



## KORDSA HUMAN RIGHTS DATA

Employees with Collective Bargaining Agreement	2020	2021	2022
Turkey	754	802	922
Indonesia	944	967	960
Brazil	320	325	325
USA	0	0	0
China	0	0	0
Thailand	0	0	0
<b>Total</b>	<b>2,018</b>	<b>2,094</b>	<b>2,207</b>
Ratio of employees with collective bargaining agreement to total blue-collar employees (%)	55%	61%	62%

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	√	√	√