

ANNEX-4: SOCIAL PERFORMANCE INDICATORS

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	2018		2019		2020		2021	
Number of Employees by Gender and Location	Female	Male	Female	Male	Female	Male	Female	Male
Turkey	8,557	8,164	8,541	8,249	8,458	8,249	8,530	8,358
Abroad	19	27	19	26	19	22	21	20
Total (by Gender)	8,576	8,191	8,560	8,275	8,477	8,271	8,551	8,378
Total	16,767		16,835		16,748		16,929	

	2018		2019		2020		2021	
Number of Employees by Employment Type	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Number of Employees	16,762	5	16,657	178	16,547	201	16,723	206
Total	16,767		16,835		16,748		16,929	

	2018		2019		2020		2021	
Number of Employees by Gender and Age	Female	Male	Female	Male	Female	Male	Female	Male
Over 50	45	270	58	344	82	414	113	479
Between 30-50	6,391	6,116	6,901	6,344	7,206	6,568	7,419	6,742
Under 30	2,140	1,805	1,601	1,587	1,189	1,289	1,019	1,157
Total (by Gender)	8,576	8,191	8,560	8,275	8,477	8,271	8,551	8,378
Total	16,767		16,835		16,748		16,929	

	2018		2019		2020		2021	
Number of Newly- Recruited Employees by Gender and Age	Female	Male	Female	Male	Female	Male	Female	Male
Over 50	-	-	-	4	0	0	0	0
Between 30-50	218	251	27	45	7	34	20	42
Under 30	402	484	207	332	114	215	244	318
Total (by Gender)	620	735	234	381	121	249	264	360
Total	1,355		615		370		624	

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	2018		2019		2020		2021	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of Subcontractor's* Employees								
Number of Employees	1,542	2,169	941	2,660	1,576	2,125	1,567	2,131
Total	3,711		3,601		3,701		3,698	

* Security Officers are also included in the number of subcontractors.

Employee Turnover*	2018	2019	2020	2021 ✓
Employee Turnover Rate	2.23	1.87	1.65	1.69

* Number of employees leaving by resignation and termination of the Employment Contract are considered.

	2018		2019		2020		2021	
	Female	Male	Female	Male	Female	Male	Female	Male
Parental Leave								
Number of Employees Benefited from Parental Leave	760	563	691	597	637	549	590	518
Number of Employees Returned to Work After Parental Leave	760	563	691	597	637	549	590 ✓	518
Number of Employees Working After 12 Months of Parental Leave			688	594	636	545	588	515

Training Hours	2018	2019	2020	2021 ✓
Total Training Hours	987,688	986,605	786,577	564,193
Average Training Hours per Employee	58.9	58.6	46.97	33.32

	2018		2019		2020		2021 ✓	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of Employees in Managing Bodies (Manager and Higher Level)								
Under 30	-	-	-	-	0	0	0	0
Between 30-50	333	759	309	757	294	742	281	704
Over 50	14	144	25	165	30	200	36	254
Total (by Gender)	347	903	334	922	324	942	317	958
Total	1,250		1,256		1,266		1,275	

* The employees in managerial roles include General Manager, Executive Vice President, Chief Legal Advisor, Senior Vice President, Manager, Regional Manager, Assistant Chief Legal Advisor, New York Branch General Manager, Manager, New York Branch Manager, Legal Advisor.

	2018		2019		2020		2021	
	Female	Male	Female	Male	Female	Male	Female	Male
Board of Directors by Gender and Age								
Under 30	0	0	0	0	0	0	0	0
Between 30-50	1	1	1	0	1	1	1	0
Over 50	0	7	0	8	0	7	0	8
Total (by Gender)	1	8	1	8	1	8	1	8
Total	9		9		9		9	

✓ It has been subjected to limited assurance by the Independent Audit Firm.

