

ENKA

Sustainability Report 2022



ENKA



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About ENKA

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ABOUT THIS REPORT

ENKA İnşaat ve Sanayi A.Ş. (ENKA) has been providing comprehensive services in design and engineering, procurement, construction, commissioning, operation, maintenance and project management phases of all types of construction projects in Türkiye and around the world since its establishment in 1957. This report, which is the 6th sustainability report of ENKA, covers the 12-month period from January 1, 2022 to December 31, 2022 and includes ENKA's sustainability (environmental, social, governance) strategy, its sustainability activities and goals, its approach to material issues that are important to its stakeholders and its performance.

The 2022 Sustainability Report, as in the previous year's report, covers the data and activities of ENKA Headquarters, ENKA's subsidiaries and projects in Türkiye and abroad and ENKA Foundation. The "Our Planet" section of the report covers ENKA Headquarters, five projects of ENKA İnşaat, Çimtaş Group companies (Steel, Pipe, Precision Machining, Module and Shipyard and Ningbo), ENKA Power (all power plants), ENKA Pazarlama and ENKA Real Estate subsidiaries (CCI, ENKA TC, Mosenka, MKH, ENKA Invest). Among the ENKA İnşaat projects in this section, new projects were added to replace the ones that were completed in 2022, and the number of projects decreased by 1 compared to 2021.

This report has been prepared in accordance with the GRI Standards. The annex at the end of the report lists ENKA's activities by their places in this report according to the GRI Content Index and the 10 global principles of the United Nations Global Compact (UNGC) Index, of which ENKA is a signatory. The report has been prepared in line with the material sustainability issues, which was updated in 2021 and reviewed in 2022.

ENKA 2022 Sustainability Report has been prepared in Turkish and English. The selected energy, greenhouse gas emissions, water withdrawal and occupational health and safety indicators of this report received limited assurance from Güney Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş. (Ernst & Young – EY) according to ISAE 3000 and ISAE 3410 standards. Independent Assurance Statement, that includes a list of the assessed indicators and scope of the assurance, is available in **Annex 1** of this report.

Any enquiries, feedback or suggestions related to the ENKA 2022 Sustainability Report may be addressed to sustainability@enka.com.

A MESSAGE FROM THE CHAIRMAN

Dear Stakeholders,

As I write these words, we are seeking to relieve the unspeakable anguish and dress the deep wounds caused by two major earthquakes, centred on Kahramanmaraş and measuring 7.7 and 7.6, which constitute one of the greatest disasters of our recent history. This disaster, which has affected our country and our neighbour Syria so profoundly, has once again demonstrated the vital importance of the principle of “Doing Good Business”. This principle has been at the foundation of our Sustainability Strategy for years, and is top priority for all our employees. It calls for every task to be performed fairly, responsibly and in line with the laws and regulations – in short “ethically”. The earthquakes have taught us once again how necessary this principle is, how immediately it affects the lives of human beings and other living organisms, how social responsibility and social solidarity save lives at both the national and global levels, and how hugely important it is to build structures that conform to environmental standards. At the same time, this disaster has shown us once more what great responsibility the conduct of the profession of engineering entails, and how essential it is to achieve the highest quality standards, integrating technological innovations without deviating from the path of science. It has demonstrated the crucial importance of deploying the right human resources, equipped with the necessary competencies and training, along with the correct equipment and infrastructure. It has underlined why the safety of employees and the community must always come first. And

it has reminded us never to forget that the cost of the slightest concession made during the adoption or implementation of any one of these fundamental principles will be counted in human lives.

Our world is changing at a dizzying pace and so are global trends. As we attempt to keep abreast of all the social, economic, demographic, technological, environmental and other transformations that are taking place, and to build a sustainable future that is resilient and adapted to their impacts, we believe that engineering has a key role to play. In 2021, United Nations Secretary General António Guterres described the report of the Intergovernmental Panel on Climate Change (IPCC) as a “red alert for humanity”. The simple fact that science is telling us is that the business world must reduce its emissions, produce sustainable solutions and develop new technologies to reduce environmental impacts – and that all this has become a pressing obligation.

We at ENKA are determined to advance in the direction which science has mapped out, and stand ready to fulfil our duty on all platforms that promote development and sustainability. We are working with our customers, our suppliers, our subcontractors and our business partners to develop models that representatives of the sectors in which we operate can follow. In this sense, ENKA regards every project which we carry out, as an opportunity for a sustainable future. We approach all our projects from a “Sustainable EPC (engineering, procurement, construction)” standpoint. We continue to draw on our 65 years of engineering experience to disseminate sustainable practices, both in our own activities and throughout our value chains, in all of the projects and industries in which we are involved.

"ENKA regards every project which we carry out, as an opportunity for a sustainable future. We approach all our projects from a “Sustainable EPC” standpoint."

In 2022, we revised our Sustainability Strategy to make it more comprehensive while focusing more strongly on our sustainability material issues. In my view, the greatest step which we have taken in accordance with this revision has been the further elaboration of our sustainability goals. These goals have been updated under the leadership of the ENKA Corporate Sustainability and Compliance Department and the Sustainability Committee in conjunction with the working groups that we established for each sector. The revisions incorporate the opinions, knowledge and suggestions of numerous stakeholder groups, and are the product of a comprehensive, collective, year-long effort that included an analysis of our data for the past six years. In accordance with our sustainability goals, ENKA has committed itself to achieving net zero emissions by 2050. We have also published our goals for 2030 as a first milestone on the way to fulfilling this commitment. In the present report, we make our performance vis-à-vis our updated goals available to all our stakeholders for their perusal for the first time.

"We are all living today in an age of change in which it is more critical than ever to empower and support local communities and ensure their sustainable development."

While energy is an absolute necessity for the continuity and quality of life on Earth, the management and reduction of the emissions that stem from the energy sector is just as important priority. In the transformation of the energy sector, ENKA regards natural gas as an important transitional source of energy. It is making use of its experience in power

plant design, engineering, construction and commissioning to support the transition from coal to natural gas, to transform existing one-phase single-cycle natural gas power plants into more efficient dual-phase combined cycle plants, and to establish hybrid technologies. In addition to the projects we undertake in these areas, we have also taken significant steps towards converting the electricity we use in our own facilities to renewable energy. At the end of 2022, we completed our 5.7 MWp rooftop solar power plant project at the Çimtaş Steel plant and put it into operation. We plan to follow up this investment with further work at the other Çimtaş facilities. In 2022, we also started a similar project at the ENKA Foundation campus in İstinye, which will come into operation in 2023.

At ENKA, we have always taken a holistic approach to sustainability. While reducing our environmental impact, we are at the same time striving to contribute to the welfare and development of communities, to offer inclusive working environments supportive of

the personal and professional development of our employees, and to extend our ethics and compliance programme, envisaging fair, transparent and responsible management over and above the legal requirements, to all our operations. We are well aware that the achievements of the whole ENKA Group are a result of the talents of our employees, their

consistent work and their innovative outlook. Our employees are talented individuals with a range of professional backgrounds, cultures and points of view. I would like to thank them all for their loyalty and outstanding efforts.

We are all living today in an age of change in which it is more critical than ever to empower and support local communities and ensure their sustainable development. In all the regions in which ENKA operates, one of the primary tasks of its teams is to carry out projects which earn the acceptance of the local communities, provide them with social, economic and environmental benefits, and contribute to the development of more resilient and prosperous societies. We at ENKA have set ourselves the mission of leaving a positive social legacy behind us. Every day, we are taking this mission further by raising the level of our social investment, volunteering, local employment and local procurement activities. In 2022, the direct contributions which we made to local economies through our local procurement practices alone amounted to over USD 774 million. To this must be added the stimulation of local markets and the impact of local employment. I can therefore state with confidence that our projects have successfully accomplished this social mission.

The determination and leadership of the business community has a critical role to play in sustainable development. We have reached the point where strong commitments and declarations have to be supported by effective, holistic actions. In order to emphasise that each and every one of our sustainability goals and commitments is much more than a pledge, and that every decision which we take when conducting our work is translated into practice, we are publishing this report under the motto "More than a promise". Throughout our history, which now stretches back more than 65 years,

our projects, our achievements, the satisfaction of our customers and our employees have always done the talking for us. Today, in the same way, it is a great pleasure for me to share with you this report which expresses our sustainability commitments and goals in terms of our tangible activities and the consistent work we have done. This is no longer a time to make pledges, but a time for united action. On behalf of the entire ENKA family, I would like to thank all our stakeholders who have supported our determined efforts.

Sincerely,

Mehmet Tara
Chairman of the Board and President

ABOUT ENKA

ENKA is a publicly traded company based in İstanbul, Türkiye. Together with its affiliated companies foreign enterprise branches and jointly controlled entities, ENKA provides services in four main areas.

✦ [For more information on ENKA's areas of activity, please click](#)

✦ [For ENKA's vision, mission and values, please click](#)

Since its establishment, ENKA and its group companies have been successfully providing services all around the world, drawing on its experience of completing projects in 50 countries, its more than 20,000 employees¹ and its machinery and equipment park of 4,000 items. Through the services it offers in its various fields of activity, ENKA has so far carried out 134 projects in Türkiye with a total contract value of USD 7.6 billion, and 431 projects abroad with a total contract value of USD 50.2 billion.

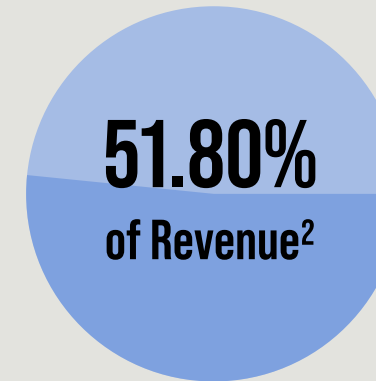
✦ [For more information, please click](#)

“134 projects in Türkiye with a total contract value of USD 7.6 billion”

“431 projects abroad with a total contract value of USD 50.2 billion”

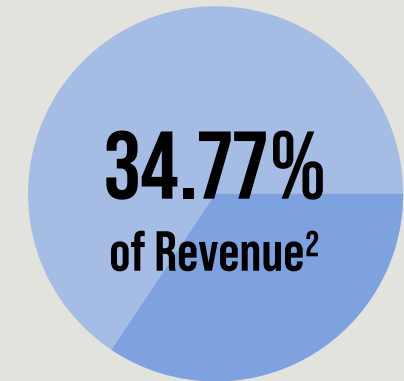
1) The total number of employees is an average of 2022, and also covers those working in subsidiaries, which are not included in this report.

