

2024

Sustainability Report



Table of Contents



INTRODUCTION

02

- 03** Our Alignment with the United Nations Sustainable Development Goals
- 04** About TFS
- 05** About Report
- 06** Message by Chief Executive Officer
- 07** Sustainability Policy
- 09** Achievements
- 13** Management Excellence Based on Legal Requirements and Standards



Economic Activity

14

- 15** Economic Performance
- 18** Tax
- 19** Market Presence
- 20** Combating Corruption



Environmental Movement

21

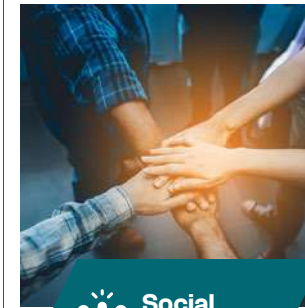
- 22** Materials
- 23** Wastes
- 24** Energy
- 25** Emission
- 29** Water Management and Consumption Data
- 31** Biodiversity



Movement in the Chain

32

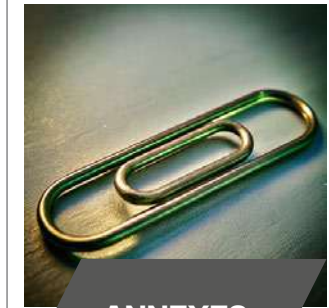
- 33** Supplier Environmental and Social Assessment



Social Movement

35

- 36** Employment, Education and Training
- 37** Diversity and Equal Opportunity, Anti-Discrimination
- 38** Occupational Health and Safety
- 40** Labor/Management Relations
- 41** Forced or Compulsory Labor
- 42** Child Labor
- 43** Customer Privacy
- 44** Performance Indicators in the Year 2024



ANNEXES

46

- 46** GRI Content Index
- 56** Contact

Our Alignment with the United Nations Sustainable Development Goals



As Turkish Fuel Services, we pursue our sustainability vision through a strategy aligned with the 17 Sustainable Development Goals (SDGs) established by the United Nations. These goals are not only a global call to action; they also serve as a compass guiding our company's operational decisions, investment priorities, and social contributions.

While aiming to shape the future of sustainable aviation, we embrace an approach that balances economic growth with environmental responsibility and social justice. In this regard, TFS's contribution to the SDGs is embodied in the following areas:



We optimize resource use through waste reduction at source, increased recycling, and energy efficiency projects. Our Sustainable Aviation Fuel (SAF) refueling and electric dispenser investments reduce our environmental footprint while setting industry-leading standards.



We use water resources efficiently and increase the use of treated and recycled water. Our water management practices at Istanbul Airport are directly aligned with the principles of the circular economy.



We are committed to combating climate change through greenhouse gas emission measurements in accordance with the ISO 14064-1:2018 standard. We are investing in energy efficiency and low-carbon technologies in our operations to reduce emission intensity.



We carry out environmental awareness projects in collaboration with local communities, strengthening social sustainability. In every activity, we focus on creating value that contributes to the well-being of society.



We contribute to regional development by supporting local employment. We provide a safe, fair, and motivating work environment for our employees through fair wage policies, inclusive employment opportunities, and continuous development programs.



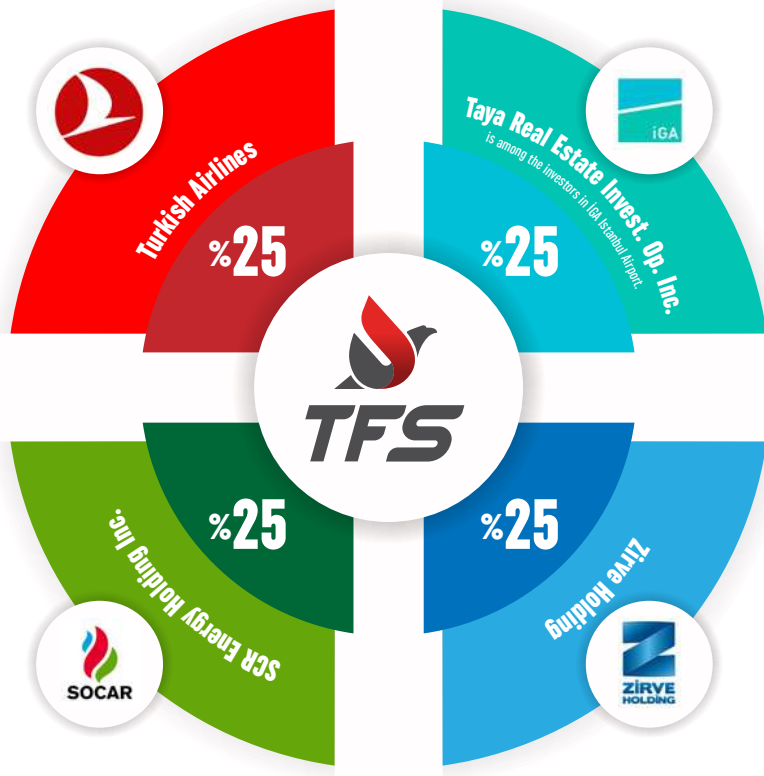
The success of our sustainability goals is possible through strong stakeholder partnerships. We are increasing our contribution to sustainable development objectives by developing joint projects with the aviation sector, suppliers, public institutions, academia, and civil society organizations.



We base our operational processes on digitalization and innovation. With smart monitoring systems, data analytics, and energy efficiency technologies, we both strengthen infrastructure security and lead sectoral transformation.

At Turkish Fuel Services, we are building a sustainability model that creates long-term value for the environment, society, and the economy by placing all 17 Global Goals at the center of our activities. Each of our operations is designed to contribute to the vision of "a fairer, greener, and more livable future," building a strong bridge between global goals and our local responsibilities.

About TFS



Turkish Fuel Services handles the domestic and international sale, import, export, distribution, and transportation of petroleum products, lubricants and greases, petrochemical products, chemicals, and paints for all types of aircraft. Operating with a strong partnership consisting of Turkish Airlines Inc., SOCAR Energy Holding Inc., Taya Real Estate Invest. Op. Inc., and Zirve Holding, our company provides fuel supply and storage services to refuel aircraft landing and taking off at Istanbul Airport.

All our operations are conducted at strategic locations within the boundaries of Istanbul Airport. Our operational activities begin **at the Fuel Supply Terminal**, which can accommodate ships up to 125,000 DWT, where fuel is stored and transported via pipelines to the Fuel Farm. The Fuel Farm consists of 10 tanks, each with a capacity of approximately 30,000 m³, giving it a total capacity of 300,000 m³. Fuel is delivered via an approximately 80 km long pipeline to 511 pit points on the apron and supplied to aircraft through electric-diesel dispensers and our extensive vehicle fleet.

As a brand shaping the future of global aviation at Türkiye's most important airport, we offer reliable, innovative, and sustainable solutions. TFS, which enjoys a strong reputation among international authorities, carries the responsibility of being **a leading, reliable, and recognized brand** in the aviation fuel sector. In this context, we have been certified to meet international standards in the areas of safety, quality assurance, and operational integrity by achieving a "Good" rating in audits conducted by **the Joint Inspection Group (JIG)**.

As one of the key steps in our sustainability approach, we carried out **Türkiye's first SAF (Sustainable Aviation Fuel) refueling**. We also took a pioneering role in **the industry by implementing the world's first large-scale electric fuel refueling vehicle conversion project**. These projects have been cited as best practices on international platforms and have reinforced TFS's sustainability vision.

We did not limit our growth journey to domestic operations; we successfully carried out our first aviation fuel export, provided consulting services abroad, and delivered operational training to international participants by extending our knowledge, services, and operational quality to the international arena. These steps demonstrate that our corporate knowledge base has become a value-creating element on a global scale.

About Report

When determining the scope of our sustainability report, we took into account **the nature of our activities, applicable national and international legislation, and the leading expectations of the sector.** Accordingly, the high environmental and safety responsibilities of our operations have shaped our priority issues

Our priority issues include environmental management, employee health and safety, ethical business practices, governance, and full compliance with regulations.

- **Within the scope of environmental management**, the objectives are to reduce emissions, manage waste sustainably, and prevent the risk of spills and leaks.
- **In the field of occupational health and safety**, an OHS management system compliant with international standards, regular training, and a safe working culture are prominent.
- **Our ethics and governance approach** is based on the principles of transparency, anti-corruption, fair labor practices, and responsible supply chain management.
- **Compliance with regulations** refers to the full fulfillment of national and international aviation standards and environmental and occupational safety obligations.

The report prepared in line with these priorities transparently reflects not only TFS's current performance but also its commitments for the future. TFS aims to become a regional hub for energy logistics in the near future and continues to make **strategic contributions to Türkiye's international aviation vision.**





Chief Executive Officer
Muhammed Cahit Şirin



By putting the environment, people, and society at the center, we aim to be not just a fuel supply company, but a global pioneer in sustainable aviation.



Message by Chief Executive Officer

As **Turkish Fuel Services**, we play an active role in the sustainable future of global aviation. With pride as Türkiye's leading jet fuel supplier, we continue to produce sustainable and innovative solutions. We are strengthened by **the partnership of Turkish Airlines, the global brand in aviation; IGA Istanbul Airport, one of the most prestigious infrastructure investments in our country; SOCAR Türkiye, the energy giant; and Zirve Holding, which stands out with its strategic projects.** Thanks to this robust structure, we have become the region's most effective and reliable aviation fuel supply chain point.

For us, the future of energy and aviation is not limited to meeting today's demands; it also brings with it **the responsibility to build a more livable, fair, and sustainable world.** With this vision, we are working diligently to transform Türkiye's strategic location into a center of value within the global aviation ecosystem. We measure our success in our activities at a global hub such as IGA Istanbul Airport by the lasting value we leave behind for nature, people, and the future.

The steps we are taking **to reduce emissions, improve energy efficiency, enhance waste management, and promote the use of electric vehicles** also directly contribute to the environmental performance of IGA Istanbul Airport. Additionally, thanks to our Sustainable Aviation Fuel (SAF) supply, we are making a tangible contribution to the emission reduction targets of over 100 national and international airlines operating flights from IGA, including Turkish Airlines.

The year 2024, which we have left behind, was a special milestone for us, marked by **environmental responsibility and social contribution.** In addition to the critical role we play in national energy security, we stand out for the economic value we bring to our country and our contribution to the international aviation ecosystem.

