

TÜRK TELEKOM

2025 ANNUAL REPORT

Corporate Governance

Strong Corporate Governance

Our Transparent, Accountable, and Strong Corporate Governance Approach

As Türk Telekom, A strong corporate governance approach is one of the cornerstones of sustainable growth. As such, we implement processes that strengthen confidence in capital markets in order to fully comply with the Corporate Governance Principles published by the Capital Markets Board (CMB). We regularly update our activity reports and website to provide our stakeholders with accurate and complete information in line with their expectations.

To ensure that shareholders have access to comprehensive information about our performance and management policies, we provide regular updates via the Türk Telekom Investor Relations website. In this context, we respond directly to questions submitted by shareholders through the Investor Relations and Sustainability Directorate.

Sustainability-Focused Value Approach in Investor Relations

We continue to strengthen our investor relations approach in 2025 based on trust, transparency, and continuity, in line with our goal of generating long-term value. We establish close, regular, and open communication with current and potential shareholders, debt instrument investors, and analysts, responding to all questions and requests in a timely and effective manner. We adopt an approach that aims to create shared value with all our stakeholders by considering our sustainability perspective as an integral part of our investor communication.

Since 2022, we have been continuing to create long-term value by integrating our environmental, social, and governance strategies with investor communication through our directorate, which also coordinates our company's sustainability efforts. In this context, we support the work of the Sustainability Committee and coordinate activities in line with our policies and programs. We analyse areas for improvement and work on projects and applications that will advance our sustainability performance. At the same time, we prepare all sustainability-focused reports by ensuring data flow across the organisation.

We conduct our investor relations activities in full compliance with corporate governance principles and capital markets regulations, coordinated through our Investor Relations and Sustainability Directorate. These responsibilities were overseen by Gülsen Ayaz, Director of Investor Relations and Sustainability, who held Level 3 Capital Markets Activities and Corporate Governance Rating Specialist licences and served as a member of the Corporate Governance Committee. Gülsen Ayaz resigned from all her positions at Türk Telekom on December 30, 2025.

Investor Relations and Sustainability Department Staff

Name	Title
Eren Öner	Group Manager
Gaye Yalçın	Manager
Hazal Koçođlu	Senior Specialist
Başak Erik Kızıldođan	Senior Specialist
Ömer Abdurrahman Demircan	Specialist
Nida Cabbar	Specialist
Bayram Şahin	Specialist

Phone: 0(212) 309 96 30

E-mail: investorrelations@turktelekom.com.tr

Open, Transparent, and Continuous Communication with Stakeholders

At Türk Telekom, we consider transparency, accountability, accessibility, and reliability to be fundamental principles in our investor relations activities. In 2025, we achieved two significant milestones in the Turkish telecommunications sector. With the renewal of the fixed-line concession agreement and our success in the 5G frequency auctions, we bolstered investor and analyst confidence in our Company. We maintained the highest level of close and transparent communication with our stakeholders throughout this important process. Following the renewal of the fixed-line concession agreement, we organised a special teleconference to provide investors and analysts with detailed information and comprehensively conveyed the financial and operational impacts of these developments.

Throughout the year, we held nearly 300 one-on-one and group meetings with investors from different regions. We participated in leading international investor conferences and webinars. As part of our sukuk issuance, we held a deal roadshow with investors in the Gulf Region and Europe. We hold teleconferences every quarter to share our financial and operational results with investors and analysts.

We take the utmost care to apply the principles set out in the CMB's Corporate Governance Principles and treat the rights of all our shareholders and stakeholders equally. We update our website simultaneously in Turkish and English, providing easy access to comprehensive information on topics of great importance to our company, such as financial statements, strategic developments, the fixed-line concession agreement renewal process, and the 5G frequency auction. In addition to publishing special situation disclosures on the Public Disclosure Platform, we share them simultaneously with our extensive analyst and investor distribution list and immediately communicate them to the public via our X account.

While taking major steps to shape the future of the sector in 2025, we reinforced the close and transparent communication we established with our stakeholders through our investor relations team.

We are among the “Most Respected Companies” in EMEA

In Extel’s Emerging EMEA Managers Survey 2025, we maintained our top position. Extel is the world’s leading independent investor perception research organisation.

The prestigious survey gathered the votes of more than 460 global investment professionals, portfolio managers, and analysts, and evaluated more than 300 companies and over 600 investor relations professionals. Within this comprehensive assessment, we achieved a top ranking in the “Most Respected Companies” category, earning international recognition. In particular, our Investor Relations Team has been selected as the “Best Investor Relations Team” in the technology, media, and telecommunications sector category for the second consecutive year, once again proving our leadership in this field on a global scale.

The results we achieved in this independent research, demonstrate that our team’s dedicated work, as well as our company’s strong corporate governance structure and long-term value creation vision, have been confirmed by international investors. We are moving our company to even higher ranks among the most reliable and reputable companies in the region.

Strong Financing with First Green Eurobond and International Sukuk Issuance

In line with our digitalisation vision, Türk Telekom successfully completed \$1.8 billion in financing in just one month in September-October 2025 to support green transformation, fixed line concession renewal, and 5G investments. During this period, we issued a 7-year green Eurobond worth USD 600 million with a yield of 6.95%. Our first green Eurobond issuance received more than three times the demand from 109 global investors, over 60% of whom were ESG-focused funds. We expanded our green financing portfolio to \$1.1 billion, achieving the largest volume in the sector. We then launched a \$600 million 5-year sukuk issuance. This transaction, the first international corporate sukuk issued from Türkiye in the non-financial sector, received more than three times the demand, led by Gulf-based investors. We also expanded our financial structure by finalizing long-term credit agreements worth USD 612 million. These transactions, completed in a short time, reaffirmed the confidence international investors have in our solid balance sheet and disciplined financial management. While continuing our digital transformation investments without pause, we are pursuing environmental and financial sustainability with the same determination.

We Published the Allocation and Impact Report for Our First Sustainable Eurobond

In 2025, we completed the independently audited Allocation and Impact Report for our company’s first sustainability eurobond issuance. We raised \$500 million in financing, with \$400 million allocated to green and social projects, through which we achieved 375 GW of energy savings and prevented 167,000 tons of emissions during the 2021-2025 period. With a second issuance of USD 600 million, 64% of which came from funds with a high ESG focus, we reinforced our commitment to sustainable financing. In 2026, we will prepare the Allocation and Impact Report for the Green Eurobond issued in 2025 and present it to our investors after the audit process.

	CAPEX (USD)	Energy Saving Amount (kWh)	Avoided Emissions (tonnes)
Green	400,000,000	374,813,807	167,158
GPON Transformation	329,196,421	72,900,729	32,111
Energy Efficiency	35,037,053	141,301,679	62,160
Mobile Transformation	14,199,191	119,637,871	52,521
Renewable Energy	7,626,318	12,612,918	7,897
Data Centres	13,941,017	28,360,611	12,469

Supporting Future Analysts

During the 2025–2026 CFA Research Challenge, we were at the centre of the competition among the companies analysed. We carried out extensive collaboration to support the analysis process of the teams within the scope of the program, which included 31 universities and 236 students from Türkiye, the Turkish Republic of Northern Cyprus, Azerbaijan, and Uzbekistan. At the briefing sessions held at the start of the competition, we brought together our senior management and students to explain our company's strategies, financial performance, and sector dynamics. Throughout the process, we contributed to the preparation of sound research reports by providing detailed answers to technical and operational questions submitted by the teams. We supported the students in producing their own valuation studies and comprehensive analysis reports based on this information. The program concluded with a final presentation in February. Through this collaboration, we offered future finance professionals the opportunity to work on our company's practices and supported them in developing their expertise in capital markets.

Rating of Our Corporate Governance Performance

In order to advance the quality of our company's management, we subject our corporate governance competence to independent and reliable evaluation processes. In accordance with the CMB Corporate Governance Principles in Türkiye, our corporate governance performance is subject to detailed evaluations by SAHA Corporate Governance and Credit Rating Services Inc., which is licensed to operate in Türkiye, for the purpose of rating. According to the report published on December 15, 2025, we were rated 9.39 for our corporate governance performance.

This score demonstrates that our company is strictly committed to the principles of transparency, accountability, and fairness, and that we have achieved high standards in terms of good management practices. We present our Corporate Governance score, analysed under four main headings in the assessment conducted by SAHA, as follows:

	Weight	Rating
Shareholders	25%	87.52
Public Disclosure and Transparency	25%	98.85
Stakeholders	15%	99.51
Board of Directors	35%	92.52
Total	100%	93.90

These results demonstrate our Company's commitment to full compliance with corporate governance principles.

Our current practices and our commitments for the future strengthen our high performance in corporate governance. We are resolutely implementing our principles of transparency, accountability, and ethical management to reinforce our stakeholders' trust in our Company and create sustainable value.

With this approach, we maintain our pioneering position in the sector in terms of compliance with the CMB Corporate Governance Principles. With our continuously improved management processes, we create a fair, participatory, and reliable governance model for our stakeholders.

Reasons for Non-Compliance with Corporate Governance Principles

Below are the principles not applied and the reasons for non-compliance within the framework of the CMB's Corporate Governance Communiqué No. II-17.1 dated January 3, 2014, and related regulations. We have not experienced any conflict of interest to date due to the non-applied principles.

Granting weighted voting rights or positive/negative veto rights to shareholders

The privileges held by the Golden Share belonging to the Ministry of Treasury and Finance are a regulation introduced by Law No. 4673. As Türk Telekom, changing the privileges of the relevant share is not within our authority.

The absence of mechanisms and models supporting the participation of stakeholders, primarily Company employees, in Company management in our internal regulations or Articles of Association

Continuous feedback mechanisms ensure our employees' participation in decision-making processes related to our Human Resources policies, processes, and practices. The focus group discussions titled "What Does Your Experience Tell Us?" are among the applications we have implemented in this context. In addition, we have developed various models to enable our employees to participate in management through our Business Ethics and Disciplinary Processes, Occupational Health and Safety, Dispute Resolution Board, and Inventor Idea System applications.

The Articles of Association do not contain any provisions granting minority rights to shareholders who own less than one-twentieth of the capital.

We have regulated minority rights in our Articles of Association based on the ratio specified in the Turkish Commercial Code.

Each member of the Board of Directors may only serve on one committee

Due to the number of members on our Board of Directors, we assign some independent Board members to serve on more than one committee.

Board of Directors Performance Evaluation Process

As of the reporting period, the performance evaluation of our Board of Directors has not been completed.

Significant Developments After the Reporting Period

14 January 2026 dated Regulatory Disclosure – Allocation and Impact Report for the Sustainable Eurobond with ISIN code XS2820499619

Attached please find the Turkish version of Allocation and Impact Report for the USD 500,000,000 Sustainable Eurobond issued by our company on 20.05.2024 with ISIN code XS2820499619 and redemption date 20.05.2029.

29 January 2026 dated Regulatory Disclosure – Corporate Governance Committee Member and Licensed Professional Appointments

As per article 11. of Capital Markets Board Corporate Governance Communiqué, II-17.1; Our Company's Corporate Governance, Compliance and Sustainability Group Manager Eren Öner has been appointed as a member of the Corporate Governance Committee.

Eren Öner, who holds Capital Market Activities Level 3 (License No: 203138) and Corporate Governance Rating (License No: 702973) Licenses takes responsibility to fulfil the obligations under the Company's capital market regulations and coordinate the corporate governance practices.

30 January 2026 Dated Regulatory Disclosure – Collective Bargaining Agreement Negotiations

The Collective Bargaining Agreement negotiations between our Company and Türkiye Haber-İş Union will begin on February 5, 2026.

4 February 2026 dated Regulatory Disclosure - Fitch Ratings Revised Türk Telekomünikasyon A.Ş.'s Corporate Rating Outlook

On January 23, 2026, Fitch Ratings upgraded Türkiye's Long-Term Foreign-Currency Issuer Default Rating's (IDR) outlook from "Stable" to "Positive". In accordance, Fitch Ratings maintained Türk Telekom's Long-Term foreign currency IDRs at "BB-", while upgrading its outlook from "Stable" to "Positive".

13.02.20226 Dated Regulatory Disclosure – Senior Management Change

Our company's Corporate Sales Assistant General Manager, Mustafa Eser leaves Türk Telekom. Until a new appointment is made to this position, General Manager/CEO Ebubekir Şahin will serve as acting Corporate Sales Assistant General Manager.

Our company's Head of Internal Audit, Mustafa Çavuşoğlu leaves Türk Telekom. Until a new appointment is made to this position, Head of Enterprise Risk, Serdar Toraman will serve as acting Head of Internal Audit.

Our Company's Consumer Sales Assistant General Manager Osman Çolak leaves Türk Telekom. Hakan Ahmet Deniz has been appointed as Consumer Sales Assistant General Manager.

Dr. Mücahit Aydın has been appointed as Legal and Regulation Assistant General Manager of our Company.

20 February 2026 Dated Regulatory Disclosure - CMB Approval of the Domestic Debt Securities Issuance Certificate

Within the scope of our regulatory disclosure dated on 14.11.2025; our application to Capital Markets Board (CMB) regarding the issuance of Turkish Lira denominated debt instrument(s) within the domestic market to be sold to qualified investors without public offering, in single or multiple tranches, with different maturities up to maximum 5 (five) years and in the form of bonds and / or bills not exceeding TL 15,000,000,000 (Fifteen Billion Turkish Lira) in total, has been approved by the CMB on 18.02.2026, with decision number 9/342. Attached are the application form and the issuance certificate.

Proposed Dividend Distribution

As of the date of publication of the Activity Report, we have not submitted a proposed dividend distribution to the General Assembly through our Board of Directors. We will make an additional announcement when our Board of Directors makes a proposed dividend distribution.

Compliance Report Result

01.01.2025 – 31.12.2025 Fiscal Period Compliance Report Result

This Report is prepared in accordance with Article 199(1) of the Turkish Commercial Code No. 6102, regarding the relationships between our Company and its parent company and subsidiaries during the 2024 fiscal year, based on the circumstances and conditions known to our Company's Board of Directors. In this context, we declare that an appropriate consideration was provided in each legal transaction mentioned in the Report and that our Company did not suffer any loss due to any measures taken or avoided.

OUR CORPORATE STRUCTURE

Board of Directors and Governance Structure

We establish our company's top management structure through the Board of Directors. We carry out strategic decision-making processes, supervision and control of senior management, and responsibilities related to the management of our economic, environmental, and social impacts through the Board of Directors. In accordance with the Corporate Governance Principles of the Capital Markets Board, there are committees within our Board of Directors, and we address the working principles and activities of our Sustainability Committee at the Board of Directors level.

