

Corporate Governance Principles Compliance Report

Statement of Compliance with Corporate Governance Principles

Türk Telekomünikasyon A.Ş. ("Türk Telekom") pays utmost attention for implementing the Corporate Governance Principles published by the Capital Markets Board of Turkey ("CMB"). The Company updates its annual and interim activity reports and corporate website, and makes them available to its shareholders to meet the said principles. Shareholders have access to comprehensive information through the Türk Telekom investor relations website constantly kept up-to-date, as well as the possibility to direct their queries to the Investor Relations Department.

Türk Telekom successfully received an overall Corporate Governance rating of 9.02 as a result of an independent assessment by SAHA Corporate Governance and Credit Rating Company incorporated by Capital Markets Board of Turkey.

Corporate Governance Rating was determined as a result of the examination made under four major topics (Shareholders, Public Disclosure and Transparency, Stakeholders, Board of Directors) weighted differently within the framework of the CMB's Corporate Governance principles. Breakdown of our corporate governance rating under major categories is as follows:

Sub Categories	Weight (%)	Rating
Shareholder	25	84.56
Public Disclosure & Transparency	25	97.29
Stakeholders	15	92.69
Board of Directors	35	88.22
Total	100	90.24

This rating of 9.02 assigned to Türk Telekom based on the Corporate Governance Principles is a clear sign that our Company is compliant with CMB Corporate Governance Principles to a large extent, has put the necessary policies and precautions into effect and our Company's efforts for fully complying with the Corporate Governance Principles will continue.

Reasons for non-complied Corporate Governance Principles

Pursuant to the Communiqué No:II-17.1 and dated January 3, 2014 of the Capital Markets Board on the Corporate Governance, and other regulations, non-complied issues with their grounds are as below, the principles that are not being complied have not resulted in any conflicts of interest among stakeholders to date.

That the Articles of Association entitle shareholders to appoint a special auditor, and that there is no additional provision on minority rights

Turkish Commercial Code and the CMB regulations are qualified for the appointment of special auditor and minority rights. Pursuant to the New Turkish Commercial Code 6102 which became effective in July 1, 2012, each shareholder's right to appoint a special auditor will be protected.

Presence of voting privileges:

The privileges attached to the Golden Share held by the Republic of Turkey Under secretariat of Treasury are statutory (4673 numbered law), and our company is not authorized to amend these privileges.

No articles in the Articles of Association regarding the procedures for invitation of the members of the board for a meeting by shareholders and stakeholders

Pursuant to the New Turkish Commercial Code 6102 which became effective in July 1, 2012, each board member may submit a written request to the chairman of the board to invite members of board of directors for a meeting. There is no other way of invitation of the board members for a meeting.

Mechanisms and models to encourage participation of the stakeholders in the management of the company are not regulated by the Articles of Association

The models for the Company employees' participation in the management have not been included in the Articles of Association however such models have been developed and put into

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practice within the scope of the internal directives of the company. In 2016, models were developed for the Company employees' participation in the management such as Occupational Health and Safety and Disciplinary Boards, Inventor Idea System.

Charter of the Audit Committee hasn't been disclosed yet

This issue is in the preparation phase.

Disputes between stakeholders (regulatory bodies and public authorities)

Resolving disputes between stakeholders is an ongoing process.

Shareholders

Investor Relations Unit

At Türk Telekom, an Investor Relations Department ("the Department") has been formed which reports directly to the CEO with respect to the structured maintenance of relationships with existing and potential shareholders, effectively responding to the queries by investors and analysts, and carrying out the activities targeted at increasing the Company's share value. The Department is supervised by the Investor Relations Director Sabriye Gözde Çullas who holds required licenses took the responsibility arising from capital markets legislation and coordination of corporate governance practices.

Primary activities handled by the Department are as follows:

- » Including the all kinds of cases related to Corporate Governance and Public Disclosure, performing the requirements of the Capital Market Regulations, and handling necessary internal and external disclosures and monitoring related processes
- » Introducing and presenting the Türk Telekom Group to domestic and foreign individual and corporate investors,

- » Keeping existing and potential investors regularly informed on the Company's activities, financial standing and strategies in a timely, accurate and complete manner,
- » To ensure keeping of reings related to correspondences between investors and the Company and other information and documents healthy, reliable and up-to-date
- » Responding written information requests of shareholders related to the Company
- » Regarding the General Assembly Meeting, preparing documents required to submit for shareholders' review and taking precautions to ensure organization of General Assembly Meeting in accordance with related regulation, articles of association and other regulations within the corporation
- » Responding to the information requests by analysts researching about the Company; ensuring the best introduction of the Company and guaranteeing that reports for investors are prepared in an accurate and complete fashion,
- » Sharing the interim and year-end statements, investor presentations, press releases and annual and interim activity reports regarding financial and operational results with investors and the press; updating the investor relations website regularly to ensure that shareholders have access to accurate and complete information,
- » Keeping investors regularly informed on Türk Telekom and the Turkish Capital Markets by participating in conferences and investor meetings,
- » Monitoring public disclosures made pursuant to the Company's disclosure policy and applicable legislation.
- » Stock news are announced within the Company by watching the composition of domestic/ foreign investors and significant changes in trade volume.

Contact information for employees working in the Investor Relations Department is as follows:

Full Name	Title
Sabriye Gözde Çıllas	Director
Özge Kelek	Manager
Eren Öner	Manager
Şule Gençtürk	Assistant Manager
Nergis Gündoğdu	Assistant Manager
Selin Akar	Associate
Phone Number: + 90 0212 309 96 30	E-mail address: investorrelations@turktelekom.com.tr

Please contact Eren Öner for questions related with dividends, General Assembly and transfer of shares.

The Department received over 1,000 information requests by phone and email during 2016, all of which were answered.

Throughout 2016, Investor Relations attended a total of 18 investor conferences in various locations, primarily in New York and London, and contacted 256 investors in these conferences. In addition, a total of 37 investors were met during roadshows organized in Europe, USA and UK during the year. In an effort to respond to all kinds of information requests along with participating to the investor conferences and roadshows organized abroad, Türk Telekom Investor Relations Department had the opportunity to meet with around 300 investors throughout 2016.

Shareholders' Exercise of their Right to Obtain Information

Within the frame of the Turkish Commercial Code No. 6102 queries, other than those relating to trade secrets and undisclosed information, received from shareholders and analysts by the Investor Relations Department by letter, phone, email and other means are answered in the fastest and most effective way possible upon contacting the relevant person with the highest authority on the related matter. Over 1000 information requests received by Türk Telekom in the relevant period were answered. Furthermore, current and retrospective information and developments relating to Türk Telekom that are of interest to

shareholders are regularly communicated to the concerned parties by the investor relations website both in Turkish and English languages. They are also regularly communicated to those registered to our database via emails.

In addition to the foregoing, within the context of shareholders' exercise of their right to obtain information, data and information are provided on the investor relations website so as to ensure rapid and easy access to information about Türk Telekom. A large portion of this information is provided on the website both in Turkish and English languages. The website covering the related documents accessible at www.ttinvestorrelations.com is periodically updated.

Further details are presented under the heading "Corporate Investor Relations Website and its Content" below.

Company activities are periodically audited by independent auditors and statutory auditors appointed by the General Assembly upon proposal by the Board of Directors. Independent audit services for 2016 activities were provided by KPMG, which performs said services under the legal entity of Akis Bağımsız Denetim ve SMMM A.Ş.