Environmental sustainability is at the heart of our business. We are increasing energy and water efficiency, reducing our emissions, managing waste at source, and **taking concrete steps to protect biodiversity.** For us, investing in people is an integral part of sustainability. We respect universal human rights, promote diversity and inclusion, and create a safe, equitable, and development-oriented environment for our employees. We prioritize occupational health and safety at the highest level. Providing a safe, healthy, and ergonomic working environment, proactively managing risks, and preventing accidents are our top priorities. In our aviation fuel supply processes, which we conduct in full compliance with international standards, we always maintain **customer safety and satisfaction at the highest level.**

We continuously improve our value chain together with our business partners. By working with partners who comply with human rights, business ethics, and environmental criteria, we increase mutual benefit and shape the business models of the future together.

We place digitalization and innovation at the heart of our vision. We are making our operations more efficient, traceable, and transparent through data analytics, digital monitoring tools, and smart systems. By closely following global developments in **Sustainable Aviation Fuel (SAF)** and next-generation energy solutions, we are actively participating in this transformation.

For us, sustainability is an integral part of our corporate identity. We are working to make Türkiye a symbol of safety, responsibility, and prestige in global aviation fuel supply; we reflect **our belief in the future and our commitment to our country** in every step we take.

Every step we take today is intended to leave a lasting mark on tomorrow's world. By focusing on the environment, people, and society, we aim to be not just a fuel supply company, but a global pioneer in sustainable aviation.

Sustainability Policy



As **Turkish Fuel Services**, we embrace sustainability as an integral part of our corporate strategy and operational processes. This policy is shaped in line **with the United Nations Sustainable Development Goals in environmental, social, and economic dimensions** and serves as a guide for all our stakeholders. TFS commits to basing all its activities on sustainability principles and to making these principles a fundamental part of its corporate culture, in collaboration with its employees, business partners, customers, and all segments of society.



Corporate Governance and Ethical Values

All business processes in our company are managed based on the **principles of transparency, fairness, accountability, and responsibility**. Our zero-tolerance policy against corruption and bribery is applied in all our processes. Our Code of Ethics and business ethics standards encourage our employees to behave in accordance with high ethical values and are reinforced through regular training. In addition to full compliance with legal regulations, implementing best practices in the sector is essential. Information security, privacy, integrity, and accessibility principles are upheld, and our stakeholders' awareness of these issues is being increased. We aim to establish ethical, participatory, and trust-based sustainable business relationships with all our stakeholders.



Social Responsibility and Human Rights

Respect for universal human rights is one of our fundamental principles. We implement a zero-tolerance policy against forced labor and child labor. We advocate for equal opportunity as a fundamental element of social sustainability and support the effective participation and employment of women in the workforce. We do not tolerate discrimination in any form in our hiring and placement processes.

Employees' union rights, collective bargaining freedoms, and constitutional rights are guaranteed. We prioritize **employee well-being and work-life balance**, and we strive to create an equitable work environment by raising awareness against all forms of violence.



Occupational Health and Safety, Security, and Information

Employee health and safety is a top priority for TFS. A proactive risk management approach is adopted to ensure a safe, healthy, and ergonomic working environment. Continuous improvement and preventive measures aimed at preventing workplace accidents and occupational illnesses are an integral part of all our operational processes.

We prioritize customer health, safety, and satisfaction throughout the entire life cycle of our products and services. Our fundamental commitment is to fully comply with **international aviation standards (such as JIG) in our aviation fuel supply operations**, meticulously implement quality control processes, and prioritize product safety. Our customers (airlines and related stakeholders) are transparently informed about the technical specifications, quality assurance processes, safety, and environmental impacts of the products and services we offer. In our development processes, we prioritize products and services that are environmentally friendly, safe, and meet the highest quality standards.



Sustainability Policy



Environmental Sustainability

Environmental sustainability is at the heart of our operations. **We aim to use water and energy resources efficiently to protect natural resources**, and we encourage the reduction, recycling, and reuse of waste at the source. The principle of **“do not pollute”** is fundamental to all our operations. As part of the fight against global climate change, targets have been set to reduce greenhouse gas emissions, and priority is given to energy efficiency initiatives. Environmental impacts are regularly monitored, measured, and continuously improved. The protection of biodiversity is an important component of our strategies, and we adopt ecosystem-sensitive approaches in our activities.



Economic Sustainability

Corporate risks are identified early on, and our sustainable growth is supported by a proactive risk management culture. In line with business continuity principles, the uninterrupted delivery of critical services is guaranteed. **Compliance with human rights, equality, and business ethics is a prerequisite in our supply chain.** In this regard, we collaborate with suppliers who provide safe, fair, and fully compliant working conditions, thereby ensuring continuous improvement and sustainable economic value creation throughout the value chain.



Stakeholder Engagement and Contribution to Society

We prioritize building **transparent, participatory, and trust-based relationships** with our stakeholders. In line with our social responsibility strategies, we develop projects that add value to society and respect local cultural values. TFS actively contributes to social sustainability by supporting collaboration, education, and awareness initiatives to foster the adoption of a sustainability culture throughout society.



Digitalization and Innovation

TFS supports its sustainability vision through digitalization and innovative solutions. Digital technologies are **utilized to increase efficiency in operational processes, optimize resource usage, and reduce environmental impacts.** Smart systems, data analytics, and digital monitoring tools are used to enhance safety, quality, and speed in aviation fuel supply, thereby ensuring transparency and traceability of operations. Innovative approaches are being adopted for the future of sustainable aviation, and developments in Sustainable Aviation Fuel (SAF) and next-generation energy solutions are being closely monitored. Digitalization and innovation are positioned as one of the key drivers of TFS's sustainable growth.



Achievements

01

October 29, 2018

A Global First in Jet Fuel Refueling

TFS has opted to use electric vehicles for its aircraft refueling operations on the apron at Istanbul Airport.

02

2021

2021 Fortune 500

We entered the Fortune 500 list at 58th place.

03

February 02, 2022

TFS Begins Sustainable Aviation Fuel (SAF) Refueling at Istanbul Airport

TFS Fuel Services has taken a significant step toward the sustainability of aviation fuels by beginning to supply Sustainable Aviation Fuel (SAF) to Turkish Airlines aircraft flying to Paris, the capital of France.

04

April 07, 2022

Smart E-Mobility Award to TFS

At the SOLAR Solar Energy, Energy Storage, Electric Transportation, and Digitalization Fair and Conference, we were honored with an award under the heading of Smart E-Mobility for our electric fuel dispensing stations.

Achievements



05 June 27, 2022

500.000 Aircraft Refueling
 We have surpassed 500,000 aircraft refuelings with our eco-friendly electric refueling dispensers over the past week.

06 June 30, 2022

Our Integrated Management System has been certified.
 Our Integrated Management System was certified as a result of the Integrated Management System audit conducted at our company on June 24-28-29, 2022.

07 2022

2022 Capital 500
 We ranked 26th in terms of net sales in 2022.

Capital500

08 2022

2022 Fortune 500
 We ranked 23rd in terms of net sales in 2022.

FORTUNE 500



Achievements

09

June 6, 2023

Kincentric Best Employer

Based on the results of the Employee Engagement and Experience Survey we conducted in collaboration with Kincentric Türkiye and with the participation of TFS employees, we have earned the "Kincentric Best Employer – Best Workplace" award in Türkiye for 2023.

10

2023

2023 Capital 500

We ranked 33th in terms of net sales in 2023.

Capital500

11

2023

2023 Fortune 500

We ranked 26th in terms of net sales in 2023.

**FORTUNE
500**

12

April 21, 2024

We Have Completed Our One Millionth Aircraft Refueling

Nearly all of the one million refills were carried out using our electric.

Achievements



TFS, JIG HSSEMS ve JIG ADHIP

TFS, JIG HSSEMS, and JIG ADHIP passed their inspections with a "Good" rating.



A unique project award by VCS

The Electric Vehicle Refueling Operation Project has been verified by Verified Carbon Standards, an internationally prestigious standard where carbon reductions of projects are recorded and certified.



2024 Fortune 500

We ranked 25rd in terms of net sales in 2025.

**FORTUNE
500**

Management Excellence Based on Legal Requirements and Standards

Legal Compliance

Turkish Fuel Services has adopted full compliance with national and international regulations as a fundamental management principle in all its activities. Our company's environmental, occupational health and safety, energy efficiency, information security, and quality management processes are structured in accordance with applicable legal regulations and aviation industry requirements.

We fully comply with all legal obligations related to the environment, safety, employee health, information security, and energy consumption at every stage of our operations as well as we work in cooperation with regulatory authorities.

Compliance with Standards

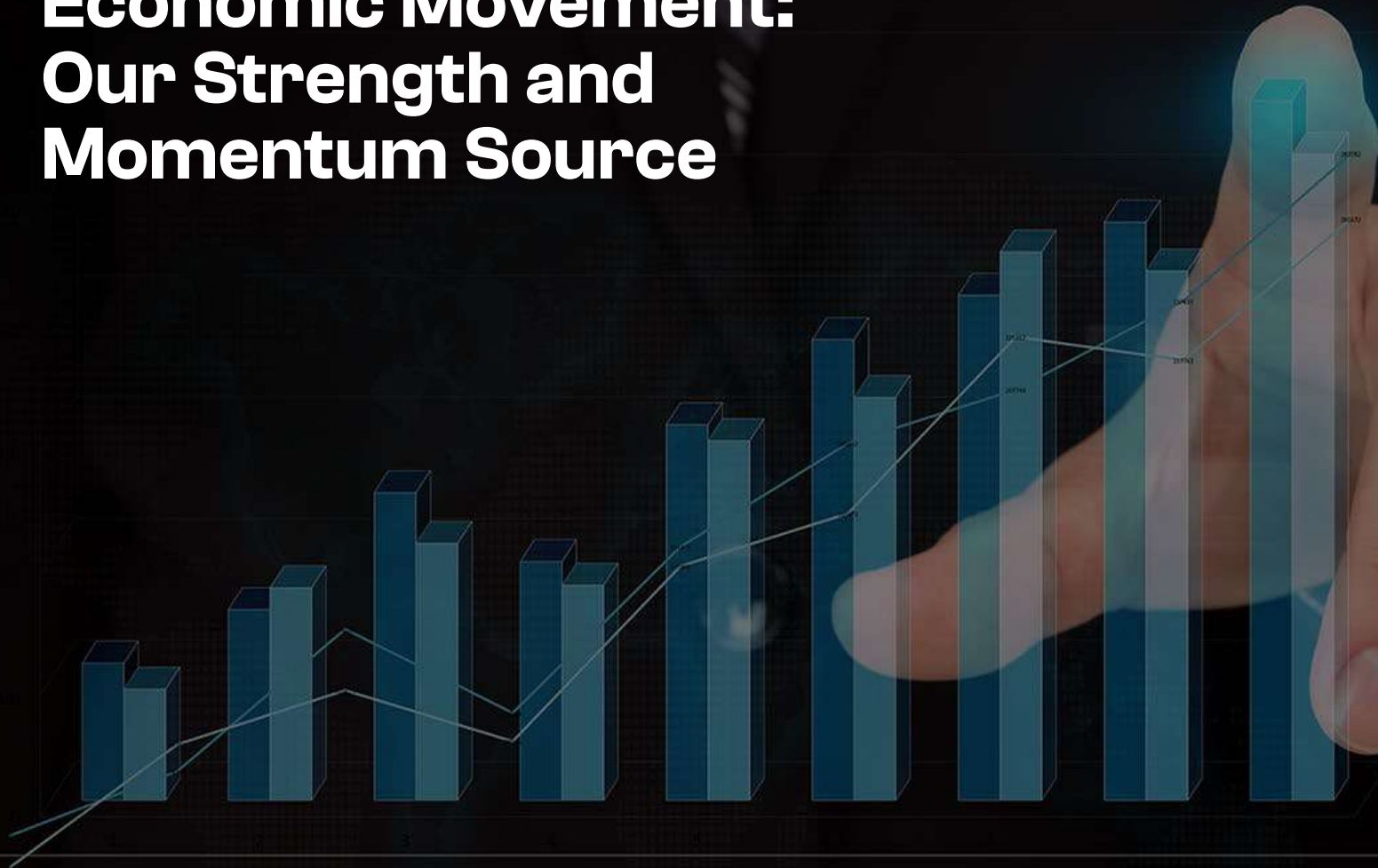
Turkish Fuel Services conducts its operations in accordance with international management system standards and builds its sustainability strategy upon these systems.

