINGS

In our investments in new buildings and facilities, reducing environmental impacts extends beyond energy efficiency measures to include consideration of the climate impacts of the equipment, systems, and consumable materials we use. Within this framework, we prioritize alternatives with low global warming potential (GWP) for fire suppression and similar technical systems in our new facilities. We view our use of Novotec systems with gases that have a GWP of 1 as a supporting practice that helps reduce greenhouse gas emissions and strengthen climate-friendly facility infrastructure.

RENEWABLE ENERGY AND I-REC CERTIFICATION

We prioritize renewable energy use and certification initiatives to reduce the climate impact of our energy consumption.

In 2025, our renewable energy consumption totaled

89,336 kWh.

I-REC certification is an important mechanism that verifies electricity is procured from renewable energy sources and helps reduce market-based Scope 2 emissions. We continued our I-REC certification activities in 2025 and aim to further expand these efforts in the coming reporting period.

Our market-based Scope 2 emissions totaled 43,513.6 tCO_2e, whereas location-based Scope 2 emissions totaled 51,759.6 tCO_2e, demonstrating the impact of renewable energy certification on our emissions calculations. The difference between the two Scope 2 emissions values highlights the contribution of renewable energy sourcing to our carbon performance.

CLIMATE IMPACT MANAGEMENT AND CARBON OFFSETTING

In 2025, we established a new carbon offsetting infrastructure to help manage the environmental impacts associated with the aircraft maintenance services we provide to our customers. Within this scope, we developed a framework that enables us to offer carbon offsetting options for aircraft maintenance services, calculate the associated emissions, and obtain carbon offset certifications on behalf of our customers. As of October 2025, we incorporated provisions related to this practice into our contracts, enabling customers to offset the emissions generated by the maintenance services they receive.

In addition, carbon emissions from employee business travel are offset by our parent company, Turkish Airlines. This practice supports a more holistic approach to managing climate impacts across the value chain and extends our emissions management approach beyond our operational boundaries.

EMISSIONS MANAGEMENT: FROM OPERATIONAL CARBON TO VALUE CHAIN CARBON

Addressing climate change and supporting the transition to a low-carbon economy are among the core priorities of our sustainability strategy. At Turkish Technic, we view reducing greenhouse gas emissions and other air pollutants generated by our operations as an integral part of our environmental responsibility.

Our emissions management efforts focus on improving energy efficiency, expanding the use of renewable energy, reducing waste generation, and enhancing operational processes. Through these initiatives, we not only strengthen our environmental performance, but also improve operational efficiency and contribute to cost optimization.

We extend our emissions management approach beyond our own operations by evaluating direct and indirect emissions across our supply chain and identifying opportunities to reduce environmental impacts throughout every stage of our value chain.

Our 2025 data shows that Scope 3 emissions account for the largest share of Turkish Technic's overall carbon footprint, highlighting the importance of strengthening data quality and category-level analysis across

- **SUPPLY CHAIN ACTIVITIES**
- **LOGISTICS**
- **MATERIAL USE**
- **BUSINESS TRAVEL**
- **WASTE AND OTHER INDIRECT IMPACT AREAS**

in the coming period.

EMISSIONS INVENTORY AND SCOPE OF CALCULATION

To ensure the effective management of greenhouse gas emissions, we align our corporate policies and processes with internationally recognized standards. Emissions reduction initiatives are coordinated by the Occupational Safety and Environment Department and supported by the relevant teams within the Facilities Maintenance and Administrative Affairs Directorate.

Environmental risks associated with our operations are assessed using a lifecycle approach, while greenhouse gas emissions, chemical use, and carbon reduction activities are monitored regularly.

Our Scope 3 calculations include logistics activities as well as upstream and downstream value chain processes to enable a comprehensive assessment of the indirect emissions associated with our operations. **Emissions are calculated using corporate data analysis tools, and the results are subject to third-party verification.**

In addition to greenhouse gas emissions, CO_2 emissions from refrigerants, fire suppression systems, circuit breaker gases, and fumigation activities are also monitored and reported as part of our emissions inventory. This reporting boundary demonstrates that Turkish Technic monitors not only emissions resulting from energy consumption, but also climate impacts arising from the various technical components of its operations.

BASE YEAR APPROACH AND COMPARABILITY

For Turkish Technic, 2023 serves as the base year for the measurement, reporting, and verification of greenhouse gas emissions.

In 2023, the base year, Scope 1 emissions were calculated at 31,395.63 tCO_2e, Scope 2 emissions at 47,284.16 tCO_2e, and Scope 3 emissions at 265,383.34 tCO_2e.

In 2025,

SCOPE 1 EMISSIONS TOTALED

30,962.53 tCO_2e,

indicating that our direct operational emissions remained close to, but below, the base year level.

SCOPE 3 EMISSIONS TOTALED

248,959.13 tCO_2e

providing a more mature data set and a stronger basis for comparative analysis of value chain emissions.

To enable comparative tracking of our emissions performance over time, we calculate emissions intensity based on emissions per employee. This approach considers Scope 1, Scope 2, and Scope 3 emissions collectively, enabling a comprehensive assessment of the company's overall carbon footprint.

IMPLEMENTATION AREAS FOR EMISSIONS REDUCTION

Our greenhouse gas emissions reduction efforts focus on energy efficiency, transportation, digitalization, and renewable energy initiatives.

In addition to energy efficiency projects and renewable energy initiatives, we are expanding electrification across our transportation and material-handling vehicles to support the reduction of direct emissions from on-site transportation and operational activities. By choosing electric vehicles as an alternative to fossil fuel-powered vehicles, we aim to help reduce fuel consumption that may arise particularly from on-site transportation and material-handling activities, as well as the associated Scope 1 greenhouse gas emissions. In this regard, our company has **5 electric vehicles, 369 electric bicycles, and 293 electric industrial vehicles**. Electric industrial vehicles, such as elevating platforms, baggage tractors, electric pallet trucks, forklifts, motorized waste carts, and Ground Power Units (GPUs), contribute to meeting transportation, logistics, ground handling, and technical support needs in maintenance and operational areas using electric alternatives. We view the electrification of our transportation and operational equipment in tandem with our energy efficiency and renewable energy efforts as one of the complementary elements of our approach to reducing the carbon intensity of our operations. Meetings held via online channels also support our emissions reduction efforts by reducing the need for business travel.

Digitalization initiatives reduce paper consumption across our operations, improve data traceability, and enhance process efficiency. In this respect, digital transformation is directly linked to our energy and emissions management efforts.

Employee awareness is also a key component of our emissions reduction efforts. Through environmental training, sustainability newsletters, and similar awareness initiatives, we enhance employees' knowledge of energy savings, waste reduction, waste segregation, and environmental sustainability. Our training programs address not only energy and emissions management, but also waste reduction and segregation strategies, directly supporting our environmental sustainability objectives.

OPERATIONAL RESILIENCE TO CLIMATE RISKS

Energy and emissions management is a fundamental tool for managing climate-related risks and opportunities. Rising energy costs, carbon regulations, customer expectations, the aviation industry's decarbonization agenda, and physical climate risks require Turkish Technic to manage its environmental performance using a more strategic perspective.

Therefore, we also evaluate our energy and emissions management efforts through the lens of operational resilience. While our energy efficiency initiatives support cost control, our use of renewable energy reduces our carbon impact. At the same time, comprehensive emissions monitoring strengthens our preparedness for future regulatory requirements and evolving customer expectations.





2026 AND BEYOND: OUR ENERGY AND CARBON ROADMAP

In 2025, we strengthened our energy and emissions management through enhanced measurement, certification, and energy efficiency initiatives. In the coming period, we aim to make this framework more target-driven and traceable.

FOCUS AREA	PLANNED IMPROVEMENTS
COGENERATION	Achieve energy savings by implementing a cogeneration system at our Sabiha Gökçen facility
I-REC CERTIFICATION	Continue certification initiatives that verify the use of renewable energy
ENERGY EFFICIENCY	Expand process-based energy-saving initiatives similar to the LMH project
HIGH ENERGY PERFORMANCE TECHNOLOGIES	Prioritize products and services with high energy performance in design, procurement, and technology selection processes
SCOPE 3 ANALYSIS	Improve category-level data quality for value chain emissions
REFRIGERANT AND TECHNICAL GAS MANAGEMENT	Continue monitoring refrigerants, fire suppression systems, SF_6, and other operational gases
EMISSIONS REDUCTION	Strengthen measurable emissions reduction projects and impact assessments
DATA VERIFICATION	Continue supporting emissions data through third-party verification and assurance processes
EMPLOYEE AWARENESS	Improve energy and emissions awareness through environmental training and sustainability communication
CLIMATE-RELATED RISKS	Take a more holistic approach to evaluating energy costs, regulatory requirements, customer expectations, and physical climate risks

This roadmap is designed to transform Turkish Technic's energy and emissions management from a framework focused solely on reporting current energy consumption and emissions into an environmental performance management approach that prepares for the future, mitigates risks, improves operational efficiency, and provides greater visibility into value chain impacts.

LOWER IMPACT, STRONGER OPERATIONS

At Turkish Technic, we view energy and emissions management as the intersection of our environmental responsibility and our commitment to operational excellence. We adopt an approach that reduces energy consumption, expands the use of renewable energy, monitors emissions more transparently, incorporates the impacts of technical gases into our emissions inventory, and provides greater visibility into value chain impacts.

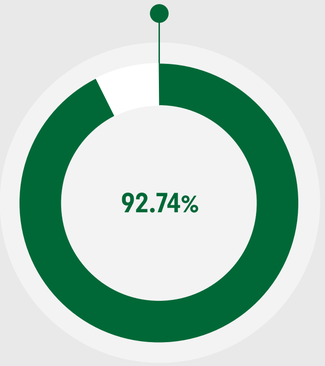
Our goal for the coming period is to improve energy performance, enhance the comprehensiveness of our emissions data, and make our climate-related risks more manageable and our environmental contribution more measurable. Through this approach, we aim to both reduce the environmental impact of our operations and strengthen our contribution to a more sustainable aviation ecosystem.