There is no article related to the appointment of a special auditor in the Articles of Association. Shareholders did not request the appointment of a special auditor in 2016 and no special audit was conducted. Being a telecommunications company, activities of Our Company is subjected to the audit and enquiry of Information and Communications

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Technologies Authority, Capital Markets Board of Turkey and Competition Authority. The results of enquiries and audits are disclosed to the public within the context of press releases issued by the related authorities and disclosure of material events regulated by the Communiqué on the Principles Regarding The Public Disclosure Of Material Events.

Minority shareholders may request the appointment of a special auditor according to the 438th and 439th articles of the New Turkish Commercial Code 6102.

General Assembly Meetings

Article 19 of the Articles of Association reads as follows: "The General Assembly shall be the main decision body of the Company possessing every kind of authority in relation to the business of the Company provided by law". Article 21 of the Articles of Association lists the "Material Decisions to be adopted by the General Assembly" as follows:

- a) the presentation of any petition for dissolution;
- b) any change to Articles of Association;
- c) any change to the corporate name of the Company;
- d) any change to the accounting reference date or accounting policies except as required by law;
- e) any change in the share capital or the creation, allotment or issue of any shares or of any other security or the grant of any option rights or rights to subscribe to the capital or to convert any instrument into such shares or securities other than bonus shares;
- f) any reduction of capital or variation of the rights attaching to any class of shares or any redemption, purchase or other acquisition by the Company of any shares or other securities of that company;
- g) any merger with or material acquisition of any other company;
- h) the cessation of any major Business operation;
- i) any material change to the nature of its Business;
- j) the payment or declaration by the Company of any dividend or distribution of any other kind relating to the shares other than in accordance with Article 30;

- k) decisions on any of the matters referred to in Article 12 (a) to (f) above to the extent such matters have not been approved in accordance with Article 12:
 - the entry into of any contract or commitment not provided for in the Budget under which the Group Company may incur costs (per transaction) of more than US\$50 million;
 - the acquisition of any assets or property (other than in the ordinary course of business) at a total cost (per transaction) of more than US\$50 million;
 - the sale or disposition of any fixed assets for a total price per transaction of more than US\$10 million;
 - the borrowing of amounts by a Group Company which when aggregated with all other borrowings of that Group Company would exceed US\$150 million except for the loans obtained from banks in the ordinary course of business;
 - the entry into of any agreement (other than any management agreement referred to in Article 12(g) below) between a Group Company and a Shareholder (other than the holder of the Group B Shares) or its Associates which (x) is not on arm's length terms or (y) involves the transfer of monies or goods and services of a value greater than US\$30 million;
 - the appointment of any representative to act for the Company at any general assembly meeting of any Group Company (other than the Company and AVEA);
 - the entry into of any management agreement between a Group Company on the one part and a Shareholder, or any Associated Companies of a Shareholder or any person that entered into a management agreement/ management consultancy agreement with the holder of the Group A Shares or any of its Associated Companies in connection with the tender process for the block sale on the other part. However, this Article shall not prevent the Company from entering into employment or consultancy agreements with individuals

Organizations regarding our company's General Assembly Meetings are in the Türk Telekomünikasyon A.Ş.'s Articles of Association which is public and can be found on the company's Investor Relations website. Beneficiaries who have right to join the general assembly meetings pursuant to article 18 are able to join the meeting via electronic general assembly meeting system in accordance with article 1527 of Turkish Commercial Code.

2016 General Assembly Meetings

On 31 March 2016, at Türk Telekomünikasyon A.Ş. Genel Müdürlük Kültür Merkezi, Turgut Özal Bulvarı, 06103 Aydınlikevler, Ankara, Ordinary General Assembly convened without any press or stakeholder participation where 93.92% of the Company shares were represented. Following the proposal presented to the General Assembly, a decision was taken to postpone the General Assembly Meeting to be held on another date in the future that would be determined by the Board of Directors so that necessary preparations and evaluations could be made.

Thereon, on 16 May 2016, at Türk Telekomünikasyon A.Ş. Genel Müdürlük Kültür Merkezi, Turgut Özal Bulvarı, 06103 Aydınlikevler, Ankara, Ordinary General Assembly convened without any press or stakeholder participation where 93.90% of the Company shares were represented. Shareholders attended the meeting both via electronic platform and individually. They posed their questions and had their answers during the meeting, all spoken issues were written to the Minutes of the Meeting. Minutes of the Meeting is accessible at the <http://www.ttinvestorrelations.com/corporate-governance/general-assembly-meeting.aspx>. No proposal for the agenda items were given by shareholders during the meeting.

Particulars related to the said Ordinary General Assembly Meeting dated 16 May 2016 were published on Turkish Trade Registry Gazette (TTRG) dated 27 May 2016. In addition, the relevant Regulatory Disclosures of Material Events made by our Company was also published on the Public Disclosure Platform as of meeting dates.

The rules governing the Company's General Assembly meetings are covered in Türk Telekomünikasyon A.Ş. Articles of Association which is publicly disclosed and posted on the investor relations website.

According to Article 31 thereof, General Assembly meetings are announced at least 21 days in advance of the meeting date, excluding the dates of announcement and meeting, in the Turkish Trade Registry Gazette (TTRG) and two national newspapers in accordance with Article 414 of the Turkish Commercial Code and so as to inform the shareholders in advance of the General Assembly meetings. Information on General Assembly meetings, their agendas, invitation letters and sample proxy forms are also posted on the investor relations website.

The Company's Class A shares held by Ojer Telekomünikasyon A.Ş. and Class C shares held by the Undersecretariat of Treasury are registered, whereas the remaining shares are bearer shares. Shareholders who wished to exercise their rights arising from shareholding, fulfilled the necessary procedures for participation in General Assembly meetings pursuant to applicable legislation and attended to the General Assembly Meeting.

The announcement and explanations which our company is obliged to do as per corporate governance principles, Information Set and invitation to the General Assembly Meeting and Minutes of the Meeting are made available for uninterrupted access to our shareholders at www.ttinvestorrelations.com.

Any transaction—that requires positive votes of majority of the independent board members in order to be resolved by Board of Directors and left to the discretion of General Assembly due to the negative votes of independent board members—did not occur.

In General Assembly Meeting, shareholders were informed about the donations including humanitarian aid made by Our Company to the

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associations and charitable institutions which were worth of TL 21,821,934.41 for the year 2015. Total donations including humanitarian aid made in 2016 amounts to TL 17,750,145. As per the donation policy total donations in a fiscal year cannot exceed TL 40 million.

Within the knowledge of our company, shareholders that hold management control, board members, insiders with administrative responsibilities and spouses and up to third degree relatives by blood or marriage did not make any transaction that will be able to cause a conflict of interest between the Company and its subsidiaries; on behalf of themselves or someone else, did not make any business transaction included in the operation of the Company and its subsidiaries; or did not involve in another company that engages with the same kind of business transaction with the role of unlimited partner. All the General Assembly resolutions were applied in 2016.

Voting and Minority Rights

All Shares of Türk Telekom can be transferred except for one privileged (golden) share of Group C. For the purpose of protecting the national interest in issues of national security and the economy, the following actions and resolutions cannot be taken without the affirmative vote of the holder of the C Group Privileged Share at either a meeting of the board of directors or the General Assembly. Otherwise, such transactions shall be deemed invalid.

