

## Performance Data

### Economic and Operational Indicators

	2018	2019	2020	2021	2022	External Assurance
Production (pcs)	301,750	264,197	250,630	228,544	263,747	
Total Retail Sales (pcs)	72,764	78,692	141,976	124,738	150,013	
Automobile	44,374	59,602	97,015	76,565	100,932	
Light Commercial Vehicle	28,390	19,090	44,961	48,173	49,081	
Total Exports (pcs)	243,833	194,145	117,903	112,477	121,485	
Automobile	133,362	107,189	61,502	46,116	38,542	
Light Commercial Vehicle	110,471	86,956	56,401	66,361	82,943	
Capacity Utilization Rate (%)	67	59	56	54	58	
Net Sales (thousand TL)	18,603,331	18,896,914	23,556,747	29,684,305	65,545,354	
Domestic	3,934,701	5,355,308	12,441,509	14,264,210	34,038,696	
Exports	14,455,023	13,301,313	10,821,043	14,643,275	29,903,470	
Other Sales from Main Operations	213,607	240,293	294,195	776,820	1,603,188	
Profit Before Tax (thousand TL)	1,290,894	1,456,555	1,830,776	3,512,216	8,562,229	
Profit After Tax (thousand TL)	1,330,423	1,481,639	1,784,170	3,281,316	8,562,191	
EBITDA (thousand TL)	2,484,452	2,479,757	3,025,512	5,794,126	11,269,849	
Earnings per Share (Kr)	2.66	2.96	3.57	6.56	17.12	
Economic Value Generated - Net Income (thousand TL)	18,603,331	18,896,914	23,556,747	29,684,305	65,545,354	
Economic Value Distributed (thousand TL)	16,999,598	17,438,696	21,861,477	25,716,057	58,488,456	
Operating Costs	15,314,209	15,615,177	19,699,090	22,846,755	51,669,747	
Employee Wages and Benefits	852,757	907,408	916,840	1,241,339	2,832,142	
Dividend Payment to Shareholders	800,000	880,000	1,200,000	1,500,000	3,200,000	
Government Taxes and Other Obligations	25,887	29,383	31,884	113,178	761,698	
Social Investments	8,218	10,000	13,663	14,785	24,868	
Economic Value Retained (thousand TL)	1,603,733	1,458,218	1,695,270	3,968,248	7,056,898	
Government Incentives (thousand TL)	160,643	266,290	325,440	931,703	990,399	
Corporate Governance Rating Note	9.20	9.26	9.26	9.26	9.26	
Total R&D Budget (million TL)	244	355	575	882	671	
Total Number of R&D Personnel	690	710	579	600	600	
Total Number of Patents	32	23	49	55	71	

**Environmental Indicators**

	2018	2019	2020	2021	2022	External Assurance
Total Energy Consumption (GJ)	1,165,961	1,042,245	993,438	884,925	841,801	✓
Direct Energy Consumption - Natural Gas (GJ)	676,304	593,241	578,984	497,066	463,607	✓
Indirect Energy Consumption (GJ)	489,657	449,004	414,454	387,859	378,194	✓
Electricity	489,657	449,004	414,454	387,859	378,194	✓
Steam	-	-	-	-	-	✓
Energy Consumption per Vehicle Manufactured (GJ/vehicle)	4.00	4.00	4.00	4.00	3.19	✓
Energy Saved Through Efficiency Projects (GJ)	79,935	48,975	31,155	77,974	115,055	✓
GHG Emission Reduction Through Efficiency Projects (ton CO <sub>2</sub> e)	5,387	3,960	2,884	5,148	9,622	✓
Scope 1	3,505	1,584	1,823	3,693	3,693	✓
Scope 2	1,882	2,376	1,061	1,455	5,929	✓
Direct GHG Emissions (Scope 1) (ton CO <sub>2</sub> e)	50,062	46,266	42,784	55,191	38,313	✓
Indirect GHG Emissions (Scope 2) (ton CO <sub>2</sub> e)	59,253	53,272	54,757	47,726	46,558	✓
GHG Emissions From Personnel Commuting (Scope 3) (ton CO <sub>2</sub> e)	6,339	6,461	6,363	6,562	7,199	✓
GHG Emissions per Vehicle Manufactured (kg CO <sub>2</sub> e/vehicle)	0.362	0.377	0.383	0.389	0.322	✓
Total VOC Emissions (ton)	1,027	921	849	762	859	
Specific VOC Emissions (gr/m <sup>2</sup> painting surface)	33	33	31	29	28	
Total Water Withdrawal - Underground sources (m <sup>3</sup> )	1,073,623	929,882	788,444	776,732	794,608	✓
Fresh Water Consumption per Vehicle Manufactured (m <sup>3</sup> /vehicle)	3.55	3.33	2.98	2.91	2.74	✓
Total Water Recovered (m <sup>3</sup> )	64,555,900	62,247,070	60,569,408	59,892,800	60,637,820	✓
Reuse	64,555,900	62,247,070	60,569,408	59,892,800	60,637,820	✓
Recycle	-	-	-	-	-	✓
Wastewater Discharge - Natural Receiving Environment (m <sup>3</sup> )	743,173	630,014	510,408	437,290	437,947	✓