WASTE MANAGEMENT AND CIRCULAR ECONOMY

Turkish Technic's maintenance, repair, and overhaul operations generate a wide range of waste streams, including chemicals, consumable materials, packaging, metal parts, electronic equipment, textile and leather surfaces, operational support materials, and end-of-life machinery and equipment. Therefore, waste management is not only an environmental compliance requirement, but also a strategic sustainability priority for improving resource efficiency, strengthening operational discipline, optimizing costs, and advancing the circular economy.

At the core of our waste management approach is controlling waste at its source, preventing its generation wherever possible, expanding opportunities for reuse and recovery, increasing recycling rates, and considering disposal as the last resort.

This approach supports reducing Turkish Technic's environmental impact while retaining the economic value of resources within the system to the greatest extent possible.



In 2025, approximately 92.74% of the total waste generated was directed to recovery or recycling processes, demonstrating strong waste management performance.

This rate indicates that a significant portion of our waste was recirculated into the economy rather than being sent to landfill or final disposal.

At the same time, the overall volume of waste generated and the ratio of hazardous waste to total waste highlight the need to carefully manage the environmental impacts associated with the technical nature of aircraft maintenance, repair, and overhaul operations. Therefore, our priority is not only to responsibly manage the waste we generate, but also to expand operational and design improvements that reduce waste generation at source.

OUR WASTE MANAGEMENT HIERARCHY

Our approach to waste management operates within a holistic hierarchy, from waste generation through to the end-of-life recovery or disposal stage.

This hierarchy enables us to manage waste from a resource efficiency and circular economy perspective rather than merely as a disposal-focused process.

ORDER OF PRIORITIES	IMPLEMENTATION APPROACH
PREVENTION	Developing procurement, usage, and operational planning practices that reduce waste generation
REDUCTION	Improving the efficient use of materials, chemicals, packaging, and consumables
REUSE	Reusing materials with remaining service life
RECYCLING/RECOVERY	Directing segregated waste to licensed organizations for recovery
DISPOSAL	Disposing of waste that cannot be recovered, in accordance with applicable regulations

SEGREGATION AT SOURCE AND CONTROLLED WASTE FLOW

At Turkish Technic, all waste management processes are managed systematically, from the point at which waste is generated through to recovery or final disposal. Under the Zero Waste Regulation, waste generated across the company is segregated by type and collected separately using appropriately color-coded containers.

At all of our locations, waste is segregated at source, transferred to temporary storage areas, and then sent to licensed organizations authorized by the relevant Ministry for recovery or disposal.

This framework helps prevent uncontrolled waste generation, reduce environmental pollution risks, ensure regulatory compliance, and improve the traceability of waste data.



ZERO WASTE

WASTE GENERATED FROM OPERATIONS

Our maintenance, repair, and overhaul activities generate a wide range of waste streams. These waste streams vary depending on the technical characteristics of the materials and processes involved.

This diversity requires a differentiated waste management model that is tailored to the type of waste, its risk profile, regulatory requirements, and recovery potential, rather than a one-size-fits-all approach.

WASTE SOURCE	POTENTIAL WASTE TYPES
AIRCRAFT MAINTENANCE AND REPAIR OPERATIONS	Chemical waste, oils, solvents, filters, and contaminated materials
COMPONENT MAINTENANCE AND WORKSHOP ACTIVITIES	Contaminated waste, metal waste, consumable materials, and technical equipment parts
PAINTING, SURFACE TREATMENT, AND CLEANING PROCESSES	Hazardous chemical waste, packaging, and contaminated cloths and equipment
LOGISTICS AND WAREHOUSING PROCESSES	Cardboard, plastic, wood, and packaging waste
OFFICE AND SUPPORT PROCESSES	Paper, electronic waste, toner cartridges, and general waste
CAFETERIAS AND SOCIAL AREAS	Organic waste and packaging waste

SAFE MANAGEMENT OF HAZARDOUS WASTE

In 2025, the total amount of hazardous waste generated was 2,448.81 tons. Chemicals, oils, solvents, paints, and cleaning materials used in aircraft maintenance, repair, and overhaul activities, as well as contaminated equipment and certain technical waste generated by these activities, make hazardous waste management critical to reducing environmental risks.

Hazardous waste is managed through appropriate labeling, segregation, storage, and transportation procedures. The transportation and recovery or disposal of hazardous waste is carried out exclusively by licensed organizations authorized under the applicable regulations.

Our primary objective throughout these processes is to protect employee health, environmental safety, soil and water resources, air quality, and the safety of our operational areas.

CIRCULAR ECONOMY PRACTICES: GIVING MATERIALS A SECOND LIFE

Our circular economy approach extends beyond recycling to include reuse, upcycling, and other applications that create social benefit whenever possible.

One of the standout initiatives in 2025 was the 'From Seats to Dreams' Upcycling Project. The project aims to repurpose seat materials that have reached the end of their service life or have become waste through operational activities by upcycling them into new products.

This initiative brings together three aspects of our circular economy approach:

ENVIRONMENTAL CONTRIBUTION
Reducing waste generation and extending the useful life of materials

ECONOMIC CONTRIBUTION
Preserving the value of materials within the system

SOCIAL AND COMMUNICATION CONTRIBUTION
Promoting sustainability awareness through a visible and tangible product

The Aircraft Seat Upcycling Project demonstrates that Turkish Technic's waste management approach goes beyond regulatory compliance by developing innovative and visible circular solutions that increase awareness among employees and stakeholders.

ELECTRONIC WASTE RECOVERY

Recycling electronic waste is one of the key applications of our circular economy approach. Within this scope, collection points established across our facilities enable employees and visitors to direct electronic waste into recovery processes.

Collected electronic waste is delivered to licensed recycling companies in accordance with environmental regulations and directed to recovery processes. This approach helps reduce the environmental impact of end-of-life electronic equipment, promotes efficient resource use, and ensures that waste is managed safely.

We view our electronic waste management practices as an important component of our circular economy approach, supporting waste segregation at source, increasing recovery rates, and reinforcing environmental awareness among employees.

ORGANIC WASTE: COMPOSTING AND ANIMAL FEEDING STATIONS

Recovering organic waste is one of our key development priorities in waste management and circular economy practices. Within this scope, we have initiated efforts to compost organic waste. As collaborations with municipal facilities have not delivered the expected outcomes, we are evaluating the procurement of waste processing equipment to recover organic waste within the company.

In addition, efforts are underway to direct food waste to animal feeding stations under appropriate conditions. This approach supports treating organic waste as a recoverable resource rather than material destined for final disposal.

PACKAGING WASTE AND THE DEPOSIT RETURN SYSTEM

Packaging waste is one of the major waste streams generated through our operations and support processes. In 2025, we generated 212.82 tons of plastic waste and 12.81 tons of paper and cardboard packaging waste.

In the coming period, we plan to implement initiatives for packaging waste covered under the deposit return system. These initiatives aim to enable the more systematic collection, monitoring, and recovery of packaging waste.

Deposit return practices represent an important opportunity to encourage behavioral change in waste management, strengthen segregation-at-source practices, and improve recovery rates.

SUPPORTING PRACTICES TO REDUCE ENVIRONMENTAL IMPACTS

Our waste management efforts are supported by additional initiatives aimed at reducing the environmental impacts of our operations.

Pressurized misting systems are used at wastewater treatment facilities to prevent strong odors from dispersing into the surrounding environment, and specialized chemical solutions are applied to suppress odors and improve ambient air quality.

Dust collection systems are used in structural repair workshops to control dust emissions.

The O_2 trim system installed on hot water boilers optimizes the oxygen-to-fuel ratio in flue gas, reducing fuel consumption and improving energy efficiency. Noise control panels have been installed around chiller units at Atatürk Airport to reduce noise pollution.

These practices demonstrate that waste management is integrated with other components of our environmental management approach to reduce the environmental impacts of our operations holistically.

MONITORING, AUDIT, AND DATA RELIABILITY

Data traceability, regulatory compliance, and reporting reliability are critical to our waste management processes. The type, quantity, collection point, temporary storage, transportation, and recovery or disposal processes of waste are documented and monitored in line with applicable declaration and reporting requirements.

Waste data is reviewed by the relevant process owners and made verifiable through internal audits, site inspections, processes carried out with licensed organizations, and supporting documentation. Processes performed under waste disposal and recovery agreements with third parties are monitored regularly.

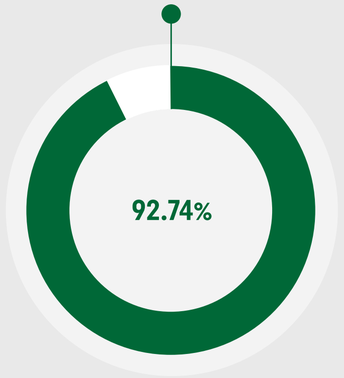
OUR 2025 DATA DEMONSTRATES TURKISH TECHNIC'S STRONG WASTE RECOVERY PERFORMANCE.