- Early Identification and Management of Risks Committee
- Corporate Governance Committee
- Audit Committee

- Nomination and Compensation Committee
- Sustainability Committee

At the senior management level, we have Assistant General Managers and Presidents.

We separate the roles of Chairman of the Board and Chief Executive Officer (CEO) to strengthen the independence and oversight role of the Chairman of the Board.

Structure and Composition of Our Board of Directors

We elect our Board of Directors members for three-year terms, consisting of nine members, in accordance with Articles 8 and 10 of our Articles of Association. We grant re-election rights to members whose terms have expired. The General Assembly has the authority to remove members from office before their term expires. All members of our Board of Directors are elected at the same General Assembly meeting and for the same term of office.

In accordance with our Articles of Association, we have determined the eligibility criteria for Board membership. Decisions regarding the election, re-election, and removal of Board members are submitted to the shareholders for a vote at General Assembly meetings, and shareholders have the right to vote on these decisions. For the selection of candidates for Board membership:

- a) Our Group A Shareholders may nominate five (5) candidates for Board membership.
- b) The Treasury and the Türkiye Wealth Fund, our Group B Shareholders, may nominate three (3) independent Board member candidates who meet the independence criteria in accordance with Capital Markets regulations, as long as they hold 30% or more of our capital. When the Group B Shareholders hold between 15% and 30% of our capital, they have the right to nominate two (2) independent Board of Directors members. We calculate these ratios considering both the Group B and Group D shares of the Treasury and the Wealth Fund.
- c) As long as the Treasury and the Türkiye Wealth Fund hold between 15% and 30% of our capital, they may nominate one (1) independent Board member and five (5) Board members who meet the independence criteria of our Group A Shareholders.
- d) The Treasury, as the holder of Class C preferred shares, has the right to nominate one (1) Board of Directors member specifically for these shares.

In the event of a vacancy on our Board of Directors, we elect a new member by decision of our Board of Directors. In this context, we make our selection from among the candidates nominated by the share group entitled to elect the member who vacated the position, who possess the qualifications stipulated in the legislation and our Articles of Association. This member serves until the next General Meeting and completes the remaining term of the member they replaced upon approval by the General Meeting. Furthermore, a Board member is deemed to have resigned if they fail to attend four consecutive Board meetings without prior permission from the Board.

We determine the number of independent Board members, their term of office, the nomination procedure, and their remuneration in accordance with CMB regulations. In the event of a vacancy in an independent Board member position or if an independent Board member loses their independence during the year, a new appointment is made in accordance with the provisions of the Turkish Commercial Code and CMB regulations, and this appointment is

submitted to the next General Assembly for approval. When nominated for election as Independent Board Members, they submit a declaration of independence in accordance with the Corporate Governance Principles set out in the annex to the CMB's Corporate Governance Circular No. II-17.1.

We share the voting results of all decisions taken at our General Assembly meetings with the public. In this context, we disclose the voting results for each item on the General Assembly agenda, distinguishing between votes in favour, against, and abstentions.

These voting results are available to our shareholders on the Public Disclosure Platform (KAP), the Central Registry Agency's e-company portal, and our Investor Relations website. With this practice, we ensure that our shareholders have timely and detailed access to information regarding the General Assembly's decision-making processes and guarantee the traceability and transparency of the voting results.

In accordance with Article 8 of our Articles of Association, when shareholders wish to nominate candidates, they take the necessary measures to ensure that the candidates are competent to perform their duties. Each shareholder announces the names, qualifications, and experience of their candidates, specifying the date of nomination, in accordance with CMB regulations.

Through our Nomination and Compensation Committee, we carry out the following processes in accordance with Article 5 of the Committee's Working Principles:

- Establishing a transparent system for identifying, evaluating, and training suitable candidates for positions of Board membership and executive management with administrative responsibility, and determining policies and strategies.
- Conducting regular evaluations of the structure and efficiency of our Board of Directors and submitting recommendations to the Board of Directors regarding possible changes in these areas.
- Evaluating the Board of Directors' and investors' proposals for Independent Board Member candidates in line with independence criteria and submitting the relevant report to the Board of Directors for approval.
- In the event of a reduction in the number of Independent Board Members for any reason, conducting an evaluation for the selection of Independent Members to fill the vacant positions until the next General Assembly Meeting to ensure that the minimum number of Independent Board Members is restored, and reporting the evaluation results to the Board of Directors in writing.

As a company, we set a minimum target of 25% for the proportion of female members on our Board of Directors and establish policies to achieve this target. We review our Board structure annually and conduct the candidate selection process in accordance with this policy.

We evaluate the effectiveness of our Board of Directors annually, covering the performance of our committees and Board members. We do not implement a system where shareholders directly vote on the remuneration of senior executives.

General Assembly Structure and Meetings

According to our company's Articles of Association, we require certain conditions to be met in order to make decisions on critical issues such as title and capital changes. In cases where the Treasury holds 25% or more of the shares, we take General Assembly decisions with at least 75%

representation and 75% of the shares represented, including Treasury shares, voting in favour. According to the Articles of Association, we consider any change in capital to be a “significant change” and only implement it with a General Assembly decision. Accordingly, we do not implement unlimited authorised capital or blank check practices in the company.

Based on Article 18 of the Articles of Association, we hold General Assembly meetings in two forms: ordinary and extraordinary meetings. We hold regular General Assembly meetings at least once a year within three months of the end of the accounting period, and we take Article 413 of the Turkish Commercial Code into consideration when setting the meeting agenda. We can hold extraordinary General Assembly meetings whenever we deem necessary.

We announce the date of the Ordinary General Assembly meetings in advance and make the meeting agenda, invitation letter, information document, proxy forms, meeting minutes, and list of attendees available to shareholders via the Investor Relations website.

In accordance with Article 21 of our Articles of Association, we issue calls for General Assembly meetings in compliance with the Turkish Commercial Code and Capital Markets legislation. Minority rights may be exercised by shareholders representing at least 5% of the paid-in capital.

The procedures for attending and voting at General Assembly meetings are set in accordance with Article 24 of our Articles of Association. We carry out voting by a show of hands and allow shareholders who are unable to attend the meeting in person to vote electronically. If participants represent at least 1/20 of the capital, we offer them the option of a confidential ballot or an open ballot by roll call upon their request. We hold General Assembly meetings with the participation of our shareholders representing at least 50% of the company's nominal capital and take decisions other than important decisions by a majority of those attending the meeting. Pursuant to Article 418 of the Turkish Commercial Code, if a sufficient majority cannot be achieved at the first meeting, no quorum is required at the second General Assembly meeting with the same agenda, and decisions are made by a simple majority of those attending the meeting. This situation also allows decisions regarding Board of Directors members to be made in the same manner.

There is no cross-shareholding in the structure of our company that could prevent acquisitions. Our Articles of Association do not include any provisions restricting the company's transitions in important matters such as mergers or acquisitions, nor do they include fair price regulations regarding share transfers. As Türk Telekom is subject to the stock capital system, we do not grant the Board of Directors the authority to issue shares. We have arranged for the authority to issue new shares to belong to the General Assembly.

Per our Articles of Association, if a position on the Board of Directors becomes vacant for any reason, a person from among the candidates nominated by the same share group is elected as a temporary member to replace the vacant member. We carry out this election process through our Board of Directors. The term of office of the predecessor member is defined until the first General Assembly meeting to be held and, if approved by the General Assembly, is determined to complete the remaining term of office of the previous member.

We record all decisions taken at General Assembly meetings in writing. We do not take decisions by written approval or consent without holding a meeting.

Shareholder Relations

Through various practices we developed, we ensure that shareholders can effectively exercise their right to ask questions to the Board of Directors and company management. At our company's General Assembly meetings, we actively seek feedback from stakeholders by discussing Board of Directors nominations within the scope of the "Internal Directive on the Working Principles and Procedures of the General Assembly of Türk Telekomünikasyon Anonim Şirketi" To keep shareholders informed, we publish detailed information about meeting announcements and agenda items on our company's website and other communication channels prior to General Assembly meetings. We also positively evaluate meeting requests from shareholders.

The Turkey Wealth Fund, our company's largest shareholder, holds a 61.8% stake, 1.68% of which is group D (publicly traded) shares. The only preferred share in our company belongs to the Treasury. Our company is not a public economic enterprise; it is a private company with the status of a joint-stock company subject to the provisions of the Turkish Commercial Code.

Our capital consists of A, B, C, and D group shares, and there are no privileges regarding voting rights. Although each share group has voting rights, each share has only one vote. The only requirement for our shareholders to vote is that they are shareholders. There is no cap on the voting rights that shareholders can exercise in our company, and each shareholder can fully exercise their voting rights. Accordingly, we do not set a minimum number of shares for shareholders.

Group C privileged shareholders have one member on the Board of Directors representing this privilege.

At General Assembly meetings, we make all decisions, including the election of Board members, based on a simple majority. We approve decisions with the absolute majority of the capital represented by the shareholders attending the meeting.

The remuneration of Board members through the General Assembly is determined in accordance with our Remuneration Policy and do not implement a practice of allowing shareholders to vote on the remuneration of senior executives. These fees are determined and approved by our Board of Directors.

Public Disclosure and Transparency

As Türk Telekom, we apply the principles of public disclosure and transparency in line with Capital Markets legislation and CMB Corporate Governance Principles. In this process, we base our actions on the decisions and regulations adopted by the CMB and Borsa Istanbul (BIST) and use our website as an effective tool for providing information on this subject. In addition, we provide detailed information about the Board of Directors and senior management, financial statements and reports, special situation disclosures, investor presentations, and other documents on our website for shareholders and investors. We act in accordance with the principle of transparency by providing timely, accurate, and complete information to all our stakeholders.

In 2025, we held 11 Board of Directors meetings. We achieved an average attendance rate of 80.9% at these meetings. In accordance with Article 12 of the Articles of Association, we take Board of Directors' decisions, except for important decisions, by a majority vote of the members

attending the meeting. We accept important decisions taken at meetings organised with the participation of at least seven members and at least one of these members representing the Treasury and Finance Ministry of the Republic of Türkiye, with seven members voting in favour. We record our meetings and include questions and different opinions raised by Board members in the minutes. In 2025, we did not take any decisions that were not approved by the Board of Directors. Furthermore, we did not carry out any significant transactions that were submitted for approval to the Independent Board members. We completed all related-party transactions with the approval of the majority of independent members.

BOARD OF DIRECTORS AND SENIOR MANAGEMENT

Inclusivity and Equality in Our Decision-Making Processes

By ensuring gender equality across our various business units and positions, we aim to increase workforce diversity across the industry and support sustainable development by prioritizing the representation of individuals of different age groups, ethnic backgrounds, experiences, and skills. We strive to increase the number of women in management positions to bring an equitable and inclusive perspective to our decision-making processes. This way, we aim to ensure that our activities create value for all parts of society in the long term.

Respect for Human Rights

As Türk Telekom, we expect our Board of Directors and all our managers to fully comply with our Human Rights Policy and our employees to demonstrate the necessary effort and leadership to comply with this policy.

As the Board of Directors, we are responsible for approving and implementing our Human Rights Policy, reviewing reports prepared by the Chief Executive Officer (CEO), and ensuring high-level oversight of policy implementation.

As the CEO, we review the annual report prepared by the Vice President of Human Resources and issue instructions to the relevant units and managers regarding findings and preventive and regulatory activities. We assign responsibilities at the department level to assess, prevent, and mitigate potential human rights risks related to our company's products and services as well as to establish audit processes related to policy compliance. We also submit the annual report on our Human Rights Policy and any necessary updates to the Board of Directors.

As the Sustainability Committee, we carry out the necessary work to ensure that all our activities and business processes are conducted in alignment with the Focus on Value for People outlined in our Sustainability Policy. We evaluate the necessary updates to our Human Rights Policy, monitor compliance reporting, and make decisions to improve practices where it deemed necessary. We establish or facilitate the establishment of sub-working groups to take the necessary actions within the scope of sustainability requirements and monitor the process.

As the Assistant General Manager of Human Resources, we ensure the creation, publication, implementation, communication to employees, and updating of our Human Rights Policy when necessary. We ensure that newly hired employees declare that they have read, understood, and committed to comply with the Policy. We implement the mechanisms, prepare an annual report to be submitted to the General Manager, and review the policy at least once a year.

As Assistant General Manager of Legal and Regulatory Affairs, we work with Human Resources to develop and update our Human Rights Policy. We include provisions in our contracts with suppliers and business partners to ensure compliance with our Human Rights Policy. We file the

necessary applications and criminal complaints with the Public Prosecutor's Office regarding violations that must be referred to the judicial authorities.

As the Corporate Risk Presidency, we identify and assess risks related to human rights and carry out control activities aimed at policy compliance and risk mitigation.

Our company's Head of Internal Audit reports directly to the Board of Directors. Its position in the organisational chart is directly under the Board of Directors. Under the leadership of our Internal Audit Department, we consider the risks of compliance with our Human Rights Policy in our annual audit plans and conduct audits when necessary. We address issues related to human rights violations as part of our abuse and investigation procedures and report them to the Company's disciplinary committee when necessary.

As the Türk Telekom Business Ethics Committee, we take measures to ensure the confidentiality and security of individuals who report human rights violations, and we ensure that applications are reviewed and investigated in a timely, fair, and sensitive manner. In line with the Implementation Principles set out in the Code of Business Ethics, we evaluate and decide on investigation and inquiry reports and ensure that the necessary corrective measures are taken in the event of a violation.

As the Group Directorate of Labour Relations and Business Ethics, we carry out the procedures related to the publication of our Human Rights Policy, its communication to employees, and its updating when necessary. We prepare the annual activity report in coordination with the relevant units and obtain a declaration from our employees each year that they comply with the Policy. We prepare mandatory annual training content in collaboration with the Training Department to promote the adoption of the Policy and provide secretarial services to the Business Ethics Committee.

As the Human Resources Employee Experience and Compensation Management Directorate, we collect employee feedback through surveys, focus groups, and one-on-one interviews at different times of the year, report the results to the Business Ethics Committee on a quarterly basis, and support our employees' participation in decisions and practices.

As Türk Telekom Group employees, we comply with our Human Rights Policy approved by the Board of Directors and report any behaviour contrary to the policy through ethical violation reporting channels.