- a) Any proposed amendments to the Articles of Association;
- b) The transfer of any registered Shares in the Company which would result in a change in the management control of the Company;
- c) The registration of any transfer of registered shares in the Company's shareholders' ledger

Pursuant to the Articles of Association, the holder of the C Group Privileged Share appoints one member representing the Privileged Share. The C Group Privileged Share owner cannot participate in capital increases.

At the Ordinary General Assembly Meeting held on 16 May 2016, Suat Hayri Aka was appointed as the Board member representing the Class C golden share as per the Board Resolution no:19 on March 29, 2016.

At the same General Assembly meeting, Nasser Sulaiman A AL Nasser was also appointed as the Board member representing the Class A share as per the Board Resolution no:70 on December 1, 2015.

The Company's Articles of Association contain the provision that minority rights are to be exercised by shareholders representing at least 5% of the paid-in capital. However, minority shareholders are not represented on the Board of Directors.

Dividend Rights

The Articles of Association grant no privileges regarding participation in the Company's profit. Each share is entitled to equal profit share; however, holder of the Class C share does not receive any share from the profit. Türk Telekom dividends are paid within the legally prescribed periods of time by applicable legislation.

Our Company adopts a policy to distribute the maximum amount of distributable profit in accordance with Articles 28, 29 and 30 of our Company's Articles of Association. Dividend Distribution policy was approved by shareholders' in 2013 Ordinary General Assembly Meeting convened on May 27, 2014. On the other hand, Board of Directors considers the short term financial liabilities of group companies, and conditions of those contracts signed with creditors in determining the Company's dividend proposal. Board proposal regarding 2015 dividend distribution was resolved by General Assembly and dividend distribution on non-public shares was made on 30 May 2016, for public shares dividend distribution was made on 1 June 2016.

As stated in the Company's Articles of Association, the dates and the manner of distribution of the annual profit to the shareholders are decided by the General Assembly upon proposal by the Board of Directors, in accordance with the provisions of the Capital Market Law and applicable legislation.

Dividend Distribution Policy is stated above and disclosed to the public via investor relations web site (www.ttinvestorrelations.com).

Company has not bought back its shares in 2016.

Transfer of Shares

The provisions in the Company's Articles of Association restricting transfer of shares are as follows:

Holder of Class A shares may transfer, always subject to vetoing by the Class C golden share, all or part of its shares to a third party at any time after either the expiration of the Strategic Undertaking Period, or after the date of full payment of the amount payable by the holder of Class A shares for its shares in the Company, whichever occurs later.

Holder of Class A shares may create pledge⁽¹⁾ or encumbrance in favor of a financial institution over its shares which will not be subject to pledge of shares in time, as guarantee for money borrowed for the acquisition of such shares or otherwise. In the event that such pledge or encumbrance is cashed by the relevant financial institution, the same may be able to transfer the Class A shareholder's shares subject to pledge and encumbrance only upon prior written consent of the Treasury, which consent will not be unreasonably withheld.

Subject to the provisions of the following two paragraphs, holder of Class B shares may not transfer to a third party all or part of its shares during the course of the Strategic Undertaking Period without the prior consent of the holder of Class A shares, which consent will not be unreasonably withheld.

1. In the context of the public offering of the Company's shares, only the Treasury may have all or part of its shares quoted and sold on the stock exchange at any time without being subject to the restriction in the preceding paragraph.
2. Holder of Class B shares may additionally transfer, without being subject to the restriction set out in the first paragraph, its own shares that are equal to 5% or less of the Company's total shares at the time of the transfer in a single transaction or in a series of transactions at any time and at any price in line with the Law 406, to employees mentioned in the Law 406 and to "small savings holders"

Furthermore, pursuant to the supplemental Article 17 of the Telegram and Telephone Law no 406 and Article 6, paragraph 4 of the Company's Articles of Association, the one Class C golden share may not be sold.

Strategic Undertaking Period ended in November 14, 2008. A Group Shareholder paid the full amount of its payables in the Company.

Public Disclosure and Transparency

Company Disclosure Policy

Türk Telekom Disclosure Policy has been formulated in line with the CMB's Communiqué on Principles Governing Disclosure of Material Events No: II-15.1 and CMB's Corporate Governance Principles. The policy has been approved and put into effect by the Board of Directors and were submitted to the shareholders' information in General Assembly Meeting convened on May 27, 2014. The disclosure policy is posted on the investor relations website (www.ttinvestorrelations.com) under the "Corporate Governance" heading. The Investor Relations Department is responsible for the monitoring and development of the said policies, and the names and duties of the relevant responsibility

⁽¹⁾ Refers to the pledge for the benefit of the Group B shareholders, which is set as a guarantee on the Group A shareholders' 1,540,000,000,000 shares in the Company (equivalent to 80% of the registered Group A shares), regarding the "unpaid portion of the selling price in accordance with the share sale agreement".

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owners are listed under the heading Investor Relations Unit. These individuals cooperate closely with the Board of Directors in the fulfillment of these responsibilities.

In 2016, consolidated revenues excluding IFRIC 12 construction revenue increased by 10.6%, higher than full year revenue growth guidance of 7-9%. Stronger than expected revenue growth in 2016 was attributable to better than expected impact of integration and brand unification on top line during the year alongside with higher than expected growth in project base revenues in Q4. 2016 EBITDA was realized at TL 5.5 billion, which was the low end of the guidance range. The consolidated capital expenditures (excluding the LTE license fee) determined as approximately TL 3.2 billion at the beginning of 2016 were realized as TL 3 billion in line with the expectations.

Investor Relations Web Site and Its Content:

Investor Relations website which is accessible at www.ttinvestorrelations.com, is actively used in achieving transparency and public disclosure in parallel with the Capital Market legislation, CMB and BIST rules and regulations, and CMB's Corporate Governance Principles. A large portion of the information on the website is provided both in Turkish and English. The main headings covered on the website are listed below:

- » Detailed Information About Company Profile
- » Vision, Mission and Values
- » Company Organization Chart and Shareholding Structure
- » Information About The Members Of The Board Of Directors and Senior Management Of The Company
- » Articles Of Association
- » Trade Registry Information
- » Financial Statements and Activity Reports
- » Regulatory Disclosures
- » Press Releases
- » Investor Presentations
- » Stock Performance Information
- » Credit Ratings
- » Bond Information

- » Contact Information Of Analysts Who Covered The Company
- » Meeting Date Invitation To General Assembly, Agenda Of The General Assembly Of Shareholders and Documents Related To The Minutes Of General Assembly Meeting Agenda
- » Meeting Minutes and List Of Attendants Of The General Assembly Of Shareholders
- » Sample Of Letter Of Attorney
- » Corporate Governance Practices and Compliance Report
- » Dividend Distribution Policy, History And Capital Increases
- » Independent Auditor
- » Insiders With Administrative Responsibilities
- » Internal Audit And Risk Management
- » Disclosure Policy
- » Telecom Glossary
- » Demand Circular Related To The Public Offering and Prospectus
- » Türk Telekom Call Center And Contact Information
- » IR Contact Information
- » Information Related To The Social Responsibility Projects Of Türk Telekom

Trade Registry Information

Date of Registration	June 30, 1994
Date of publishing the corporation in Turkish Trade Registry Gazette	July 1, 1994
Registration Number	103633
Trade Registry Office	Ankara Trade Registry Office
Central Registration System Number	0876005220500016

Activity Report

The content of the annual activity report are prepared in accordance with New Turkish Commercial Code and Capital Market Board regulations. There were no conflicts of interest arising between Türk Telekom and the related organizations which offer investment advice, investment analysis, and rating activity. Board of Directors did not propose not to distribute any dividends to the General Assembly. Chief Executive Officer is not the Chairman of the Board of Directors.

