

# APPENDICES

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**THE PAST, PRESENT, AND  
FUTURE OF DEVELOPMENT**



# SASB INDEX

Topic*	Code	Relevant Section
Data Security	FN-CB-230a.1	Intellectual and Manufactured Capital
	FN-CB-230a.2	
Financial Inclusion & Capacity Building	FN-CB-240a.1	Financial Capital
	FN-CB-240a.2	
	FN-CB-240a.3	
	FN-CB-240a.4	
Incorporation of Environmental, Social, and Governance Factors in Credit Analysis	FN-CB-410a.2	Financial Capital Natural Capital Social Capital
	FN-CB-410b.1	Natural Capital
FN-CB-410b.2		
FN-CB-410b.3		
Financed Emissions	FN-CB-410b.4	
	FN-CB-510a.1	Governance
Business Ethics	FN-CB-510a.2	Corporate Governance and Risk Management
	FN-CB-550a.1	
Systemic Risk Management	FN-CB-550a.2	Corporate Governance and Risk Management

\*Topics not directly related to TSKB's development banking value creation model have not been included in the table.

# TPT INDEX

Ambition	Action		Accountability	
1. Foundations	2. Implementation Strategy	3. Engagement Strategy	4. Metrics and Targets	5. Governance
1.1 Strategic Ambition <b>Strategic Plan</b> <b>Financial Capital</b> <b>Natural Capital</b> <b>TSRS aligned Sustainability Report - Strategy</b>	2.1 Business Operations <b>Financial Capital</b> <b>Natural Capital</b> <b>TSRS aligned Sustainability Report - Strategy</b>	3.1 Engagement with Value Chain <b>TSRS aligned Sustainability Report - Governance</b>	4.1 Governance, Engagement, Business and Operational Metrics and Targets <b>Financial Capital</b> <b>Natural Capital</b> <b>TSRS aligned Sustainability Report - Metrics and Targets</b>	5.1 Board Oversight and Reporting <b>TSRS aligned Sustainability Report - Governance</b>
1.2 Business Model and Value Chain <b>Financial Capital</b> <b>Natural Capital</b> <b>TSRS aligned Sustainability Report - Strategy</b>	2.2 Products and Services <b>Financial Capital</b>	3.2 Engagement with Industry <b>TSRS aligned Sustainability Report - Governance</b>	4.2 Financial Metrics and Targets <b>Financial Capital</b> <b>Natural Capital</b> <b>TSRS aligned Sustainability Report - Metrics and Targets</b>	5.2 Management Roles, Responsibility and Accountability <b>TSRS aligned Sustainability Report - Governance</b>
1.3 Key Assumptions and External Factors <b>Natural Capital</b> <b>TSRS aligned Sustainability Report - Strategy</b>	2.3 Policies and Conditions <b>TSRS aligned Sustainability Report - Governance</b>	3.3 Engagement with Government, Public Sector and Civil Society <b>TSRS aligned Sustainability Report - Governance</b>	4.3 GHG Metrics and Targets <b>Financial Capital</b> <b>Natural Capital</b> <b>TSRS aligned Sustainability Report - Metrics and Targets</b>	5.3 Culture <b>TSRS aligned Sustainability Report - Governance</b>
	2.4. Financial Planning <b>Financial Capital</b> <b>Natural Capital</b> <b>TSRS aligned Sustainability Report - Strategy</b>		4.4 Carbon Credits <b>TSRS aligned Sustainability Report - Strategy</b> <b>TSRS aligned Sustainability Report - Metrics and Targets</b>	5.4 Incentives and Remuneration <b>TSRS aligned Sustainability Report - Governance</b>
				5.5 Skills, Competencies and Training <b>TSRS aligned Sustainability Report - Governance</b>

# UNEP-FI PRINCIPLES FOR RESPONSIBLE BANKING PROGRESS STATEMENT

## Principle 1: Alignment

The core framework of TSKB's sustainability management system is established by the Sustainability Policy, first published in 2012 and most recently updated in February 2026 to reflect national and international developments as well as stakeholder expectations. In addition, 11 different policies, including the newly published Nature and Biodiversity Policy, developed and implemented across environmental, social, and governance focus areas, provide further details on TSKB's sustainability management principles. Among these complementary policies, the Environmental and Social Risk and Impact Management Policy includes Exclusion List in line with responsible banking principles. Sustainability, which is a key component of TSKB's strategy, is incorporated in the strategic plan of the reporting period, with a focus on sustainable development, combating climate change, and adaptation themes, alongside national and international developments such as the Carbon Border Adjustment Mechanism (CBAM) and the Emissions Trading System (ETS).

