

Our Performance Tables

Environmental Performance Indicators

Energy Consumption

Energy Consumption	Unit	2021	2022	2023	2024	2025
Natural Gas	GJ	91,724.65	94,366.44	71,792.07	58,807.73	41,650.30 ✓
Electricity	GJ	342,382.56	338,239.77	297,300.77	354,755.88	312,742.80 ✓
Other Fuels (Diesel, Gasoline, Liquid Fuel, Coal*)	GJ	77,461	95,589.31	102,803.68	106,642.10	105,552.70 ✓
Total	GJ	511,568.13	528,195.52	471,896.52	520,205.71	459,945.80 ✓

* Coal has not been consumed since 2022.

Renewable Energy

Renewable Energy	Unit	2021	2022	2023	2024	2025
Use of Renewable Energy	kWh	41,401,07	62,104,100	83,518,000	90,293,000	86,873,000 ✓
Renewable Energy Production	kWh	-	428,640	465,960	486,000	501,240 ✓
Energy Intensity	GJ/ TRY million	0.67	0.46	0.44	0.20	0.13 ✓

Greenhouse Gas Emissions

Carbon Emission	Unit	2021	2022	2023	2024	2025
Scope 1*	tons CO ₂ e	15,120.72	15,567.58	15,499.23	16,534.60	15,235.63 ✓
Scope 2 – Market Based	tons CO ₂ e	24,300	15,415	0	0	0 ✓
Scope 2 – Location Based	tons CO ₂ e	46,031	45,474	39,970	43,556	40,743.44 ✓
Scope 3**	tons CO ₂ e	10,169	11,195	9,971	11,100	17,053.44 ✓
Total (Scopes 1 and 2)*	tons CO ₂ e	39,420.72	30,982.58	15,499.23	16,534.60	15,235.63 ✓
Total (Scopes 1, 2 and 3)**	tons CO ₂ e	49,589.72	42,177.58	25,470.23	27,634.60	32,289.07 ✓
Emission Intensity (Scopes 1 & 2)	tons CO ₂ e/ total number of employees	3.24	2.44	1.20	1.29	1.21 ✓
	tons CO ₂ e/ total assets (TRY million)	0.05	0.03	0.01	0.01	0.004 ✓

* To ensure comparability, calculations were performed for previous years including the 2019 base year. The years 2022-2025 were calculated using verified activity data, while 2019-2021 were determined through a backcasting method based on activity indicators, in line with the Greenhouse Gas Protocol Corporate Standard, due to the lack of direct data. Within this scope, the 2019 base year Scope 1 emissions were calculated as 17,468.72 tons CO₂e.

** Scope 3 emissions do not include emissions from financed activities, only from operational activities emissions from the Until 2024, Scope 3 emissions are related to purchased materials and services, fuel and energy. While business travel includes emissions from flight activities, employee transportation to work, and post-use disposal of sold products, 2025 Emissions from accommodation within the scope of business travel are also included in the calculation.

*** Total greenhouse gas emissions include Scope 1 and Scope 2-Market Based emissions.

**** Total greenhouse gas emissions include Scope 1, Scope 2-Market Based and Scope 3 emissions.

Waste Amount

Waste Consumption	Unit	2021	2022	2023	2024	2025
Non-Hazardous Waste	tons	35.56	424	531	733	795 ✓
Hazardous Waste	tons	7.88	427	774	1,130	675 ✓
Recycled Waste	tons	6.62	828	1,298	1,863	1,112 ✓
Total Plastic Consumption	tons	1	5.60	1.50	2.57	2.90 ✓
Paper Consumption	tons	18.39	21.41	14.80	43.89	46.08 ✓

Recycled/Reused Products

Waste Type	2024				2025			
	Recycling		Reuse		Recycling		Reuse	
	Scrap Sales (Units)	Total Weight (kg)	Grant (Piece)	Total Weight (kg)	Scrap Sales (Units)	Total Weight (kg)	Grant (Piece)	Total Weight (kg)
PC	518	6,216	370	4,440	2,401	28,812	296	3,552 ✓
Monitor	6,148	30,740	370	1,850	2,601	13,005	296	1,480 ✓
Wallet Printer	2,198	19,782	-	-	226	2,034	-	-
Report Printer	4	56	-	-	129	1,806	-	-
Laser Printer	1,466	21,990	-	-	180	2,700	-	-
POS Equipment	65,266	32,633	-	-	11,179	5,589.50	-	-
ATM	1,192	1,013,200	-	-	304	258,400	-	-
Total	76,792	1,124,617	740	6,290	17,020	312,346.50 ✓	592	5,032 ✓

