



PEGASUS ADDITIONAL PERFORMANCE INDICATORS

SOCIAL PERFORMANCE	2021	
Total Number of Employees		
	Female	1877
	Male	3947
Total Number of New Employees		
	Female	162
	Male	312
Total Number of Top Managers		
	Female	2
	Male	14
Total Number of Middle Managers		
	Female	16
	Male	58
Total Number of Employees With Disabilities		
	Female	19
	Male	68
Turnover Rate (%)		
	Voluntary	9.2%
	Involuntary	4.3%
Gender Pay Gap Percentage (%)		83.1%
Average Employee Length of Service (Year)		5.7
Total Injury Rate* (Based on 1,000,000 working hours)		16.68
Total Lost Time Injury Rate** (Based on 1,000,000 working hours)		4.14
Total Accidents		298
Total Accidents With Fatalities		0
Total Number of Occupational Diseases		2
Total Number of Lost Working Days		477
Total Number of Health & Safety Training Participants		3239
Average Training Time Per Person (hour/person)		4.41
Total Employee Health & Safety Training Hours (person*hour)		14,292
HSMS Certified Percent (%)		97
ENVIRONMENTAL PERFORMANCE	2021	
Total Environmental Expenditures (TL)		604,148.81



PEGASUS ADDITIONAL PERFORMANCE INDICATORS

Revenue Percentage From NEO Type Aircraft (%)		65
Total New Employee Environmental Training Participants		313
Total New Employee Environmental Training Hours (person*hour)		62.6
Emissions (tonCO _{2e})		
	Scope 1	1.791,358.05
	Scope 2	4,559.14
	Scope 3	456,641.91
Total Amount of Waste (Tonnes)		
	Hazardous	102.8
	Non-hazardous	118.9
	Electronic	0.269
Total Recycled Waste (Tonnes)		221.63
Waste Recycling Ratio (%)		99.97
Total Water Withdrawal (m3)		9,986
	Fresh Water	9,986
	Other	0
Average Water Withdrawal Per Person (m3/person)		0.14
Average Emissions Per Passenger Kilometer (CO ₂ /pkm)		70.80
Total Number of Suppliers Audited within the scope of EHS		42
	Audit	8
	Survey	34
GOVERNANCE PERFORMANCE		2021
Total Revenue (TL)		10,664,766,707
Total Litigation Expenses (TL)		6,084,766.36
Litigation Contingency in Financial Statements (TL)		12,667,596
Litigation Expense in Total Revenue (%)		0.06

*Injury Rate = Number of injuries/total working hours*1,000,000.

** Lost Time Injury Rate = Number of lost time injuries/total working hours*1,000,000.



PEGASUS ADDITIONAL PERFORMANCE INDICATORS

OTHER INDICATORS	EXPLANATION (2021)
Flexible Working Hours	<p>In our company, flexible working hours are implemented to increase the motivation of the employees by meeting their personal needs and expectations. Our employees can check in between 07.30-09.00 and check out between 16.30-18.00, depending on their preferences. In addition to our flexible working hours implementation, there is a remote working application that can vary in the number of days according to its requirements. We offer our employees an opportunity to work certain days of the week from home, office and any different location where they would like to work remotely and can make a remote connection. In addition, to implement the remote work application effectively; It has become a rule not to hold a meeting with a lunch break between 12:00 and 13:00. Our employees do not schedule meetings on Wednesday afternoons, thus they can review the current week, organize agendas for the following week and focus on their improvements. Furthermore, we aim to make our meetings more efficient for our employees by scheduling our meetings for no more than 1 hour and taking a 10-minute break between each meeting hour.</p>
Day Care Services For Employees	<p>As Pegasus, we care about increasing the life quality of our employees. In this direction, we provide all our employees with comprehensive private health insurance, which also includes flexible and hybrid applications. We grant discounted tickets to our employees and their first-degree relatives. We provide meal payments with meal cards at every work location. We offer service to different locations. We apply a hybrid working model for departments that are considered suitable for remote working, and we provide the opportunity to work periodically and permanently in domestic and international locations outside the main workplace. In addition to the remote working model, we provide remote working support to our employees. We offer benefits such as company vehicles, fuel support and corporate lines with our additional benefits package prepared according to the title structure. In line with our performance and bonus model and based on company targets, we reward annual business results and individual performance. We provide kindergarten assistance for children between the ages of 0-6 of our divorced female employees or male employees whose mother is deceased and whose custody of the child is on the father. We provide free check-up from contracted health institutions once a year for all our employees. When our employees have children, we present them gold as a gift. In addition, the operation team member who declares that she is pregnant is removed from the shift working order and planned to work only during the day, starting from the date of the declaration. Our female employees, who are on unpaid leave, continue to benefit from private health insurance during their unpaid leave and start to benefit from</p>



PEGASUS ADDITIONAL PERFORMANCE INDICATORS

private health insurance for their babies as soon as they are born. We offer additional opportunities for our employees by making periodic agreements with different institutions and brands. With university collaborations, we support our employees in their development by providing facilities in the field of education.

Internal Promotion

Within the scope of our growth target and our human capital; a comprehensive internal promotion process is run in October every year in our company. Collected candidate requests are checked in line with the internal promotion criteria such as performance score, educational status, company seniority, total position seniority, technical knowledge and Skills, competency level and English level. To move from one level to the next level our employees, it is required that the current job size and area of responsibility have reached a higher level according to the results of the job evaluation or must be a candidate for another position that has been evaluated at a higher level according to the results of the job evaluation. If the internal promotion process is run for a newly created position in the organization, a job evaluation is made. Employees in manager and higher positions are taken to the language exam and assessment center application. Appointments within the scope of organizational change or in case of vacancies in manager and higher positions are also made in the interim period. In appointments to the director and general manager positions, the final decision is made by evaluating the external candidates together with the internal candidate evaluation. During the internal promotion process in October 2021, 220 administrative and operational employees were promoted. Within the scope of our sustainable organizational approach, backup work is carried out for all Directors and above positions in the organization and for positions that are considered critical regardless of title. Additionally, personalized improvement journeys are created for our reserve candidates to support their career development with the support of the Pegasus Academy Team.

Biodiversity Impact Reduction

Türkiye and Istanbul – home to our main operations base – is an important living and transitory areas for various bird species. The impact of this phenomenon on our operations is important due to safety threats in connection with bird strikes and the counter impact of flight operations on these species. In 2021, Pegasus Airlines adopted Pegasus Wildlife Hazard Management Plan to reduce bird strikes with support from independent advisors. Joint action by airport authorities and other airlines is important for the effectiveness of measures in this area. Therefore, we advocated wildlife management actions before different stakeholders including the Istanbul Sabiha Gökçen (our main base) Airport Authority HEAŞ, Turkish Civil Aviation Authority and Turkish State Airports Authority and facilitated the commencement of coordinated



PEGASUS ADDITIONAL PERFORMANCE INDICATORS

efforts in this area. In 2021, the working group established to coordinate efforts at Istanbul Sabiha Gökçen Airport commenced work on the adoption of a Wildlife Hazard Management Plan for the airport, supported – at the recommendation of Pegasus Airlines – by an independent expert. In 2021, 18 action items were identified for implementation going forward. Pegasus Airlines is providing analysis, research & development, and project support to these efforts.
