

ADDITIONAL PERFORMANCE INDICATORS				
DIMENSION	SUBJECT	KPI	VALUE/UNIT	
ENVIRONMENTAL	Water Withdrawal	Amount of Water Consumption	255,238 m ³	
	Accidental Spills	Number of Environmental Accident/ Emergency/ Incident	0	
	Environmental Expenditures	Total Amount of Environmental Expenditures	8,433,014 \$	
SOCIAL	Workforce	Total Number of Employees (Direct Employment)	27532	
		Ratio of Female Employees	46%	
		Ratio of Female Employees at Executive Level (Chief and Above Positions)	25%	
		Number of Disabled Employees	212	
		Ratio of Disabled Employees at Executive Level (Chief and Above Positions)	23%	
		Number of Newly Recruited Female Employees	131	
		Number of Newly Recruited Male Employees	235	
		Total Number of Newly Recruited Employees	366	
		Number of Female Employees Resigned	578	
		Number of Male Employees Resigned	924	
		Turnover Rate	5%	
		Lost Working Day Rate: It is calculated by using the number of lost days due to the accident. It shows the number of lost days per 1,000,000 working hours.	63	
		Number of Lost Working Days (Direct Employment)	4384	
	Contractor Lost Working Days	2830		
	Health & Safety	Accident Frequency Rate: It shows the number of accidents per 1,000,000 working hours.	7,82	
		Total Number of Contractor Employee Occupational Accidents	393	
		Occupational Accident resulting in Death	0	
		Number of Employees Diagnosed with Occupational Diseases	0	
	Training	Employee Training Hours (personxhour)	1226687923	
		SUBJECT	EXPLANATION	
		Internal Promotion	Our general practice in promotions is to interview candidates who are well-versed in the requirements of the position working in that unit for the vacant title and meet the conditions of being a manager specified in the HR procedure, and to write a proposal for the appointment of the candidate who is considered appropriate. In 2021, 79 executive positions were filled with internal appointments. We make our overseas manager appointments mostly within the company. We appoint our employees, who have passed the process of being a chief candidate in the country and who are successful, as managers.	
		Day Care Services And Flexible Working Hours	As Turkish Airlines, we offer our employees important social benefits. Some of these social rights are: Comprehensive service network, food service, private health insurance, private health insurance discounts for the families of our employees, maternity, breastfeeding, death and marriage leave and allowances, 4 weeks in addition to the 16-week maternity leave provided by the government, with a total of 20 weeks, maternity leave, support payment for all female employees with children that can be used for each child up to primary school age, whether for kindergarten or for different care services, at least 6 months of unpaid leave that can be used for child care, part-time work opportunity that can be used until the child reaches school age, 6 days paid paternity leave for all male employees whose children are born. Free or discounted domestic/international travel opportunities, convenience in visa procedures, accommodation in our contracted hotels all over the world, etc. We do not plan a boarding duty for 2 years. Thus the nursing cabin members do not stay away from their children at night. In this way, our female employees not only spend quality time with their children, but also carry our company step by step with their efforts. Thanks to our flexible working order, we offer our employees to check in between 7-9 a.m. and check-out between 16-18 p.m.	
		Donations, Sponsorship and Social Responsibility Expenditures	In 2021, Turkish Airlines supported NGOs that carry out social aid activities at the point of transportation instead of making direct cash donations. As the official transportation sponsor of Kızılay, one of the largest aid organizations in Türkiye, we support the transportation of approximately 500 tons of blood and blood products (blood tubes and transport boxes) and 100 tons of disaster, emergency and various aid materials every year. Total sponsorship expenditures of Turkish Airlines in 2021 are worth 25 mln(USD).	
		Health & Safety	Turkish Airlines' CEO is the accountable executive designated for the existing occupational health and safety management. In addition, our employees are encouraged to actively participate in health and safety related activities through our Occupational Health and Safety Boards, which also include employee representatives. Management Review Board (YGGK) meetings are held twice a year with the participation of the General Manager and relevant managers to discuss occupational health and safety issues at our Incorporation. We systematically collect, monitor and review health and safety data through online reporting systems and have established various mechanisms to achieve continuous improvement in our performance.	
		Sustainable Catering	We don't use any frozen or canned food, thereby, reduce our CO2 footprint. We procure 81,2 percent of our foods from the domestic suppliers, supporting promotion of our local products, and shorten the period of arrival of raw materials at our Incorporation, resulting in fuel saving and reduced CO2 emissions. ISO 22000 Food Safety certificateholder suppliers are preferred.	
		Awards	With the sustainability-focused activities we've implemented, we were deemed worthy of an award in the "Most Sustainable Flag Carrier Airline" category by World Finance, one of the most respected institutions of the international finance world. https://www.worldfinance.com/sustainability-awards?utm_campaign=world_finance_awards_280622&utm_medium=social&utm_source=linkedin&utm_content=en&utm_term=pc Other Awards: https://www.turkishairlines.com/en-tr/press-room/awards/index.html	
		QMS Certificates	https://investor.turkishairlines.com/en/corporate-governance/management-system-certificates	
	Our Policies	https://www.turkishairlines.com/en-tr/press-room/about-us/our-policy/index.html		
	Gender Pay Gap Percentage	Creating decent employment, implementing equal pay for equal work policy, complying with the international principles set forth in the Universal Declaration of Human Rights, the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work, and the UNGP (United Nations Guiding Principles on Business and Human Rights) as well as labor rights based on national legislation. Within the scope of the principle of equal pay for equal work, which we have adopted, the salary ratio of female/male employees is 1.		