### References

Integrated Annual Report | Sustainability Governance

## Principle 2: Impact & Target Setting

TSKB has conducted impact analysis studies using the updated Portfolio Impact Analysis Tool for Banks, based on the 2023 year-end portfolio. The tool was applied to Corporate Banking (Corporate Banking and Project Finance), which constitutes 67.4% of total assets as of the end of 2023, one of the bank's three main activities. According to the analysis results, areas where positive impacts were made include Climate Stability and Healthy Economies, while Circular Economy was identified as an area with negative impact.

### Healthy Economies & Climate Stability\*

- SDG-linked Loan Ratio: 92%
  - Realization Rate of the USD 10 billion SDG-linked Loan Disbursement Target: 70%
- As of 2026, the target has been increased to USD 15 billion.

### Climate Stability\*

- SDG-linked Loan Ratio Focused on Climate and Environment: 59%
  - Realization Rate of the USD 4 billion Climate and Environment-focused SDG-linked Loan Disbursement Target: 43%
- As of 2026, the target has been increased to USD 5 billion.

### Healthy Economies\*

- Targets set for Earthquake Recovery Financing, SDG financing with a focus on social development, and women's employment have been achieved. As of 2026, the Bank has set a new target and announced that it aims to provide USD 3 billion in social financing by 2030.

### Circular Economy

- In the upcoming period, TSKB aims to analyze its clients' circular practices and identify areas for improvement by implementing the Circular Economy Self-Assessment Tool.

*\* The targets under the relevant areas will continue to be monitored under the UN PRB framework in the upcoming period.*

### References

Integrated Annual Report | Financial Capital

## Principle 3: Clients & Customers

In 2025, TSKB increased its SDG-linked loan ratio to 92% through the financing of inclusive and strategic development areas such as climate and earthquake financing, renewable energy, energy and resource efficiency, capacity expansion in the manufacturing sector, and new technology investments, as well as promoting women's employment.

In 2025, TSKB added Adaptation and Youth Employment to its thematic focus areas. Using the internally developed AdapTool, the Bank conducts quantitative and qualitative analyses of clients' exposure to physical climate risks, their adaptation capacities, and corporate awareness. Through the youth employment assessment tool, clients' policies and practices regarding youth inclusion—including recruitment, career development, training, and communication—are evaluated in terms of their current status and commitments. By leveraging the assessment tools developed across multiple themes to date, the Bank continues to enhance the effectiveness of thematic financing while remaining a key partner in its clients' transformation journeys.

- 70% of the target for SDG-linked loan disbursement, amounting to USD 10 billion by 2030, has been achieved. As of 2026, the target has been increased to USD 15 billion.
- The Bank aims to implement AdapTool for at least 100 clients by 2030 to assess their vulnerabilities to physical climate risks and their adaptation capacities.

### References

Integrated Annual Report | Financial Capital

## Principle 4: Stakeholders

In 2024, TSKB updated its materiality analysis with the participation of internal and external stakeholders. For the first time, a Stakeholder Workshop was held face-to-face based on the double materiality principle, during which a risk and opportunity impact analysis was conducted within the scope of priority issues.

The Bank, which plays an active role in many national and international initiatives, is focused on capacity development while also evaluating collaboration opportunities.

In close contact with relevant ministries and other public institutions, the Bank participated in discussions under the co-chair responsibility of the Turkish Banking Association Sustainability Working Group and engaged with stakeholders in the development of the National Taxonomy under the coordination of the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye.