Performance and Compensation in the Board of Directors and Senior Management

We take a transparent approach to human resource management in our company, in line with international standards. We prioritise establishing strong coordination between our departments and ensuring effective performance management to achieve common goals. Under the leadership of our CEO, we guide all managers and employees toward achieving common goals based on the strategy determined by our management team. In this regard, we consider the achievement of the defined performance indicators (KPIs) by our senior management team to be a critical factor. With an end-to-end goal structure extending from our CEO to our employees, we bolster the achievement and monitoring of goals, thus supporting our performance management.

We monitor the performance results of our managers and employees through an impartial calibration evaluation process. We support the career development of our employees through our company's performance system. With our performance system, we aim to increase employee motivation and strengthen their sense of belonging to our company by creating reward systems. To make our employees feel valued, we implement our "Special Award"

mechanism every year. In this context, we calculate the number of rewards for employees using a reward coefficient matrix that we create by considering specific title groups and performance results. We finalise these amounts through calibration processes with our Senior Management.

Our compensation policy is designed to be competitive and in line with market conditions in order to attract qualified senior managers to our company, retain our existing managers, and strengthen their long-term commitment. With our compensation policies, we offer competitive salary and benefits packages to create long-term value with our talented managers who add value to our operations and to increase their satisfaction and loyalty. We consider the achievement of the targets set at the beginning of the year as a fundamental criterion in the performance evaluation and compensation processes of our Board of Directors and senior managers. We integrate non-financial sustainability targets into our performance management system alongside financial targets to align with long-term strategic priorities.

We determine the fixed remuneration for Board members each year by submitting it to our shareholders for approval as a separate agenda item at the Annual General Meeting. We monitor our processes within the framework of our fair and transparent Remuneration Policy. We pay our Board members on a pro-rata basis for the duration of their service, while also covering expenses such as transportation, accommodation, telephone, and insurance arising from their duties.

For independent Board members, we set remuneration at a level that preserves their independence. However, we do not apply stock options or Company performance-based reward plans in the remuneration of these members.

We disclose and/or submit for approval to shareholders at the next ordinary General Assembly Meeting the total amounts to be paid annually to Senior Executives and Board Members, in accordance with relevant legislation.

Our Remuneration Policy is published under the heading of Corporate Governance Policies on our Investor Relations website for our stakeholders' review.

Shareholders' and Stakeholders' Right to Obtain Information

We respond to questions submitted by shareholders and analysts to the Investor Relations and Sustainability Directorate via letter, telephone, email, and other means in a prompt and effective manner by consulting with the most authoritative person on the relevant subject. However, we exclude confidential and commercially sensitive information from this process in accordance with the Turkish Commercial Code No. 6102. In 2025, we responded to all of the information requests received by our company, which exceeded 1,000.

The information and developments concerning our company that are relevant to shareholders on the Investor Relations are made available in both Turkish and English on our website, so that our shareholders can exercise their right to information. While publishing this information both currently and retrospectively, we regularly distribute it via email to individuals registered in our database.

The relevant documents on our website can be found on www.ttinvestorrelations.com and are updated regularly in accordance with regulatory requirements.

We provide detailed information on the exercise of shareholders' rights to information under the heading "The Company's Investor Relations Website and Content."

We undergo regular audits conducted by independent external auditors and auditors selected by the recommendation of the Board of Directors and the appointment of the General Assembly.

Within the scope of the independent external audit service, we have successfully completed the audit process conducted by Güney Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş. (Ernst & Young) for our 2025 activities.

We are subject to audits by many independent administrative authorities, primarily the BTK. Although there is no provision in our Articles of Association regarding the appointment of a special auditor, we did not receive any requests for the appointment of a special auditor in the 2025 fiscal year and did not undergo any special audit process. We share our audit and review results that are of public interest with the public within the framework of special situation disclosures made in accordance with the CMB's Special Situations Announcement.

Within the scope of the rights of minority shareholders regarding the appointment of a special auditor, we comply with the regulations set out in Articles 438 and 439 of the Turkish Commercial Code No. 6102.

General Assembly Meetings

We provide information regarding the regulations governing our Company's General Assembly Meetings in the Türk Telekomünikasyon A.Ş. Articles of Association, which is available to the public on the Investor Relations website.

We announce the date of the Ordinary General Assembly Meetings in advance and make the meeting agenda, invitation text, information document, proxy form samples, meeting minutes, and list of attendees available to shareholders via the Investor Relations website.

In accordance with Article 18 of our Articles of Association, we offer the right to participate in our Company's General Assembly meetings electronically, in accordance with Article 1527 of the Turkish Commercial Code. In accordance with the CMB's Corporate Governance Regulations, we are announcing the General Assembly meeting to our shareholders via PDP and our website at least 21 days in advance.

We share the voting results of all decisions taken at our General Assembly meetings with the public. In this context, we disclose the voting results for each item on the General Assembly agenda, distinguishing between votes in favour, against, and abstentions.

We make these voting results available to our shareholders via the Public Disclosure Platform (KAP), the Central Registry Agency's e-company portal, and our Investor Relations website. With this practice, we ensure that our shareholders have timely and detailed access to information regarding the General Assembly's decision-making processes and guarantee the traceability and transparency of the voting results.

2025 Ordinary General Assembly Meeting

On April 25, 2025, we held our Ordinary General Assembly Meeting at the Türk Telekomünikasyon A.Ş. General Directorate Cultural Centre, Turgut Özal Boulevard, 06103 Aydınlikevler/Ankara, where 91.2% of our company's shares were represented. At this meeting, we answered questions submitted by shareholders and their representatives, both electronically and in person, in accordance with their right to information.

The minutes of the meeting are available on our Investor Relations website. No additional agenda items were proposed by shareholders at this meeting other than those on the agenda.

The resolutions adopted at the 2024 Ordinary General Meeting held by Türk Telekom on April 25, 2025, were registered by the Ankara Trade Registry Offices on April 29, 2025. These resolutions were published in the Turkey Trade Registry Gazette dated April 29, 2025.

In addition, we published special situation statements regarding our General Assembly meetings, which were not attended by the media and stakeholders, on the Public Disclosure Platform and our company's Investor Relations website as of the meeting dates.

In accordance with Article 31 of our Articles of Association, in order to inform shareholders prior to General Assembly meetings, we publish General Assembly announcements in the Turkey Trade Registry Gazette (TTSG) and two national newspapers at least 21 days before the meeting date, excluding the announcement and meeting dates, in accordance with the provisions of Article 29 of the CMB. The announcement of the General Assembly held in 2025 was shared with the public 31 days prior to the General Assembly.

Information regarding the General Assembly, the General Assembly agenda, invitation letters, proxy forms, and the Information Document containing detailed information on the agenda items are also available on the Company's Investor Relations website and the Central Registry Agency's e-company portal.

Shareholders who wished to exercise their rights arising from share ownership during the reporting period and who completed the necessary procedures in accordance with the relevant legislation to participate in the General Meetings attended the General Meeting.

In line with the Corporate Governance Principles, we continuously make the General Meeting information documents and meeting minutes, which contain information that must be disclosed to shareholders, available to shareholders on our Investor Relations website, as well as on the Central Registry Agency's e-company portal and the Public Disclosure Platform.

In 2025, we did not carry out any transactions that required the majority of the Independent Board Members to vote in favour for a decision to be made by the Board of Directors, and the decision was left to the General Assembly due to their dissenting votes.

The amount of donations to be made within an accounting period in accordance with the legislation and our Donation Policy are capped at five per thousand of the annual revenue amount included in our Company's consolidated financial statements for the previous year, which have been audited independently. At the Ordinary General Assembly Meeting held on April 25, 2025, we informed our shareholders about the total amount of donations and aid made by our Company to associations and foundations in the fields of education, health, sports, culture, arts, and humanitarian aid in 2024 (including earthquake donations – TL 1,627,838,125). The total amount of donations and aid made in 2025 is TL 484,887,331.

In 2025, to the best of our knowledge, no significant transactions that could cause a conflict of interest with Türk Telekom or its subsidiaries were carried out by shareholders holding management control, members of the Board of Directors, managers with administrative responsibility, and their spouses and relatives up to the second degree of kinship. Furthermore, these individuals did not engage in any commercial transactions falling within the scope of the Company's or its subsidiaries' business activities on their own behalf or on behalf of others, nor did they participate as unlimited partners in any other company engaged in similar commercial activities. During 2025, there were no General Assembly resolutions that remained unfulfilled.

The Company's A group shares are owned by the Turkey Wealth Fund, and the C group shares are owned by the Turkish Ministry of Treasury and Finance. The remaining shares are registered shares.

Voting Rights and Minority Rights

In accordance with our Articles of Association and the Telephone and Telegraph Law No. 406, we include a member representing the C group preferred shares or a member representing the preferred shares on our Board of Directors. The C group preferred shareholders do not participate in capital increases.

Our Articles of Association stipulate that minority rights may be exercised by shareholders representing at least 5% of the paid-up capital. However, minority shareholders are not represented on the Board of Directors.

We do not have any cross-shareholding relationships within our capital structure.

Dividend Rights and Dividend Distribution Policy

We do not specify any privileges in the Articles of Association regarding participation in company profits. We secure equal profit distribution rights to all shares except for C group shares. We distribute profits within the legal time limits stipulated in the legislation.

In accordance with Articles 28, 29, and 30 of the Articles of Association, we have adopted a profit distribution policy in the form of distributing the maximum distributable profit. Our dividend distribution policy was approved by the shareholders at the 2013 Annual General Meeting held on May 27, 2014. On the other hand, when determining the dividend distribution proposal, our Board of Directors also takes into account the short-term financial obligations of the Group companies and the terms and conditions set forth in the agreements with creditors.

As stated in the Articles of Association, we determine the dates and manner of distribution of annual profits to our shareholders through the General Assembly, based on the proposal prepared by our Board of Directors in accordance with the Capital Markets Law and relevant legislation.

We disclose our Dividend Distribution Policy to the public under the heading of Corporate Governance Policies on our Investor Relations website and include it in our activity reports on our website.

At our Company's Ordinary General Assembly Meeting for the 2024 fiscal year;

1- The net profit of our company for the 2024 fiscal year, as determined by the audited consolidated financial statements prepared in accordance with the provisions of the Capital Markets Board's "Regulations on Financial Reporting in the Capital Markets" No. II-14.1, is TL 8,456,145,000.

2- The after-tax profit of 8,456,145,000 TL, as per the consolidated financial statements, shall be used as the basis for profit distribution in accordance with the Capital Markets Board's Profit Distribution Regulation No. II-19.1,

3- Pursuant to Article 519 of the Turkish Commercial Code, since our Company has reached its statutory reserve ceiling, there is no need to allocate this reserve for 2024.

4- In this regard, it has been decided to propose that the net profit of TL 8,456,145,000 be allocated as extraordinary reserve in accordance with the provisions of our Company's Articles of Association.

Our Company has not acquired any of its own shares in 2025.

Transfer of Shares

The provisions in our Company's Articles of Association that restrict the transfer of shares are listed below:

- In order to maintain the validity of the provisions of Article 6/A of our Articles of Association, as stated, we do not take any action regarding amendments to the Articles of Association, the transfer of registered shares in proportions that would affect management control, or the recording of the transfer of registered shares in the share register without the affirmative vote of one C group preferred share.
- We include the provision in Article 6.A.2 of our Articles of Association that “the Group A shareholder may transfer all or part of their shares to a third party at any time after the end of the strategic commitment period and/or after the date on which the Group A shareholder has paid the full amount due for their shares in the Company, whichever is later, subject to the veto right of the Group C preferred share.” transfer all or part of their shares to a third party at any time, subject to the veto right of the C group preferred shares.” In this context, a transfer prohibition is envisaged until the end of the strategic commitment period, which is no later than November 14, 2008. Following the end of the aforementioned transfer prohibition period, the transfer of Class A shares is subject to the veto right of Class C preferred shares. Currently, if the Group A shareholder whose strategic commitment period ended on November 14, 2008 has paid the full amount due for their shares in our Company, our Company's Group A shares may be transferred with the approval of the Group C Preferred Share. The Group A shareholder may establish a pledge or obligation in favour of a financial institution as collateral for debts incurred in connection with the purchase of the shares or otherwise, on shares that will not be subject to share pledge over time. If the financial institution in question converts this pledge or obligation into cash, it may transfer the shares subject to the pledge and obligation of the Group A shareholder only with the prior written consent of the Treasury. Such consent shall not be unreasonably withheld.

Pursuant to Article 6.A.3 of our Articles of Association, the restriction imposed on the transfer of B Group shareholder shares is limited to the strategic commitment period. Accordingly, as of November 14, 2008, the date on which the strategic commitment period ended, we do not impose any restrictions on the transfer of B Group shares.

PUBLIC DISCLOSURE AND TRANSPARENCY

Our Disclosure Policy

We have established our Disclosure Policy in accordance with the Capital Markets Board's Special Situations Announcement No. II-15.1 and the Capital Markets Board's Corporate Governance Principles. In line with the decision taken by our Board of Directors, we updated it on July 7, 2021, and published it on the Public Disclosure Platform.

We share our [Disclosure Policy](#), which was presented to the shareholders at the General Assembly Meeting held on March 31, 2022, on our Investor Relations website under the heading of Corporate Governance Policies.

We have defined the monitoring and development of our disclosure policy as part of the duties and responsibilities of the Investor Relations and Sustainability Directorate. We provide the names and positions of the authorised persons under the heading [Investor Relations](#). We monitor the effectiveness of our policies and develop them as needed in close cooperation with

our authorised persons working with the Board of Directors and the Corporate Governance Committee.

2025 Guidance

Due to operational and financial performance exceeding expectations in business segments in 2025, we revised our forecasts after the first nine-month financial reporting period. The revision we made is as follows:

	Previous Forecast	Revised Forecast
Consolidated Revenue Growth (Exc. IFRIC 12)	10%	10%
Consolidated EBITDA Margin	41%	41,5%
Consolidated Capital Expenditure / Consolidated Revenue	29%	29%

Note: 1) The 2025 forecast expectations represent approximate values. 2) We assumed that the inflation rate at the end of 2025 will be 29%. 3) The investment expenditure forecast does not include potential expenditures such as solar energy investments, 5G bid costs, concession renewals, and licensing fees.

2025 Guidance

In 2025, we demonstrated strong financial performance with consolidated revenues (excluding IFRS 12) increasing by 11.5% in line with our annual revenue growth forecast, while EBITDA margin came slightly below expectations at 41%. During the same period, the ratio of our Group's consolidated investment expenditures to consolidated revenues was 29%, in line with our forecast.