ENGINEERING & CONSTRUCTION (BASED IN TÜRKİYE)



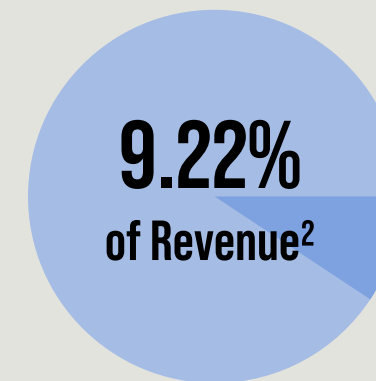
ENKA İNŞAAT
ÇİMTAŞ
KASKAŞ

POWER GENERATION (BASED IN TÜRKİYE)



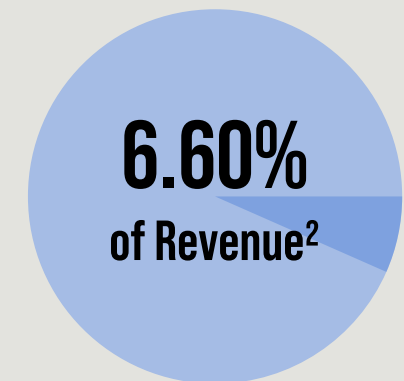
GEBZE ELEKTRİK ÜRETİM LTD. ŞTİ.
ADAPAZARI ELEKTRİK ÜRETİM LTD. ŞTİ.
İZMİR ELEKTRİK ÜRETİM LTD. ŞTİ.

REAL ESTATE (BASED IN RUSSIA)



MOSENKA
MOSKVA KRASNYE HOLMY
ENKA TC
CITY CENTER INVESTMENT B.V.
ENKA INVEST
LLC ENKA FLEX OFFICE
ENKAMOSREGION B.V.

TRADE (BASED IN TÜRKİYE)



ENKA PAZARLAMA İHRACAT İTHALAT A.Ş.
ENTAŞ NAKLİYAT VE TURİZM A.Ş.
AIRENKA HAVA TAŞIMACILIĞI A.Ş.

2) As the percentage figures are pre-elimination of double-counting between business segments, their total exceeds 100%

In 2022, ENKA continued working on its following ongoing projects: the Yandex Headquarters, the High-Technology Multifunctional Medical Complex (HMMC) and the Kazan 250 MW Combined Cycle Power Plant in Russia; the Dradenau Combined Heat and Power Plant in Germany; the Hinkley Point C Nuclear Power Plant Prefabrication, Installation & Erection of Piping Systems of Power Island in the United Kingdom; the Misurata 650 MW and Tripoli West 671 MW Simple Cycle Power Plants in Libya; the Prince George Wharf Nassau Cruise Port Marine and Upland Works in the Bahamas; the SOCAR Electromechanical Maintenance and Repair Works and maintenance, repair and renewal works in the scope of the BTC framework agreement in Türkiye; the Morava Corridor Motorway in Serbia; the West Qurna 1 Produced Water 2 Facility in Iraq, and the FGP 3GP Mechanical, Electrical & Instrumentation Installation Works in Kazakhstan. ENKA also went on providing marine operations and vessel/equipment leasing services as part of the Kashagan Oil Field Development, and continued with the construction of the special projects which it is pursuing on four continents. In addition, ENKA continued work on the construction of a 24-classroom primary school in Gölbaşı, Adıyaman in memory of Engineer Serhan Nariçi.

In addition to the activities described above, ENKA signed contracts in 2022 to undertake projects concerning the General Maintenance Services of the Tüpraş - İzmit Refinery and the Shotton Paper Mill in the United Kingdom. ENKA completed work on the Ovchinnikovskaya Multi-Functional Business Complex and the Nizhnekamsk 495 MW Combined Cycle Power Plant projects in Russia, as well as on special projects carried out in Africa and Asia, in 2022, and handed them over.

ENKA took a fresh step towards expanding the scope of its activities in the power generation sector in Türkiye, in which it has long years of experience, by purchasing 100% of the shares of Verbena Enerji Sanayi ve Ticaret A.Ş., the holder of the licence for the 890 MW Natural Gas Combined Cycle Power Plant in Kırklareli, on November 10th 2022.

In the field of energy generation, the ENKA Adapazarı, Gebze and İzmir natural gas combined cycle power plants produced approximately 7.5 billion kilowatt-hours of electrical power in 2022, bringing their total output throughout their operating lives to more than 460 billion kilowatt-hours. With their generation capacity of 32 billion kilowatt-hours of electricity per year, the ENKA power plants have the potential to meet 10% of Türkiye's total energy consumption.

Çimtaş continued to carry out its manufacturing activities in Türkiye and China, while ENKA's real estate subsidiaries remained active in Russia.

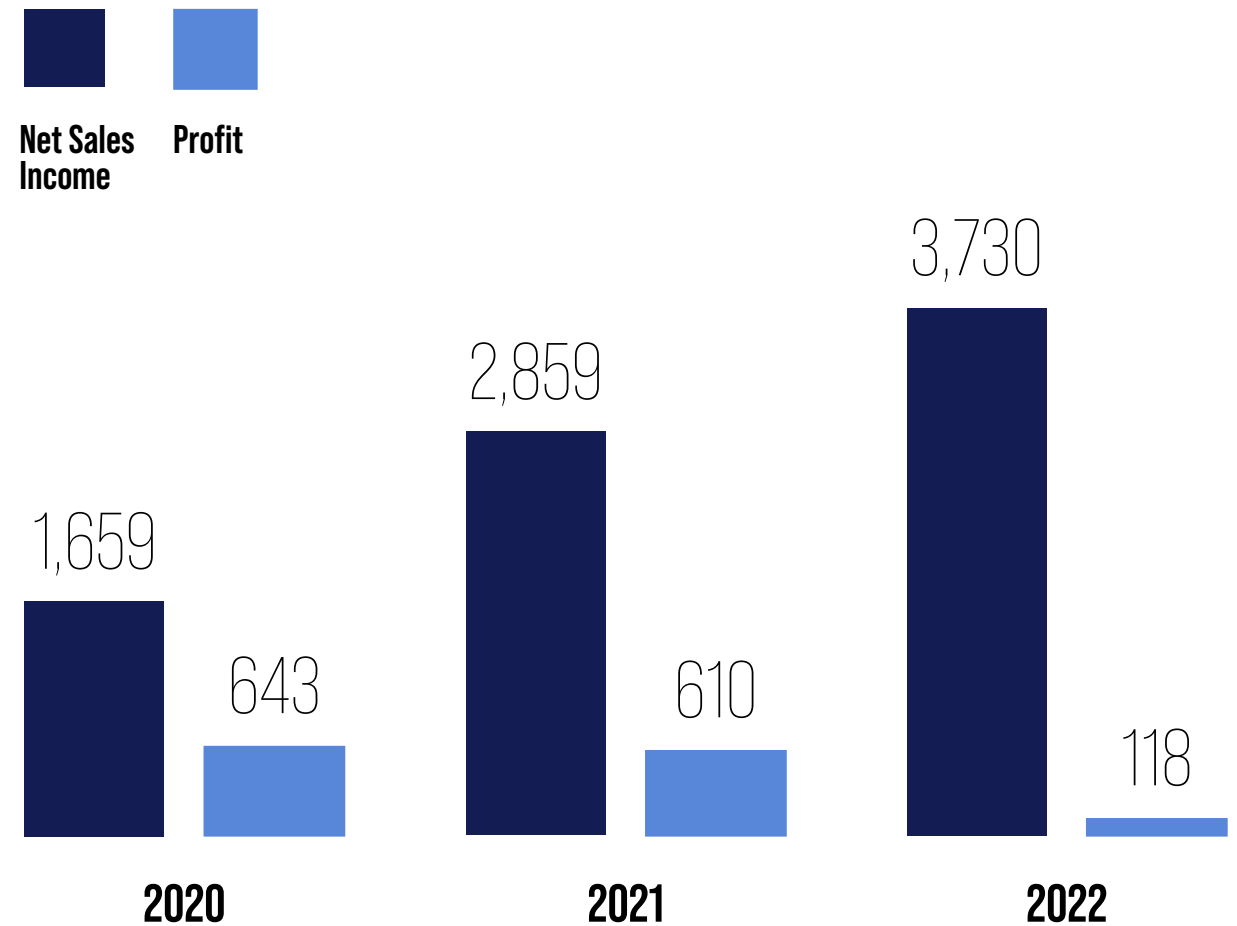


ECONOMIC PERFORMANCE

In 2022, the company generated USD 3.73 billion revenue from the 4 main sectors in which it is active and achieved profits worth USD 118 million for its shareholders. The total revenue generated from engineering and construction sector was USD 1.93 billion.

The table of ENKA's financial indicators for 2022 is included in [Annex 2](#).

Consolidated Economic Performance of ENKA



Values are in million US Dollars.

