

Contributing to the Development of the Engineering Profession

Engineering is a profession and applied science which conducts research, prepares plans and projects, and generates products, methods, systems, innovations and technology in accordance with the principles of the basic sciences for the purposes of increasing the benefits which humanity derives from natural resources and phenomena and of providing people and communities with technical solutions to their problems.

ENKA's sustainability priorities include the training of engineers who have ethical values, think scientifically and are sensitive to social and environmental topics, who take the impact of engineering on the development of communities into account and plan for the ways in which their work will interact with other fields. These priorities also help engineers keep track of advances in their profession and teach themselves and turn their knowledge into corporate knowledge, and develop their engineering knowledge and skills in such a way as to contribute to the international community through discoveries and innovations. Furthermore, through the priorities, stakeholders are brought together to contribute to the development of the profession and to create environments in which development is the field, good practices and problems are discussed.

In the reporting period, ENKA carried out the activities detailed below in the context of its efforts to contribute to the development of the engineering profession.

Employment of Intern Engineers

A total of 79 trainee engineers and architects were employed in 2017. Throughout their internships, all of them were provided with applied training on ENKA's engineering projects and activities, and thus had the opportunity to improve themselves in terms of engineering practices and to gain work experience. In addition, ENKA's corporate knowledge, acquired as a result of 60 years of engineering activities, was passed on to the interns.

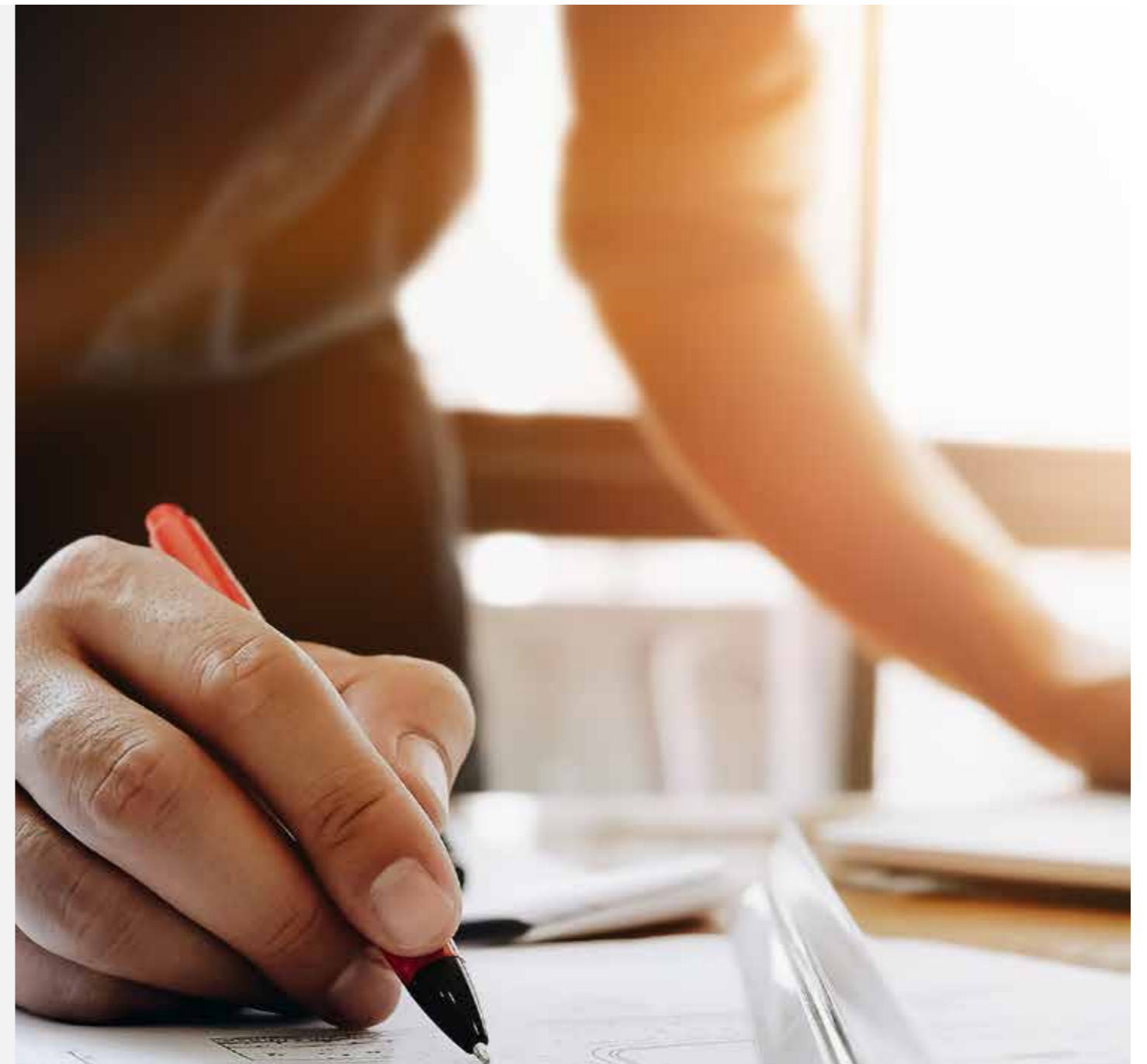
ENKA Academy

With respect to the continuous development of the engineering profession, ENKA Academy aims to develop employees' professional competencies, their technical knowledge and skills, their social skills and their leadership and management abilities. To this end, it organises various training activities, seminars, conferences and workshops. A total of 8,320 person-hours of training was provided in 2017 for the development of the engineering profession.

ENKA Design Centre

ENKA set up its design centre in 2016, which is licensed by the Ministry of Science, Industry and Technology.

With its total staff of 168 including 112 designers, ENKA Design Centre, made valuable contributions to the development of the engineering profession within the reporting



period through research and development, the design of new production technologies, innovation in project design and engineering activities and design innovations for time-cost-performance optimisation.

The Design Centre completed the design and engineering works of 7 projects in 2017, and work continued on the design and engineering works of another 11 projects. A total of approximately TRY30 million was spent on the design and engineering works of these projects.

Corporate Knowledge, Library and Memberships

ENKA has established a body of corporate knowledge for the purposes of conducting existing processes effectively, standardising the quality of its products and services across all locations, institutionalising the experience it has acquired, perpetuating its corporate culture and clarifying its working rules and methods. This knowledge is made available via an electronic library accessible to all employees. In addition, employees can access numerous international libraries and publications by way of this portal.