Guidance for 2026 Consolidated Financial Results

Under current circumstances, guidance for 2026 is as below :

- Revenue growth (excluding IFRIC 12) to be 8-9%
- EBITDA margin to be TL 41-42%
- CAPEX intensity to be 33-34%

Notes: 1) We assumed 22% inflation rate by the end of 2026. 2) Capex guidance excludes spending for the solar investments, the Extension Agreement on the Provision of Electronic Communication Services and license fees. 3) 2026 guidance expectations represent approximate values.

Investor Relations Website and Content

In order to ensure public disclosure and transparency, we actively use our website www.ttinvestorrelations.com in line with CMB regulations, BIST decisions and regulations, and CMB Corporate Governance Principles. We share the information on our website in both Turkish and English.

Below is a summary of the key topics that can be found on our website:

- Detailed information about corporate identity
- Vision, mission, and values
- Company management and partnership structure
- Information about Board of Directors members and senior management

- Company Articles of Association and Turkey Trade Registry Gazette issues containing published amendments
- Trade registry information
- Financial statements and activity reports
- Special circumstances disclosures
- Press releases regarding financial results
- Investor presentations
- Stock performance information
- Bond information
- Credit ratings
- Analyst contact information
- Information about the General Assembly
- Corporate Governance Principles compliance report
- Dividend Distribution Policy, history, and capital increases
- Disclosure Policy, Compensation Policy, Women Board Membership Policy, Human Rights Policy, and other policies
- Code of Business Ethics
- Independent Auditor Information
- List of Persons with Administrative Responsibility
- Risk Management and Internal Audit
- Information on committees established in accordance with the Corporate Governance Principles of the Capital Markets Board
- Final Prospectus and Prospectus related to the Public Offering
- Türk Telekom call centre and contact information
- Investor Relations contact information
- Sustainability
- Information about Türk Telekom's social responsibility projects
- Frequently asked questions and answers
- Telecom glossary

Commercial Registry Information

Registration Date	June 30, 1994
Date of Publication in TTSG	July 1, 1994
Registration Number	103633
Trade Registry Office	Ankara Trade Registry Office
MERSIS Number	0876005220500084

Disclosure of Ultimate Beneficial Owner(s)/Real Persons

As Türk Telekom, we are not subject to the registered capital system. Our paid-up capital is 3,500,000,000 TL.

The distribution of paid-up capital among our shareholders is as follows:

Partner's Trade Name	Capital Share		
	Amount (TL)	Group	Percentage (%)
Türkiye Wealth Fund	1,925,000,000.00	A	55
Republic of Türkiye Ministry of Treasury and Finance	875,011,884.975	B	25
Republic of Türkiye Ministry of Treasury and Finance	0.01	C	
Türkiye Wealth Fund	174,988,115.015	B	5
Public Share	525,000,000.00	D	15
Total	3,500,000,000.00		100

Note: According to the Official Gazette published on February 5, 2017, the Council of Ministers decided to transfer the Company's 6.68% shares (5% Group B, 1.68% Group D publicly traded) belonging to the Ministry of Treasury and Finance to the Türkiye Wealth Fund, and the share transfer was completed in 2017.

Other Disclosures Required by Legislation

Our report includes the content required by the New Turkish Commercial Code and Capital Markets legislation. During the reporting period, there was no conflict of interest with the institutions from which we received services such as investment advisory and rating.

We keep the positions of Chairman of the Board and General Manager separate in our company. This strengthens the independence of the Chairman of the Board in overseeing operations.

No administrative sanctions or penalties were imposed on our Board members in 2025.

As our company has no cross-shareholding relationships, we do not include information on this subject in our report.

In accordance with the regulations set by the Capital Markets Board (CMB) and the Public Oversight, Accounting, and Auditing Standards Authority (KGK), we implement a mandatory audit firm rotation policy to preserve independence and objectivity in Türkiye. Within this scope, an audit firm can audit our Company for 7 years within a 10-year period. Once this period

expires, due to the requirement to change external auditors, we do not work with the same audit firm again for at least 3 years.

BOARD OF DIRECTORS

Structure and Composition of the Board of Directors

At our Extraordinary General Meeting held on January 25, 2019, we made amendments based on Article 8 of our Articles of Association titled “Board of Directors.” We determined the number of Board members to be nine and elected Board members to serve for a term of three years.

In accordance with our Articles of Association, we base the nomination of our Board of Directors members on the following criteria:

a) Group A Shareholders have the right to nominate five (5) persons for election as Board of Directors members.

b) The Treasury and the Türkiye Wealth Fund, as holders of Group B Shares;

- As long as it holds 30% or more of our capital, it has the right to nominate three (3) people who possess the independence qualifications defined in Capital Markets regulations as Independent Board Members, or
- If it holds 15% or more of our capital (but less than 30%), it shall have the right to nominate two (2) people who meet the independence criteria defined in Capital Markets regulations as Independent Board members;
- In calculating the 30% and 15% of the Company's capital specified in the above paragraphs, the number of shares held by the Treasury and the Türkiye Wealth Fund in Group B Shares and Group D Shares shall be included together

c) As long as it holds 15% or more of our capital (but less than 30%), the Treasury and the Türkiye Wealth Fund shall have the right to nominate one (1) person who possesses the independence criteria defined in the Capital Markets regulations as an Independent Board member and five (5) persons as Board members.

d) As long as the Treasury holds the Class C preferred shares, it has the right to nominate one (1) candidate for the Board of Directors for these shares.

We submit decisions regarding the election, re-election, and removal of our Board of Directors members to the shareholders for a vote at General Assembly meetings. Shareholders have the right to vote on these decisions.

The structure of our Board of Directors as of the reporting period is as follows:

Türk Telekomünikasyon A.Ş. Board Members					
Name	Position	Date of Initial Election	Positions Held in the Group Over the Past 5 Years	Committees Participated and Position	Positions Held Outside the Group as of Latest Update
Dr. İsmail İlhan HATİPOĞLU	Chairman of Board of Directors	05.06.2024	<ul style="list-style-type: none"> • Türk Telekomünikasyon A.Ş. Early Identification and Management of Risks Committee Member 	<ul style="list-style-type: none"> • Early Identification and Management of Risks Committee Member 	<ul style="list-style-type: none"> • Deputy Minister of Treasury and Finance of the Republic of Türkiye • Chairman of the Board of Directors, Birleşik İpotek Finansmanı A.Ş. (TSC)
Dr. Ömer Fatih SAYAN	Vice Chairman of Board of Directors	04.09.2018	<ul style="list-style-type: none"> • Türk Telekomünikasyon A.Ş. Early Identification and Management of Risks Committee Member • Türk Telekomünikasyon A.Ş. Nomination and Remuneration Committee Member • Türk Telekomünikasyon A.Ş. Chairman of the Investment Committee 	<ul style="list-style-type: none"> • Early Identification and Management of Risks Committee Member • Nomination and Remuneration Committee Member • Investment Committee Chair 	<ul style="list-style-type: none"> • Deputy Minister of Transportation and Infrastructure of the Republic of Türkiye
Ümit ÖNAL	Board Member	31.03.2022	<ul style="list-style-type: none"> • Member of the Nomination and Compensation Committee, Türk Telekomünikasyon A.Ş. • Member of the Tivibu Committee, Türk Telekomünikasyon A.Ş. <p>FORMERLY:</p> <ul style="list-style-type: none"> • General Manager/CEO, Türk Telekomünikasyon A.Ş. 	<ul style="list-style-type: none"> • Nomination and Remuneration Committee Member • Tivibu Committee Member 	<ul style="list-style-type: none"> • Head of Cyber Security of the Republic of Türkiye • Member of the Board of Directors, ULAK Communication Inc. • Member of the International Investors Association (YASED)

		<ul style="list-style-type: none"> • <i>Member of the Access Infrastructure Committee, Türk Telekomünikasyon A.Ş.</i> • <i>TT Mobil İletişim Hizmetleri A.Ş. General Manager/CEO</i> • <i>TTNET A.Ş. General Manager/CEO</i> • <i>Net Screen Television and Media Services Inc. Chairman of the Board</i> • <i>TT Ödeme ve Elektronik Para Hizmetleri A.Ş. Chairman of the Board</i> • <i>TTES Elektrik Tedarik Satış A.Ş., Chairman of the Board</i> • <i>TT Ventures Proje Geliştirme A.Ş. Chairman of the Board of Directors</i> • <i>TT Destek Hizmetleri A.Ş. Chairman of the Board of Directors</i> • <i>TTG Finansal Teknolojiler A.Ş. Chairman of the Board of Directors</i> • <i>TT Finansman A.Ş. Chairman of the Board of Directors</i> • <i>Netsia Inc. (USA) Chairman of the Board of Directors</i> • <i>Türk Telekomünikasyon A.Ş. Assistant General Manager of Sales and Customer Services</i> • <i>Türk Telekomünikasyon A.Ş. Assistant General Manager of Marketing and Customer Services (Acting)</i> • <i>TT Mobil İletişim Hizmetleri A.Ş. Assistant General Manager of Sales and Customer Services</i> • <i>TT Mobil İletişim Hizmetleri A.Ş. Assistant General Manager of Marketing and Customer Services (Interim)</i> 		<ul style="list-style-type: none"> • <i>Member of the Foreign Economic Relations Board (DEİK) U.S. Business Council</i>
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			<ul style="list-style-type: none"> • TTNET A.Ş. Vice President of Sales and Customer Services • TTNET A.Ş. Vice President of Marketing and Customer Services (Acting) • Assistt Rehberlik ve Müşteri Hizmetleri A.Ş., Vice Chairman of the Board of Directors • Argela Yazılım ve Bilişim Teknolojileri Sanayi ve Ticaret A.Ş. Vice Chairman of the Board of Directors • Sebit Eğitim ve Bilgi Teknolojileri A.Ş., Board Member • 11818 Guidance and Customer Services Inc. Chairman of the Board 		
Prof.Dr. İskender PALA	Board Member	25.07.2025			<ul style="list-style-type: none"> • Chairman of the Presidential Council for Culture and Arts Policies of the Republic of Türkiye
Dr. Yunus ARINCI	Board Member	5.06.2024			<ul style="list-style-type: none"> • Board Member, Istanbul Settlement and Custody Bank A.Ş. • General Manager, Istanbul Settlement and Custody Bank A.Ş.
Deniz YILMAZ	Board Member	9.08.2023	<ul style="list-style-type: none"> • Türk Telekomünikasyon A.Ş. Kurumsal Yönetim Komitesi Üyesi • Türk Telekomünikasyon A.Ş. Yatırım Komitesi Üyesi 	<ul style="list-style-type: none"> • Corporate Governance Committee Member • Investment Committee Member 	<ul style="list-style-type: none"> • General Director of Financial Markets and Foreign Exchange, Ministry of Treasury and Finance of the Republic of Türkiye • Board Member, Export Development Inc.

Enver İSKURT	Board Member	Group A: 19.03.2021 Group B: 31.03.2022	<ul style="list-style-type: none"> • Türk Telekomünikasyon A.Ş. Member of the Audit Committee • Chairman of the Corporate Governance Committee of Türk Telekomünikasyon A.Ş. <p><u>FORMERLY:</u></p> <ul style="list-style-type: none"> • <i>Chairman of the Board of Directors of TTNET A.Ş. (December 28, 2018 - March 19, 2021)</i> 	<ul style="list-style-type: none"> • Audit Committee Member • Corporate Governance Committee Chair 	<ul style="list-style-type: none"> • Deputy Minister of Transportation and Infrastructure of the Republic of Türkiye
Selim DURSUN	Board Member	4.09.2018	<ul style="list-style-type: none"> • Member of the Audit Committee of Türk Telekomünikasyon A.Ş. • Member of the Corporate Governance Committee of Türk Telekomünikasyon A.Ş. 	<ul style="list-style-type: none"> • Audit Committee Member • Corporate Governance Committee Member 	
Mehmet Reşat BAHÇEEVLİ	Board Member	5.06.2024			<ul style="list-style-type: none"> • Independent Lawyer

We held our Board of Directors member election at the General Assembly meeting dated June 05, 2024. In accordance with Article 10 of our Company's Articles of Association, the terms of office of the Board of Directors members listed in the table above are three years from this date. In this context, we have determined the end date of the term of office of our Board of Directors members as June 5, 2027.

The Board of Directors' resumes are included in the section titled "Board of Directors and Senior Management" of our report and in the Corporate Governance section of our company's Investor Relations website.

At our Ordinary General Assembly Meeting dated June 05, 2024, we determined the candidates for Independent Board of Directors members in accordance with the CMB legislation through the Nomination and Compensation Committee.

We submitted three independent Board of Directors member candidates to the Nomination and Compensation Committee through our Group B shareholders. On June 05, 2024, we reported to our Board of Directors on whether these candidates met the independence criteria, as determined by the Nomination and Compensation Committee. Following the Capital Markets Board's opinion on the suitability of the independent Board of Directors candidates, the three candidates were presented to the General Assembly and approved by shareholder vote.

The independence declarations signed by each Independent Board of Directors member are included in the appendix at the end of this report. There were no circumstances during the reporting period that would compromise independence. Furthermore, no amendments were made during this reporting period to the rules governing Board members holding positions outside the Company.

Changes in Board Membership During the Reporting Period

Yiğit Bulut, an Independent Board member of our Company, passed away on July 11, 2025.

Due to the passing of Mr. Yiğit Bulut, Prof. Dr. İskender Pala was appointed to the vacant position of Independent Board Member on July 25, 2025, in accordance with Article 363 of the Turkish Commercial Code, to serve for the remainder of his predecessor's term.

Principles of Operation of Our Board of Directors

In accordance with the provisions of our Articles of Association, our Board of Directors meets at least four times a year and as often as required by our activities. The Board of Directors' work and operations are carried out by the Board of Directors Secretariat. In this context, we submit the meeting date, the agenda, and the relevant documents to the Board members for review 10 business days in advance. We communicate via email to invite Board members to meetings and determine the agenda items. We determine the meeting agenda based on the opinions and suggestions of Board members, the CEO, Assistant General Managers, and departmental managers. We then finalise it with the approval of our Board Chairman.

Fair Treatment and Non-Compete

We implement practices in line with Articles 395 and 396 of the Turkish Commercial Code and the principles set out in the annex to the CMB's Corporate Governance Communiqué No. II-17.1 regarding dealing and competition.