Water Consumption

Water Consumption	Unit	2021	2022	2023	2024	2025
Water Consumption	m³	144,449	184,583	170,542	168,335	152,007 ✓
Water Density	m³/total number of employees	12	15	13	13	12
	m³/total assets (TRY)	0.19	0.16	0.09	0.06	0.04

Number of Projects Funded by Environmental and Social Assessment

Risk Category	2024	2025
A	1	6 ✓
B1	5	4 ✓
B2	3	11 ✓
C	6	6 ✓

Social Performance Indicators

Employees

Number of Employees	Unit	2021		2022		2023		2024		2025	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Total	number	6,417	5,777	6,624	6,093	6,733	6,131	6,740	6,038	6,647 ✓	5,946 ✓
	number	12,194		12,717		12,864		12,788		12,593* ✓	
White Collar	number	4,863	4,666	6,624	6,093	6,733	6,131	6,740	6,038	6,647	5,946
Blue Collar	number	1,554	1,111	0	0	0	0	0	0	0	0
Total Women Employee	%	53		52		52		53		53 ✓	
Number of Subcontractors	number	1,861	3,283	1,518	4,727	2,001	4,925	3,492	4,605	4,730	2,872

* Part-time employees are included in the number of employees in the performance indicators. The 12,591 employees cited in the report include only full-time employees.

Number of Employees by Working Time	Unit	2021		2022		2023		2024		2025	
		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Total	number	12,172	22	12,685	32	12,836	28	12,771	7	12,591	2
White Collar	number	9,527	2	12,685	32	12,836	28	12,771	7	12,591	2
Blue Collar	number	2,645	20	0	0	0	0	0	0	0	0
Women	number	6,401	15	6,604	20	6,717	16	6,737	3	6,646	1
Men	number	5,761	7	6,081	12	6,119	12	6,034	4	5,945	1

Number of Employees by Gender and Age	Unit	2021	2022	2023	2024	2025
Under 30 Years Old	number	1,553	1,961	2,338	2,494	2,204 
Women	number	1,012	1,166	1,316	1,381	1,203 
Men	number	541	795	1,022	1,113	1,001 
30–50 Years Old (Including 30 and 50 Years Old)	number	10,406	10,407	10,156	9,928	9,767 
Women	number	5,345	5,373	5,327	5,251	5,236 
Men	number	5,061	5,034	4,829	4,677	4,531 
Over 50 Years Old	number	225	349	370	356	622 
Women	number	59	85	90	108	208 
Men	number	166	264	280	248	414 

Employee Ratio by Gender and Age	Unit	2021	2022	2023	2024	2025
Under 30 Years Old	%	13	15	18	20	18
Women	%	7	9	10	11	10
Men	%	4	6	8	9	8
30–50 Years Old (Including 30 and 50 Years Old)	%	85	82	79	78	78
Women	%	44	43	41	41	42
Men	%	41	41	38	37	36
Over 50 Years Old	%	2	3	3	3	5
Women	%	1	1	1	1	2
Men	%	3	2	2	2	3

Number of Employees by Location	Unit	2021	2022	2023	2024	2025
Headquarters	number	2,891	3,151	3,034	3,032	2,338 
Akbank Banking Center	number	2,451	2,825	2,977	3,046	3,595 
Regional Directorates	number	566	625	632	600	593 
Branches	number	6,276	6,116	6,221	6,100	6,067 

Race/ Ethnicity and Nationality of Employees			Unit	2024	2025
Maltese			%	0.02	0.02
Turkish			%	99.98	99.98

Number of Disabled Employees	Unit	2021		2022		2023		2024		2025	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
By Gender	number	94	190	107	195	119	200	136	216	225	144
Total	number	284		302		319		352		369	

Total Number of Employees with Subsidiaries and Affiliates	Unit	2021	2022	2023	2024	2025
Women	number	6,571	6,829	6,979	7,022	6,958
Men	number	6,051	6,420	6,509	6,460	6,450

Average Service Time	Unit	2021		2022		2023		2024		2025	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
0–5 Years	number	1,370	1,213	1,614	1,504	2,041	1,881	2,358	2,188	2,357	2,196
5–10 Years	number	1,648	1,374	1,365	1,243	1,160	1,107	982	918	825	736
10 Years and Over	number	3,398	3,181	3,645	3,346	3,532	3,143	3,400	2,932	3,465	3,014