GLOBAL OPERATIONS

- 1- TÜRKİYE
- 2- IRAQ
- 3- KAZAKHSTAN
- 4- RUSSIA
- 5- ITALY
- 6- LIBYA
- 7- UNITED KINGDOM
- 8- GERMANY
- 9- THE BAHAMAS
- 10- GREECE
- 11- MEXICO
- 12- KENYA
- 13- INDIA
- 14- PARAGUAY
- 15- SRI LANKA
- 16- SAUDI ARABIA
- 17- CHINA
- 18- SERBIA
- 19- BRAZIL
- 20- SOUTH SUDAN
- 21- TURKMENISTAN

NEWS AND AWARDS

For the latest news on ENKA and its sustainability activities:

✦ [For ENKA News, please click](#)

✦ [For ENKA Sustainability News, please click](#)

— According to the Global Sourcebook published by Engineering News-Record (ENR), ENKA has achieved high rankings with the projects it has carried out in the major sectors of General Building, Industrial Process, Manufacturing, Transportation, Power and Petroleum. Likewise, ENKA has maintained its place among the world's top 100 contracting companies in the "Top 250 International Contractors" list which is also published by the ENR magazine.

— ENKA has [maintained its place among the 50 most valuable and powerful brands in Türkiye](#), according to the 2022 research report of Brand Finance, an international brand valuation organisation.

— With its sustainability performance, ENKA has maintained its place in both the Dow Jones Sustainability Index (DJSI) and the FTSE4Good Index according to the assessment results announced in 2022. In addition to these international sustainability indices, ENKA also maintained its place in the Borsa İstanbul Sustainability Index. Moreover, ENKA was included in the Borsa İstanbul Sustainability 25 Index which started to be published on November 21st 2022.

— ENKA preserved its score of B in both the Climate Change and Water Security categories in the Carbon Disclosure Project (CDP) scores for 2022.

— ENKA has become a corporate member of the Corporate Governance Association of

Türkiye (TKYD), which is working to make the concept of corporate governance founded on the principles of fairness, transparency, accountability and responsibility better known in Türkiye and to develop it and ensure its adoption along with its best practices.

— In 2022, ENKA Sanat presented the documentary "Caniko", the production of which it has sponsored, to its first audiences. The film revolves around the personality of Yıldız Kenter, the "Pole Star of the Turkish Theatre", and the impressions she has made on life and the theatre. Throughout the year, it was in great demand among members of the culture and arts professions, performers, the press and theatre-goers. In the course of 2022, more than 2,100 people watched the documentary at the ENKA Open Air Theatre and the ENKA Auditorium. Caniko was also shown three times during the Filmekimi (Film October) festival organised by the İstanbul Foundation for Culture and Arts (ISKV), reaching almost 1,500 viewers. A showing at the Alan Kadıköy venue was watched by another 300 individuals. Starting in January 2023, the production will be broadcast on Netflix, one of the world's leading digital broadcasting platforms, making it available to wider audiences.

— The Samawa 750 MW Combined Cycle Power Plant Phase 1 Project in Iraq, for which ENKA undertook the EPC works, and which was completed in June 2021, [received the Award of Merit in the Power/Industrial category in ENR's 2022 Global Best Projects competition.](#)

— ENKA Design Centre took second prize in the "Highest New Design Personnel Employment" category at the 9th R&D and Design Centres and Technology Development Zones Summit in İzmir.

— In the eighteenth annual survey of the "Business World's Most Admired Companies" conducted by the business and economy magazine Capital, ENKA once again came first in the International Contracting Sector category. ENKA has maintained its first place in this category for the past ten years.

— [ENKA won the prize for Türkiye's Happiest Workplace in the construction sector in the "Türkiye's Happiest Place to Work" survey](#) conducted by the consultancy Happy Place to Work in cooperation with the magazine Capital.

— The Morava Corridor Motorway Project received an award from Krusevac Municipality for the successful performance of the construction work. The same project was also deemed worthy of an award by the Center for Social Work of Krusevac in recognition of its positive attitude towards children living in the region who have lost their families and its beneficial social projects for them.

— Cimtas Ningbo was presented with the "Annual Advanced Unit for Epidemic Prevention" award for its outstanding performance during the epidemic declared in the Ningbo region in January and November. The Ningbo team also won the 2022 China Data Power Competition thanks to the applications they developed using LCDP techniques.

— The performance of Çimtaş Precision Machining earned it a best supplier award from GE Gas Power in the Quality Excellence category in 2022.

— Swissotel Krasnye Holmy Moscow was selected one of the "Top 100 Venues" in the 2022 TOP 100 Russia Awards.

— The ENKA Sailing Team won the İstanbul Sailing Club (İYK) Cup competition that consists of six races. The team also finished second in the open category of the 6th Bahçeşehir University Cup, which consists of four races. The team came first in its group in the 3rd Presidential Cup Yacht Races. It also came first in the IRC3 group in the 22nd Göcek Spring Race Week - Şarık Tara Youth and Sports Cup races.



— The ENKA Corporate Basketball Team, established in the final quarter of 2022, entered the Corporate Basketball League, Türkiye's inter-company basketball competition, and got off to a strong start by winning its first two matches.

GOVERNANCE

In full compliance with all relevant laws and regulations, ENKA displays an ethical, transparent, fair, accountable and responsible approach to governance in all of its activities. To this end, as a publicly-traded company, ENKA has established its own corporate governance model in accordance with the Corporate Governance Principles of Capital Markets Board of Türkiye (SPK). ENKA's corporate governance practices are based on broad stakeholder participation and effective audit mechanisms, and it keeps its stakeholders informed of them through its annual Corporate Governance Principles Compliance reports. The proportion of the shares of ENKA İnşaat which are traded publicly in İstanbul Stock Exchange is 8.83%.

✦ [For details of the partnership structure, please click](#)

✦ [For ENKA Annual Report, please click](#)

BOARD OF DIRECTORS

As a publicly-traded company, ENKA İnşaat is subject to the Capital Market Law (Türkiye). All arrangements concerning the composition of the Board of Directors are made in accordance with the Corporate Governance Principles annexed to the Corporate Governance Communiqué published on the basis of the said Law. Candidates to become independent members of the Board of Directors are chosen in line with the Corporate Governance Principles and are elected, together with all the other members of the board of directors, at the annual General Assembly meeting with the approval of the company's shareholders. Decisions regarding appointments are published on the company's corporate website. The ENKA Board of Directors is made up of five members, two of whom are executive members and the remaining three of whom, including the two independent members, are non-executive members. All the members

of the Board of Directors possess a variety of experience related to ENKA's business strategy.

As stated in the company's Articles of Association, the Board of Directors is responsible for the management and external representation of ENKA. In this context, the basic duties of the Board of Directors are to give direction to the company's targets and to its strategies for achieving these targets, to develop the corporate vision and policies, to announce new policies to the public, and to take decisions regarding these policies. The processes of determining ENKA's sustainability priorities, risks and opportunities and of developing and reviewing its sustainability policy and strategy accordingly are managed under the leadership of the Chairman of the ENKA's Board. The Chairman of the Board also reviews this report and gives final approval prior to its publication.



“In 2022, the ENKA Board of Directors held 12 meetings and the average participation rate at these meetings was 96%. ”

In 2022, the ENKA Board of Directors held 12 meetings and the average participation rate at these meetings was 96%. The Board of Directors adopted a total of 19 board decisions in 2022.

Potential conflicts of interest with respect to the Board of Directors are assessed, together with the related risks, by the Early Identification of Risks Committee and the Audit Committee. Information concerning any conflict of interest is published on the company's corporate website and if necessary on the Public Disclosure Platform (KAP). The approval of the annual General Assembly meeting is sought for any operation that might give rise to a conflict of interest with respect to the members of the Board of Directors and high-level managers.

ENKA's Corporate Governance Committee, which acts as its Remuneration Committee, consists of one independent member of the Board of Directors, one non-executive member of the Board of Directors and one Investor Relations Department Manager who works at the company as a full-time administrator and possesses a Capital Market Activities Advanced Level Licence and a Corporate Governance Rating Specialist Licence. A "Remuneration Policy Applicable to the Board Members and Administratively Responsible Managers" has been approved by the General Assembly of the company and put into effect. Furthermore, any alteration of any kind to be made in the Remuneration Policy, and in the amounts of the attendance fee paid to the Board of Directors, are determined with the approval of the shareholders at the Annual Ordinary General Assembly meeting.

✦ [For more information on the relevant policies of ENKA, please click](#)

EXECUTIVE COMMITTEE

The duties of the General Manager, which head ENKA's executive organs, are performed by the Chairman of the Board of Directors. There is no limit on the duration of the term of office of ENKA's Executive Committee.

✦ [For ENKA Annual Board of Directors Report, please click](#)

✦ [For more information on the Board of Directors and the Executive Committee, please click](#)

CORPORATE GOVERNANCE STRUCTURE AND COMMITTEES

Benefiting from an effective organizational structure in fulfilling its corporate duties and responsibilities, ENKA has seven committees and a working group that work under the Board of Directors. Information on these units, which are responsible for making decisions on economic, environmental and social impacts in ENKA's management, are presented below. Detailed information on the duties and working principles of the Corporate Governance, Early Identification of Risks and Audit Committees operating under ENKA's Board of Directors is available in the [Annual Report](#) and at the link below.

✦ [For the Duties and Working Principles of Committees, please click](#)

EXECUTIVE ETHICS AND COMPLIANCE COMMITTEE

The Executive Ethics and Compliance Committee was formed under the Board of Directors to aid the company in maintaining an effective ethics and compliance program, in identifying the principles that form the basis of this program, and in continuously promoting a corporate culture that attaches importance to both ethical business practices and compliance with the law.

✦ [For more information on the Executive Ethics and Compliance Committee, please click](#)

RISK MANAGEMENT WORK GROUP

The Risk Management Work Group was established by the decision of ENKA's Early Identification of Risks Committee taken at its meeting on November 28, 2017 in order to ensure that corporate risks are identified, the means of risk reduction are specified, and that identified risks are assessed and reviewed.

✦ [For more information on the Risk Management Work Group, please click](#)

SUSTAINABILITY COMMITTEE

The Sustainability Committee is responsible for assessing economic, social and environmental risks and opportunities that may have an impact on ENKA's assets and business activities, to monitor and analyse relevant sustainability issues, to identify the sustainability strategy and to undertake projects to realize goals. The Committee, which is led by ENKA's Chairman of the Board, reports results obtained from all operations to ENKA's senior management.