At our Ordinary General Assembly Meeting dated April 25, 2025, the General Assembly granted permission to the members of the Board of Directors to perform the tasks specified in Articles 395 and 396 of the Turkish Commercial Code. Our General Assembly was informed about the transactions carried out during the year concerning shareholders holding management control, members of the Board of Directors, senior executives, and their spouses and relatives up to the second degree of consanguinity and affinity, in accordance with Corporate Governance Circular No. II-17.1. The relevant matters are as follows:

- Being able to perform transactions of a significant nature that may cause a conflict of interest with our company or its subsidiaries and/or
- Being able to perform a commercial transaction that falls within the scope of business of our company or its subsidiaries on their own behalf or on behalf of others, or
- Being able to become a partner with unlimited liability in another company engaged in the same type of commercial activities

Financial Rights Provided to Board Members and Senior Executives

We presented the criteria and remuneration principles we use to determine all rights, benefits, and remuneration provided to our Board members and senior executives to our shareholders at the Ordinary General Assembly Meeting held on April 25, 2025, and disclosed them to the public. This information is also available on our Company's Investor Relations website. We determine the remuneration of our Board of Directors members through our General Assembly, in accordance with Article 408 of the Commercial Code No. 6102 and Article 8 of our Articles of Association.

In accordance with our Remuneration Policy, it has been decided that the net remuneration received by each member of the Board of Directors for their activities in 2025 will be increased in line with the 2025 Consumer Price Index (CPI) increase announced by the Turkish Statistical Institute (TÜİK) for 2025, and that the change will take effect on January 1, 2025.

We do not have a performance measurement and reward system for our Board of Directors members. However, our company's senior management has sustainability goals on their target cards.

During the reporting period, our company did not engage in any collateral transactions such as lending to Board of Directors members and executives, extending credit, extending credit under the name of personal loan through a third party, or signing guarantees in their favour.

The benefits provided to our Board members and senior executives in 2025 are listed below:

(In thousands of TL)	January 1 2024 – December 31 2024	January 1 2025 – December 31 2025
Short-term Benefits	630,418	963,524
Wages and Wage-like Payments	535,430	853,908
Severance Pay	94,988	109,616
Long-term Benefits	21,108	20,908
Social Security Contributions	21,108	20,908
Total	651,526	984,432

STAKEHOLDERS

Türk Telekom's stakeholders are individuals, institutions, or interest groups such as employees, creditors, customers, suppliers, dealers, unions, and various non-governmental organisations that contribute to the Company's goals or are related to its activities.

Türk Telekom makes every effort to protect the rights of stakeholders in its transactions and activities, as regulated by relevant legislation and mutual agreements.

In cases where the rights of stakeholders cannot be protected by legislation and mutual agreements, the interests of stakeholders are protected in accordance with the rules of good faith and within the limits of the Company's capabilities.

Company Policies Regarding Stakeholders

Türk Telekom's relationships with its employees are governed by its human resources and human rights policies, while its relationships with suppliers are governed by the principles outlined in its procurement policy.

As a responsible employer, Türk Telekom gives high priority to ensuring that the work processes and transactions of its stakeholders are conducted in accordance with labour and social security laws and the Company's Human Rights Policy.

Türk Telekom listens to its customers' requests and suggestions and makes every effort to resolve their complaints as quickly as possible, in a fair and impartial manner and with confidentiality, in accordance with the law, regulations, and Company rules.

Türk Telekom attaches importance to ensuring that its relationships with companies such as dealers, contractors, and business partners with whom it has commercial business relationships are accurate, consistent, and reliable, and that all business is conducted in accordance with the relevant contracts, laws, or regulations. In contracts with such companies, compliance with principles and practices is ensured by taking into account the opinions of the legal department and the relevant business unit, considering objective criteria such as benefits and costs.

Company Policies Regarding Stakeholders are listed below:

Corporate Governance Policies:

- [Disclosure Policy](#)
- [Dividend Policy](#)

- [Remuneration Policy](#)
- [Board of Directors Women Membership Policy](#)
- [Donation Policy](#)
- [Compensation Policy](#)
- [Internal Directive of the General Assembly](#)
- [Code of Ethics](#)

Sustainability Policies:

- [Sustainability Policy](#)
- [Environmental Policy](#)
- [Human Resources Policy](#)
- [Human Rights Policy](#)
- [Anti-Bribery and Anti-Corruption Policy](#)
- [Information Security Policy](#)
- [Procurement Policy](#)
- [Integrated Management System Policy](#)

Informing Stakeholders

Türk Telekom pays utmost attention to communication with stakeholders and adopts the principle of transparency in its disclosures. The Company has been publicly traded on Borsa Istanbul since 2008 and its shareholders and investors are kept informed in line with the principles of public disclosure.

The Company's Marketing and Customer Care Department efficiently handles the requests of Türk Telekom customers for information concerning services and products, addresses comments or complaints, and provides solutions to customer problems.

Intracompany disclosures are provided through Internal Communication Management department.

Suppliers, dealers, investors, employees and other stakeholders are informed of the Company's practices vis-à-vis stakeholders, through public policies published in Turkish and in English on the Company's website.

Sustainability Principles Compliance Statement

Türk Telekom follows the best sustainability practices, including those specified in the Capital Markets Board's (CMB) Sustainability Principles Compliance Framework and works to align its activities with the widely accepted best practices in this field. Several topics that Türk Telekom manages as part of its sustainability efforts are already in compliance with the Sustainability Principles Compliance Framework, introduced by the CMB in 2020.

Within this framework, the compliance status of Türk Telekom with the principles set out in the non-mandatory Sustainability Principles Compliance Framework prepared by the CMB with the 'comply or explain' approach is disclosed in the Sustainability Principles Compliance Report.

Türk Telekom's sustainability practices, that comply with the principles set out in the CMB's Sustainability Principles Compliance Framework, are explained in detail in the Integrated Report and CDP reports every year.

Corporate Governance Compliance Report

	Company Compliance Status					Explanation
	Yes	Partial	No	Exempted	Not Applicable	
1.1. FACILITATING THE EXERCISE OF SHAREHOLDER RIGHTS						
1.1.2 -Up-to-date information and disclosures which may affect the exercise of shareholder rights are available to investors at the corporate website.	X					
1.2. RIGHT TO OBTAIN AND REVIEW INFORMATION						
1.2.1 - The company ensures the clarity of the General Assembly agenda, and that an item on the agenda does not cover multiple topics	X					
1.3. GENERAL ASSEMBLY						
1.3.2 - The company ensures the clarity of the General Assembly agenda, and that an item on the agenda does not cover multiple topics.	X					
1.3.7 - Insiders with privileged information have informed the board of directors about transactions conducted on their behalf within the scope of the company's activities in order for these transactions to be presented at the General Shareholders' Meeting.					X	Such a situation did not occur.
1.3.8 - Members of the board of directors who are concerned with specific agenda items, auditors, and other related persons, as well as the officers who are responsible for the preparation of the financial statements were present at the General Shareholders' Meeting.	X					
1.3.10 - The agenda of the General Shareholders' Meeting included a separate item detailing the amounts and beneficiaries of all donations and contributions.	X					
1.3.11 - The General Shareholders' Meeting was held open to the public, including the stakeholders, without having the right to speak.			X			There was no participation request to the General Assembly Meeting by the media in fiscal year 2025.
1.4. VOTING RIGHTS						
1.4.1 - There is no restriction preventing shareholders from exercising their shareholder rights.	X					
1.4.2 - The company does not have shares that carry privileged voting rights.		X				There is no privileged voting rights. Group (A), (B) and (C) shareholders has been granted the privilege to nominate candidates to the Board of Directors in Article 8 of the Company's Articles of Association.
1.4.3 - The Articles of Association extend the use of minority rights to those who own less than one twentieth of the outstanding shares, and expand the scope of the minority rights.					X	Such a situation did not occur.
1.5. MINORITY RIGHTS						
1.5.1 - The company pays maximum diligence to the exercise of minority rights.	X					
1.5.2 - The Articles of Association extend the use of minority rights to those who own less than one twentieth of the outstanding shares, and expand the scope of the minority rights.			X			There is no provision in the Articles of Association to be granted minority rights to shareholders who have less than one twentieth of the capital. At the same time, attention is paid to the use of minority rights within the scope of TCC and CMB regulations.
1.6. DIVIDEND RIGHT						
1.6.1 - The dividend policy approved by the General Shareholders' Meeting is posted on the company website.	X					
1.6.2 - The dividend distribution policy comprises the minimum information to ensure that the shareholders can have an opinion on the procedure and principles of dividend distributions in the future.	X					

1.6.3 - The reasons for retaining earnings, and their allocations, are stated in the relevant agenda item.	X					
1.6.4 - The board reviewed whether the dividend policy balances the benefits of the shareholders and those of the company.	X					
1.7. TRANSFER OF SHARES						
1.7.1 - There are no restrictions preventing shares from being transferred.		X				Group C Privileged Share refers to 1 Group C share held by Ministry of Finance and Treasury in accordance with Telegraph and Telephone Law No. 406. Without prejudice to Article 6/A of the Articles of Association of the Company, All shares of Türk Telekom except C Group 1 share may be sold. In accordance with Article 6/A.2. of the Company's Articles of Associate, transfer of the shares of Group A shareholder is subject to the veto right of the Group C share. According to Article 6 / A of the Company's Articles of Association, the transfer transaction of registered shares which affects the management control, and registration transaction of such transfer to the share ledger shall not be performed without the affirmative vote of the C Group Privileged Shareholder.
2.1. CORPORATE WEBSITE						
2.1.1 - The company website includes all elements listed in Corporate Governance Principle 2.1.1.	X					
2.1.2 - The shareholding structure (names, privileges, number and ratio of shares, and beneficial owners of more than 5% of the issued share capital) is updated on the website at least every 6 months.	X					
2.1.4 - The company website is prepared in other selected foreign languages, in a way to present exactly the same information with the Turkish content.	X					
2.2. ANNUAL REPORT						
2.2.1 - The board of directors ensures that the annual report represents a true and complete view of the company's activities.	X					
2.2.2 - The annual report includes all elements listed in Corporate Governance Principle 2.2.2.	X					
3.1. CORPORATION'S POLICY ON STAKEHOLDERS						
3.1.1 - The rights of the stakeholders are protected pursuant to the relevant regulations, contracts and within the framework of bona fides principles.	X					
3.1.3 - Policies or procedures addressing stakeholders' rights are published on the company's website.	X					
3.1.4 - A whistleblowing programme is in place for reporting legal and ethical issues.	X					
3.1.5 - The company addresses conflicts of interest among stakeholders in a balanced manner.	X					
3.2. SUPPORTING THE PARTICIPATION OF THE STAKEHOLDERS IN THE CORPORATION'S MANAGEMENT						
3.2.1 - The Articles of Association, or the internal regulations (terms of reference/manuals), regulate the participation of employees in management.		X				In this regard, continuous listening mechanisms such as DNA-What Does Your Experience Tell You? and focus group interviews have been established to ensure the participation of employees in decision-making processes regarding company Human Resources policies, processes and practices, and management participation models for Company employees have been developed with practices such as Business Ethics and Disciplinary Processes, Occupational Health and Safety, Dispute Resolution Board, Inventor Idea System.

3.2.2 - Surveys/other research techniques, consultation, interviews, observation method etc. were conducted to obtain opinions from stakeholders on decisions that significantly affect them.	X					
3.3. HUMAN RESOURCES POLICY						
3.3.1 - The company has adopted an employment policy ensuring equal opportunities, and a succession plan for all key managerial positions.	X					
3.3.2 - Recruitment criteria are documented.	X					
3.3.3 - The company has a policy on human resources development, and organises trainings for employees.	X					
3.3.4 - Meetings have been organised to inform employees on the financial status of the company, remuneration, career planning, education and health.	X					
3.3.5 - Employees, or their representatives, were notified of decisions impacting them. The opinion of the related trade unions was also taken.	X					
3.3.6 - Job descriptions and performance criteria have been prepared for all employees, announced to them and taken into account to determine employee remuneration.	X					
3.3.7 - Measures (procedures, trainings, raising awareness, goals, monitoring, complaint mechanisms) have been taken to prevent discrimination, and to protect employees against any physical, mental, and emotional mistreatment.	X					
3.3.8 - The company ensures freedom of association and supports the right for collective bargaining.	X					
3.3.9 - A safe working environment for employees is maintained.	X					
3.4. RELATIONS WITH CUSTOMERS AND SUPPLIERS						
3.4.1 - The company measured its customer satisfaction, and operated to ensure full customer satisfaction.	X					
3.4.2 - Customers are notified of any delays in handling their requests.	X					
3.4.3 - The company complied with the quality standards with respect to its products and services.	X					
3.4.4 - The company has in place adequate controls to protect the confidentiality of sensitive information and business secrets of its customers and suppliers.	X					
3.5. ETHICAL RULES AND SOCIAL RESPONSIBILITY						
3.5.1 - The board of the corporation has adopted a code of ethics, disclosed on the corporate website.	X					
3.5.2 - The company has been mindful of its social responsibility and has adopted measures to prevent corruption and bribery.	X					
4.1. ROLE OF THE BOARD OF DIRECTORS						
4.1.1 - The board of directors has ensured strategy and risks do not threaten the long-term interests of the company, and that effective risk management is in place.	X					
4.1.2 - The agenda and minutes of board meetings indicate that the board of directors discussed and approved strategy, ensured resources were adequately allocated, and monitored company and management performance.	X					
4.2. ACTIVITIES OF THE BOARD OF DIRECTORS						
4.2.1 - The board of directors documented its meetings and reported its activities to the shareholders.	X					
4.2.2 - Duties and authorities of the members of the board of directors are disclosed in the annual report.	X					

