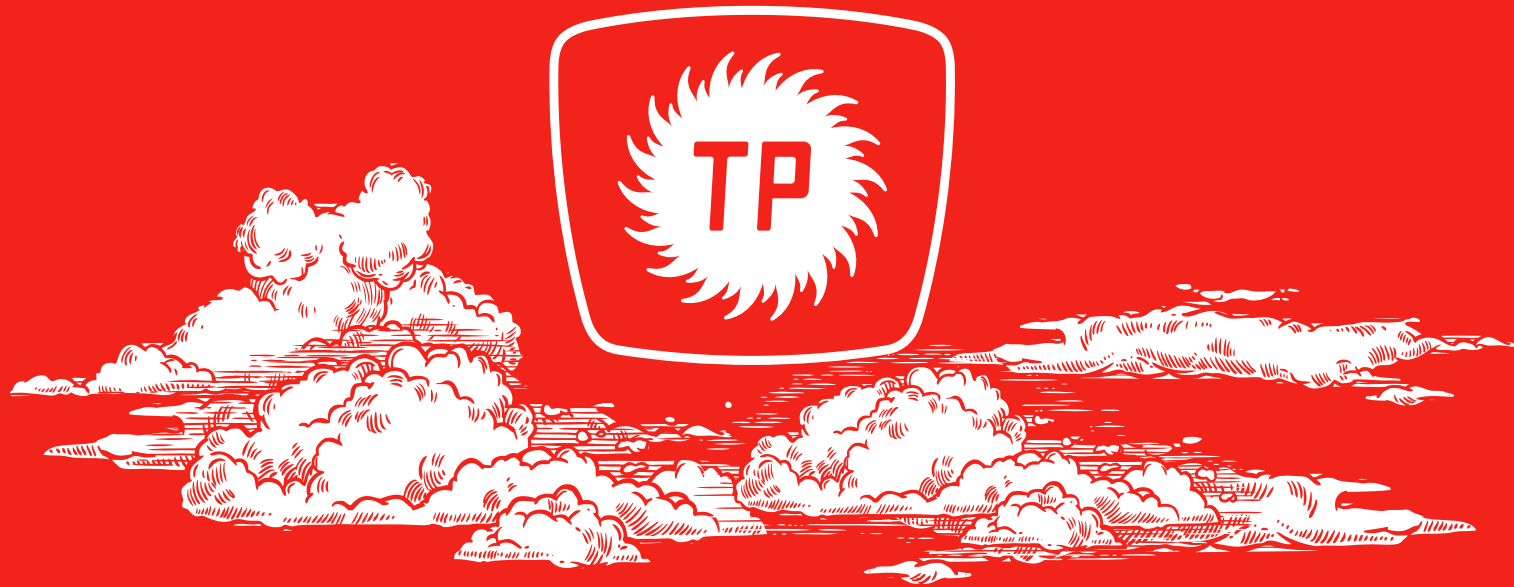


TURKISH
PETROLEUM



SUSTAINABILITY
REPORT

2023



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ABOUT THE REPORT

TPAO has prepared its 2023 Sustainability Report, as the first state-owned enterprise to do so, in accordance with GRI standards, providing comprehensive information to stakeholders on its efforts towards sustainability. The report, published in Turkish and English, contains data for 2023 covering the onshore and offshore exploration and production activities of TPAO both in Türkiye and abroad, as well as details of its environmental, social and economic performance related to these activities and its approach and commitment to sustainability.

The 17 Sustainable Development Goals (SDGs) set by the United Nations were taken into consideration during the development of TPAO's sustainability approach. The Sustainability Report covers Ankara Head Office; Adıyaman, Batman, Trakya and Şırnak District Managements; Onshore Sakarya Gas Field Facilities; and the onshore and offshore exploration and production activities in Azerbaijan, Iraq and the Russian Federation. Our sustainability reports cover the same number of employees and activity areas as our financial reports, which are

prepared in accordance with International Financial Reporting Standards (IFRS) and Tax Procedural Law to ensure the provision of accurate and comprehensive financial information to our stakeholders. No external assurances were obtained within the scope of the report.

The sustainability report, published annually, covers the period from January 1 to December 31, 2023. Our financial and sustainability reports are prepared for the same calendar year, but are published on different dates due to the requirement for financial reports to comply with legislation, and the fact that the reports are prepared by different departments. The report can be accessed at www.tpa.gov.tr. Any questions or comments related to the report should be directed to stratejibilgi@tpao.gov.tr.



^ <https://sdgs.un.org/goals>

^ <https://www.kureselamaclar.org>

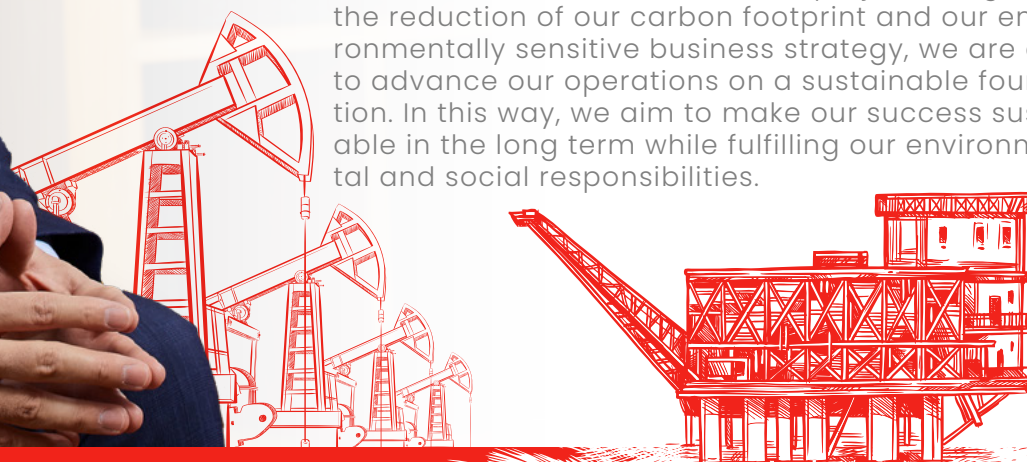
CEO'S MESSAGE

Dear stakeholders,

The year 2023 brought many uncertainties associated with the global rise in inflation and geopolitical tensions. Despite the cost increases affecting the energy sector, TPAO continued to focus on improving the sustainability of its operations.

With over 100 countries taking action towards the 2050 net zero targets, it is clear that sustainable strategies in the energy sector are no longer considered a choice, but a necessity. Global developments indicate, however, that demand for energy will increase significantly in the coming years.

TPAO is working hard to meet the increasing demand for energy and accelerate the transition to a low-carbon future. Thanks to our projects targeting the reduction of our carbon footprint and our environmentally sensitive business strategy, we are able to advance our operations on a sustainable foundation. In this way, we aim to make our success sustainable in the long term while fulfilling our environmental and social responsibilities.



We Take Bold Steps on Our Journey to Sustainable Energy

As TPAO, we consider sustainability not only as a strategy, but also as a central focus of all our activities. We are striving to meet the future energy needs of our country through the efficient and sustainable management of resources and the long-term transformation of our entire value chain. Our efforts towards energy supply security not only strengthen Türkiye's energy independence, but also allow us to play an active role in the global transformation of energy.

In 2023, our focus on sustainability brought many benefits, and led to a steady increase in our contributions to the state amounting to TRY 18 billion in 2023. We have thus provided significant support not only to the energy sector, but also to the strengthening of our national economy. We are building our future on solid foundations by developing strategies that support Türkiye's energy independence.

Expanding Our Overseas Operations

We continue to expand our activities both at home and abroad to secure a sustainable supply of energy, with important projects in Azerbaijan, Iraq, Afghanistan, the Russian Federation and the Turkish Republic of Northern

Cyprus, all of which contribute to the strategic energy targets of our country. Thanks to these projects, our foreign-sourced production reached an average of 101,647 barrels of oil equivalent (BOE) throughout 2023. We continue to strengthen Türkiye's position in the global energy market with our activities abroad, and we

expand our operations every year with a view to diversifying our energy resources and reducing our foreign dependency. Every international project enhances Türkiye's reputation in the field of energy diplomacy and reinforces Türkiye's competitiveness in the international energy market.

We Shape the Future with R&D Investments

TPAO's R&D investments into technology and innovation contribute to our goal of building a sustainable future, and are leading to the development of domestic and national solutions that contribute directly to environmental sustainability, as one of our leading priorities. In 2023, our investments into R&D amounted to TRY 25.3 million.

These investments make our operations more efficient, and support the development of innovative technologies that will play a key role in our future projects. In

short, our R&D activities increase efficiency and reduce costs, especially in our natural gas and oil exploration activities.

Record Discoveries on Onshore and at Offshore

2023 was a record year for TPAO in terms of the discoveries made during our onshore and offshore exploration activities. Our Corporation, Sakarya Gas Field Development Project saw the delivery of the first gas to the onshore facility and the national network on 30 August, 2023, on schedule after just 2.5 years. The 2 million m3 per day production at launch was upped to 4 million m3 per day with the commissioning of new wells. The Sakarya Gas Field is considered one of the most challenging projects in the world due to its distance from land, which necessitated the construction of a subsea network at a depth of 2,200 m, 180 km of connection lines and an onshore processing facility

We have also made important onshore discoveries that have piqued global interest. In addition to the Şehit Esma Çevik-1 Exploration Well in May 2021 on Gabar Mountain within the borders of Şırnak province in Southeastern Anatolia, a high-gravity oil discovery was made by the Şehit Aybüke Yalçın-1 Well in April 2023.

Average daily production increased significantly in 2023

following the major oil discoveries in the Gabar Field and the commissioning of the Sakarya Gas Field. By the end of the year, total domestic and international daily production had reached a record-breaking 214,894 BOE.

As of the end of 2023, the drilling of 161 onshore wells and 14 offshore wells (of which 10 are deep sea wells) has been completed. Our exploration activities are continuing unabated, with 9,787 km² of 3D data from offshore locations, and 1,124 km of 2D and 1,607 km² of 3D data from onshore areas garnered to date.

Environmental Responsibility and Sustainability

TPAO, in recognition of its responsibilities to the environment, makes great efforts to minimise the impacts of all its operations. Throughout 2023, our environmental investments within the scope of our environmental management approach amounted to TRY 41

million. Our circular economy, waste management and carbon footprint reduction projects support a more responsible production model while minimising our environmental impact.

Our corporate sustainability efforts are carried out in line with Türkiye's sustainable development goals. Our roadmap detailing our efforts to reduce our carbon footprint reflects our commitment to combating climate change and responsible energy production.

Digitalization and Technological Transformation

In line with the "continuous cost improvement" culture that we have adopted targeting the strengthening of our competitive position in the sector, we consider digitalization to be an important factor in our efforts to increase the efficiency of our processes.

Digital solutions play an important role in both accelerating our business processes and the achievement of our sustainability goals. By managing our activities through digital platforms, we are able to make faster and more effective decisions, and to optimize the use of our resources.

A More Sustainable World for Future Generations

As TPAO, we are continuing our efforts to create a more sustainable world for future generations and to develop an energy security policy that is based on national resources. Thanks to our long-term sustainability approach, we are not only meeting today's energy needs, but also the needs of the future.

In 2023, we made bold contributions to the energy transformation through the projects we implemented. I would like to thank all those among our colleagues and stakeholders who contributed to this process.

Ahmet TÜRKÖĞLU

Chairman of the Board and CEO of
Turkish Petroleum Corporation



TÜRKİYE PETROLÜLERİ A.Ö.

ABOUT TPAO

TPAO is Türkiye's national oil company, and holds an important place in the energy sector, having been established in 1954 to carry out such activities as hydrocarbon exploration, drilling, production, refining and marketing. TPAO has achieved many firsts in its 69-year history, and is today focused on hydrocarbon exploration and production activities. Aside from its operations in Türkiye, the company is also active in countries such as Azerbaijan, Iraq and the Russian Federation. The company's head office is located in Ankara. In line with Decree Law No. 233 on State Economic Enterprises, TPAO underwent a restructuring during which all of the shares owned by the Ministry of Treasury and Finance were transferred to the Türkiye Wealth Fund, following a Council of Ministers Decision in 2017. The Corporation's main fields of activity include onshore and offshore hydrocarbon exploration and production, and the effective provision to the energy market of its main products – crude oil and natural gas.

The TP Offshore Technology Centre A.Ş. (TP-OTC) is a subsidiary of TPAO that offers drilling services for offshore oil and natural gas exploration and production. TPAO is continuing its exploration and production activities both in Türkiye and abroad, as part of its efforts to increase Türkiye's oil and natural gas production. In line with its vision, TPAO is continuing its efforts to become an efficient, competitive and dynamic national company that can meet all of Türkiye's oil and natural gas needs.

EXPLORATION AND
PRODUCTION WELLS

Average daily production quantity*
178.834 BOE/Day



Number of wells drilled
175



4 Drilling Ships
Fatih, Yavuz, Kanuni and Abdülhamid Han
Drilling Ships

* Domestic and international average daily total production quantity (BOE/Day)

FINANCE



Natural gas sales
683 Billion m³



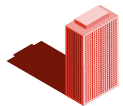
Crude oil sales
22.968.381 Barrel



Domestic investments
74,1 Billion TRY



Foreign investments
22,7 Billion TRY



Contribution from TPAO to the national
economy Amount of legal liabilities paid
18,03 Billion TRY

Memberships

- World Energy Council (WEC)
- World Petroleum Council (WPC)
- International Well Control Forum (IWCF)

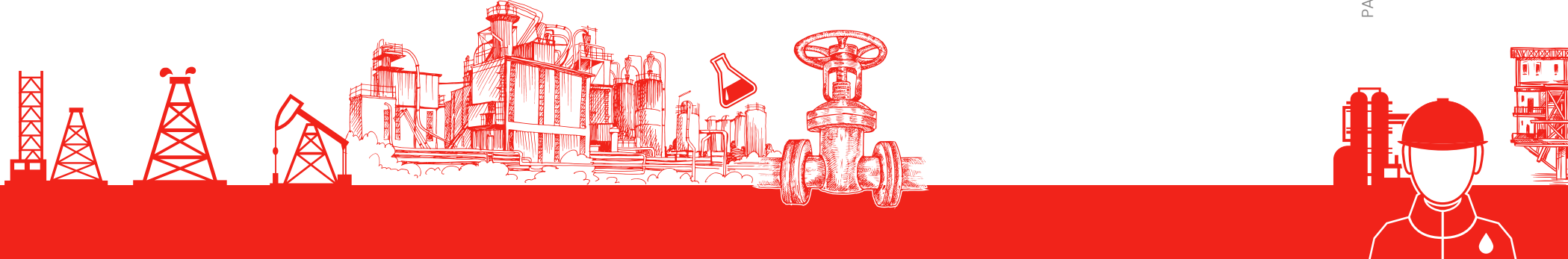
- Riglogix-Westwood Global Energy Group
- Mediterranean Oil Industry Group (MOIG)
- Energy Efficiency Association (ENVERDER)

- Turkish Public Enterprises Association
- Turkish Heavy Industry and Services
Sector Public Employers' Union (TÜHİS)



Countries with Overseas Production Activities

HISTORY OF TPAO: MILESTONES





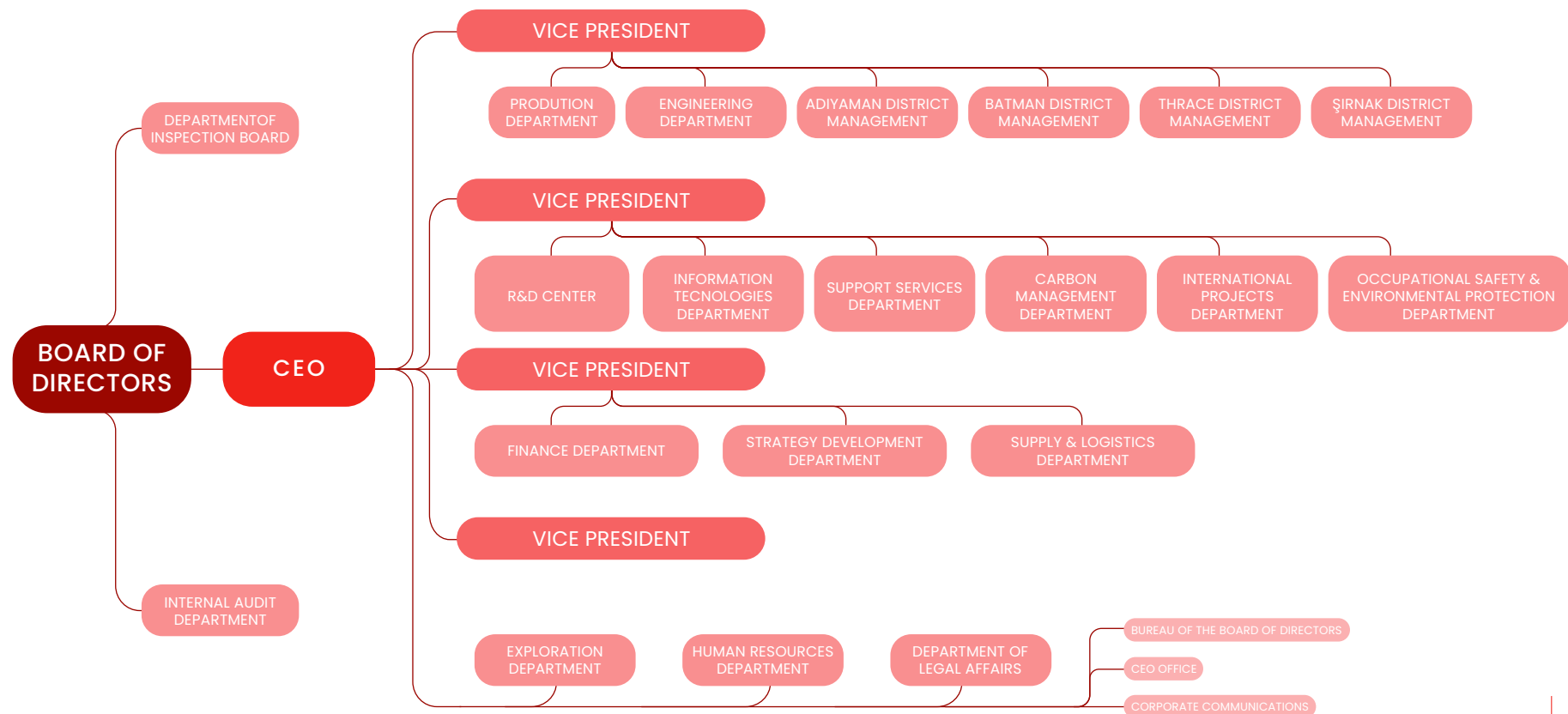


The Board of Directors is responsible for taking the necessary decisions for the development and efficient management of the corporation, and is also authorised to delegate certain powers. While such authorizations may be delegated to the CEO, this does not absolve the Board of Directors of its general responsibilities. The Board of Directors, upon the proposal of the CEO, is authorised to approve appointments of

department heads, plant managers and similar positions. In addition, the Board of Directors is also responsible for approving the annual programmes, balance sheets and final accounts of the enterprises and subsidiaries, and for submitting them to the relevant authorities.

Another important responsibility of the Board of Directors is the identification and management of the economic, environmental and social impacts of the corporation. This process is reviewed annually and is continuously improved to ensure the achievement of the strategic

sustainability goals. TPAO's sustainability activities are managed by the Sustainability Working Team, which includes experts from different departments and disciplines, with responsibilities assigned according to areas of expertise.



TPAO CURRENT ORGANIZATIONAL CHART



TPAO SUSTAINABILITY WORKING TEAM

CEO

VICE PRESIDENT

STRATEGY DEVELOPMENT DEPARTMENT

SUSTAINABILITY
WORKING GROUP

EXPLORATION DEPARTMENT

PRODUCTION DEPARTMENT

R&D CENTER

INTERNATIONAL PROJECTS DEPARTMENT

HUMAN RESOURCES DEPARTMENT

FINANCE DEPARTMENT

INFORMATION TECHNOLOGY DEPARTMENT

DEPARTMENT OF OCCUPATIONAL SAFETY AND
ENVIRONMENTAL PROTECTION

INTERNAL AUDIT DEPARTMENT

DEPARTMENT OF SUPPORT SERVICES

DEPARTMENT OF PROCUREMENT AND LOGISTICS

ADIYAMAN, BATMAN AND THRACE DISTRICT MANagements

CORPORATE COMMUNICATION DIRECTORATE

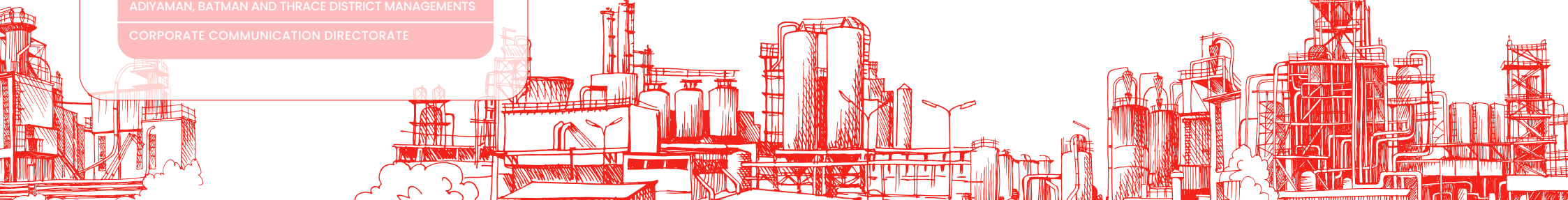
Stakeholder Representation, Conflicts of Interest and Ethical Management

The members of the Board of Directors look after the interests of different stakeholders of the corporation, with due importance given to stakeholder representation. Nomination and election processes are carried out in accordance with the legal regulations, based on which the members of the Board of Directors are appointed and fulfil their duties in accordance with the Law.

As Chairman of the Board of Directors, the CEO plays an important role in both the strategic and operational management of the company. As defined within the legal regulations, the Chairman of the Board is also the CEO of the company, however, since this situation may lead to potential conflicts of interest, TPAO applies a corporate governance policy based on ethical rules. This policy is audited by the Ethics Committee, which makes all necessary arrangements to mitigate conflicts of interest.

The ethical commitments and policies of the Board of Directors are publicly disclosed on the corporate website.

These policies and commitments are approved and put into effect by the CEO and/or the Vice President, and are evidence of the corporate commitment of our corporation. Our policy commitments apply to all our operations and subsidiaries, and are announced through the Quality Document Management System (QDMS) software used in our corporation. Our commitments are embedded in our core business strategy and integrated into daily operational policies and procedures. Company employees and all those affected by our activities are informed about the policies approved and put into effect by the senior management through the corporate communication platform (Intranet) Document Portal, website, training, information brochures and meetings, and the policy is posted in visible locations. The procedure followed for the auditing and approval of the reported information is regularly reviewed by the General Directorate, independently of the Board of Directors. This procedure is followed to ensure the inclusion of different perspectives in the reporting processes.



STRATEGY AND CORPORATE RISK MANAGEMENT

TPAO continues its efforts to contribute to Türkiye's energy independence, and takes strategic steps both at home and abroad in line with this goal.

Strategy and Goals

TPAO's strategy for the future was defined in the 5-year TPAO 2019–2023 Strategic Plan, created in line with the Presidential Executive Programme, the 11th Development Plan (2019–2023), the 2021–2023 New Economy Programme (NEP), the National Energy and Mining Policy and the 2019–2023 Strategic Plan of the Ministry of Energy and Natural Resources. Within this framework, TPAO's priorities in various fields of activity are as follows:

Offshore Projects: TPAO aims to utilize the oil and natural gas potential of Türkiye's marine areas through both deep sea and shallow water drilling in the Mediterranean and Black Sea. The Corporation has four drillships in its inventory that meet the global standards applied to hydrocarbon exploration: Fatih, Yavuz, Kanuni and Abdülhamid Han.

New Exploration Axes: TPAO aims to open new production fields in Türkiye's territories with particular focus on under-explored onshore and offshore sites. To this end, innovative approaches such as airborne data acquisition are used to overcome the geographical barriers to seismic studies.

Overseas Investments: In addition to its overseas projects, TPAO is also pursuing new investment opportunities in nearby geographies, as evidence of TPAO's growth and expansion strategy in the global arena.

Production Enhancement Technologies: Technologies such as water and carbon dioxide injection, polymer gel applications and downhole heaters are used to increase production in existing fields. Furthermore, fracking technologies are being effectively applied to increase production from reservoirs and the recovery factor of existing production fields.

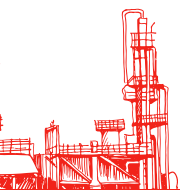
Unconventional Investments: TPAO has developed an "Unconventional Projects Roadmap" to reveal the unconventional hydrocarbon potential in Trakya and the Southeastern Anatolian regions through which it aims to increase the diversity of its production methods through the utilization of developing technologies.