Of the total

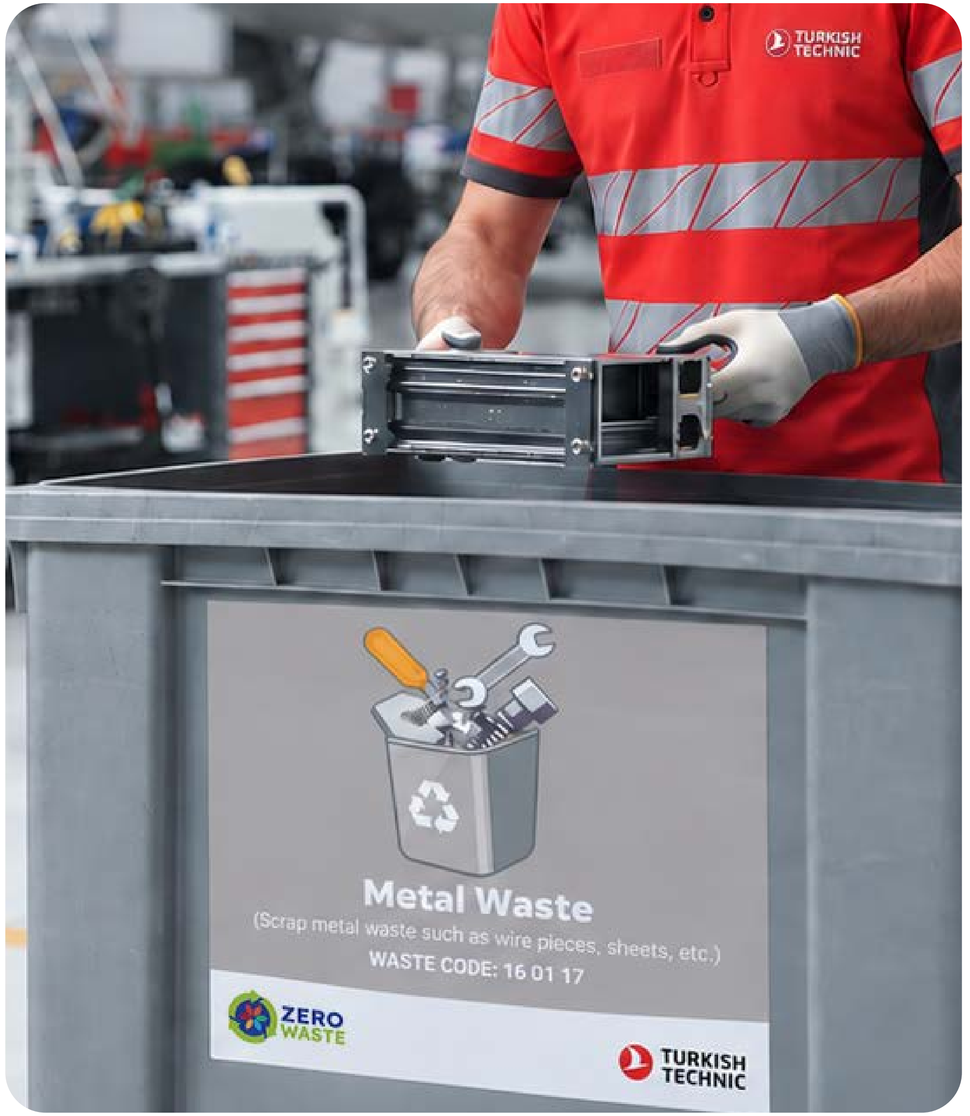
5,587.56
tons of waste generated,

5,182.03 tons
were directed to recovery or recycling.

Waste Recovery Rate



In addition to this strong performance, the overall volume of waste generated and the amount of hazardous waste underscore the importance of source reduction initiatives and process-based improvements.



WATER AND RESOURCE MANAGEMENT

For Turkish Technic, water is not only a critical resource that supports the continuity of our operations, but also a shared natural capital that must be protected. Across our maintenance, repair, and overhaul operations, water is used in operational processes, technical systems, climate control and cooling infrastructure, cleaning activities, social facilities, and support processes.

Therefore, we view water management not merely as an effort to reduce water consumption, but as a resource management approach that holistically considers where water is sourced, how it is used across our operations, how much is recovered, the quality at which it is discharged, and the impacts of our activities on water resources.

WATER BALANCE IN 2025

In 2025, our water performance was monitored by tracking total water withdrawn, water consumed, water discharged, and water recycled and reused.

The 2025 data demonstrates that Turkish Technic monitors not only the volume of water withdrawn, but also the destination of water after use and its potential for circular use. Total water withdrawn amounted to 443,080 m³, while total water consumption was 95,370 m³, indicating that a significant portion of the water used is managed through discharge processes.

The recycling or reuse of 49,947 m³ of water demonstrates that water is managed not as a single-use resource, but as an operational input to be recovered and reused where appropriate.

OPERATIONAL WATER USE AND RESOURCE MANAGEMENT

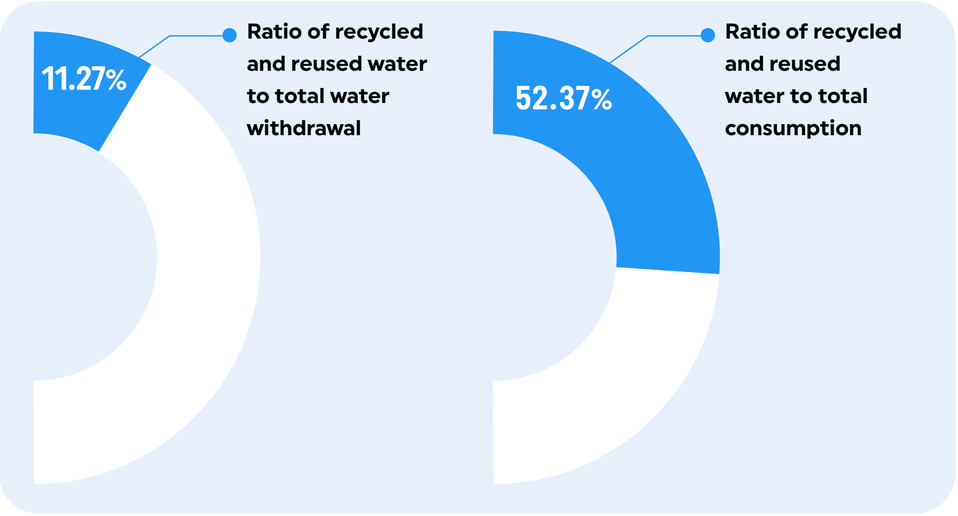
Water sourcing at Turkish Technic facilities varies depending on the infrastructure characteristics of each location. Water demand at the ISL-2, IST, and SAW facilities is supplied through the mains water network, while the ISL-1 facility sources its water from groundwater wells.

Total water withdrawn
443,080 m³

Total water consumed
95,370 m³

Total water discharged
347,700 m³

Total water recycled and reused
49,947 m³



Water used in our operations is managed in two main categories:

AREAS OF USE AND DESCRIPTIONS

PROCESS WATER

Water used in maintenance, technical systems, treatment processes, cooling systems, cleaning, and operational processes

DOMESTIC (SANITARY) WATER

Water used by employees and facility users for daily sanitary and social purposes

This distinction enables a more accurate understanding of water consumption and allows efficiency initiatives to be tailored to their intended use. While process water management focuses on technical efficiency, water recovery, and quality control, domestic water management emphasizes water-efficient fixtures, waterless urinals, faucet aerators, and user awareness.

UTILIZING RAINWATER IN OPERATIONS

One of the most tangible examples of our water efficiency approach is the implementation of rainwater harvesting systems. Rainwater harvesting systems are installed in the hangars located in Zone A at Istanbul Airport and in the Energy Center building. Rainwater is collected, stored, treated as necessary, and then used in operational processes and other suitable applications.

This practice reduces reliance on mains water supplies, supports the use of alternative water sources, and contributes to the circular use of water. Incorporating rainwater harvesting criteria into the design phase of new facilities demonstrates that our water management approach is integrated into the earliest stages of the building lifecycle.

Rainwater harvesting is a valuable solution that enhances Turkish Technic's resource efficiency potential, particularly in hangar facilities with large roof areas.

WATER EFFICIENCY IN TECHNICAL SYSTEMS

Our efforts to reduce water consumption extend beyond user areas to include efficiency-focused measures in our technical systems. Cooling tower fans at our energy centers are operated based on efficiency criteria, while conductivity-controlled discharge management is used for blowdown water to prevent unnecessary water loss.

This approach enables more controlled water use within technical systems, helping reduce both water consumption and wastewater generation.

To reduce water consumption from daily use, we implement solutions such as waterless urinals and water-saving faucet aerators. Given

our large workforce and the intensive use of our facilities, these measures demonstrate that water efficiency can be improved not only through major technical investments, but also through targeted improvements at points of use.

WASTEWATER: TREAT, MONITOR, AND SAFELY DISCHARGE

Our water management approach encompasses not only reducing water consumption, but also ensuring that wastewater is managed safely and in compliance with applicable regulations. Wastewater generated by our operations is managed through the appropriate facility infrastructure and wastewater treatment systems.

Our water quality management activities are carried out in accordance with applicable regulations and the standards established by the relevant authorities. Across all water and wastewater processes, we comply with the water quality criteria and discharge limits established by the Istanbul Water and Sewerage Administration (İSKİ) and/or the relevant airport authority at the locations of our facilities.

Controlling substances of concern is one of the key priorities in our wastewater discharge processes. Wastewater generated at our facilities is treated using appropriate chemical treatment methods and discharged below the regulatory limit values established under applicable legislation. Water analyses are verified by authorized laboratories, and the findings are reported regularly.

When potential non-compliance is identified, corrective and preventive actions are promptly implemented, demonstrating that our discharge management approach is based not only on regulatory compliance, but also on active monitoring and continuous improvement.

WATER QUALITY: A CRITICAL CONTROL AREA FOR OPERATIONAL PERFORMANCE AND EMPLOYEE HEALTH

The quality of the water we use is essential to both the efficient operation of our technical systems and the protection of employee health. Therefore, water quality is monitored through regular testing, analysis, and maintenance activities.

Free chlorine levels are measured daily in municipal water storage tanks and at final points of use, and disinfection procedures are carried out whenever necessary. These measures help ensure consistent water quality for our employees and across our operations.

