

Employee Demography



	Blue Collar		White Collar	
	Women	Men	Women	Men
Number of Employees	593	14,183	1,033	2,704
Percentage	3%	77%	5%	15%

Age Distribution	Blue Collar		White Collar	
	Number	Percentage	Number	Percentage
<30	4,713	25.5%	1,057	5.7%
30-50	8,162	44.1%	2,118	11.4%
>50	1,955	10.6%	508	2.7%
Total	14,830	80.2%	3,683	19.8%

	Blue Collar		White Collar	
	Number	Percentage	Number	Percentage
Number of Employees with Disabilities	60	0.25%	24	0.10%

Number of Employees According to Contract Type with Gender Breakdown

	Women	Men
Permanent	855	4,623
Temporary	731	12,304



Number of Employees According to Contract Type with Country Breakdown

	Permanent	Temporary
Turkey	3,516	0
Russian Federation	1,228	2,904
China	380	0
Afghanistan	73	582
Georgia	332	1,643
India	7	10
Netherlands	1	0
Iraq	549	1,067
Kazakhstan	276	2,768
Kosovo	388	1,611
Northern Iraq	6	10
Mexico	1	0
Mauritania	2	16
Paraguay	28	121
Romania	2	0
Sri Lanka	44	310
Saudi Arabia	31	26
Turkmenistan	37	544

Number of Full Time and Part Time Employees with Gender Breakdown

	Women	Men
Full Time	1,581	16,905
Part Time	14	13

* Values have been calculated using data that is collected as of December 31, 2017.

Gender	Number of Employees in Senior Management	Percentage
Women	34	16%
Men	177	84%
Total	211	100%

Age Distribution	Number of Employees in Senior Management	Percentage
<30	8	4%
30-50	152	72%
>50	51	24%
Total	211	100%



Number of Employees in ENKA İnşaat According to Employee Category

Category	Number of Employees	Percentage
Turkish Employees	2,036	14.3%
Local Employees	5,468	38.4%
Other Employees	6,322	44.4%
Subcontractor Employees	413	2.9%
TOTAL	14,239	100%

*Subcontractors are only employed in abroad activities within ENKA. Tasks of subcontractor employees differ according to context of the project, they include but are not limited to: mobilisation, reinforced concrete applications, basic remediation works, industrial welding operations, NDT operations, security, engineering and design works and commissioning and start-up activities.