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Occupational Health and Safety Committee for ENKA's İstanbul Headquarters was formed as per the stipulations of Law 6331 on Occupational Health and Safety to assess potential risks to occupational health and safety (OHS), identify precautions and report to the Board of Directors. The committee meets every three months and consists of employer representative, OHS experts, the workplace doctor/nurse, the human resources expert, the administrative affairs officer, employee representatives and experts in field relevant to agenda items.

INFORMATION SECURITY COMMITTEE

The duties of the Information Security Committee, which is structured to report to ENKA's Chairman of the Board, include identifying information security risks, ensuring and encouraging the implementation of relevant policies and procedures, ensuring and encouraging the implementation of necessary monitoring and measurement activities and making suggestions for the improvement of the information security management system. Committee meetings are organized semi-annually by the Information Security Administrator.



OUR STRATEGIC APPROACH

#MoreThanAPromise

3 GOOD HEALTH AND WELL-BEING 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 
11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 



SUSTAINABILITY MANAGEMENT AT ENKA

ENKA's sustainability strategy is quite clear: to make use of its engineering skills and experience for the future and welfare of the planet and humanity. To this end, ENKA operates a Sustainability and Compliance Management which is nourished by the other management systems that the company has had for many years, nourishes them in return, and is fully integrated with them. ENKA regards its sustainability management as a management system that embodies its understanding of environmental sustainability, social responsibility, and transparent, fair, inclusive and responsible governance and works to improve and expand this management system continuously in all the sectors and regions in which it is active.

Sustainability and Compliance Management constitutes an important part of the company's corporate strategy and operations, for this reason, it has a multi-stakeholder and participatory structure. ENKA Sustainability Committee, which is led by the ENKA's Chairman of the Board and formed of the managers of various units and departments within ENKA Headquarters and ENKA's subsidiaries, continued its activities in 2022 by reviewing the company's sustainability strategy based on current risks and opportunities, completing an update of the ENKA sustainability goals, and working to ensure that sustainability performance was tracked and reported in all the ENKA Group companies. ENKA Sustainability Committee meetings are held regularly with broad participation in an atmosphere of dialogue that provides all the

subsidiaries and departments with equal rights to participate and speak.

The Corporate Sustainability and Compliance Department, for its part, continued its activities in 2022 with work on improving the Sustainability Management and Ethics and Compliance Program further, on maintaining the implementation of the sustainability strategy in all ENKA units and extending it to ENKA's value chain, on developing sustainability practices within the company and in conjunction with external stakeholders, on representing the company in local and international organisations with respect to sustainability and compliance, on auditing the projects and subsidiaries for sustainability and compliance, on completing the update of the company's existing sustainability goals, and on monitoring the Environmental, Social and Governance (ESG) performance of the company and maintaining and increasing its success in related external assessments within this scope.

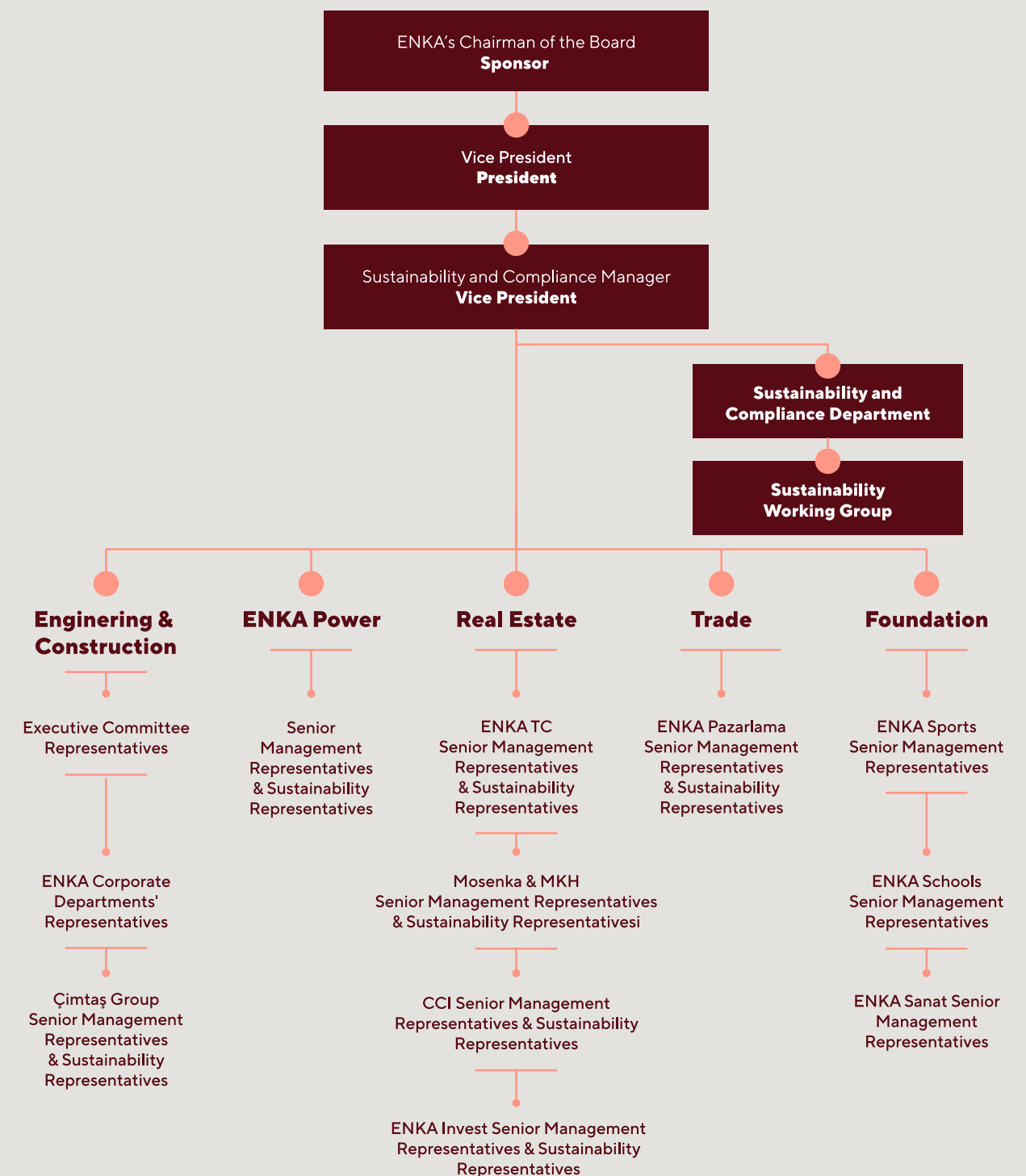
In order to integrate sustainability into the strategies and fundamental decisions of the company at the highest level, developments and activities related to sustainability management and information on performance in this area are reported to the ENKA Board of Directors through a Management Review report published annually by the Sustainability and Compliance Department, as well as via the meetings of the Sustainability Committee.

Information on how ENKA performed in 2022 against the ENKA Sustainability Targets can be found under the heading **"Our Sustainability Performance"** and at the end of each relevant main section of this report.

➤ [For the ENKA Sustainability Policy, please click](#)

➤ [For the ENKA Sustainability Targets, please click](#)

SUSTAINABILITY COMMITTEE ORGANIZATION CHART



SUSTAINABILITY ROADMAP

1957 - 2022

- Establishment of ENKA

1957



- First time listing on ENR's world's top 100 contractors list

1981

- Establishment of ENKA Foundation and ENKA Sports Club

1983

- Establishment of ENKA Sanat

1988



- Establishment of ENKA İstanbul Schools

1996

- Establishment of ENKA Adapazarı Schools

1999



- First certification for ISO 9001

2001

- First certification for ISO 14001 and OHSAS 18001

2002

- Establishment of Private ENKA Anatolian Technical and Vocational High School

2008



2022

- Announcement of ENKA's Road Map to Net Zero Emissions
- Recognition to be listed in the BIST Sustainability 25 Index

- Establishment of ENKA Kocaeli Science and Technology High School

2014



2015

- Establishment of ENKA Academy

- Receiving Design Center title

2016

- Establishment of ENKA Sustainability Committee and Executive Ethics and Compliance Committee

2017

- Becoming signatory of the Global Compact
- Commissioning the Ethics Hotline

- First Sustainability Report
- First reporting of CDP Climate Change and Water Programs

2018

- Corporate membership to BCSD Türkiye
- Corporate membership to TEİD
- Establishment of ENKA Volunteers platform
- Establishment of the Corporate Sustainability and Compliance Department

- First recognition to be listed in the FTSE4GOOD Index

2019

- Corporate membership to ÖSGD
- First recognition to be listed in the BIST Sustainability Index

- CDP Climate Change and Water Security score upgraded to B
- First recognition to be listed in the Dow Jones Sustainability Index (DJSI)

2020

- CDP Supplier Engagement Rating A- Score
- Publication of the first Modern Slavery Act Statement
- First time receiving limited assurance for sustainability report

2021

“As a strong global stakeholder in this sector, we at ENKA have accepted our responsibilities and we continue to follow ENKA Sustainability Goals which we revised in 2022 to reach the goal of net zero emissions and to play an active role in the reduction of greenhouse gases.”



SUSTAINABILITY CORNER

The climate crisis is one of the problems of our times that need to be solved most urgently. In an age when the collective activities of humanity have started to cause significant changes in the Earth's surface, atmosphere, oceans and food cycle systems, our struggle against climate change is a struggle for the existence of our species. All around the world, storms, floods and forest fires are on the increase. Sadly, air pollution is affecting the health of tens of millions of people, as well as other living creatures, while unpredictable weather conditions are causing immeasurable damage to the societies we live in and their livelihoods. We are at the moment when we must answer the most critical question for our planet: to stop here or to carry on? If we are in favour of our survival as a species, and of the survival of the ecosystem of which we are a part, the steps to be taken are clear: mitigation and adaptation.