Closed-loop feedwater systems and cooling towers undergo regular hardness testing, and chemical treatment programs are implemented to prevent corrosion and scale buildup. Samples are collected monthly from critical water points and subjected to detailed analysis.

WATER AS A SHARED RESOURCE: ASSESSING RISKS BY LOCATION

Our approach to protecting water resources extends beyond the volume of water used in our operations. We also consider how water stress, climate change, and local water resource conditions in our operating regions may affect our long-term planning.

Within this scope, we use the Aqueduct Water Risk Atlas developed by the World Resources Institute to assess the potential impacts of our operations in water-stressed regions. These assessments enable us to analyze water-related risks in our operating regions and incorporate the findings into our long-term planning.

As part of **Environmental Impact Assessment (EIA)** studies conducted for new investments and facility development projects, potential impacts on water resources are evaluated, and measures are taken to protect biodiversity-sensitive areas. Taking ecological sensitivities into account in the selection of facility locations supports our holistic approach to managing the relationship between water resources and ecosystems.

WATER MANAGEMENT POLICY AND TARGET-BASED MANAGEMENT

We aim to establish a comprehensive Water Management Policy as of 2026. This policy is intended to establish a more systematic corporate approach to protecting water resources, clarify responsibilities, define performance indicators, and enable target-based management of water efficiency initiatives.

Our water management approach encompasses reducing water consumption; managing wastewater effectively; preventing air, water, and soil pollution; minimizing environmental impacts at their source; and protecting natural resources. Evaluating eco-friendly and bio-based alternatives for the materials used in our operations also supports this approach.

In the coming period, we plan to establish corporate targets for water consumption and wastewater management. We aim to set these targets to reflect local water conditions and levels of water stress in our operating regions, and to structure them to support the protection and sustainable use of water resources.

MONITORING AND DATA DISCIPLINE

Our water consumption and wastewater management performance is tracked through regular measurement systems and monitored monthly. The data collected is evaluated annually, water management reports are updated, and opportunities for improvement are identified based on performance indicators.

Direct measurement methods are used in our data collection processes, and the information obtained is analyzed within the framework of our environmental management systems. This approach enables us to regularly assess water consumption trends, identify areas for improvement, and evaluate opportunities to enhance operational efficiency.

Our 2025 water performance demonstrates that Turkish Technic has established a strong infrastructure for measurement, water recovery, quality control, and risk-based assessment in water management. Our total water withdrawal of 443,080 m^3, total water consumption of 95,370 m^3, and recycled and reused water of 49,947 m^3 demonstrate that water is both a critical operational input and a strategic resource that must be managed effectively.



APPENDICES

Performance Indicators 80
- Economic Performance Indicators 80
- Social Performance Indicators 80
- Environmental Performance Indicators 89

Reporting Guideline 93

Statement of Independent Assurance 95

GRI Content Index 96



PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE INDICATORS

Generated and Distributed Economic Value	2023	2024	2025
Direct Economic Value Generated (thousand USD)	1,830,195	2,188,022	**2,654,692**
Economic Value Distributed (thousand USD)	1,676,012	2,076,963	**2,478,490**
Economic Value Retained [Economic Value Generated – Distributed] (thousand USD)	154,183	111,059	**176,202**
Financial Government Assistance Received (TRY)	500,809,139	1,258,461,331	**1,388,087,797**
Tax Exemptions (TRY)	923,207,350	1,519,795,490	**1,823,754,588**
Total Donations (TRY)	3,476,017	0	**3,360,990**

Local Suppliers	2023	2024	2025
Percentage of Local Suppliers	50.00%	40.66%	**54.85%**
Percentage of Procurement Budget Allocated to Local Suppliers	33.64%	11.26%	**4.78%**

SOCIAL PERFORMANCE INDICATORS

Employee Profile	2023	2024	2025
Total Number of Employees (people)	10,522	11,502	**11,636**
Number of Women Employees (people)	741	865	**887**
Number of Men Employees (people)	9,781	10,637	**10,749**
Number of Employees Under 30 (people)	4,084	4,645	**4,202**
Number of Employees Between 30–50 (people)	6,115	6,530	**7,046**
Number of Employees Over 50 (people)	323	327	**388**
Number of Employees in Türkiye (people)	10,522	11,502	**11,636**
Number of Employees Outside Türkiye (people)	0	0	**0**
Number of Employees with Disabilities (people)	202	196	**187**

Employee Profile Percentages	2023	2024	2025
Percentage of Women Employees (%)	7.04%	7.61%	**7.62%**
Percentage of Men Employees (%)	92.96%	92.39%	**92.38%**
Percentage of Employees Under 30 (%)	38.81%	40.38%	**36.11%**
Percentage of Employees Between 30–50 (%)	58.12%	56.77%	**60.55%**
Percentage of Employees Over 50 (%)	3.07%	2.84%	**3.33%**
Percentage of Employees with Disabilities (%)	1.92%	1.70%	**1.61%**
Percentage of Employees in Türkiye (%)	100%	100%	**100%**
Percentage of Employees Outside Türkiye (%)	0%	0%	**0%**

Workforce by Category	2023	2024	2025
Number of White-Collar Employees (people)	2,650	2,809	**2,918**
Number of White-Collar Women Employees (people)	495	528	**544**
Number of White-Collar Men Employees (people)	2,155	2,281	**2,374**
Number of Blue-Collar Employees (people)	7,872	8,693	**8,718**
Number of Blue-Collar Women Employees (people)	246	337	**343**
Number of Blue-Collar Men Employees (people)	7,626	8,356	**8,375**
Percentage of White-Collar Employees (%)	25.18%	24.42%	**25.08%**
Percentage of Blue-Collar Employees (%)	74.82%	75.58%	**74.92%**

Employees by Education Level	2023	2024	2025
Number of Employees with Primary School Education (people)	7	5	**2**
Number of Employees with High School Education (people)	1,223	1,205	**1,270**
Number of Employees with Vocational School Education (people)	2,568	2,821	**2,821**
Number of Employees with a Bachelor's Degree (people)	6,176	6,864	**6,882**
Number of Employees with a Master's Degree (people)	537	594	**643**
Number of Employees with a Doctoral Degree (people)	11	15	**14**

Supervisor Category	2023	2024	2025
Number of Certified Technicians Who Are Supervisors (people)	79	84	**86**
Total Number of Certified Supervisors (people)	435	450	**457**

New Hires	2023	2024	2025
Total Number of New Hires (people)	1,674	1,415	**350**
Number of Women Hired (people)	157	151	**54**
Number of Men Hired (people)	1,517	1,264	**296**
Number of New Hires Under 30 (people)	1,529	1,358	**301**
Number of New Hires Between 30–50 (people)	144	56	**49**
Number of New Hires Over 50 (people)	1	1	**0**
Number of New Hires in Türkiye (people)	1,674	1,415	**350**
Number of New Hires Outside Türkiye (people)	0	0	**0**

Employee Turnover	2023	2024	2025
Total Employee Turnover (people)	492	597	**365**
Women Employee Turnover (people)	81	90	**51**
Men Employee Turnover (people)	411	507	**314**
Employee Turnover Under 30 (people)	146	267	**179**
Employee Turnover Between 30–50 (people)	313	254	**166**
Employee Turnover Over 50 (people)	33	76	**20**
Employee Turnover in Türkiye (people)	492	597	**365**
Employee Turnover Outside Türkiye (people)	0	0	**0**

Employee Turnover Rates	2023	2024	2025
Total Employee Turnover Rate (%)	4.96%	4.54%	**3.15%**
Women Employee Turnover Rate (%)	11.79%	8.95%	**5.82%**
Men Employee Turnover Rate (%)	4.45%	4.19%	**2.94%**
Employee Turnover Rate Under 30 (%)	3.90%	5.58%	**4.05%**
Employee Turnover Rate Between 30–50 (%)	5.20%	3.27%	**2.45%**
Employee Turnover Rate Over 50 (%)	13.96%	15.02%	**5.59%**
Employee Turnover Rate in Türkiye (%)	4.96%	4.54%	**3.15%**
Employee Turnover Rate Outside Türkiye (%)	0%	0%	**0%**

Parental Leave	2023	2024	2025
Total Number of Employees Entitled to Parental Leave (people)	10,522	11,502	**11,636**
Women (people)	741	865	**887**
Men (people)	9,781	10,637	**10,749**
Total Number of Employees Who Took Parental Leave (people)	685	661	**694**
Women (people)	146	133	**139**
Men (people)	539	528	**555**
Total Number of Employees Who Returned to Work After Parental Leave (people)	685	661	**694**
Women (people)	146	133	**139**
Men (people)	539	528	**555**
Number of Employees Still Employed 12 Months After Returning from Parental Leave (people)	685	661	**694**
Women (people)	146	133	**139**
Men (people)	539	528	**555**
Return Rate of Employees Who Took Parental Leave	100%	100%	**100%**
Women (%)	100%	100%	**100%**
Men (%)	100%	100%	**100%**
Retention Rate of Employees Who Took Parental Leave	100%	100%	**100%**
Women (%)	100%	100%	**100%**
Men (%)	100%	100%	**100%**

Work-Related Injuries – Direct Workforce	2023	2024	2025
Number of Recordable Work-Related Injuries (#)	292	286	**273**
Recordable Work-Related Injury Rate (rate)	3.94	3.72	**4.11**
Number of Fatalities Resulting from Work-Related Injuries (#)	0	0	**1**
Fatality Rate Resulting from Work-Related Injuries (rate)	0	0	**0.03**
Number of High-Severity Work-Related Injuries, Excluding Fatalities (#)	0	0	**0**
High-Severity Work-Related Injury Rate, Excluding Fatalities (rate)	0	0	**0**
Number of Fatalities Resulting from Work-Related Illnesses (#)	0	0	**0**
Number of Recordable Work-Related Illness Cases (#)	0	0	**2**

