

TAV Airports Holding Social Performance Indicators

Distribution of employees as of the end of the period	2020	2021	2022
Total number of employees	13,221	15,738	17,088
Indefinite-term contract	12,227	14,792	15,284
Fixed-term contract	993	946	1,804
Female	3,500	4,210	4,675
Male	9,721	11,529	12,413
Distribution of employees by position and gender	2020	2021	2022
Total number of managers and higher-level positions	539	726	529
Female (managers and higher-level positions)	150	218	149
Male (managers and higher-level positions)	389	508	380
Percentage of female employees to total number of employees	26.40%	26.70%	27.30%
Percentage of female managers to total number of managers	27.80%	30%	28.10%
Number of disabled employees	178	218	235
Percentage of disabled employees	1.4	1.4	1.4
Average length of employment for an employee (in years)	5.1	5.1	5.1
Turnover (%)			13.5
Ethnic minorities	-	-	83.12% Turkish 16.84% Other
Percentage of female employees newly hired	-	-	40%

TAV	Number of occupational accidents			Number of lost workdays due to accidents		
	2020	2021	2022	2020	2021	2022
Airports						
Turkey						
<i>Esenboğa-Ankara</i>	0	0	5	0	0	45
<i>Adnan Menderes-İzmir</i>	0	3	8	0	16	37
<i>Antalya</i>		3	3		16	22
<i>Milas-Bodrum</i>	1	0	0	9	0	0
Georgia	0	2	2	0	46	10
Tunisia	5	5	4	205	129	39
Macedonia	7	6	2	186	144	32
Almaty-Kazakhstan		2	1		22	17
Service Companies						
BTA	39	42	70	751	258	589
HAVAŞ	69	87	154	679	1468	918
TAV Operation Services	0	0	2	0	0	3
TAV Security	11	17	20	182	99	70
Total	132	167	271	2012	2198	1782

	Unit	2020	2021	2022
Lost Workday Injury	Number	132	167	271
Number of Lost Workdays	Day	2012	2198	1782
Total Working Hours	Million Hours	22.8	27.2	41.2
Frequency Rate of Accidents	Accidents per 1 million hours worked	5.77	6.15	6.57
Severity Rate of Accidents	Lost days due to occupational accidents per thousand work hours	0.09	0.08	0.04
Fatal Occupational Accident	Number	0	0	0
Occupational Diseases Reported Throughout the Year	Number	0	0	0

TAV	Total Training Hours	Total Number of Participants	Training Budget
	2022		
Airports			
Turkey			
TAV Air	3	8	₺154.00
TAV Gazipaşa	108	84	₺1,570.80
TAV Bodrum	5166	871	₺88,680.00
TAV Ege	10162	1984	₺95,660.00
TAV Macedonia	5596	6272	-
TAV Tunisia	5284	275	₺770,140.00
TAV Georgia	864	814	₺779,728.00
TAV Kazakhstan	2050	712	₺3,726,000.00
Service Companies			
Holding	136	115	₺29,048.00
Havas TR	481,5	6134	₺2,351,380.00
Havas Latvia	984	188	₺329,660.00
Havas Croatia	2568	586	₺2,222,660.00
BTA Domestic	26335	7117	₺1,262,500.00
BTA International	1665	4501	₺540,000.00
TAV Informatics	20100	330	₺283,000.00
TAV Operation Services	4912	741	₺1,071,340.00
Total			₺13,551,520.80
			€ 677,576.04
		(Person/Hour)	2.81