

Total Training Hours by Age Group – 2024 Petkim	
Age	Hours
Below 30	14114,75
Between 30 - 50	117411,2
Over 50	5002,75
Grand Total	136528,7

Trainings by Category in 2024 – Entered as Total Hours	
Training Categories	Petkim
Information Securities	1006
HSE	80087
Quality Systems	525
Personal Development	21936
Corporate Development	12405,5
Leadership Development	2601
Occupational Development	16327,7
Orientation	1640,5
Grand Total	136528,7

Human Capital Return on Investment (in TRY million)	Petkim 2024
Revenue (A)	77.381
Total Operating Expenses (B)	77.036
Employee Wages and Benefits (C )	6.612
Human Capital Return on Investment (A-(B-C))/C)	1,05

For item C, the following figures from the 2024 financial report have been aggregated:

- Labor cost under Revenue and Cost of Sales: 4,734,780 TRY
- Personnel expenses under General Administrative Expenses: 1,377,601 TRY
- Personnel expenses under Marketing, Sales, and Distribution Expenses: 500,036 TRY

The total amounts to 6,612,417 TRY

When we add Cost of Sales, General Administrative Expenses, and Marketing, Sales and Distribution Expenses (78,623,327 + 3,601,877 + 1,423,665) and subtract the personnel expenses calculated for item C (6,612,417), the result is **77,036,452 TRY**.

Source: <https://www.petkim.com.tr/assets/uploads/fnance-year-2024.pdf>

2024 Turnover Data				
Company	Male	Female	Overall Turnover	
PETKİM PETROKİMYA HOL.	2,60%	1,30%	2,58%	
Company	Below 30	Between 30-50	Over 50	
PETKİM PETROKİMYA HOL.	3,30%	1,30%	30,60%	
Company	Management	Specialists	Technical Roles	Manual labor
PETKİM PETROKİMYA HOL.	3,85%	1,46%	3,46%	2,30%