Number of Employees by Education Level	Unit	2021	2022	2023	2024	2025
Primary Education	number	18	15	4	2	1
High School	number	419	408	323	240	232
Associate Degree	number	951	945	882	838	841
Undergraduate Degree	number	9,423	9,903	10,191	10,205	9,998
Master's Degree	number	1,360	1,432	1,452	1,480	1,506
Ph.D.	number	13	14	12	13	15
Total	number	12,184	12,717	12,864	12,778	12,593

Working Model	Unit	2022	2023	2024	2025
Office	%	61	61	60	62
Fully Remote	%	22	22	21	24
Hybrid	%	17	17	19	14

Flexible working places: Opportunity to work from any city in Turkey for fully remote workers
 Opportunity for hybrid employees to work from any city in Turkey on remote working days
 Flexible working hours: 08:00-17:00, 09:00-18:00, 10:00-19:00

Executives

Number of Executives by Age and Gender	Unit	2021		2022		2023		2024		2025	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Under 30 Years Old	number	46	49	76	82	74	78	74	77	41✔	48✔
30–50 Years Old (Including 30 and 50 Years Old)	number	3,133	3,282	3,420	3,621	3,486	3,647	3,529	3,583	3,573✔	3,426✔
Over 50 Years Old	number	107	312	81	239	86	261	105	236	203✔	398✔
Total Number of Executives	number	3,286	3,643	3,577	3,942	3,646	3,986	3,708	3,896	3,817✔	3,872✔

Number of Executives by Level	Unit	2021		2022		2023		2024		2025	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Senior Executive	number	26	39	26	48	28	47	30	48	27✔	51
Mid-Level Executive	number	2,557	2,897	2,715	3,040	2,769	3,096	2,849	3,036	3,012✔	3,126
Entry-Level Executive	number	703	707	836	854	849	843	829	812	778✔	695

Women Executive Ratio	Unit	2021	2022	2023	2024	2025
Senior Level	%	40	35	37	38	35✔
Mid-Level	%	47	47	47	48	49
Entry-Level	%	50	49	50	51	53
Total	%	47	48	48	49	50

Women Executives					Unit	2021	2022	2023	2024	2025
Proportion of Women Executives Reporting Directly to the CEO					%	50	50	57	57	50
Proportion of Women Employees Outside Managerial Positions					%	57	59	59	59	58
Target for the Share of Women in Total Employees					%	50	50	50	50	50

Wage Gap Analysis

Wage Gap Analysis Fixed Base Salary	Year	Category	Average ¹	Wage Gap Compared to Average ⁶ (%)	Median ¹
	2025	Senior Management ⁴	1.01 ✓	-1	1.00 ✓
		Mid-Level Management ²⁻⁴	1.11 ✓	-11	1.15 ✓
		Other Duties ³⁻⁴	0.96 ✓	4	0.94 ✓
		General ⁴	0.86	14	0.86
	2024	Senior Management ⁴	0.97 ⁵	3	0.94 ⁵
		Mid-Level Management ²⁻⁴	1.11 ⁵	-11	1.14 ⁵
		Other Duties ³⁻⁴	0.96 ⁵	4	0.94 ⁵
		General ⁴	0.86	14	0.85
	2023	Senior Management ⁴	1.04	-4	1.11
		Mid-Level Management ²⁻⁴	1.11	-11	1.13
		Other Duties ³⁻⁴	0.95	5	0.94
		General ⁴	0.86	14	0.84
	2022	Senior Management ⁴	1.05	-5	1.04
		Mid-Level Management ²⁻⁴	1.1	-10	1.09
		Other Duties ³⁻⁴	0.94	6	0.95
		General ⁴	0.84	16	0.81

Below is a year-end salary comparison table by categories for year-end 2022, 2023, 2024 and 2025 based on average and median, as assessed by an independent 3rd party.

¹ Base is made on fixed fees.

² Mid-Level Management: GM Managers, Regional Managers, Branch Managers and equivalent positions;

³ Other: Other duties (Dir., Dir.2, YY, Authorized and equivalent duties)

⁴ Technology roles are not included in the calculations.

⁵ All items ticked in gray above have been audited by DRT Bağımsız Denetim ve SMMM A.Ş. ("Deloitte").

⁶ Calculation made: (average wage of men-average wage of women)/average wage of men.

