



KORDSA HUMAN RIGHTS DATA

Employees with Collective Bargaining Agreement	2022	2023	2024	2025
Turkey	922	778	845	673
Indonesia	960	942	932	768
Brazil	325	297	314	379
USA	0	0	0	0
China	0	0	0	0
Thailand	0	0	0	0
Total	2,207	2,017	2,091	1,820
Ratio of employees with collective bargaining agreement to total blue-collar employees (%)	62%	61%	61.5%	64.5%

Topic Covered by Collective Labor Agreement	Turkey	Indonesia	Brazil
Occupational Health and Safety	√	√	√
Working Conditions (work-rest hours, leaves)	√	√	√
Training	√	√	-
Career Management	-	√	-
Employee Representatives' Tasks and Responsibilities	√	√	-
Additional Work Payments	√	√	√