

# GRI Content Index

The contents of the 2024 Annual Report and the 2024 Climate Statement have been informed, in part, by the Global Reporting Initiative (GRI) Standards 2021. The table below provides an overview of the relevant GRI Standards for the airline and where to find relevant information.

Indicator	Description	Location of Disclosure
<b>GRI 2 General Disclosures 2021</b>		
GRI 2-1	Organisational details	2024 Annual Report
GRI 2-2	Entities included in sustainability reporting	<a href="#">2024 Greenhouse Gas Emissions Inventory Report</a>
GRI 2-3	Reporting period, frequency and contact point	2024 Annual Report, p26 <a href="#">2024 Climate Statement</a> , p2-3
GRI 2-4	Restatements of information	2024 Annual Report
GRI 2-5	External assurance	<a href="#">2024 Climate Statement</a> , p45-47, Audit Assurance Statement (partial disclosure) <a href="#">2024 Greenhouse Gas Emissions Inventory Report</a> (partial disclosure)
GRI 2-6	Activities, value chain and other business relationships	2024 Annual Report, p25-34
GRI 2-7	Employees	<a href="#">2024 Workforce Profile</a>
GRI 2-8	Workers who are not employees	<a href="#">2024 Workforce Profile</a>
GRI 2-9	Governance structure and composition	2024 Annual Report – Corporate Governance Statement and p26 <a href="#">2024 Climate Statement</a> , p4-8
GRI 2-10	Nomination and selection of the highest governance body	2024 Annual Report – Corporate Governance Statement
GRI 2-11	Chair of the highest governance body	2024 Annual Report – Corporate Governance Statement
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	2024 Annual Report – Corporate Governance Statement and p26 <a href="#">2024 Climate Statement</a> , p 4-8
GRI 2-13	Delegation of responsibility for impacts	2024 Annual Report – Corporate Governance Statement and p26 <a href="#">2024 Climate Statement</a> , p4-8
GRI 2-14	Role of highest governance body in sustainability reporting	2024 Annual Report, p26 <a href="#">2024 Climate Statement</a> , p4-8
GRI 2-15	Conflicts of interest	2024 Annual Report – Interests Register
GRI 2-16	Communication of critical concerns	2024 Annual Report – Corporate Governance Statement and p25-34 <a href="#">2024 Climate Statement</a> , p12-24
GRI 2-17	Collective knowledge of the highest governance body	2024 Annual Report, p26 <a href="#">2024 Climate Statement</a> , p4-8
GRI 2-18	Evaluation of the performance of the highest governance body	2024 Annual Report – Corporate Governance Statement

Indicator	Description	Location of Disclosure
<b>GRI 2 General Disclosures 2021</b>		
GRI 2-19	Remuneration policies	2024 Annual Report – Corporate Governance Statement
GRI 2-20	Process to determine remuneration	2024 Annual Report – Corporate Governance Statement
GRI 2-21	Annual total compensation ratio	2024 Annual Report – Corporate Governance Statement
GRI 2-22	Statement on sustainable development strategy	2024 Annual Report, p25
GRI 2-23	Policy commitments	<a href="#">Corporate and social policies</a>
GRI 2-24	Embedding policy commitments	<a href="#">Code of Conduct</a>
GRI 2-25	Processes to remediate negative impacts	<a href="#">Code of Conduct</a>
GRI 2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Code of Conduct</a>
GRI 2-27	Compliance with laws and regulations	<a href="#">2024 Metrics Table</a>
GRI 2-28	Membership associations	<a href="#">Sustainability Stakeholders</a>
GRI 2-29	Approach to stakeholder engagement	<a href="#">Sustainability Stakeholders</a>
GRI 2-30	Collective bargaining agreements	<a href="#">2024 Workforce Profile</a>
<b>GRI Material Topics 2021</b>		
GRI 3-1	Process to determine material topics	<a href="#">About our reporting</a>
GRI 3-2	List of material topics	<a href="#">Sustainability Framework</a>
<b>GRI 201 Economic Performance 2016</b>		
GRI 3-3	Management of material topics	2024 Annual Report
GRI 201-1	Direct economic value generated and distributed	2024 Annual Report
GRI 201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2024 Climate Statement</a> , p12-24