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	2018		2019		2020		2021 ✓	
Number of Employees with Disabilities by Gender	Female	Male	Female	Male	Female	Male	Female	Male
Number of Disabled Employees	110	248	105	237	104	232	104	234
Total	358		342		336		338	

	2018		2019		2020		2021	
Unionization	Female	Male	Female	Male	Female	Male	Female	Male
Unionized	7,771	6,540	7,768	6,613	7,682	6,584	7,714	6,609
Non-Unionized	805	1,651	792	1,662	795	1,687	837	1,769
Total (by Gender)	8,576	8,191	8,560	8,275	8,477	8,271	8,551	8,378
Total	16,767		16,835		16,748		16,929	

	2018		2019		2020		2021	
Number of Employees by Seniority	Female	Male	Female	Male	Female	Male	Female	Male
Between 0-5 Years	2,033	2,822	1,870	2,695	1,551	2,295	1,421	2,044
Between 5-10 Years	3,917	2,625	3,757	2,598	3,607	2,604	3,015	2,556
10 Years and Above	2,626	2,744	2,933	2,982	3,319	3,372	4,115	3,778
Total (by Gender)	8,576	8,191	8,560	8,275	8,477	8,271	8,551	8,378
Total	16,767		16,835		16,748		16,929	

	2018		2019		2020		2021	
Occupational Health and Safety	Female	Male	Female	Male	Female	Male	Female	Male
Number of Employees	8,576	8,191	8,560	8,275	8,477	8,271	8,551	8,378
Number of Accidents	7	2	9	2	9	5	2	1
Number of Fatalities	0	0	0	0	0	1	0	0
Number of Occupational Diseases	0	0	0	0	0	0	0	0
Number of Absenteeism Days caused by Accident	71	96	211	7	164	48	17	0
Number of Absenteeism Days*	63,150	52,585	59,772	47,095	142,554	97,300	63,632	52,144
Injury Rate (IR)**	0.054		0.066		0.083		0.018 ✓	
Occupational Disease Rate (ODR)	0		0		0		0 ✓	
Lost Day Rate***	0.004		0.01		0.005		0.0000407 ✓	
Absenteeism Rate****	2.81		2.59		5.74		2.78 ✓	

* Annual paid leaves, unpaid leaves, hourly leaves, and parental leaves are excluded.

** Injury Rate (IR) = [(Number of Accidents) / (Total Annual Working Hours)] x 200,000

*** Lost day rate = [(Total Absenteeism Day caused by Accident) / (Total Annual Working Days)] x 100

**** Absenteeism rate = [(Total Absenteeism) / (Total Annual Working Hours)] x 100 Calculated with formulas above.

The average number of employees during the reporting period is taken into account in calculating the total annual working hours.

	2018		2019		2020		2021	
Subcontractor Employees	Female	Male	Female	Male	Female	Male	Female	Male
Number of Subcontractor's Employees	1,542	2,169	941	2,660	1,576	2,125	1,567	2,131
Number of Accidents	16	9	12	5	5	1	11	6
Number of Fatalities	0	0	0	0	0	0	0	1
Number of Occupational Diseases	0	0	0	0	0	0	0	0
Number of Absenteeism Days caused by Accident	68	19	16	40	20	2	57	40
Number of Absenteeism Days	2,220	782	7,018	1,126	39,177	22,298	21,748	22,193
Injury Rate (IR)**	0.647		0.454		0.154		0.463776578	
Occupational Disease Rate (ODR)	0		0		0		0	
Lost Day Rate**	0.009		0.0063		0.0024		0.000106	
Absenteeism Rate****	0.32		0.92		6.67		4.791	

* Injury Rate (IR) = [(Number of accidents) / (Total Annual Working Hours)] x 200,000

**Lost day rate = [(Total Absenteeism Day caused by Accident) / (Total Annual Working Days)] x 100

****Absenteeism rate = [(Total Absenteeism) / (Total Annual Working Hours)] x 100 Calculated with formulas above

For detailed information, please see "Key Definitions and Reporting Scope" in "Annex 5: Reporting Guidelines for Integrated Annual Report 2021"

✓ It has been subjected to limited assurance by the Independent Audit Firm.