4.2.3 - The board has ensured the company has an internal control framework adequate for its activities, size and complexity.	X					
4.2.4 - Information on the functioning and effectiveness of the internal control system is provided in the annual report.	X					
4.2.5 - The roles of the Chairman and Chief Executive Officer are separated and defined.	X					
4.2.7 - The board of directors ensures that the Investor Relations department and the corporate governance committee work effectively. The board works closely with them when communicating and settling disputes with shareholders.	X					
4.2.8 - The company has subscribed to a Directors and Officers liability insurance covering more than 25% of the capital.	X					
4.3. STRUCTURE OF THE BOARD OF DIRECTORS						
4.3.9 - The board of directors has approved the policy on its own composition, setting a minimal target of 25% for female directors. The board annually evaluates its composition and nominates directors so as to be compliant with the policy.		X				Our Company has a Board of Directors Women Membership Policy. It is aimed to reach this goal within the next 5 years from the date of publication of the policy, by assigning at least one woman member to the Board of Directors and assigning woman member (s) to the Board of Directors.
4.3.10 - At least one member of the audit committee has 5 years of experience in audit/accounting and finance.	X					
4.4. BOARD MEETING PROCEDURES						
4.4.1 - Each board member attend the majority of the board meetings in person or via an electronic board meeting system	X					
4.4.2 - The board has formally approved a minimum time by which information and documents relevant to the agenda items should be supplied to all board members.	X					
4.4.3 - The opinions of board members that could not attend the meeting, but did submit their opinion in written format, were presented to other members.	X					
4.4.4 - Each member of the board has one vote.	X					
4.4.5 - The board has a charter/written internal rules defining the meeting procedures of the board.	X					
4.4.6 - Board minutes document that all items on the agenda are discussed, and board resolutions include director's dissenting opinions if any.	X					
4.4.7 - There are limits to external commitments of board members. Shareholders are informed of board members' external commitments at the General Shareholders' Meeting.		X				There is no restriction for the members of the Board of Directors to assume any other duties outside the Company. The duties of the members of the Board of Directors outside the Company are presented in the annual report and in their resumes published on the website.
4.5. BOARD COMMITTEES						
4.5.5 - Board members serve in only one of the Board's committees.			X			The number of independent members on the Board of Directors does not allow for Board members to serve in only one of the Board's committees. Therefore some independent members of the Board of Directors are assigned in more than on committee.
4.5.6 - Committees have invited persons to the meetings as deemed necessary to obtain their views.	X					
4.5.7 - If external consultancy services are used, the independence of the provider is stated in the annual report.					X	In fiscal year 2025, the committees have not received any consultancy services hence this subject was not included in the annual report.
4.5.8 - Minutes of all committee meetings are kept and reported to board members.	X					
4.6. FINANCIAL RIGHTS						

4.6.1 - The board of directors has conducted a board performance evaluation to review whether it has discharged all its responsibilities effectively.			X			The performance of the Board of Directors has not been evaluated.
4.6.4 - The company did not extend any loans to its board directors or executives, nor extended their lending period or enhanced the amount of those loans, or improve conditions thereon, and did not extend loans under a personal credit title by third parties or provided guarantees such as surety in favour of them.	X					
4.6.5 - The individual remuneration of board members and executives is disclosed in the annual report.		X				The remuneration of provided to executives are disclosed in aggregated form on annual report and are not disclosed on individual basis.

Corporate Governance Information Form

1. SHAREHOLDERS	
1.1. Facilitating the Exercise of Shareholders Rights	
The number of investor meetings (conference, seminar/etc.) organised by the company during the year	The Investor Relations Department of Türk Telekom participates in various domestic and international conferences and meetings each year. In 2025, Türk Telekom held meetings with nearly 300 equity and bond investors from different geographies and considers providing timely, accurate, and continuous information to its investors among its top priorities. In 2025, Türk Telekom Investor Relations took part in leading international investor conferences and webinars. Within the scope of its sukuk issuance, the Company conducted a deal roadshow with investors in the Gulf Region and Europe. It also organized quarterly teleconferences to share its financial and operational results with investors and analysts. Throughout the year, following the announcement of financial and operational results for each quarter, Türk Telekom Investor Relations continued to organize teleconferences to enable senior management to share their evaluations of the relevant quarter and to allow investors and analysts to direct their questions to management.
1.2. Right to Obtain and Examine Information	
The number of special audit request(s)	No requests were made for the appointment of a special auditor in the reporting period.
The number of special audit requests that were accepted at the General Shareholders' Meeting	None
1.3. General Assembly	
Link to the PDP announcement that demonstrates the information requested by Principle 1.3.1. (a-d)	https://www.kap.org.tr/en/Bildirim/1412676 https://www.kap.org.tr/en/Bildirim/1430987 https://www.kap.org.tr/en/Bildirim/1429407
Whether the company provides materials for the General Shareholders' Meeting in English and Turkish at the same time	Documents are also shared simultaneously on Public Disclosure Platform (KAP) and on the company's investor relations website in English.
The links to the PDP announcements associated with the transactions that are not approved by the majority of independent directors or by unanimous votes of present board members in the context of Principle 1.3.9	No such transaction took place during the year.
The links to the PDP announcements associated with related party transactions in the context of Article 9 of the Communique on Corporate Governance (II-17.1)	No such transaction took place during the year.
The links to the PDP announcements associated with common and continuous transactions in the context of Article 10 of the Communique on Corporate Governance (II-17.1)	https://www.kap.org.tr/en/Bildirim/1502637
The name of the section on the corporate website that demonstrates the donation policy of the company	https://www.ttyatirimciliskileri.com.tr/en-us/corporate-governance/pages/corporate-governance-policies ; https://www.ttyatirimciliskileri.com.tr/media/pl5nrfuj/donation-policy.pdf
The relevant link to the PDP with minute of the General Shareholders' Meeting where the donation policy has been approved	https://www.kap.org.tr/en/Bildirim/1014683 ; https://www.kap.org.tr/en/Bildirim/1014708
The number of the provisions of the articles of association that discuss the participation of stakeholders to the General Shareholders' Meeting	There is no such provision in the articles of association.
Identified stakeholder groups that participated in the General Shareholders' Meeting, if any	There was no participation in General Assemblies held in 2025 except by shareholders.
1.4. Voting Rights	
Whether the shares of the company have differential voting rights	No
In case that there are voting privileges, indicate the owner and percentage of the voting majority of shares.	There is no differential voting rights. Group (A), (B) and (C) shareholders are granted the privilege to nominate candidates for the Board of Directors in Article 8 of the company's Articles of Association.
The percentage of ownership of the largest shareholder	61.68%
1.5. Minority Rights	
Whether the scope of minority rights enlarged (in terms of content or the ratio) in the articles of the association	No
If yes, specify the relevant provision of the articles of association.	There is no provision in the Articles of Association to grant minority rights to shareholders who have less than one twentieth of the capital. However, compliance with the use of minority rights within the scope of TTK and CMB regulations is ensured.
1.6. Dividend Right	
The name of the section on the corporate website that describes the dividend distribution policy	Corporate Governance Policies; https://www.ttyatirimciliskileri.com.tr/en-us/corporate-governance/pages/corporate-governance-policies ; https://www.ttyatirimciliskileri.com.tr/media/awuc5ih0/dividend-policy.pdf
Minutes of the relevant agenda item in case the board of directors proposed to the general assembly not to distribute dividends, the reason for such proposal and information as to use of the dividend.	Board of Directors' Decision: Prioritising its strategic goals and the necessary investments to sustain its technological leadership, Türk Telekom, the leading integrated telecommunications company, maintains a healthy liquidity and investment balance as well as a strong balance sheet as it continues its operations. Our Board of Directors resolved to propose at the 2024 Ordinary General Assembly that Türk Telekom pays no dividend out of 2024 earnings. The decision considers our Company's debt maturity profile, investment and liquidity required for the 5G tender, 5G rollout, and the fixed line concession renewal process. Subject to the approval in the Company's 2024 Ordinary General Assembly Meeting, it has been concluded that: 1- The Company's net profit calculated based on the independently audited consolidated financial tables prepared in accordance with the provisions of the "Capital Markets Board

		<p>(CMB) Communique About Financial Reporting in Capital Markets No.II-14.1" is TL 8,456,145,000 for the fiscal year of 2024. 2- Pursuant to the CMB Communique on Dividends No: II-19.1, TL 8,456,145,000 of profit after tax shall be the base amount for dividend distribution, 3- The Company is not required to take any reserves for 2024 as per the Article 519 of Turkish Commercial Code because it has already reached the general legal reserve limit, 4- Accordingly, the Company is allowed to make a proposal, subject to the provisions of its Articles of Association, that the net profit amounting to TL 8,456,145,000 shall be recorded as extraordinary reserves.</p> <p>General Assembly Decision: It has been concluded that: 1- The Company's net profit calculated based on the independently audited consolidated financial tables prepared in accordance with the provisions of the "Capital Markets Board (CMB) Communique About Financial Reporting in Capital Markets No.II-14.1" is TL 8,456,145,000 for the fiscal year of 2024. 2- Pursuant to the CMB Communique on Dividends No: II-19.1, TL 8,456,145,000 of profit after tax shall be the base amount for dividend distribution, 3- The Company is not required to take any reserves for 2024 as per the Article 519 of Turkish Commercial Code because it has already reached the general legal reserve limit, 4- Accordingly, the Company is allowed to make a proposal, subject to the provisions of its Articles of Association, that the net profit amounting to TL 8,456,145,000 shall be recorded as extraordinary reserves.</p>							
PDP link to the related general shareholder meeting minutes in case the board of directors proposed to the general assembly not to distribute dividends		https://www.kap.org.tr/en/Bildirim/1429407							
Genel Kurul Toplantıları									
General Meeting Date	The number of information requests received by the company regarding the clarification of the agenda of the General Shareholders' Meeting	Shareholder participation rate to the General Shareholders' Meeting	Percentage of shares directly present at the GSM	Percentage of shares represented by proxy	Specify the name of the page of the corporate website that contains the General Shareholders' Meeting minutes, and also indicates for each resolution the voting levels for or against	Specify the name of the page of the corporate website that contains all questions asked in the general assembly meeting and all responses to them	The number of the relevant item or paragraph of General Shareholders' Meeting minutes in relation to related party transactions	The number of declarations by insiders received by the board of directors	The link to the related PDP general shareholder meeting notification
25/04/2025	0	91.2%	0.00%	91.2%	Corporate Governance/ General Assembly Meeting Information	Corporate Governance/ General Assembly Meeting Information	-	-	https://www.kap.org.tr/en/Bildirim/1429407
2. DISCLOSURE AND TRANSPARENCY									
2.1. Corporate Website									
Specify the name of the sections of the website providing the information requested by the Principle 2.1.1.				https://www.ttyatirimciliskileri.com.tr/en-us/pages/home-page ; Türk Telekom Group -Ownership Structure, Announcements and Disclosures Corporate Governance- Board of Directors, Committees, Senior Management, Insiders with Administrative Responsibilities, Corporate Governance Compliance Report, Corporate Governance Rating, General Assembly Meeting Information, Articles of Association and Trade Registry Information, Internal Audit and Risk Management, Related Party Transactions, Code of Ethics, Policies, Independent Auditor					
If applicable, specify the name of the sections of the website providing the list of shareholders (ultimate beneficiaries) who directly or indirectly own more than 5% of the shares.				https://www.ttyatirimciliskileri.com.tr/en-us/turk-telekom-group/investing-in-turk-telekom/pages/ownership-structure ; https://www.ttyatirimciliskileri.com.tr/media/imupesmv/hissedar-yapisi-en.pdf					
List of languages for which the website is available				Turkish, English					
2.2. Annual Report									
The page numbers and/or name of the sections in the Annual Report that demonstrate the information requested by principle 2.2.2.									
a) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the duties of the members of the board of directors and executives conducted out of the company and declarations on independence of board members				Corporate Governance Principles Compliance Report section					
b) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on committees formed within the board structure				Corporate Governance Principles Compliance Report section					
c) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the number of board meetings in a year and				Corporate Governance Principles Compliance Report section					

the attendance of the members to these meetings	
c) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on amendments in the legislation which may significantly affect the activities of the corporation	There was no legislative amendments that could significantly affect the Company's operations in 2025.
d) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on significant lawsuits filed against the corporation and the possible results thereof	Consolidated Independent Audit Report/Commitment and Obligations
e) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the conflicts of interest of the corporation among the institutions that it purchases services on matters such as investment consulting and rating and the measures taken by the corporation in order to avoid from these conflicts of interest	Corporate Governance Principles Compliance Report Section/Other information according to the legislation
f) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the cross ownership subsidiaries that the direct contribution to the capital exceeds 5%	Capital and Shareholder Structure section
g) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on social rights and professional training of the employees and activities of corporate social responsibility in respect of the corporate activities that arises social and environmental results	Corporate Governance Principles Compliance Report and 2024 Integrated Annual Report, sections titled Social Capital; https://www.ttyatirimciliskileri.com.tr/en-us/socially-responsible-investing/pages/sustainability-reports
3. STAKEHOLDERS	
3.1. Corporation's Policy on Stakeholders	
The name of the section on the corporate website that demonstrates the employee remedy or severance policy	https://www.ttyatirimciliskileri.com.tr/en-us/corporate-governance/pages/corporate-governance-policies ; https://www.ttyatirimciliskileri.com.tr/media/u1jd4zif/compensation-policy.pdf
The number of definitive convictions the company was subject to in relation to breach of employee rights	0
The position of the person responsible for the alert mechanism (i.e. whistleblowing mechanism)	Business Ethics Committee
The contact detail of the company alert mechanism	etik@turktelekom.com.tr; https://www.ttyatirimciliskileri.com.tr/en-us/corporate-governance/pages/corporate-governance-committee-communication-form
3.2. Supporting the Participation of the Stakeholders in the Corporation's Management	
Name of the section on the corporate website that demonstrates the internal regulation addressing the participation of employees on management bodies	Corporate Governance Principles Compliance Report Section
Corporate bodies where employees are actually represented	At Türk Telekom, employees are represented through Occupational Health and Safety Boards and various surveys, research and individual notifications conducted by Human Resources. 11.11.2024, the judicial process between the unions regarding the determination of the labor union authorized to conclude collective bargaining agreements at Türk Telekom is resulted in an agreement. The negotiations for the Collective Bargaining Agreement between our company and Haber-İş Union for the 15 th period which commenced on July 2, 2024 have concluded in an agreement. The Collective Bargaining Agreement covering approximately 8,800 of our employees will remain effective until 28.02.2026. Accordingly, it has been decided for related employees; - The monthly gross wages they receive on 31.08.2024 will be raised by36.50% effective from 01.09.2024, - For those who have served for more than one year in our company another 1% for every 3 years of service (limited to 5%) will be added to the rate of increase. - During the wage increase periods in March and September 2025, the rate of increase will be determined as the six-month inflation with a welfare share of 15% of that rate added on top.
3.3. Human Resources Policy	
The role of the board on developing and ensuring that the company has a succession plan for the key management positions	https://www.ttyatirimciliskileri.com.tr/en-us/socially-responsible-investing/pages/human-rights-policy ; https://www.ttyatirimciliskileri.com.tr/en-us/socially-responsible-investing/pages/human-resources-policy ; Human Resources Policy In cases for executive position change might lead to disruptions in company management, backup plans are prepared for the determination of the new managers to be appointed.
The name of the section on the corporate website that demonstrates the human resource policy covering equal opportunities and hiring principles. Also provide a summary of relevant parts of the human resource policy.	https://www.ttyatirimciliskileri.com.tr/en-us/socially-responsible-investing/pages/human-rights-policy ; https://www.ttyatirimciliskileri.com.tr/en-us/socially-responsible-investing/pages/human-resources-policy ; Employment Policy: Türk Telekom aims to recruit its employees on long term basis as a principal to provide high quality and economic services with regard to technological developments, financial and economic conditions and sectoral changes in its field of activity. Continuous success of Türk Telekom depends on the ab of its employees to adapt rapidly and