National and Indigenous Technologies: TPAO's procurement strategy is based on localization, in line with the National Energy and Mining Policy. Prioritizing national industries for the procurement of machinery, equipment and software is among the main targets of TPAO.

Transparency and Traceability: TPAO continues to improve its "Enterprise Resource Planning" application in

its efforts to make its business processes traceable and measurable. Corporate goals are set with a participatory approach, and monitored and reported periodically.

A Smart and Learning Organization: TPAO implements various training programmes to increase the interactions between different units, and to support the development of employees. In addition to programmes such as the "Cross Training Application", the "RotaM Mentorship Programme", and the "Executive Development" and "Executive Training" Programmes, the "TP Academy" has been launched as an online training platform in support of the continuous learning of employees. The TP Academy is making significant contributions to environmental sustainability through the more efficient use of resources and the reduction in paper consumption, leading both to the development of employees and the achievement of sustainability targets.



Risk Management

The management system follows a Corporate Risk Management approach that contributes considerably to the effective functioning of the system. Risk management studies – systematic processes through which issues that may affect the achievement of the strategic goals and objectives of the institution are identified and evaluated, and that support decision-making and the monitoring of risks – ensure that damage is reduced and opportunities are effectively utilized based on evaluations of the likelihood and possible effects of risks.

Corporate Risk Management activities that have been underway in our corporation since 2019:

- Activities to speed up and strengthen decision-making and implementation processes,
- Minimization of surprises,
- Increased communication and cooperation between units,
- More efficient allocation and utilization of resources,
- Financial sustainability,
- Early assessment of uncertainties and changes for the identification of opportunities and the avoidance of threats,
- Developing the trust of external stakeholders,
- Ensuring compliance with laws and regulations,
- Improvement of corporate governance,
- Contributions to the development of the institution in such matters as identifying deficiencies in business approaches and in defining the necessary improvement actions, and to all internal control activities carried out within the institution.

Risk management activities in the TPAO organization are carried out in compliance with the COSO (Committee of Sponsoring Organizations of the Treadway Commission) Standards, ISO (International Organization for Standardization) Quality Management Systems, Corporate Risk Management Principles and Internal Control Standards followed by the Ministry of Treasury and Finance, with year-round activities addressing all workflows and renewed corporate targets every year. Studies are monitored and shared through the corporate document system. The effects of global and sectoral developments are evaluated, and special workshops are organized in case risks to material developments are foreseen. The Global and Sectoral Risks Report, which is prepared every year, presents an assessment of the geopolitical, economic, cyber-security and supply chain risks that the corporation may be exposed to in the relevant period, as well as risks associated with the energy transformation, climate change and natural disasters, and supports the identification of opportunities. The risks and opportunities identified in the studies carried out throughout the year are regularly reported to the senior management.

All risk management activities carried out in our corporation support the establishment of a structure that covers basic environmental and social criteria and supports effective governance principles with the aim of reducing risks, managing opportunities and enhancing our corporate reputation.

Integrated Management System (IMS)

TPAO adopts a quality-oriented management approach to ensure sustainable growth and operational excellence. Accordingly, we hold various ISO certificates that are evidence of our efforts to conduct our activities in compliance with international standards. These certificates validate our activities in quality management, environmental management, energy management, occupational health and safety, social responsibility and information security areas, according to international quality standards.

Our corporation's Integrated Management System (IMS) supports the maintenance of a more efficient and sustainable organizational structure by bringing all our management processes together. The senior management, while determining the boundaries and scope of the IMS, formulates our strategic goals, policies and activity plans together with the unit supervisors. We provide all the necessary resources for the successful implementation of these plans and ensure that all processes are carried out in accordance with the quality, occupational health and safety, environment, laboratory accreditation, information security and energy management requirements, following a risk-based approach. Our unit supervisors provide training and information to increase the awareness and competence of our personnel, and to ensure that our processes are managed effectively and in line with the set targets. We aim to achieve the set targets with the support of our technological infrastructure and the effective use of resources.

The ISO certificates held by TPAO



ISO 9001: Quality Management System Certificate

The sustainability of TPAO's quality service approach has earned it an ISO 9001 certificate. This certificate certifies that the quality management system of the corporation complies with international standards.



ISO 14001: Environmental Management System Certificate

TPAO has earned an ISO 14001 Environmental Management System Certificate in recognition of its efforts to minimise its environmental impacts. This certificate shows that an environmentally sensitive management approach has been adopted.



ISO 45001: Occupational Health and Safety Management System Certificate

TPAO's meticulous approach to occupational health and safety, has earned it an ISO 45001 certificate. This certification is based on standards that guarantee the protection of safety and health at work.



ISO 50001: Energy Management System Certificate

The efficient use of energy resources is a priority at TPAO. TPAO's ISO 50001 certification shows that the company's energy management processes have been optimized, leading to improved energy efficiency.



ISO 27001: Information Security Management System Certificate

Information security management is of vital importance in the modern business world. TPAO's effective management of information security risks has been recognized with the granting of an ISO 27001 Information Security Management System Certificate.



ISO 26000: Social Responsibility Certificate

TPAO takes steps in the field of corporate social responsibility, as evidence by the granting in 2023 of an ISO 26000 certificate indicating its responsible approach to society and the environment.



TS EN ISO 17025: Laboratory Accreditation Qualification Certificate

The TS EN ISO 17025:2017 certificate granted to TPAO is evidence of the compliance of its laboratory services with internationally recognized standards.

Performance Monitoring and Evaluation of Processes

Our efforts to meet corporate targets and plans are reviewed by the senior management and unit supervisors at regular evaluation meetings. These evaluations are supported by the "Corporate Performance Report" prepared by the Portfolio Evaluation and Planning Department, and are carried out periodically every quarter. Factors affecting IMS performance are monitored and measured taking into account risk and environmental impacts. The implementation of the Occupational Health and Safety (OHS) and Environmental Management System is monitored and reported to the senior management by the Occupational Safety and Environmental Protection Department within the Head Office, and by the relevant units at the District Managements.

Within the scope of the Information Security Management System (ISMS), monitoring and measurement processes are carried out using the Outage Tracking System, Vulnerability Management System and Social Engineering Tests. These evaluations are made with the ISMS Management Representative during Management Review meetings, contributing to the continuous

improvement of processes. These meetings are held once a year, while unit supervisors' meetings are held every 15 days and quarterly evaluation meetings every 3 months. Energy review meetings are also organized once a year.

Corrective action procedures are followed in our organization for the identification and elimination of nonconformities in the units and departments and for the improvement of our operations, and recurrences are prevented by identifying the root causes. This process is carried out through the Corrective Actions Module of the QDMS, in accordance with the relevant workflows and guidelines. In the event of non-conformities being identified in the field operations carried out by service companies, the necessary corrective/preventive actions are applied in accordance with the relevant procedures. Information security violations are handled in line with defined processes, ensuring effective security. In this way, our processes are continuously improved and managed on a sustainable basis, and in accordance with international standards within the framework of the IMS.



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OUR SUSTAINABILITY STRATEGY

As TPAO, we adopt a strong, competitive and dynamic approach to meeting the oil and natural gas needs of our country, drawing upon our 70 years of experience. We are proud of our status as the national exploration and production company, and strive for continuous development and growth in line with this vision. We shape our activities through the development of sustainability-oriented strategies and targets in accordance with the “National Energy and Mining Policy” of the Ministry of Energy and Natural Resources. All our processes have been reviewed taking sectoral performance criteria into consideration, which has led to the establishment of the “Turkish Petroleum Sustainability Approach”, which plays an important role in the development of our operational efficiency.



OUR SUSTAINABILITY APPROACH & POLICY

As TPAO, we strive to contribute to national energy security through a sustainable approach, and to be a pioneer in the sector with a competitive and efficient operational structure that takes into account not only the needs of today, but also those of tomorrow. Our efforts to contribute to a sustainable future are applied in line with the United Nations' SDGs. To this end, we focus on the creation of long-term value with full consideration of the need for environmental, social and economic balance. Our contributions to the issues covered by the SDGs are evidence of our efforts to act with a sense of responsibility in support of our country and the world as a whole.

New Technologies and Sustainability in the Energy Sector

TPAO invests in new technologies to meet the growing demands for energy, and strives to integrate these technologies into our processes. Our efforts to reduce carbon emissions, especially from the energy sources used for transportation, are evidence of our commitment to the development of environmentally friendly energy solutions. To reduce carbon emissions emanating from oil and natural gas products, we endeavour to adopt innovative technologies and to take steps towards sustainability in energy production and utilization. Through our efforts to reduce our carbon footprint, we aim to meet future energy needs without damage to the environment.

That said, petroleum products will continue to have an important place in human life as a recyclable and sus-

tainable raw material. When used in accordance with the principles of sustainability, this raw material provides us with opportunities to minimize our environmental impact. As TPAO, we aim to utilize our resources in the most efficient and sustainable manner through the maintenance of balance in this regard.

Sustainable Contributions to National Energy Targets

TPAO's sustainability strategies are not limited to energy production, being fully in line with the National Energy and Mining Policy of our country. These strategies contribute to our energy security and the fulfilment of our environmental responsibilities. Securing Türkiye's energy supply and utilizing our natural resources in an efficient and sustainable manner are among our highest priorities.

The production of energy in a more efficient and cleaner way through the use of innovative technologies allows us to reduce carbon emissions while meeting the energy needs of our country. In this way, TPAO aims to leave a cleaner and more sustainable world for the future.

TPAO's Sustainability Vision: A Step into the Future

TPAO's sustainability journey is not limited to the improvement of today's operations, but also includes a long-term vision that targets the creation of a more liveable world for future generations. Through our efforts in line with the United Nations' SDGs, we both contribute to our national energy targets and strive to minimize our environmental impact.

Our investments in new technologies, our efforts to reduce carbon emissions from oil and natural gas, and our goals related to the use of recyclable resources are at the heart of our sustainability approach. As TPAO, we aim to contribute to a more sustainable future for both our country and the world by maintaining this balance. We took part in the Sustainability Survey conducted by Fortune Türkiye and CRIF Türkiye assessing Türkiye's 500 largest companies, the results of which are listed on CRIF's Synesgy platform, and received a **"B-Good Sustainability"** ESG rating as a result of our efforts. The results were shared on the digital platform **"www.fortuneturkey.com"**.





Sustainability Developments in 2023

 Development Category	 Development Details	 Acquisition Details
Introducing TPAO's New High-Performance Computing (HPC) System	Our new HPC system with computing and GPU support is accelerating TPAO's seismic data processing activities, allowing more projects to be run simultaneously.	Advanced seismic data processing algorithms can be utilized with the addition of 10,000 computing cores and GPU-supported computing servers to existing HPC systems.
Completion of the Design Phase of the New Enterprise Resource Planning (ERP) Project	The detailed design phase of the ERP system that will enter into use in 2025 has been completed as a result of workshops organized with the participation of commercial and operational units.	The ERP system will bring improvements to project management, the e-transformation, the barcode system, warehouse management and financial reporting.
Commissioning of the TP Drive File-Sharing Platform	Corporate data stored in different systems is being transferred to a file sharing platform via a centralised structure.	Approved and encrypted file sharing has been initiated, user training has been completed and the regular management of file access has begun. Users can transfer files quickly and securely through the platform.
Implementation of the PPE Warehouse Management Software and Barcode System	The warehouse management software and barcode system application was developed to monitor inventories of personal protective equipment (PPE) warehouses in the Head Office and in District Managements.	Stock and inventory tracking in PPE warehouses is being carried out for the first time through a barcode system, contributing to faster stock planning and reduced costs.
Gathering Carbon Management Studies under a single roof	A Carbon Management Department has been established to oversee the company's carbon footprint, carbon management, reporting and evaluation activities and greenhouse gas mitigation projects, and for the evaluation of energy efficiency and renewable energy projects in support of carbon market transactions.	With the establishment of the Carbon Management Department, the carbon footprint and greenhouse gas emissions of the company can be monitored more regularly and systematically, and as a result, steps have been taken to increase energy efficiency and to improve the management of renewable energy projects.

OUR SUSTAINABILITY GOALS

The 2023 sustainability targets hold an important place in TPAO's strategic plans. With the start of production at the Sakarya Gas Field and the expansion of exploration efforts, the country's energy supply security has been bolstered, supporting economic growth. In addition, it contributes to the creation of a sustainable business model by reducing

production and exploration costs and utilizing resources more efficiently. TPAO supports responsible production and consumption through its environmental targets, targeting increases in domestic manufacturing, encouraging waste recycling and reducing the nation's carbon footprint. In addition, improvements to employee training

and occupational safety are prominent elements of TPAO's human resources strategies related to the provision of decent work. These comprehensive targets stand out as important aspects of TPAO's contributions to sustainable development, and hold promise of a more innovative future for the energy sector.

Sustainability Targets	Explanation	Relevant Sustainable Development Goal
Sakarya Gas Field to start production in 2023	TPAO increased Türkiye's energy supply security and contributed to domestic resource utilization by starting production at the Sakarya Gas Field in 2023. The innovative technologies and infrastructure solutions used in this project have both supported economic growth and increased employment. These investments in the industrial and energy sectors constitute an important step towards long-term sustainable growth.	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
To increase the amount of reserves through exploration	TPAO aims to make Türkiye's energy resources more efficient by increasing the amount of available reserves through exploration activities. This process contributes to both economic growth and the creation of new job opportunities. Innovative technologies and modern infrastructure solutions support sustainable growth in the energy sector and accelerate the development of industrial activities in the region.	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Reducing unit production costs	TPAO aims to make resource utilization more efficient by reducing unit exploration costs. Such an approach depends on the integration of innovative technologies and the optimization of infrastructure, and increases the efficiency of production processes and promotes the responsible use of natural resources. Reducing costs supports sustainable production, and contributes to the creation of a responsible and efficient consumption model in the energy sector in the long term.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
To reduce NPT rates in drilling, WCD and seismic operations by 10 percent compared to the previous year	TPAO aims to reduce the NPT (Non-Productive Time) rates in drilling, Well Completion Services (WCD) and seismic operations by 10 percent compared to the previous year. Such improvements are being made to increase operational efficiency and optimize the use of resources. The use of advanced technologies and modern operational processes not only supports responsible production processes, but also contributes to a more sustainable production model by reducing costs.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
To reduce the work-related occupational accident frequency rate (OAFR) in TPAO compared to the previous year	TPAO aims to reduce its work-related OAFR compared to the previous year. The steps taken and the safety procedures implemented in this regard create a work environment in which the health and safety of employees is of paramount importance. Furthermore, improving occupational safety standards leads to increased productivity, healthier and safer working environments, and decent working conditions. This approach both safeguards the welfare of employees and minimises labour force losses through the prevention of occupational accidents.	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH

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Sustainability Targets	Explanation	Relevant Sustainable Development Goal
Increasing the ratio of generated electrical energy within the consumed electrical energy to 19 percent	TPAO aims to increase the ratio of electricity produced to 19 percent of the electricity consumed, aiming to create a more sustainable production process through improved energy efficiency. By promoting the use of renewable and responsible energy sources, this approach contributes to reducing environmental impacts and climate change. The associated increase in energy production stands out as an important step towards the long-term reduction of the carbon footprint by ensuring more efficient resource utilization.	
Completing well drilling operations to schedule	TPAO targets the completion of the well drillings in its working programme on time and in full. In addition to increasing the security of energy supply, this objective also contributes to economic growth and the development of industrial infrastructure. The innovative technologies and modern infrastructure solutions used in drilling operations increase operational efficiency, create new job opportunities and ensure decent working conditions.	
Keeping the domestic manufacturing utilization rate at 25 percent	TPAO supports local industry and contributes to economic growth by aiming to keep its domestic manufacturing utilization rate at 25 percent. This contributes to the strengthening of the industrial infrastructure and the promotion of innovative solutions, while at the same time encouraging responsible production and resource utilization. Prioritizing domestic manufacturing not only supports regional development but also offers environmental and economic benefits through sustainable supply chain practices.	
To increase the amount of waste recycled by 3 percent	TPAO aims to increase the amount of waste recycled by 3 percent, thereby ensuring more efficient use of natural resources and reducing environmental impacts. This goal contributes to the more sustainable management of resources as a responsible production and consumption practice. At the same time, the increase in recycling rates supports the fight against climate change and promotes environmentally friendly business processes.	
To develop a greenhouse gas database as part of carbon footprint calculation studies	TPAO aims to create a greenhouse gas data inventory within carbon footprint calculation studies, which will allow the accurate monitoring of greenhouse gas emissions, contributing to the efforts taken to mitigate environmental impacts. A more robust data inventory would contribute to responsible production and consumption processes, and would be an important factor in the fight against climate change.	
The establishment of an ISO 27001 Information Security Management System in the District Managements	TPAO aims to increase the security of data and the robustness of the corporate structure through the establishment of an ISO 27001 Information Security Management System within the District Managements. This system both supports the use of innovative technologies in operational processes, and contributes to the development of a strong and reliable organizational structure. Improving information security standards can facilitate the creation of sustainable business processes and secure infrastructures, while maintaining data integrity throughout the organization.	
Increasing training by 10 percent compared to the previous year	TPAO aims to increase the training period by 10 percent compared to the previous year. This will improve access to quality education and the development of employee competences, providing them with better employment prospects. Increasing the duration of education will increase the knowledge and skill level of the labour force, as well as productivity at both personal and institutional levels, and will support the establishment of decent working conditions.	
Monitor and report on corporate performance quarterly	TPAO monitors its corporate performance quarterly, and reports the results regularly. This process contributes to organizational transparency and accountability, while ensuring that strategic objectives are monitored and improved. Performance monitoring and reporting both increase employee productivity, and contribute to long-term sustainable growth by creating a strong and fair corporate structure.	

OUR SUSTAINABILITY GOALS

Stakeholder Engagement

As TPAO, we are committed to the principles of transparency and accountability in our activities, and the establishment of a trust-based relationship with our stakeholders. We believe that ensuring stakeholder participation at every stage in our projects and informing the public in a timely manner are vital for sustainable management. To this end, we aim to maintain constant and effective communication with our stakeholders.

To support effective communication with our stakeholders and to strengthen our governance approaches, we establish the frequency of communication with our business stakeholders and a detailed list of the dialogue platforms we use, contributing to the efficiency of our interactions and improving our communication processes. Our communications at different timeframes and through different platforms ensure our stakeholders are kept informed about our activities, giving us the opportunity to manage their expectations more effectively.

We attach importance to sharing information about our projects and activities in an accurate, timely and understandable manner. We make all non-confidential information available to the public in accordance with our principle of transparency. Our dissemination of information ensures that our stakeholders are kept informed about our projects, allowing them to actively participate in the processes.

We publish such important documents as our annual financial and sustainability reports, and our tender announcements on our website, which can be accessed by all our stakeholders. We aim to reach a wide audience with these documents by publishing them in both Turkish and English. In addition, we respond to information requests as soon as possible and in accordance with legislation. We evaluate requests received through the Ministry of Energy and Natural Resources, the TPAO Information Acquisition Unit and the Presidential Communication Centre with the same care and attention.

	STAKEHOLDER	COMMUNICATION PLATFORM	COMMUNICATION FREQUENCY
INTERNAL STAKEHOLDERS	Corporation Employees	Corporate communication platform (Intranet)	Continuous
		Informational emails	Weekly
		Social Events	At least twice a year
		Employee engagement survey	Once a year
		Performance evaluation and feedback interviews	Once a year
		Social media channels	Continuous
		Online corporate magazine	Monthly
		Guides	Regularly, updated as necessary
		Public relations, press & publishing	When deemed necessary
		Websites	Regularly, updated as necessary
	Unions	Collective bargaining agreement negotiations	Every 2 years
	Senior Management	Quarterly evaluation meetings	Every 4 years
		Year-End evaluation meetings	Once a year
		Unit head meetings	Weekly
		Other digital media	Continuous
EXTERNAL STAKEHOLDERS	Public / Society	Social media channels	Continuous
		Traditional media channels	Through the Ministry of Energy and Natural Resources, when deemed necessary
		Websites	Following updates
		EIA report process	For the duration of the project
	Presidency	Events	Upon request, via ETKB
		Meetings	
		Presentations	
		Information notes	

EXTERNAL STAKEHOLDER

STAKEHOLDER	COMMUNICATION PLATFORM	COMMUNICATION FREQUENCY
Ministry of Foreign Affairs	Project presentations	Via ETKB upon request
Grand National Assembly of Türkiye	State Economic Enterprise commission meetings	Once a year
	Budget negotiations	Once a year
Court of Accounts	Audit reports	Once a year
	Annual reports	Once a year
Ministry of Energy and Natural Resources	Project information presentation and/or reports	Project-based
	Information notes	Upon request
	Speech notes	Upon request
	Digital posts	Upon request
Organizations Affiliated and Related to the Ministry of Energy and Natural Resources	Telephone, e-mail, fax or official letter	Project-based
Wealth Fund of Türkiye	Telephone, e-mail, fax or official letter	Upon request
Ministries and State Central Organization Units	Telephone, e-mail, fax or official letter	Regularly
	Telephone, e-mail, fax or official letter	When deemed necessary
Force Commands, Gendarmerie General Command	Air, land and naval commands and gendarmerie, on a project basis	Throughout the project
Administrative Courts	Official letter	Within the current litigation processes, regularly
	Telephone, e-mail, fax or official letter	Regularly
Governor's Offices, District Governor's Offices and Provincial/District Municipalities	Project visits	Project-based
	Telephone, e-mail, fax or official letter	Upon request

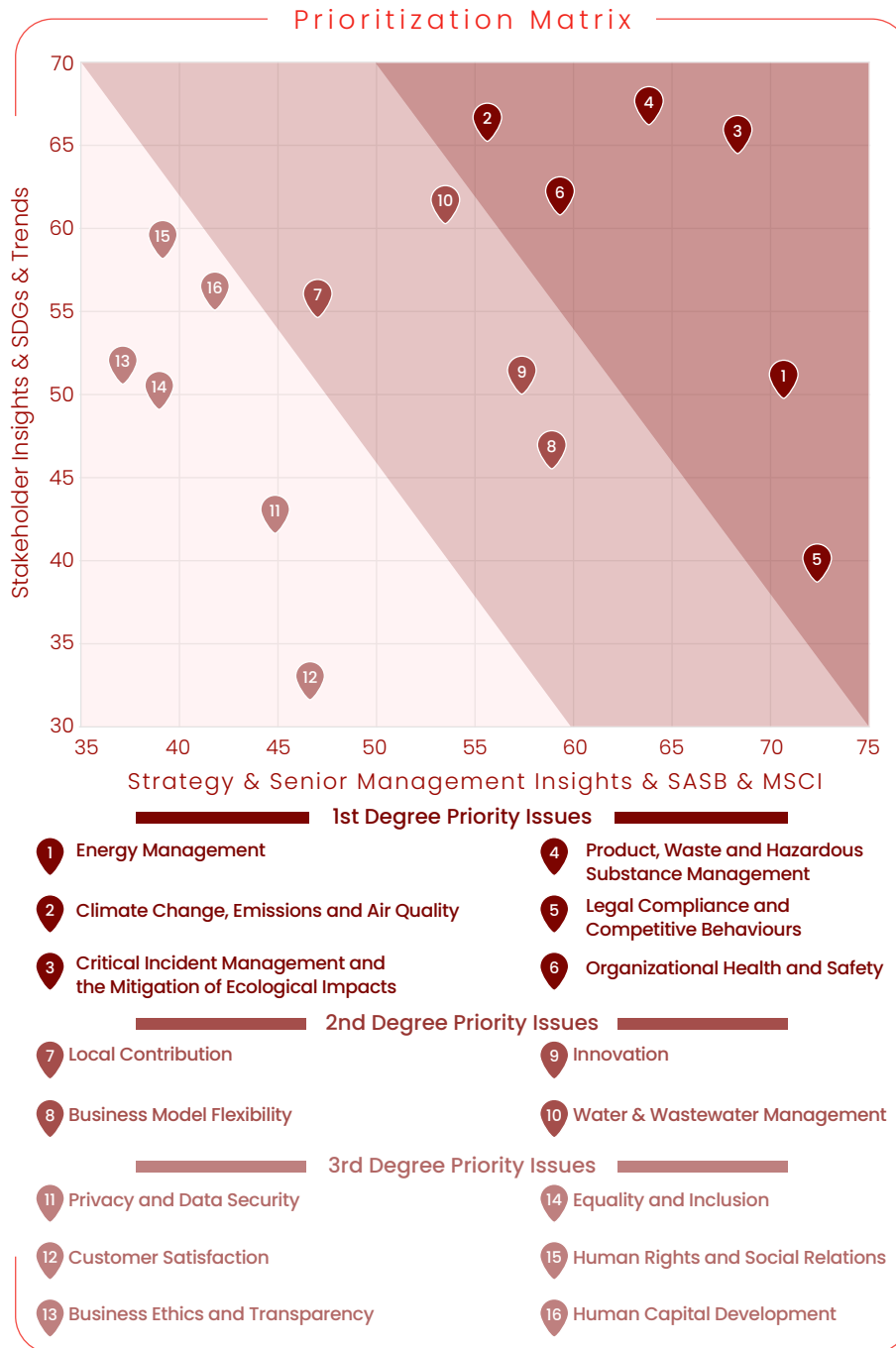
Stakeholder Participation Table-2



EXTERNAL STAKEHOLDER

STAKEHOLDER	COMMUNICATION PLATFORM	COMMUNICATION FREQUENCY
Subsidiaries and Contractors	Telephone, e-mail, fax or mail	Regularly
All Suppliers	Telephone, e-mail, fax or official letter	Regularly
Associations and Non-Governmental Organizations of which TPAO is a member	Traditional meetings	At least once a year
	Congresses and meetings	Once a year or once every 3 years, depending on the organization frequency
Business Partners	Regular follow-up meetings	At least twice a year
	Regular comprehensive project interviews, telephone, e-mail, fax or official letter	Regularly
Universities	Project-based partnerships, training and education-based collaborations, telephone, e-mail, fax or official letter	Project-based
	Intern relations, telephone, e-mail, fax or official letter	Upon request
TÜBİTAK	Project-based partnerships, telephone, e-mail, fax or official letter	At least once a year
Turkish Employment Agency	Telephone, e-mail, fax or official letter	When needed
TURKSTAT	Telephone, e-mail, fax or official letter	Upon request
Customers	Telephone, e-mail, fax or official letter	Monthly
Press	Telephone, e-mail, fax or official letter	When deemed necessary by the senior management
Consulting Organizations, Calibration Organizations, TÜRKAK		Throughout the project
Chambers of Commerce and Industry, Professional Organizations	Project-based, telephone, e-mail, fax or official letter	Throughout the project
Oil Regulatory Authorities		Throughout the project
Presidency of Strategy and Budget	Telephone, e-mail, fax or official letter	On demand
Waste Collection Companies	Project-based, telephone, e-mail, fax or official letter	Throughout the project

Stakeholder Participation Table-3



PRIORITIZATION ANALYSIS

A comprehensive assessment process was initiated in 2023 to update our sustainability priorities during which new priority areas were identified, with issues such as energy management, climate change and emissions, air quality, critical incident management and mitigation of ecological impacts emerging as the top priorities. As a result, a decision was taken to prioritize product, waste and hazardous substance management, legal compliance and competitive behaviours, and organizational health and safety as issues related to sustainability.