As we know, the construction sector, the sector in which we are engaged, unfortunately gives rise to the formation of significant quantities of greenhouse gases, has a great need for energy and demand for natural resources, and consequently produces a considerable amount of waste. As a strong global stakeholder in this sector, we at ENKA have accepted our responsibilities. In this report, adopting the motto “more than a promise”, we are sharing with you the ENKA Sustainability Goals which

we revised in 2022 to reach the goal of net zero emissions and to play an active role in the reduction of greenhouse gases and all the work which we have been doing. In the light of the historic data for ENKA and its subsidiaries, İnşaat, Çimtaş, Real Estate operations and ENKA Power were prioritised within the entire ENKA Group when determining our goals, and these goals were then developed in four separate areas in accordance with the conditions in the different sectors.

As you can read in detail in our report, – and bearing in mind the principles at the foundation of our sustainability strategy – in our Engineering and Construction activities, which constitute our core business area, we are putting the emphasis on environment-sensitive and sustainable construction methods, on the efficient use of resources and on recycling in order to minimise the negative impacts we may have on the environment. Here, I would like to mention that we started to use the reference document “ENKA Sustainable EPC (Engineering, Procurement, Construction) Projects” within the company in 2022 in line with our new goals. This document is particularly suitable for use by our construction project teams in the various regions where they work.





SUSTAINABILITY CORNER

As a signatory of the United Nations Global Compact since 2017, ENKA monitors and supports the goals of the Paris Agreement. In parallel, we are aiming to achieve net zero emissions by 2050. To fulfil this commitment, we have decided to manage the ENKA Group Sustainability Strategy under three main headings from 2022 onwards. These headings are “Our People and Community”, “Our Planet” and “Our Business and Principles”. Throughout the ENKA Group, special attention is being paid to activities under each of these headings. I would like to add that we are making maximum use of technology in order to attain targets for greenhouse gas emission reduction, materials and the circular economy, the supply chain and the project management cycle. Every year, we are increasing the investments which we make in the field of information technologies and which will contribute to the digitalisation of the company’s processes.

I hope you enjoy reading our report, in which we present all these initiatives and our sustainability performance, to which all of our employees as ENKA Group contribute and work every day to take it one step further.

Onur Kaya

Vice President



SUSTAINABILITY STRATEGY

ENKA's Sustainability Strategy has been prepared in line with the company's spheres of influence, material issues and UN Sustainable Development Goals, and has three main pillars.



OUR BUSINESS & PRINCIPLES

ENKA,

- Maintains an Ethics & Compliance Program to ensure open, honest and transparent communication with all stakeholders in accordance with applicable national & international laws and regulations, as well as company values and industry standards.
- Adopts an integrated risk management approach covering its financial and non-financial risks including; environmental, social, economic, compliance risks together with brand management and reputational risks.
- Implements comprehensive audit and control mechanisms to ensure compliance with legal requirements, ENKA procedures and policies, international standards and customer expectations.
- Adopts customer-oriented business approach and enhances customer satisfaction with its work of high quality and on time services, products and projects.
- As an investor and EPC/EPCC contractor, assesses the potential environmental and social impacts of its operations and develops plans to eliminate or avoid negative impacts, increase positive impacts and create community investment opportunities.
- Combines its engineering expertise with cutting-edge applications to benefit both the international community and the engineering and construction industry.
- Promotes sustainable business strategy throughout its value chain, raises awareness among its employees and across its suppliers and subcontractors via training opportunities and evaluates the environmental and social compliance of its suppliers and subcontractors.
- Works to improve its R&D capabilities and accelerate innovation across the organisation to adapt and respond changing global conditions with the best solutions benefiting both customers and society.
- Strives to take part and to play a pioneering role in various initiatives, carried out for mutual learning and development, through its memberships in national and international associations, institutes, unions and industrial organizations, and participates in working groups as part of its efforts to work together with its stakeholders.

OUR PEOPLE & COMMUNITY

ENKA,

- Respects human rights and assesses the human rights impacts of its investments and operations as part of its social impact assessment process.
- Includes its stakeholders in the decision-making mechanisms of the company and provides transparent, effective, participatory and bidirectional communication channels in its relations with its stakeholders.
- Strives to leave a positive legacy for society, considering the needs of the region and expectations of communities in which it operates and fosters the economic development of the host countries by creating local employment and local procurement opportunities.
- Contributes to the welfare and development of local communities, disadvantaged groups and indigenous people through the infrastructure and superstructure projects and social investments and invests in education, sports, culture and arts.
- Prioritizes the physical and mental health and safety of its employees and its subcontractors' employees operating at ENKA's premises or acting on behalf of ENKA.
- Assesses potential health and safety impacts of its services and products and eliminates any potential adverse impacts.
- Embraces equitable, diverse and inclusive culture and contributes to the personal and professional development of its people through equal training opportunities.
- Aims to improve working environments and form more motivated & collaborative workforce by increasing employee loyalty through active employee engagement.
- Supports the development of the engineering profession and also the growth of a responsible generation by spreading sustainability awareness among its employees and among its students through ENKA Schools.

OUR PLANET

ENKA,

- Assesses, measures and reports its environmental impacts and develops plans and procedures to reduce them.
- Commits to reach net zero emissions in its operations by 2050 and takes actions to reduce direct and indirect emissions from its projects, operations and supply chain.
- As an investor and EPC/EPCC Contractor, offers and/or takes part in environment-friendly projects, solutions and products to partner its customers for the transition to a low carbon economy.
- Strives to improve the energy performance and efficiency of its operations and invests in renewable energy.
- Embeds a strategy for responsible sourcing and ensures resource efficiency while monitoring its own operations and its suppliers' compliance.
- Adopts a responsible water management approach, identifies risks related to water, uses site-specific strategies to minimize impact of water withdrawal, consumption and discharge on the quality and supply of water, reduces its water footprint and increases efficiency in its operations.
- Implements a waste management approach by prioritizing elimination at its source and increasing reuse and recycling in its businesses and promoting circular practices in its supply chain.
- Ensures protection and conservation of biologically diverse ecosystems by taking appropriate measures in line with its project-specific biodiversity action plans developed in accordance with impact assessments and baseline studies of flora & fauna.
- Promotes afforestation and protection of the existing forests and adopts green office practices while providing environmental trainings to its employees and subcontractors to raise awareness.

STAKEHOLDER ENGAGEMENT

ENKA defines all individuals, groups and organizations that directly or indirectly affect or are affected by its activities, goals and policies as stakeholders of the company. Accordingly, the main stakeholders of the company are its employees, customers, business partners, shareholders, community stakeholders, supply chain and public institutions.

ENKA categorises its stakeholders based on various criteria that include the degree and their potential to affect or be affected by ENKA's activities, strategies, policies and goals; their areas of influence; their representational authority; their responsibilities and their relationships with the company. The ideal and unique communication channels have been developed specifically for each group of stakeholders, and the frequency of communication has been determined. The stakeholder groups with which ENKA engages, the communication platforms used and the frequency of communications are presented in **Annex 3**.

The effective dialogue which ENKA maintains with its stakeholders lies at the foundation of its approach to responsible management and of its sustainability management. The company attaches great importance to the inclusion of its stakeholders in its decision-making mechanisms and to providing transparent, effective, participatory and bidirectional communication channels in its relations with its stakeholders.

All developments and announcements concerning ENKA are promptly shared with all stakeholders via the ENKA newsletters, which are the primary channel for internal communications, and the ENKA corporate

website, which is the primary channel for external communications. In addition, feedback that may contribute to ENKA's processes is collected regularly, and responses are given to stakeholders' concerns or questions, through the regularly-published corporate reports, the audits conducted at projects and subsidiaries, supplier audits, employee surveys, customer satisfaction surveys, training activities, workshops, meetings with local communities and authorities, and meetings with all business partners.

"The effective dialogue which ENKA maintains with its stakeholders lies at the foundation of its approach to responsible management and of its sustainability management."

The Ethics Hotline, established in 2017, has become one of the most effective and practical communication channels which stakeholders can use to consult on issues of concern, seek answers to their questions, and share their complaints or opinions. In addition to the Ethics Hotline, an ethics e-mail address was established in 2021 to serve as another channel for reporting by the parties concerned. Furthermore, various stakeholder groups, including employees, local communities, suppliers and subcontractors can submit their complaints and suggestions through the grievance mechanisms established at the projects. Information is provided to the complainants for all grievances communicated via such mechanisms.

Besides providing ENKA with an understanding of the needs and expectations of the stakeholders, the feedback which the company obtains from its efforts to ensure an effective dialogue with its stakeholders enable it to determine its priorities and strategies in a more comprehensive manner. Among the most tangible products of the effective stakeholder dialogue conducted by ENKA are its sustainability strategy and sustainability actions. In this context, ENKA conducted its third materiality analysis in 2021. These analyses are performed in order to track the changes in the needs of stakeholders with a view to moving ahead in accordance with these requirements. Any changes in the sustainability materiality issues, which are reviewed with the intensive participation of various groups of stakeholders, are made available for the views of all stakeholders through the annual sustainability report, together with information on the performance of the company in response.

Setting Sustainability Goals

The process of determining new sustainability goals for ENKA and its subsidiaries was conducted with the participation and contributions of various groups of stakeholders. During the course of this process, working groups were set up within the subsidiaries, consulting firms were employed, the views of NGOs and sustainability initiatives were sought out, and support was obtained from academic institutions. In addition, the expectations of customers, regulatory bodies and ESG rating agencies were assessed, and opinions were obtained from representatives of the supply chain.

The opinions and suggestions of all stakeholders and the recommendations of the Sustainability Committee based on the previous report were taken into account in the development of this report. The results of the BCSD Türkiye's evaluations of the previous report which was conducted on the basis of the "Principles", "Content" and "Experience" criteria within the scope of "Reporting Matters" project carried out by the BCSD and opinions and suggestions shared at the feedback meetings were taken into consideration during the preparation of this report.