Newly Hired Employees

Number of Newly Hired Employees	Unit	2021		2022		2023		2024		2025	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Total Number of Newly Recruited Employees	number	610	522	894	944	1,064	999	852	824	461 ✓	511 ✓
Number of Full-Time Employees Under 30 Years Old	number	463	317	625	601	703	684	507	477	246	292
Number of Full-Time Employees Aged 30-50 (Inclusive)	number	137	198	242	321	310	275	292	280	191	183
Number of Full-Time Employees Over 50 Years Old	number	1	0	1	3	2	5	6	19	3	6
Number of Part-Time Employees Under 30 Years Old	number	9	6	26	19	49	35	47	48	20	30
Number of Part-Time Employees Aged 30-50 (Inclusive)	number	0	0	0	0	0	0	0	0	1	0
Number of Part-Time Employees Over the Age of 50 Years Old	number	0	1	0	0	0	0	0	0	0	0
Number of Employees in First Level Manager Positions	number	50	109	89	158	72	92	62	71	47	48
Number of Employees in Mid-Level Management Positions	number	76	65	124	135	156	143	155	163	115	111
Number of Employees in Senior Management Positions	number	2	2	0	5	1	5	1	2	1	5
Number of New Graduates	number	325	176	455	377	514	482	387	380	181	200
Recruitment Rate by Gender	%	54	46	49	51	51	48	51	49	47	53
Number of Open Positions	number	2,954	2,236	3,436	2,767	3,524	2,558	3,030	2,537	2,268	1,911
Number of Positions Filled by Internal Candidates	number	2,344	1,714	2,542	1,823	2,190	1,559	2,178	1,713	1,807	1,400

Number of Employees Promoted

Promotions	Unit	2021		2022		2023		2024		2025	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Number of Employees Promoted	number	1,518	1,199	1,513	1,171	1,388	1,136	1,333	1,159	1,106	941
Ratio of Promotions by Gender	%	56	44	56	44	55	45	53	47	54	46
Proportion of Employees Subjected to Regular Performance Evaluation	%	100	100	100	100	100	100	100	100	100	100

Employee Departures

Number of Employees Leaving the Company by Age and Gender	Unit	2021	2022	2023	2024	2025
Number of Employees Under the Age of 30 Who Left Their Jobs	%	32	35	30	17	17 ✓
Women	%	19	19	15	16	14 ✓
Men	%	13	16	15	14	21 ✓
Number of Employees Between the Ages of 30 and 50 Who Left Their Jobs (Including 30 and 50 Years Old)	%	65	62	60	3	7 ✓
Women	%	33	32	28	29	7 ✓
Men	%	32	29	32	30	8 ✓
Number of Employees Over the Age of 50 Who Left Their Jobs	%	3	3	10	0	12 ✓
Women	%	2	1	7	8	11 ✓
Men	%	2	2	3	3	12 ✓
Women Turnover Rate	%	53	53	50	48	48 ✓

Employee Turnover Rate

Employee Turnover Rate	Unit	2021	2022	2023	2024	2025
Total Employee Turnover Rate	%	11	10	14	14	9 ✓

Employee Turnover Rate (Voluntarily Leaving)		Unit	2024	2025
By Age	Under 30 Years Old	%	15.48	13.10 ✓
	30–50 Years Old (Including 30 and 50 Years Old)	%	3.52	3.43 ✓
	Over 50 Years Old	%	0.56	2.85 ✓
By Gender	Women	%	5.83	4.85 ✓
	Men	%	5.70	5.74 ✓
Management Level	Other	%	9.76	8.12 ✓
	Entry-Level Manager	%	3.35	3.10 ✓
	Mid-Level Management	%	2.99	3.38 ✓
	Senior Management	%	1.28	1.34 ✓
Bank Overall (Average)		%	5.76	5.18 ✓

Employee Turnover Rate by Duty Location*	2024		2025	
	Number	Ratio (%)	Number	Ratio (%)
Headquarters				
Women	272	14.73	102	9.30
Men	202	17.03	164	14.67
Akbank Banking Center				
Women	125	10.17	179	9.09
Men	223	12.26	190	10.09
Regional Directorates**				
Women	31	11.39	28	9.95
Men	41	12.50	30	8.98
Branches				
Women	418	12.31	249	7.21
Men	452	16.70	229	8.45
Bank Overall (Average)				
Women	846	12.55	558 ✓	8.00 ✓
Men	918	15.20	613 ✓	10.00 ✓

* Our Board Members are not included.