Our company has implemented the international ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, ISO 45001:2018 Occupational Health and Safety Management System, ISO 27001:2022 Information Security Management System, ISO 50001:2018 Energy Management System, and ISO 14064-1:2018 Greenhouse Gas Management System certifications and continuously strives to improve the effective implementation of these systems. These standards form a comprehensive management approach that encompasses customer satisfaction, environmental responsibility, employee safety, protection of information assets, energy efficiency, and combating climate change.

Through system integration, targets are set in the areas of quality, environment, OHS (Occupational Health and Safety), information security, energy performance, and greenhouse gas management; performance indicators are regularly monitored and supported by continuous improvement activities.

Our Integrated Management System is based on the principles of legal compliance, adherence to international standards, and continuous improvement, forming the foundation of a corporate excellence model that encompasses environmental, social, and governance dimensions.

Economic Movement: Our Strength and Momentum Source



Economic Performance

REVENUE

**122,3
Billion TL**
(-%11,06)

NET OPERATING PROFIT

**945
Million TL**
(+%4,77)

NET PROFIT

**2,5
Billion TL** → **2,2
Billion TL**
(+%12,70) Previous Year

As Turkish Fuel Services, we support our financial sustainability with our strong operational infrastructure, effective cost management, and strategic investments. As of 2024, our company's economic performance has been as follows.

Revenue decreased by 11.06% compared to the previous period, reaching 122.3 billion TL. Despite this decline, **net operating profit increased by 4.77% to 945 million TL** thanks to cost control and operational efficiency. Gross profit fell by 32.78% to 2.2 billion TL, while general administrative expenses increased by 34.98% and marketing, sales, and distribution expenses decreased by 8.8%. Other incomes from net operations fell by 60.71%, while other expenses decreased by 63.29%.

As a result of financial management activities, financing income increased by 10.86% to TL 2.7 billion, while financing expenses decreased by 72.89%. In return for that, a loss of 132 million TL was recorded in the net monetary position item. As a result of these developments, pre-tax profit increased by 5.86% to TL 3.4 billion; period tax expense was recorded as TL 878 million, while deferred tax expense was recorded as TL 44 million. Thus, **net profit for the period increased by 12.70% to TL 2.5 billion**, exceeding the previous year's level of TL 2.2 billion.

TFS has a strong capacity to create economic value and continues to provide long-term benefits to its stakeholders. The company transforms the value it generates not only into financial profit, but also into social and economic benefits through employment and fair wage policies for employees, taxes paid to the state, regular payments to suppliers, returns provided to investors, and social and environmental investments.

Economic Performance

TOTAL LIABILITIES

12,7 Billion TL
(-%21,1)

TFS's total assets amounted to 18.7 billion TL at the end of 2024, representing a decrease of 11.22% compared to the previous year. This decline was driven by a decrease in trade receivables and inventories, while the increase in cash and financial investments contributed to a more balanced balance sheet structure.

Current assets were recorded at 18.2 billion TL, a decrease of 11.15%. Cash and cash equivalents increased by 12% to 6.6 billion TL, while financial investments rose to 1.6 billion TL. Trade receivables decreased by 36% to TL 4.4 billion, while inventories fell by 32% to TL 5.1 billion. Other current assets rose to TL 296.6 million, and receivables from derivative transactions amounted to TL 161.5 million.

Total non-current assets amounted to 453.5 million TL, a decrease of 14.08% compared to the previous year. Tangible fixed assets increased by 15% to TL 308.5 million, while right-of-use assets decreased by 42% to TL 128.9 million. Intangible fixed assets increased by 13.7% to TL 12.8 million, while there are no deferred tax assets.

This table shows that the company's asset structure has seen an increase in the weight of liquidity and financial investments, while trade receivables and inventories have decreased. This situation indicates a strong position in meeting short-term liabilities, but also points to a contraction in commercial activities.

Total liabilities decreased to **12.7 billion TL at the end of 2024, representing a 21.1% decrease compared to the previous year.** This indicates a reduction in the level of indebtedness and a more sustainable financial structure. Short-term liabilities **decreased by 20.8% to 12.7 billion TL.** Trade payables decreased by 8% with related parties and 20.5% with unrelated parties. Payables related to employee benefits decreased by 69.5%, and income tax liabilities decreased by 42.4%. In comparison, short-term provisions related to employee benefits increased by 106.8% to TL 11.8 million.

Long-term liabilities were recorded at **39.6 million TL, representing a decrease of 59%.** Long-term borrowings decreased by 98%, while long-term receivables increased by 25.9%. In addition, deferred tax liabilities amounted to 28.9 million TL. Paid-in capital remained stable at 412 million TL. The reduction in debt and the stability of the equity structure reflect TFS's prudent and balanced approach to financial management.

Economic Performance



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



As TFS, we do not view our economic performance as limited solely to financial results; we also embrace a value creation approach aligned with the United Nations Sustainable Development Goals (SDGs). Our goal for the coming period is to strengthen our financial sustainability while also increasing our contribution to social welfare and environmental responsibility.

In this context, our primary vision is to create more employment and fair wage opportunities for our employees in line with SDG 8 – Decent Work and Economic Growth, and to enhance the quality of our workforce through continuous training and development programs. Furthermore, in line with SDG 9 – Industry, Innovation, and Infrastructure, we aim to develop innovative solutions in the sector by increasing technological investments and operational efficiency.

While maintaining our efficiency in financial management, we aim to increase resource efficiency within the framework of SDG 12 – Responsible Consumption and Production, and contribute to reducing the environmental impact of the aviation sector with low-carbon and sustainable fuel solutions. At the same time, under SDG 13 – Climate Action, we will continue to diversify our investment strategies to manage risks arising from climate change and create new opportunities.

TFS's future vision is to transform its economic performance into a structure that is measured not only by profitability indicators, but also by social benefit, environmental impact, and alignment with global goals. Thanks to this holistic approach, we will continue to contribute to Türkiye's and the world's sustainable development journey while strengthening our financial sustainability.



Tax



Turkish Fuel Services views its tax obligations not only as a legal requirement, but also as a fundamental element of its contribution to economic and social development. Our approach to taxation is based on transparency, compliance, and ethical principles.

Our company's tax strategy is based on full compliance with national and international legislation, transparent reporting, and effective risk management. We avoid aggressive or risky practices in tax planning and adopt an ethical and responsible tax approach that supports sustainable growth. Our tax processes are carried out in coordination with our finance and legal departments and are secured through regular internal controls. As part of independent audit processes, our tax practices are reviewed annually, relevant risks are managed, and full compliance with legislation is ensured. Tax matters are one of the priority areas for our stakeholders. In this context, we maintain transparent communication with public authorities and adopt a cooperative approach with regulatory bodies. Furthermore, our tax practices are managed in an integrated manner with our company's ethical business approach and corporate governance policies.


During the 2024 reporting period, TFS's net tax expenses disclosed to the public amounted to **1.052.610.828 Turkish Lira**. In the previous year, this amount was **808.504.644 Turkish Lira**. These figures demonstrate our company's direct contribution to the country's economy.

In 2024, out of that:

- **82%** consists of corporate tax
- **18%** consists of VAT, withholding tax, social security contributions, stamp duty, and other taxes

This distribution reflects Turkish Fuel Services' contribution to employment as an employer and the direct economic value it provides to public finances.

Taxes paid play a significant role in increasing social welfare by contributing to the financing of public services and infrastructure investments. Turkish Fuel Services is committed to contributing to the sustainable growth of the country's economy and increasing the economic value transferred to the public in the long term by maintaining transparency in tax practices.



Market Presence

As Turkish Fuel Services, we consider supporting local employment in the regions where we operate and improving the welfare of our employees through fair wage policies to be among our top priorities. A significant portion of the workforce for our operations at Istanbul Airport is sourced locally. This approach not only creates economic added value but also contributes to building strong social ties with the local community.

In the area of local employment, the majority of our employees are people who live in the region where our operations are conducted. This both strengthens the regional labor market and supports local development. Our local employment policy promotes the development of a qualified workforce while ensuring equal opportunity.

Our compensation policy is fully compliant with national legislation, and the entry-level salaries paid to our employees are set **above the legal minimum wage** in the regions where we operate. This practice demonstrates our commitment to improving the living standards of our employees. Furthermore, benefits and social benefits are an integral part of the wage policy, aiming to increase employee satisfaction and strengthen corporate loyalty.



Combating Corruption



As Turkish Fuel Services, we operate within the aviation ecosystem not only with technical expertise but also in accordance with high ethical standards. Our operational excellence and reliability are further strengthened by our **zero-tolerance policy** on bribery and corruption and are continuously improved in line with international standards.

Our company addresses ethical management processes in accordance with the **GRI 205 Anti-Corruption Standard**, developing its policies and practices in line with the principles of transparency, accountability, and fair business practices. Our activities related to combating bribery and corruption are strongly embedded in our understanding of business ethics as an integral part of our **Code of Ethics Policy and Workplace Ethics Values Handbook**.