Work-Related Injuries – Subcontracted Employees	2023	2024	2025
Number of Recordable Work-Related Injuries (#)	176	189	**196**
Recordable Work-Related Injury Rate (rate)	29.26	17.86	**57.73**
Number of Fatalities Resulting from Work-Related Injuries (#)	0	0	**0**
Fatality Rate Resulting from Work-Related Injuries (rate)	0	0	**0**
Number of High-Severity Work-Related Injuries, Excluding Fatalities (#)	0	0	**0**
High-Severity Work-Related Injury Rate, Excluding Fatalities (rate)	0	0	**0**
Number of Fatalities Resulting from Work-Related Illnesses (#)	0	0	**0**
Number of Recordable Work-Related Illness Cases (#)	0	0	**0**

Employee Health and Safety	2023	2024	2025
Percentage of Operational Facilities Subject to Employee Health and Safety Risk Assessments (%)	100%	100%	**100%**
Percentage of Total Workforce Represented in OHS Committees Across All Locations (%)	100%	100%	**100%**
Percentage of Operations with ISO 45001 Management System Certification* (%)	95.60%	95.30%	**95.37%**
Number of Employees Covered by the OHS Management System (people)	10,834	10,963	**11,097**
Percentage of Employees Covered by the OHS Management System (%)	95.60%	95.30%	**95.37%**
Number of Employees Covered by the OHS Management System Subject to Internal Audits (people)	10,834	10,963	**11,097**
Percentage of Employees Covered by the OHS Management System Subject to Internal Audits (%)	95.60%	95.30%	**95.37%**
Number of Employees Covered by the OHS Management System Subject to External Audits (people)	10,834	10,963	**11,097**
Percentage of Employees Covered by the OHS Management System Subject to External Audits (%)	95.60%	95.30%	**95.37%**
Number of Days Lost Due to Work-Related Injuries, Fatalities, and Illnesses (days)	1,294	1,053	**9,292**
Lost Time Injury Frequency Rate (LTIFR) for Direct Workforce** (rate)	3.94	3.72	**4.11**
Lost Time Injury Severity Rate (LTISR) for Direct Workforce*** (rate)	0.050	0.036	**0.301**
Number of Work-Related Accidents (#)	292	286	**273**

Employee Health and Safety	2023	2024	2025
Accident Frequency Rate (rate)	11.27	✓ 9.84	✓ **8.84**
Accident Severity Rate (rate)	49.93	36.23	**300.99**
Total Hours Worked by Company Employees (hours)	25,917,930	29,066,482	**30,871,170**
Total Hours Worked by Subcontracted Employees (hours)	503,208	10,580,760	**9,656,240**
Total Hours Worked (hours)	17,078,576	19,026,971	**21,949,379**

* Only locations in Istanbul are included in the scope. This figure was calculated by dividing the number of employees in Istanbul by the total number of employees.
** Total Number of Lost Time Incidents × 1,000,000 / Total Hours Worked Across the Company
*** Number of Days Lost Due to Injuries × 1,000 / Total Hours Worked

Business Ethics	2023	2024	2025
Percentage of Employees Who Received Business Ethics Training (%)	88.42%	84.90%	**94.59%**
Number of Reports Submitted Through the Whistleblowing Procedure (#)	382	576	**790**
Number of Confirmed Corruption Incidents (#)	0	0	**0**
Number of Confirmed Information Security Incidents (#)	3	2	**0**
Percentage of Facilities with ISO 27001 Certification (%)	100%	100%	**100%**
Number of Participants in Ethics Committee and Code of Ethics Training (people)	884	✓ 1,243	✓ **1,714**

✓ Subject to limited assurance by an Independent Auditor.

Training and Development	2023	2024	2025
Total Training Cost (USD)	908,936	819,284	**1,454,640**
Total Training Hours (hours)	581,261	645,905	**589,289**
Total Training Hours Provided to Women Employees (hours)	40,688	45,213	**41,250**
Total Training Hours Provided to Men Employees (hours)	540,573	600,692	**548,039**
Total Training Hours Provided to Senior Management* (hours)	240	258	**30**
Total Training Hours Provided to Middle Management** (hours)	6,021	3,960	**1,172**
Average Training Hours per Employee*** (hours)	55	30	**51**
Hours of Personal Development Training Provided (hours)	24,984	21,504	**32,148**
Number of Employees Who Received Personal Development Training (people)	2,348	1,677	**2,664**
Hours of Technical and Personal Development Training Provided (hours)	302,430	367,726	**411,477**
Number of Employees Who Received Technical and Personal Development Training (people)	37,818	47,170	**54,434**
Hours of Environmental Management Training Provided (hours)	12,048	18,543	**13,437**
Number of Employees Who Received Environmental Management Training (people)	4,016	6,181	**4,479**
Hours of OHS Training Provided (hours)	128,588	200,080	**136,824**
Number of Employees Who Received OHS Training (people)	18,882	27,981	**27,502**

Training and Development	2023	2024	2025
Number of Employees Who Received Ethics Training (people)	346	1,261	**1,714**
Hours of Business Conduct Training Provided (hours)	2,068	2,146	**1,069**
Number of Employees Who Received Business Conduct Training (people)	2,068	2,146	**1,069**
Hours of Personal Data Protection Law Training Provided (hours)	2	13	**19**
Number of Employees Who Received Personal Data Protection Law Training (people)	4	25	**38**
Hours of Information Security Awareness Training Provided (hours)	13,727	15,697	**17,818**
Number of Employees Who Received Information Security Awareness Training (people)	15,540	17,838	**20,248**
Percentage of Employees Who Received Training on Skills Development (%)	22.24%	23.00%	**24.00%**
Percentage of Employees Who Received Environmental Training (%)	38.11%	42.51%	**38.49%**
Percentage of Employees Who Received Training on Discrimination and Harassment (%)	88.42%	84.90%	**94.59%**
Percentage of Employees Who Received Business Ethics Training (%)	88.42%	84.90%	**94.59%**

*The CEO and Chief Officers are defined as Senior Management.
**Directors and Department Managers are defined as Middle Management.
***Online training data is not included.

Performance and Career Development Evaluations	2023	2024	2025
Total Number of Employees Who Underwent Performance and Career Development Evaluations (people)	2,445	2,619	**2,745**
Percentage of Workforce That Regularly Underwent Performance and Career Development Evaluations (%)	22.24%	23.00%	**24.00%**
Women (people)	440	474	**510**
Men (people)	2,005	2,145	**2,235**
Senior Management (people)	0	0	**0**
Middle Management (people)	73	94	**92**
Coverage Rate of Regular Performance and Career Development Evaluations (%)	-	-	**94.07%**

Inclusion, Diversity, and Equal Opportunity	2023	2024	2025
Number of Women Board Members (people)	1	1	**1**
Number of Men Board Members (people)	5	5	**5**
Percentage of Women Board Members (%)	16.67%	16.67%	**16.67%**
Percentage of Men Board Members (%)	83.33%	83.33%	**83.33%**
Number of Board Members Under 30 (people)	0	0	**0**
Number of Board Members Between 30–50 (people)	3	3	**3**

Inclusion, Diversity, and Equal Opportunity	2023	2024	2025
Number of Board Members Over 50 (people)	3	3	**3**
Percentage of Women in Senior Management (%)	4.17%	3.36%	**4.93%**
Average Unadjusted Gender Pay Gap (TRY)	TRY 0	TRY 0	**TRY 0**
Women-to-Men Base Salary Ratio for Senior Management in Türkiye (rate)	1.00	1.00	**1.00**
Women-to-Men Remuneration Ratio for Senior Management in Türkiye (rate)	1.00	1.00	**1.00**
Women-to-Men Base Salary Ratio for Middle Management in Türkiye (rate)	0.88	0.82	**1.00**
Women-to-Men Remuneration Ratio for Middle Management in Türkiye (rate)	0.88	0.83	**1.00**
Ratio of the Highest-Paid Employee's Annual Total Salary to the Median Annual Total Salary of All Employees (rate)	8.35	11.54	**10.34**
Percentage of Employees from Minority or Underprivileged Groups (%)	1.91%	1.76%	**1.60%**
Percentage of Senior Management Positions Held by Individuals from Minority or Underprivileged Groups (%)	0%	0%	**0%**
Number of Reported Discrimination Cases (#)	0	0	**0**

Social Dialogue and Employee Rights	2023	2024	2025
Percentage of Workforce Covered by Collective Bargaining Agreements* (%)	96.14%	96.72%	**97.00%**
Percentage of Total Workforce Represented by Formally Elected Employee Representatives (%)	0.34%	0.28%	**0.22%**
Percentage of Employee Representatives (%)	0%	0%	**20%**
Percentage of Chief Representatives (%)	0%	0%	**6%**
Total Percentage of Employee Representation Mechanisms(%)	0%	0%	**26%**
Minimum Notice Period for Operational Changes (weeks)	0	0	**0**

*Represents the ratio of unionized employees to the total number of employees.

Customer Satisfaction and Customer Trust	2023	2024	2025
Customer Satisfaction Rate (%)	84%	87%	**90%**
Number of Verified Complaints Concerning Breaches of Customer Privacy (#)	0	0	**0**
Number of Complaints Received from External Parties and Verified by the Company (#)	0	0	**0**
Number of Verified Complaints Received from Regulatory Authorities (#)	0	0	**0**
Number of Customer Data Leaks, Theft, or Loss Incidents (#)	0	0	**0**
Number of Data Breaches (#)	0	0	**0**
Percentage of Data Breaches Involving Confidential Information (%)	0%	0%	**0%**

Subject to limited assurance by an Independent Auditor.