In addition, work was intensified related to such second priority issues as localization, business model flexibility, innovation, and water & wastewater management. Privacy and data security, customer satisfaction, business ethics and transparency, equality and inclusion, human rights and community relations, and human capital development were included among the third priority topics.

In 2023, our sustainability efforts were focused on energy and environmental management issues, contributions to the local economy, and the adoption of approaches that respect nature and society. We continue on our journey towards our sustainability goals in such a way that benefits our stakeholders and while contributing to our long-term success.

ENVIRONMENTAL MANAGEMENT

TPAO strives to adopt an environmentally sensitive approach as one of its main priorities, continuing in its efforts to contribute to a sustainable future by blending its leading role in the energy sector with its environmental responsibilities. We remain aware of our responsibilities to such issues as climate change, the sustainable use of resources and minimising environmental impacts.

In 2023, we took important steps to reduce our carbon footprint, to offer more effective solutions in hazardous waste management and to integrate circular economy practices into our business processes. To reduce the environmental impact of our drilling and production activities, we have expanded our efforts to ensure the reuse of liquid waste. We are also contributing to the protection of natural resources by increasing our waste recycling efforts.



OUR GOALS



Reduction of hazardous waste



Increased waste recycling



Reuse of fluids from drilling and production activities



Prevention of environmental accidents through the identification of the root causes

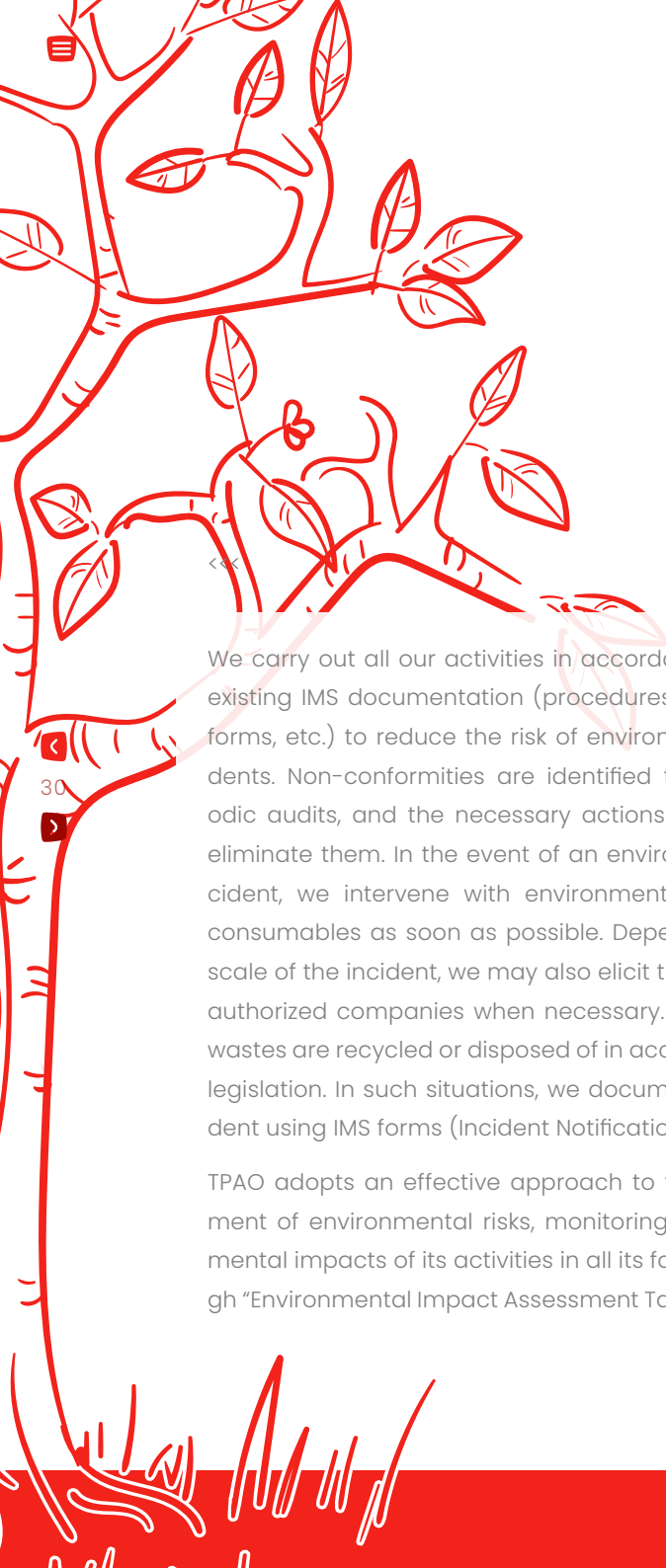


Cleaning stones and soil contaminated by accidents and preventing them from becoming idle



Reducing the greenhouse gas emissions and carbon footprint associated with our onshore and offshore activities are among our priority goals

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We carry out all our activities in accordance with the existing IMS documentation (procedures, instructions, forms, etc.) to reduce the risk of environmental accidents. Non-conformities are identified through periodic audits, and the necessary actions are taken to eliminate them. In the event of an environmental accident, we intervene with environmental protection consumables as soon as possible. Depending on the scale of the incident, we may also elicit the services of authorized companies when necessary. The resulting wastes are recycled or disposed of in accordance with legislation. In such situations, we document the accident using IMS forms (Incident Notification Form, etc.).

TPAO adopts an effective approach to the management of environmental risks, monitoring the environmental impacts of its activities in all its facilities through "Environmental Impact Assessment Tables" that are

reviewed and updated by the teams every two years, when a change in activities occurs or in the event of an environmental accident. Risks are thus minimised and environmental impacts are reduced to acceptable levels.

To prevent environmental accidents and improve our environmental performance, we organize trainings to increase the awareness of our employees on environmental risks. In this context, all our personnel underwent comprehensive training in waste management, the use of environmental protection materials and post-accident clean-up procedures throughout 2023. In addition, in order to reinforce the effectiveness of these trainings and to provide them with practical experience, two Environmental Drills were successfully carried out in 2023, one at the R&D Centre Laboratories located on the head office campus and the other at the Heating Centre.



Furthermore, awareness-raising activities were included among the various events held on the head office campus as part of the World Environment Day Activities Programme on 5 June. The "Every Pedal is a Sapling Event" raised the awareness of environmental protection of our employees, whose pedalling contributed to the introduction of new saplings to nature.

Our environmental management activities led to the realization of TRY 41 million in environmental expenditures in 2023.

We continuously update our environmental impact assessment (EIA) processes and analyse the environmental aspects of our activities with a lifecycle approach, and take all necessary measures to minimize the environmental risks identified as a result of these analyses.

CLIMATE CHANGE, EMISSIONS AND AIR QUALITY

TPAO has developed comprehensive policies targeting the reduction of energy consumption and greenhouse gas emissions as part of our contributions to environmental sustainability, the fight against climate change and increased operational efficiency. These policies aim both to ensure legal compliance and to achieve our sustainability goals by minimizing the environmental impacts of all our operational activities. All units, subsidiaries and affiliates of our corporation fall within the scope of these policies and all our employees are expected to act in line with these objectives. The processes related to energy management and the reduction of greenhouse gas emissions cover a wide range of activities, including procurement, production, logistics and administrative activities.

Carbon Management

Since the industrial revolution, human activity has led to a 1°C global temperature increase, and if current trends continue, the temperature is projected to reach 1.5°C between 2030 and 2050. This impacts of this potential increase may be irreversible and may lead to increased severe weather events, rising sea levels and reduced biodiversity. The parties to the Paris Agreement, signed in 2015, pledged to join forces in the fight against climate change, aiming to keep global warming below 2°C, ideally limiting it to 1.5°C. To achieve these targets, greenhouse gas emissions should be reduced by 45 percent by 2030 and net zero emissions should be achieved by 2050. Transitioning to renewable energy, increasing energy efficiency and preventing deforestation are critical to the achievement of the Paris Agreement goals. If the

temperature increase exceeds 2°C, the impacts on ecosystems and human communities will be irreversible, and so governments, individuals and the private sector plan to mobilize together to play an active role in the achievement of these goals.

Türkiye became a party to the Paris Agreement, which aims to limit the global temperature increase to 1.5°C, upon a decision of the Turkish Grand National Assembly on 7 October, 2021, and committed to a “Net Zero Emission” target of 2053. Accordingly, the Intended Nationally Determined Contribution (NDC) submitted to the United Nations in 2015 was updated in 2022, and the 21 percent decrease from increase target by 2030 was upgraded to 41 percent, reflecting Türkiye’s determination to combat climate change and comply with international obligations.

TPAO is a leading organization in the oil and natural gas sector and is taking important steps in combating climate change and carbon management. Established in 2023, the “Department of Carbon Management” undertook critical tasks related to the calculation, reporting and evaluation of the organization’s carbon footprint, monitoring greenhouse gas mitigation projects, evaluating energy efficiency and renewable energy projects, and carrying out transactions related to the carbon markets.

Our corporate targets in the fight against climate change were covered in a “Corporate Carbon Footprint Report”, prepared to the ISO 14064-1 standard and approved by a third party independent verification body in 2023. TPAO was thus granted an internationally accredited ISO 14064-1 Greenhouse Gas Declaration Verification Certificate.

TPAO’s total Scope 1 and 2 emissions were calculated as 3,841,755.72 tonnes CO₂e, while the Scope 1 and Scope 2 emission intensity was calculated as 0.136 tonnes CO₂e per barrel.

TPAO Greenhouse Gas Emissions for 2023 (tCO₂e)

Scope 1 (Direct Emissions)	3.669.545,92
Scope 2 (Indirect Emissions)	172.209,80
Toplam	3.841.755,72

1. M. R. Allen et al., in Framing and Context, In: Global warming of 1.5°C, An IPCC Special Report on the impacts of global warming of 1.5°C above pre-industrial levels and related global greenhouse gas emission pathways, in the context of strengthening the global response to the, V. Masson-Delmotte et al., Eds. (World Meteorological Organization, Geneva, Switzerland, 2018).
2. UNFCCC, “Decision 1/CP.21 Adoption of the Paris Agreement” (Paris, France, 2015),

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Regular reporting is carried out in line with the Greenhouse Gas (GHG) Protocol, while emissions are monitored according with in the Oil and Gas Climate Initiative (OGCI) Reporting Framework. These reports detail our contributions to the fight against climate change and facilitate comparisons within the sector. Strategies for the reduction of the reported emissions have been determined, the necessary studies have been carried out and the processes are subject to regular monitoring.

The “Greenhouse Gas Working Committee” established within TPAO provides training to increase employee awareness and to reduce our carbon footprint. Employees are provided with information on ways of reducing greenhouse gas emissions, and this information has been integrated into daily operations. These awareness-raising activities continue unabated in line with the goal of reducing the carbon footprint.

GHG (Greenhouse Gas) Protocol

TPAO’s greenhouse gas inventory was updated and expanded in scope in 2023, when the greenhouse gas emissions of our corporation were calculated as **16.723.249,85 tCO₂e**. 2023 was set as the base year for future greenhouse gas calculations. The methodology used in greenhouse gas calculations is based on internationally recognized standards. Calculations are made in accordance with the methodologies proposed in the IPCC AR6 guidance (Intergovernmental Panel on Climate Change Sixth Assessment Report), ISO 14064-1, DEFRA (Department for Environment, Food & Rural Affairs), EPA (Environmental

Protection Agency) and the International Journal of Greenhouse Gas Control. All main greenhouse gases such as CO₂, CH₄, N₂O, HFC and SF₆ are included in the Greenhouse Gas Inventory (GHGI) calculations.

CH₄ emissions account for **19.52** percent of all Category-1 emissions, while stationary combustion emissions account for **79.61** percent, mobile combustion emissions for **0.25** percent and fugitive emissions for **20.14** percent. The greenhouse gas emissions from all operational activities and financial controls of the corporation are monitored by the Greenhouse Gas Management Department, established under the Carbon Management Department.

In line with the creation of the TPAO greenhouse gas inventory and carbon footprint calculations, trainings were organized for all employees in 2023, during which personnel were informed about issues such as the General Information on Climate Change, the Corporate Carbon Footprint Calculation Standards and the Corporate Carbon Footprint Monitoring Processes.

Awareness-raising information training was provided to managers and staff on the headquarters campus and at the district managements.

Calculations of the energy consumption of our corporation have been made according to the standards valid for Türkiye produced by the Turkish Standards Institute (TSE). The calculation methodologies are determined in accordance with the TSE, and are applied

according to the level of standardization and accuracy within our Corporation. Data on such energy resources such as electricity, natural gas and diesel are collected and reported using meters and standard calculation formulas, while invoices from distribution companies are referred to for energy consumption data.

The energy intensity ratio is calculated on the basis of the electricity consumed per unit barrel of oil produced. This ensures all electricity energy is taken into account, not only the electricity used in generation activities. The ratio refers to energy consumption within the Corporation, and covers the entire value chain. The energy intensity ratio is calculated from the total amount of electricity consumed and the total amount of gross crude oil produced.

Scope of Emissions and Causes of Increase

Our Scope 1, 2 and 3 emissions calculations cover all of our activities up to 2023, and these extended limits were the main reason for the 28 percent increase in emissions. Scope 1 emissions arise directly from our operations, while Scope 2 emissions arise from the use of purchased electricity. Scope 3 emissions include indirect emissions, and cover a wide range of activities along the supply chain, such as the goods and services purchased, capital goods, fuel- and energy-related activities, transportation, waste disposal, business travel, employee shuttles and the transport of products to customers. >>>

Details of Scope 3 emissions are as follows:

- Purchased Goods and Services: Emissions arising from the products and services purchased to facilitate the activities of the Corporation.
- Capital Goods: Emissions from the production of purchased capital goods.
- Fuel- and Energy-Related Activities: Emissions from activities in the supply chain using fuel and energy purchased outside Scope 1 and Scope 2.
- Upstream Transport and Distribution: Emissions associated with the transportation of products from the supplier to the Corporation.
- Waste Disposal: Emissions from the disposal of waste generated as a result of production processes.
- Business Travel and Employee Shuttle Vehicles: Emissions arising from business travel of company employees and the vehicles provided by the company to shuttle employees to and from their workplaces.
- Transportation and Use of Sold Products: Emissions generated during the transportation and distribution of products to customers and during use.

Preventive Measures and Remedial Actions

TPAO uses various preventive measures and remedial actions to increase its energy efficiency and reduce carbon emissions:



Energy efficiency projects: Our activities to reduce energy consumption include the replacement of old machines with more energy-efficient new machines, and replacing low efficiency electric motors with IE3/IE4 motors.



Use of renewable energy: We plan to meet our energy needs and reduce our energy indirect emissions through the use of renewable energy sources, such as solar energy.



Waste Reduction Programmes: Programmes aimed at minimizing the chemicals used in production processes and reducing waste gas production are being launched, contributing to reductions in both consumption and waste.



Emission Control Devices: Our efforts to control direct emissions with filters and other emission control devices are continuing.

We are also involved in green area creation and afforestation projects, as further positive contributions to the environment. Studies are carried out to increase carbon absorption around our fields of activity, as part of our carbon offsetting strategies.

In accordance with our corporation's Sustainability Policy (EYS.POL.004), we strive to use energy efficiently in all our operations, to protect the environmental balance and natural resources, and to contribute to sustainable development, with the ultimate goal of leaving a more liveable world for future generations. We also aim to increase our stakeholders' knowledge of climate change and to strengthen social awareness.

The key performance indicators (KPIs) used by the corporation to monitor its sustainability strategies include:

1. Carbon Emission Reduction:

CO₂ emissions per tonne.

2. Energy Consumption:

Energy consumption per product produced (kWh/product).

3. Air Quality:

PM2.5 and **PM10** levels in machine locations.

These KPIs are used to measure our performance against our greenhouse gas emission reduction and energy efficiency targets, and contribute to our goal of continuous improvement in the sustainability performance of our Corporation.

PRODUCT, WASTE AND HAZARDOUS SUBSTANCE MANAGEMENT

Throughout 2023, TPAO continued to reduce its environmental impact through expansions to its waste management activities in accordance with its sustainability targets. Waste is generated as a result of our organizational activities and the works carried out by our subcontractors. As part of this process, which has been recognized with a “Zero Waste Certificate”, the minimization, recycling and reuse of waste is encouraged as a means of protecting our natural resources. In line with our Integrated Management System policy, broad waste management activities have been implemented, and our employees strive continuously to increase environmental awareness.

Zero Waste Project and Employee Awareness: In 2023, various activities and awareness-raising activities were carried out to emphasise the importance of the “Zero Waste Project” among our staff. An “International Zero Waste Day Information Announcement” was published on TPAO’s intranet site and “Zero Waste Awareness Questionnaire” was sent to all our employees via QDMS (Quality Document Management System). The survey served to raise awareness among the staff, and prizes were awarded for the best three suggestions made by the employees who submitted suggestions and opinions.

In addition, online information about waste prevention, waste minimization, waste reuse and recycling was sent out to all employees via e-mail.

Systems have also been put in place to encourage the correct collection of waste generated by staff, at home and at work. “Waste Vegetable Oil Collection Points” have been placed at the entrances to buildings to support the appropriate recovery of waste oils.

Work is underway to mix the waste oils generated during TPAO’s field works and by its workshops with the produced crude oil, at a rate of 0.01%. In 2023, 199,180 kg of waste oil was mixed with crude oil, thereby providing economic gains.

Furthermore, specially designed waste battery collection equipment has been provided on the campus area to allow employees to dispose of such waste properly. Posters have been prepared and displayed in prominent locations to discourage the use of single-use plastics, thus reducing their environmental impact.

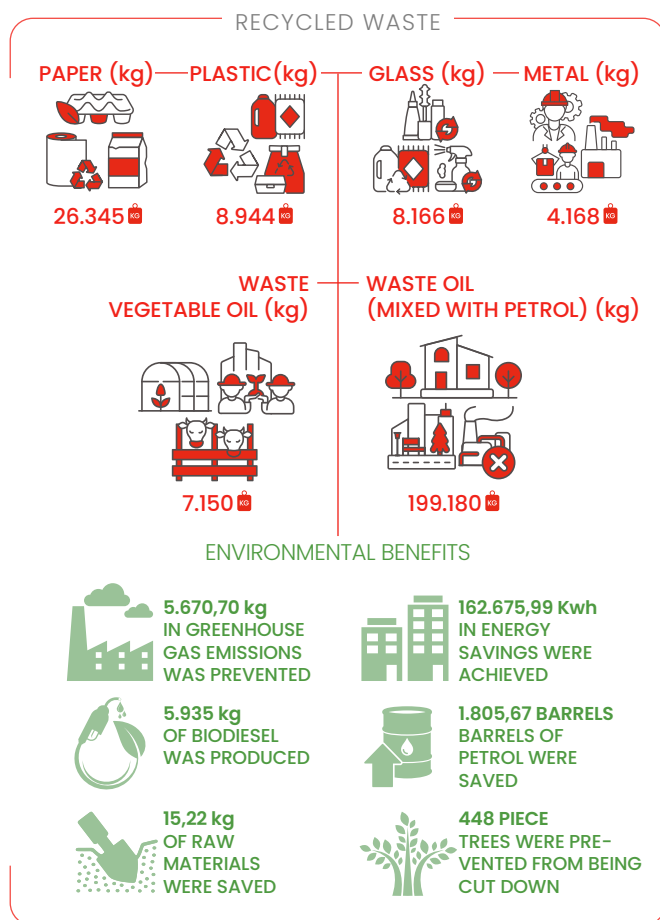
Waste Types and Recycling Practices:

In 2023, hazardous and non-hazardous waste generated during our activities was separated into different containers suitable for the type of waste and transported to temporary waste storage areas. The waste generated by the Head Office and the District Managements includes domestic waste, packaging waste, waste toner cartridges, waste fluorescents, electronic waste, laboratory chemicals, vegetable waste oils and medical waste. In

our District Managements, waste in the form of contaminated stone-soil, drilling mud, and oil spills resulting from our drilling and exploration operations, have been safely disposed of.

Within the scope of our waste management activities, in 2023, arrangements were made in the scrap collection area to collect scrap separately under more favourable conditions. In addition, a new “Garden Waste Storage Area” has been constructed on the head office campus where garden waste is stored separately under appropriate conditions. In support of the Zero Waste Project, under an initiative launched on the head office campus, employees were encouraged to bring any expired medicines from home and deposit them in the “Waste Medicine Collection Box” located at the entrance to the Health Unit. The medicines were then delivered to licensed companies that disposed of them without harming the ecosystem.