No administrative sanction or penalty has been imposed on Board of Directors members. As there is no reciprocal shareholding interests in the Company's share capital, no information regarding this issue is placed in activity report.

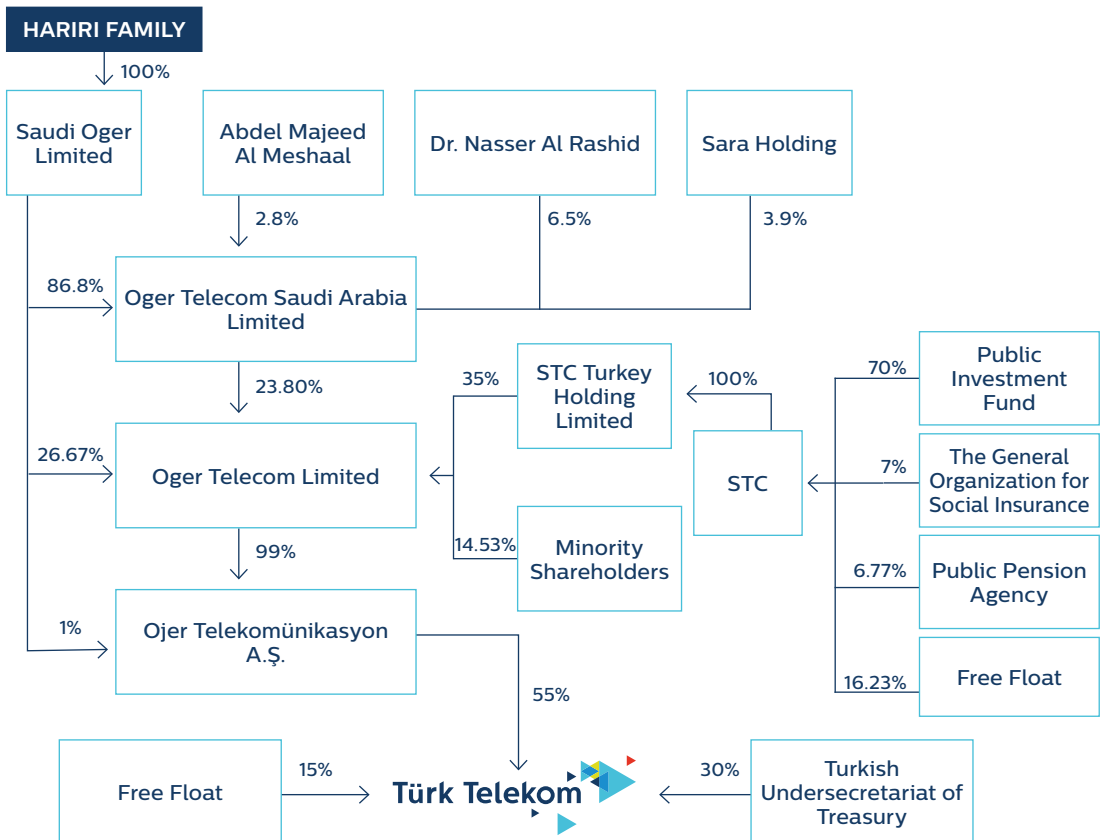
Disclosure of Ultimate Controlling Individuals

Not subject to the authorized capital system, the Company has a share capital of TL 3,500,000,000 which is fully paid-in. The distribution of the paid-in capital among the shareholders is shown below:

Class	Shareholder	(TL) Capital Amount	(%) Share
A	Ojer Telekomünikasyon A.Ş.	1,925,000,000.00	55
B	TR Undersecretariat of Treasury	1,049,999,999.99	30
C	TR Undersecretariat of Treasury	0.01	
D	Free Float	525,000,000.00	15
Total		3,500,000,000.00	100

*According to Official Gazette published on 5 February 2017, Council of Ministers decided to transfer 6.68% (5% B Group shares & 1.68% D Group shares) of the shares of the Company belonging to the Turkish Treasury to the Turkish Wealth Fund. The above schema does not incorporate for that development

Natural and legal persons owing share from our Company's capital are stated below:



*According to Official Gazette was published on 5 February 2017, Council of Ministers decided to transfer 6.68% (5% B Group shares & 1.68% D Group shares) of the shares of the Company belonging to the Turkish Treasury to the Turkish Wealth Fund. The above schema does not incorporate for that development

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Stakeholders

Keeping Stakeholders Informed

Türk Telekom shareholders and investors are kept informed in line with the public disclosure principles.

The Company's Sales and Customer Care Department efficiently handle Türk Telekom customers' information requests about services and products, their comments or complaints, and provide solutions for customer problems.

Intercompany news is issued by Human Resources – Internal Communication Department to the employees.

Stakeholder Participation in Management

As a result of the efforts to enable stakeholders to participate in the management, models for the company employees to participate in the management have been developed in 2016 such as Occupational Health and Safety Boards, Disciplinary Boards, Inventor Idea System. Furthermore, a contact form was created on the Investor Relations website for the stakeholders to inform the Corporate Governance Committee about the Company's transactions that are in breach of the legislation and that are ethically inappropriate.

Human Resources

Türk Telekom aims to be the most preferred company in the Turkish telecommunications sector, to attract and recruit the most skilled human resources aligned with the corporate culture and values and in line with its future strategies and targets.

Recruitment and career planning are made in line with the principle of providing equal opportunities to employees within the context of human resources policy. Recruitment principles are defined according to objective criteria as part of body of rules for recruitment. It is aimed to generate long term employment within the possibilities of

technological developments, fiscal and economic conditions, sectoral variations, convergence of goods and services, organizational and changes in order to provide fast, high quality and economical services. Continuous improvement of the Company depends on the capability and flexibility of employees to adapt to changing conditions of the sector quickly and efficiently. In this regard, candidates that meet job requirements are sourced locally and internationally. Recruitment processes are determined in accordance with applicable laws and regulations. Employee relations are currently managed by Human Resources Partners; a human resources representative hasn't been assigned yet.

Working Culture

Türk Telekom makes it a goal to establish an ongoing relationship with its employees and stakeholders built on respect, trust and ethical values, adhering to the corporate culture built and maintained on the basis of respect and sharing, as well as its principles which include 'Customer Focused, Trustworthy, Innovative, Responsible and Dedicated'. There was no complaint regarding discrimination from our employees in 2016.

Our working culture is characterized by providing high quality products and services and achieving high levels of customer satisfaction, increasing productivity. The objectives which are specific, measurable, attainable, relevant and time bound, are compared based on their correlation with the actual performance results. Alternative, Customer-Focused Approaches are developed in order to follow -up, evaluate and resolve customer complaints.

Intranet of the Company creates corporate awareness, enables employees to access to all business resources, contributes to employees' career development and creates a synergy through events and social activities. Definitions of tasks and their distribution and performance related reward mechanisms are disclosed by Performance Management Team.

Health and Safety

Türk Telekom is obliged to develop measures pursuant to the Labor Law and articles related to Occupational Safety and Health issues raised and to fulfill the requirements in all workplaces. Türk Telekom has created accident prevention and environmental awareness among employees by developing Occupational Health and Safety & Environmental Management System model.

The Company has established “Occupational Health and Safety Committees” to identify potential risks and take the necessary measures in order to ensure employee health and safety at its workplaces.