### References

Integrated Annual Report | Sustainability Governance

## Principle 5: Governance & Culture

Compliance with the Principles of Responsible Banking is overseen by the Sustainability Committee within the Bank's sustainability structure. The committee members are selected based on their academic and professional qualifications, enabling them to develop and supervise strategies for managing sustainability-related risks and opportunities, with a particular focus on climate. During the reporting period, the committee carried out review, auditing, and approval activities concerning policy revisions, long-term targets, commitments, and recorded performance, under the Integrated Annual Report.

- Sustainability-related targets constitute 46% of the total targets set for the entire Bank, including senior management.

### References

Integrated Annual Report | Sustainability Governance

## Principle 6: Transparency & Accountability

Since 2018, TSKB has published its Integrated Annual Report, which in 2024 was prepared in full compliance with the Türkiye Sustainability Reporting Standards (TSRS), which were enacted for the first time with the adoption of the IFRS S1 and S2 Standards issued by the ISSB. As in the previous year, the Bank has continued to publish its report within this framework, and in addition to the independent limited assurance obtained under the TSRS, limited assurance was also obtained for the target achievements and KPIs reported under different capital elements.

In its CDP reporting, which TSKB has published since 2013, the Bank has qualified for the Global A List in the Climate Change and Water Security modules. For the first time last year, the Bank completed the Forest module from Türkiye and maintained its B rating in this module in 2025.

### References

Integrated Annual Report | Compliance Opinions  
CDP Report



# GRI CONTENT INDEX

Statement of Use	Türkiye Sınai Kalkınma Bankası A.Ş. has reported the information cited in this GRI content index for the period 1 January 2025- 31 December 2025 in accordance with the GRI Standards.	
GRI 1 Used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION/DIRECT ANSWER
GRI 2: General Disclosures 2021	2-1 Organizational details	Corporate Profile, Page 16-17
	2-2 Entities included in the organization's sustainability reporting	About the Report, Page 12-13
	2-3 Reporting period, frequency and contact point	About the Report, Page 12-13
	2-4 Restatements of information	There is no restated information.
	2-5 External assurance	About the Report, Page 12-13 Independent Auditor's Report and Limited Assurance Report, Page 238-240
	2-6 Activities, value chain and other business relationships	About the Report, Page 12-13 Value Creation Model, Page 18-19
	2-7 Employees	Corporate Profile, Page 16-17 Human Capital, Page 144-155
	2-8 Workers who are not employees	Corporate Profile, Page 16-17
	2-9 Governance structure and composition	Governance Model, Page 50-58
	2-10 Nomination and selection of the highest governance body	Governance Model, Page 50-58 Corporate Governance Compliance Report, Page 177-180
	2-11 Chair of the highest governance body	Governance Model, Page 50-58
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Model, Page 50-58
	2-13 Delegation of responsibility for managing impacts	Governance Model, Page 50-58
	2-14 Role of the highest governance body in sustainability reporting	Governance Model, Page 50-58
	2-15 Conflicts of interest	Corporate Governance Compliance Report, Page 177-180
	2-16 Communication of critical concerns	Stakeholder Engagement, Page 64-65
	2-17 Collective knowledge of the highest governance body	Governance Model, Page 50-58
	2-18 Evaluation of the performance of the highest governance body	Governance Model, Page 50-58 Corporate Governance Compliance Report, Page 177-180
	2-19 Remuneration policies	Governance Model, Page 50-58 Human Capital, Page 144-155 Corporate Governance Compliance Report, Page 177-180
	2-20 Process to determine remuneration	Human Capital, Page 144-155 Corporate Governance Compliance Report, Page 177-180
2-21 Annual total compensation ratio	Corporate Governance Compliance Report, Page 177-180	
2-22 Statement on sustainable development strategy	Strategic Plan, Page 32-33 External Factors, Page 34-43 Financial Capital, Page 68-91 Natural Capital, Page 92-129	
2-23 Policy commitments	Governance Model, Page 50-58 TSKB's Signed Declarations and Principles, Page 54-55 TSKB Sustainability Policy	
2-24 Embedding policy commitments	Governance Model, Page 50-58 Strategy, Performance and Insights, Page 30-167	
2-25 Processes to remediate negative impacts	Governance Model, Page 50-58 Natural Capital, Page 92-129	
2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement and Double Materiality Analysis, Page 44-49	
2-27 Compliance with laws and regulations	Governance Model, Page 50-58	
2-28 Membership associations	Governance Model, Page 50-58	
2-29 Approach to stakeholder engagement	Stakeholder Engagement and Double Materiality Analysis, Page 44-49	
2-30 Collective bargaining agreements	TSKB accepts the principles of international conventions to which our country is a party and accepted, such as the Universal Declaration of Human Rights, the International Labor Organization (ILO) Basic Principles and Rights at Work, the UN Sustainable Development Goals and the United Nations Convention against Corruption, and all activities are based on human rights, in accordance with basic principles such as labor rights and social justice. As of the end of 2025, there is no Collective Bargaining Agreement at TSKB.	