ENVIRONMENTAL PERFORMANCE INDICATORS

Energy Consumption	2023	2024	2025
Non-Renewable Energy Consumption (MWh)	124,181	110,415	**124,849**
Renewable Energy Consumption (MWh)	145	99	**89**
Total Energy Consumption (MWh)	124,326	110,514	**124,938**
Percentage of Total Energy Consumption from Renewable Sources (%)	0.12%*	0.09%	**0.07%**
Percentage of Grid Electricity (%)	100%	100%	**100%**
Energy Intensity** (MWh/Number of Employees)	18.73	✓ 17.79	✓ **17.49**
Energy Savings (GJ)	522	357	**7,877**

*Restated due to an inadvertent error.
** Electricity and natural gas consumption included.

Energy Consumption by Purpose of Use (MWh)	2023	2024	2025
Electricity Consumption	85,876	96,802	**93,176**
Consumption for Heating*	4,832	7,226	**7,250**
Consumption for Cooling	10,630	8,848	**7,905**
Steam Consumption**	188	173	**710**

*Calculated theoretically.
**The increase in 2025 is due to the new steam generator commissioned at the ISL location.

Energy Consumption by Fuel Type (MWh*	2023	2024	2025
Natural Gas	111,228	105,480	**110,351**
Diesel Fuel	12,453	13,596	**13,469**
Gasoline**	221	524	**1,028**

*As of 2025, calculations have been based on the lower heating value.
**Consumption increased significantly in 2025 due to gasoline-powered vehicles joining the fleet.

Water Consumption (m³)	2023	2024	2025
Total Water Withdrawal	376,410	488,330	**443,080**
Surface Water*	21,950	14,090	**49,950**
Groundwater	53,300	62,800	**56,790**
Mains Supply	315,220	411,440	**336,340**
Total Water Discharged	255,960	360,140	**347,700**
Total Water Consumption	120,450	128,190	**95,370**
Total Water Recycled and Reused	21,950	14,090	**49,947**

*Rainwater consumption is also included in surface water data. As of 2025, rainwater data from the SAW location has been included within the reporting scope.

✓ Subject to limited assurance by an Independent Auditor.

GREENHOUSE GAS EMISSIONS

Scope 1 (tCO_2)	2023	2024	2025
Stationary Combustion	22,366.19	29,950.85	**24,250.83**
Mobile Combustion	3,245.22	3,970.37	**4,975.32**
Fugitive Emissions	5,784.22	1,761.23	**1,736.37**
Total Scope 1 Greenhouse Gas Emissions	**31,395.63**	**35,682.45***	**30,962.53**

*Restated due to an inadvertent error.

Scope 2 (tCO_2)	2023	2024	2025
Total Scope 2 Greenhouse Gas Emissions (Location-Based)	47,284.16	43,147.33*	**51,759.6**
Total Scope 2 Greenhouse Gas Emissions (Market-Based)	47,284.16	37,154.26*	**43,513.6**

*Revised due to an inadvertent error in the electricity consumption data for the ESB location that affected the total.

Scope 3 (tCO_2)	2023	2024	2025
Purchased Goods and Services	232,414.78	172,270.25**	**191,866.55**
Capital Goods	5,914.61	36,006.55	**3,317.76**
Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2)	8,893.56	8,009.81	**11,273.3**
Upstream Transportation and Distribution	3,354.53	10,632.69	**6,183.49**
Waste Generated in Operations	239.40	87.69	**339.42**
Business Travel	7,267.53*	9,981.82**	**8,207.07**
Employee Commuting	7,299.90	10,246.29	**5,814.6**
Downstream Transportation and Distribution	0	8,152.57	**21,956.93**
Total Gross Upstream Scope 3 Greenhouse Gas Emissions	250,815.91	227,006.99	**212,980.52**
Total Gross Downstream Scope 3 Greenhouse Gas Emissions	0	8,152.57	**21,956.93**
Total Scope 3 Greenhouse Gas Emissions	265,383.34***	255,387.67***	**248,959.13**

*Restated because of double-counting.
** Restated due to an inadvertent error.
*** Total value is restated due to updates in content.

Emissions Intensity (tCO_2/Number of Employees)	2023	2024	2025
Greenhouse Gas Emissions Intensity (Location-Based)	32.61*	29.19**	**28.50**
Greenhouse Gas Emissions Intensity (Market-Based)	32.61*	28.67**	**27.80**

*Restated due to double-counting in business travel that affects the total figure.
**Revised due to an inadvertent error in the electricity consumption data for the ESB location that affected the total.

Waste (tons)	2023	2024	2025
Total Waste Generated	**1,809**	**4,470**	**5,588**
Hazardous Waste	1,270	1,245*	**2,449**
Non-Hazardous Waste	538	3,225*	**3,139**
Recovered Waste	1,784	4,020	**5,182**
Recycled Input Materials	1,401	✓ 3,570	✓ **3,906**
Percentage of Recycled Input Materials in Total Materials Consumed	99%	80%	**93%**

*Restated due to an inadvertent error in the breakdown of hazardous and non-hazardous waste that affected the total figure.

Hazardous Waste Generated by Location (tons)	2023	2024	2025
ESB	19	25	**32**
ISL-1	476	253*	**638**
ISL-2	98	130*	**119**
IST	219	395*	**466**
SAW	458	443*	**1,184**
CII	-	-	**9**
ADB	-	-	**1**
AYT	-	-	**1**
Total	**1,270**	**1,245**	**2,449**

*Restated due to an inadvertent error in the breakdown of hazardous and non-hazardous waste.
! To further enhance transparency and expand the scope, the CII, ADB, and AYT locations have also been included as of 2025.

✓ Subject to limited assurance by an Independent Auditor.

Non-Hazardous Waste Generated by Location (tons)	2023	2024	2025
ESB	9	7	**6**
ISL-1	192	746*	**460**
ISL-2	105	166*	**115**
IST	164	1,526*	**1,394**
SAW	69	779*	**1,163**
CII	-	-	**1**
ADB	-	-	**0**
AYT	-	-	**0**
Total	**538**	**3,225**	**3,139**

*Restated due to an inadvertent error in the breakdown of hazardous and non-hazardous waste.
! To further enhance transparency and expand the scope, the CII, ADB, and AYT locations have also been included as of 2025.

Environment and Facilities	2023	2024	2025
Percentage of Operational Facilities with Environmental Certification*	95.60%	95.31%	**95.37%**
Percentage of Operational Facilities Assessed for Specific Environmental Risks	100%	100%	**100%**
Other Metrics Related to the Implementation of Specific Environmental Actions Across All Company Operations**	100%	100%	**100%**

*Covers Istanbul locations only. Calculated by dividing the number of employees at the Istanbul locations by the total number of employees.
**Includes all environmental activities not listed in the table, primarily environmental permits, emissions measurements, waste management requirements, and regulatory compliance requirements.

TURKISH TECHNIC 2025 SUSTAINABILITY REPORT REPORTING GUIDELINE

This reporting guideline ("Guide") provides information on the preparation, calculation, and reporting methodologies of the indicators included in the limited assurance scope of Turkish Technic's 2025 Sustainability Report.

These indicators cover social and environmental indicators. It is the responsibility of the Company's management to ensure that appropriate procedures are applied to prepare these indicators in accordance with the Guide, in all material respects.

The information in this Guide pertains to the fiscal year ending on December 31, 2025, and covers operations conducted at locations under Turkish Technic's responsibility (unless otherwise specified), as detailed in the "Key Definitions and Reporting Scope" section.

GENERAL REPORTING PRINCIPLES

The following principles have been taken into account in the preparation of this guide document:

- In the preparation of information, emphasizing the principles of convenience and reliability for the users of the information.
- In the reporting of information, emphasizing the principles of comparability/consistency with other data, including data from previous years, and the principles of comprehensibility/transparency that provide clarity to users.

KEY DEFINITIONS AND REPORTING SCOPE

For the purposes of this report, Turkish Technic makes the following definitions:

ENVIRONMENTAL INDICATORS

ENERGY CONSUMPTION BY FUEL TYPE

TOTAL ENERGY CONSUMPTION (GJ)

Refers to Turkish Technic's total energy consumption during the reporting period. Total energy consumption calculations include electricity and natural gas consumption. Electricity consumption is initially calculated in kWh and then converted to gigajoules using the conversion factor 1 kWh = 0.0036 GJ.

ELECTRICITY (MWH)

Refers to the amount of grid electricity consumption, measured in megawatt-hours, tracked through invoices at Turkish Technic's locations during the reporting period.

NATURAL GAS CONSUMPTION (M^3)

Refers to the amount of natural gas, measured in cubic meters, consumed for heating purposes at Turkish Technic's locations during the reporting period, as tracked through invoices from service providers.

WASTE TYPES AND QUANTITIES (tons)

TOTAL RECYCLED WASTE QUANTITY (tons)

Refers to the total amount of hazardous and non-hazardous waste, measured in tons, sent to Ministry-licensed recycling facilities during the reporting period, as tracked through the Ministry of Environment, Urbanization, and Climate Change's online Mobile Waste Tracking System (MoTAT).

RECYCLED NON-HAZARDOUS WASTE QUANTITY (tons)

Refers to the total amount of non-hazardous waste, measured in tons, sent to Ministry-licensed recycling facilities during the reporting period, as tracked through MoTAT.

RECYCLED HAZARDOUS WASTE QUANTITY (tons)

Refers to the total amount of hazardous waste, measured in tons, generated from operations at Turkish Technic's locations and sent to Ministry-licensed recycling facilities during the reporting period, as tracked through MoTAT.

SOCIAL INDICATORS

TOTAL NUMBER OF EMPLOYEES (#)

Refers to the total number of women and men employees, tracked through Turkish Technic's Human Resources data platform, who have completed their onboarding process during the reporting period. (Intern employees are not included in the total employee count.)