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<b>Environmental Indicators (cont'd)</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>External Assurance</b>
Total Amount of Hazardous Waste by Disposal Method (ton)	1,861	1,495	1,808	1,280	1,292	✓
Energy Recovery	1,439	1,093	1,161	1,280	1,292	✓
Recovery	422	402	647	-	-	✓
Landfill	-	-	-	-	-	✓
Total Amount of Non-hazardous Waste by Disposal Method (ton)	74,310	55,507	58,285	55,086	62,690	✓
Energy Recovery	885	1,120	1	-	-	✓
Recovery	73,425	54,387	58,284	55,086	62,690	✓
Amount of Hazardous Waste Transferred for Disposal Purposes (ton)	1,861	1,495	1,808	1,280	1,292	✓
Amount of Electronic Waste (ton)	18	10	15	10	11	✓
Total Packaging Material Used (ton)	8,298	6,022	5,895	5,555	5,745	✓
Packaging Waste Recovery Ratio (%)	100	100	100	100	100	✓
Environment Training for Personnel - Participation (number of participants)	5,443	12,842	13,099	7,778	7,996	
Company's Own Personnel	2,859	3,521	5,099	6,458	6,889	
Contractor Personnel	13,885	9,321	8,000	1,320	1,107	
Environment Training for Personnel - Total Hours (person x hours)	6,664	4,850	9,584	11,007	12,380	
Company's Own Personnel	2,671	3,521	8,572	9,688	10,757	
Contractor Personnel	3,993	1,329	2,012	1,319	1,623	
Total Environmental Management Costs (TL)	1,340,123	1,176,024	1,320,000	1,300,249	2,485,000	
Fines Associated with Violation of Regulations on Environment (number of fines, TL values)	0	0	0	0	0	
Environmental Impact-related Complaints Received Through Formal Mechanisms (number of complaints)	0	0	0	0	0	
Total Number of Suppliers Assessed Based on Environmental Criteria	14	13	12	16	16	

<b>Social Indicators</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>External Assurance</b>
Total Working Hours	17,051,697	14,543,466	13,173,432	11,945,333	12,386,964	
Personnel Training - Number of Participants	48,803	43,215	37,726	44,054	27,694	
Tofaş Field Personnel	26,768	16,118	18,237	39,575	15,052	
Tofaş Office Personnel	11,114	7,723	11,905	4,479	12,642	
Dealer Personnel	10,006	18,101	7,290	4,014	6,924	
Supplier Personnel	915	1,273	294	838	263	
Female	7,325	5,534	5,662	8,677	4,569	
Male	41,478	37,681	32,064	35,377	35,320	
Personnel Training - Total Number of Hours (person x hour)	408,966	329,409	247,274	239,099	164,128	
Tofaş Field Personnel	193,238	123,193	119,800	132,910	93,754	
Tofaş Office Personnel	131,367	97,283	57,566	106,189	70,374	
Dealer Personnel	73,465	96,340	68,122	48,569	47,083	
Supplier Personnel	10,896	12,593	1,786	6,776	2,376	
Female	64,936	50,894	39,262	32,954	22,847	
Male	344,029	278,515	208,011	206,145	141,281	
Average Hours of Training per Personnel (hours/person)	36.8	29.3	26.2	18.7	23.4	
Tofaş Field Personnel	29.4	22.9	22.9	17.9	25.2	
Tofaş Office Personnel	77.1	58.9	37.2	64.3	12.4	
Dealer Personnel	13.4	19.2	20.3	12.1	6.8	
Supplier Personnel	15.8	18.2	3.1	8.1	9	
Female	31.9	24.2	22.7	15.4	12.7	
Male	19.9	16.6	14.2	10.6	13.4	
OHS Training for Personnel - Number of Participants	11,691	8,496	5,942	10,200	6,237	
Company's Own Personnel	6,920	4,795	4,201	6,128	4,517	
Contractor Personnel	4,771	3,701	1,741	4,072	1,720	
OHS Training for Personnel - Total Number of Hours	91,556	36,168	36,490	77,199	52,429	
Company's Own Personnel	87,978	34,575	35,184	74,512	36,948	
Contractor Personnel	11,691	8,496	1,306	2,687	15,481	
Number of Accidents	23	46	29	19	27	
Company's Own Personnel	14	31	15	11	18	
Contractor Personnel	9	15	14	8	9	
Non-LTA Rate (first aid)						
Company's Own Personnel	0.3	0.15	0.14	0.09	0.15	
Contractor Personnel	0.21	0.45	0.4	0.39	0.33	