As part of our internal control mechanisms, bribery and corruption risks are **regularly assessed**, and all relevant processes are monitored through internal and external audit mechanisms, with necessary measures taken. **As of 2024, risk assessments** have ensured high control effectiveness in all key factors, including Zero Tolerance, High-Level Commitment, New Hires, Continuous Awareness and Training, Reporting Framework, Reporting, Hiring Rules, Gifts, Entertainment, and Hospitality, and our current systems operate within a robust security framework. However, in line with the continuous improvement approach, the following measures are planned:

Our company subjects corruption risks to **annual internal audits**, identifies high-risk areas, and develops preventive control systems. During the risk assessment process, corruption-prone transactions are analyzed, the ethical compliance of our business partners is monitored, and compliance is ensured in accordance with the regulatory frameworks in the regions where we operate.

Our company's **Board of Directors and senior management** embrace ethical leadership, setting an example for employees and basing their decision-making processes on principles of fair and transparent management. Special training programs are implemented for our leaders to strengthen the ethical compliance process, with the aim of increasing ethical awareness.

To enable our employees to play an effective role in combating corruption and bribery, **mandatory ethics training is regularly updated**, with training content supported by industry developments and international best practices. In line with GRI 205 criteria, employees' responsibilities in combating corruption are clearly defined in training programs, ensuring they can take appropriate action in the event of ethical violations.

Within TFS, **an anonymous and reliable reporting line** has been established to ensure that ethical violations can be reported without hesitation. **No complaints related to corruption or bribery were received in 2024**. Our employees can report any situation that violates ethical principles in accordance with the **principle of confidentiality**, and all reports are evaluated by an independent ethics committee. The effectiveness of the reporting mechanism is regularly reviewed and necessary improvements are made.

As Turkish Fuel Services, we continue to conduct our **activities in line with the principles of ethical management, transparent business practices, and sustainable corporate responsibility**. Our zero-tolerance policy on combating corruption strengthens the trust we have built with our business partners, employees, and industry, and directly contributes to our global sustainability goals.





Environmental Movement: A Cycle in Harmony with Nature

Materials



Turkish Fuel Services systematically assesses the environmental impacts of the types of materials used in its operations and manages materials in accordance with sustainability principles. A total of **25,564.45 kilograms** of materials were used in operations carried out throughout 2024. These materials were analyzed according to their source types and renewability status.

Materials are classified into two main groups based on their content and function:

/01

The first group consists of materials used in the operation of the facility. In this context, metals (**9,946.6 kg**), chemical-based materials (**8,163 kg**), and plastics (**3,699.9 kg**) are particularly prominent. Metal-based materials are used in the maintenance and repair processes of connection equipment and structural hardware within the supply infrastructure, while plastic and chemical-based products play a significant role in technical operations such as cleaning, surface coating, and process safety. These materials are largely sourced from non-renewable resources and constitute a priority management area for our organization in terms of natural resource consumption and environmental impact.

/02

The second group of materials consists of filter materials used to ensure fuel safety. A total of **2,334.65 kilograms of filter equipment** was used in 2024. These filters perform particle retention, water separation, and contamination barrier functions in air and fuel systems, playing a critical role in flight safety. Furthermore, these materials contribute to both increased operational efficiency and the sustainable maintenance of fuel quality. Although filter materials do not contain renewable content, they are procured with consideration given to manufacturers' recycling and energy efficiency-focused production systems.



Materials



In 2024, materials such as paper (52 kg) and wood (2 kg) obtained from renewable sources were also used to a limited extent. Although the total amount of such materials used is low, it is an important step in promoting the use of sustainable resources.

Another noteworthy aspect of material consumption in 2024 has been the classification of materials with recyclability potential.

Internal processes have been reviewed, particularly regarding the recycling of materials such as glass, plastic, and metals; contributions to the circular economy have been made through the separation of waste at source and collaboration with licensed disposal companies.



TFS considers not only operational requirements in material selection, but also **the environmental impacts of the material throughout its life cycle**. Accordingly, the following criteria are taken into account for procured products:

- Being produced from renewable raw materials,
- Compatibility with recycling systems,
- Having undergone production processes with low energy and water consumption

Additionally, environmental declarations and sustainable production conditions have been added to contracts with suppliers; thus, environmentally friendly material management has been ensured not only in internal processes but throughout the entire supply chain.

As TFS, the following will be among our priorities in the coming period:

- To increase the use of renewable materials,
- To promote the supply of alternative and environmentally friendly materials, develop
- To develop innovative material strategies for minimizing post-use waste generation

One of TFS's key objectives in the coming years is to increase the use of renewable and environmentally friendly materials; by integrating alternative material innovations into operational processes, it aims to make a stronger contribution to the conservation of natural resources.



Wastes

Turkish Fuel Services adopts a comprehensive and responsible waste management approach to minimize the environmental impact of waste generated from its operations. Throughout 2024, systematic practices have been implemented to reduce waste at source, separate it by type, dispose of it using appropriate methods, and direct it for recycling where possible. All processes are carried out in accordance with national legislation and environmental sustainability principles.

Our efforts in compliance with the Zero Waste Regulation have been certified by the Ministry of Environment, Urbanization, and Climate Change with a 'Zero Waste Certificate'. During the certification process, collection points were established to facilitate the separation of waste at source, dedicated areas were allocated for recyclable waste, and regular awareness training sessions were conducted for employees. Additionally, resource efficiency was enhanced through practices such as reducing the use of single-use materials, increasing recycling rates, and tracking waste using digital systems.



Efforts to reduce waste at source, increase reuse, and improve recycling rates are being carried out within the framework of the ISO 14001:2015 Environmental Management System. Environmental aspects are regularly assessed through this system. Risks and opportunities are analyzed to set targets, waste management performance is monitored periodically, and improvement plans are implemented. Thanks to the ISO 14001 standard, not only the disposal of waste but also its prevention at source and the optimization of recovery processes are ensured.

In 2024, a total of **46,240 kg** of waste was generated as a result of company activities. When classified by type, this waste includes both hazardous and non-hazardous waste. The waste generated was collected, transported, and disposed of **in accordance with environmental regulations under contracts between TFS and licensed waste management companies.**

Hazardous wastes, including petroleum derivatives, contaminated packaging, heavy metals, and contaminated filters, was recorded at a total of **29,872 kg**. The categories with the highest share of hazardous waste were **other fuels (14,480 kg), packaging containing hazardous substances (1,940 kg), oil-contaminated filters and cloths (5,190 kg), and special types of waste such as batteries, antifreeze fluids, hydraulic oils, and cables.** All of this waste was sent to licensed hazardous waste disposal facilities.

Non-hazardous waste totaled **18,368 kg**. The most commonly produced waste types in this category were plastic **packaging (7,004 kg), paper and cardboard packaging (6,941 kg), metal (2,360 kg), and glass packaging (885 kg).** These wastes were directed towards recycling, contributing to the protection of environmental resources.

Additionally, **waste requiring special treatment, such as lighting equipment (fluorescent lamps), electrical/electronic waste, batteries, and oily cables,** has been collected separately in accordance with legal obligations and delivered to the relevant disposal facilities. TFS's waste management system operates according to the following principles:

- Minimization (prevention) of waste generation
- Separation of waste at source and tracking by category
- Making maximum use of recycling opportunities
- Disposal of hazardous waste in accordance with regulations
- Regular monitoring and reporting of waste data

Throughout 2024, all waste management processes were carried out in accordance with the **GRI 306 Waste Standard, the Environmental Law, the Waste Management Regulation,** and relevant national legislation. TFS aims to continue its efforts to continuously improve waste management performance in 2025, as well as to develop training and digital tracking systems to increase employee awareness.

Energy

Turkish Fuel Services views energy management as one of the key elements of its sustainability strategy; it focuses on reducing energy consumption while increasing operational efficiency, achieving energy savings through innovative technical solutions, and minimizing environmental impacts. Energy performance assessments conducted in 2024 have demonstrated the company's energy management capabilities in terms of both total consumption volumes and gains achieved through process optimizations.

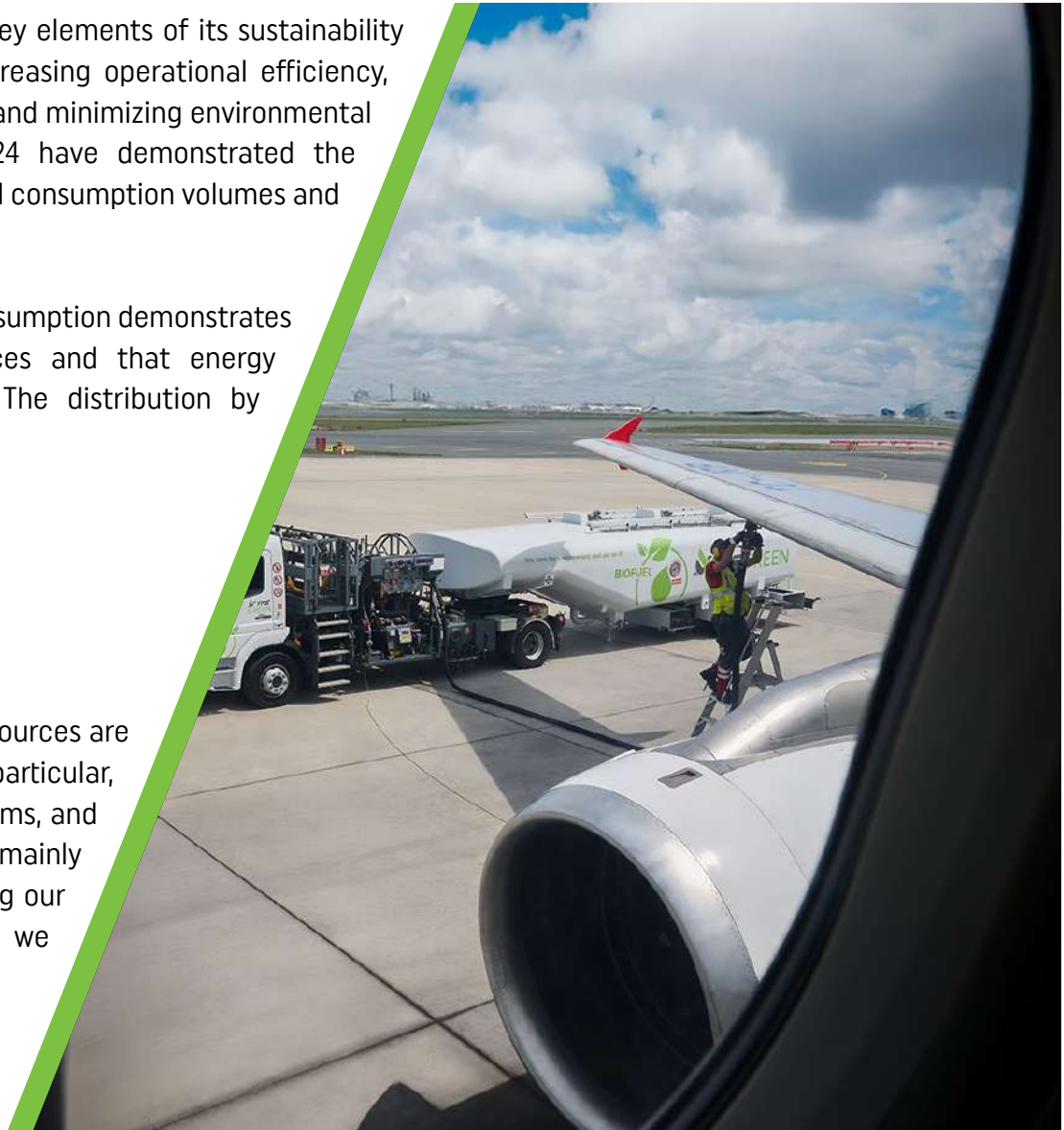
Total energy consumption in 2024 amounted to 32,074 GJ. This consumption demonstrates that activities are carried out using different energy sources and that energy management is approached in a multidimensional manner. The distribution by consumption source is as follows:

Electricity Consumption: 21.286 GJ

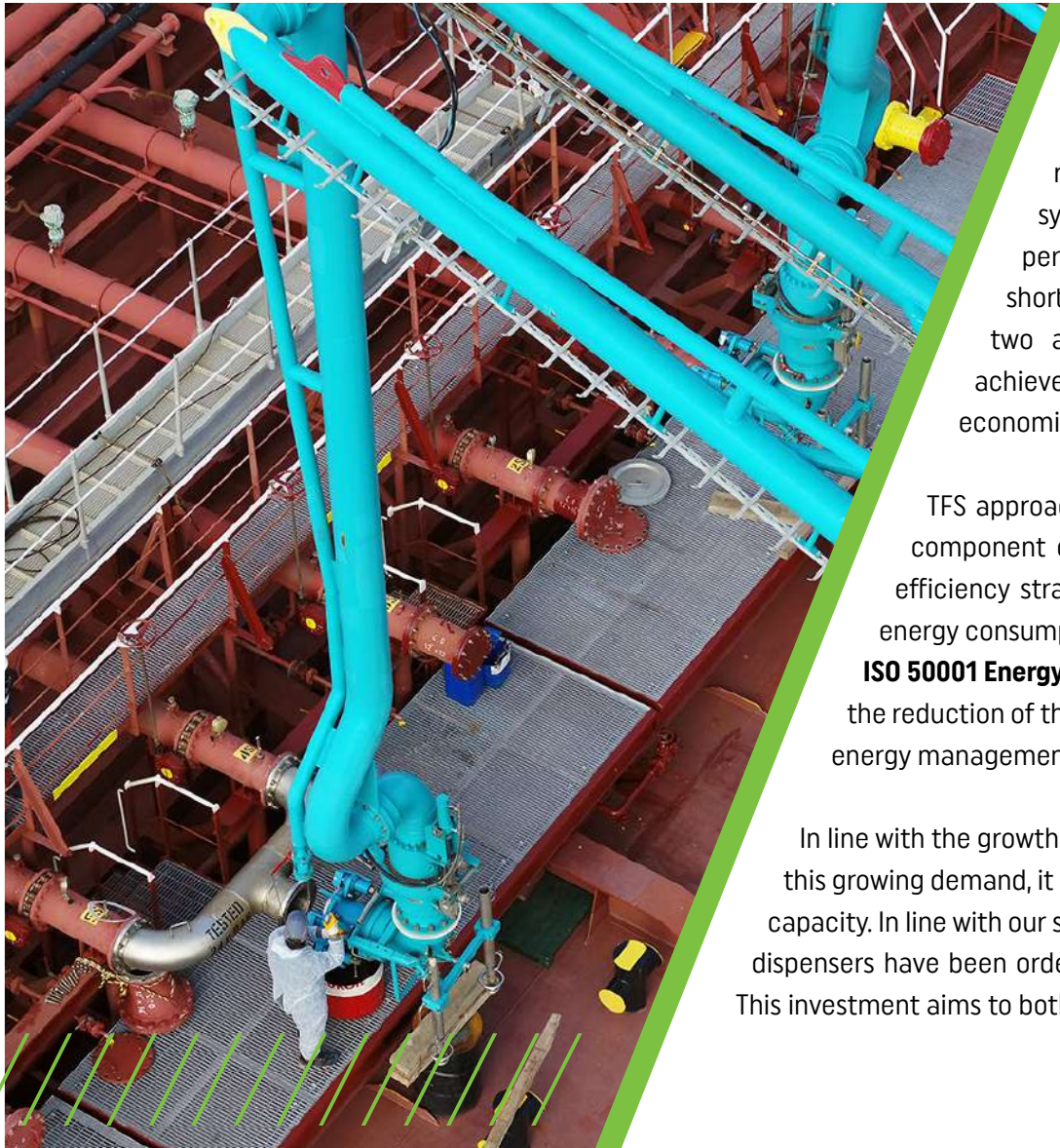
Diesel Consumption: 7.800 GJ

Gasoline Consumption: 2.988 GJ

These figures demonstrate that both direct and indirect energy sources are being monitored and managed. Electricity consumption, in particular, stands out as a major item in internal operations, pumping systems, and infrastructure support processes. Fossil fuel consumption is mainly related to the use of company vehicles/equipment. By converting our vehicles used during refueling operations to electric vehicles, we achieved a total energy efficiency of 9,574 GJ in 2024.



Energy



Operational improvements that provide measurable energy savings were also implemented in 2024. Within this scope, **101 ship refueling** operations were analyzed in detail. Among these operations, performing 5 refueling operations at an inlet pressure of 4.5 bar reduced the load on the system and minimized energy consumption during pumping. Furthermore, performing **82** operations in parallel increased flow efficiency in the system, shortening operation time and directly affecting energy consumption. These two applications resulted in a total **electricity saving of 626.4 GJ**. This achievement contributes not only to environmental sustainability but also to economic sustainability, enabling more efficient use of resources

TFS approaches energy management not only as a cost item but also as an integral component of environmental responsibility, climate change mitigation, and resource efficiency strategies. Among the goals for the coming period are closer monitoring of energy consumption data using digital tracking systems and ensuring the continuity of the **ISO 50001 Energy Management System** certification process. This approach will support both the reduction of the carbon footprint in operational processes and the spread of a sustainable energy management culture throughout the entire organization.

In line with the growth in the aviation sector, operational needs are expected to increase. To meet this growing demand, it has been decided to purchase new dispensers to strengthen our fuel supply capacity. In line with our sustainability vision, electric models have been preferred, and 5 electric fuel dispensers have been ordered to contribute to an environmentally conscious operational structure. This investment aims to both increase operational efficiency and reduce environmental impact.

Emission

Turkish Fuel Services regularly monitors, calculates, and reports greenhouse gas emissions as a fundamental part of its environmental sustainability approach. The greenhouse gas emissions inventory for 2024 has been prepared in accordance with the ISO 14064-1:2018 standard and the GHG Protocol. Emissions have been assessed under three main scopes, including direct and indirect sources, and a total of 2,661,183.40 tons of CO₂ equivalent (tCO₂e) greenhouse gas emissions have been released.

Scope 1 emissions, which include direct emissions, originate from vehicles, generators, and fixed equipment, resulting in 695.47 tCO₂e emissions throughout 2024. These emissions represent direct emissions arising from operations under the company's control.

Scope 2, which includes indirect energy-related emissions, assesses emissions resulting from the electricity consumed by TFS. The total electricity consumption in 2024 was 5,912,844.25 kWh, corresponding to a calculated greenhouse gas emission of 2,631.22 tCO₂e.

Other indirect emissions assessed under Scope 3 include emissions associated with the fuel supply chain, land and sea logistics activities, business travel, employee, visitor, and customer transportation, Well-To-Tank (WTT) processes, purchased materials and services, and emissions from waste disposal. The total greenhouse gas emissions under Scope 3 reached 2,657,856.71 tCO₂e.



Emission

The total emissions amount in question includes emissions from numerous activity areas such as fuel consumption, electricity usage, supply chain, logistics activities, business travel, employee and customer transportation, production processes of purchased goods and services, Well-To-Tank (WTT) processes, and waste management.

Total emissions for 2024 were calculated based on the company's net income of 122,268,025,000 TL for the same year, resulting in an emissions intensity of 0.216 tCO₂e/million TL.

This ratio indicates that TFS's carbon emissions per unit of economic output are quite low and that carbon efficiency is maintained at a high level.

The company has also contributed to emission reduction through operational improvements. Analysis of the 101 ship refueling operations carried out in 2024 shows that a total of **626.4 GJ of electricity was saved** thanks to 5 operations being carried out with low inlet pressure and 82 operations being carried out via dual lines. This application has contributed to the reduction of indirect emissions linked to electricity consumption in particular.

Our port can accommodate ships with a capacity of up to 125,000 DWT (approximately 270 meters maximum length). However, there may be cases where we cannot accept ships with this capacity due to their draft (depth below water). This situation may require us to plan for two or more ships to transport the product that could be carried by a single ship. Consequently, fuel transportation operations involving more ships increase emissions. To this end, a tender project has been initiated in 2024 with the aim of increasing the depth of the port through seabed dredging activities and reaching full capacity. The seabed dredging work is scheduled to begin in 2025 and be completed within the same year.

TFS continues to prioritize transparent reporting of greenhouse gas performance, ensuring data accuracy, and implementing systematic improvements to reduce emissions as part of its efforts to combat climate change. In the coming period, the aim is to further improve performance in this area through energy efficiency projects and strategic investments that will reduce the carbon footprint.

Water Management and Consumption Data



6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



11 SUSTAINABLE CITIES AND COMMUNITIES



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE




Turkish Fuel Services, we are aware that water is a scarce and strategic resource. Within the framework of our sustainability approach, we continue our commitment to managing and reducing water consumption. Increasing water efficiency in our operations and minimizing our impact on natural water resources are among our primary objectives. This approach is reported transparently in accordance with GRI (Global Reporting Initiative) Standards.