Services were procured for the management of waste, and the operations were audited to ensure the waste was being disposed of in accordance with both the contract and the relevant legislation. Documents (Mobile Waste Tracking System records, weighbridge receipts, meeting minutes, etc.) related to the contracted works were requested from the waste management companies. >>>



Waste Management Training and Audits

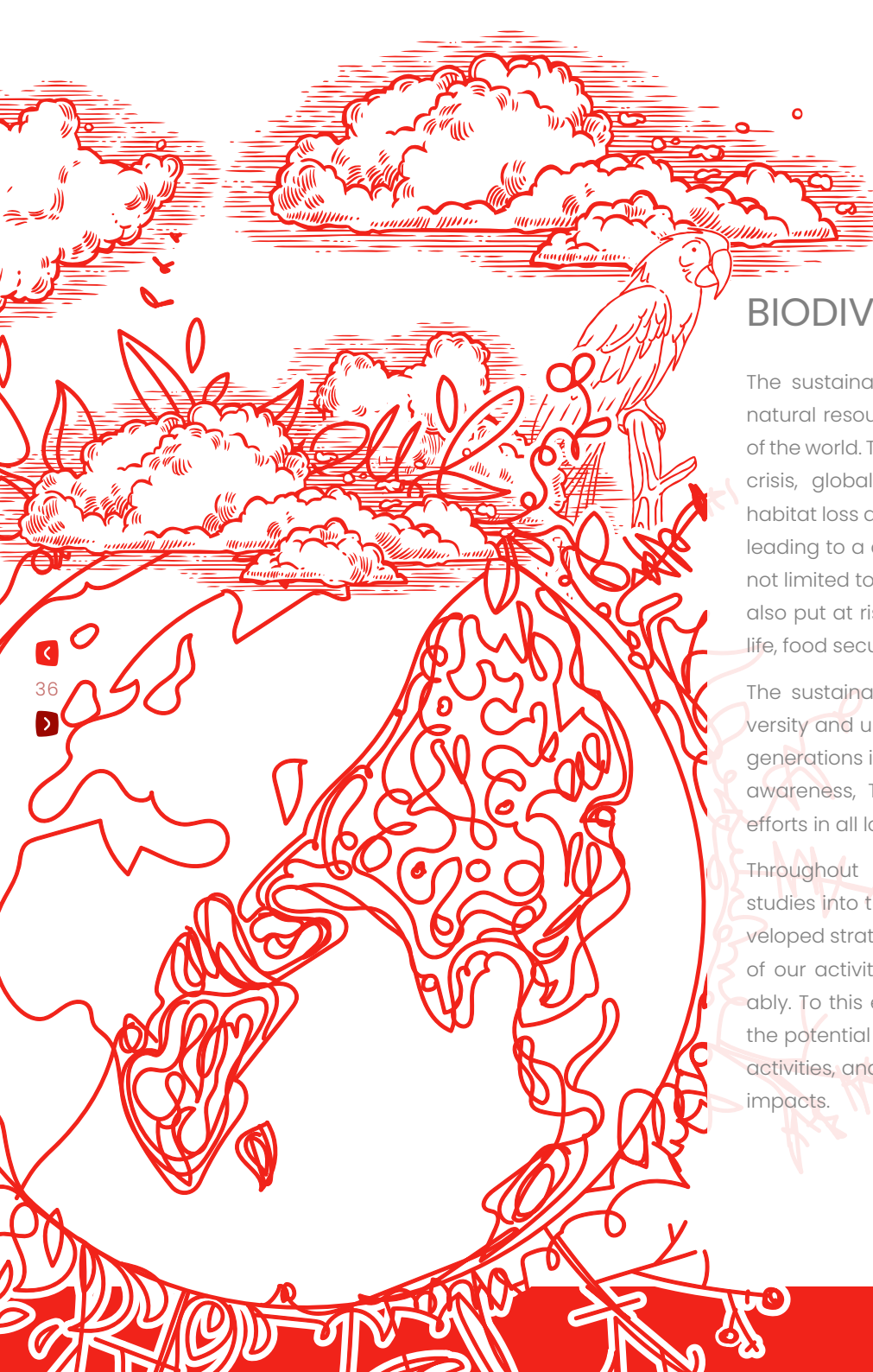
TPAO provides regular training each year to raise the awareness of waste management of our employees. Throughout 2023, various training sessions were held for relevant personnel, addressing such issues as General Waste Management, Medical Waste Management, Electrical and Electronic Waste Management, Environmental Protection Consumables, Safety Data Sheets, Hazardous Waste Management, and the Classification, Labelling and Packaging of Waste. Addressing specific issues, medical waste management training was provided to healthcare personnel, electronic waste management training was provided to IT employees, and the importance of the Zero Waste Project and waste separation processes was conveyed to cleaning personnel during face-to-face training sessions. In addition, Zero Waste Information Training is provided online to our employees and face-to-face to cleaning personnel (subcontractors), encouraging environmentally friendly choices and helping personnel adopt sustainable lifestyles.

In addition to the waste management training provided to contribute to the achievement of our sustainability goals, regular audits were carried out of the Head Office and District Managements. Waste recycling rates were monitored through these inspections, with

Mobile Waste Tracking System (MoTAT) records and weighbridge receipts taken as the basis for reporting. The data were recorded in kilograms and converted into tonnes for reporting. *Within this process, the targeted recycling increase of 3 percent from the 2022 figure was exceeded by the end of 2023, reaching 5.7 percent.*

Drilling Activities and Waste Management

To minimise the environmental impact of waste generated during drilling activities, we continued our work related to the dewatering of drilling cuttings and the processing of waste fluids in 2023. Efforts were made to improve our environmental protection efforts within the scope of our hydrocarbon exploration and production activities, for which partnerships were established with universities and private organizations.



BIODIVERSITY

The sustainable management and protection of our natural resources is of great importance for the future of the world. Today, global problems such as the climate crisis, global warming, environmental pollution and habitat loss are threatening the integrity of ecosystems, leading to a decrease in biodiversity. These threats are not limited to the negative impacts on ecosystems, but also put at risk such fundamental elements as human life, food security and economic development.

The sustainable management of Türkiye's rich biodiversity and unique ecosystems for the benefit of future generations is a great responsibility. Operating with this awareness, TPAO prioritizes biodiversity conservation efforts in all locations in which we operate.

Throughout 2023, TPAO carried out comprehensive studies into the protection of natural habitats, and developed strategies to reduce the environmental impact of our activities and to manage ecosystems sustainably. To this end, we carried out a detailed analysis of the potential impacts on the ecosystem of each of our activities, and took various measures to mitigate these impacts.

Under the Sakarya Natural Gas Field Development Project, we continued to apply advanced monitoring and protection techniques to minimize the impacts of our operations on the maritime and terrestrial ecosystems. We adopted an innovative approach to the monitoring of endemic and endangered species in the region in the project, following the environmental DNA (eDNA) method. The Environmental DNA approach supports the analysis of genetic information garnered from the biological materials (skin, faeces, etc.) that organisms leave in the environment, allowing the effective monitoring of ecosystems. This method supports the early identification of target species, and thus allows the early and effective application of appropriate measures in support of the conservation of rare species.

In particular, in and around Filyos Harbour we are continuing in our efforts to protect such endemic plants as the endangered **Sand Lily (*Pancratium maritimum*)** and **Kilyos Button (*Jurinea kilaea*)**. The plants were **translocated to another beach outside** the project area and taken under protection, while some of the collected seeds were delivered to the Gene Bank.

We organized a cleaning campaign on Filyos Beach. Through this campaign, we aimed to raise environmental awareness in the region and minimize the negative impacts on the ecosystem. There are now plans in

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place to carry out comprehensive analyses of eight fish species, one amphibian and three bird species in the region. We are continuing with our environmental DNA studies to protect the ecosystem in and around Filyos Port, within the framework of the Sakarya Natural Gas Field Development Project.

For our geophysical maritime ecosystem operations, we have taken measures to minimize their environmental impacts in accordance with international standards. In line with the Joint Nature Conservation Committee (JNCC) guidelines, we have implemented protective strategies to ensure that marine mammals are not adversely affected by our operations. Within this process, we are rigorously monitoring cetaceans and have taken proactive measures to prevent them from being harmed by our operations.

In all our onshore operations, we act in line with the principles of zero waste and clean environment. Through our use of the environmentally friendly “AdBlue”, technology, which has been developed to minimise harmful gas emissions, we reduced the amount of nitrogen oxide gases released into the atmosphere. In this way, TPAO has contributed to the protection of air quality and the fight against climate change.

Our efforts to protect biodiversity are not limited to our direct operational activities, but also include afforestation projects targeting the regeneration of ecosystems.

Through 2023, we fulfilled our responsibility to the environment by planting **1625 trees** on a total area of **15.2 hectares** on the campuses of the Batman District Management and our Head Office.

These afforestation efforts contribute to the conservation of local plant species and the restoration of ecosystems, while also creating new habitats for wildlife in the region.

Bioremediation Studies

Pollution caused by oil and its derivatives causes serious damage to marine and terrestrial ecosystems. TPAO has adopted the bioremediation method for the management of environmental pollution and the protection of nature, and carries out remediation activities in contaminated areas. Bioremediation is an environmentally friendly and economical cleaning approach in which hydrocarbons are broken down into carbon dioxide and water by natural processes, contributing to the recovery of contaminated soil and water bodies.

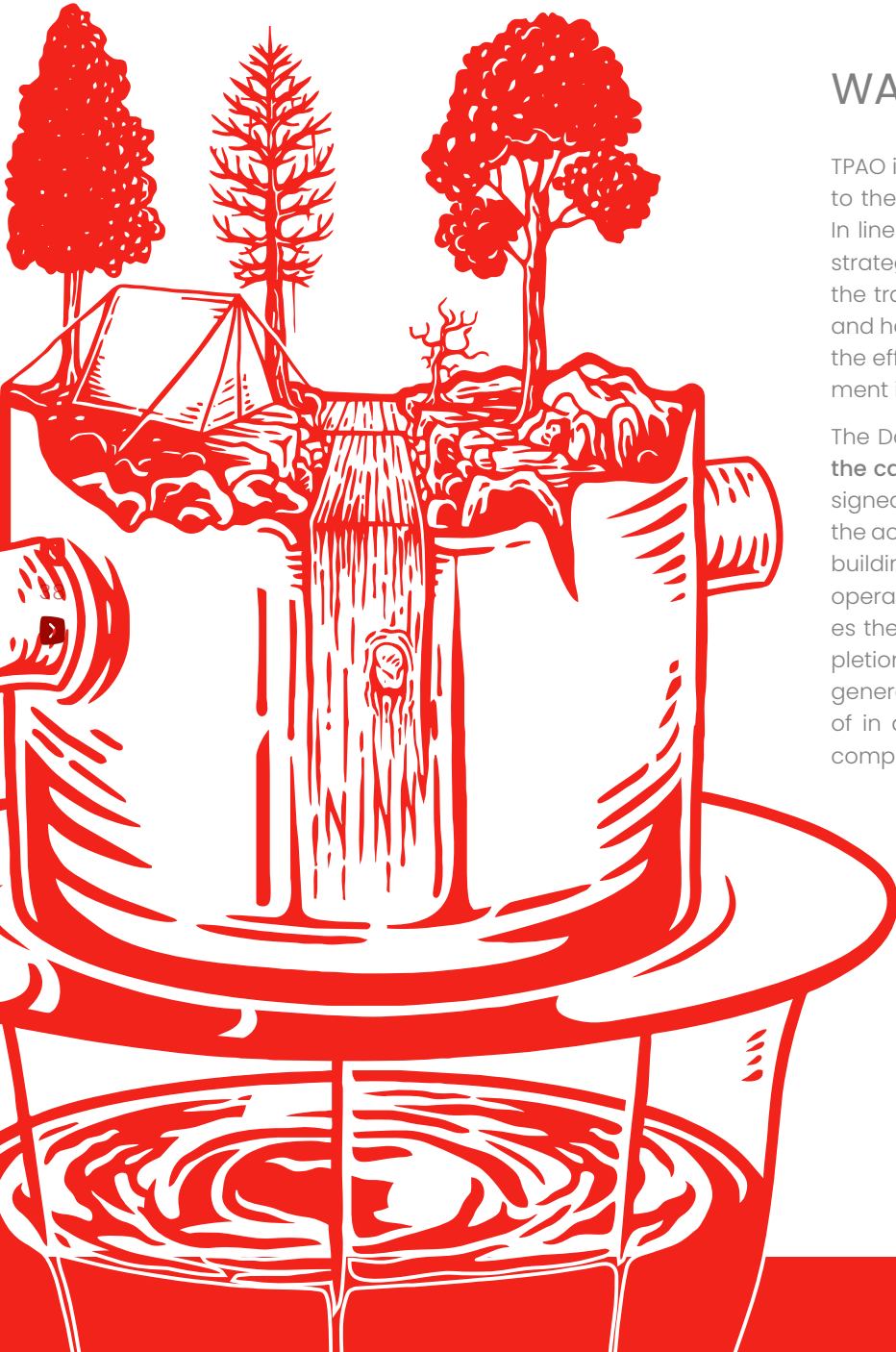
Within the scope of our efforts to prevent environmental pollution, we are continuing our bioremediation activities

to control the pollution resulting from our activities in the field, and carry out remediation activities in contaminated areas. Bioremediation is one of the most economical and natural approaches to the breaking down of long hydrocarbon chains into carbon dioxide and water, and is also one of the most effective solutions for the cleaning of soil, sludge (sludge or waste residue) and tanks.

The bioremediation method is applied by TPAO for the following purposes:

- The recovery of contaminated soils,
- The prevention of pollution around oil pipelines and fuel tanks,
- The rapid cleaning of oil, grease and bilge from land, sea and lake water surfaces,
- The biodegradation of oil and hydrocarbon spills on hard surfaces.

In 2023, we used this method to successfully clear **57.095 m²** of soil pollution, particularly from around oil pipelines and fuel tanks. We prevented the spread of hazardous wastes at sea and on land through effective and safe controls. We have minimized our impact on the environment by effectively breaking down hydrocarbon spills on hard surfaces using bioremediation products.



WATER AND WASTEWATER MANAGEMENT

TPAO is aware of the depth of its responsibilities related to the protection and efficient use of water resources. In line with our sustainability goals, we have adopted strategic approaches to water management to ensure the transfer of natural resources to future generations, and have adopted recognized best practices related to the efficient use of water and for wastewater management in all our operations.

The Domestic Wastewater Treatment Plant located on **the campus of the Trakya District Management** is designed to treat the domestic wastewater produced by the accommodation, social facilities and administrative buildings. The plant has a daily capacity of 120 m³ and operates at 100 percent efficiency, and safely discharges the wastewater into Kurudere Creek after the completion of treatment to the legal standards. The sludge generated during the treatment process is disposed of in an environmentally friendly manner by licensed companies.

To prevent wastage of water, electronic taps that operate with sensors have been installed throughout the head office campus, contributing to the protection of water resources through the prevention of unnecessary water consumption. Furthermore, our afforestation efforts on the **head office campus in Ankara** have contributed to the reduction of water consumption by 10.1 percent by switching to a more efficient drip irrigation system for the irrigation of garden areas.

In addition, improvement works carried out within the **Batman District Management** have contributed to further water savings. Through the renewal of the main water lines, we have prevented water losses and reduced monthly water consumption by 52 percent, from 53,400 m³ to 25,600 m³. The works have led to the prevention of approximately 333,600 m³ of water loss from leaks annually, while 1,000 m³ of water loss per day has been prevented through improvements to the swimming pools on campus.

TPAO attaches great importance to the responsible use of water in all its activities, and saving water has been identified as a priority in all locations in which we operate. **Throughout 2023, 10,438 m³ of water was saved by the Corporation as a result of water-saving and improvement projects.** Our water management policies are subject to constant review, and we take the necessary measures to adapt to changing climate conditions. We minimise the need for irrigation and reduce our strain on water resources by opting for dry landscaping (stony landscaping) in all new landscaping works.

ENERGY MANAGEMENT

TPAO has continued to take important steps in support of the sustainable development goals related to the efficient management of energy in 2023. Reducing energy intensity, preventing waste and acting in line with the national energy policies are included among our basic strategies. Having achieved global standards in energy management, as recognized by our ISO 50001 Energy Management System certificate obtained in 2021, TPAO is now accelerating its efforts to improve the system and expand its applications in the field in 2023.

Energy is one of the basic inputs needed for sustainable development and raw material production. TPAO aims to meet its energy needs in the most appropriate way, and to use energy efficiently in its production processes. With this understanding, our energy management system was granted an ISO 50001 Energy Management System certificate in 2021 following the studies launched in 2020. The applied system allows TPAO to monitor, analyse and make improvements to increase efficiency at all energy consumption points.

In the last quarter of 2022, studies were initiated to obtain consultancy services to further improve the monitoring and analysis processes related to energy within the scope of ISO 50001 on the head office campus, and these studies

were put into practice as of 2023. Important steps have thus been taken to optimize energy consumption and increase efficiency.

Energy Efficiency and Production Performance

Throughout 2023, TPAO has implemented various projects to minimize energy consumption and ensure the use of energy in the most efficient way. The 390 kWe Solar Power Plant, installed in 2022, and the existing 47 kWe power plant on the head office campus met approximately 7 percent of the total electricity demand of the campus. In 2023, a total of 57,255 kWh of renewable energy production was realised. These investments have both contributed to environmental sustainability and reduced energy costs.

Throughout 2023, 450 kWh of energy was saved through energy efficiency projects, and 285.53 tonnes of CO₂ emissions were prevented. These improvements are important indicators of our efforts to minimize our impact on the environment and our sustainable management of energy.

During 2023, a total of 400 million kWh of energy was consumed for our oil and natural gas production works in the field, 15 percent of which was met from TPAO's own energy production. At Diyarbakır-Katin field, two Caterpillar G3520H gas generators were purchased in 2023 that

operate using natural gas produced on site, leading to an increase of power capacity to 18.6 MW. The system operates in island mode (off-grid), and generates 8–9 MW of electricity depending on the amount of natural gas. This capacity expansion has resulted in a 12 percent increase in electricity generation at the Katin Field.

Thanks to the Fault Current Indicator devices installed in the Adıyaman District Management in 2022, Energy Transmission Lines (ENH) faults are detected immediately, minimising crude oil production losses. In addition, the low-efficiency electric motors on our production sites have been replaced with IE3/IE4 motors, and low-efficiency lighting fixtures have been replaced with LED fittings. The above activities have contributed to energy savings amounting to 137,208 kWh in the first half of 2023, and 256,071 kWh in the second half of the year.

The Solar Power Plant (SPP) project launched on the head office campus at the end of 2022, was completed in 2023, with an installed capacity of 390 kWh. This project has reduced our carbon emissions and has increased our use of renewable energy. We aim to reduce indirect emissions related to energy through the implementation of more renewable energy projects in the future.

Development Category	Development Details	Acquisition Details
Maintenance Of The 8,600 Barrel Tank At The Raman Field 3rd Station	The three production tanks at the station, including the maintained tank, have contributed to an increase in the resting time of oil before being pumped to BOTAŞ.	The water content in the petrol has been reduced.
Ekinli Gas Field Commissioned And Electricity Generation Launch	Following the commissioning of the Ekinli Gas Field on 6 December, 2023, cumulative electricity generation of 626,100 kW was achieved.	Electricity generation has been successfully realised.
Installation Of Solar Power Plants On The Roofs Of The Heating Centre, Health Centre And Fitness Centre On Our Campus	The establishment and commissioning of a 390 kWe Solar Power Plant has been completed, with 125 kWe provided by panels on the roof of the Heating Centre, 50 kWe by those on the roof of the Health Centre, 40 kWe by those on the roof of the Fitness Centre and 175 kWe by those on the car ports built in the Office car park.	Approximately 5% of the energy consumed on our campus is met from renewable sources.

General Directorate

In 2023, energy saving activities continued on the head office campus. The 437 kWe solar power plant meets 7 percent of the electricity needs of the campus. Furthermore, the conversion to an LED lighting system in our buildings has led to additional annual savings of 300,000 kWh. With the replacement of the old inverters, our solar energy system has become more efficient, with increased environmental and economic benefits.

Adiyaman District Management

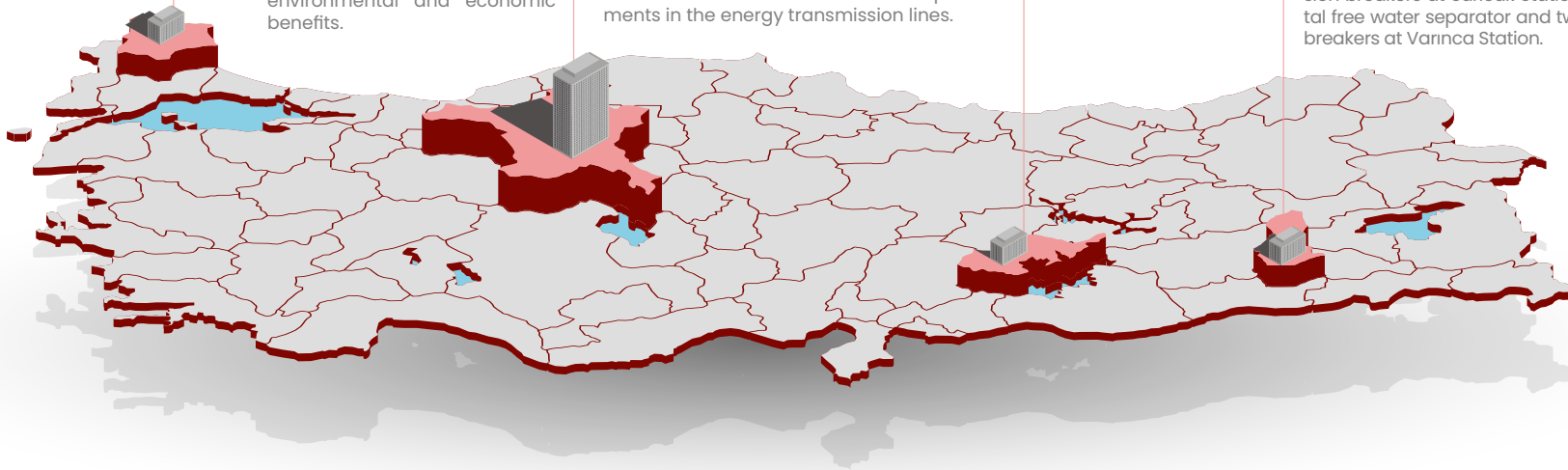
Energy efficiency projects have been successfully implemented in Adiyaman Site in 2023. The conversion to low-loss electric motors and an LED lighting system have contributed to annual energy savings of 400,000 kWh. Furthermore, interruptions have been minimized thanks to improvements in the energy transmission lines.

Batman District Management

The total energy generated at the Batman Site in 2023 reached 700 MWh following the installation of solar panels. Significant reductions in energy consumption have been achieved through the conversion of high efficiency motors and variable speed drives in the oil production wells. In addition, 60,000 m³ of natural gas is being saved annually following the modernization of the boiler rooms. The separation and heating operations have been improved with the installation of two vertical emulsion breakers at Sarıcak Station, and one horizontal free water separator and two vertical emulsion breakers at Varınca Station.

Trakya District Management

In 2023, energy efficiency projects gained momentum in the Trakya Site. Following the installation of energy analyzers on the sites, energy consumption is being monitored in real time and energy losses are being reduced. The installation of a SCADA system on the wells has improved efficiency and reduced interruptions.

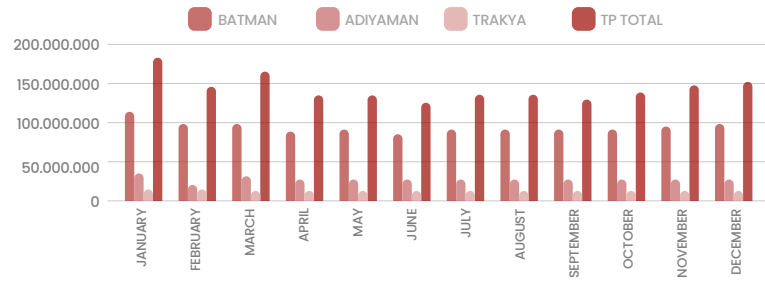


These projects in 2023 have once again demonstrated TPAO's commitment to the sustainable energy management targets. Our investments have yielded posi-

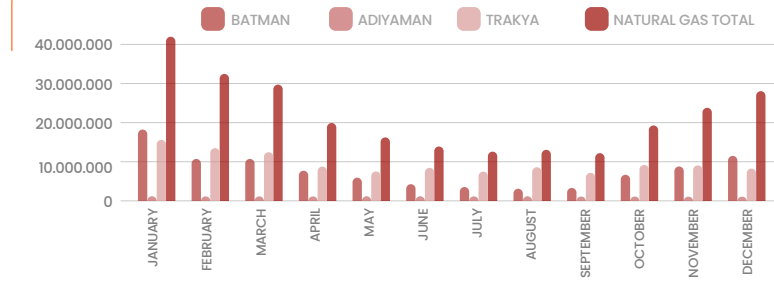
ve results in both environmental and economic terms, bringing us one step closer to our goal of reduced energy consumption. In 2024 and beyond, we aim to incre-

ase the use of renewable energy sources, expand our energy efficiency projects and improve our energy management systems.