** Although the employees in the Regional Credit Directorates are affiliated to the Credit Allocation Business Unit, they were shown in the staff of our Regional Directorates, not the Headquarters, as in previous years, since they actually work in the field.

Employee Turnover Rate by Duty Location*	2024		2025	
	Number	Ratio (%)	Number	Ratio (%)
Headquarters				
Under 30 Years Old	220	32	119	24
Between 30–50 Years Old	224	10	134	8
50 Years Old and Older	30	23	13	16
Akbank Banking Center				
Under 30 Years Old	108	22	151	20
Between 30–50 Years Old	199	9	208	7
50 Years Old and Older	41	19	10	6
Regional Directorates**				
Under 30 Years Old	27	24	25	21
Between 30–50 Years Old	35	8	30	6
50 Years Old and Older	10	24	3	10
Branches				
Under 30 Years Old	172	18	123	11
Between 30–50 Years Old	581	12	331	7
50 Years Old and Older	117	55	24	17
Bank Overall (Average)				
Under 30 Years Old	527	23	418 ✓	17 ✓
Between 30–50 Years Old	1,039	10	703 ✓	7 ✓
50 Years Old and Older	198	33	50 ✓	12 ✓

* Our Board Members are not included.

** Although the employees in the Regional Credit Directorates are affiliated to the Credit Allocation Business Unit, they were shown in the staff of our Regional Directorates, not the Headquarters, as in previous years, since they actually work in the field.

Parental Leave

Parental Leave	Unit	2024		2025	
		Women	Men	Women	Men
Number of Employees Entitled to Maternity / Parental Leave	number	349	233	302 ✓	225 ✓
Number of Employees Receiving Maternity / Parental Leave	number	349	233	302 ✓	225 ✓
Number of Employees Returning to Work After Maternity / Parental Leave	number	347	233	235 ✓	216 ✓
Total Number of Employees Who Returned to Work After the End of Maternity/Parental Leave and Are Still at Work 12 Months After Their Return to Work	number	337	225	228 ✓	205 ✓
Return to Work Rate of Employees Taking Maternity / Parental Leave	%	99	100	99.16 ✓	99.54 ✓
Employment Rate of Employees Receiving Maternity / Parental Leave	%	97	97	96.20	94.47
Number of Weeks of Fully Paid Primary Parental Leave Offered to Employees	Week	16		16	
Number of Weeks of Fully Paid Secondary Parental Leave Offered to Employees	Week	20		18	

Trainings

Education	Unit	2021	2022	2023	2024	2025
Average Hours of Training per Person	hours/number	36	33	32	38	47 ✓
Women	hours/number	37	34	32	36	46
Men	hours/number	33	31	31	40	48
Manager and Above	hours/number	32	29	26	48	54
Manager and Below	hours/number	35	33	32	37	46
Under 30 Years Old	hours/number	-	-	-	63	55
30–50 Years Old (Including 30 and 50 Years Old)	hours/number	-	-	-	33	45
Over 50 Years Old	hours/number	-	-	-	24	39
Other Employees	hours/number	-	-	-	43	52
Entry-Level Managers	hours/number	-	-	-	29	29
Mid-Level Management	hours/number	-	-	-	35	47
Senior Management	hours/number	-	-	-	26	27
Total Training Hours	number*hour	423,987	412,871	404,578	483,919	599,942 ✓

Percentage of Employees Receiving Training by Gender	Unit	2021	2022	2023	2024	2025
Women	%	55	55	53	50	52
Men	%	45	45	47	50	48

Number of Participants by Training	Unit	2024	2025
Anti-Bribery and Anti-Corruption, Ethical Principles / Business Ethics and Sustainability Trainings	number	11,460	12,146
Information Security Training	number	8,780	6,254
Management and Leadership Development Programs	number	1,176	951
Information Technologies (IT) Competency Development Trainings	number	1,525	1,990
Anti-Bribery and Anti-Corruption Training	number	11,106	7,734
Ethical Principles / Business Ethics Training	number	1,317	1,388
Sustainability Education	number	4,478	9,533
Clean Banking Training	number	5,789	5,182

Total Training Hours by Training	Unit	2024	2025
Anti-Bribery and Anti-Corruption, Ethical Principles / Business Ethics and Sustainability Trainings	number*hour	40,944	35,407
Information Security Training	number*hour	3,320	2,198
Management and Leadership Development Programs	number*hour	19,186	16,098
Information Technologies (IT) Competency Development Trainings	number*hour	26,826	38,831
Anti-Bribery and Anti-Corruption Training	number*hour	22,504	17,410
Ethical Principles / Business Ethics Training	number*hour	1,031	1,041
Sustainability Education	number*hour	17,409	16,957
Clean Banking Training	number*hour	2,977	5,167