TRAINING-RELATED INDICATORS

TOTAL NUMBER OF PARTICIPANTS IN ETHICS PRINCIPLES/BUSINESS ETHICS TRAINING (#)

Refers to the total number of participants in ethics principles/business ethics training, tracked through Turkish Technic's training platform, during the reporting period.

OTHER INDICATORS

CUSTOMER SATISFACTION SCORE

Refers to the average of survey results conducted to measure the satisfaction levels of Turkish Technic's customers regarding the services provided during the reporting period.

OHS DATA BY EMPLOYMENT TYPE AND GENDER

INCIDENT FREQUENCY RATE

Refers to the frequency of incidents classified as workplace accidents during the reporting period, relative to the total working hours, categorized by direct employment or contractor firms, and by women/men employees.

LOST DAY RATE

Refers to the impact of incidents classified as workplace accidents during the reporting period, measured in terms of lost days relative to total working hours, categorized by direct employment or contractor firms, and by women/men employees.

RESTATEMENT OF OPINION

The measurement and reporting of verified data inevitably involve a degree of estimation. In cases where there is a change of more than 5% in the data at the Turkish Technic level, a restatement of opinion may be considered.

DATA PREPARATION

1 ENVIRONMENTAL INDICATORS

ENERGY CONSUMPTION BY FUEL TYPE:

Natural Gas – Fixed Combustion Formula:
[Consumption Data (sm^3) * 10.64 kWh/sm^3 * 0.0036 GJ/kWh = Activity Data (GJ)]

Purchased Electricity Formula:
[Consumption Data (kWh) * 0.0036 GJ/kWh = Activity Data (GJ)]

Recycled Waste Quantity — Total (tons)
Formula:
Total Recycled Waste Quantity (tons) = Recycled Hazardous Waste (tons) + Recycled Non-Hazardous Waste (tons)

2 SOCIAL INDICATORS

Lost Day Rate (LDR)
Formula:
(Number of Lost Days * 1,000) / (Total Working Hours)

Accident Frequency Rate (IR)
Formula:
Accident Frequency Rate = (Total Number of Incidents × 1,000,000) / (Total Working Hours)



STATEMENT OF INDEPENDENT ASSURANCE

Limited Assurance Report
to the Board of Directors of Türk Hava Yolları Teknik A.Ş.

We have been engaged by the Board of Directors of Türk Hava Yolları Teknik A.Ş. (the "Company") to perform a limited assurance engagement in respect of the Selected Sustainability Information (the "Selected Information") stated in the Türk Hava Yolları Teknik A.Ş. 2025 Sustainability Report (the "2025 Sustainability Report") for the year ended 31 December 2025 and listed below.

Selected Information

The scope of the Selected Information for the year ended 31 December 2025, which is subject to our limited assurance work, set out in the pages 6., 27.,36.,52.,65.,85.,88., 89 and 91. of the 2025 Sustainability Report with the sign "✓" is summarized below:

- Accident Frequency Rate (by 1,000,000 Working Hours)
- Energy Consumption Intensity (mWh/employee)
- Customer Satisfaction Rate (%)
- Recycled Waste Quantity (tons)
- Total Number of Participants in Ethics Committee and Code of Ethics Training (#)

Our assurance was with respect to the Selected Information marked with "✓" in the 2025 Sustainability Report, and we have not performed any procedures with respect to earlier periods or any information other than Selected Information marked with "✓" in the 2025 Sustainability Report and, any other elements included in the 2025 Sustainability Report and, therefore, do not express any conclusion thereon.

Criteria

The criteria used by the Company to prepare the Selected Information is set out in section Türk Hava Yolları Teknik A.Ş. 2025 Sustainability Report-Reporting Principles (the "Reporting Principles") on pages between 93 and 94 of the 2025 Sustainability Report.

The Company's Responsibility

The Company is responsible for the content of the 2025 Sustainability Report and the preparation of the Selected Information in accordance with the Reporting Principles. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Selected Information that is free from material misstatement, whether due to fraud or error.

www.pwc.com.tr

PwC Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş.
Kılıçali Paşa Mah. Meclis-i Mebusan Cad. No: 8
Galataport İstanbul D Blok Beyoğlu/İstanbul
T: +90 (212) 326 6060 Mersis Numaramız: 0-1460-0224-0500015

Inherent Limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information.

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time. It is important to read the Selected Information in the context of the Reporting Principles.

In particular, the conversion of different energy measures to megawatt-hour (MWh) and energy used to carbon emissions is based upon, inter alia, information and factors generated internally and/or derived by independent third parties as explained in the Reporting Principles. Our assurance work did not include examination of the derivation of those factors and other third-party information.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1 and accordingly maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to form a limited assurance, based on limited assurance procedures, on whether anything has come to our attention that causes us to believe that the Selected Information has not been properly prepared in all material respects in accordance with the Reporting Principles. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information*', issued by the International Auditing and Assurance Standards Board.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement under ISAE 3000 (Revised). Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- made inquiries of the persons responsible for the Selected Information;
- understood the process for collecting and reporting the Selected Information. This included analysing the key processes and controls for managing and reporting the Selected Information;
- evaluated the source data used to prepare the Selected Information and re-performed selected examples of calculation.
- performed limited substantive testing on a selective basis of the preparation and collation of the Selected Information prepared by the Company and
- undertook analytical procedures over the reported data.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Company's Selected Information for the year ended 31 December 2025, is not properly prepared, in all material respects, in accordance with the Reporting Principles.

Restriction of use

This report, including the conclusion, has been prepared for the Board of Directors of the Türk Hava Yolları Teknik A.Ş. as a body, to assist the Board of Directors in reporting Türk Hava Yolları Teknik A.Ş.'s performance and activities related to the Selected Information. We permit the disclosure of this report within the 2025 Sustainability Report for the year ended 31 December 2025, to enable the Board of Directors to demonstrate they have discharged their governance responsibilities by commissioning a limited assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of Türk Hava Yolları Teknik A.Ş. as a body and Türk Hava Yolları Teknik A.Ş. for our work or this report save where terms are expressly agreed and with our prior consent in writing.

PwC Bağımsız Denetim ve
Serbest Muhasebeci Mali Müşavirlik A.Ş.

Ali Yörük, SMMM
Independent Auditor

Istanbul, 27 October 2026

GRI CONTENT INDEX

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is presented with reference to the GRI Standards in a manner consistent with reporting requirements and that the information in the index is clearly presented and accessible to stakeholders. This assurance was conducted based on the Turkish version of the report.

Statement of use	Turkish Technic has reported in accordance with the GRI Standards for the period 1 January 2025 – 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI CONTENT INDEX ESSENTIALS SERVICE 2026

GRI STANDARD	DISCLOSURE		SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	**2-1**	Organizational details	About the Report, Our Operations	4, 9-13	
	2-2	Entities included in the organization's sustainability reporting	About the Report	4	
	2-3	Reporting period, frequency and contact point	About the Report	4	
	2-4	Restatements of information	Environmental Performance Indicators	89-92	
	2-5	External assurance	About the Report, Statement of Independent Assurance	4, 95	
	2-6	Activities, value chain and other business relationships	Our Operations, Corporate Memberships and Partnerships, Responsible Supply Chain Management	9-11, 22-23, 45-47	
	2-7	Employees	Social Performance Indicators	80-81	
	2-8	Workers who are not employees	Employee Health and Safety, Social Performance Indicators	56-59, 84-85	
	2-9	Governance structure and composition	Shareholding Structure and Subsidiaries, Corporate Management	15-16, 29-33	

GRI STANDARD	DISCLOSURE		SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	Corporate Management	29	
	2-11	Chair of the highest governance body	Corporate Management	29-30	
	2-12	Role of the highest governance body in overseeing the management of impacts	Our Approach to Sustainability Management, Corporate Management	20-21, 29-31	
	2-13	Delegation of responsibility for managing impacts	Our Approach to Sustainability Management, Corporate Management	20-21, 31-33	
	2-14	Role of the highest governance body in sustainability reporting	Our Approach to Sustainability Management, Corporate Management	20, 31	
	2-15	Conflicts of interest	Business Ethics and Legal Compliance	35	
	2-16	Communication of critical concerns	Business Ethics and Legal Compliance, Internal Control and Audit Initiatives, Proactive Risk and Crisis Management	33, 37-41	
	2-17	Collective knowledge of the highest governance body	Corporate Management	30-32	
	2-18	Evaluation of the performance of the highest governance body			Not applicable: Since there is no individual or board-level performance evaluation process for the Board of Directors, disclosure 2-18 is not applicable.
	2-19	Remuneration policies	Corporate Management	33	
	2-20	Process to determine remuneration	Corporate Management	33	
	2-21	Annual total compensation ratio	Corporate Management	33	

GRI STANDARD	DISCLOSURE		SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Message from the Chairman	5-6	
	2-23	Policy commitments	Integrated Management Systems and Certifications, Employee Well-Being & Development	34-37, 42	
	2-24	Embedding policy commitments	Internal Control and Audit Initiatives, Business Ethics and Legal Compliance	42, 60-62	
	2-25	Processes to remediate negative impacts	Internal Control and Audit Initiatives, Business Ethics and Legal Compliance	37-39	
	2-26	Mechanisms for seeking advice and raising concerns	Business Ethics and Legal Compliance	36-37	
	2-27	Compliance with laws and regulations	Business Ethics and Legal Compliance	No cases of non-compliance, violations, or other matters that require reporting were identified in the reporting period.	
	2-28	Membership associations	Corporate Memberships and Partnerships	22-23	
	2-29	Approach to stakeholder engagement	Stakeholder Communication	24-25	
	2-30	Collective bargaining agreements	Employee Well-Being & Development, Social Performance Indicators	62, 88	
Material topics					
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Analysis	26	
	3-2	List of material topics	List of Topics by Materiality	26	