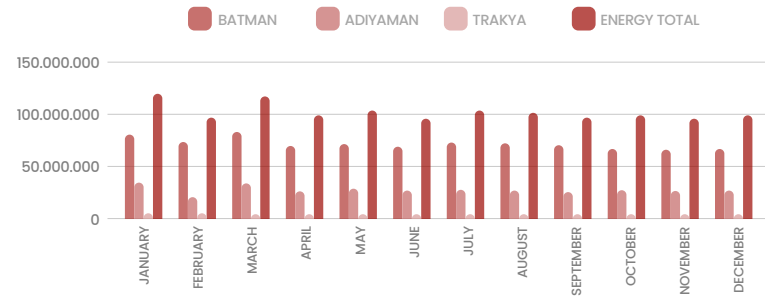
MONTHLY TOTAL ENERGY CONSUMPTION TRY



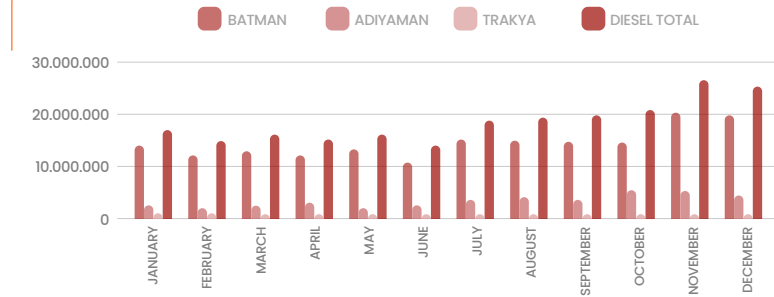
MONTHLY NATURAL GAS CONSUMPTION TRY



MONTHLY ELECTRICITY CONSUMPTION TRY



MONTHLY DIESEL CONSUMPTION TRY



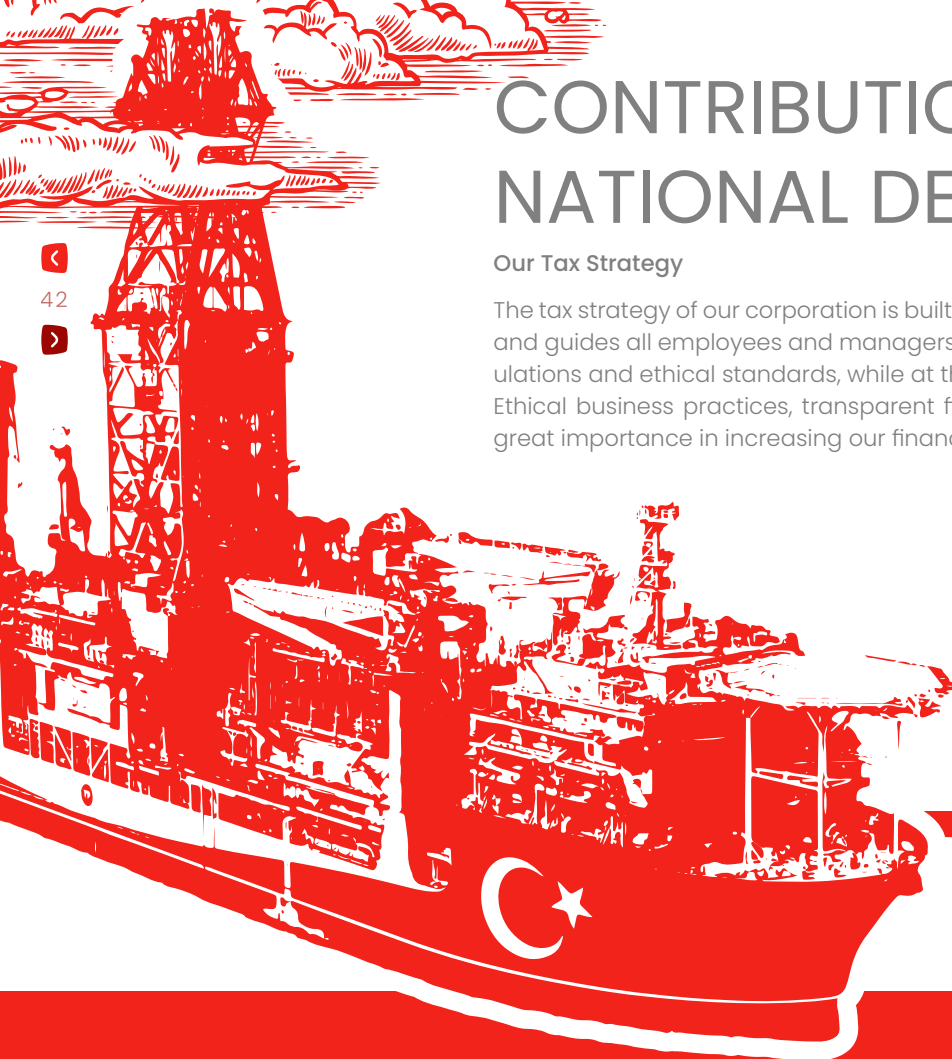


CONTRIBUTIONS TO LOCAL AND NATIONAL DEVELOPMENT

Our Tax Strategy

The tax strategy of our corporation is built on the principles of accountability, responsibility, fairness and transparency, and guides all employees and managers within the Corporation to ensure full compliance with applicable laws, regulations and ethical standards, while at the same time encouraging them to act with a sense of social responsibility. Ethical business practices, transparent financial reporting and the optimization of business processes are also of great importance in increasing our financial strength and resilience.

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Our corporation's tax liabilities and our direct contributions to the state in 2023 amounted to TRY 18 billion. This significant contribution clearly demonstrates the Corporation's support of the national economy and its commitment to national development. The fact that taxes are not limited to fulfilment of our legal responsibilities, but are also seen as an instrument in support of national development, is a part of the strategic goals and social responsibility understanding of our Corporation.

This strategy requires not only employee orientation, but also formal reviews and approvals by the senior management of the Corporation. This approval process places responsibility on senior management to regularly review the effectiveness and legality of the applied tax policy. It is thus ensured that the strategy is constantly updated and adapted in the event of changes to the legal regulations. The tax policies of our Corporation aim to contribute both to the sustainability of our business activities, and to the national economy.

The tax strategy and practices are closely linked to the overall business strategy and the sustainable development goals of our Corporation. Taxes contribute to the economic growth of our Corporation, and in this context, are considered key to sustainable development. Our corporation considers it a priority not only to achieve its own operational objectives, but also to

contribute to society through taxation. This approach is an extension of the sustainable development goals, and is integrated into our long-term strategic plans. The tax strategy simultaneously takes into account social benefit, recognizing that taxes are an important instrument of national development.

The management play an important role in the implementation of, and compliance with, the tax strategy. Full compliance with tax-related legislation is thus ensured and legal regulations are closely monitored, and actions are taken accordingly. The manager of the Tax and Personnel Payments Directorate of the Department of Financial Affairs and Financing – the unit responsible for the execution of such processes – is responsible for the effective management of the tax policies and risks faced by our corporation. Our data are maintained on an accrual basis, which ensures that income and expenses are recognized in the relevant period, regardless of the date of realization, thus providing a more accurate and comprehensive view of the financial position and performance of the corporation.

Tax risks are identified, monitored and managed in co-operation with consultancy firms. The minimization of risks is attributed great importance for the protection of the financial stability of our Corporation and the prevention of possible tax-related legal disputes. While the overall tax strategy is managed at a

macro level, internal taxation processes are handled in more detail at the micro scale. This two-tier management model ensures that all tax-related activities are carried out effectively.

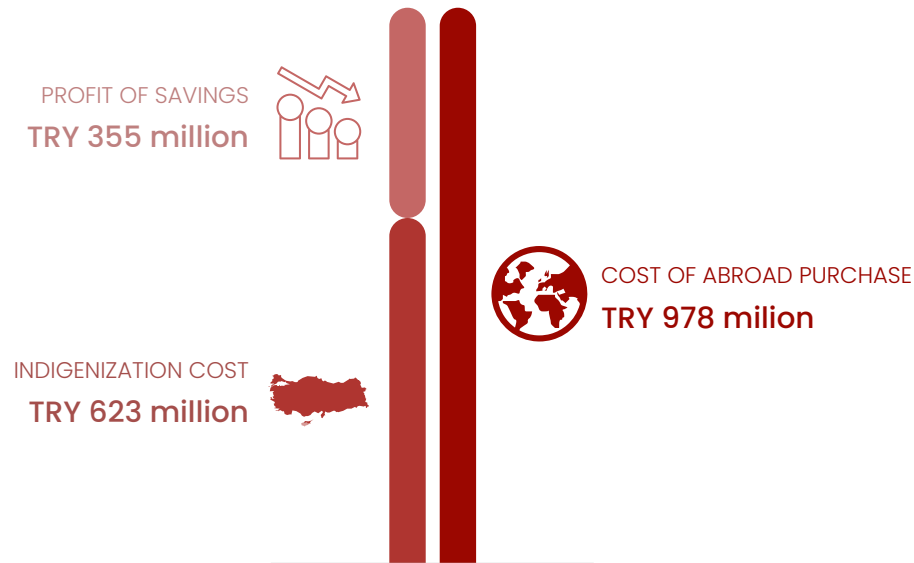
In line with the principles of transparency and honesty in tax matters, mechanisms have been established within our Corporation through which concerns can be raised. Accordingly, employees and relevant stakeholders can raise any tax-related concerns they have through progressive control processes. Internal communication channels are thus kept open and the credibility of tax policies is ensured for all stakeholders.

Finally, in-house accounting programmes are used for tax disclosures and reporting, while external assurance reports are used to ensure the accuracy of the disclosures. Interactions with tax authorities are based on the principles of transparency and regular communication, and are carried out via Belgenet, e-mail, telephone and face-to-face meetings. All information provided relates to the current year data and has been updated in line with the current tax practices of our corporation.

Thus, the tax strategy of our corporation refers not only to legal compliance, but also a transparent and holistic management approach that supports the sustainable development goals and contributes to national development.



Indigenization support With 2023, projects in 2023



Indigenous Technology

TPAO aims to contribute to the local economy and support the long-term efforts to reduce our country's dependence on foreign energy, for which supporting domestic suppliers and local manufacturing projects and strengthening domestic industries are among our prioritised targets. The 110 domestic manufacturing projects completed between 2020 and 2022 provided savings of TRY 163 million, and in the same period, National Technologies in the Petroleum Industry meetings were organised and domestic producers were encouraged to contribute to high value-added product, service and technology development processes. In 2023, the efficiency and added value of these efforts were further increased by the TRY 355 million in savings achieved as a result of the completion of 25 domestic manufacturing projects.

In addition, indigenization was achieved with 3 high value-added R&D projects completed in 2023. Thanks to these projects, local supplier alternatives at international standards for the products needed by TPAO have been brought to the sector.

Significant Indigenization Projects in 2023



Kâşif-3 Remotely Operated Underwater Robot (ROV):
The ROV has entered into operation aboard the Kanuni drillship for offshore drilling operations.



Domestic Disc Brake Drivehead:
Prototype production has been completed and 60 orders have been placed with the local supplier upon the completion of successful field applications.



Domestic Electric Submersible Oil Pump:
The manufacture of the pump has been completed and field tests were successful. Following the completion of the testing phase, the pump has been deployed at the Karakuş-40 production well, with successful results.



Domestic Electric Submersible Petroleum Pump Power Cables:
Prototype fabrication has been completed, and the cables have entered into operation in the Karakuş-40 well. Based on the achieved results, new products have been purchased from the domestic company.



Domestic PDC Drill:
Following production, the drill has been put to work in the field on new reserves to meet the increase in demand.



Domestic Hydrocarbon Dew Point Control Unit:
Field installations have been completed and the subsequent tests have been successful.



Pipe Hydrostatic Test Units:
Successful results have been achieved at the Adıyaman and Batman fields.



Domestic Mudmat and Ball Valves for Offshore Applications:
The localization of these items used in maritime operations is ongoing.



Domestic Sucker Rod and Fiberglass Line Pipes:
Upon the completion of phase2 of the R&D project, prototype production has now begun.

As a result of localisation efforts in 2023, the capacity of domestic companies to produce to international standards was increased, imports have been reduced, procurement processes have been shortened and inventory costs have been lowered. *TPAO continues to contribute to the national economy by encouraging the use of domestic technologies in the oil and natural gas sector.*

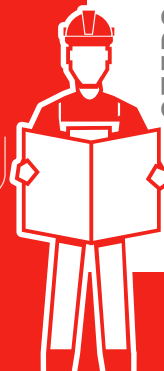
Indigenous Technology and Industrial Development



PEMTEK (National Technologies in the Petroleum Industry): The PEMTEK event, which is organized to accelerate sectoral development by bringing representatives from the petroleum sector together with domestic producers, is an important part of TPAO's strategy to support and develop domestic technologies. Collaborations were established during the event for the development of environmentally friendly and efficient technologies, promoting the use of local and national technologies in the sector.

STEPS TAKEN TOWARDS EFFICIENCY AND IMPROVEMENT

Development Category	Acquisition Details
Export Credit Agencies (ECA) loan disbursement	The legal consultancy and contract amendment fee in GBP and commitment commission in USD due to delays in utilizing the loan were not paid, and an indirect gain was achieved.
Tax advantages of income from TPSCP activities in Georgia	Tax advantage provided.
Additional principal payment and interest income within the scope of the Russia Baytugan Project	Cash flow from the project was realised during the year.
Commissioning of 2 MW turbine generator under Phase-1 of the Garzan-Ekinli Power Generation Project	As of 6 December, 2023, 626,100 kWh of electricity has been generated. In the first phase, instantaneous production of 1,100–1,300 kWh was realised and contributions amounting to TRY 3 million were made to the invoices.
Garzan Field Energy Monitoring and Automation System installation	Timely interventions in the event of failures were ensured and the automation system was commissioned.
Commissioning of tanks at Yeniköy Station	Storage capacity has been increased and segregation has been improved.
Installation of emulsion breaker and drainage tanks at Duru Station	Productivity has been increased.
Şehit Esma Çevik Field Energy Transmission Line Work (20 km)	An uninterrupted and stable energy supply has been provided to villages connected to the DEDAŞ line.
Şehit Aybüke Yalçın Field Energy Transmission Line Work (14,5 km)	An uninterrupted energy supply has been provided.
Location Construction	142 new locations were constructed within the scope of the 2023 deadline programme. Drilling works have started without delay.
Shed Construction	An enclosed area of approximately 3,500 m ² has been created for the storage of the materials used in oil discovery and drilling activities.
Development Category	Acquisition Details
LED Lighting Transformation Project	The external lighting of the Batman District Management has been converted to LED lighting, contributing to a 50 percent reduction in energy use.
GES Power Plant Project	A 650 kWe solar power plant has been established on the Batman District Management campus and energy savings have been achieved.
Tubular Material Storage Area Project	A 121,463 m ² area close to the Diyarbakır Kurkan Production Camp has been allocated for the storage of materials, contributing to logistics activities.



INNOVATION / R&D

The TPAO R&D Centre celebrated its 49th year on the 100th anniversary of our Republic, and is continuing in its efforts in support of process and product development and scientific and technical innovation. R&D activities into the use, development and production of advanced technologies targeting increased oil and natural gas production, and the determination of the hydrocarbon potentials of our onshore and offshore areas are continuing with increasing momentum. The Centre continues to contribute to exploration, exploration, drilling and production efforts, from the ocean depths to the mountain peaks, with scientific approaches and advanced engineering applications.

In this context, stakeholder requests for analyses, tests and evaluations have been met and strategic and collaborative R&D projects have been developed. Our scientific-technical know-how and our practical experience in the field have been shared through the provision of consultancy services and professional-technical training, publications, scientific-academic events. The Centre operates within the framework of the UNDP's Sustainable Development Goals for 2030, prioritising the efficient and effective use of resources, as a requirement of responsible production and consumption. The 32 laboratories make use of 357 devices for six different tasks, 551 services have been listed in the R&D Centre Service Catalogue, the number of available analysis, measurement and testing services have been increased to 341, and nine new analyses have been added to the analysis portfolio.

The advanced technologies available within the R&D Centre support its activities in support of inclusive and sustainable industrialization, while also strengthening innovation. The Centre operates through the Sedimentology and Reservoir Geology, Stratigraphy, Geochemistry, Drilling Technology, Reservoir Technology, Production Technology and Technical Service units, and operates in accordance with the TS EN ISO/IEC 17025 standard, adhering to the principles of confidentiality and impartiality and the protection of intellectual property rights. Raising quality awareness and providing a safe and healthy working environment for its employees are among its priorities.

The Centre attaches great importance to the development of its 125-strong workforce, of which 87 are researchers, 28 are technicians and 10 are support staff. Some 75 percent of the research staff hold Master's degrees or PhDs, and a further 16 percent are continuing their education at these levels. Increasing the competencies of the staff and improving the quality of the provided services with a continuous improvement approach is one of the primary objectives of the Centre.

Operating under Law No. 5746 on Supporting Research, Development and Design Activities, the Centre contributes to efforts in preparation for the future, and produces solutions to technical, operational and scientific problems as they arise. For the first time, disc brake drive heads and power cables for electric underground pumps have been successfully manufactured through domestic production.



R&D Projects and Activities

Activities related to the acceptance, execution, monitoring, evaluation, finalization, reporting, closure and awarding of R&D and design projects; and the regulation and protection of financial, commercial, intellectual, industrial and other legal rights, are carried out in accordance with TPAO's Implementation Procedure for R&D and Design Activities. A total of 37 projects are underway, 25 of which are in the field of Petroleum Geology and 12 of which relate to Petroleum Technologies. TPAO's R&D projects include analyses and engineering studies related to both onshore and offshore fields. In 2023, investments into R&D amounted to approximately TRY 25.4 million.

The R&D projects carried out and completed by the corporation as of 2023, are as follows:

R&D Projects

Ongoing R&D Projects 40



Completed 17



Planned 12



Implemented 6

The projects focus on the development of innovative solutions in the geological, geochemical and drilling engineering fields. TPAO continuously improves its operational processes, with innovative drilling methods, advanced analysis techniques and environmentally friendly practices.

The outputs of six completed R&D projects have been implemented in the field, one national patent has been obtained and one international patent has been applied. The details of these projects are:

- Within the scope of the Palinostratigraphic Properties and Biostratigraphic Modelling of the Dadaş Formation in the South-eastern Anatolia Platform Project, a national patent numbered TR2022/018112B was obtained from the Turkish Patent and Trademark Office for the "Fossil Recognition Method with Deep Learning Processes", which brings innovation and convenience to fossil recognition, and an international patent application was subsequently made with the number PCT/TR2023/051320.
- As a result of the Investigation and Development of Suitable Fluid Systems for Fractured Formations Project, a drilling fluid was selected and a mud programme was prepared for the Şehit Aybuke Yalçın-31 Well.
- The Upper Cretaceous Reservoir Level in the Bozova Production Area was stratigraphically correlated the distribution was determined to ascertain the stratigraphic characteristics, reservoir capacity and productivity of the Saytepe Formation.
- The data obtained from the Kapıkaya Field Garzan Formation Facies Properties and Reservoir Characterization Project were used for modelling operations in field development studies.
- All previously obtained XRD data were systematically recorded and quick access was provided for within the scope of the XRD Analysis Evaluation Standardization and Database Creation Project.
- The Project for the Separation and Identification of the Kastel-Bozova Formations in the Adıyaman Fields has supported the continuation of the Adıyaman Exploration Project, and has contributed to the current prospect proposals.
- Finally, the Kapıkaya-Baştepe Fields Reservoir Geochemistry Project was carried out to evaluate the structure continuity and compartment distribution, and to support recommendations for new production wells.

Analysis and Laboratory Studies

Analyses and quality control studies carried out in TPAO's accredited laboratories play an important role in its field operations. The scope of laboratory works in 2023 can be summarised as follows:

Analysis and Laboratory Studies



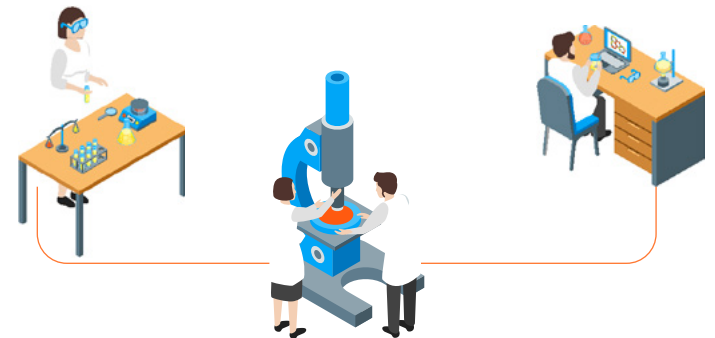
Number of Accredited Analyses 51



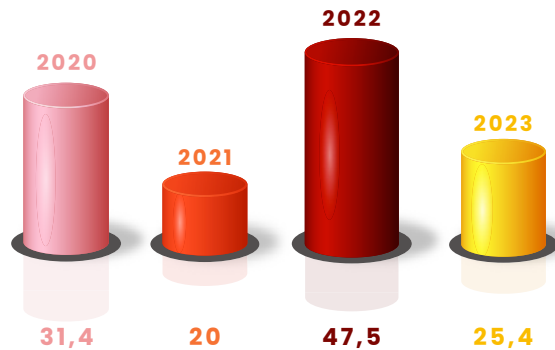
Number of Laboratories 32



Number of Accredited Laboratories 6



R&D Expenditures By Years



Advanced studies of R&D Center, support TPAO in making operational decisions based on scientific data. The Corporation carries out such meticulous analyses for both onshore and offshore wells. In 2023, 310 exploration, appraisal and production wells were analysed and reported on within this scope.

Our centre, which develops, produces and applies advanced technologies to increase oil and natural gas production, was the first R&D institution operating with public capital to be registered by the Ministry of Industry and Technology. It also serves as a centre for the development of scientific solutions.

Training and Human Resource Development

Aside from its R&D activities, the development and training of human resources can also be listed among TPAO's priorities. TPAO's control and scientific/technical training programmes in 2023 are:

Training and Human Resource Development



Scientific - Technical - Applied Training Programmes 21

In the field of well control, training is organized according to International Well Control Forum (IWCF) standards. TPAO sees training as an important investment into the improvement of the technical competences of TPAO personnel.

National and International Collaborations

The R&D Centre has entered into intensive collaborations with its internal and external stakeholders at national and international levels related both to the execution of R&D activities, and the provision of routine project, test, analysis, consultancy and vocational-technical training services. Exchanges of information, technologies and experience have been realised.



2023 R&D AND INNOVATIONAL DEVELOPMENTS CHART

Development Category	Acquisition Details
International Patent Application	TPAO's has made its first international patent application, related to its "Fossil Vision" software, thus taking an important step relating to the rights of use, production and sales of software developed by the R&D Centre. This application has increase our reputation both as a corporation and as a centre of technological expertise.
Computed Tomography (CT)	A total of 1,086 metres of core taken from 25 wells in the Gabar and Sakarya fields has been scanned using CT and PERGEOS software, providing a detailed view of the cores and contributing to the determination of the fracture and sedimentary porosity characteristics, bringing savings of approximately USD 150,000. CT imaging technologies facilitate the precise analysis of underground structures.
Oil Sector Software	The creation of well composite logs has been launched making use of the "Wellcad" software used in the petroleum sector, supporting the rapid creation of professional lithological and core logs, the updating of electrical logs and the creation of well log correlations, leading to a significant increase in efficiency in field studies.
Mobile Laboratory	The mobile laboratory, designed and manufactured in line with R&D needs, carries out instant analyses of water and oil samples taken from wells under field conditions. The laboratory can conduct simultaneous biostratigraphic and sedimentological analyses, contributing to faster operational decision-making processes and shorter "stand-by" times.
Gasometer and Laboratory Pump	Portable 10-litre automatic gasometer and high-pressure laboratory pumps have been supplied for the reliable measurement of the gas content of oil samples, and have increased the efficiency of the process by facilitating the rapid transfer of oil samples to the analysers.
Corelab Test Systems	ACES-300, Ultraperm and Ultrapore devices have been sourced from Corelab have been entered into use. Aces-300 facilitates the measurement of drainage and imbibition capillary pressure, and the automatic determination of the permeability and wettability of pores. Thanks to these devices, the accuracy of core measurement results has increased.
Acid Switching System	Following the commissioning of the Acid Translation System (AFS-300) device purchased from Corelab, acid translation and pore permeability tests have been launched out under reservoir conditions and in the Gabar Field. These tests will be continued in the following phases of the project.
Corrosion Resistant Gas Separator Project	The R&D project initiated for the production of gas separator units with indirect heaters that can be used in corrosive environments has been published in the Official Gazette, and gas production units with high corrosion resistance have been developed. These units are designed to tolerate and operate efficiently in corrosive environments.
Glass Fibre Transport Line Pipe Project	Test and trial productions have been completed in the R&D/23-numbered glass fibre filament material and transport line pipe production project. The API Pipe and Prime Connection passed 6,000 hours of testing successfully, after which a 1,000-metre prototype was produced. The domestic production of transport line pipes will be launched following the completion of prototype field tests.
Electric Underground Pump Power Cable Manufacturing	Under the ESP power cable production R&D Project, the local production of power cables has been launched, and a total of 72,000 feet of power cable has produced, with first deliveries made by ÜNTEL Kablo. The cables will be used for underground electric pumps and will provide a cost advantage.
Gas Dehydration and Glycol Regeneration Unit	The R&D project call for gas dehydration and glycol regeneration units was published in the Official Gazette. The units will be domestically designed and manufactured in accordance with international standards for use in natural gas production fields, and will provide a competitive advantage in terms of quality, functionality and price.

OUR OPERATIONS

TPAO's operations cover a wide range of strategic activities aimed at meeting Türkiye's energy needs. Our deep-sea and shallow water drilling projects in the Mediterranean and Black Sea aim to support the economy through the realization of the oil and natural gas potential of our country's maritime areas. Our domestic investments have reached TRY 74.1 billion, with total domestic and international production amounting to 178,834 BOE per day. The total number of wells drilled in 2023 reached 175.

Our natural gas sales increased by 142 percent to 683 million m³ in 2022, while our crude oil sales increased by 17 percent to 22,968,381 barrels in 2023. We attach great importance to making this growth sustainable, and making use of domestic and national technology and production enhancement technologies.

An "Exploration Prospects Evaluation Committee", a "Production Wells Investment Evaluation Committee" and an "Offshore Wells Evaluation Committee" have been established to standardise the evaluation of our exploration, production and offshore wells, with members selected from among competent experts in their fields who score the quality of the work carried out. Every committee's number of members, members, duties and authorities, and working procedures and principles of the committees are carried out in accordance with the committee working procedures approved by the General Directorate. In accordance with relevant procedures, commit-

tee members are elected for a term of 1 year, and can be re-elected upon the completion of their term in office.

