

2025 People and Culture Metrics

Tracking KPIs within the People and Culture department is critical for the success of the business and employee productivity. KPIs measure various areas, from the recruitment process to employee satisfaction, performance management, and training and development programs, showing how close the company is to achieving its strategic goals. Regular monitoring of these indicators enables objective evaluation of performance, early detection of issues, and improvement of HR strategies.

Below are our some important metrics;

- Total number of employees: 324
- Total number of female employees: 66
- Total number of male employees: 258
- Percentage of female employees: %20,4
- Percentage of female employees in white collar: %39,0
- Percentage of new female employees: %19,75
- Total number of white collar employees: 146
- Total number of blue collar employees: 178
- Temporary staff proportion: %0
- Employee Satisfaction Score: 85
- Survey Participation Rate: %95
- Total Number of Recommendations: 335
- Number of Employees Participating in Training: 317
- Total Training Hours: 7958,5
- Average Training Hours per Employee: 25,1
- Number of Employees Participating in Sustainability Training: 124
- Total Sustainability Training Hours Given: 2
- Number of Employees Participating in Ethics Training: 270
- Total Ethics Training Hours Given: 2
- Number of Employees Participating in Anti-Bribery and Anti-Corruption Training: 270

- Total Anti-Bribery and Anti-Corruption Training Hours Given: 2
- Number of Employees Participating in Environmental Training: 261
- Total Environmental Training Hours Given: 2
- Number of Employees Participating in OHS Training: 305
- Total OHS Training Hours Given: 20
- Total training costs from all the training performed by all employees: 1.906.060 TL
- Percentage of employees with disabilities or special needs: %3,2
- Percentage of employee turnover: %28,67
- Percentage of employee involuntary turnover: %14,03
- Percentage of employee voluntary turnover: %14,34
- Average Length of service of employees: 5,69 years
- Percentage of women's representation on the Board of Directors: %40
- Percentage of women senior managers: %25
- The maximum time horizon of the board member's targets to reach full compensation: 1 year
- The maximum time horizon of the full senior executives' targets to reach full compensation: 1 year
- The number of board meetings during the year: 19
- The average overall attendance percentage of board meetings as reported by the company: %78,3
- The average overall attendance percentage of board committee meetings as reported by the company: %100
- Percentage of board members classified under minority groups: %0
- Corruption fines as reported by the company: No corruption fines