

## Stakeholder Engagement

Determining the needs and expectations of stakeholders and engaging them in business processes is of great strategic value and importance for improving performance in processes and activities, minimising risks and managing them effectively, reducing environmental impacts through an awareness of new developments in the company's fields of activity, shaping social investment efforts and collectively constructing a sustainable future.

ENKA defines its stakeholders as the individuals, groups and organisations who affect, or are affected, directly or indirectly, by its activities, aims and policies, and by the decisions which it takes. In identifying the stakeholders who may influence its strategies and activities, or whom the activities it carries out may affect, the company makes use of criteria such as degree of impact, potential for impact, authority to represent individuals and institutions, degree of loyalty to the company and influence over company policies and targets.

ENKA communicates regularly with its stakeholders in a spirit of openness, transparency and accountability. It informs them about its activities via various platforms and endeavours to obtain their opinions.

Together with all its subsidiaries, ENKA has an extensive stakeholder network. In line with its overall understanding and principles of stakeholder engagement, the company maps its stakeholders and identifies




channels for interacting with them. ENKA further groups its main stakeholders as employees, customers, business partners, shareholders, community stakeholders and public institutions. ENKA communicates regularly with its stakeholders in a spirit of openness, transparency and accountability. It informs them about its activities via various platforms and endeavours to obtain their opinions. Stakeholder engagement activities have played a determinant role in the identification of ENKA's sustainability strategy and actions.

The "ENKA Newsletter" platform, developed in 2015, provides employees with all kinds of information and increase their awareness. This platform is used to strengthen communication by sharing information about organisational changes at ENKA Headquarters and within its subsidiaries, innovations, any matter that might directly or indirectly affect employees, developments related to management systems, environmental matters, sustainability activities, general announcements about the company, lessons learned within the organisation, examples of good practices, the company's operating principles, updates to management methods and procedures, technology which we have developed and many other topics of concern to our employees.

The following table shows the communications platforms used by ENKA and the frequency of communication:

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STAKEHOLDERS	COMMUNICATION PLATFORM	FREQUENCY OF COMMUNICATION
 <p><b>EMPLOYEES</b> (ENKA employees and other workers performing duties in ENKA's name)</p>	Web Sites	Continuous
	Social Media	Continuous
	Newsletter - Health, Safety and Environment at Work, Quality Management System, Sustainability Activities, General Announcements	Monthly
	Newsletter - Lessons Learned and Best Practices within the Organisation	Continuous
	ENKA Academy	Continuous
	Employee Loyalty and Satisfaction Survey	Once a year
	Customer Satisfaction Survey	Upon the completion of projects
 <p><b>CUSTOMERS</b> (Investors, Project Owners, etc.)</p>	Web Sites	Continuous
	ENKA Document Management System	Continuous
	Meetings	Periodic
 <p><b>BUSINESS PARTNERS</b> (Suppliers, Subcontractors, Manufacturers, Joint Ventures, Third Party Auditing Firms, Insurance Companies, Logistics Firms, Service Providers, Consultancy Companies, etc.)</p>	Web Sites	Continuous
	ENKA Academy	In line with the Training Plan
	Evaluation Surveys	Several times a year
	ENKA Code of Conduct and ENKA Supplier Code of Conduct	Before starting new jobs
	Management Systems Inspections	Periodic
	ENKA Document Management System	Continuous
	Meetings	Periodic

STAKEHOLDERS	COMMUNICATION PLATFORM	FREQUENCY OF COMMUNICATION
 <p><b>SHAREHOLDERS</b> (Partners, Investors)</p>	General Assembly	At least once a year
	Web Sites	Continuous
	Activity Reports	Four times in a year
	Material Disclosures, Financial Reports, Periodic Disclosures (Public Disclosure Platform - KAP)	As required by the related disclosure
	Meetings	Continuous
 <p><b>SOCIAL PARTNERS</b> (Local Communities, NGOs, the Media)</p>	Web Sites	Continuous
	Media, Social Media	Continuous
	Activity Reports	Once a year
	Meetings	Periodic
 <p><b>PUBLIC INSTITUTIONS</b> (Governments, Local Institutions, Universities and Academic Institutions, Tax Bodies)</p>	Activity Reports	Once a year
	Web Sites	Continuous
	Periodic Disclosures (Public Disclosure Platform -KAP)	Periodic
	Meetings	Periodic
	Official Correspondence	Continuous
	Audits	Periodic
	Memberships	Monthly

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By maintaining the highest and most effective level of communications with all our stakeholders, we aim to orient the activities of our company in line with the principle of a sustainable and better future for all.