Total Water Withdrawal and Consumption

Throughout 2024, TFS's total **water withdrawal and consumption amounted to 9,105 m³**. Water consumption was distributed across the operational areas and sources listed below:

Main Water Supply

 **8.994 m³**

Recycled Water

 **111 m³**



Water Management and Consumption Data

Distribution of Water Consumption

The distribution of water consumption by operational units is as follows:



Office, Maintenance Workshop, Fire-Extinguishing Water Depot and Apron

With a total water consumption of 7,312 m³, these areas account for 80% of total consumption. This consumption stems from basic requirements such as daily office activities, maintenance, and cleaning operations.



Port Facilities

782 m³ of water was used in port operations, which corresponds to 9% of total consumption.



Water Tank Utilization

Water was drawn from water tanks put into operation especially during the summer months, amounting to 900 m³, which constituted 10% of the total consumption.



Garden Watering

The 111 m³ of water used for garden irrigation activities was supplied from treated and recycled water provided by Istanbul Airport (İGA). This practice reflects our commitment to protecting natural water resources by supporting the circular economy model. This usage accounts for approximately 1% of total water consumption.

Water Quality and Monitoring

The quality of water provided for operational and administrative use is critical to our company's environmental and operational standards. Samples taken from our process water have been tested in accordance with ISO 5567-4 Microbiological and TS EN ISO 19458 standards. As a result of these tests, the pH value of the water was measured at 8.27.

This result complies with the pH range of 6.5-9.5 specified in the relevant standards, demonstrating that our water quality meets operational requirements. Our company will continue to continuously monitor water quality and report this data at regular intervals.

Water Quality and Monitoring

TFS continuously monitors and implements improvement initiatives to ensure efficient water usage. Implementing water conservation measures and raising awareness in offices and operational areas where consumption is highest are among our top priorities. Expanding the use of recycled water and improving the efficiency of water tank management are also key components of our future water management strategy.

These data demonstrate the steps we have taken to ensure the effective management of water resources and minimize our environmental impact. Our company will continue to take responsibility for a sustainable future by continuously assessing water risks in its operations.

Biodiversity

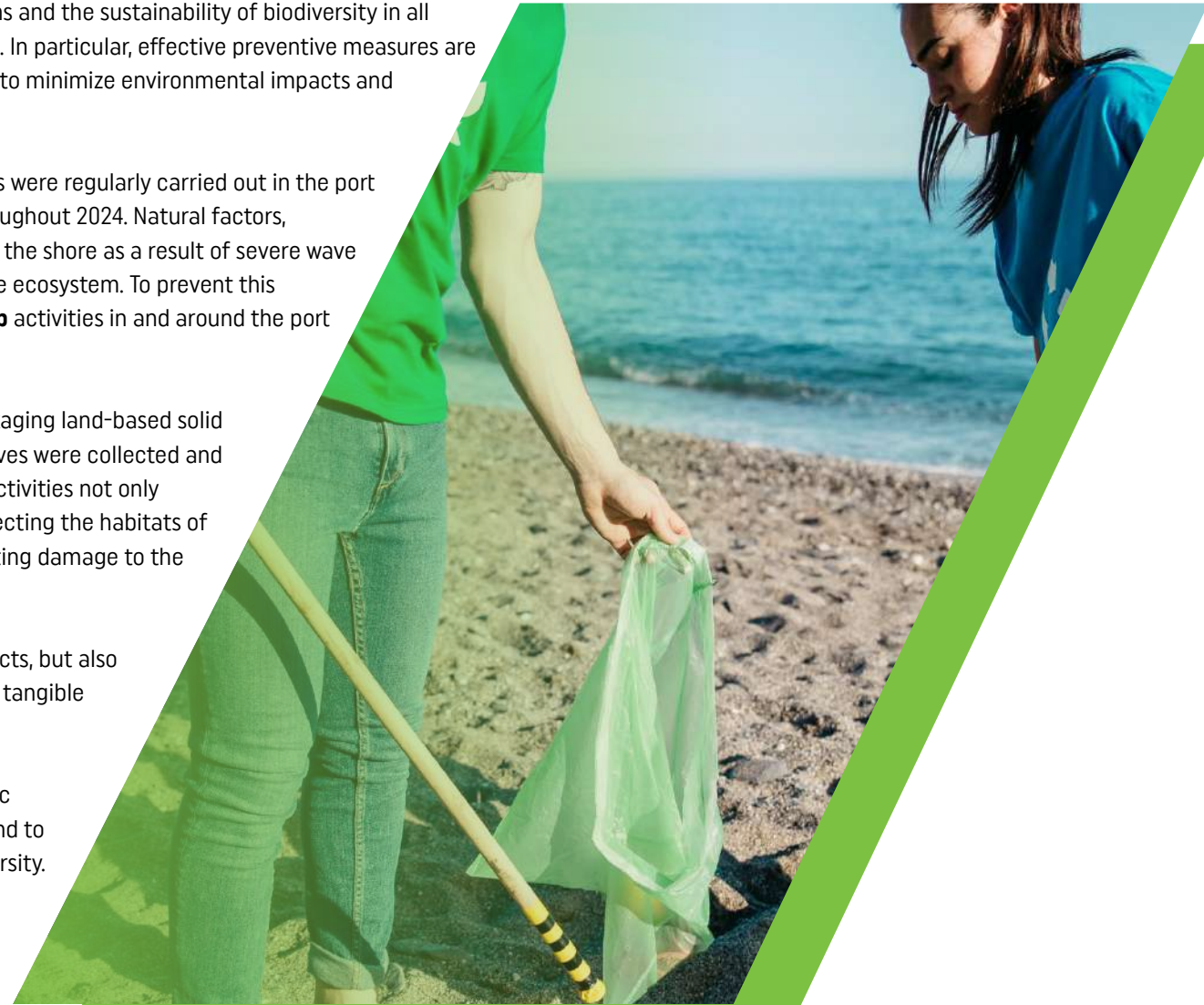
Turkish Fuel Services considers the protection of natural ecosystems and the sustainability of biodiversity in all regions where it operates to be part of its corporate responsibilities. In particular, effective preventive measures are implemented in operations conducted in marine and coastal areas to minimize environmental impacts and protect sensitive habitats.

Within this scope, environmental monitoring and clean-up activities were regularly carried out in the port areas where the company's supply operations were conducted throughout 2024. Natural factors, particularly various waste materials carried from the sea surface to the shore as a result of severe wave and wind movements, have the potential to pose serious risks to the ecosystem. To prevent this situation, TFS has regularly carried out **marine and coastal clean-up** activities in and around the port area.

As part of these cleanup efforts, plastic, packaging waste, non-packaging land-based solid waste, and various marine pollution elements washed ashore by waves were collected and disposed of in accordance with environmental regulations. These activities not only prevented visual pollution, but also played a significant role in protecting the habitats of marine life, ensuring the sustainability of water quality, and preventing damage to the port fauna.

Through these initiatives, TFS not only controls its operational impacts, but also actively contributes to the protection of natural habitats, making a tangible contribution to environmental sustainability goals.

The company aims to make port cleaning activities more systematic through periodic monitoring and reporting in the coming periods and to implement innovative environmental solutions that support biodiversity.



Movement in the Chain: Responsible Supply



Supplier Environmental and Social Assessment

As Turkish Fuel Services, one of the key components of our sustainability strategy is managing the environmental, social, and ethical impacts within our supply chain. In critical activities such as aviation fuel supply and refueling processes, the sustainability performance of our supply chain is among our priorities, just as much as reliability and safety. Therefore, we view our suppliers not only as commercial partners, but also as important stakeholders in our sustainability journey.

During the 2024 reporting period, a total of **79 suppliers** were evaluated based on environmental and social criteria. In addition, business relationships were established with **61 new suppliers** during the year, and these suppliers were also included in the evaluation process based on the same criteria. A significant portion of the new suppliers were local companies, which was in line with our company's vision of supporting the local economy and contributing to regional development. In 2024, **62% of fuel procurement expenditures** were made through domestic suppliers. Working with local suppliers both strengthens supply continuity and enables more effective monitoring of environmental impacts. In collaborations with foreign suppliers, compliance with international regulations and global sustainability principles are observed.

Environmental assessments have revealed that the majority of our suppliers comply with current environmental regulations. Regular maintenance of machinery and equipment, provision of personal protective equipment to employees, regular health check-ups, and training on waste management are common practices. Significant steps have been taken to measure and monitor environmental indicators such as energy consumption, greenhouse gas emissions, and water usage. Over the past three years, there have been no environmental accidents or fines imposed on any of our suppliers. This demonstrates a high level of environmental compliance.

In social sustainability assessments, it was found that only a limited number of suppliers have written policies and procedures regarding fundamental human rights such as fair remuneration, prevention of child labor, combating discrimination, freedom of association, and prevention of forced labor. In contrast, a high level of regulatory compliance was achieved in occupational health and safety, and it was observed that employee safety was prioritized. Furthermore, increased awareness has been observed in governance areas such as ethical business practices, anti-corruption, data security, and fair competition.

As a result of the 2024 evaluations, no business relationship with any supplier has been terminated. TFS adopts a **collaborative and developmental model** rather than a punitive approach. Under this model, suppliers are supported in improving their environmental performance, strengthening their social policies, and formalizing their ethical business principles.

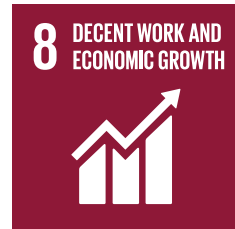
Supplier Environmental and Social Assessment

In the coming period, the goal is **to implement supplier development programs in a more systematic and regular manner**. Within this scope, the following are planned:

- Repeating annual sustainability assessments for all suppliers,
- Organizing training and awareness seminars at regular intervals,
- Developing **improvement projects** in critical areas (environmental management, occupational health and safety, human rights, ethical business practices),
- Providing technical consulting to leverage the capacities of local suppliers.

It has been observed that approximately half of the suppliers participating in the assessment also evaluate their own subcontractors based on specific criteria and implement approval mechanisms. This situation demonstrates that sustainability principles are not limited to first-tier suppliers but have the potential to spread throughout the chain.

The supply chain for TFS is not merely a structure of product and service providers; it is a strategic business partnership where ethical, environmental, and social responsibilities converge on common ground. Thanks to this model developed in collaboration with suppliers, both our company's operational reliability and its social and environmental contribution are strengthened.





Social Movement: Human-Centered Approaches



Employment, Education and Training

TFS Fuel views its human resources as one of its most valuable assets and implements an employment policy based on equality, equal opportunity, employee satisfaction, and development. As of 2024, the company's employment data and employee profile reflect both its operational capacity and its sustainability-focused approach to human resources management.