## GRI Content Index (continued)

Indicator	Description	Location of Disclosure
<b>GRI 204 Procurement Practices 2016</b>		
GRI 3-3	Management of material topics	2024 Annual Report, p32
GRI 204-1	Proportion of spending on local suppliers	<a href="#">2024 Metrics Table</a>
<b>GRI 302 Energy 2016</b>		
GRI 3-3	Management of material topics	2024 Annual Report, p26 <a href="#">2024 Climate Statement</a> , p4-8
GRI 302-1	Energy consumption within the organisation	<a href="#">2024 Greenhouse Gas Emissions Inventory Report</a> (partial disclosure)
GRI 302-4	Reduction of energy consumption	<a href="#">2024 Greenhouse Gas Emissions Inventory Report</a> <a href="#">2024 Metrics Table</a>
<b>GRI 305 Emissions 2016</b>		
GRI 3-3	Management of material topics	2024 Annual Report, p26 <a href="#">2024 Climate Statement</a> , p4-8
GRI 305 -1	Direct (Scope 1) GHG emissions	<a href="#">2024 Greenhouse Gas Emissions Inventory Report</a>
GRI 305 -2	Energy indirect (Scope 2) GHG emissions	<a href="#">2024 Greenhouse Gas Emissions Inventory Report</a>
GRI 305 -3	Other indirect (Scope 3) GHG emissions	<a href="#">2024 Greenhouse Gas Emissions Inventory Report</a>
GRI 305 - 4	GHG emissions intensity	<a href="#">2024 Climate Statement</a> , p39
<b>GRI 403 Occupational Health and Safety 2018</b>		
GRI 3-3	Management of material topics	2024 Annual Report, p31 <a href="#">2024 Metrics Table</a>
GRI 403-1	Occupational health and safety management system	<a href="#">2024 Metrics Table</a>
GRI 403-9	Work-related injuries	<a href="#">2024 Metrics Table</a>

Indicator	Description	Location of Disclosure
<b>GRI 405 Diversity and Equal Opportunity 2016</b>		
GRI 3-3	Management of material topics	2024 Annual Report – Corporate Governance Statement and p31
GRI 405-1	Diversity of governance bodies and employees	2024 Annual Report – Corporate Governance Statement <a href="#">2024 Workforce Profile</a>
GRI 405-2	Ratio of basic salary and remuneration of women to men	<a href="#">2024 Gender Pay Report</a>
<b>GRI 306 Waste 2020</b>		
GRI 3-3	Management of material topics	2024 Annual Report, p33
GRI 306-1	Waste generation and significant waste-related impacts	2024 Annual Report, p33
GRI 306-2	Management of significant waste-related impacts	2024 Annual Report, p33
GRI 306-3	Waste generated	2024 Annual Report, p33
GRI 306-4	Waste diverted from disposal	2024 Annual Report, p33 (partial disclosure)
GRI 306-5	Waste directed to disposal	2024 Annual Report, p33 (partial disclosure)

# SASB Content Index

The contents of the 2024 Annual Report and the 2024 Climate Statement have been informed, in part, by the SASB (Sustainability Accounting Standards Board) Industry Standards. The table below provides an overview of the relevant SASB Standards for the airline and where to find relevant information.

SASB Code	SASB Metric	Location of Disclosure	SASB Code	SASB Metric	Location of Disclosure
<b>Activity Metrics</b>			<b>Competitive Behaviour</b>		
TR-AL-000.A	Available seat kilometers (ASK)	2024 Annual Report – Key operating statistics	TR-AL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	<a href="#">2024 Metrics Table</a>
TR-AL-000.B	Passenger load factor	2024 Annual Report – Key operating statistics	<b>Accident and Safety Management</b>		
TR-AL-000.C	Revenue Passenger Kilometers (RPK)	2024 Annual Report – Key operating statistics	TR-AL-540a.1	Description of implementation and outcomes of a Safety Management System	<a href="#">2024 Metrics Table</a>
TR-AL-000.D	Revenue Tonne Kilometers (RTK)	<a href="#">2024 Climate Statement</a> , p42	TR-AL-540a.2	Number of aviation accidents	<a href="#">2024 Metrics Table</a>
TR-AL-000.E	Number of departures	<a href="#">2024 Metrics Table</a>	TR-AL-540a.3	Number of governmental enforcement actions of aviation safety regulations	<a href="#">2024 Metrics Table</a>
TR-AL-000.F	Average age of fleet	<a href="#">2024 Climate Statement</a> , p29			
<b>Greenhouse Gas Emissions</b>					
TR-AL-110a.1	Gross global Scope 1 emissions	<a href="#">2024 Greenhouse Gas Emissions Inventory Report</a>			
TR-AL-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<a href="#">2024 Climate Statement</a> , p25-44			
TR-AL-110a.3	(1) Total fuel consumed; (2) percentage alternative; and (3) percentage sustainable	<a href="#">2024 Climate Statement</a> , p42			
<b>Labour Practices</b>					
TR-AL-310a.1	Percentage of active workforce covered under collective bargaining agreements	<a href="#">2024 Workforce Profile</a>			
TR-AL-310a.2	(1) Number of work stoppages; and (2) total days idle	<a href="#">2024 Metrics Table</a>			