OUR MEMBERSHIPS

Through the effective collaborations it establishes and the joint efforts it undertakes with its stakeholders, ENKA aims to generate solutions to environmental and social problems, and to establish platforms for mutual learning and development at the local and global levels. To this end, it strives to make use of its accumulated knowledge and experience to contribute to – and play a pioneering role in – a range of initiatives carried out for different purposes through its membership of various national and international associations, institutes, unions and industrial organisations, and its participation in various working groups.

ENKA became a signatory to the United Nations (UN) Global Compact (UNGC) in 2017. ENKA also continues to be a member of the Business Council for Sustainable Development Türkiye (BCSD Türkiye), which is the regional network and business partner of the World Business Council for Sustainable Development (WBCSD) in Türkiye, and of the Ethics and Reputation Society (TEİD), one of Türkiye's most influential nongovernmental organisations in the areas of establishing a culture of ethics and compliance within institutions and combating corruption and bribery.

The working groups in which ENKA is involved are as follows:

— **✦ TÜSİAD Environment and Climate Change Working Group**, which contributes to process of forming environmental policies, and to the development of the regulations that are required within the framework of these policies in Türkiye, evaluates the effective implementation of these regulations, carries out studies, and presents its recommendations to the relevant institutions and organizations,

— **✦ TÜSİAD Gender Equality Working Group**, which works to identify barriers to the equal participation of women in education, working life and politics, and to raise awareness and to make proposals for the development of the social structure in Türkiye,

— **✦ The Sustainability and ESG Working Group**, which was established by TEİD with the goal of organising events for the sharing of research, knowledge and practices, and of preparing training materials and guidebooks, with respect to Environmental, Social and Governance (ESG) criteria,

— **✦ The Diversity and Inclusion Working Group**, which was established by TEİD to address problems arising from differences in religion, language, race, gender, generation and education in business life, and to identify ways of overcoming them,

— **✦ The UN Global Compact Diversity and Inclusion Working Group**, which was formed by the UNGC in Türkiye to contribute to the formulation of policies and practices that will allow its signatories to make a difference in their activities and value chains in terms of “Diversity and Inclusion”, and to engage in efforts to ensure the adoption of this issue in the business world by raising awareness in different industries in cooperation with the public and private sectors and non-governmental organizations,

— The Steering Committee for the report on “The Role of Forests and Sinks in Combating the Climate Crisis in Türkiye” which is being developed with TÜSİAD and the Nature Conservation Centre (DKM),

— **✦ TÜYİD Sustainability Working Group** which ENKA joined in 2020, was formed to keep track of the current sustainability efforts in the capital markets, and to coordinate efforts to develop them when necessary.

In 2022, ENKA also became a member of the Building Services Research and Information Association (BSRIA), which provides access to a broad network, technical consultancy services, current publications and training programmes concerning the development of the environmental and operational aspects of companies in the field of building services, facility management and construction.

ENKA's Chairman of the Board is the co-chair of the TÜSİAD round table of Relations with Parliament and Public Institutions. The Chairman of the Board is also a member of the CEO COUNCIL, which brings together the chairpersons and CEOs of Türkiye's leading companies to take action on issues of importance for the business world, to pioneer projects with positive social impacts, and to organise gatherings. The President of the ENKA Sustainability Committee (Vice President) is among the TÜSİAD representatives of company; takes part in TÜSİAD's work in areas of production, value added, registered employment and foreign trade.

Furthermore, Corporate Sustainability and Compliance Manager of ENKA is among the members of the Supervisory Board of the Private Sector Volunteers Association (ÖSGD), of which ENKA is a corporate member. Since 2020, the Corporate Sustainability and Compliance Manager has also been providing “Sustainability, ESG and Ethics” training in the Ethics and Compliance Management Certificate Program organised by the TEİD Academy for the training of professionals to work in this field to ensure creation of Ethics & Compliance structures in companies.

The organizations, of which ENKA and its subsidiaries are members, are listed in **Annex 4**.

MATERIALITY PROCESS

ENKA conducts a detailed sustainability materiality analysis every two years. This analysis serves to identify the most important economic, social and environmental issues for the company's fields of business and its stakeholders, and gives direction to its sustainability strategy and the scope of its sustainability reporting. ENKA's materiality analysis is based on requirements of the UN Global Compact and the Global Reporting Initiative (GRI) Standards.

ENKA's current materiality analysis was carried out by the Corporate Sustainability and Compliance Department in 2021. The next materiality analysis is planned for the end of 2023. In the materiality analysis conducted in 2021, surveys were carried out by sending questionnaires developed by the Corporate Sustainability and Compliance Department to the various stakeholder groups and gathering their responses. In addition to the results of the materiality surveys conducted with internal and external stakeholders, the reports of international organisations, environmental and social impact analyses, the results of risk assessments, global and sectoral trends and legal regulations, feedback obtained from stakeholders throughout the year and the outputs of national, international and sectorial conferences and events are taken into consideration in the determination of the material issues.

When identifying the stakeholder groups that would participate in the sustainability materiality process in 2021, consideration was given to the potential impacts of stakeholders on processes and to accessibility criteria. The prepared survey form was shared with these stakeholder groups via e-mail. A total of 385 stakeholder representatives from various stakeholder groups, including the Sustainability Committee, ENKA Group’s senior management, employees, suppliers, non-governmental organisations, professional associations, subsidiaries and customers participated in the process. When responding to the global survey, the respondents were asked to consider the fields of activity of ENKA and its subsidiaries, the dynamics of these sectors, the company’s potential economic, social and environmental impacts including human rights, the sustainability risks and opportunities, sustainability agendas and global trends.

The materiality matrix developed to evaluate both the results of the survey and the strategic importance of the issues for ENKA is presented on the following page. The materiality matrix was prepared by scoring the strategic importance of issues and their significance for the stakeholders.

Materiality Survey Participants

Materiality Survey Participants		
Method	Stakeholder Group	Number of Participant
Survey	Committee / Senior Management	33
	Employees (ENKA and its subsidiaries)	237
	Business Partners (Suppliers, Customers, Joint Venture Partners, Tenants of Real Estate Subsidiaries, etc.)	100
	Other Stakeholders (Non-Governmental Organizations, Professional Organizations)	15
Total		385

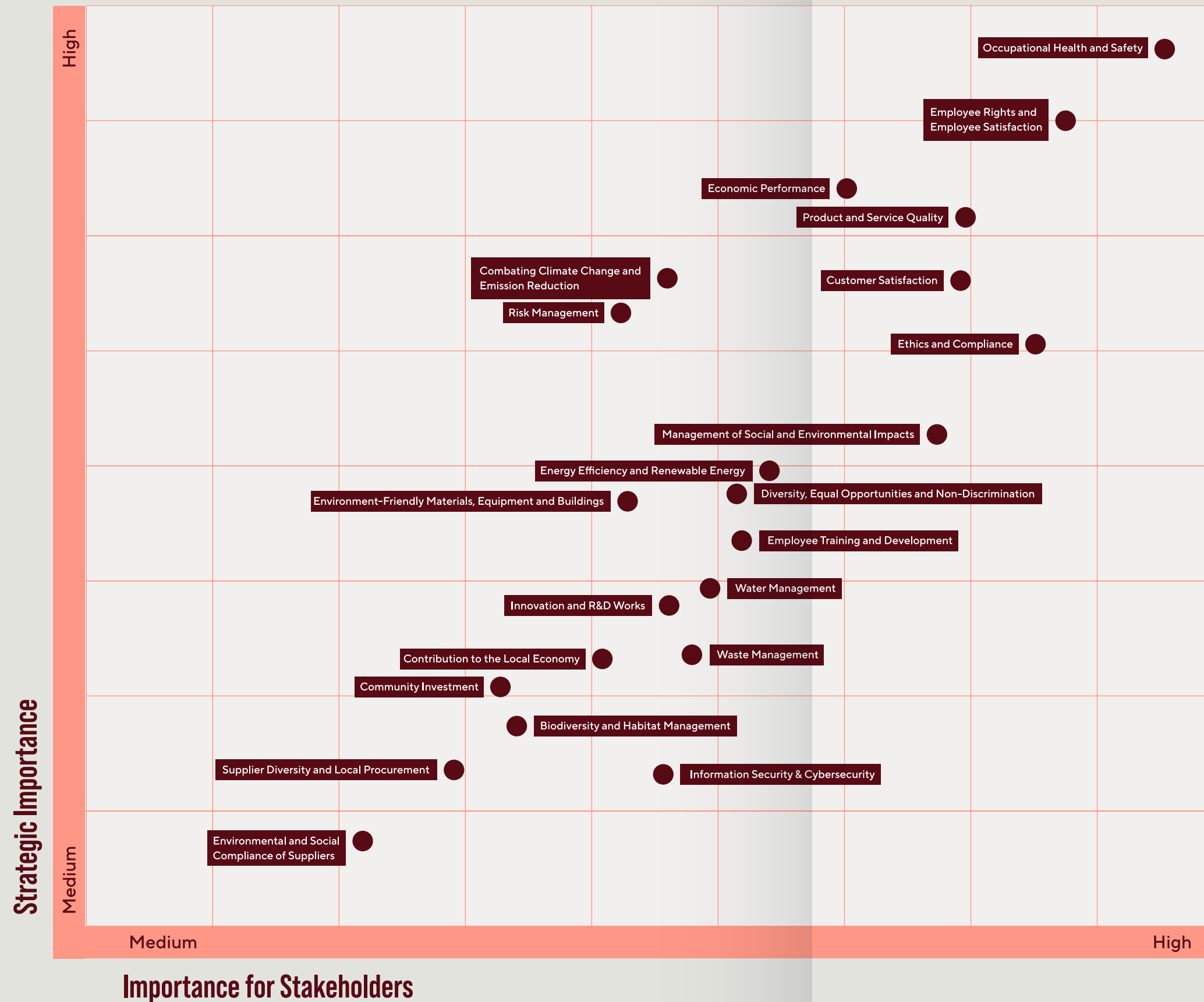
Most of the topics classified as “Highly Material Issues” as a result of the materiality survey were addressed in this report under main headings. In line with the external trend and needs analysis carried out by the Sustainability and Compliance Department upon an evaluation of the materiality survey, “Material Issues” such as Environment-Friendly Materials, Equipment and Buildings, Employee Training and Development, Water Management, Innovation and R&D Works, Waste Management, Community Investment, and Biodiversity and Habitat Management topics were included in the report under the main headings, whereas other material issues were presented in the report in a more limited way. The relationship between these issues and the Sustainable Development Goals, the principles of the United Nations Global Compact and ENKA’s Sustainability Strategy is shown in the table on the next page.