TPAO operates follows an environmentally and socially sensitive approach in its exploration and production of Türkiye's strategic energy resources. As a basic principle, we endeavour to use energy and natural resources efficiently, while protecting the environment and developing strong relationships with local communities. We prioritize internal and external customer satisfaction in our work and strive to continuously improve our product and service quality. We evaluate any risks and opportunities we encounter in our operations with a corporate risk management approach, acting in a manner that respects human rights, adheres to ethical principles and complies with the legal regulations. Furthermore, we meticulously implement occupational health and safety measures to ensure the safety of our employees through the maintenance of safe and healthy working environments, in line with the goal of "Accident-Free Production". In addition, we strive to keep our energy consumption at the lowest possible level, and are always prepared for emergencies.

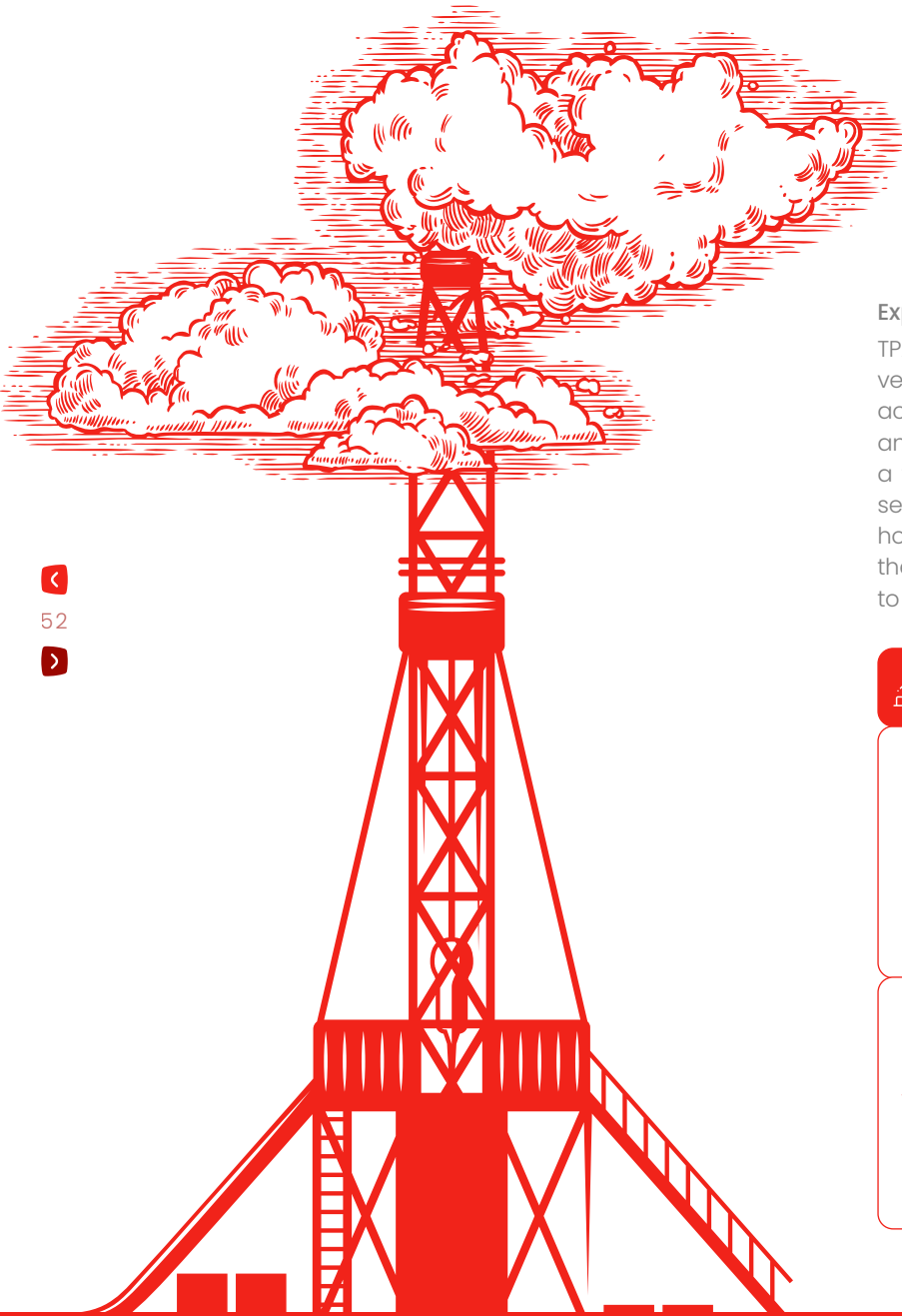
Our operations take us to areas that may be geographically and climatically challenging, particularly in the Southeastern Anatolia Region, where we are engaged in a broad range of projects, including oil and natural gas and deep sea explorations, using unconventional methods, as well as pipeline transport. To support our operations in the

Southeastern Anatolia Region, we have established relationships with the local communities in the region based on the principles of respect, transparency and participation, despite the high labour intensity and challenging field conditions. We have various policies in place to ensure the protection of the cultural heritage of local communities and their economic development, and provide financial and psychological support to communities and our employees affected by natural disasters such as earthquakes and floods. These efforts target the long-term well-being of those affected by our operations, based on social and environmental impact assessments.

At the same time, we continuously improve our waste management policy related to the reduction, recovery or recycling of the waste generated during our operations. We work in full compliance with the legal regulations related to environmental protection, energy efficiency, and occupational health and safety, and take all measures necessary to ensure the safety of the subcontractor personnel, interns and visitors in these areas. We allocate resources to efforts to increase our sustainable energy performance and environmental awareness, while both supporting the local economy and contributing to the sustainable exploration and production of energy resources through positive relationships with communities.

Important Operational Developments in 2023

Development Category	Development Details	Acquisition Details
Significant Development: Successful Completion of the Rigless Operation in the WEST RAMAN-523 Well	The rigless completion operation, which precludes the need for a workover tower, was carried out using Coiled Tubing and Rod Puller equipment for the first time in Türkiye.	Production contribution was ensured without changing the Workover tower deadline.
Significant Development: Entry into Production of New Wellhead Designs in Compliance with API Standards	The safety factor of all production processes and operations in the history of the well has been increased.	Thanks to standardization with other engineering units, operational convenience has been achieved and work accidents have been reduced.



Exploration Operations

TPAO has carried out significant drilling and seismic survey activities within the scope of its onshore exploration activities, making 161 onshore drillings for the exploration and extraction of underground resources. In addition, a total of 1,124 kilometres of two-dimensional onshore seismic data acquisition work was carried out in onshore areas. These studies were carried out to visualise the structure of the Earth's crust in two dimensions and to identify any energy resources. In addition, a 3D on-

shore seismic survey has been conducted covering an area of 1,607 km² for the three-dimensional mapping of underground structures. TPAO's activities in this regard constitute an important part of the onshore resource exploration and evaluation efforts in the energy sector.

Within the scope of our 2023 offshore exploration and production activities, a 3D seismic survey of an area measuring 9,787 km², as well as 14 offshore well sites (5 in Sakarya), was conducted.

Development Category	Development Details	Acquisition Details
Batman - Hakkari District Responsibility Gabar Project Management	Completion of the drilling of 19 wells in the Şehit Esma Çevik Field.	As a result of the well drillings at the Şehit Esma Çevik, Şehit Aybüke Yalçın and Şehit Teğmen Akdeniz Fields, daily production reached 26,580, 3,175 and 1,511 BOE, respectively.
Trakya District Responsibility	Topçuköy-1 Well produces at a flow rate of 2,000 sm ³ /d and Saray-3/S Well produces at a flow rate of 35,000 m ³ /d. Following the re-perforation in the Gülüş-2 Well, production is continuing with a flow rate of 32,000 sm ³ /d.	As a result of the hydraulic fracking operation in the Çanta-2 and Fevzi-paşa-2 Wells, a flow rate of 105,000 sm ³ /d was achieved. The first gas discovery in the Deveçatağı-O2 Field was made, and tested with a flow rate of 50,000 sm ³ /d.



Production Activities

Domestic average daily production grew by 30% to 77,198 BOE/d. Within domestic crude oil production, 83.7% was realised in the Batman & Şırnak Regions, 15.8% in the Adıyaman Region and 0.5% in the Trakya Region. In natural gas production, 48.3% was realised by the Sakarya Gas Field, 47.2% in the Trakya Region, 4.3% in the Batman Region and 0.2% in the Adıyaman Region.

Furthermore, 14 offshore wells were drilled (5 in Sa-

karya) as part of our 2023 offshore production activities.

Various studies are being carried out to increase production in the existing fields, utilizing such technologies as water and carbon dioxide injection, polymer gel applications and downhole heaters. Within the scope of these studies, fracking technologies are being effectively applied to boost yields from reserves and to improve the recovery factor in existing production fields.

 Development Category	 Development Details	 Acquisition Details
Daily Production	88,042 BOE per day was produced (105,432 BOE including the Sakarya Project).	The highest daily production value in TPAO's history was recorded.
Annual Total Production	28,173,130 BOE annual production was realised.	The highest annual production value in TPAO's history was recorded.
Average Daily Production	77,187 BOE daily average production.	The highest daily average production value in TPAO's history was recorded.
Commissioning of 2 MW Gas Turbine at Batman District Management	A 2 MW gas turbine was commissioned at the Ekinli Field, operating under the Batman District Management.	The share of produced energy in the electricity consumed has been increased to 20.5 percent and significant savings have been achieved.



Energy Independence and Sakarya Gas Field Discovery

On the road to energy independence, TPAO is making important contributions to Türkiye's energy independence goals. We have successfully delivered natural gas extracted from the Sakarya Gas Field to our onshore facility, encouraging the effective use of domestic and sustainable energy resources and contributing significantly to the security of Türkiye's energy supply.

In this context, we emphasised the contribution of our local energy resources to sustainable development with the commissioning of natural gas at a ceremony held at Filyos Turkish Petroleum Port. The Sakarya Gas Field Discovery supports environmental sustainability and economic growth by reducing Türkiye's dependency on energy imports.

 Development Category	 Development Details	 Gain Details
Black Sea Project	Completion of preliminary engineering studies for the Floating Production Unit (FPU) with BW Offshore Company and initiation of the procurement processes for long lead time equipment.	Final preparations before the FPU EPCC contract completed.
	Commissioning of the Türkali-8 Well – the 8th of the 10 Phase-1 wells.	With the commissioning of the well, gas continued to be sent to the BOTAŞ line.
	Completion of a 100,380 m³ Loading Embankment, Required for the Construction of Land Surface Facilities.	Site preparations underway ahead of Phase-2 of onshore facilities.

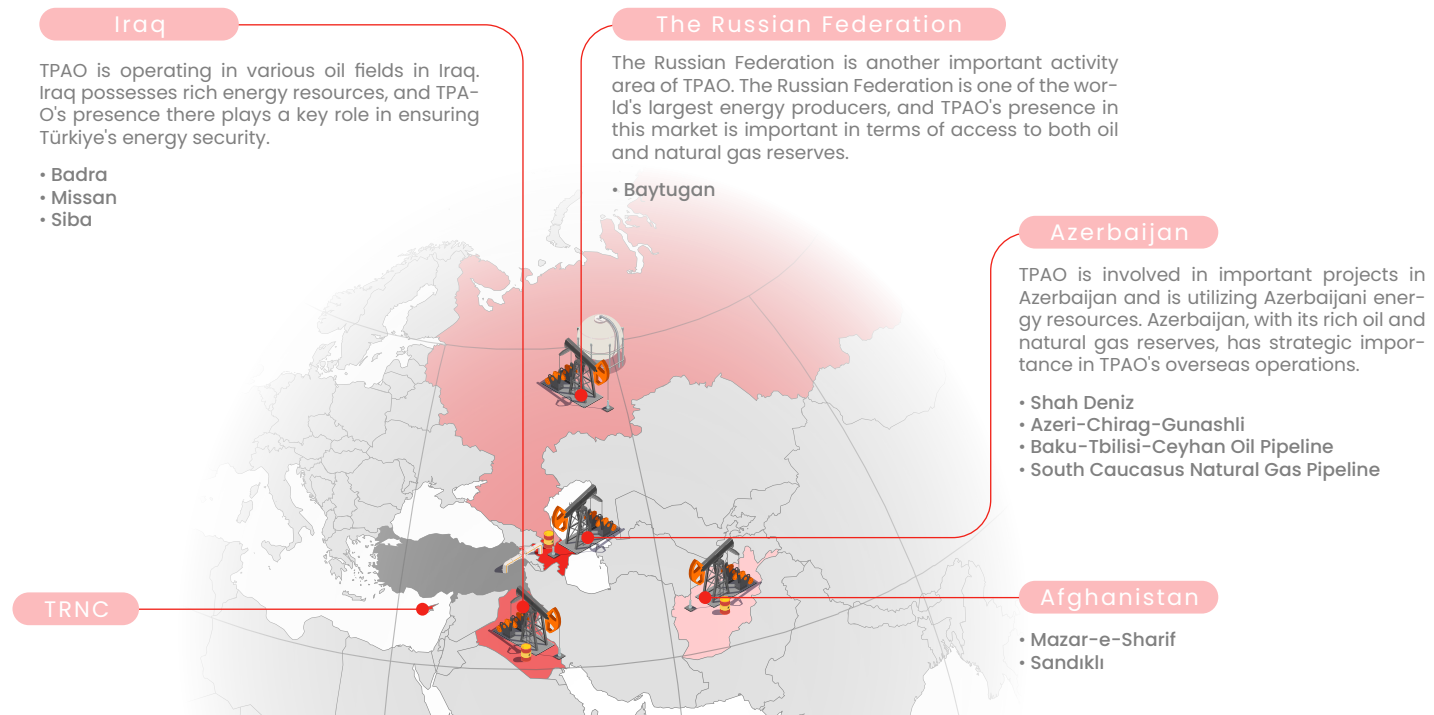
Overseas Operations

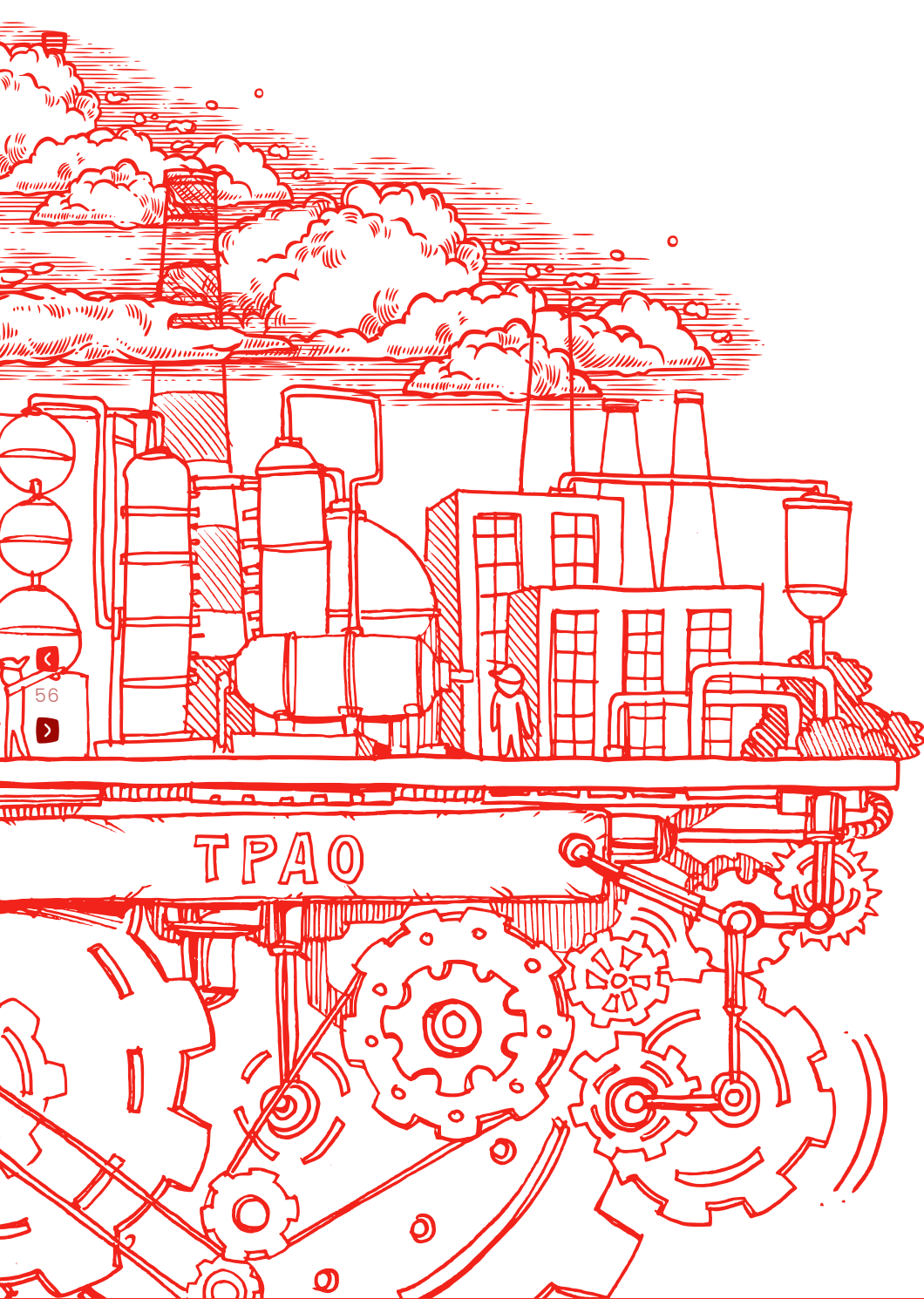
TPAO works both domestically and internationally to meet Türkiye's oil and natural gas needs. Our corporation has become an active player in the global energy market as a result of its operations and investments in such strategic regions as Azerbaijan, Iraq and the Russian Federation. Our overse-

as activities are not limited to operations, but also include various investments made to strengthen TPAO's presence abroad and to contribute to Türkiye's energy security.

As of 2023, total investments of TRY 22.7 billion have been

made and access to strategic energy resources has been secured. The average daily production from overseas operations in 2023 was 101,647 BOE, while total annual production reached 37.1 million BOE. TPAO's activities in this context play a critical role in meeting the energy needs of our country.





Supply Chain Management

In 2023, 722 new companies were registered in the TPAO supply chain. Only 7% of these companies, i.e. 48, were included in the evaluation process. Environmental awareness stands out as an important criterion in the supplier evaluation process. The supplier's compliance with the ISO 14001 Environmental Management System is one of the criteria considered by TPAO when selecting suppliers. In line with its environmental sustainability targets, TPAO prioritises companies with environmentally friendly management systems when selecting its suppliers. This criterion is in line with TPAO's objective of minimising the environmental impact of companies operating in the energy sector. As such, we do not have any suppliers with significant current or potential negative impact records.

Supplier Environmental Assessment	2021	2022	2023
Percentage of new suppliers assessed based on environmental criteria	11	12	7
Number of suppliers subjected to environmental impact assessments	122	76	48
Number of suppliers identified as having significant actual or potential negative impacts	0	0	0

OHS ACTIVITIES IN OUR OPERATIONS

Risk Assessment Studies

In 2023, within the framework of our offshore well completion operations, a total of 47 risk analysis studies were completed aboard the Kanuni and Yavuz Drillships. Thorough studies carried out in Taşucu and Filyos Coastal Logistics Centres, 15 process-based risk assessments were made. In the Sakarya Gas Field Development Project, a total of 27 process-based risk assessment studies were completed, including six related to construction activities, 10 to commissioning activities, nine to operation and maintenance activities, and two to SPS and SURF activities related to offshore operations.

Audit Activities

In 2023, a total of 47 Occupational Health, Safety and Environment (OHSE) inspections were conducted aboard the Fatih and Abdülhamid Han Drillships; the Yavuz and Kanuni Completion Vessels; and the Oruç Reis and

Barbaros Hayrettin Paşa Seismic Vessels; as well as at the Filyos and Taşucu Onshore Logistics Centres and Sakarya Gas Field within the scope of our maritime operations. The inspections were carried out using four-part checklists for the assessment of the OHSE management systems of subcontractors; the physical suitability of the workplace and field areas; the OHSE activities of third party companies; and the suitability of occupational health and hygiene practices. The occupational health and safety inspections carried out in our Head Office and District Managements in 2023 included a total of 551 hygiene inspections, 487 workplace inspections and 657 subcontractor inspections.

Within the framework of our offshore drilling operations, a total of 15 OHSE inspections were carried out aboard the Fatih and Abdülhamid Han Drillships. Improvement actions were drawn up to address the findings of these audits and were shared with the subcontractors both

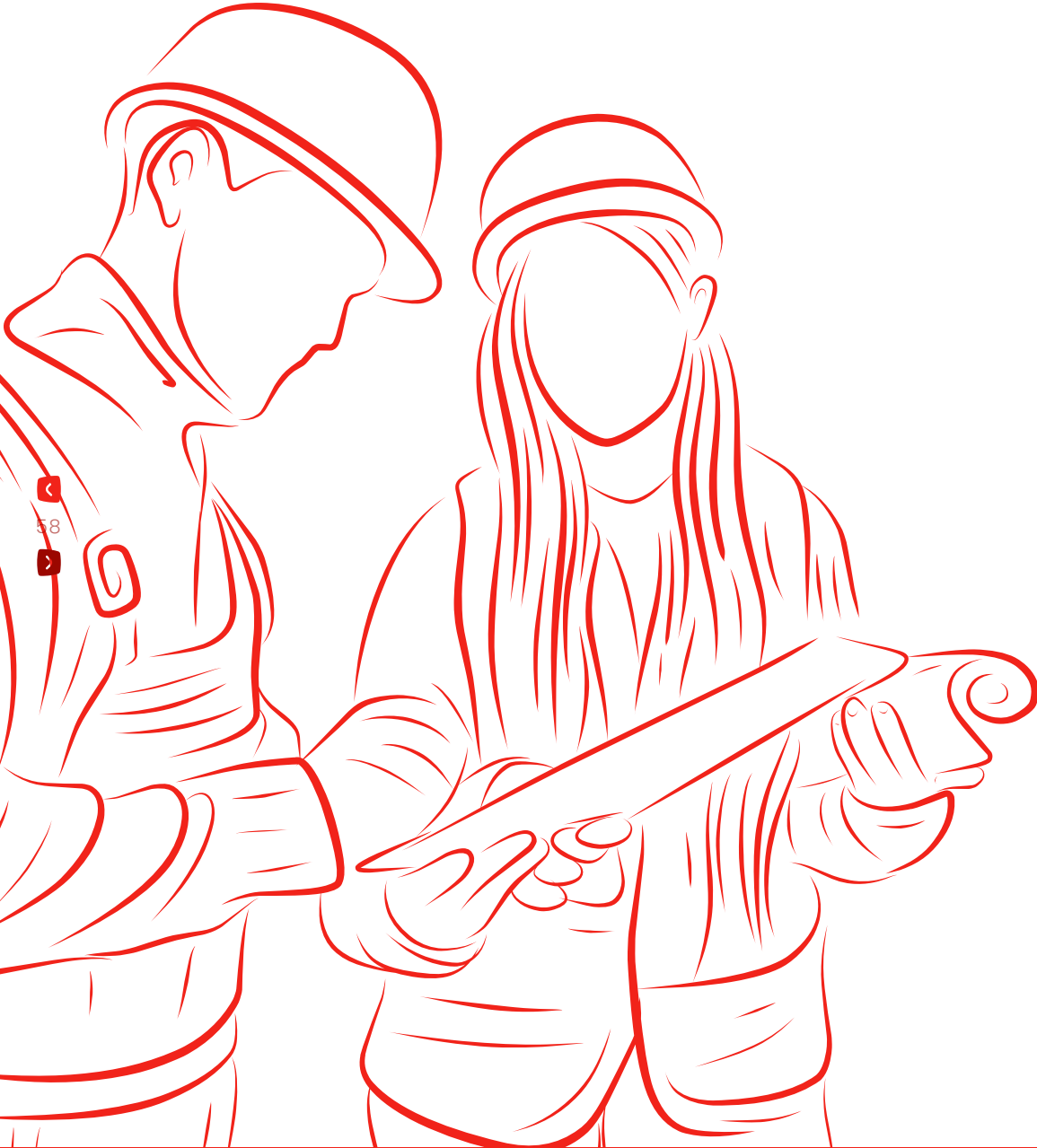
through official letters and the Corrective Preventive Action (CPA) system.

Within the scope of our offshore well completion operations, a total of 24 audits were carried out aboard the Kanuni and Yavuz Drillships, and action proposals were prepared for the findings and shared with subcontractors.

In the Coastal Logistics Centres, a total of six audits were conducted in Taşucu and Filyos, and improvement actions were communicated to subcontractors in line with the findings.