	efficiently to the changing conditions of the sector, as well as their flexibility this respect. Our employees via their superior skills, competence and experience help the Company to become one of the leading companies in the world. Türk Telekom supports on-the job training by programmes carried in cooperation with regulatory and supervisory agencies as well as the universities and provides employment opportunity within this framework. Our company asserts its claim of being the most preferred company to work for by sharing pride of being a Türk Telekom employee with young talents from universities and professionals outside the company. Recruitment criteria are determined and documented in written form and that criteria should be followed. Türk Telekom provides equal recruitment and career planning opportunity to its applicants. Diversity: Türk Telekom values diversity and considers this an asset, and strives to make its employees feel like a part of the Company. Accordingly, Türk Telekom is committed to equal opportunity, and takes into account qualifications, performance, skills and experiences of its employees for recruitment, placement, development, training, compensation, promotion, and resignation from Company. Is aware that diversity in its labour contributing achievement of the Company targets, and strives to recruit candidates with diverse backgrounds and experience, and employ them for a long term. Fulfills its legal obligations relation to employment of people with disabilities, and disadvantages.
Whether the company provides an employee stock ownership programme	There isn't an employee stock ownership programme.
The name of the section on the corporate website that demonstrates the human resource policy covering discrimination and mistreatments and the measures to prevent them. Also provide a summary of relevant parts of the human resource policy.	https://www.ttyatirimciliskileri.com.tr/en-us/socially-responsible-investing/pages/human-rights-policy ; Discrimination and Harassment At Türk Telekom; No one is discriminated on grounds of age, language, race, ethnicity, nationality, health, disability status, gender, marital status, religion and sect, political opinions, philosophical beliefs and faith. Discriminatory and unfair conducts are not tolerated. Employees are provided with a working environment, free from all kinds of ill-treatment, mobbing and harassment.
The number of definitive convictions the company is subject to in relation to health and safety measures	0
3.5. Ethical Rules and Social Responsibility	
The name of the section on the corporate website that demonstrates the code of ethics	https://www.ttyatirimciliskileri.com.tr/en-us/corporate-governance/pages/corporate-governance-policies ; https://www.ttyatirimciliskileri.com.tr/media/h3rjq0xg/code-of-ethics.pdf
The name of the section on the company website that demonstrates the corporate social responsibility report. If such a report does not exist, provide the information about any measures taken on environmental, social and corporate governance issues.	https://www.ttyatirimciliskileri.com.tr/en-us/socially-responsible-investing/pages/sustainability ; https://www.ttyatirimciliskileri.com.tr/en-us/socially-responsible-investing/pages/corporate-social-responsibility
Any measures combating any kind of corruption including embezzlement and bribery	https://www.ttyatirimciliskileri.com.tr/en-us/socially-responsible-investing/pages/policies ; https://www.ttyatirimciliskileri.com.tr/en-us/socially-responsible-investing/pages/anti-bribery-and-anti-corruption-policy
4. BOARD OF DIRECTORS-I	
4.2. Activity of the Board of Directors	
Date of the last board evaluation conducted	-
Whether the board evaluation was externally facilitated	No
Whether all board members released from their duties at the GSM	Yes
Name(s) of the board member(s) with specific delegated duties and authorities, and descriptions of such duties	Dr İsmail İlhan HATIPOĞLU, Chairman of the Board of Directors nominated by Group A Shareholder, Ümüt ÖNAL, Board Member nominated by Group A Shareholder and Dr Ömer Fatih SAYAN, Vice Chairman of the Board of Directors representing one Group C Privileged Share, jointly represents and binds our Company in the broadest manner in all matters.
Number of reports presented by internal auditors to the audit committee or any relevant committee to the board	Number of reports submitted to the Committee and Board of Directors is 2.
Specify the name of the section or page number of the annual report that provides the summary of the review of the effectiveness of internal controls	Assessments of the Board of Directors Section
Name of the Chairman	Dr. İsmail İlhan Hatipoğlu
Name of the CEO	Ebubekir Şahin
If the CEO and Chair functions are combined: provide the link to the relevant PDP announcement providing the rationale for such combined roles	Not the same person.
Link to the PDP notification stating that any damage that may be caused by the members of the board of directors during the discharge of their duties is insured for an amount exceeding 25% of the company's capital	https://www.kap.org.tr/en/Bildirim/1487183
The name of the section on the corporate website that demonstrates current diversity policy targeting women directors	https://www.ttyatirimciliskileri.com.tr/en-us/corporate-governance/pages/corporate-governance-policies ; https://www.ttyatirimciliskileri.com.tr/media/jk4hizj2/women-board-membership-policy.pdf

The number and ratio of female directors within the Board of Directors		0					
Yönetim Kurulunun Yapısı (Özet)							
Name, Surname of Board Member	Whether Executive Director Or Not	Whether Independent Director Or Not	The First Election Date To Board	Link To PDP Notification That Includes The Independency Declaration	Whether the Independent Director Considered By The Nomination Committee	Whether She/He is the Director Who Ceased to Satisfy The Independence or Not	Whether The Director Has At Least 5 Years' Experience On Audit, Accounting And/Or Finance Or Not
Dr. İsmail İlhan HATİPOĞLU	Non-Executive	Dependent Member	Board of Directors Member:05.06.2024 Board of Directors Chairman:05.06.2024			Not Applicable	No
Dr. Ömer Fatih SAYAN	Non-Executive	Dependent Member	Board of Directors Member:04.09.2018 Board of Directors Chairman:21.12.2018 Board of Directors Vice Chairman:05.06.2024			Not Applicable	No
Ümüt ONAL	Non-Executive	Dependent Member	31.03.2022			Not Applicable	No
Prof.Dr. İskender PALA	Non-Executive	Independent Member	25.07.2025	https://www.kap.org.tr/en/Bildirim/1466767	Considered	No	No
Dr. Yunus ARINCI	Non-Executive	Dependent Member	5.06.2024			Not Applicable	Yes
Deniz YILMAZ	Non-Executive	Dependent Member	9.08.2023			Not Applicable	Yes
Enver İSKURT	Non-Executive	Independent Member	A Group: 19.03.2021 B Group: 31.03.2022	https://www.kap.org.tr/en/Bildirim/1014683	Considered	No	No
Selim DURSUN	Non-Executive	Independent Member	4.09.2018	https://kap.org.tr/en/Bildirim/708083	Considered	No	No
Mehmet Reşat BAHÇEEVLI	Non-Executive	Dependent Member	5.06.2024			Not Applicable	No
4. Board of Directors-II							
4.4. Meeting Procedures of the Board of Directors							
Number of physical or electronic board meetings in the reporting period			11				
Director average attendance rate at board meetings			90.8%				
Whether the board uses an electronic portal to support its work or not			No				
Number of minimum days ahead of the board meeting to provide information to directors, as per the board charter			10 days				
The name of the section on the corporate website that demonstrates information about the board charter			Article 12 of the Company's Articles of Association. https://www.tyatirimciiliskileri.com.tr/media/4ulbh41/articles_of_association_.pdf ; http://www.tyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/articles-of-association-trade-registry-information.aspx				
Number of maximum external commitments for board members as per the policy covering the number of external duties held by directors			-				
4.5. Board Committees-II							
Page numbers or section names of the annual report where information about the board committees are presented			Board of Directors' Committees and Corporate Governance Principles Compliance Report Section				
Link(s) to the PDP announcement(s) with the board committee charters			Audit Committee: https://www.kap.org.tr/en/Bildirim/659174 ; Nomination and Remuneration Committee: https://www.kap.org.tr/en/Bildirim/1038148 ; Early Identification and Management of Risks Committee https://www.kap.org.tr/en/Bildirim/304033 ; Corporate Governance Committee: https://www.kap.org.tr/en/Bildirim/741628				
Composition of Board Committees -I							

Names Of The Board Committees	Name Of Committees Defined As "Other" In The First Column	Name-Surname of Committee Members	Whether Committee Chair Or Not	Whether Board Member Or Not
Corporate Governance Committee	-	Enver Iskurt	Yes	Independent Board member
Corporate Governance Committee	-	Selim Dursun	No	Independent Board member
Corporate Governance Committee	-	Deniz Yılmaz	No	Board member
Corporate Governance Committee	-	Eren Öner	No	Corporate Governance, Compliance and Sustainability Group Manager
Audit Committee	-	Selim Dursun	No	Independent Board member
Audit Committee	-	Enver Iskurt	No	Independent Board member
Committee of Early Detection of Risk	-	Dr. İsmail İlhan Hatipoğlu	No	Chairman of Board of Directors
Committee of Early Detection of Risk	-	Dr. Ömer Fatih Sayan	No	Vice Chairman of Board of Directors
Other	Nomination and Remuneration Committee	Dr. Ömer Fatih Sayan	No	Vice Chairman of Board of Directors
Other	Nomination and Remuneration Committee	Ümit Önal	No	Board member

4. Board of Directors-III

4.5. Board Committees-II

Specify where the activities of the audit committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report / Corporate Governance Principles Compliance Report Section: https://www.ttyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/audit-committee
Specify where the activities of the corporate governance committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report / Corporate Governance Principles Compliance Report Section: https://www.ttyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/corporate-governance-committee
Specify where the activities of the nomination committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report / Corporate Governance Principles Compliance Report Section: https://www.ttyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/nomination-committee
Specify where the activities of the early detection of risk committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report / Corporate Governance Principles Compliance Report Section: https://www.ttyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/early-identification-and-management-of-risks-and-committee
Specify where the activities of the remuneration committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report / Corporate Governance Principles Compliance Report Section: https://www.ttyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/nomination-committee

4.6. 'Financial Right Provided to the Members of Board of Directors and the Senior Executives'

Specify where the operational and financial targets and their achievement are presented in your annual report (Page number or section name in the annual report)	Annual Report / Corporate Governance Principles Report Section
Specify the section of website where remuneration policy for executive and non-executive directors are presented.	"Policies" section under the heading "Corporate Governance" on the Company's website at http://www.ttyatirimciiliskileri.com.tr ; https://www.ttyatirimciiliskileri.com.tr/media/bf1go0g5/remuneration_policy.pdf
Specify where the individual remuneration for board members and senior executives are presented in your annual report (Page number or section name in the annual report)	Annual Report / Corporate Governance Principles Report Section 'Financial Right Provided to the Members of Board of Directors to the Senior Executives'

Composition of Board Committees -II

Names of the Board Committees	Name of committees defined as "Other" in the first column	The Percentage of Non-executive Directors	The Percentage of Independent Directors in the Committee	The Number of Meetings Held in Person	The Number of Re Activities Submit Board
Audit Committee	-	100%	100%	8	8
Corporate Governance Committee	-	75%	50%	3	1

Early Identification and Management of Risks Committee	-	100%	0%	2	0
Nomination and Remuneration Committee	-	100%	0%	4	2

Sustainability Principles Compliance Report

		COMPLIANCE STATUS				EXPLANATION	RELATED REPORT/LINK
		YES	NO	PARTIAL	IRRELEVANT		
A. General Principles							
A1. Strategy, Policy and Goals							
A1.1	The prioritised environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Company's Board of Directors.	X				Türk Telekom requires senior management's participation in reaching its goal of incorporating environmental, social and economic factors in Company activities and decision-making mechanisms along with corporate governance principles, and effectively managing the risks associated with these factors.	https://www.ttyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/sustainability-policy
	The ESG policies (Environmental Policy, Energy Policy, Human Rights and Employee Policy etc.) have been created and disclosed to the public by the Company's Board of Directors.	X				Human Rights Policy, Human Resources Policy, Anti-Bribery and Anti-Corruption Policy, Information Safety Policy, Procurement Policy, Integrated Management System Policy, Disclosure Policy, Dividend Policy, Remuneration Policy, Board of Directors Women Membership Policy, Donation Policy, Compensation Policy, Sustainability Policy, Environmental Policy, Code of Ethics Investor Relations Web Site-Corporate Governance Policies https://www.ttyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/corporate-governance-policies Work on the environmental policy for Türk Telekom and Group companies is in progress.	Investor Relations Web Site Sustainability-Policy (https://www.ttyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/sustainability-policy) Investor Relations Web Site-Corporate Governance Policies (https://www.ttyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/corporate-governance-policies)
A1.2	The short and long-term targets set within the scope of ESG policies have been disclosed to the public.	X				The Türk Telekom Group's Carbon Emission Reduction Commitment has been shared with the public through the Public Disclosure Platform. There is also detailed information about our targets in the 2024 Integrated Annual Report.	PDP: https://www.kap.org.tr/en/Bildirim/1257319 , 2024 Integrated Annual Report, Our Sustainability Roadmap, p.31-33, https://www.ttyatirimciiliskileri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
A2. Implementation/Monitoring							
A2.1	The responsible committees and/or business units for the implementation of ESG policies and the senior officials related to ESG issues in the Company and their duties have been identified and disclosed to the public.	X				It is shared in the Sustainability Committee Working Principles.	https://www.ttyatirimciiliskileri.com.tr/en-us/corporate-governance/pages/sustainability-committee
	The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.	X				The business units responsible for policies have been identified and reporting is made when necessary within the scope of their duties.	https://www.ttyatirimciiliskileri.com.tr/media/ov43h3egm/turk-telekom-sustainability-policy.pdf
A2.2	In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public.	X				It was disclosed to the public through Public Disclosure Platform and 2024 Integrated Annual Report.	PDP: https://www.kap.org.tr/en/Bildirim/1257319 , 2024 Integrated Annual Report, Climate Change Action and Emissions Management, p.77-78, https://www.ttyatirimciiliskileri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
A2.3	The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.	X				In the 2024 Integrated Annual Report, the relevant KPIs are explained under the headings of Our Sustainability Roadmap.	https://www.ttyatirimciiliskileri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf , s.31-43
A2.4	The activities for improving the sustainability performance of the	X				In the 2024 Integrated Annual Report, activities to improve the	https://www.ttyatirimciiliskileri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf

	business processes or products and services have been disclosed to the public					sustainability performance of business processes or products and services are disclosed to the public.	024-integrated-annual-report.pdf
A3. Reporting							
A3.1	The information about the sustainability performance, targets and actions have been given in annual reports of the Company an understandable, accurate and sufficient manner.	X				It was disclosed to the public through 2024 Integrated Annual Report.	https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2 024-integrated-annual-report.pdf
A3.2	The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.	X				With SDG Index in the Integrated Annual Report, information on which of the United Nations (UN) 2030 Sustainable Development Goals our operations are related to is disclosed to the public.	2024 Integrated Annual Report SDG Index, p.43 https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2 024-integrated-annual-report.pdf
A3.3	The lawsuits filed and/or concluded against the Company about ESG issues which are material in terms of ESG policies and/or will significantly affect the Company's activities, have been disclosed to the public.	X				It has been disclosed to the public that Türk Telekom did not have any environmental accidents reported or accrued environmental fines in 2025. There is also no ESG-related lawsuits.	https://www.ttyatirimciiliskile ri.com.tr/en-us/socially-responsible-investing/pages/circular-economy-and-waste-management
A4. Verification							
A4.1	The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed.	X				A third-party independent auditor's opinion was obtained for the Group Carbon Inventory presented through the 2024 Integrated Annual Report.	Independent Assurance Statement 2024 https://www.ttyatirimciiliskile ri.com.tr/media/gt4omgw0/i ndependent-assurance-statement-2024.pdf
B. Environmental Principles							
B1	The policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs have been disclosed.	X				Türk Telekom operates within the scope of ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System. It is included in the Integrated Management System Policy.	https://www.ttyatirimciiliskile ri.com.tr/en-us/socially-responsible-investing/pages/integrated-management-system-policy
B2	The environmental reports prepared to provide information on environmental management have been disclosed to the public which is including the scope, reporting period, reporting date and limitations about the reporting conditions.	X				It was disclosed to the public through 2024 Integrated Annual Report.	2024 Integrated Annual Report, About the Report p.6, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2 024-integrated-annual-report.pdf
B4	The environmental targets within the scope of performance incentive systems which included in the rewarding criteria have been disclosed to the public on the basis of stakeholders (such as members of the Board of Directors, managers and employees).	X				It was disclosed to the public via CDP Questionnaire.	https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B5	How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.	X				It was disclosed to the public through 2024 Integrated Annual Report.	2024 Integrated Annual Report , Our Decisive Sustainability Strategy p.43, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2 024-integrated-annual-report.pdf
B7	The way of how environmental issues has been managed and integrated into business objectives and strategies throughout the Company's value chain, including the operational process, suppliers and customers has been disclosed.	X				It is explained in 2024 Integrated Annual Report and Procurement Policy.	2024 Integrated Annual Report . Supply Chain Sustainability p.66, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2 024-integrated-annual-report.pdf https://www.ttyatirimciiliskile ri.com.tr/en-us/socially-responsible-investing/pages/procurement-policy
B8	Whether the Company have been involved to environmental related organizations and non-	X				As Türk Telekom, we are a member of YASED International Investors Association which has	https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html

	governmental organizations' policy making processes and collaborations with these organizations has been disclosed.					been in effective communication and relationship with its stakeholders to contribute to sustainable economic development and the creation of a better business and investment environment in Türkiye. The main themes of YASED, which concurrently influence the global investment agenda, are monitored through platforms established with the participation of an extensive stakeholder network. The primary themes addressed at the platform level include global supply chains, digital transformation, sustainable development, and human capital. YASED's large-scale research projects and reports are managed through platforms, with all relevant working groups contributing to the coordinated efforts, resulting in the formulation of a shared agenda.	
B9	In the light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.	X				It was disclosed to the public through CDP Questionnaire and 2024 Integrated Annual Report. 2025 data will be announced in the integrated report.	2024 Integrated Annual Report, Environmental Performance Indicators p.121, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B10	Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.	X				It was disclosed to the public through CDP Questionnaire and 2024 Integrated Annual Report. 2025 data will be announced in the integrated report.	2024 Integrated Annual Report, Environmental Performance Indicators p.121, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B11	The increase or decrease in Company's environmental indicators as of the reporting year has been comparatively disclosed with previous years.	X				It was disclosed to the public through CDP Questionnaire and 2024 Integrated Annual Report. 2025 data will be announced in the integrated report.	2024 Integrated Annual Report, Environmental Performance Indicators p.121, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B12	The short and long-term targets for reducing the environmental impacts have been determined and the progress compared to previous years' targets has been disclosed.	X				In the 2024 Integrated Annual Report, short- and long-term targets have been set to reduce environmental impacts, and these targets and progress against the targets set in previous years are disclosed to the public. In addition, Türk Telekom Group's Carbon Emission Reduction Commitment was disclosed on the Public Disclosure Platform. 2025 data will be announced in the integrated report.	2024 Integrated Annual Report, Climate Change Action and Emissions Management; p.77-78, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.kap.org.tr/en/Bildirir/1257319
B13	A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.	X				It was disclosed to the public through 2024 Integrated Annual Report.	2024 Integrated Annual Report, Climate Change Action Plan p.77-78, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
B14	The programs/procedures to prevent or minimize the potential negative impact of products and/or services on the	X				It was disclosed to the public through 2024 Integrated Annual Report.	2024 Integrated Annual Report, Energy Management p.82-85, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf

	environment have been established and disclosed.						2024-integrated-annual-report.pdf
	The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.		X			It was disclosed to the public through 2024 Integrated Annual Report. In 2024, we launched our Supplier & Partner Portal Project to increase the efficiency of our procurement processes. With the system we implemented at the beginning of 2025, we are now able to digitally monitor our suppliers' compliance with environmental, social, and ethical standards.	2024 Integrated Annual Report , Supply Chain Sustainability p.67, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
B15	The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.	X				Through the CDP Questionnaire, environmental benefits, profits and cost savings provided by initiatives and projects aimed at reducing environmental impacts are presented.	https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B16	The data related to energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) has been disclosed as Scope-1 and Scope-2.	X				It was disclosed to the public through CDP Questionnaire and 2024 Integrated Annual Report. 2025 data will be announced in the integrated report.	2024 Integreated Annual Report, Environmental Performance Indicators p.121, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B17	The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.	X				It was disclosed to the public through CDP Questionnaire and 2024 Integrated Annual Report. 2025 data will be announced in the integrated report.	2024 Integreated Annual Report, Environmental Performance Indicators p.121, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B18	The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.	X				It was disclosed to the public through CDP Questionnaire and 2024 Integrated Annual Report.	2024 Integreated Annual Report, Environmental Performance Indicators p.121, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B19	The renewable energy production and usage data has been publicly disclosed.	X				It was disclosed to the public through CDP Questionnaire and 2024 Integrated Annual Report.	2024 Integreated Annual Report, Environmental Performance Indicators p.121, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B20	The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved through these projects have been disclosed.	X				It was disclosed to the public through CDP Questionnaire and 2024 Integrated Annual Report.	2024 Integreated Annual Report, Environmental Performance Indicators p.121, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B21	The water consumption, the amount, procedures and sources of recycled and discharged water from underground or above ground (if any), have been disclosed.	X				It was disclosed to the public through CDP Questionnaire and 2024 Integrated Annual Report.	2024 Integreated Annual Report, Environmental Performance Indicators p.121, https://www.ttyatirimciiliskile ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.ttyatirimciiliskile ri.com.tr/cdp-2024.html
B22	The information related to whether Company's operations or				X	The Company's sector is not among the priority sectors.	

	activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax).						
B23	The information related to accumulated or purchased carbon credits within the reporting period has been disclosed.			X		No study on carbon credit has been carried out.	
B24	If carbon pricing is applied within the Company, the details have been disclosed.				X	The Company's sector is not among the priority sectors.	
B25	The platforms where the Company discloses its environmental information have been disclosed.	X				It is available on the Türk Telekom Investor Relations website.	https://www.ttyatirimciiliskile.com.tr/en-us/socially-responsible-investing/pages/sustainability
C. Social Principles							
C1. Human Rights and Employee Rights							
C1.1	The Institutional Human Rights and Employee Rights Policy has been established in the light of the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation. The policy and the officials that responsible for the implementation of it have been determined and disclosed.	X				The policy on Human Rights and the processes for its implementation have been disclosed to the public.	https://www.ttyatirimciiliskile.com.tr/media/u4sbgcvi/human-rights-policy-20200529.pdf
C1.2	Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment and inclusion issues (gender, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political opinion, disability, social and cultural differences, etc., such as non-discrimination) are included in its policy on employee rights.	X				It is included in the Company's Human Rights Policy.	https://www.ttyatirimciiliskile.com.tr/media/u4sbgcvi/human-rights-policy-20200529.pdf
C1.3	The measures taken for the minority rights/equality of opportunity or the ones who are sensitive about certain economic, environmental, social factors (low income groups, women, etc.) along the supply chain have been disclosed.	X				Under the heading of ACCEPTING DIFFERENCES in the Human Rights Policy; "Türk Telekom values differences, sees this as a richness and strives to make its employees feel themselves as a part of the Company." Accordingly, it complies with legal obligations regarding the employment of disabled and disadvantaged people." In addition, important developments related to corporate social responsibility issues are included in the annual report.	https://www.ttyatirimciiliskile.com.tr/media/u4sbgcvi/human-rights-policy-20200529.pdf
C1.4	The developments regarding preventive and corrective practices against discrimination, inequality, human rights violations, forced and child labor have been disclosed.	X				It is included in the Company's Human Rights Policy.	https://www.ttyatirimciiliskile.com.tr/media/u4sbgcvi/human-rights-policy-20200529.pdf
C1.5	Investments in employees (education, development policies), compensation, fringe benefits, right to unionize, work/life balance solutions and talent management are included in the employee rights policy.	X				Investments in employees are included in the Human Resources Policy.	https://www.ttyatirimciiliskile.com.tr/media/rpjnubnc/human-resources-policy.pdf
	The mechanism for employee complaints and resolution of disputes have been established and related solution processes have been determined.	X				The processes are explained in detail in the Company's Code of Ethics.	https://www.ttyatirimciiliskile.com.tr/media/h3rjq0xg/code-of-ethics.pdf
	The activities carried out within the reporting period which related to ensure employee satisfaction have been disclosed.	X				Relevant information is provided in the 2024 Integrated Annual Report. 2025 data will be announced in the integrated report.	2024 Integrated Annual Report, Focus on Value for People p.93, https://www.ttyatirimciiliskile.com.tr/media/ov4nhva0/2

							024-integrated-annual-report.pdf
C1.6	The occupational health and safety policies have been established and disclosed.	X				There is an Integrated Management System Policy. It is published on the Company's Investor Relations website.	https://www.tyaticimciliskile.com.tr/en-us/socially-responsible-investing/pages/integrated-management-system-policy
	The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.	X				Relevant information is provided in the 2024 Integrated Annual Report.	2024 Integrated Annual Report, Health and Safety p.98; Social Performance Indicators p.124, https://www.tyaticimciliskile.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
C1.7	The personal data protection and data security policies have been established and disclosed.	X				It is given in the Information Security Policy.	https://www.tyaticimciliskile.com.tr/media/w22j2jix/information-security-policy.pdf
C1.8	The ethics policy have been established and disclosed.	X				The Code of Ethics is shared with the public on the Investor Relations page.	https://www.tyaticimciliskile.com.tr/media/h3rjq0xg/code-of-ethics.pdf
C1.9	The studies related to social investment, social responsibility, financial inclusivity and access to finance have been explained.	X				It is disclosed in the Corporate Social Responsibility section of the Türk Telekom Investor Relations website and in the 2024 Integrated Annual Report.	2024 Integrated Annual Report, Contribution to Society and Social Impact p.104, https://www.tyaticimciliskile.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.tyaticimciliskile.com.tr/en-us/socially-responsible-investing/pages/corporate-social-responsibility
C1.10	The informative meetings and training programs related to ESG policies and practices have been organized for employees.	X				The training provided to our employees in 2024 is described in 2024 Integrated Annual Report.	2024 Integrated Annual Report, Human Resources Culture and Talent Development p.97, https://www.tyaticimciliskile.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
C2. Stakeholders, International Standards and Initiatives							
C2.1	The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed.			X		Customer satisfaction policy preparations are in progress.	
C2.2	The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.	X				It is given in the 2024 Integrated Annual Report.	2024 Integrated Annual Report, Stakeholder Relations p.41-42, https://www.tyaticimciliskile.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
C2.3	The international reporting standards that adopted in reporting have been explained.	X				It is given in the 2024 Integrated Annual Report.	2024 Integrated Annual Report, About the Report p.6; Material Topics p.38 https://www.tyaticimciliskile.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
C2.4	The principles adopted regarding sustainability, the signatory or member international organizations, committees and principles have been disclosed.	X				It is given in the 2024 Integrated Annual Report.	2024 Integrated Annual Report, Our Sustainability Governance and Focus Areas which Shape the Future p.32, https://www.tyaticimciliskile.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
C2.5	The improvements have been made and studies have been carried out in order to be included in the Borsa Istanbul	X				It is given in the 2024 Integrated Annual Report.	2024 Integrated Annual Report, Our Sustainability Governance and Focus Areas which Shape the Future p.32, https://www.tyaticimciliskile.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf

	sustainability indices and/or international index providers.						ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
D. Corporate Governance Principles							
D1	The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.	X				Opinions of internal and external stakeholders were taken in determining the priority issues that will help draw the framework of the sustainability strategy.	2024 Integrated Annual Report, Material Topics, p.38-40, https://www.ttyatirimciiliskile.ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf
D2	The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.	X				The studies carried out were shared with the public within the 2024 Integrated Annual Report and in the Corporate Social Responsibility section on the corporate website.	2024 Integrated Annual Report Contribution to Society and Social Impact p.100-104, https://www.ttyatirimciiliskile.ri.com.tr/media/ov4nhva0/2024-integrated-annual-report.pdf https://www.ttyatirimciiliskile.ri.com.tr/en-us/socially-responsible-investing/pages/corporate-social-responsibility