Statement of Use	Türkiye Sınai Kalkınma Bankası A.Ş. has reported the information cited in this GRI content index for the period 1 January 2025- 31 December 2025 in accordance with the GRI Standards.	
GRI 1 Used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION/DIRECT ANSWER
<b>Material Topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Governance Model, Page 50-58 Stakeholder Engagement and Double Materiality Analysis, Page 44-49
	3-2 List of material topics	Governance Model, Page 50-58 Stakeholder Engagement and Double Materiality Analysis, Page 44-49
<b>Sustainable Financial Performance</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Value Creation Model, Page 18-19 Key Financial Performance Indicators and Ratios, Page 20-21 Message from the Chairperson, Page 22-23 Message from the CEO, Page 24-25 Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Financial Capital, 68-91 Natural Capital, Page 92-129 Social Capital, Page 130-143 Human Capital, Page 144-155
	201-1 Direct economic value generated and distributed	Value Creation Model, Page 18-19 Key Financial Performance Indicators and Ratios, Page 20-21 Financial Capital, 68-91
	201-3 Defined benefit plan obligations and other retirement plans	Unconsolidated Statements and Independent Audit Report, Page 277-288 Consolidated Statements and Independent Audit Report, Page 289-299
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	No financial aid has been received from the government during the reporting period.
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	At TSKB, the standard starting level wages of all employees are above the local minimum wage. Human Capital, Page 144-155
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	All members of TSKB Senior Management are Turkish citizens. Board of Directors, Page 170-173 Senior Management, Page 174-175 Directors, Page 176
	203-1 Infrastructure investments and services supported	Financial Capital, Page 68-91 Natural Capital, Page 92-129
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Value Creation Model, Page 18-19 Financial Capital, Page 68-91 Natural Capital, Page 92-129 Intellectual and Manufactured Capital, Page 156-167
	<b>Ethics, Legal Compliance, and Anti-Corruption</b>	
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Corporate Governance Compliance Report, Page 177-180 TSKB Anti-Bribery and Anti-Corruption Policy
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	TSKB Anti-Bribery and Anti-Corruption Policy
<b>Competitive Behavior</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Corporate Governance Compliance Report, Page 177-180
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Corporate Governance Compliance Report, Page 177-180 Other Major Updates on Corporate Operations, Page 183
<b>Management of Climate Risks and Opportunities</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Natural Capital, Page 92-129
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Natural Capital, Page 92-129
	302-1 Energy consumption within the organization	Natural Capital, Page 92-129
GRI 302: Energy 2016	302-3 Energy intensity	Natural Capital, Page 92-129
	302-4 Reduction of energy consumption	Natural Capital, Page 92-129
GRI 303: Water and Effluents 2018	303-5 Water consumption	Natural Capital, Page 92-129
	305-1 Direct (Scope 1) GHG emissions	Natural Capital, Page 92-129
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Natural Capital, Page 92-129
	305-3 Other indirect (Scope 3) GHG emissions	Natural Capital, Page 92-129
	305-5 Reduction of GHG emissions	Natural Capital, Page 92-129
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Natural Capital, Page 92-129



