

Annex 4: Social Performance Indicators

ANNEX 4: SOCIAL PERFORMANCE INDICATORS								
Number of Employees by Gender and Location	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Türkiye	8,541	8,249	8,458	8,249	8,530	8,358	8,547	8,374
Abroad	19	26	19	22	21	20	20	20
Total (by Gender)	8,560	8,275	8,477	8,271	8,551	8,378	8,567	8,394
Total	16,835		16,748		16,929		16,961	

Number of Employees by Employee Type	2019		2020		2021		2022	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Number of Employees	16,657	178	16,547	201	16,723	206	16,664	297
Total	16,835		16,748		16,929		16,961	

Number of Employees by Gender and Age	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Over 50	58	344	82	414	113	479	163	581
Between 30-50	6,901	6,344	7,206	6,568	7,419	6,742	7,504	6,767
Under 30	1,601	1,587	1,189	1,289	1,019	1,157	900	1,046
Total (by Gender)	8,560	8,275	8,477	8,271	8,551	8,378	8,567	8,394
Total	16,835		16,748		16,929		16,961	

Number of Newly-Recruited Employees by Gender and Age	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Over 50	-	4	0	0	0	0	0	0
Between 30-50	27	45	7	34	20	42	14	52
Under 30	207	332	114	215	244	318	254	339
Total (by Gender)	234	381	121	249	264	360	268	391
Total	615		370		624		659	

Number of Subcontractor's* Employees	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of Employees	941	2,660	1,576	2,125	1,567	2,131	1,490	2,024
Total	3,601		3,701		3,698		3,514	

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

Employee Turnover*	2019	2020	2021 ✓	2022 ✓
Employee Turnover Rate	1.87	1.65	1.69	2.89

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

Maternity Leave	2019		2020		2021		2022 ✓	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of Employees Benefitting from Maternity Leave	691	597	637	549	590	518	471	462
Number of Employees Returned to Work After Maternity Leave	691	597	637	549	590 ✓	518	355	453
Number of Employees Working After 12 Months of Maternity Leave	688	594	636	545	588	515	354	448

Training Hours	2019	2020	2021 ✓	2022 ✓
Total Training Hours	986,605	786,577	564,193	789,361
Average Training Hours per Employee	58.6	46.97	33.32	46.54

Number of Employees in Managing Bodies (Manager and Higher Level)*	2019		2020		2021 ✓		2022 ✓	
	Female	Male	Female	Male	Female	Male	Female	Male
Under 30	0	0	0	0	0	0	0	0
Between 30-50	309	757	294	742	281	704	272	695
Over 50	25	165	30	200	36	254	40	315
Total (by Gender)	334	922	324	942	317	958	312	1,010
Total	1,256		1,266		1,275		1,322	

* The employees in managerial roles include CEO, 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.

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

GRI 2-7, 2-8, 2-30, 401-1, 401-3, 403-8, 403-9, 403-10, 404-1, 405-1, 407-1

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Board of Directors by Gender and Age	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Under 30	0	0	0	0	0	0	0	0
Between 30-50	1	0	1	1	1	0	0	1
Over 50	0	8	0	7	0	8	0	8
Total (by Gender)	1	8	1	8	1	8	0	9
Total	9		9		9		9	

Number of Employees with Disabilities by Gender	2019		2020		2021 ✓		2022 ✓	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of Disabled Employees	105	237	104	232	104	234	103	226
Total	342		336		338		329	

Unionization	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Unionized	7,768	6,613	7,682	6,584	7,714	6,609	7,697	6,534
Non-Unionized	792	1,662	795	1,687	837	1,769	870	1,860
Total (by Gender)	8,560	8,275	8,477	8,271	8,551	8,378	8,567	8,394
Total	16,835		16,748		16,929		16,961	

Number of Employees by Seniority	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Between 0-5 Years	1,870	2,695	1,551	2,295	1,421	2,044	1,323	1,639
Between 5-10 Years	3,757	2,598	3,607	2,604	3,015	2,556	2,328	2,539
10 Years and Above	2,933	2,982	3,319	3,372	4,115	3,778	4,916	4,216
Total (by Gender)	8,560	8,275	8,477	8,271	8,551	8,378	8,567	8,394
Total	16,835		16,748		16,929		16,961	

Average of Seniority Years	2020		2021		2022 ✓	
	Female	Male	Female	Male	Female	Male
Average of Seniority Years	10.02	9.92	10.62	10.38	11.27	10.94

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GRI 2-7, 2-8, 2-30, 401-1, 401-3, 403-8, 403-9, 403-10, 404-1, 405-1, 407-1

Occupational Health and Safety	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of Employees	8,560	8,275	8,477	8,271	8,551	8,378	8,567	8,394
Number of Accidents	9	2	9	5	2	1	4	4
Number of Fatalities	0	0	0	1	0	0	0	0
Number of Occupational Diseases	0	0	0	0	0	0	0	0
Number of Absenteeism Days caused by Accident	211	7	138	48	17	0	40	45
Number of Absenteeism Days*	59,772	47,095	142,554	97,300	63,632	52,144	75,228	56,550
Accident Frequency Ratio (IR)**	0.066		0.083		0.018✓		0.047✓	
Occupational Disease Rate (ODR)	0		0		0✓		0✓	
Lost Day Rate***	0.01		0.005		0.0004✓		0.002✓	
Absenteeism Rate****	2.59		5.74		2.78✓		3.09✓	

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

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

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

**** Absenteeism rate = (Total Absenteeism / Total Annual Working Hours)*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.

Subcontractor Employees	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of Subcontractor's Employees	941	2,660	1,576	2,125	1,567	2,131	1,490	2,024
Number of Accidents	12	5	5	1	11	6	2	6
Number of Fatalities	0	0	0	0	0	1	0	1
Number of Occupational Diseases	0	0	0	0	0	0	0	0
Number of Absenteeism Days caused by Accident	16	40	20	2	57	40	36	7,576
Number of Absenteeism Days	7,018	1,126	39,177	22,298	21,748	22,193	15,496	9,867
Accident Frequency Ratio (IR)*	0.454		0.154		0.464		0.228	
Occupational Disease Rate (ODR)	0		0		0		0	
Lost Day Rate**	0.0063		0.0024		0.0106		0.8695	
Absenteeism Rate***	0.92		6.67		4.79		2.90	

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

** Lost Day Rate = (Total Absenteeism Day caused by Accident / Total Annual Working Days)*100

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

For detailed information, please see "Key Definitions and Reporting Scope" in "Annex 5: Reporting Guidelines for Integrated Annual Report 2022"

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