Due to their specific structures and missions, the ENKA Foundation and ENKA Schools interact with a different group of stakeholders from those of the ENKA companies. The ENKA Foundation communicates constantly with sports school students, athletes, members, trainers, teams, federations, spectators and artists and develops collaborations where necessary with sponsors, non-governmental organisations and local administrations.

The ENKA Schools define teachers and other employees, students, parents, international stakeholders, public institutions, academic institutions and subcontractors as their major stakeholders and dialogues are maintained with all these groups of stakeholders by means of various channels and means of communication.



## Our Membership Affiliations

Name of the Department/ Organization	Category
<b>Organizations ENKA is enrolled in:</b>	
Overseas Contracting Certificate	Construction, Installation, Assembly, Engineering, Design, Consulting, Management, Maintenance and Repair Activities
British Safety Council	Global HSE Standards
<b>Organizations ENKA has the certificate of:</b>	
American Society of Mechanical Engineers	A (Assembly of power boilers at field sites)
	U (Manufacture of pressure vessels at field sites)
	U2 (Manufacture of pressure vessels at field sites)
	S (Design with fabrication, assembly and stamping at field sites)
British Standards Institution	Quality Management System ISO 9001:2015
	Environmental Management System ISO 14001:2015
	"Occupational Health & Safety Management System OHSAS 18001:2007"
TÜV NORD	ASME Nuclear (Section III) Conformity Certificate
<b>Turkish Organizations ENKA is enrolled in:</b>	
Foreign Economic Relations Board of Turkey (DEİK)	
The Turkish Contractors Association (TMB)	
The Turkish Employers' Association of Construction Industries (INTES)	
Turkish Exporters Assembly (TIM)	

**Organizations Çimtaş Steel, Cintas Pipe and Precision Machining are enrolled in:**

Steel Construction Institute

The Chamber of Turkish Naval Architects and Marine Engineers

People Management Association of Turkey (PerYÖn)

SAHA İstanbul Defence and Aerospace Cluster Association

KALDER

TWI

The American Society of Mechanical Engineers (ASME)

Bursa Aerospace and Defence Cluster (BASDEC)

Human Resources Solidarity Association (İKDAY)

Turkish Shipbuilders' Association (GİSBİR)

**Organizations Cintas CNBO is enrolled in:**

American Society for Quality

China Lean Enterprise

Turkey Lean Enterprise

Jishuken Association

Ningbo Welding Association

Liaoning Welding Association

The Committee of Liaoyang technical School Consultation

**Organizations ENKA Pazarlama is enrolled in:**

Turkish Construction Equipment Distributors' and Manufacturers' Association (İMDER)

The Material Handling, Storage &amp; Industrial Equipment Association of Turkey (İSDER)

**Organizations ENKA Foundation is enrolled in:**

Third Sector Foundation of Turkey (TÜSEV)

Turkish Marine Environment Protection Association

Mediterranean Opera and Ballet Club Association (AKOB)

**Organizations ENKA Power is enrolled in:**

Istanbul Mineral and Metals Exporters' Association

**Organizations CCI is enrolled in:**

CRE Russia (Commercial Real Estate)

BREEAM In-Use

**Organizations ENKA Systems is enrolled in:**

Turkey Software Industrialists Association (YASAD)

**Organizations MKH is enrolled in:**

Association of European Businesses

**Organizations ENKA TC is enrolled in:**

RCSC (Russian Council of Shopping Centers)

USGBC (US Green Building Council (Gold))

RUGBC (Green Building Council Russia (Premium))

Moscow Investors Club

**Organizations Adapazarı ENKA Schools is enrolled in:**

Eco-Schools

White Flag

The International Baccalaureate Organization (IBO)

**Organizations İstanbul ENKA Schools is enrolled in:**

Eco-Schools

White Flag

The International Baccalaureate Organization (IBO)

Round Square

New England Okullar ve Üniversiteler Birliği (NEASC)

Uluslararası Okullar Konseyi (CIS)

Duke of Edinburgh Programı

**Organizations ENKA Kocaeli Schools is enrolled in:**

Ministry of Education School Democracy Assembly