GRI STANDARD	DISCLOSURE	LOCATION/DIRECT ANSWER
<b>Responsible Procurement and Supply Chain</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Capital, Page 130-143 <a href="#">TSKB Sustainable Procurement Management Policy</a>
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Social Capital, Page 130-143 <a href="#">TSKB Sustainable Procurement Management Policy</a>
<b>Competent Human Capital</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Human Capital, Page 144-155
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Capital, Page 144-155
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital, Page 144-155 All employees at TSKB are full-time employees.
	401-3 Parental leave	Human Capital, Page 144-155
<b>Employee Engagement and Employee/Human Rights</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Human Capital, Page 144-155 <a href="#">TSKB Occupational Health and Safety Policy</a>
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Human Capital, Page 144-155 TSKB ensures full compliance with its ISO 45001 Occupational Health and Safety Management System standards. <a href="#">TSKB Occupational Health and Safety Policy</a>
	403-2 Hazard identification, risk assessment, and incident investigation	There were no injuries, accidents, occupational diseases and work-related deaths during the reporting period.
	403-3 Occupational health services	Due to the nature of TSKB's activities, there is no risk of work accident or occupational disease.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human Capital, Page 144-155
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital, Page 144-155
<b>Inclusiveness, Equal Opportunity, and Diversity</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Human Capital, Page 144-155 <a href="#">TSKB Human Rights Policy</a>
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Human Capital, Page 144-155 Board of Directors, Page 170-173 Senior Management, Page 174-175
	405-2 Ratio of basic salary and remuneration of women to men	Human Capital, Page 144-155 At TSKB, there is no gender-based discrimination for employee wages. As of the end of 2025, the gender wage gap is 0.06.
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no cases of discrimination during the reporting period.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	TSKB respects the rights of association and collective bargaining. During the reporting period, to the knowledge of TSKB, there was no violation of union rights by any supplier.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	TSKB does not employ child labor under any circumstances. TSKB expects its suppliers to comply with the age provisions specified in the relevant laws and regulations.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	At TSKB, there are no activities determined to pose a significant risk in terms of forced or involuntary labor. TSKB expects its suppliers not to employ forced labor under any circumstances. <a href="#">TSKB Sustainable Procurement Management Policy</a>
<b>Cyber Security and Data Protection</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Intellectual and Manufactured Capital, Page 156-167 <a href="#">TSKB Corporate Governance</a>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no complaints about breach of customer privacy and loss of customer data.

GRI STANDARD	DISCLOSURE	LOCATION/DIRECT ANSWER
<b>Digital Transformation and Agility</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Intellectual and Manufactured Capital, Page 156-167
<b>Environmental and Social Impact Monitoring and Reporting</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Intellectual and Manufactured Capital, Page 156-167 Social Capital, Page 130-143
<b>Effective Risk Management</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Risk Management Policies, Page 184-185
<b>Innovation</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Intellectual and Manufactured Capital, Page 156-167
<b>Customer Experience</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Intellectual and Manufactured Capital, Page 156-167 <a href="#">TSKB Corporate Governance</a>
<b>Stakeholder Capitalism and International Cooperation</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Governance Model, Page 50-58 WEF Stakeholder Capitalism Index, Page 274-275
<b>Supporting the UN SDGs</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49
<b>Corporate Social Responsibility</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement and Double Materiality Analysis, Page 44-49 Social Capital, Page 130-143



# UNGC AND WEPs INDICES

## UN Global Compact 10 Principles

Area	Principle	Relevant Section	
Human Rights	Principle 1	Social Capital Human Capital	
	Principle 2		
Labour	Principle 3		
	Principle 4		
	Principle 5		
	Principle 6		
	Principle 7		
	Principle 8		
Environment	Principle 9		Financial Capital Natural Capital
	Principle 10		Corporate Governance and Risk Management
Anti-Corruption			



## Women's Empowerment Principles (WEPs)

Principle	Relevant Section
Principle 1	Governance Social Capital Human Capital
Principle 2	
Principle 3	
Principle 4	
Principle 5	
Principle 6	
Principle 7	