In 2024, the total number of employees was 136, of whom 115 were male and 21 were female. Although the proportion of female employees is limited, TFS Fuel continues its efforts to strengthen its human resources processes from a gender equality perspective. There is no average pay gap between female and male employees; all employees are evaluated under the equal pay for equal work policy.

Great importance is placed on the professional and personal development of employees. A total of 1,521 hours of training was conducted in 2024, with an average training duration of 72.48 hours per employee. Training programs were planned under various headings such as technical competence, occupational health and safety, sustainability, managerial skills, customer satisfaction, and quality management, and were disseminated to cover all staff.

A total of 40 new employees were hired by the company during the same year. Of the newly hired personnel, 35 are male and 5 are female. When examining the age distribution, 37.5% of those hired are in the 20-30 age range, 40% are in the 30-40 age range, 15% are in the 40-50 age group, and 7.5% are 50 years of age and above. This distribution demonstrates TFS Akaryakit's employment policies' focus on balancing young and experienced labor. The turnover rate for 2024 was 5.2%, which is a balanced and stable indicator when compared to industry averages.

Additionally, in line with policies supporting employees' family life, four male employees took **paternity leave** in 2024. No female employees took maternity leave during the reporting period. All male employees who took parental leave returned to their positions after the leave and are still continuing in their roles 12 months later.

TFS Fuel evaluates its sustainable employment approach not only through numerical indicators, but also through employee engagement, equal opportunity, talent management, and inclusivity principles. Continuous improvement is targeted in human resources processes, and a fair and supportive working environment is provided where every employee can realize their potential.

Diversity and Equal Opportunity, Anti-Discrimination

Turkish Fuel Services has adopted an inclusive corporate culture that values diversity and provides equal opportunities to all employees. The company's human resources policies aim to ensure that all employees have the right to work in a fair, respectful, and supportive environment, regardless of age, gender, ethnicity, religious beliefs, physical ability, or any other form of discrimination.

As of 2024, the company has a total of 136 employees. Of these employees, 115 are male (84.6%) and 21 are female (15.4%). The company prioritizes equal opportunity policies aimed at increasing female employment, with the goal of supporting the presence of women in traditionally male-dominated sectors. In HR processes, decisions regarding hiring, promotion, and training are based solely on merit, preventing gender-based bias.

Equality is also maintained between female and male employees in terms of wage policies; the principle of equal pay for similar positions and responsibilities is applied. An analysis of salary data for 2024 confirms that there are no gender-based wage differences. This practice demonstrates that the principle of fair remuneration has become one of the company's core values.



It is evident that diversity in TFS is not limited to gender; there is also a multi-voiced structure in terms of age, experience level, and professional background. The age distribution of new employees is as follows:



This age diversity strengthens the balance between bringing young talent into the company and leveraging the knowledge base of experienced employees.

Additionally, TFS fully complies with GRI 406: Anti-Discrimination standards and implements a zero-tolerance policy against all forms of discrimination in the workplace. All Human Resources activities, from the hiring process to career development, from compensation to termination processes, are structured according to principles that protect against discrimination.

Throughout 2024, no official complaints or negative reports regarding discrimination were received. However, TFS still maintains its reporting mechanisms to ensure all employees work in a safe and discrimination-free environment and preserves its organizational structure to respond swiftly to any instances of discrimination.

In the coming period, the goal is to further develop policies that support diversity, increase the proportion of women in leadership positions, plan projects aimed at the employment of individuals with disabilities, and implement training programs that raise employee awareness.

Occupational Health and Safety (OHS)

Turkish Fuel Services considers the health and safety of its employees not only a legal obligation but also a fundamental part of its corporate responsibility. To create a safe and healthy working environment, protect employee well-being, and prevent workplace accidents, a comprehensive occupational health and safety (OHS) management system has been meticulously implemented throughout 2024. This system is designed with a proactive approach that not only controls existing risks but also focuses on continuous improvement and a culture of prevention.

TFS's OHS approach is aligned with the ISO 45001 Occupational Health and Safety Management System framework and encompasses numerous processes, including hazard identification, risk analysis, employee training and participation, operation of work permit systems, and measurement of OHS performance. A total of 250,238.25 hours of actual work were performed in 2024; these hours do not include sick leave, work accidents, maternity leave, weekends, public holidays, annual leave, and overtime hours. The net-working time calculated in this context has enabled a more accurate analysis of occupational health and safety indicators.

During this period, there were **3 workplace accidents**, resulting in a total of 82.5 hours of lost work time. The effects of these accidents were evaluated through root cause analysis, and corrective and improvement activities were planned to prevent similar incidents from recurring. **The Work-Related Injury Rate calculated throughout the year was 38.76.** This rate is used in industry comparisons to perform performance analyses and provides input for target setting processes.

To promote OSH culture and raise employee awareness, a total of **465 hours of training** was provided throughout 2024. These training sessions were conducted in **140 sessions**, reaching **384 employees**. The training covered topics such as fire safety, first aid, use of hazardous chemicals, safe vehicle operation, and use of personal protective equipment.

Within the scope of the safety suggestion system established to encourage employee participation, **173 suggestions** were collected during the year, **106 corrective actions** were initiated in response to these suggestions, and **66 of them were completed during the year**. This system contributes to strengthening the corporate OHS culture by enabling employees to actively include their observations in the process.

Additionally, **164 work permit forms** were issued in 2024; risks were analyzed prior to hazardous work such as enclosed spaces, hot work, and work at heights, and the necessary controls were implemented to ensure that the work was carried out safely.

Occupational Health and Safety (OHS)



The 28 incident reports created based on observations and notifications related to occupational health and safety include both unsafe conditions and behavioral analyses. Following these incidents, 224 safety actions were planned and implemented in the field during the year based on the subsequent evaluations.

Throughout 2024, occupational health and safety practices were implemented in an integrated manner with the Safety Management System. This system, implemented within TFS, has been designed in accordance with national and international aviation safety regulations, primarily ICAO, IATA, and JIG standards. The system addresses not only workplace accidents but also potential hazards, unsafe behaviors, and conditions with a preventive approach; it supports a "prevention" culture with its risk-based approach.

TFS will continue its OHS management approach that prioritizes risk-based thinking, encourages employee participation, and is based on the continuous improvement, in line with its "Zero Workplace Accidents" goal. Among the targets for Year 2025 are increasing the implementation of measures aimed at developing a culture of safety, and strengthening contractor and visitor systems.



Labor/Management Relations

Turkish Fuel Services embraces a transparent and participatory communication culture with its employees, ensuring that important operational decisions are communicated to employees and their representatives in a timely manner. In this context, labor-management relations are not limited to daily work processes but are also conducted with an effective spirit of cooperation during the management of significant changes.

In accordance with the **Change Management Procedure** implemented in our company, the following are adopted as basic principles:

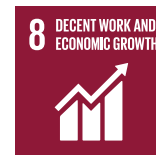
- Notifying all internal and external stakeholders affected by the change,
- In the event of a significant change in the establishment, subcontractors and employers who have established temporary employment relationships must also be informed.

This approach ensures that not only our own employees, but also other parties we receive services from or have business relationships with, are informed of operational changes in a timely manner.

TFS notifies employees and their representatives 10 business days in advance of operational changes in order to protect occupational security and industrial peace.

This application is carried out within the framework of the Change Movement Procedure and relevant legislation, and includes communicating changes not only to employees but also to subcontractors and personnel working under temporary employment relationships.

In the changes made in 2024, employees and their representatives were regularly informed, and transparent communication was provided regarding the effects of the changes, the risks, and the measures to be taken.



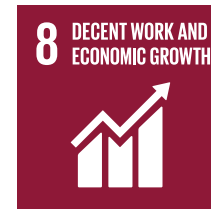
Forced or Compulsory Labor

No employee may be forced to work without their consent and in violation of their legal rights under the umbrella of Turkish Fuel Services. All employee rights are guaranteed. A firm stance is taken against all practices that violate human rights, including the employment of illegal immigrants, the employment of foreign nationals without work permits, labor for debt repayment, and all forms of human trafficking.

In line with this approach, forced or compulsory labor is not permitted in any of the company's operations.

Awareness activities were carried out for employees, raising awareness against forced labor. In this context, Workplace Ethical Values training was organized for a total of 22 hours in Year 2024, strengthening employees' knowledge on the subject.

Employees at TFS can file complaints through the SpeakHub system without providing their name or identity information. Submissions are evaluated by an independent committee, then forwarded to the Ethics Committee for review and decision. No violations related to forced or compulsory labor were reported in 2024. Furthermore, no findings were identified in this regard during either internal or external audits. TFS has complied with anti-forced labor measures throughout 2024, and no adverse situations have occurred in its supply chain or operations.



Child Labor

Turkish Fuel Services operates based on the principle of full respect for human rights and has adopted an ethical corporate structure. In line with this, it pursues a zero-tolerance policy against all forms of forced labor, particularly child labor. All of the company's hiring processes are carried out in full compliance with applicable national legislation, primarily the Labor Law No. 4857, and international agreements; under no circumstances are individuals under the age of 18 permitted to be hired.

Throughout Year 2024, within the framework of the audit and control mechanisms implemented, no child labor was encountered in TFS's areas of operation or supply chain processes, and no reports or findings related to this issue were made. At the same time, compliance with this principle by supplier companies is explicitly stipulated in contracts and regularly monitored.



TFS not only prevents child labor, but also supports awareness and education initiatives for its employees' children. Throughout Year 2024, various field trips and promotional events were organized with the aim of raising awareness among employees' children on topics such as occupational health and safety, environmental protection, and the safe management of fuel operations. Through these events, children were provided with information about their families' workplaces and were also instilled with a culture of safe working practices, environmental awareness, and ethical values from an early age.

TFS aims to create a positive social impact not only within its own boundaries but also on future generations, and furthermore, it demonstrates an exemplary corporate stance regarding the protection, education, and development of children.

Customer Privacy

For Turkish Fuel Services, customer confidentiality is not only a legal requirement but also a fundamental part of our trust-based business model. Due to our operations in the aviation sector, protecting customer information and preventing privacy breaches are among our highest priorities. Given the critical nature of our operations, all commercial information of our business partners and customers is protected in accordance with national and international regulations.

A robust information security management approach is implemented to ensure customer confidentiality. All customer data is stored in secure digital systems and can only be accessed by authorized personnel. Accesses are logged, regularly reviewed, and controlled through independent audits. In this context, data is only processed when deemed necessary, and sharing with third parties is subject to strict procedures.

Our company fully complies with national legislation, including the **Personal Data Protection Law (PDPL)**, and international privacy regulations. Furthermore, we strictly adhere to the privacy and security rules established by İGA Istanbul Airport, the General Directorate of Civil Aviation, and relevant international aviation authorities. In this context, we ensure that customer data is used solely for business purposes, that data processing procedures are transparent, and that confidentiality is safeguarded.