Türk Telekom has unionized labor. Rights of employees, employers and workers are protected in accordance with the Collective Labor Agreements signed.

Performance Management and Continuous Improvement

“In-house performance evaluation” methods have been established in order to manage and evaluate performance of corporate and employees. Responsibilities, competencies, performance of business development and contribution to company goals of employees are determined by objective criteria within the framework of quality, quantity, time and cost of the work. In this process, after the performance feedback, employee training requirements are determined, promotion and other reward mechanism is executed within the context of objective criteria. Performance evaluation and knowledge of methods and mechanisms are submitted to employees’ attention before the assessment of staff. The generated performance management module; below management processes are discussed.

- » Planning and approval of individual targets in line with the objectives of the Company,
- » Monitoring employee performance continuously in line with the goals, action plans and criteria and giving feedback,
- » Evaluating of performance,
- » Supporting motivation and continuous improvement, clarifying expectations regarding development plans,

Türk Telekom providing opportunities for the personal and professional development of its employees to create a performance management concept focused on constant development where employees will be able to realize their full potential. Türk Telekom also aims to support corporate goals by enhancing the loyalty of its “human resources”, its most valuable asset, to the Company. Full time and part time all employees are able to attend the trainings provided by Türk Telekom Academy.

Our Company developed advanced information security policies and activities and was awarded with ISO 27001 certificate, regarding the security of the private information of its customers. Only authorized employees have access to the personal data on need-to-know basis. Access logs are audited internally to determine any suspicious or irrelevant uses. Our company provides its employees with data security training.

Remuneration

The Company aims to attract new well qualified employees, prioritizes to employee retention, keep motivation high in order to make services sustainable and reward outstanding performers. Remuneration is determined by the relevant legislation, the job description, required responsibilities and qualifications and the market value.

Code of Business Ethics

Türk Telekom Code of Business Ethics is the set of basic behaviors and rules; particularly the Members of the Board of Directors and the Audit Board, and all employees must abide by.

The Code of Business Ethics; is the key document that will serve as a guidance for and will primarily be adopted by Türk Telekom employees as a principle, was approved by our Board of Directors and was publicly announced via our company’s investor relations website. The document was issued in line with the vision, mission and values of Türk Telekom, in order to determine how all employees and the Members of the Board of Directors and the Audit Board, and the Company executives, in particular, should behave both within the working environment and outside the working environment.

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Our managers are responsible for adopting and developing ethics culture in our company. Our company provides code of ethics training to its employees.

Social Responsibility

In every square inch of Turkey, Türk Telekom offers its customers the opportunity to use IT technologies which serve as the driving force for sustainable economic growth and social development.

In addition to the products and services it develops, Türk Telekom sees it as a corporate responsibility to help all those who cannot participate in social life due to economic, social, regional or physical reasons, access information. Thus, Türk Telekom carries out activities in line with the principle of “accessible communication for all”.

Through its business conduct and corporate social responsibility projects, Türk Telekom supports the United Nations Sustainable Development targets.

In addition to Life's Easy With Internet, Phone Library, Daylight, Unobstructed Tivibu, Loud Steps, Türk Telekom Schools, Türk Telekom Amateur Sports Clubs and many other social responsibility projects carried out nationally, local social responsibility activities organized by provincial directorates of Türk Telekom are also carried out within the scope of “Value to Turkey” project.

Board of Directors

Structure and Formation of the Board of Directors

Our Board of Directors was elected at the Extraordinary General Assembly Meeting which was held on 8 July 2015, for a term of 3 years.

Structure of the Board of Directors as of the report date is below:

Name/Surname	Duty	Independent/Not	Executive/Non Executive	Committees and Duties
MOHAMMED HARIRI	Chairman	Not Independent	Non-Executive	Corporate Governance Committee (Member)
FUAT OKTAY	Vice Chairman	Independent	Non-Executive	
ABDULLAH TIVNIKLİ	Board Member	Not Independent	Non-Executive	
HAKAM KANAFANI	Board Member	Not Independent	Non-Executive	
RAMİ ASLAN	Board Member,	Not Independent	Non-Executive	
ABOU CHAKRA MAZEN	Board Member	Not Independent	Non-Executive	Audit Committee (Observer Member), Identification and Management of Risks Committee (Member)
CENK SERDAR	Board Member	Not Independent	Non-Executive	Corporate Governance Committee (Member), Early Identification and Management of Risks Committee (Member)
NASSER SULAIMAN A AL NASSER	Board Member	Not Independent	Non-Executive	Audit Committee (Observer Member)
YİĞİT BULUT	Board Member	Independent Member	Non-Executive	Identification and Management of Risks Committee (Chairman), Audit Committee (Member)
FAHRI KASIRGA	Board Member	Independent Member	Non-Executive	
İBRAHİM EREN	Board Member	Independent Member	Non-Executive	Corporate Governance Committee (Chairman), Audit Committee (Chairman)
SUAT HAYRİ AKA	Board Member	Not Independent	Non-Executive	

Biographies of the members of Türk Telekom's Board of Directors are placed in the Board of Directors Section of the annual report and Investor Relations website. Pursuant to the 10th article of the Articles of Association, the members of the Board of Directors shall hold office for a term of 3 years. There is no distribution of tasks between the members of Board of Directors. General Assembly elected Independent members of Board of Directors during its Extra Ordinary General Assembly Meeting which was held on 8 July 2015. Corporate Governance Committee performed the functions of Nomination Committee in line with CMB principles. Four independent members of Board of Directors were nominated to the Corporate Governance Committee by B Group Shareholder. A report regarding nominees' independence situation was prepared and submitted to the Board of Directors by Corporate Governance Committee on June 19, 2015. After CMB provided consent for the nominees, the nominees of independent members of board of directors were submitted to the General Assembly's approval and elected as well.

On the 13th of July 2016, Independent Member of the Board of Directors Kemal Madenoğlu resigned from his position. The responsibility of the Nomination Committee for nominating Independent Members of the Board of Directors has been fulfilled by the Corporate Governance

Committee in accordance with the Capital Markets Board legislation. New candidates for the position of the Independent Member of the Board of Directors was nominated by Group B shareholders, and the report issued by the Corporate Governance Committee regarding whether or not the candidates meet the independence criteria was submitted to the Board of Directors. With the Board of Directors decision taken on the 15th of July 2016, Mr. Fuat Oktay was appointed, in accordance with the 363rd Article of the Turkish Code of Commerce, as a real person Member of the Board of Directors and Vice Chairman of the Board of Directors, to serve during the remaining term of office of the Board of Directors and to be submitted to the approval of the General Assembly at the first General Assembly Meeting to be held.

Statements of Independence that each Independent Board Member signed presented under the appendix of this report. There were no circumstances that jeopardize independence of board of directors in the activity period. No company rules have been internally established regarding the positions of the Board of Directors held outside the company yet.