Trainings Given to Teams in Direct Contact with Customers	Unit	2024	2025
Total	number*hour	328,627	434,761
Training Hours per Person	hours/number	42	56

Trainings Given to Teams in Direct Contact with the Customer Other Than Sustainability / Climate Change Issues	Unit	2024	2025
Total	number*hour	314,460	422,300
Training Hours per Person	hours/number	40	54

Transformation Academy Training Content	Unit	2024	2025
Breaking Borders in Exports: As Akbank Transformation Academy, we continued our trainings in 2025 to support our corporate customers, especially SMEs. Participants who successfully complete the trainings will be able to benefit from the Akbank SME Advantage Package.	number of participants	Gaziantep: 65 Izmir: 53 Bursa: 41 Ankara: 75 Istanbul: 104 Antalya: 34	Istanbul: 24 Ankara: 74
E-SME: Digitalization in Exporting: In cooperation with the chambers of industry and commerce of the relevant provinces, we conducted our “E-SME: Digitalization in Exporting” trainings in Ankara, Trabzon, and Adana. Participants who successfully completed the trainings are eligible to benefit from the Akbank SME Advantage Package.	number of participants	Ankara (OSTIM): 144 Trabzon: 32 Adana: 75	Antalya: 49 Konya: 34 Eskisehir: 27
Entrepreneurial Women Program: In 2025, we organized a 6-month training program with specialized education and mentoring for 10 entrepreneurial women operating in İzmir and Bursa. The Entrepreneurial Women Program began with company visits and SWOT analyses and continued online.	number of participants	Sakarya: 10	Izmir: 10 Bursa: 10
Gaziantep Foreign Trade Panel and Networking Event: We organized the “Foreign Trade and Networking” panel for SMEs in Gaziantep, addressing target markets in exports and global trends in foreign trade, in cooperation with Akbank Dönüşüm Akademisi, Gaziantep Sanayi Odası, and İnovakademi. Through the networking session held after the panel, participants had the opportunity to establish new business collaborations.	number of participants	-	Gaziantep: 67
Financing Sustainable Production: In cooperation with İstanbul Sanayi Odası ISO Academy and Akbank Dönüşüm Akademisi, we organized a panel titled “Outlook for 2025 in Light of Global Developments.”	number of participants	-	Istanbul: 79

Occupational Health and Safety

Occupational Health and Safety	Unit	2021	2022	2023	2024	2025
Work Accidents	number	5	11	10	19	44 ✓
Lost Work Day	day	89,189	45,091	52,267	46,328	47,827
Average Number of Health Leave Days	number	7.3	3.5	4.1	3.6	3.8
Fatal Cases	number	0	0	0	0	0 ✓
Occupational Diseases	number	0	0	0	0	0 ✓
Lost Working Days Caused By Work Accident	day	19	36	76	63	51 ✓
Employee Absence Rate*	%	4	4	3	4	2

* The data scope includes all employees. Employee absenteeism rate “number of health report days / (number of employees x working days)” formula calculated using

Suppliers

Suppliers	Unit	2021	2022	2023	2024	2025
Total Suppliers	number	1,779	2,216	2,316	2,660	2,967
New Suppliers	number	208	133	110	196	233
Local Suppliers	number	1,361	1,760	1,851	2,115	2,402
Total Payments to Suppliers	TRY billion	2,284	8,090	13	20,460	29,124
Total Payments to Local Suppliers	TRY billion	2,097	6,148	12	19,077	26,817
Ratio of Payments to Local Suppliers to Total Supplier Expenditures	%	91.83	75.99	93.18	93.24	92.08

Products and Services Offered to Customers

Product & Service	2024			2025		
	Target Customers	Number of Customers Reached	Number of Transactions / Contracts	Target Customers	Number of Customers Reached	Number of Transactions / Contracts
“Üniversiteli Akbanklı” University Students Loyalty Program	Low or No Income / University Students	268,297	59,862	Low or No Income / University Students	434,722	214,033
Interest-Free Overdraft Account						
Student Credit Card “Axess Student”						
“Akbank Women Platform” Loyalty Program	-	-	-	Individual Women Customers	193,719	72,684
Zero Interest Plus Money						
Award-Winning Flexible Savings Account						
Winners of Akbank Women						
Special PPS for Akbank Women						