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<b>Social Indicators (cont'd)</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>External Assurance</b>
Occupational Disease Rate (ODR)						
Company's Own Personnel	0	0	0.01	0	0	
Contractor Personnel	0	0	0	0	0	
LTA Rate (number of accidents resulting in loss of $\geq 1$ day x 100,000 / working hours)						
Company's Own Personnel	0.06	0.06	0.07	0.07	0.12	
Contractor Personnel	0.04	0.23	0.22	0.17	0.18	
Number of Occupational Casualties	0	0	0	0	0	
Company's Own Personnel	0	0	0	0	0	
Contractor Personnel	0	0	0	0	0	
Number of personnel engaged in activities with a high risk of accident or occupational disease	0	0	0	0	0	
Number of Currently Available OHS Committees	9	9	9	9	9	
Total Number of Members in OHS Committees	99	99	99	99	99	
Number of Employee Representatives in OHS Committees	12	12	12	12	12	
Total Number of Suppliers Assessed Based on Workforce Criteria	14	14	14	14	16	

<b>Employee Demography</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>External Assurance</b>
Total Workforce (number)	8,526	7,421	7,401	7,237	6,569	
Company's Own Personnel	7,694	6,720	6,876	6,410	5,935	
Female	800	694	668	645	599	
Male	6,894	6,026	6,208	5,765	5,336	
Contractor Personnel	832	701	525	827	634	
Total Number of Employees by Contract Type	7,694	6,720	6,876	6,410	5,935	
Permanent	7,665	6,714	6,425	6,408	5,928	
Female	794	694	668	645	599	
Male	6,871	6,020	5,757	5,763	5,329	
Temporary	23	5	451	2	7	
Female	-	-	-	-	0	
Male	23	5	451	2	7	
Total Number of Employees by Categories	7,694	6,720	6,876	6,410	5,935	
Field Personnel	6,009	5,171	5,394	4,946	4,488	
Female	421	339	325	311	259	
Male	5,588	4,832	5,069	4,635	4,229	
Office Personnel	1,685	1,549	1,482	1,464	1,447	
Female	379	355	343	334	340	
Male	1,306	1,194	1,139	1,130	1,107	
Total Number of Employees by Employment Type	7,694	6,720	6,876	6,410	5,935	
Full Time	7,694	6,720	6,876	6,410	5,935	
Female	800	694	668	645	599	
Male	6,894	6,026	6,208	5,765	5,336	
Part Time	-	-	-	-	0	
Total Number of Employees by Education Levels	7,694	6,720	6,876	6,410	5,935	
Primary School	367	252	239	190	162	
High School	4,473	3,892	4,040	3,718	3,371	
University and Higher	2,854	2,576	2,597	2,502	2,402	
Total Number of Employees By Age Groups	7,694	6,720	6,875	6,410	5,935	
18-30	2,984	2,215	2,252	1,804	1,439	
31-40	3,304	3,228	3,346	3,323	3,016	
41-50	1,307	1,167	1,083	1,112	1,290	
51-60	98	110	194	170	190	

## Performance Data

## Employee Demography (cont'd)

	2018	2019	2020	2021	2022	External Assurance
Top Management (number)	17	19	19	18	19	
By Gender	17	19	19	18	19	
Female	-	1	1	1	1	
Male	17	18	18	17	18	
By Age Group	17	19	19	18	19	
18-30	-	-	-	-	0	
31-40	1	1	-	-	0	
41-50	9	8	7	6	7	
51-60	7	10	12	12	12	
Nationality	17	19	19	18	19	
Republic of Turkey	15	17	17	16	17	
Expat	2	2	2	2	2	
Mid-level Management (number)	281	263	260	258	263	
By Gender	281	263	260	258	263	
Female	39	37	37	39	37	
Male	242	226	223	219	226	
By Age Group	281	263	260	258	263	
18-30	9	5	4	1	2	
31-40	138	124	113	104	94	
41-50	100	102	110	119	130	
51-60	34	32	33	34	37	
Those Falling Under Collective Bargaining (number)	6,009	5,171	5,346	4,946	4,488	
New Personnel (number)	245	5	497	384	235	
By Gender	245	5	497	384	235	
Female	76	1	12	31	67	
Male	169	4	485	353	168	
By Age Group	245	5	497	384	235	
18-30	206	4	434	346	175	
31-40	36	-	13	35	54	
41-50	3	1	4	2	6	
51-60	-	-	46	1	0	

**Employee Demography (cont'd)**

	2018	2019	2020	2021	2022	External Assurance
Those Who Resigned (number)	1,801	843	853	594	758	
By Gender	1,801	843	853	594	758	
Female	155	83	97	59	123	
Male	1,646	760	756	535	635	
By Age Group	1,801	843	853	594	758	
18-30	1,256	448	556	258	237	
31-40	242	170	93	152	318	
41-50	222	131	49	63	66	
51-60	80	94	155	121	137	
Those on Parental Leave (number)	644	624	481	470	384	
Female	97	102	93	63	55	
Male	547	522	388	407	329	
Those Who Returned After Parental Leave (number)	644	624	458	459	365	
Female	97	102	70	59	51	
Male	547	522	388	400	314	
Those Who Returned From Parental Leave and Did Not Resign in the Last 12 Months (number)	585	596	464	459	365	
Female	78	90	89	66	51	
Male	507	506	375	393	314	

✔ Verified by Türk Loydu Uygunluk Değerlendirme Hizmetleri A.Ş.