The Positions of The Board of Directors Held Outside The Company are as below:

Name – Surname Duties at Türk Telekomünikasyon A.Ş. over the last 5 years	Duties Outside of Türk Telekomünikasyon A.Ş.	
Mohammed Hariri Chairman of the Board of the Directors, Chairman of the Executive Committee, Member of the Corporate Governance Committee	Chairmanship of the Board	Al Mal Investment Holding, Avea İletişim Hizmetleri A.Ş., Cell C (Pty), GroupMed International Holding Limited, GroupMed sal (Holding), BankMed sal, Oger Telecom Ltd., Ojer Telekomünikasyon A.Ş., SaudiMed Investment Company, TTNET A.Ş.
	Board Membership	3C Telecommunications (PTY) Limited, Arab Bank plc., Lanun Securities S.A.
Fuat Oktay Vice Chairman of the Board of the Directors	Board Membership	Turkish Aerospace Industries Inc. (TAI), Turkish Technic Inc.
	Other	Undersecretary Prime Ministry of Turkish Republic
Abdullah Tivnikli Member of the Board of the Directors, Member of the Executive Committee	Chairmanship of the Board	4TEK İletişim A.Ş., A G Gayrimenkul Yatırım Sanayi ve Ticaret A.Ş., Alphakat Dizel Sanayi ve Ticaret A.Ş., Altınapa Değirmencilik Ticaret ve Sanayi A.Ş., Çeşme Enerji A.Ş., Eksim Elektrik Enerjisi İthalat İhracat ve Toptan Satış A.Ş., Eksim Enerji Danışmanlık A.Ş., Eksim Yatırım Holding A.Ş., Eksun Gıda Tarım Sanayi ve Ticaret A.Ş., Hasanbeyli Enerji A.Ş., İltek Enerji Yatırım Sanayi ve Ticaret A.Ş., İncesu Gayrimenkul Yatırım Sanayi ve Ticaret A.Ş., Karadeniz Elektrik Üretim Sanayi A.Ş., Kartaltepe Enerji A.Ş., Kök Elektrik Enerjisi İthalat İhracat ve Toptan Satış A.Ş., Merzifon Enerji A.Ş., Rewe Enerji A.Ş., Rsh Enerji A.Ş., Seferihisar Enerji A.Ş., Silivri Enerji A.Ş., Sinangil Gıda Pazarlama Sanayi ve Ticaret A.Ş., Susurluk Enerji A.Ş., Tam Enerji Yatırım Sanayi ve Ticaret A.Ş., Tokat Enerji A.Ş.
	Vice Chairmanship of the Board	Argela Yazılım ve Bilişim Teknolojileri A.Ş., Innova Bilişim Çözümleri A.Ş., Sebit Eğitim ve Bilgi Teknolojileri A.Ş.
	Board Membership	Akabe Gayrimenkul Yatırım Sanayi ve Ticaret A.Ş., Akabe İnşaat Sanayi ve Ticaret A.Ş., Assist Rehberlik ve Müşteri Hizmetleri A.Ş., Avea İletişim Hizmetleri A.Ş., Batı Hattı Doğalgaz Tic. A.Ş., Kat Turizm Gayrimenkul Yatırımları ve İşletme Ticaret A.Ş., Ottoman Gayrimenkul Yatırımları İnşaat ve Ticaret A.Ş., TTNET A.Ş.

Corporate Governance Principles Compliance Report

Fahri Kasırğa Member of the Board of the Directors	Board Membership	Council of Higher Education (CoHE)
	Other	General Secretary of Presidency of Turkish Republic
Suat Hayri Aka Member of the Board of the Directors	Board Membership	Innova Bilişim Çözümleri A.Ş.
	Other	Undersecretary Ministry of Transport, Maritime Affairs and Communications of Turkish Republic
İbrahim Eren Member of the Board of the Directors, Chairman of the Audit Committee, Chairman of the Corporate Governance Committee	Chairmanship of the Board	Televizyon İzleme Araştırmaları A.Ş. (TIAK)
	Board Membership	International Academy of Television Arts & Science (Emmy Awards), Director on the Board
	Other	Turkish Radio and Television Corporation (TRT), Deputy Director General of Broadcasting,
Yiğit Bulut Member of the Board of the Directors, Member of the Audit Committee, Chairman of the Early Identification of Risks Committee	Board Membership	Türkiye Varlık Fonu Yönetimi A.Ş.
	Other	Key Advisor of Presidency of Turkish Republic
Rami Aslan Member of the Board of the Directors, Member of the Executive Committee Former: Observer Member of the Audit Committee, Türk Telekom CEO	Chairmanship of the Board	Argela Yazılım ve Bilişim Teknolojileri Sanayi ve Ticaret A.Ş., AssisTT Rehberlik ve Müşteri Hizmetleri A.Ş., Innova Bilişim Çözümleri A.Ş., Sebit Eğitim ve Bilgi Teknolojileri A.Ş., Türk Telekom International AT AG
	Board Membership	3C Telecommunications Pty Ltd., ALB Telecom, Avea İletişim Hizmetleri A.Ş., Net Ekran Televizyonculuk ve Medya Hizmetleri A.Ş., Oger Telecom Ltd., Oger Telekomünikasyon A.Ş., TTNET A.Ş.
Mazen Abou Chakra Member of the Board of the Directors, Observer Member of the Audit Committee, Member of the Early Identification of Risks Committee	Board Membership	11818 Rehberlik ve Müşteri Hizmetleri A.Ş., 3C Telecommunications Pty Ltd., AssisTT Rehberlik ve Müşteri Hizmetleri A.Ş., Cell C (Pty), Net Ekran Televizyonculuk ve Medya Hizmetleri A.Ş., Oger Telecom Ltd., Oger Telekomünikasyon A.Ş., Türk Telekom International AT AG
	Other	Oger Telecom Ltd., Chief Legal Officer and Deputy CEO
Hakam Kanafani Member of the Board of the Directors Former: Türk Telekom Group CEO	Board Membership	11818 Rehberlik ve Müşteri Hizmetleri A.Ş., Argela Yazılım ve Bilişim Teknolojileri Sanayi ve Ticaret A.Ş., Cell C (Pty), Innova Bilişim Çözümleri A.Ş., Oger Telecom Ltd., Sebit Eğitim ve Bilgi Teknolojileri A.Ş., Türk Telekom International AT AG
Cenk Serdar Member of the Board of the Directors, Member of the Corporate Governance Committee, Member of the Early Identification of Risks Committee	Board Membership	Avea İletişim Hizmetleri A.Ş., Contact Centers Company (CCC), SALE Advanced Co. Ltd.
	Other	Avea İletişim Hizmetleri A.Ş., Audit Committee Member, Contact Centers Company (CCC), Audit Committee Chairman, SALE Advanced Co. Ltd., Executive Committee Member, SALE Advanced Co. Ltd., Remuneration (Compensation) Committee Chairman, Saudi Telecom Company, Consumer Senior Vice-President
Nasser Suleiman A Al Nasser Member of the Board of the Directors, Member of the Executive Committee, Observer Member of the Audit Committee	Chairmanship of the Board	STC Solutions
	Board Membership	Avea İletişim Hizmetleri A.Ş.
	Other	Saudi Telecom Company, Technology & Operations Senior Vice-President, STC Solutions, Executive Committee Chairman

Principles of Activity of the Board of Directors

Pursuant to the Articles of Association, the Board of Directors shall meet at least four times a year or shall meet whenever the Company's business so requires. The activities of the Board of Directors are run by Board Secretariat. At least 10 business days before the meeting, a notice of the time of meeting and the agenda which is accompanied by any relevant papers are sent to the Board of Directors. Meeting notices were sent to the members of the Board of Directors via e-mail. The agenda of the meeting is set via e-mails according to the proposals of members of the Board of Directors, CEO, VPs and Executive members of departments. Agenda is finalized by receiving the consent of the Chairman of the Board. Four Meetings of the Board of Directors were held in fiscal 2016. The overall attendance rate of board meetings in 2016 was 98 percent.

