

Annex 4: Social Performance Indicators

Number of Employees by Gender and Location	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Türkiye	8,781	8,447	9,420	8,758	9,947	9,166
Abroad	18	17	15	16	18	16
Total (by Gender)	8,799 ✓	8,464 ✓	9,435 ✓	8,774 ✓	9,965 ✓	9,182 ✓
Total	17,263 ✓		18,209 ✓		19,147 ✓	

Number of Subcontractor* Employees by Gender and Location	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Türkiye	1,485	2,086	1,496	2,079	1,546	2,051
Abroad	0	0	0	0	0	0
Total (by Gender)	1,485	2,086	1,496	2,079	1,546	2,051
Total	3,571		3,575		3,597	

*Security Officers are also included.

	2023		2024		2025	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Number of Employees by Employment Type	16,939	324	17,852	357	18,777	370
Total	17,263		18,209		19,147	

	2023		2024		2025	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Number of Subcontractor* Employees By Type	3,568	3	3,572	3	3,596	1
Total	3,571		3,575		3,597	

*Security Officers are also included.

Number of Employees by Gender and Age	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Above Age 50	159	413	59	180	77	186
Between Age 30-50	7,448	6,733	7,520	6,815	7,799	7,059
Below Age 30	1,192	1,318	1,856	1,779	2,089	1,937
Total (by Gender)	8,799	8,464	9,435	8,774	9,965	9,182
Total	17,263		18,209		19,147	

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

Annex 4: Social Performance Indicators

Number of Subcontractor* Employees by Gender and Age	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Above Age 50	238	111	262	126	299	115
Between Age 30-50	1,118	1,724	1,086	1,632	1,134	1,566
Below Age 30	129	251	148	321	113	370
Total (by Gender)	1,485	2,086	1,496	2,079	1,546	2,051
Total	3,571		3,575		3,597	

*Security Officers are also included.

Number of Employees by Seniority	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Between 0-5 Years	1,459	1,770	2,394	2,425	2,932	2,759
Between 5-10 Years	1,797	2,563	1,606	2,334	1,320	1,910
10 Years and Above	5,543	4,131	5,435	4,015	5,713	4,513
Total (by Gender)	8,799	8,464	9,435	8,774	9,965	9,182
Total	17,263		18,209		19,147	

Number of Employees with Disabilities by Gender	2023 ✓		2024 ✓		2025 ✓	
	Female	Male	Female	Male	Female	Male
Number of Employees with Disabilities	102	222	100	201	104	200
Total	324		301		304	

Members of Board of Directors by Gender and Age	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Above Age 50	0	9	0	9	0	9
Between Ages 30-50	0	0	0	0	0	0
Below Age 30	0	0	0	0	0	0
Total (by Gender)	0	9	0	9	0	9
Total	9		9		9	

Number of Employees in Managing Bodies (Manager and Higher)*	2023 ✓		2024 ✓		2025 ✓	
	Female	Male	Female	Male	Female	Male
Below Age 30	0	0	0	0	0	0
Between Ages 30-50	258	721	252	837	304	914
Above Age 50	51	286	26	131	30	122
Total (by Gender)	309	1,007	278	968	334	1,036
Total	1,316		1,246		1,370	

* The managerial positions include General Manager, Deputy General Manager, Chief Legal Advisor, President, Vice President, Regional Manager, Coordinator, Assistant Chief Legal Advisor, New York Branch General Manager, Manager, New York Branch Manager, Executive Legal Advisor.

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

Number of Newly-Recruited Employees by Gender and Age	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Above Age 50	0	2	0	0	0	0
Between Ages 30-50	152	118	210	178	84	88
Below Age 30	637	685	1,074	922	668	588
Total (by Gender)	789	805	1,284	1,100	752	676
Total	1,594		2,384		1,428	

Employee Turnover*	2023 ✓	2024 ✓	2025 ✓
Employee Turnover Rate	3,03	3,03	2,36

*Calculated based on resignations and employment contract terminations, the number of employees who left the company is reported.