# WEF STAKEHOLDER CAPITALISM INDEX\*

	Topics	Core Metrics and Disclosures	Relevant Disclosures
<b>People</b>	Dignity and Equality	Diversity and Inclusion	Social Capital Human Capital
		Pay Equality	Human Capital
		Wage Level	Human Capital
		Risk for Incidents of Child, Forced or Compulsory Labour	TSKB operates in accordance with Turkish laws. Therefore, there is no risk of child labor, forced labor, or compulsory labor.
		Discrimination and Harassment	Social Capital Human Capital
		Freedom of Association and Collective Bargaining at Risk	Human Capital
		Human Rights Review, Grievance Impact and Modern Slavery	Social Capital Human Capital
	Health & Wellbeing	Pay Gap	Human Capital
		Health and Safety	Human Capital
		Well-Being	Human Capital
Skills for the Future	Monetized Impacts of Work-related Incidents on Organization	Human Capital	
	Training Provided	Sustainability Governance Human Capital	
<b>Planet</b>	Air Pollution	Monetized Impacts of Training	Human Capital
		Air Pollution	Natural Capital
	Climate Change	Impact of Air Pollution	Natural Capital
		Greenhouse Gas (GHG) Emissions	Natural Capital
		TCFD Implementation	Natural Capital
		Paris-Aligned GHG Emissions Targets	Natural Capital
	Fresh Water Availability	Impact of Greenhouse Gas Emissions	Natural Capital
		Water Consumption and Withdrawal in Water-Stressed Areas	Natural Capital
	Nature Loss	Impact of Freshwater Consumption and Withdrawal	Natural Capital
		Land Use and Ecological Sensitivity	Financial Capital Natural Capital
	Resource Availability	Impact of Land Use and Conversion	Natural Capital
		Resource Circularity	Natural Capital
	Solid Waste	Single Use Plastics	Natural Capital
Impact of Solid Waste Disposal		Natural Capital	
Water Pollution	Impact of Water Pollution	Natural Capital	

	Topics	Core Metrics and Disclosures	Relevant Disclosures
<b>Prosperity</b>	Community and Social Vitality	Total Tax Paid	Financial Statements and Footnotes
		Additional Tax Remitted	Financial Statements and Footnotes
		Total Social Investment	Social Capital Financial Statements and Footnotes
	Employment and Wealth Generation	Absolute Number and Rate of Employment	Human Capital
		Economic Contribution	Financial Capital Social Capital Human Capital
		Significant Indirect Economic Impacts	Financial Capital Natural Capital Social Capital Financial Statements and Footnotes
		Infrastructure Investments and Services Supported	Financial Capital Natural Capital Social Capital Financial Statements and Footnotes
	Innovation in Better Products and Services	Total R&D expenses	Intellectual and Manufactured Capital Financial Statements and Footnotes
		Social Value Generated	Intellectual and Manufactured Capital Social Capital
	Wealth Creation and Employment	Financial Investment Contribution Disclosure	Financial Capital
<b>Governance</b>	Ethical Behaviour	Anti-Corruption	Governance Model Human Capital Corporate Governance Compliance Report
		Protected Ethics Advice and Reporting Mechanisms	Social Capital Human Capital Corporate Governance Compliance Report
		Stakeholder Engagement	Governance Model
	Governing Purpose	Financial Losses from Ethical Violations	Governance Model Corporate Governance Compliance Report
		Setting Purpose	Governance Model
	Quality of Governing Body	Purpose-Led Management	Governance Model
Governance Body Composition		Governance Model	
Remuneration		Governance Model Human Capital Corporate Governance	
Progress Against Strategic Milestones		Strategy, Performance and Insights	
Risk and Opportunity Oversight	Integrating Risk and Opportunity into Business Process	Financial Capital Risk Management Policies	
	Economic, Environmental, and Social Topics in Capital Allocation Framework	Financial Capital Natural Capital Social Capital Risk Management Policies	
Stakeholder Engagement	Material Issues Impacting Stakeholders	Governance Model Stakeholder Engagement and Materiality Analysis	

\* In addition to the 21 core metrics in the index, expanded metrics that are reported are also included in the table.