Pursuant to the 12th article of Articles of Association; questions arising at a meeting were passed by a simple majority of the votes of the Directors present at such meeting unless the resolution relates to a "Supermajority Decision Relating to the Board. Supermajority Decisions Relating to the Board were taken with the presence and affirmative vote of 7 Directors, at least one of which shall be a Director representing the Treasury. Questions arising at the meeting of Board of Directors and issues with multiple views are reed into minutes with the appropriate grounds of negative votes in detail. The rights of member of Board of Directors representing C Group are explained in the section of Voting Rights and Minority Shares. No negative votes on these resolutions were reed. There were no important transactions presented for approval of the independent directors and all the related party transactions were approved by the majority of the independent directors. The damages to the Company resulting from the directors' faults were insured up to USD 125,000,000.

Numbers, Structures and Independence of Committees within the Board of Directors

Audit Committee

Membership structure of the Audit Committee was changed with the Board Resolution dated 17 October 2012.

Independent board member Ibrahim Eren is serving as chairman and independent board member Yiğit Bulut is serving member of the Audit Committee. Non-executive board members; Mazen Abou Chakra and Suleiman Nasser A Al Nasser are serving as observer members of the Audit Committee.

Audit Committee shall meet at least five times a year. The Committee held 8 meetings in 2016 and reviewed and monitored Türk Telekom Group's processes of accounting, finance and auditing as well as their processes for monitoring compliance with law and regulations and their own code of business conduct, as well as such other matters which may be delegated specifically to the Committee by the Board from time to time. Amendments to the Audit Committee Policy, which include the procedures followed by the Committee while performing its duties, are currently being prepared.

Corporate Governance Committee

Corporate Governance Committee was established with the Board Resolution dated 17 October 2012.

Independent board member Ibrahim Eren is serving as chairman of the Corporate Governance Committee. Non-executive board members Mohammed Hariri and Cenk Serdar and Investor Relations Director Sabriye Gözde Çullas are serving as the member of the Corporate Governance Committee.

The Committee shall provide implementation, improvement and adoption of corporate governance principles within the Company and shall convene as often as deemed necessary for the effectiveness of its studies. In 2016, the committee held four meetings and carried out its activities effectively.

Corporate Governance Committee undertakes the duties of Nomination and Remuneration Committees.

Corporate Governance Principles Compliance Report

Early Identification and Management of Risks Committee

Early Identification and Management of Risks Committee was established with the Board of Resolution dated 23 October 2013.

Independent board member Yiğit Bulut is serving as chairman of the Early Identification and Management of Risks Committee. Non-executive board members Mazen Abou Chakra and Cenk Serdar are serving as the members of the Early Identification and Management of Risks Committee.

Early Risk Detection and Management Committee meets every two months and carries out its tasks effectively. In 2016, the committee held 6 meetings in total. The aim of establishing this committee is;

- » To identify any potential risk that may jeopardize the existence, development and continuity of the Türk Telekom Group,
- » To establish the Corporate Risk Management System for implementing necessary measures and actions with the aim of eliminating the identified risks, and to ensure the system's continuity and to improve it if necessary,
- » To conduct activities related to the risk management and monitoring via risk management tools within the scope of a risk management system,
- » To ensure that findings received from the Corporate Risk Management System are an important component of decision making
- » To present reports to the Board of Directors on these issues.

Independent board member Ibrahim Eren serves as both the chairman of the Audit Committee and Corporate Governance Committee. Independent board member Yiğit Bulut serves as both the chairman of the Early Identification and Management of Risks Committee and the member of the Audit Committee.

Risk Management and Internal Control Mechanism

Türk Telekom Group Corporate Risk Management mission is; "To make sure that the risks that may arise are managed in the best possible manner being aware of the changing internal and external dynamics, To adopt Corporate Risk Management as an inseparable part of the corporate culture and strategic decision taking processes", while the vision is; "To create a Corporate Risk Management system in parallel to international best practices".

Türk Telekom Group Corporate Risk Management cycle has been created within the scope of the international best standards (ISO 31000). [Please see figure 1]

In Türk Telekom Group, Corporate Risk Management is a process established on "Continuous Communication and Consultation" which is the fundamental of the systematic taken as basis. For this reason this process is carried out with the participation of all business units.

Every year, all units identify the internal and external potential risks that may arise in parallel to the economic, sectoral and legal developments that may hinder the Group from achieving its strategic objectives.

Türk Telekom has defined its mission regarding the management of risks and opportunities as "by means of raising an awareness on the ever-changing internal and external dynamics, to most effectively manage the risks and related opportunities faced

by the Company and to make Enterprise Risk and Opportunity Management an indispensable part of the corporate culture and strategic decision-making.” while “to integrate the Enterprise Risk and Opportunity Management into Türk Telekom’s management structure as a best practice both in Turkey and in the world.” is designated as the vision. The risks Türk Telekom is exposed to are classified as strategic, operational, financial, governance and compliance. These risks are measured via qualitative and quantitative risk metrics and management tools which are continuously improved and updated to be in harmony with the dynamic global conditions and ICT sector.

In addition to these measurements, the root causes that underlie/trigger potential risks are also analyzed in detail. Actions plans, which are prepared according to the priorities set by the Senior Management, focus on the root cause that leads to the cause-and-effect relationship, and a domino effect is created to eliminate / reduce the identified risk at reasonable costs.