The Sakarya Gas Field Development Project underwent one field inspection and one workplace health and hygiene inspection in 2023, and the findings were shared with the subcontractors through official channels.





HEALTHY WORK, STRONG HUMAN RESOURCES

Organizational Health and Safety

TPAO's comprehensive occupational health and safety (OHS) management system ensures the safety of its employees through the prevention of occupational accidents, and is based on the TS EN ISO 45001 Standard. This standard is applied in the Ankara Head Office and in all affiliated District Managements . All occupational accidents and diseases are meticulously recorded and analysed throughout the Company. No employees are excluded from coverage, and all data are recorded and reported in accordance with the "Instruction on the Preparation and Reporting of Incident Data". The data collection process is managed in accordance with the Incident Procedure, and incidents are calculated for every 1,000,000 working hours. This approach has been adopted as standard practice throughout the Corporation.



Strong Human Resources

Activities related to OHS are continuously monitored through risk assessments and the identification of hazards, and preventive measures are taken accordingly. High-risk operations, such as working at heights, working with chemicals, working with heavy loads, working with pressurised containers and lines, and working in confined spaces are identified in advance through regular risk assessment studies and a hierarchy of controls is applied to eliminate the hazards. As a priority, approaches seek to completely eliminate the source of danger. For example, when working with chemicals, safer and more sustainable chemicals are preferred, appropriate ventilation systems are installed and personal protective equipment is provided. These processes are supported by continuous improvement policies to minimise risks.

The main types of injuries encountered in our operations include first aid accidents, accidents requiring medical treatment, accidents resulting in lost working days, fatal accidents, accidents resulting in losses of limbs, limited incapacity for work and permanent incapacity for work. Injuries most commonly occur in high-risk work processes, especially such activities as working at height, working with pressure vessels and lines and working with electricity, all of which can cause significant injuries. These hazards are regularly monitored within the scope of the occupational health and safety management system and risks are minimised through preventive measures. Occupational accidents in the subcontractor companies under the control of TPAO

are also monitored within the framework of "Instruction on the Preparation and Reporting of Incident Data" and these companies are also included in the OHS management system. In this context, situations that pose a potential danger to human health, safety and the environment in TPAO's workplaces are regulated by the Work Stoppage Procedure. When a hazard is detected, the occupational safety specialist ensures that work is stopped and manages the process of stopping the activity until the necessary measures have been taken.

TPAO carries out OHS activities in a systematic manner. Work-related incidents are reported and recorded in accordance with the Incident Procedure. These incidents are then analysed in accordance with the Incident Investigation Instruction, taking into account their actual and potential effects. The investigation leads to the identification of the root cause and corrective actions are initiated. Regular OHS committee meetings allow employees to convey their opinions and suggestions directly or through their representatives. A safe working environment is targeted based on the decisions taken at these meetings and action plans are created. In addition, employee suggestions and improvement requests are collected and evaluated through feedback surveys conducted through the QDMS system. Occupational health and safety committees meet periodically in accordance with the relevant instructions and use their authority in making decisions. These committees, in which the

employees are also represented, make decisions related to occupational safety that are then put into practice.

Occupational health and safety training is provided to ensure that employees adopt safe working methods and increase their awareness levels. Such training is provided at frequencies determined based on the legal regulations and include programmes such as basic OHS training, awareness training and job-specific training. Training is repeated regularly to ensure the inclusion of new recruits and personnel whose duties have been changed. Special training is provided for high-risk activities, such as work in confined spaces, working at height, working with chemicals and working with pressurised containers and lines. In this context 23,103 hours of OHS training was provided to raise the awareness of employees on occupational health and safety. All training is planned and monitored by the Training Management in Human Resourced Directorate.

OHS Trainings	2021	2022	2023
Total Training Time (Hours)	39.348	38.088	23.103
Number of Trained Employees	3.097	3.174	1.915
Training Time Per Employee (Hours)	13	12	12



Healthy Work

Occupational health services are provided out accordance with the “Health Management Procedure” and the quality of the services is ensured through regular controls and improvement works. The corporation involves its employees in the development and evaluation of the OHS System.

TPAO has developed comprehensive OHS regulations not only for its own employees but also for subcontractors and contractors. The compliance of subcontractors with the occupational health and safety standards is continuously monitored in line with the “Subcontractor/Contractor OHSE Management Procedure”. The OHS targets set by our corporation have been determined to cover also subcontractors and these business partners are obliged to operate in accordance with the same standards. In this way, TPAO guarantees safe working conditions not only for its own employees, but also its business partners.

Risks of occupational disease are also regularly monitored in TPAO’s business processes. Although activities such as working with chemical substances, manual lifting and carrying and working in confined spaces carry inherent risks of occupational diseases, no occupational disease was reported within TPAO in 2023. To prevent occupational diseases, safer alternatives to hazardous substances are preferred, care is taken to use personal protective equipment and work processes are constantly reviewed.

The Occupational Health and Safety Management System developed by TPAO has a comprehensive structure that ensures the safety of employees and minimises risks. All business processes are regularly monitored through risk assessment studies, hazards are identified in advance and preventive measures are taken. The health and safety of TPAO’s employees is kept at the highest level and is supported by continuous improvement policies through training, health services and labour relations.

Corporate Social Responsibility and Social Development

By placing sustainability at the centre of its strategies, TPAO fulfils its main goal of contributing to the sustainable development of our country and leaving a more liveable world for future generations. To this end, we work to minimise the economic, environmental and social impacts of our operational activities and to create lasting value for our stakeholders.

Acting with a Corporate Social Responsibility awareness, our corporation invests in the future by prioritizing contributing to the development of our country, supporting the development of the society, protecting the environment and sustainable development in all its activities. In fulfilling this responsibility, we follow the TS EN ISO 26000 Social Responsibility Guidelines and the universal principles of transparency, accountability, ethical behaviour and respect for human rights.

TPAO’s Corporate Social Responsibility Policy takes into consideration the social and environmental aspects of all of its decisions with an approach based on the principles of ethical behaviour and transparency. Within this process, the impact on society and the environment is assessed in detail and the Corporation is committed to acting within ethical and legal boundaries at all times. Within the framework of the accountability principle, TPAO is responsible for the social, economic and environmental impacts of all its activities in the eyes of the authorised state auditing bodies and accepts responsibility for any negative consequences, while to taking the necessary measures for their avoidance. The Corporation attaches great importance to stakeholder participation and works in harmony with its employees, public institutions, the private sector, non-governmental organizations and other stakeholders, while striving to continuously improve its relationships in this regard.

Our understanding of corporate social responsibility is based on our sense of responsibility towards society and the environment. In the aftermath of the Kahramanmaraş earthquake in February 2023, our corporation organized a large-scale aid campaign aiming to contribute to the healing of wounds in the regions affected by the earthquake.

Within this framework, various social responsibility projects have been implemented, especially by the Adiyaman District Management. When natural disasters occur in our country, we seek to meet such basic needs as shelter, food, security and clothing, which are delivered to those in need in the disaster areas through effective planning and logistic support. We also make long-term investment plans for post-disaster regions.

In cooperation with the Higher Education Council (YÖK) and the Ministry of National Education (MoNE), our corporation builds new schools affiliated with the MoNE and supports existing schools, contributing to the education and talent development of our young population, while also pioneering the construction of such social facilities as health centres, police stations and mosques in the regions in which we operate.

By initiating workshops and courses for the children of our employees in Adiyaman, we contribute to the educational and social development of children in the region. Our “Play Workshop with Art” project was successfully completed in 2023 and we continue to improve the physical and mental skills of our children with our ongoing gymnastics and chess courses. In addition, we celebrated National Sovereignty and Children’s Day on 23 April with comprehensive activities within the Adiyaman District Management and shared the joy of our children. To contribute to the socio-cultural and sportive development of the Southeastern Anatolia Region, we pioneered the training of over 1,000 athletes in six sports branches in Batman Petrol Spor, and contributed to the construction of infrastructures and facilities.

We have made it one of our top priorities to increase the welfare of our society and support it in difficult times, and have allocating a total budget of TRY 452 million to our social responsibility projects. We will continue to respond to the needs of society in the future, and maintain our determination to continue our social responsibility mission with sustainable and inclusive projects.

Social and Solidarity Activities for Staff

We organize various social activities to reinforce the relationships between our staff members, to increase morale and motivation, to improve work efficiency and to strengthen the sense of unity:

Day Tours

We organize day trips to such destinations as Eskişehir and Düzce Melençayı to increase the morale and motivation of our personnel.

Turkish Music and Turkish Choral Folk Music Concerts

The TPAO Turkish Music and Turkish Folk Music Choir, made up of TPAO's personnel and retirees, organizes concerts twice a year.

TPAO Folk Dance Troupe

A folk dance troupe formed with the participation of our personnel contributes to the strengthening of cultural ties among our employees.

Orienteering Event

This map-reading activity was organized for the first time in 2023, contributing to the teamwork of our staff.

Sports Tournaments

To mark 29 October Republic Day, tournaments were organized in various sports branches, including volleyball, basketball, football and table tennis, supporting the physical health of our employees and strengthening the team spirit.

69th Anniversary of Foundation Celebration

A ceremony was held on the occasion of the 69th anniversary of the founding of TPAO, during which seniority certificates were handed out, reinforcing the sense of belonging among our employees.

Post-Earthquake Social Responsibility and Education Support

TPAO endeavours to reach every segment of the society through its social responsibility activities and has implemented important projects in regions affected by disasters. Education is one of the cornerstones of social sustainability and plays an important role in the reconstruction of post-disaster societies. In recognition of this, we provide support to ensure the uninterrupted education of children and teachers in Hatay, one of the provinces most affected by the earthquake. The support we provided to meet the needs of schools and education personnel in Hatay reinforced the spirit of social solidarity and supported the creating of the necessary environments for our children in the region to resume their education.

In Adiyaman, which was affected by the earthquake on 6 February, we rapidly launched relief efforts to provide support to our citizens. Our team of approximately 150 volunteers played an active role in search and rescue and relief activities for 40 days, in arranging the delivery of food and hygiene parcels to 200 families each day and a total of 420,000 litres of fuel to meet the urgent energy needs in the region in the first days following the earthquake. In addition, a total of 3,500 tents were delivered to the earthquake victims and to meet their needs for shelter.

Since the first day of the earthquake, our Adiyaman District Management has continued to provide uninterrupted health services to those who were affected, at first stage with four specialised doctors, seven paramedics, one ambulance, a field hospital and a pharmaceutical warehouse. An average of 300 people were examined daily. As a result, health services were provided to 21,000 people and regular health service support was continued with two occupational physicians, seven health officers, one ambulance, a field hospital and a pharmaceutical warehouse, eventually.

To meet the need for shelter in the region, huts and tents were rapidly dispatched to the region on the first day following the earthquake. In the first phase, 250 containers and 100 tents were set up within the District Management Campus, providing shelter for a total of 2,000 people and 5,000 people were provided with three hot meals a day.

In order to keep the morale of children high and to contribute to their development, the Adiyaman District Management assigned two different volunteer groups to the organization of activities for children. In this context, various programmes, such as a "Play with Art Workshop", chess, gymnastics and robotic coding courses were organized for the children of staff. On 23 April National Sovereignty and Children's Day, a children's festival was organized on the Adiyaman District Management campus to provide moral support to children. In addition, permanent settlement areas consisting of 2,231 containers have been constructed in Adiyaman; these areas are planned to respond to the long-term shelter needs of earthquake victims.

In addition, an aid campaign was organized to contribute to meeting the needs of the victims of the flooding in Batman on 11 November, and to the healing of wounds of the community after the disaster.

Health Services and Contribution to Society

The health centre established in Filyos provides 24/7 uninterrupted health services to employees of the Sakarya Gas Field Development Project and the local community. Through our specialised health team, we contribute to social welfare by meeting the urgent health needs of the people of the region, recognizing that uninterrupted access to healthcare services plays a critical role in the physical and psychological recovery process of society.

Cultural Heritage Management

Cultural heritage, which carries the traces of the past to the present, is protected by national and international legislation, and includes tangible and intangible artefacts of local and universal importance. As a reflection of the cultural identity of our society and a cultural memory that carries the traces of the past to the present, the preservation of cultural heritage is of great importance for the continuity of social memory.

TPAO approaches the issue of cultural heritage with great sensitivity and believes that the areas that require priority protection should be carefully preserved. In this context, procedures ensure the necessary measures are taken if items of cultural value are unearthed coincidentally during our activities. All activities carried out in areas close to areas of cultural interest are meticulously monitored and reporting processes are thoroughly maintained following an approach in line with the relevant international standards.

“The Cultural Heritage Management Plan and Incidental Finding Procedure” implemented within the scope of the Sakarya Gas Field Project are carefully followed by the contractor and subcontractor teams, and regular training is provided to all construction, occupational health and safety, and environmental teams. These trainings are carried out periodically in order to raise awareness of the need to protect cultural heritage, and the effectiveness of the process is ensured through the rigorous implementation of monitoring and reporting processes.

Cultural Heritage Training is provided to the executive staff of our projects with the involvement also of local communities and experts to inform them about the need to act in accordance with national and international legislation. The events also allow us to inform

the participants about our goals related to the protection of cultural heritage. Tios Ancient City, located within the borders of Zonguldak province in which TPAO operates, can be given as an example of our interactive applications in this regard. The works carried out in this region are clear evidence of the importance we attach to the protection of cultural heritage.

Human Capital Development

TPAO attaches great importance to equal opportunities, employee satisfaction, social responsibility, ethical management approach, corporate communication and working environment in the field of social sustainability. The Corporation seeks to employ people who are innovative, self-aware and open to continuous development, and who can support our efforts to take confident steps into the future. In this regard, TPAO's primary objectives are to increase productivity by keeping the motivation of human resources at the highest level, to ensure employees reach the expected competence levels through career development systems and to achieve sustainable success.

Our performance management systems allow us to objectively evaluate the achievements of our employees, and to offer opportunities for development with a view to identifying potential leaders who can be prepared for future managerial positions. We also contribute to the continuous improvement of the professional skills of our staff through our training and development programmes. We work in cooperation with educational institutions to discover the talents of the future, and contribute to human resources through the provision of internship opportunities to students.

We organize various programmes to meet the social

and cultural needs of our employees and to create and develop a sense of corporate culture and belonging. We attach great importance to the principles of Occupational Health and Safety and provide safe and ethical working conditions for all our employees.

As an organization that values diversity, we are committed to providing equal opportunities to all our employees, regardless of race, religion, language or gender. In addition, we aim to increase employee loyalty and continuously improve job satisfaction through fair and equal reward systems. We are committed to the maintenance of a safe working environment, and provide full protection against physical, mental and emotional abuse in the workplace.

Performance Management and Development Programmes

Human capital is TPAO's most important resource due to its critical importance for the sustainability and efficiency of our activities. TPAO implements various programmes targeting the development and improvement of the skills of its employees. Within the scope of these programmes, the Manager Training (MT) Programme prepares personnel with management potential for management through internal and external training. In addition, through the Cross Career Development Programme, employees are assigned to different units for short periods to improve their individual competencies and internal communication. Under the Rota'M Mentoring Programme, new recruits are mentored by senior personnel, contributing to their personal development. Group Competency Management Training is organized to increase the technical competen-

cies of personnel. In addition, distance foreign language training is provided to increase the foreign language skills of personnel.

In addition, the Digital Library increases the productivity of employees by facilitating access to information and resources and strengthens internal cooperation by encouraging information sharing. TPAO personnel can thus continue their work in an environment that supports continuous learning and development.

The courses offered to improve the skills of employees are categorised under technical, administrative and OHS headings. Technical training is organized within the scope of the competency management system in order to increase the competencies of employees, and is provided both by internal trainers and local and foreign companies. The Administrative training covers executive development programmes, official correspondence rules and current social issues. Most of these courses are offered through a distance education system, providing employees with easy access to training.

TPAO made a significant move towards the development of its employees and made a total training investment of TRY 42 million throughout 2023.

Total Training Hours in 2023	4.216
Senior Management	8
Middle Management	512
Employees	3.696

Labour Force and Working Conditions

The employees of our corporation have full-time, permanent employment status within the scope of 4A, subject to the provisions of Labour Law No. 4857 and Social Security and General Health Insurance Law No. 5510. In this context, there are employees in our corporation with two different statuses: within the scope of the Collective Labor Agreement (in-scope) and outside the scope of the egreement (out-of-scope). TPAO has 3,622 permanent employees, of which 574 are female and 3,048 are male in our General Directorate and District Managements. Our corporation also employs a total of 1,942 employees as subcontractors, who are not employees of the corporation but whose work is controlled by the corporation. These employees are engaged in the provision of auxiliary services such as security, catering and cleaning. Since we do not have any temporary staff, there is no discrimination in terms of fringe benefits, that is, there are no privileged fringe benefits provided to full-time employees. Disability and invalidity coverage is provided by applying discounts in line with documents obtained from the relevant health institutions and in accordance with letters received from the Tax Office Directorates. Regarding parental leave, female employees are given leave before and after birth, and both female and male employees are provided with the opportunity to work part-time from the date of birth of the child until the child reaches school age. We currently have nine female employees working under these conditions. Resignations from work are

generally due to retirement, and within the scope of pension regulations, all legal rights are fully and diligently provided to our employees. In addition to the Labour Law, payments are made in accordance with the provisions of the Personnel Regulation for out-of-scope personnel and the Collective Bargaining Agreement for in-scope personnel, allowing our employees to step enter retirement with confidence. Most resignations from TPAO are for retirement. In addition, our employees who wish to leave their jobs other than through retirement are provided with job search leave during the job seeking process or transition periods are facilitated with compensation payments related to the notice period.

 Region	 Number of Employees	 Number of Employees
Headquarters	933	404
Batman	1.271	104
Adıyaman	537	40
Trakya	296	25
Şırnak	11	1

Employee Satisfaction

TPAO regularly takes actions related to employment management and employee satisfaction. The needs of the labour force are evaluated at the beginning of each year as an employment management activity, and any necessary actions are taken to close the labour force deficit through the recruitment of personnel. Employee satisfaction was assessed through a survey conducted in 2023,

in which 1,237 employees took part (36.4% participation rate), revealing an employee satisfaction rate of 72 percent within TPAO. The results were analysed in detail and action plans were drawn up to increase employee satisfaction, and the outcomes were monitored.

Actions have been taken to improve the effectiveness of labour management and to contribute to the sustainable growth of TPAO.

Freedom of Association and Collective Bargaining

Under its human resources protection and development policies, TPAO provides equal rights to its employees, offers training and development opportunities, and regularly monitors labour satisfaction. Human resources are recognized as the most important asset for the sustainability of TPAO, and strategic steps in recognition of this.

Our corporation attaches the utmost importance to the freedom of association and collective bargaining

rights of our employees. To listen to the demands and feedback of our blue-collar employees in particular, meetings are regularly held during Collective Labour Agreement (CBA) negotiations. Through these meetings, the direct participation of our employees in the collective bargaining processes is ensured and personnel are encouraged to share their feedback in person. This allows our employees to communicate directly with the management, and facilitates their effective participation in decision-making mechanisms.

In line with our freedom of association and collective bargaining policies, Collective Labour Agreements and additional protocols are signed with the relevant union every two years in order to protect and improve the rights of our personnel within the scope of our policies. Currently, 61.4 percent of our workforce are covered by collective labour agreements, and the employment conditions of all our employees are secured through İŞKUR. Through this process, we guarantee the rights of our employees and actively support union activities.

To prevent negative impacts on freedom of association and collective bargaining rights, regular negotiation meetings are held with the trade union. During these meetings, information and training activities are carried out taking into consideration the demands of our blue-collar employees, thus

aiming to maximise the positive effects of collective bargaining and strengthen the bond between employees and management.

Zero Tolerance Policy against Child Labour and Forced Labour

Our corporation takes a firm and determined stance against child labour and forced labour. Child labour harms the physical and psychological development of children, deprives them of their right to education and causes serious damage to society in the long term. With this awareness, child labour is absolutely forbidden in our business processes, and a zero tolerance policy is followed against such practices.

Likewise, practices contrary to human rights such as coercive and compulsory labour are not permitted in our corporation. All our employees are employed in a transparent, fair and decent manner in terms of their working conditions and rights. Every employee has the right to terminate his or her employment contract within the legal framework and within appropriate time limits.

Accordingly, we are proud to have been granted an ISO 26000 Social Responsibility Certificate in 2023, which is evidence of our understanding of social responsibility. The Corporate Social Responsibility Handbook, which sets out our Company's commitment to human rights and business ethics, explains our principles in detail and provides guidance to all our employees.

TRAINING PROGRAMMES



TP Academy Online Training & Development Platform

The TP Academy Online Training and Development Platform aims to provide employees with any training they need to ensure they can continue their work effectively and with a high level of motivation. With the updates to the contents in 2022 and 2023, vocational and technical training appropriate for the specific job descriptions of the personnel has been assigned under the heading of Mandatory Training. In the field of corporate training, courses prepared by the corporation's own employees have been added to the system. The intention in this regard is to support individual development among the personnel by offering articles and short books as audio and reading materials. The platform hosts a total of 7208 trainings in 120 categories, and new videos and interactive trainings are added every 3 months throughout the year. In 2023, the average duration of online education per person was recorded as 12.48 hours. The first interactive video content, entitled "Log Assessment Training", was created and made available in 2023.



Occupational Health and Safety Training

Occupational health and safety trainings is attributed particular importance, and it was ensured that all personnel took part in these trainings online in 2022. In addition, first aid, fire safety, Personal Data Protection Law (KVKK) and information security training sessions have been organized in line with the legal requirements. As of 2023, all employees have completed occupational health and safety refresher training through TP Academy.



Organization and Unit Adaptation Trainings

"Organization Adaptation Training" is offered to new employees and "Unit Adaptation Training" is offered to personnel who change their unit. These trainings target the rapid integration of employees into the Company and their units, and support their adaptation to the occupational health and safety rules and business processes.



Orientation Training

Throughout 2023, Orientation Training was provided to newly new recruit in order to increase their corporate culture and sense of belonging, allowing them also to meet other employees.



Competence Management Training and Development Programme

Under the Competency Management Programme, the competency levels of 898 employees were determined and the competency coverage rate of the units was measured as 70 percent. To increase this rate, training plans have been prepared for 115 job profiles. As a result of its activities in 2021, TPAO won first prize in the "Best Project" category for its "Competency Management Project" at the Çetin Ceviz Awards, and was a finalist in the "Best Project Team" category. In 2023, 41 foreign-based technical trainings were organized within the scope of the project. Through these trainings 1418 hours of training was provided, closing the competency gaps of 658 employees.



"Biz Bize Kariyer" Internship Programme

Launched in 2021, the "Biz Bize Kariyer" Internship Programme aims to provide prospective graduates with paid internship opportunities during the academic year, and to employ successful interns within the Corporation. For this purpose, agreements have been signed with 17 universities for the 2023–2024 academic year, and 76 students have been provided with internships.



University / High School Internship Programmes

Pursuant to Vocational Education Law No. 3308, 226 vocational high school students from 25 different schools served internships within the Corporation in 2023. In the summer term, 145 students from 28 universities were offered internship opportunities. In 2023, a total of 22,000 working days of internship were completed.



Scholarship Programme

Since 1961, the corporation has provided postgraduate education scholarships to approximately 1,000 students in foreign institutions within the scope of Law No. 1416. In 2022–2023, 21 students were awarded scholarships for education abroad, and 13 launched their graduate studies. In addition, in 2023, six employees were selected to pursue Master's and doctoral studies abroad in various fields, and four started their studies.



TPAO Headquarters Library and Digital Subscriptions

The TP Central Library that opened in 2023 is open to the access of employees, with 7,500 books, magazines and periodicals. In line with demands, library resources are expanded and access to scientific and technological publications is provided through digital subscriptions. In 2023 and 2024, the Science Direct subscription was renewed, providing access to more than 15,000 resources. Access to local resources in the science and social sciences fields was provided through Turcademy, and a total of 45 digital subscriptions, such as Springer, AAPG Explorer and The Economist, were made available to employees.



BOSIET-FOET-HUET Certification

In 2021, the localization of BOSIET-FOET certificates for hydrocarbon activities in the maritime sector was completed, and training was provided at the Tuzla campus in cooperation with Istanbul Technical University. In 2023, 341 employees underwent BOSIET-HUET training in Istanbul. BOSIET and FOET training is provided throughout the year in accordance with the ship programmes of the employees.



Training of Internal Trainers

During 2023, 95 group training sessions lasting a total of 1,052 hours were organized by internal trainers, and 1,607 employees participated. In the same year, 57 internal trainers took active roles. >>>



General Education Statistics
As of 2023, a total of **959,424 hours** of education were provided.

