



Social Performance Indicators

	2025	
	Women	Men
Number of employees in management positions in revenue-generating functions (eg. sales) as % of all such managers (ie excluding support functions such as HR, IT, Legal, etc.)	18	32
Percentage of employees in management positions in revenue-generating functions (eg. sales) as % of all such managers (ie excluding support functions such as HR, IT, Legal, etc.)	30%	14%

Workforce by Nationality (%)	2025	
	Turkish	97%
	Other	3%

All Management Workforce by Nationality (%)	2025	
	Turkish	88%
	Other	12%



New Hires 2025	Women	Men
Under 30 Years Old	3	12
Between 30–50 Years Old	2	12
Over 50 Years Old	0	2

Human Capital Return on Investment (in TRY million)	
Revenue (A)	89,075,556
Total Operating Expenses (B)*	89,685,774
Employee Wages and Benefits (C)**	8,841,193
Human Capital Return on Investment (A-(B-C))/C	0.931

* "Cost of Sales", "General Administrative Expenses", and "Marketing, Sales and Distribution Expenses" items have been added and item C has been subtracted

**For this item, "Labor cost under Revenue and Cost of Sales", "Personnel expenses under General Administrative Expenses and Marketing, Sales, and Distribution Expenses" from the 2025 financial report have been aggregated

Link: <https://www.petkim.com.tr/assets/uploads/dec-fnance-year-2025-en.pdf>

Human Rights and Community Relations

At Petkim, we conduct our operations in line with the [SOCAR Türkiye Human Rights Policy](#), and in compliance with the Constitution of the Republic of Türkiye, the 10 principles of the United Nations Global Compact (UNGC), the OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as applicable local and national legislation. We share our policy in Turkish and publicly on our website. We are committed to preventing discrimination, child labor, human-trafficking forced labor, violence, and sexual harassment within our value chain in the framework of universal principles, and adhere to a zero-tolerance policy regarding human rights violations within our internal operations and across our supply chain. We respect freedom of expression, freedom of association and unionization, and the right to collective bargaining.

Employee Engagement and Wellbeing

To support employees throughout the parental leave process, Petkim provides paid parental leave to both primary and non-primary caregivers. Primary caregivers are entitled to 20 weeks of paid parental leave in total, comprising 16 weeks of statutory leave and an additional 4 weeks provided by the Company. Non-primary caregivers are entitled to 10 working days of paid parental leave. In addition, employees returning from parental leave are supported through a structured reintegration process, including guidance from assigned mentors on work adaptation, prioritisation, time management, and career planning. Petkim also



provides nursery facilities and dedicated lactation rooms to support employees in balancing work and family responsibilities.

Type of Paid Parental Leave	Paid Leave Provided (Weeks)
Primary caregiver	20 weeks
Non-primary caregiver	2 weeks