For 2022, the results of the materiality analysis were reviewed by the Corporate Sustainability and Compliance Department, and no changes were found to be necessary.

Highly Material Sustainability Issues

Related Strategy Pillar	Highly Material Issues	Contributed Sustainable Development Goals	Relevant UNGC Principles
<u>Our People & Community</u>	Occupational Health and Safety	 	-
<u>Our People & Community</u>	Employee Rights and Employee Satisfaction	  	1, 2, 3, 4, 5, 6
<u>Our Business & Principles</u>	Economic Performance	 	-
<u>Our Business & Principles</u>	Product and Service Quality	  	-
<u>Our Business & Principles</u>	Customer Satisfaction		-
<u>Our Planet</u>	Combating Climate Change and Emission Reduction	      	7, 8, 9
<u>Our Business & Principles</u>	Ethics and Compliance	   	1, 2, 3, 4, 5, 6, 10
<u>Our Business & Principles</u>	Risk Management	  	1, 2, 3, 4, 5, 6, 7, 8, 9, 10
<u>Our Business & Principles</u> <u>Our People & Community</u> <u>Our Planet</u>	Management of Social and Environmental Impacts	         	1, 2, 3, 4, 5, 6, 7, 8, 9
<u>Our Planet</u>	Energy Efficiency and Renewable Energy	  	7, 8, 9

ENKA Sustainability Materiality Matrix



Highly Material Issues

- Occupational Health and Safety
- Employee Rights and Employee Satisfaction
- Economic Performance
- Product and Service Quality
- Customer Satisfaction
- Combating Climate Change and Emission Reduction
- Ethics and Compliance
- Risk Management
- Management of Social and Environmental Impacts
- Energy Efficiency and Renewable Energy

Material Issues

- Diversity, Equal Opportunities and Non-Discrimination
- Environment-Friendly Materials, Equipment and Buildings
- Employee Training and Development
- Water Management
- Innovation and R&D Works
- Waste Management
- Contribution to the Local Economy
- Community Investment
- Biodiversity and Habitat Management
- Supplier Diversity and Local Procurement
- Information Security & Cybersecurity
- Environmental and Social Compliance of Suppliers

"We are committed to keep our momentum strong while meaningfully contributing to the UN Sustainable Development Goals and also the Paris Agreement."



SUSTAINABILITY CORNER

Our world is changing rapidly and we believe that the engineering is the answer for a sustainable future throughout this hurricane of changes. Our engineering capacity is fueled by our strong commitment to sustainability. At ENKA, we have built our sustainability management on strong environmental, social and economic pillars, enabling us to plan our strategy for long term, mitigate our risks and face externally caused crisis that is local or global, unexpected or expected, or "worse"; expected however, neglected. Our country and our neighbor Syria have faced the "worse" and hit by two devastating major earthquakes, followed by thousands of aftershocks, taking thousands of lives, leaving millions of people homeless, tearing families apart and destroying cities.

The heartbreaking impacts of these disasters will last for years and healing our wounds may take even longer. However the key point is whether we, as a country in the earthquake zone, have learned the lessons that we must take from here. We shall understand that engineering solutions and products must be in harmony with both society and nature and neither business ethics and legal compliance nor sustainability are just fancy boxes to be ticked by organizations but life-critical principles. During these dark days, we have also seen a pinch of hope. We have witnessed that both Turkish and international community become one to help the people in the region, we have seen a huge community organization together with NGOs and companies. We have also seen that ENKA, united as a family with its employees,

students, athletes, Board, teachers, coaches, worked together at our Coordination Centers for Earthquake Relief starting from day one.

Each year when we start making our annual plans, we also decide for the motto, "the main message", that we want to deliver through our report. When starting 2022, we had one thing in our minds, leveling up our sustainability targets for the long run, identifying a clear net zero roadmap for all our sectors and starting to take actions accordingly. Because at ENKA we call ourselves "people of action" and we approach to sustainability with the same attitude. We value our plans and commitments, we continually improve them in consultation with our stakeholders but we know that our actions will make the real difference. So for this report our message is clear: Sustainability is not a popular concept, something nice to have or a box to tick for compliance; it is our compass. And our statements in this report are not just commitments but our solid plans, they are "more than a promise".

Over the last 6 years, we have worked hard to monitor, measure, analyze and assess our social and environmental impacts, including carbon and water footprints. And in 2022, we have updated our sustainability strategy along with our sustainability targets and pledged to achieve net zero greenhouse gas emissions by 2050. We are aware that construction and energy industries, our two major sectors, play key roles in the sustainable development of societies. We deeply care about our role in





SUSTAINABILITY CORNER

providing affordable, reliable and sustainable energy; both as a power generator and an EPC contractor. We use our expertise and experience in transition of energy sector from coal to relatively cleaner natural gas and to newer technologies such as hydrogen. In light of our new roadmap to net zero, we have also accelerated our solar energy investments within our premises.

Our Ethics and Compliance Program and Sustainability Management are intertwined; they are nourished by one another. Our sustainability commitments are underpinned by our business ethics principles. We have designed and been implementing our Ethics and Compliance Program that goes beyond only adhering to rules but also promotes a culture of responsible action that is environmentally and socially sustainable. With an aim to reinforce this culture, in 2022 we have added Ethics & Compliance Leadership training to our training calendar to assist our senior managers while leading their teams for ethical conduct.

We are committed to keep our momentum strong while meaningfully contributing to the UN Sustainable Development Goals and also the Paris Agreement. Our Sustainability Report for 2022 provides details of our strategy, roadmap, targets, performance and future plans and also serves as our Communication on Progress with respect to the UN Global Compact. We have prepared our report in line with GRI Standards and EY provided independent assurance of selected indicators of this report.

We are optimistic, and yet as a result of being engineers, we are realists. Our optimism nourished by our plans and knowing our capacity to achieve more, recognizing our power as we unite. Setting targets in such a complex and multi-sectoral structure as ENKA was a real challenge. Members of our Sustainability Working Group who faced and overcame this challenge together with us, are the sustainability champions of this year. With their sectoral experience, skills and commitment, we have managed to create a clear roadmap for long term covering all our sectors. They played a great role in this recent step of our cultural transformation in our sustainability journey and we are grateful for their continued efforts.

Having a roadmap has motivated us to take bolder actions. We are now more confident to reimagine construction by using technologies and engineering practices that boost efficiency and productivity to achieve a more resilient and sustainable future. This is the time to act and we intend to realize more than we commit.

İnci Bozokluoğlu

Corporate Sustainability and Compliance Manager





OUR SUSTAINABILITY PERFORMANCE

Target	2030 Target	2022 Value
Increasing the number of facilities with ISO 50001 Energy Management System certificate.	26 facilities	5 facilities

ENKA Headquarters Targets

Target	2022 Value
Investing in energy consumption reduction initiatives.	841,195 TL

ENKA İnşaat Project Targets (Yandex Project)

Target	2023 Target	2022 Value
Reducing Scope-1 greenhouse gas emissions.*	15%	10%
Reducing Scope-2 greenhouse gas emissions.*	51%	51%
Increasing the amount of waste recycled per human-hour spent. (m³/person-hour)	0.015	0.010
Increasing the amount of water reused at the tire washing stations located at the exit of the project site.	2000 m³	1800 m³
Increasing the number of employees who received the Code of Business Conduct training at the project.	90%	White collar 87.2%
		Blue collar 89.6%
Increasing the number of female employees working at the project.	White collar 19%	16.3%
	Blue collar 1.5%	1.39%

*For the base values, consumption values of similar projects completed before 2018 were used.

Çimtaş Group Targets

Target	2030 Target	2021 Value	2022 Value
Reducing the intensity of Scope 1 and 2 greenhouse gas emissions per ton produced.*	34% reduction	0.29 tCO ₂ e/ton	0.29 tCO ₂ e/ton
Investing in renewable energy generation at facilities.	Total capacity of 14.8 MWp DC / 12.3 MWe AC	-	5,700 kWp DC / 4,600 kWe AC
Improving machinery & equipment and optimizing processes for the transition to less energy-intensive processes.	-	9 improvement projects	18 improvement projects
Increasing process water recycling, reuse and rainwater harvesting.	-	1,432 m³ (recycled water + rainwater)	2,336 m³ (recycled water + rainwater)
Keeping domestic water consumption below 15 liters/ person-hours.	-	11.2 liters/ person-hours (limited scope)	17.4 liters/person-hours
Investing in R&D to develop low-carbon products.	-	18.3 million TL	46.5 million TL
Ensuring waste reduction.	-	-	Compared to 2021, non-hazardous waste has decreased by 20% and hazardous waste has increased by 4%.

*The base year is 2021.