Our employees play a key role in protecting customer confidentiality. Therefore, they regularly participate in information security and data protection training and are made aware of the ethical responsibilities that must be adhered to when processing customer information. The training focuses particularly on cybersecurity risks, preventing data leaks, reporting privacy breaches, and legal obligations regarding the protection of personal data.

All contracts with our suppliers and business partners include provisions regarding the protection of customer data privacy and non-disclosure to third parties. This ensures that not only TFS employees, but also all collaborating parties adhere to the principle of confidentiality.

In the Year 2024 reporting period, there were no breaches of customer confidentiality, data leaks, or sanctions. This result demonstrates that our information security policies are effectively implemented and that our privacy management system is robust.








In the coming periods, TFS aims to further advance its current practices regarding customer privacy. In this context, plans include strengthening the digital infrastructure, developing cybersecurity solutions, integrating international information security standards (such as ISO 27001), and intensifying training to raise employee awareness. Thus, customer privacy will continue to be one of the fundamental elements of our corporate reliability, going beyond being merely a legal requirement.

Performance indicators in the Year 2024

Indicator Header	Measurable Performance Data (Year 2024)	Source Section
Distribution of Economic Value	<ul style="list-style-type: none"> Revenue: 122.3 billion TL Net Operating Profit: 945 million TL Net Profit: 2,5 billion TL 	 / Economic Performance
Tax Strategy and Payments	<ul style="list-style-type: none"> Tax expense transferred to the public: 1.052.610.828 TL 	 / Tax
Local Employment and Wage Rate	<ul style="list-style-type: none"> Local employment rate: Over 70% Wage at entry level: Above the legal minimum wage 	 / Market Presence
Corruption Cases and Training	<ul style="list-style-type: none"> Reported cases of corruption: 0 	 / Combating Corruption
Energy Consumption	<ul style="list-style-type: none"> Total: 32.074 GJ Electricity: 21.286 GJ Diesel fuel: 7.800 GJ Gasoline: 2.988 GJ 	 / Energy
Energy Efficiency and Conservation	<ul style="list-style-type: none"> 626.4 GJ savings through operational improvements 	 / Energy
Greenhouse Gas Emissions	<ul style="list-style-type: none"> Total: 2.661.183,40 tCO_{2e} Scope 1: 695,47 tCO_{2e} Scope 2: 2.631,22 tCO_{2e} Scope 3: 2.657.856,71 tCO_{2e} Emission density: 0,216 tCO_{2e}/million TL 	 / Emission
Water Consumption	<ul style="list-style-type: none"> Total: 9.105 m³ Tap Water: 8.994 m³ Recycled water: 111 m³; pH: 8,27 	 / Water Management

Performance indicators in the Year 2024



Indicator Header	Measurable Performance Data (Year 2024)	Source Section
Waste Quantities	<ul style="list-style-type: none"> Total: 46.240 kg Dangerous: 29.872 kg Non-dangerous: 18.368 kg 	 / Wastes
Supplier Evaluation	<ul style="list-style-type: none"> Evaluated supplier: 79 New supplier: 61 Local procurement ratio: %62 	 / Evaluation by Supplier
Occupational Health and Safety Performance	<ul style="list-style-type: none"> Number of Work Accidents: 3 OHS Training Duration: 465 Hours Work-Related Injury Rate: 38,76 Total Number of Suggestions: 173 Total Number of Work Permits: 164 	 / OHS
Education and Development	<ul style="list-style-type: none"> Total Annual Training Hours: 1.521 	 / Education
Discrimination and Trade Union Rights	<ul style="list-style-type: none"> Case of discrimination: 0 	 / Diversity and Equal Opportunity
Child and Forced Labor	<ul style="list-style-type: none"> Child labor and forced labor case: 0 	 / Forced and Child Labor
Customer Privacy	<ul style="list-style-type: none"> Number of data breaches: 0 	 / Education

GRI Index



GRI	Definition	Page
Organizational Profile		
GRI 2-1	Organizational Details	4,7,8,9
Priority Issues		
GRI 3-1	The process of identifying priority issues	5
Economic Performance		
GRI 3-3	Management of priority issues	15,16,17
GRI 201-1	Economic value created and distributed	15,16,17
GRI 201-2	The financial consequences of climate change and other risks and opportunities	15,16,17
GRI 201-3	Defined benefit plan obligations and other retirement plans	15,16,17
GRI 201-4	Financial assistance received from the government	15,16,17

GRI Index

GRI	Definition	Page
Market Presence		
GRI 3-3	Management of priority issues	19
GRI 202-1	Standing entry-level wage rates by gender compared to the local minimum wage	19
GRI 202-2	Percentage of senior managers hired from the local community	19
Indirect Economic Effects		
GRI 3-3	3-3 Management of priority issues	15,16,17
GRI 203-1	Supported infrastructure investments and services	15,16,17
GRI 203-2	Significant indirect economic effects	15,16,17
Supply Practices		
GRI 3-3	Management of priority issues	33,34
GRI 204-1	The proportion of spending on local suppliers	33,34

GRI Index



GRI	Definition	Page
Combating Corruption		
GRI 3-3	Management of priority issues	20
GRI 205-1	Operations assessed in terms of corruption risks	20
GRI 205-2	Communication and training on anti-corruption policies and procedures	20
GRI 205-3	Verified cases of corruption and measures taken	20
Tax		
GRI 3-3	3-3 Management of priority issues	18
GRI 207-1	Approach to Taxation	18
GRI 207-2	Tax governance, control, and risk management	18

GRI Index



GRI	Definition	Page
Combating Corruption		
GRI 3-3	Management of priority issues	22
GRI 301-1	Materials used based on weight or volume	22
GRI 301-2	The recycled input materials used	22
GRI 301-3	Recycled products and their packaging materials	22
Energy		
GRI 3-3	Management of priority issues	24,25
GRI 302-1	Energy consumption within the organization	24,25
GRI 302-3	Energy density	24,25
GRI 302-4	Reducing energy consumption	24,25
GRI 302-5	Reductions in the energy requirements of products and services	24,25

GRI Index



GRI	Definition	Page
Water and Waste Water		
GRI 3-3	Management of priority issues	29,30
GRI 303-1	Interactions with water as a shared resource	29,30
GRI 303-4	Water drainage	29,30
GRI 303-5	Water consumption	29,30
Biodiversity		
GRI 3-3	Management of priority issues	31
GRI 304-1	Areas owned, leased, managed, or adjacent operational areas within protected areas and areas outside protected areas that possess high biological diversity value	31
GRI 304-2	The significant impacts of activities, products, and services on biodiversity	31

GRI Index



GRI	Definition	Page
Emissions		
GRI 3-3	Management of priority issues	27,28
GRI 305-1	Direct (Scope 1) Greenhouse Gas emissions	27,28
GRI 305-2	Indirect energy (Scope 2) Greenhouse gas emissions	27,28
GRI 305-3	Other indirect (Scope 3) greenhouse gas emissions	27,28
GRI 305-4	Greenhouse gas emission intensity	27,28
GRI 305-5	Reduction of greenhouse gas emissions	27,28
Waste		
GRI 3-3	Management of priority issues	24
GRI 306-1	Waste production and significant impacts related to waste	24
GRI 306-2	Management of significant impacts related to waste	24

GRI Index

GRI	Definition	Page
Waste		
GRI 306-4	Non-disposable wastes	24
GRI 306-5	Waste directed to disposal	24
Supplier environmental assessment		
GRI 3-3	Management of priority issues	33,34
GRI 308-1	New suppliers screened using environmental criteria	33,34
GRI 308-2	Negative environmental impacts in the supply chain and measures taken	33,34
Employment		
GRI 3-3	Management of priority issues	36
GRI 401-1	New employee recruitment and employee turnover	36
GRI 401-2	Benefits provided to full-time employees but not to temporary or part-time employees	36
GRI 401-3	Parental leave	36

GRI Index

GRI	Definition	Page
Employee/management relations		
GRI 3-3	Management of priority issues	40
GRI 402-1	Minimum notice periods for operational changes	40
Employee/management relations		
GRI 3-3	Management of priority issues	38,39
GRI 403-1	Occupational health and safety management system	38,39
GRI 403-2	Hazard identification, risk assessment, and incident investigation	38,39
GRI 403-3	Occupational health services	38,39
GRI 403-4	Employee participation, consultation, and communication regarding occupational health and safety	38,39
GRI 403-5	Employee training on occupational health and safety	38,39
GRI 403-6	Improving employee health	38,39
GRI 403-7	Prevention and reduction of occupational health and safety impacts directly related to work relationships	38,39
GRI 403-8	Employees covered by the occupational health and safety management system	38,39
GRI 403-9	Work-related injuries	38,39
GRI 403-10	Work-related health issues	38,39

GRI Index



GRI	Definition	Page
Education and training		
GRI 3-3	Management of priority issues	36
GRI 404-1	Average annual training hours per employee	36
GRI 404-2	Programs aimed at developing employee skills and transition assistance programs	36
Diversity and equal opportunity		
GRI 3-3	Management of priority issues	37
GRI 405-1	Diversity of governance bodies and employees	37
Non-discrimination		
GRI 3-3	Management of priority issues	37
GRI 406-1	Cases of discrimination and corrective measures taken	37

GRI Index

GRI	Definition	Page
Child labor		
GRI 3-3	Management of priority issues	42
GRI 408-1	Operations and suppliers at serious risk of child labor cases	42
Forced or compulsory labor		
GRI 3-3	Management of priority issues	41
GRI 409-1	Operations and suppliers at serious risk of forced or compulsory labor	41
Supplier social assessment		
GRI 3-3	Management of priority issues	33,34
GRI 414-1	New suppliers screened using social criteria	33,34
GRI 414-2	Negative social impacts in the supply chain and measures taken	33,34
Customer privacy		
GRI 3-3	Management of priority issues	43
GRI 418-1	Verified complaints regarding breaches of customer privacy and loss of customer data	43



Türkiye's Leading Jet Fuel Company

TFS Fuel Services Inc.

Yeniköy Mah. Hezarfen Ahmed Çelebi Cad. No: 4/1 34277 Arnavutköy / İstanbul / Türkiye
Tel: 444 7 837 / Fax: +90 212 891 35 35 / E-Mail: info@turkishfuel.com.tr

Legal Disclaimer

All rights to this report belong to TFS.
Our report was issued electronically and it was not printed at a printing house.



We care about the environment and we are taking action.



/turkishfuelservices