	2023 ✓		2024 ✓		2025 ✓	
	Female	Male	Female	Male	Female	Male
Average Years of Seniority	10,84	10,09	9,92	9,27	10,21	9,82

Maternity Leave	2023 ✓		2024 ✓		2025 ✓	
	Female	Male	Female	Male	Female	Male
Number of Employees Benefited from Maternity Leave	422	415	404	383	397	386
Number of Employees Returned to Work After Maternity Leave	421	415	403	383	397	386
Number of Employees Working After 12 Months of Maternity Leave	479	440	401	375	396	383

	2023		2024		2025	
Unionization	Female	Male	Female	Male	Female	Male
Unionized	7,928	6,591	8,533	6,847	8,957	7,073
Non-Unionized	871	1,873	902	1,927	1,008	2,109
Total (by Gender)	8,799	8,464	9,435	8,774	9,965	9,182
Total	17,263		18,209		19,147	

Total Training Hours	2023 ✓	2024 ✓	2025 ✓
Total Training Hours	680,789	835,745	756,190
Average Training Hours per Employee	39.44	45.90	39.49

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

Annex 4: Social Performance Indicators

	2023		2024		2025	
Occupational Health and Safety	Female	Male	Female	Male	Female	Male
Number of Employees	8,694	8,426	9,433	8,879	9,546	9,115
Number of Accidents	11	11	11	9	22	10
Number of Fatalities	0	0	0	0	0	0
Number of Occupational Diseases	0	0	0	0	0	0
Number of Absenteeism Days caused by Accident	180	120	163	6	111	158
Number of Absenteeism Days*	74,431	58,556	106,461	85,068	97,656	71,632
Accident Frequency Ratio (IR)**	0.127 ✓		0.109 ✓		0.170 ✓	
Occupational Disease Rate (ODR)	0 ✓		0 ✓		0 ✓	
Lost Day Rate***	0.007 ✓		0.004 ✓		0.006 ✓	
Absenteeism Rate****	3.08 ✓		4.20 ✓		3.63 ✓	

* Annual paid leaves, unpaid leaves, hourly leaves, and parental leaves are excluded. Includes all leaves for training, administrative, personal, health, and union-related purposes.

** Accident Frequency Rate: (Total Number of Accidents / Total Annual Working Hours) * 200,000

*** Lost Days Rate: (Total Lost Days due to Accidents / Total Annual Workdays) * 100

**** Absenteeism Rate: (Total Days of Absence / Total Annual Workdays) * 100

Calculations were made with the above formulas.

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

	2023		2024		2025	
Subcontractor Employees	Female	Male	Female	Male	Female	Male
Number of Subcontractor Employees	1,487	2,021	1,586	1,950	1,576	2,003
Number of Accidents	20	9	18	5	31	6
Number of Fatalities	0	0	0	0	0	0
Number of Occupational Diseases	0	0	0	0	0	0
Number of Absenteeism Days caused by Accident	64	96	33	9	116	9
Number of Absenteeism Days	6,709	6,686	10,826	8,367	13,547	7,782
Accident Frequency Ratio (IR)*	0,795		0,618		0,998	
Occupational Disease Rate (ODR)	0		0		0	
Lost Day Rate**	0,0180		0,0048		0,0140	
Absenteeism Rate***	1.51		2.18		2.38	

* Accident Frequency Rate: (Total Number of Accidents / Total Annual Working Hours) * 200,000

** Lost Days Rate: (Total Lost Days Due to Accidents / Total Annual Workdays) * 100

*** Absenteeism Rate: (Total Days of Absence / Total Annual Workdays) * 100

Calculations were made with the above formulas.

For detailed information, please refer to the "Key Definitions and Reporting Scope" section in "Annex 5: Reporting Guidelines for Integrated Annual Report 2025."

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