Figure 1. Türk Telekom Group Corporate Risk Management Cycle

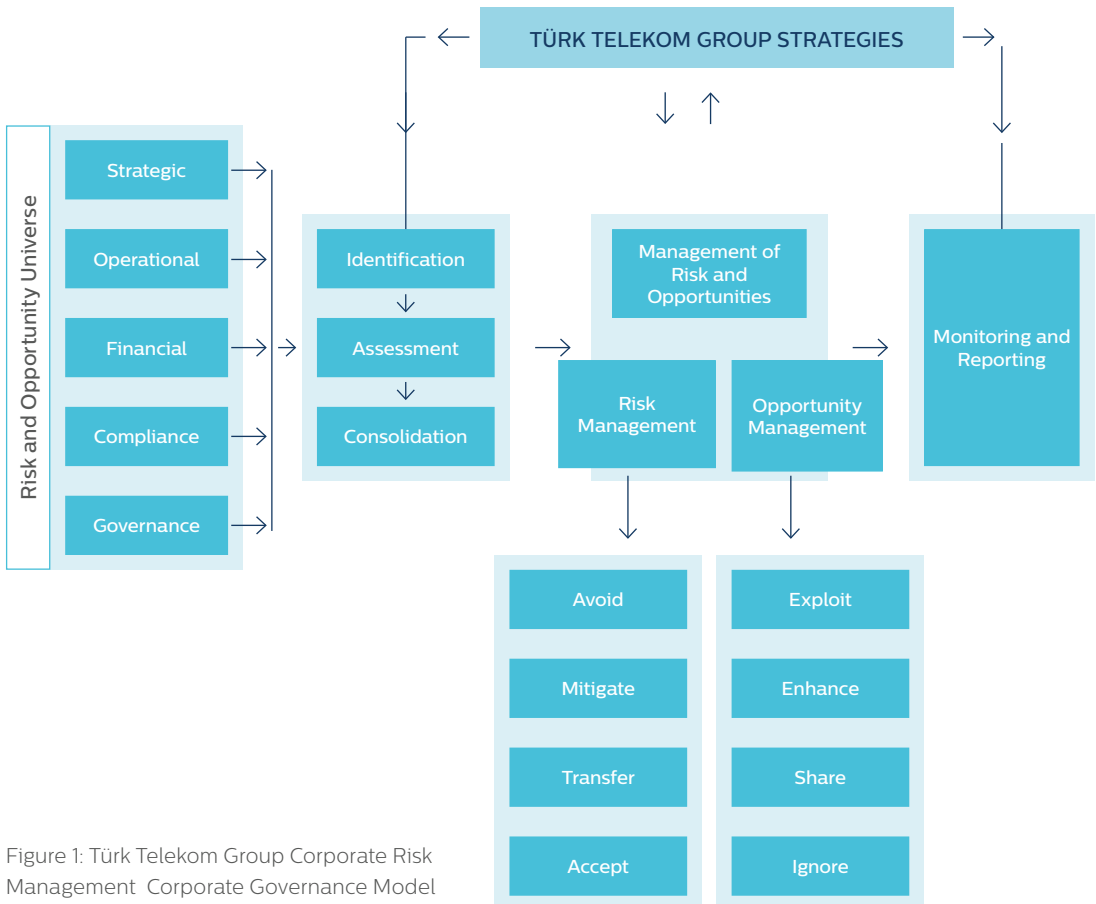


Figure 1: Türk Telekom Group Corporate Risk Management Corporate Governance Model

Corporate Governance Principles Compliance Report

Türk Telekom Enterprise Risk and Opportunity Management Process

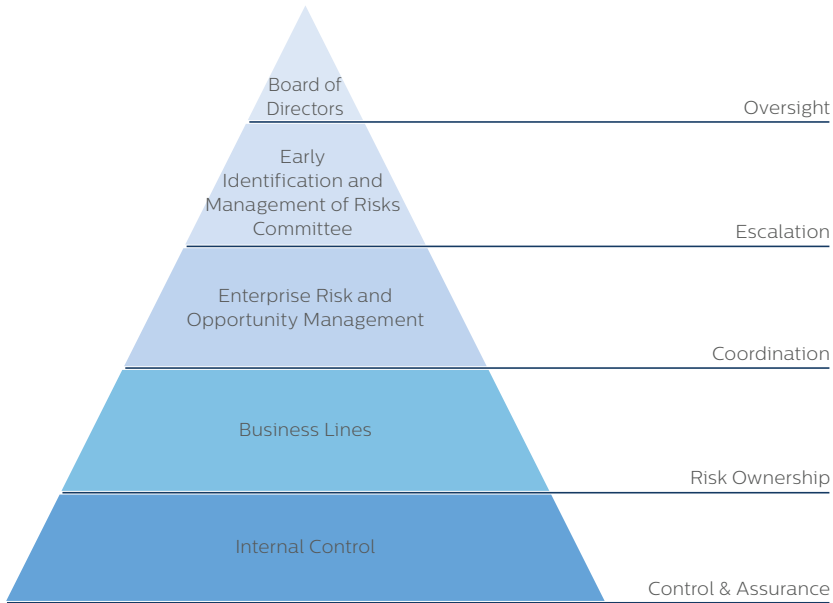


Figure 2: Türk Telekom Group Corporate Risk Management Corporate Governance Model

In this governance model;

The Board of Directors reviews and assesses the risks and opportunities that Türk Telekom is exposed to in compliance with the Group's strategies.

Early Risk Detection and Management Committee

takes into consideration the risks that Türk Telekom Group is or may be exposed to, and makes sure that the "Risk Management Process" is established, and continuously oversees the effectiveness of the system. The Committee brings significant risks and opportunities to the attention of the Board of Directors.

Corporate Risk Management is to determine and improve the minimum standards regarding the Corporate Risk Management System, coordinating the Corporate Risk Management processes carried out within the Group, monitoring the existing levels and development levels of the identified risks and reporting them to related Management units.

Business Units consider the risks under their responsibility and take necessary action.

Internal Audit provides assurance regarding controls and actions. Checks the functionality of the system, and reports any failures.

In the face to face work carried out with middle and top level executives of the company's business lines, the risks of the Group companies are also clearly identified in line with the risk management standards established for Türk Telekom. The evaluation process draws a detailed panorama of the risk universe that the Company is exposed to, taking into account the root causes that generate risks, the relationships between risks, sectoral factors and the macroeconomic dynamics of the country. Effective analysis of the root causes that generate the identified risks, constitutes the basis of the action planning, while a cost-effective and optimized management process is implemented with the actions that eliminate / reduce the root causes that generate risks.

Strategic Targets of the Company

5 years Strategic Business Plan and annual budget; which include the strategic targets determined by observing the global and local sectoral developments, technological developments and identifying customer preferences are subject to Board of Directors approval. Board watches the performance of Türk Telekom reaching its strategic targets monthly.

Prohibition on Doing Business and Competing with the Company

The Company has adopted practices that are aligned with Articles 395 and 396 of the Turkish Commercial Code and Corporate Governance Principles annexed to the Communiqué II-17.1 on Corporate Governance.

At the General Assembly Meeting dated 16 May 2016, permission was given to the controlling shareholders, the Board of Directors Members, the senior executives, their spouses and their relatives by blood and marriage up to the second degree to make transactions which may cause conflict of interest for the Company or Company's subsidiaries and to compete in accordance with the Communiqué II-17.1 on Corporate Governance and the general assembly was informed about the transactions of this nature realized within the year.

Remuneration of the Members of the Board of Directors and Senior Executives

Shareholders were informed about the "Remuneration Policy" determined for the Board of Directors Members and the Senior Executives in accordance with the Corporate Governance Principles at the Ordinary General Assembly Meeting dated 16 May 2016. Remuneration Policy was disclosed to the public and put on the investor relations web site within the same day.

Remuneration of the members of the Board of Directors is determined by the General Assembly in accordance with Article 408 of the New Turkish Commercial Code and Article 8 of the Company's Articles of Association. General Assembly approved and accepted that each member of the Board of Directors shall be paid net remuneration at an amount of TL 8.000 on monthly basis as well as the bonuses at the same amount of the monthly remunerations twice in a year, in January and in July. There is no performance measurement and performance-based rewarding system in place for the Board members. The Company has never lent money or extended loans to any Board member or executive, no credit has been given under the name personal loan through third persons, nor have any guarantees been provided such as surety ship in their favor.

The remuneration of directors and other members of key management were as follows:

(TL thousand)	1 January – 31 December 2015	1 January – 31 December 2016
Short-term benefits	104,957	178,799
Wages and wages like fees	95,123	169,854
Attendance fees	9,834	8,495
Long-term defined benefits	2,066	2,605
Social Security Institution premiums	2,066	2,065
	107,023	181,404

Furthermore, OTMSC charged to the Company a consultancy fee amounting to TL 36,585 thousand (31 December 2015: TL 33,735 thousand) and an expenses charged for an amount of TL 292 thousand (31 December 2015: TL 114 thousand), for the year ended 31 December 2016. OTASC's ultimate shareholder is Saudi Oger. Based on the contract between OTMSC and the Company. Significant portion of this payment represents salaries of key management personnel. The contract has been renewed on 15 April 2012 for an annual charge of USD 12.000 (prior contract value: USD 8.500) for three years and terminated on 15 April 2015. On 12 May 2015 a new protocol is signed. According to this, the contract is renewed for two years by the same amount and will be terminated on 15 May 2017.