GRI STANDARD	DISCLOSURE		SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Economic Performance					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Economic Performance	49-50	
GRI 201: Economic Performance 2016	**201-1**	Direct economic value generated and distributed	Economic Performance, Economic Performance Indicators	49-50, 80	
	201-2	Financial implications and other risks and opportunities due to climate change	Economic Performance	50	
	201-4	Financial assistance received from government	Economic Performance Indicators	50, 80	
GRI 202: Market Presence 2016	**202-1**	Ratios of standard entry level wage by gender compared to local minimum wage	Employee Well-Being & Development	61	
Responsible Supply Chain Management					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Responsible Supply Chain Management	45-47	
GRI 204: Procurement Practices 2016	**204-1**	Proportion of spending on local suppliers	Responsible Supply Chain Management, Economic Performance, Economic Performance Indicators	45, 47, 49, 80	
GRI 308: Supplier Environmental Assessment 2016	**308-2**	Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain Management	45-47	
GRI 414: Supplier Social Assessment 2016	**414-2**	Negative social impacts in the supply chain and actions taken	Responsible Supply Chain Management	45-47	

GRI STANDARD	DISCLOSURE		SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Business Ethics and Legal Compliance					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Business Ethics and Legal Compliance	34-37	
GRI 205: Anti-corruption 2016	**205-1**	Operations assessed for risks related to corruption	Business Ethics and Legal Compliance, Internal Control and Audit Initiatives, Social Performance Indicators	35, 39, 85	
	205-2	Communication and training about anti-corruption policies and procedures	Business Ethics and Legal Compliance, Social Performance Indicators	35-36, 85	
	205-3	Confirmed incidents of corruption and actions taken	Business Ethics and Legal Compliance, Social Performance Indicators	35, 37, 85	
GRI 206: Anti-competitive Behavior 2016	**206-1**	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Legal Compliance	35	
GRI 408: Child Labor 2016	**408-1**	Operations and suppliers at significant risk for incidents of child labor	Business Ethics and Legal Compliance, Responsible Supply Chain Management	34-36, 45-47	
GRI 409: Forced or Compulsory Labor 2016	**409-1**	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Business Ethics and Legal Compliance, Responsible Supply Chain Management	34-36, 45-47	
Energy and Emissions Management					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Energy and Emissions Management	70-73	
GRI 302: Energy 2016	**302-1**	Energy consumption within the organization	Energy and Emissions Management, Environmental Performance Indicators	70-71, 89	
	302-2	Energy consumption outside of the organization	Energy and Emissions Management, Environmental Performance Indicators	70-71, 89	

GRI STANDARD	DISCLOSURE		SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Energy and Emissions Management					
GRI 302: Energy 2016	**302-3**	Energy intensity	Environmental Performance Indicators	89	
	302-4	Reduction of energy consumption	Energy and Emissions Management, Environmental Performance Indicators	70-71, 89	
	302-5	Reductions in energy requirements of products and services	Energy and Emissions Management	70-73	
GRI 305: Emissions 2016	**305-1**	Direct (Scope 1) GHG emissions	Energy and Emissions Management, Environmental Performance Indicators	72, 90	
	305-2	Energy indirect (Scope 2) GHG emissions	Energy and Emissions Management, Environmental Performance Indicators	70-72, 90	
	305-3	Other indirect (Scope 3) GHG emissions	Energy and Emissions Management, Environmental Performance Indicators	71-73, 90	
	305-4	GHG emissions intensity	Environmental Performance Indicators	91	
	305-5	Reduction of GHG emissions	Energy and Emissions Management, Environmental Performance Indicators	70-73, 89-91	
	305-6	Emissions of ozone-depleting substances (ODS)	Energy and Emissions Management	70-73	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy and Emissions Management	70-73	
Water and Resource Management					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Water and Resource Management	77-78	

GRI STANDARD	DISCLOSURE		SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Water and Resource Management					
GRI 303: Water and Effluents 2018	**303-1**	Interactions with water as a shared resource	Water and Resource Management	77-78	
	303-2	Management of water discharge-related impacts	Water and Resource Management	78	
	303-3	Water withdrawal	Water and Resource Management, Environmental Performance Indicators	77-78, 89	
	303-4	Water discharge	Water and Resource Management, Environmental Performance Indicators	78, 89	
	303-5	Water consumption	Water and Resource Management, Environmental Performance Indicators	77-78, 89	
Waste Management and Circular Economy					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Waste Management and Circular Economy	74-76	
GRI 306: Waste 2020	**306-1**	Waste generation and significant waste-related impacts	Waste Management and Circular Economy	74-76	
	306-2	Management of significant waste-related impacts	Waste Management and Circular Economy	74-76	
	306-3	Waste generated	Waste Management and Circular Economy, Environmental Performance Indicators	75-76, 91-92	
	306-4	Waste diverted from disposal	Waste Management and Circular Economy, Environmental Performance Indicators	74-76, 91	
	306-5	Waste directed to disposal	Waste Management and Circular Economy, Environmental Performance Indicators	74-76, 91-92	

GRI STANDARD	DISCLOSURE		SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Employee Well-Being & Development					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Employee Well-Being & Development	60-62	
GRI 401: Employment 2016	**401-1**	New employee hires and employee turnover	Employee Well-Being & Development, Social Performance Indicators	60, 82-83	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Well-Being & Development	60-62	
	401-3	Parental leave	Employee Well-Being & Development, Social Performance Indicators	62, 83	
GRI 404: Training and Education 2016	**404-1**	Average hours of training per year per employee	Social Performance Indicators	86	
	404-2	Programs for upgrading employee skills and transition assistance programs	Employee Well-Being & Development	60-61	
	404-3	Percentage of employees receiving regular performance and career development reviews	Employee Well-Being & Development, Social Performance Indicators	61, 86	
GRI 407: Freedom of Association and Collective Bargaining 2016	**407-1**	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Responsible Supply Chain Management, Employee Well-Being & Development, Inclusion and Equal Opportunity	45-47, 61-64	
Employee Health and Safety					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Employee Health and Safety	56-59	
GRI 403: Occupational Health and Safety 2018	**403-1**	Occupational health and safety management system	Employee Health and Safety, Social Performance Indicators	56-59, 85	

GRI STANDARD	DISCLOSURE		SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Employee Health and Safety					
GRI 403: Occupational Health and Safety 2018	**403-2**	Hazard identification, risk assessment, and incident investigation	Employee Health and Safety, Social Performance Indicators	56-58, 84-85	
	403-3	Occupational health services	Employee Health and Safety	57, 59	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Health and Safety, Social Performance Indicators	56-58, 85	
	403-5	Worker training on occupational health and safety	Employee Health and Safety, Social Performance Indicators	58, 86	
	403-6	Promotion of worker health	Employee Health and Safety	59	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety	56-59	
	403-8	Workers covered by an occupational health and safety management system	Employee Health and Safety, Social Performance Indicators	56-57, 85	
	403-9	Work-related injuries	Employee Health and Safety, Social Performance Indicators	56-59, 84-85	
	403-10	Work-related ill health	Employee Health and Safety, Social Performance Indicators	59, 84	
Inclusion and Equal Opportunity					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Inclusion and Equal Opportunity	63-64	

GRI STANDARD	DISCLOSURE		SUBJECT HEADING	PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS	ADDITIONAL INFORMATION/ REASONS OF OMISSION
Inclusion and Equal Opportunity					
GRI 405: Diversity and Equal Opportunity 2016	**405-1**	Diversity of governance bodies and employees	Corporate Management, Inclusion and Equal Opportunity, Social Performance Indicators	30, 63-64, 80-81, 87	
	405-2	Ratio of basic salary and remuneration of women to men	Employee Well-Being & Development, Inclusion and Equal Opportunity, Social Performance Indicators	61-63, 87	
GRI 406: Non-discrimination 2016	**406-1**	Incidents of discrimination and corrective actions taken	Inclusion and Equal Opportunity, Social Performance Indicators	63, 87	
Cybersecurity and Data Privacy					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Cybersecurity and Data Privacy	43-44	
GRI 418: Customer Privacy 2016	**418-1**	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity and Data Privacy, Social Performance Indicators	43-44, 88	
Aviation Safety and Operational Reliability					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Aviation Safety and Operational Reliability	51-52	
Digital Transformation & Innovation					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Digital Transformation & Innovation	53-54	
Customer Satisfaction					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Customer Satisfaction	65-66	
Community Relations and Social Responsibility					
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Community Relations and Social Responsibility	67-68	

TURKISH TECHNIC

COMPANY CONTACT INFORMATION

TURKISH TECHNIC

Address
Sabiha Gokcen International Airport,
E Gate, 34906,
Pendik / Istanbul / TURKIYE

Email
tt-sustainability@thy.com

Phone
+90 (216) 585 98 00

Website
www.turkishtechnic.com

Raporlama
Semtrio Eğitim ve
Danışmanlık Hizmetleri A.Ş.

SEMTRIO
Be Present, Think Forward

Tasarım
fameus.studio

fameus

LEGAL DISCLAIMER

The Turkish Technic Sustainability Report (the "Report") has been prepared by Türk Hava Yolları Teknik A.Ş. ("Turkish Technic") in accordance with GRI Standards.

All information and opinions included in this report, which does not claim to be exhaustive, have been provided by Turkish Technic, and the report has been prepared for informational purposes only.

As of the date of preparation, all information and related documents contained in this report are believed to be accurate, disclosed in good faith, and based on reliable sources. However, Turkish Technic makes no representation, warranty, or undertaking regarding this information.

Accordingly, neither Turkish Technic nor any of its affiliates, nor their board members, advisors, or employees shall be held liable for any loss or damage, whether direct or indirect, that may arise from any information or communication provided in this report or from any information based on or not based on the contents of this report.

The images in this report were generated using artificial intelligence technologies to support the visual narrative. The people depicted in these images are not intended to represent real individuals.