Çaycuma Open Sea Technologies Vocational School Associate Degree Programme

A project involving the Higher Education Council (YÖK), TPAO, the Turkish Petroleum Off Shore Technology Centre (TP-OTC) and Zonguldak Bülent Ecevit University (ZBEÜ) led to the establishment of the Çaycuma Off-shore Technologies Vocational School in the 2022–2023 academic year to produce qualified employees for the oil and natural gas sector. Within the scope of the programme, 107 students have been provided with scholarships, 14 hours of additional weekly English conversation classes have been provided and social events have been hosted to introduce them to the sector.

Education and Technology: Offshore Technology Center

The Offshore Technologies Center, established at Zonguldak Bülent Ecevit University Çaycuma Vocational School with the support of TPAO, aims to contribute to sustainable development by providing training in the use of advanced technology in the maritime and petroleum sector.

Dynamic Positioning Training Indigenization Project

In 2023, within the scope of the Dynamic Positioning Training Indigenization Project, cooperation was established with Piri Reis University and a protocol was signed to contribute to oil exploration, processing and refining activities.

2023 HUMAN RESOURCE DEVELOPMENTS TABLE

Development Category	Development Details	Acquisition Details
Personnel Recruitment	Of the 450 personnel announced to be recruited for our Central and Provincial Organization, 288 have started to work. The interviews of 150 personnel have been completed and their recruitment processes are ongoing. For the other 23 people, the recruitment process has started.	The human resources of the organization have been strengthened through new recruitments.
Transition From In-Scope Status To Out-Of-Scope Status	Pursuant to the provisions of the Directive on Appointment of In-Scope Personnel to Out-of-Scope Job Titles, a total of 32 personnel, including 19 Assistant Experts and 13 Engineers, were appointed to new job titles among the personnel who were successful in the examination held with the approval of the General Directorate.	Contributions were made to the career development of the personnel.
Mentorship Programme	The development of 19 Mentees as they continue on their career journeys with the support of 19 Mentors is being monitored through one-to-one interviews.	The individual development of the personnel is supported by mentoring.
Orientation Programme	Adherence to the corporate culture and the sense of corporate belonging were increased for approximately 160 newly recruited employees, who have now been introduced to other employees.	The adaptation process of new employees to the organization has been accelerated.
TPAO-SOCAR Human Resources Cooperation Workshop	A Human Resources Cooperation Workshop was held with the involvement of our corporation and SOCAR, covering employee training, an employee exchange programme and joint Human Resources Projects.	The exchange of knowledge and experiences between the two organizations has increased.

2023 MAJOR DEVELOPMENTS - SERVICE/SUPPORT

 Development Category	 Development Details	 Acquisition Details
Providing Shelter Support	The sense of belonging and motivation of our employees has been increased through the provision of 5,000 TRY net housing support to in-scope personnel who work in our Adiyaman District Management.	Increasing their sense of institutional belonging and motivation.
Renewal Of Automatic Gas Extinguishing Systems	The FM-200 gas extinguishing system was dismantled and FK 5-1-12 gas automatic fire extinguishing systems were installed in 52 locations on our campus.	Fire safety has been increased, and the company's human resources and data archives have been protected.





EQUALITY AND INCLUSION

TPAO has placed egalitarianism and inclusiveness at the centre of its corporate culture as part of its sustainable management approach. Equal opportunities are provided to employees and stakeholders in their social and business lives, as well as gender equality and respect for human dignity, as vital elements of our core values. In our corporation, efforts are being made to create a working environment in which everyone is treated equally and where no form of discrimination is allowed.

TPAO pursues a zero-tolerance policy against all forms of discrimination. We continue to work with sensitivity in our efforts to stamp out discrimination based on race, colour, sex, religion, political opinion, and national and social origin, as defined by the International Labour Organization (ILO). The corporation has not encountered any case of discrimination to date, but takes a proactive approach in this regard, with constant measures to prevent possible cases of discrimination.

To support the maintenance of an egalitarian approach in our working environment, various improvement plans have been implemented. Our primary goals in this regard are to maintain a working environment that is free of sexism and all forms of discrimination, and to create a safe working environment that is free of violence, harassment and threats. An egalitarian language is used in all internal and external communication processes, and the elimination of discrimination based on religion, language, race or gender is guaranteed in the employment, personal development and career processes of employees. All these policies have been announced throughout the Company and adopted by our employees. In the event of significant changes in our businesses, our employees are included in the process as stakeholders, and their ideas and needs are taken into account. In this process, egalitarian policies are followed for the avoidance of any discrimination.

Various activities have been implemented to prevent the negative impacts associated with discrimination,

to ensure the provision of equal opportunities and to raise awareness of this issue. An equality policy for the corporation has been prepared and made available to employees.

As a result of efforts to increase the participation of female employees in the labour force, the ratio of female white-collar employees has reached 25.8 percent,

Various projects are underway to further increase this ratio. In addition, all employees, including both white and blue collar workers, senior managers and specialist level personnel, have attended training on discrimination and equal opportunities, aiming to raise awareness on equal opportunities and anti-discrimination.

The training sessions informed the personnel how to prevent discrimination and to ensure equal opportunities, raising the awareness of the workforce. The participation rate in trainings was quite high, with employees of all levels actively involved in the processes. As a result of these trainings, a more egalitarian and inclusive working culture has been established in our corporation.

TPAO also provides access to out-of-work health services to protect employee health. In the corporation's Health Unit, polyclinic services are provided by the workplace physician, dental services are offered, and annual health screenings are carried out, along with such regular health checks as eye scans and PSA tests. As of 2023, 864 employees have undergone eye screening, 20 have undergone colon cancer screening, 84 female employees have undergone mammographies, 104 female employees have undergone HPV tests and 144 women have been screened for breast cancer. In addition, health awareness seminars are organized for employees, and walking trails, sports facilities and a gymnasium are available for the use of employees on the corporate campus.

ETHICAL AND TRANSPARENT MANAGEMENT: SECURITY, PRIVACY AND COMPLIANCE

Our corporation's corporate governance approach is built on the fundamental principles of transparency, accountability, fairness and responsibility. In this context, adopting a management structure based on ethical values and disseminating this culture among all our employees are among our primary goals. Ethical practices constitute one of the cornerstones of our corporate sustainability.

Formation and Duties of the Ethics Commission

An Ethics Commission has been established in our corporation, in accordance with Articles 3 and 7 of Law No. 5176 on the Establishment of the Ethics Committee for Public Officials and Amendments to Certain Laws, and pursuant to Article 29 of the Regulation on the Principles of Ethical Conduct and Application Procedures and Principles for Public Officials. The Commission contributes to the development of an ethical culture in the organization and provides guidance on any ethical issues faced by employees. This commission reviews the implementation of the ethical principles annually and identifies any opportunities for improvement in this process.

Compliance with Ethical Principles and Disclosure Process

All personnel working at TPAO are obliged to comply with the ethical principles determined within the framework of the relevant legislation. To increase the level of awareness of ethics among our employees, comprehensive information is provided to employees about the ethical principles, the internal ethical rules, the functioning of the Ethics Commission and application processes from the moment they start work. New personnel sign a "Declaration of Ethical Behaviour", through which they commit to act in accordance with ethical rules, and ensuring their compliance with ethical principles.

Ethical Violations and Application Processes

Our employees may apply to the Ethics Commission with any ethical problems or suspected ethical violations they encounter. The Commission carefully evaluates such applications and proposes appropriate solutions. If a violation is detected, the necessary legal processes are initiated immediately. The Human Resources Department provides Online Ethics Training through the TP Academy Training Platform, which is easily accessible by all employees.

Anti-Bribery and Anti-Corruption

In line with our corporate ethical principles, and in accordance with the Anti-Bribery and Anti-Corruption Law No. 3628, our employees are obliged to declare their assets

at certain intervals. These notifications are audited and reported in line with the principles of transparency and accountability. The fight against bribery and corruption is meticulously monitored as an integral part of our corporation's ethical approach.

In line with our corporate governance principles, the commitment of all our employees to the principles of ethical behaviour is of great importance for the sustainability of the ethical culture and the maintenance of a transparent working environment. In this context, the necessary guidance and support are provided to our employees, all processes are audited and continuous improvements are made.

Transparency and Accountability

Pursuant to Article 24 of Decree No. 2013/5503 dated 30.09.2013, annexed to Decree No. 2013/5503 dated 30.09.2013, and published in Official Gazette No. 28815 dated 08.11.2013, an "Internal Audit Department" has been established that reports directly to the CEO within TPAO based on a decision of the Board of Directors dated 18.07.2014 and numbered 1752/5.

The Internal Audit Department plays a key role within the organizational structure of TPAO and operates within the scope of the Internal Audit Directive that regulates the duties, authorities and responsibilities of the organization. Internal audits are carried out in accordance with the working procedures and principles determined for the more effective, efficient and reliable management of TPAO's business processes.

To ensure the effective implementation of the principles of fairness, transparency, accountability and responsibility in TPAO, the Internal Audit Department strives to improve organizational processes through the provision of both audit assurance and consultancy services. These services support TPAO in achieving its strategic goals, and contribute to the adoption of a transparent and accountable management approach within the organization.

In line with these principles, the Internal Audit Department supports the implementation of the principles of accountability and transparency at the highest level through its audits of TPAO's financial, operational and administrative processes. Audits contribute to the strengthening of TPAO's internal control systems, and its efforts towards the achievement of its corporate goals.

Privacy and Data Security

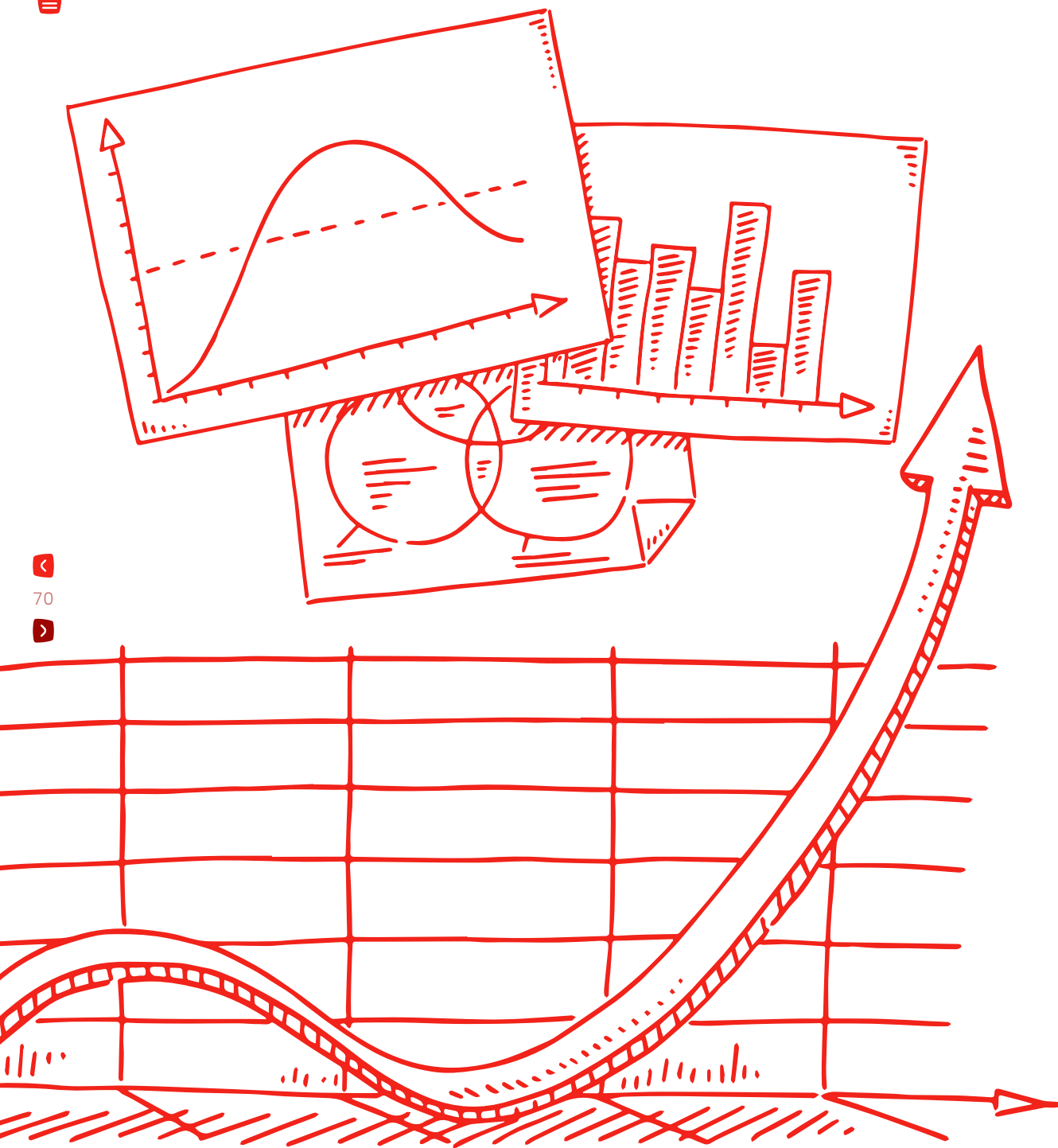
As TPAO, we are aware of the importance of information security at the highest level in this period of rapid digitalization. We follow closely the latest technologies and focus on strengthening our information security by adopting the latest solutions. Within our corporation, both corporate data and information belonging to our internal and external stakeholders are meticulously secured, and possible security gaps are quickly identified and eliminated. Uninterrupted and consistent data access is one of the key elements of our information security approach. For this reason, we carry out many projects and infrastructure works to prevent external attacks, to prevent the leakage of information assets, and to ensure easy and secure access to information.

Our General Directorate operates under the "ISO 27001 Information Security Management System" standard in the field of information security. Within the framework of this standard, information security is treated as an indispensable part of our corporate culture, not just a procedure to be followed. To increase the awareness of our personnel on information security, we provide regular training and host continuous awareness-raising activities related to this issue. We remind our staff about the importance of information security through various channels, such as posters, e-mails and announcements.

Our main goal in this regard is to ensure that our business processes operate efficiently in the electronic environment, in line with our corporation strategies, and to provide secure and uninterrupted access to information at any time. We source the hardware and software we need to ensure fast and secure access to information, and have created the necessary infrastructure. We plan, operate and continuously improve our information security management system. To ensure the continuity of this system, we clearly define personnel responsibilities and regularly review our information security targets. We manage risks and develop strategies to ensure the uninterrupted continuity of our business in the face of potential threats. We organize continuous training programmes to increase the competencies of our employees and to ensure information security. We continuously improve all our processes and strengthen the information security culture within the organization by involving all our stakeholders in this process. While fully complying with standards, legal regulations and contractual requirements, we continue to implement information security as an indispensable part of our corporate culture.



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PERFORMANCE INDICATORS



FINANCIAL PERFORMANCE INDICATORS

Operating Income (Thousand TRY)	2021	2022	2023
Crude Oil Sales Revenues	11.099.592	33.346.701	48.402.295
Natural Gas Sales Revenues	622.752	3.638.459	4.632.619
Service Revenues	118.775	275.011	480.566
Other Income	85.85	99.213	182.076
Total	11.925.969	37.359.384	53.697.556
Non-Operating Income (Thousand TRY)	2021	2022	2023
Other Activities. Ordinary Income and Profits	15.941.952	17.177.610	53.763.809
Extraordinary Income and Profits	118.694	146.034	643.081
Total	16.060.646	17.323.645	54.406.890
Expenses (Thousand TRY)	2021	2022	2023
Sales Costs	3.093.780	7.973.995	13.031.896
Operating Expenses	6.729.601	19.334.034	39.510.658
Ordinary Expenses and Losses from Other Operations	14.733.474	15.896.513	26.399.829
Financing Expenses	916.79	1.807.030	4.206.541
Extraordinary Expenses and Losses	910.135	1.905.456	4.475.620
Taxes and Other Legal Liabilities	37.192	0	0
Total	26.420.972	46.917.028	87.624.544
Net Period Profit	1.565.642	7.766.00	20.479.901



FINANCIAL PERFORMANCE INDICATORS

Supplier Statistics	2021	2022	2023
Percentage of local suppliers in total suppliers	89	89	90
Percentage share of the Procurement Budget allocated to purchases from local suppliers	83	89	93
Total Number of Suppliers	1.029	1.004	946
Total Number of Local Suppliers	915	890	849
"Total Payments to Suppliers Billion TRY"	10,54	50,18	71,76
"Total Payments to Local Suppliers Billion TRY"	8,78	45,30	66,12



SOCIAL PERFORMANCE INDICATORS

Number of Employees by Employment Type	2021			2022			2023		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of Out-of-Scope	321	948	1.269	326	965	1.291	361	1.038	1.399
Number of In-Scope	187	1.858	2.045	182	1.881	2.063	213	2.010	2.223
Total	508	2.806	3.314	508	2.846	3.354	574	3.048	3.622

Number of Employees by Location	2021			2022			2023		
	Out of Scope	In Scope	Total	Out of Scope	In Scope	Total	Out of Scope	In Scope	Total
Headquarters	935	415	1.350	937	403	1.340	959	378	1.337
Batman	160	966	1.126	177	996	1.173	237	1.138	1.375
Adiyaman	103	412	515	104	412	516	112	465	577
Trakya	71	252	323	73	252	325	79	242	321
Sirnak	-	-	-	-	-	-	12	0	12
Total	1.269	2.045	3.314	1.291	2.063	3.354	1.399	2.223	3.622

SOCIAL PERFORMANCE INDICATORS

Number of Employees by Age	2021	2022	2023	Number of Newly Recruited Employees	2021	2022	2023	Total Employee Turnover	2021	2022	2023
<30	140	179	394	Female	0	16	93	Female	24	16	31
30-50	2.619	2.518	2.499	Male	8	112	352	Male	162	73	172
>50	555	657	729	<30	2	80	291	<30	2	0	4
				30-50	6	37	164	30-50	48	53	111
				>50	0	0	0	>50	136	36	88
				Total	8	128	445	Total	186	89	203

Employees Covered Under the Collective Labour Agreement (CLA)	2021			2022			2023		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Employees covered by the CLA	187	1.858	2.045	182	1.881	2.063	213	2.010	2.223

Parental Leave	2021			2022			2023		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of employees entitled to parental leave	508	0	508	508	0	508	574	0	574
Number of employees taking parental leave	22	0	22	21	0	21	13	0	13
Number of employees returning to work after parental leave	21	0	21	21	0	21	13	0	13
Number of employees returning to work after parental leave & still employed after 12 months	21	0	21	21	0	21	13	0	13



OCCUPATIONAL HEALTH AND SAFETY

For Corporation Employees	2021	2022	2023
Number of high-severity work-related injuries (excluding fatalities)	3	6	5
Accident Frequency Rate (AFR) (%)	39,24	84,70	56,60
Number of recordable work-related injuries	8	20	16
Work-related recordable injury rate	1,05	2,82	1,81

Under the Control of the Company For Non-affiliate Employees	2021	2022	2023
Number of deaths resulting from work-related injuries	2	2	2
Rate of deaths due to work-related injuries (%)	7,89	4,50	3,84
Number of high-severity work-related injuries (excluding fatalities)	92	116	128
Percentage of work-related injuries of high severity (excluding fatalities)	3,63	2,61	2,46
Number of recordable work-related injuries	162	325	347
Work-related recordable injury rate	6,39	7,31	6,67

OHS Training	2021	2022	2023
Total Training Time (hours)	39.348	38.088	23.103
Number of Trained Employees	3.097	3.174	1.915
Training Time per Employee (hours)	13	12	12



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ENVIRONMENTAL INDICATORS

Environmental Investments (TRY)	2021	2022	2023
Headquarters	3.853.449	11.559.107	951.815
Adiyaman	3.276.114	6.460.812	7.301.015
Batman	5.849.401	11.114.134	26.549.554
Trakya	740.404	3.930.709	6.201.064
Total	13.719.368	33.064.762	41.003.448

In-house Natural Gas Consumption (MWh)	2018	2019	2020	2021	2022	2023
Adiyaman	3.664	4.248	4.292	4.987	5.054	298.653
Batman	104.447	100.939	101.461	114.644	98.890	41.873
Trakya	73.000	104.459	124.946	129.618	118.742	10.101
Headquarters	8.645	8.982	9.877	10.021	11.292	1.056
Total	189.756	218.628	240.576	259.270	233.978	351.683



ENVIRONMENTAL INDICATORS

In-house Electricity Consumption (MWh)	2018	2019	2020	2021	2022	2023
Adiyaman	94.340	98.359	100.962	101.737	111.395	101.884
Batman	226.575	229.383	231.692	229.579	257.289	346.512
Trakya	3.459	3.510	3.976	2.275	4.296	4.796
Headquarters	6.909	6.870	6.003	6.160	6.937	7.147
Total	331.283	338.122	342.633	339.751	379.917	460.339

Water Use (m³)	2018	2019	2020	2021	2022	2023
Adiyaman (Mains Water)	37.906	18.421	56.489	53.583	35.078	20.250
Trakya (Groundwater)	12.120	12.120	12.120	15.399	32.900	35.300
Batman (Mains Water)	641.000	684.000	663.000	656.557	640.000	635.221
Headquarters (Mains Water)	118.937	140.231	161.135	168.071	112.964	128.097
Total	809.963	854.772	892.744	893.610	820.942	2.842

Diesel Consumption (Lt)	2018	2019	2020	2021	2022	2023
Batman	5.744.092	5.677.765	5.588.228	6.708.867	7.816.910	8.501.230





ENVIRONMENTAL INDICATORS

Wastewater generated (m³)	2021	2022	2023
Adiyaman	23.631	17.539	9.358
Trakya	43.200	43.200	43.200
Batman	701.800	379.600	353.200
Headquarters	28.966	138.277	127.841
Total	95.797	578.616	544.741

Waste (tonnes)	2021	2022	2023
Total Waste Amount	7.368	12.056	25.107
Organic Waste	24	153	170
Plastic Waste	10	41	9
Metal Waste	416	1.206	109
Electronic Waste (E-waste)	2	108	7
Others*	6.915	10.549	24.812

*Paper, glass, waste vegetable oil, batteries.

ENVIRONMENTAL INDICATORS

Emissions (tCO ₂ e)	2021	2022	2023
Scope 1 greenhouse gas emissions	1.660.465	1.915.618	3.669.546
Scope 2 greenhouse gas emissions (Location Based)	51.262	168.045	172.210
Scope 3 greenhouse gas emissions	9.138.039	10.799.783	12.881.494
Total greenhouse gas emissions	10.849.766	12.883.446	16.723.250
Greenhouse gas emission intensity (tCO ₂ /BOE)	0,556	0,587	0,595

Air Emissions (tonnes)	2021	2022	2023
Nox	96,10	7,00	43,97
SOx	6,20	-	0,19
Volatile organic compounds (VOC)	105,01	78,01	110,00
Particulate matter (PM)	5,40	1,00	1,90
Others*	-	-	19.105,36

*Category 6 includes WTT (Well to Tank) emissions.



ENVIRONMENTAL INDICATORS

Biodiversity (Number)	2023
Numerical Distribution of IUCN Red List Species in Habitats Affected by Our Activities	361
(EN) Endangered	2
(VU) Vulnerable	14
(NT) Near threatened	17
(LC) Least concern	328
Numerical Distribution of National Conservation List Species in Habitats Affected by Our Activities	159
(EN) Endangered	4
(VU) Vulnerable	12
(NT) Near threatened	13
(LC) Least concern	130



GRI CONTENT INDEX

TPAO has reported the information presented in this GRI content index for the period 1 January–31 December, 2023 in accordance with GRI standards. In this process, the GRI 11: Oil & Gas 2021 sectoral stan-

dard for the oil and gas sector has been taken as the basis. GRI Services for the Core Information Service has reviewed that the GRI content index is presented in a manner consistent with reporting requirements

and in accordance with GRI Standards, and that the information in the index is clearly presented and accessible to stakeholders. This service was carried out for the Turkish version of the report.

Notice of use	Turkish Petroleum (TPAO) has reported the information presented in this GRI content index for the period 1 January–31 December, 2023 in accordance with GRI standards.	GRI Certificate Placeholder
Standard used	GRI 1: Core 2021 GRI 11: Oil & Gas 2021	

GRI STANDARD	EXPLANATION	SUBJECT TITLE	PAGE NUMBER, SOURCE AND/OR DIRECT ANSWERS	ADDITIONAL INFORMA- TION AND REASONS FOR NEGLIGENCE	Sector Standard Reference No
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	2 -10 Nomination and election of the highest governance body	Our Management and Organizational Structure	14-16		
	2 -11 Chairman of the highest governing body	Our Management and Organizational Structure	14-16		
	2 -12 Role of the highest governance body in overseeing the management of impacts	Our Management and Organizational Structure	14-16		
	2 -13 Delegation of responsibility for managing impacts	Our Management and Organizational Structure	14-16		
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	2 -16 Communication of critical concerns	Strategy and Corporate Risk Management	17-19		
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	403 -2 Hazard identification, risk assessment and incident investigation	Organizational Health and Safety	58-60		11.9.3
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	403 -4 Worker participation, consultation and communication on occupational health and safety	Organizational Health and Safety	58-60		11.9.5
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