Real Estate Subsidiaries Targets

Target	2030 Target	2018 (Base Year) Value	2021 Value	2022 Value
Reducing Scope 1 and 2 total emissions.	77,831 tCO ₂ e	110,300 tCO ₂ e	141,498 tCO ₂ e	99,101 tCO ₂ e
	27% reduction	-	-	10% reduction compared to the base year.
Reducing water withdrawal with rainwater harvesting systems and operational mitigation measures.	6.5%	-	-	1%

ENKA Power Targets

Target	2021 Value	2022 Value
Keeping greenhouse gas emissions released per unit of energy produced below 400 gCO ₂ e/kWh.	367.7 gCO ₂ e/kWh	373 gCO ₂ e/kWh
Ensuring energy efficiency in facilities by maintaining the ISO 50001 Energy Management System certificate.	Certificates were obtained for all 3 facilities.	Certification continues at all 3 facilities.
Reducing water withdrawal and consumption of the power plants.	3,888 m ³ of savings achieved.	20,056 m ³ of savings achieved.



This icon has been used to signal the detailed information on the ENKA Sustainability Targets given at the end of each section and at “Our Sustainability Performance” section of this report.



OUR BUSINESS AND PRINCIPLES

#MoreThanAPromise

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Our People and Community

Our Planet

Annexes

on cases, previous

"ENKA'S

rights

Total Training (Person-Hour)	3,999	1,961	434	169	9
Number of Other Employees Trained					

2022

ETHICS AND COMPLIANCE PROGRAM

For a company to acquire and maintain a social licence, it must win the trust of all of its stakeholders. ENKA's priority in all its operations, is building "trust" for all its stakeholders. Accordingly, through the Ethics and Compliance Program which it has established and executes, ENKA complies with all relevant local and international laws and regulations and with the principles stated in the Universal Declaration of Human Rights, maintaining its ethical values and fair, transparent and honest way of doing business even in places where the relevant legal regulations are lacking or limited.

ENKA requires all its employees, representatives, subsidiaries, suppliers and subcontractors to establish fair, honest, impartial, transparent and accountable relationships with all the colleagues, communities and competitors with whom they interact during their activities, and to comply fully with the relevant national and international laws and regulations. ENKA communicates its rules, ethical values and management structure to all of its employees through the "ENKA Code of Business Conduct"³.

ENKA's Code of Business Conduct is reviewed every year by the Corporate Sustainability and Compliance Department and updated as required. It is published on ENKA's corporate website upon the approval of the Chairman of the Board of Directors of ENKA, and is accessible to all stakeholders. The Code of Business Conduct is available in seven languages – namely, English, Turkish, Russian, Arabic, Georgian, Serbian and Hindi– and

applies to managers and employees at all levels, including the senior management of ENKA and its subsidiaries.

The "Executive Ethics and Compliance Committee", which was established within ENKA in 2017 to ensure the efficiency and impartiality of the company's ethics and compliance program, has been continuing its activities. In 2022, the Committee was actively involved in the assessment and investigation of incidents reported to the company's reporting channels, as well as in the examination of the findings of Ethics and Compliance audits and of the corrective actions taken.

✦ **For more information about the Executive Ethics and Compliance Committee, please click**

"ENKA's
priority in all
its operations
is building
"trust" for all its
stakeholders."

3) https://www.enka.com/allfiles/media/pdfs/ENKA_Code_of_Conduct_en.pdf

Raising Concerns

ENKA maintains an Ethics Hotline and an e-mail address ([✦ethics@enka.com](mailto:ethics@enka.com)) to ensure open and transparent communication, allowing employees, local communities and all parties with whom business relationship are maintained (suppliers, subcontractors, subcontractor employees, customers, business partners, etc.) to report any violations of the Code of Business Conduct or company policies and to obtain advice on any related issues that are unclear to them. All employees and relevant stakeholders can submit reports to these channels voicing any concerns that they are unable to resolve through discussions with their managers or with the local project management. Any form of ill-treatment, including sanctions or discrimination, and retaliation is strictly prohibited to those who make any reports to these channels.

Reports made to the whistleblower channels are classified and passed on to the Executive Ethics and Compliance Committee. All reports of incidents of the types for which these channels were established are assessed, investigated and concluded, and the complainant is informed of the outcome.

✦ **For detailed information on ethics reporting channels, please click**

ENKA's whistleblower channels are announced primarily on the website, as well as via newsletters published throughout the ENKA Group and on posters in local languages posted in locations visible to employees at project sites and at our subsidiaries. Furthermore, the details and addresses of these channels are shared with all employees during orientation training and Code of Business Conduct training.

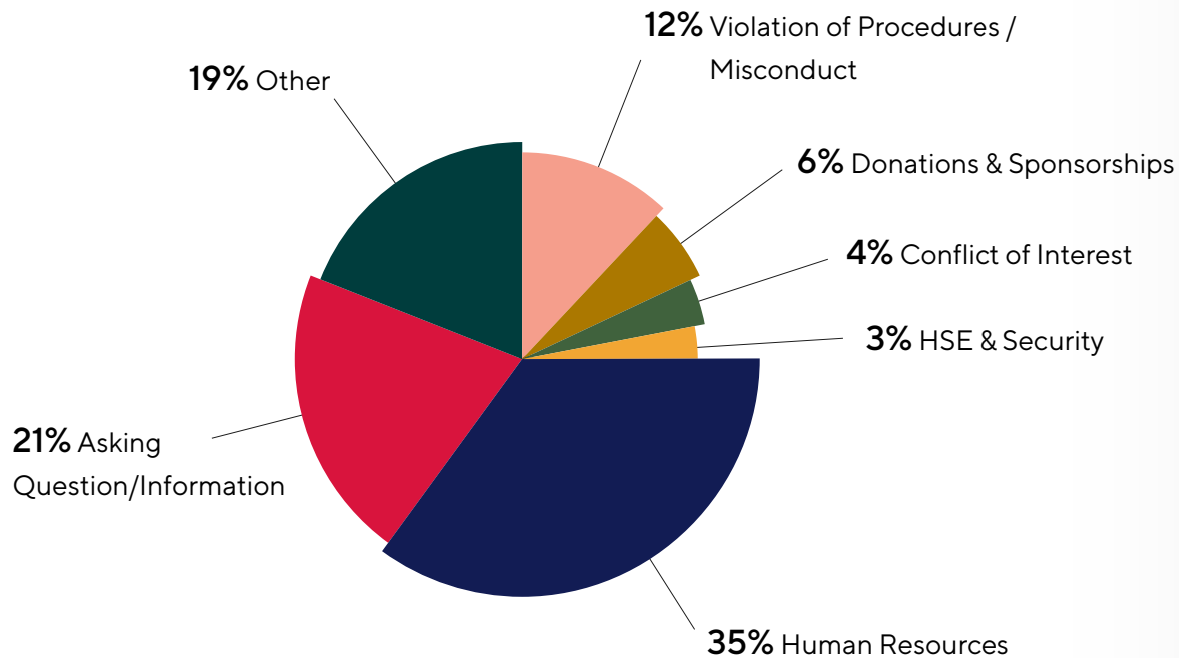
In addition to the corporate whistleblower channels, grievance mechanisms are established at ENKA projects to allow employees and local communities to report. All grievances submitted to these mechanisms are handled according to corporate procedures and in line with the principles that apply to the corporate whistleblower channels. Persons who make reports to the corporate whistleblower channels or grievance mechanisms are not subjected to any negative treatment and are protected from any retaliation, and their confidentiality is protected.

In 2022, the ethics reporting channels were used by employees of ENKA and its subsidiaries, by former employees, by subcontractor employees, by customers and by suppliers. Most reports were made to acquire information or to discuss matters falling outside the scope of the channels. A breakdown of the reports within the scope is shown on the next page.

All of the reports related to whistleblower mechanisms in 2022 were concluded and closed. All of the allegations made in the reports were addressed in accordance with corporate procedures, and confidentiality was ensured in all cases. As a result of the reports concluded, three employees are no longer working at the company and two companies were placed on the black list not to be worked with again. During the year, no reports related to bribery and corruption issues were made via the whistleblowing channels, and no employee was subjected to disciplinary action or any other penalty on these grounds.

Training on the Code of Business Conduct is included in the orientation training for new employees of ENKA and its subsidiaries. In 2022, all new employees completed training in the Code of Business Conduct as part of their orientation training.

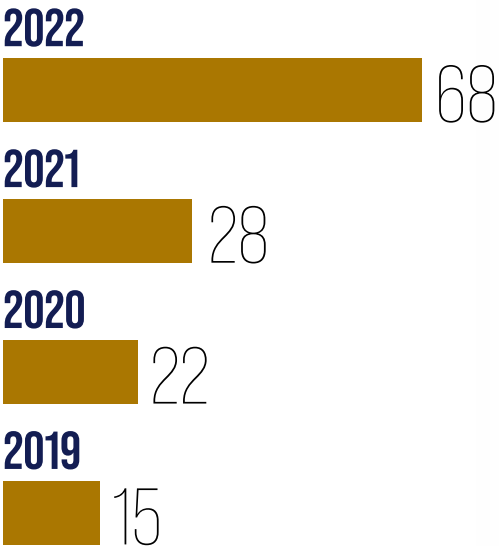
Breakdown of Whistleblower Reports by Subjects in 2022



Ratio of Operations That Corruption Risks Analysis Conducted: 100%

Ratio of Operations That Human Rights Risk Analysis Conducted: 100%

Number of Reports Made by Years



The online ENKA Code of Business Conduct training, developed to ensure that all employees clearly understand the information they are given about ENKA's ethics and compliance management, its policy on bribery and corruption, its approach to human rights and its working conditions, was revised in 2022, and the updated version started to be

provided to all the employees of ENKA and its subsidiaries. The training was developed in Turkish and English with the option of Russian subtitles, and the training is being provided to local employees in China, Kazakhstan, Russia, Iraq and the other countries to which it has been disseminated with the aid of subtitles or interpretation in their own languages.



In 2022, a total of 6,647 person-hours of training was provided on Code of Business Conduct.

2022 ENKA Code of Business Conduct Training Data (Employees)

Country (Training Conducted)	Number of Local Employees Trained	Number of Turkish Employees Trained	Number of Other Employees Trained	Total Training (Person-Hours)
Türkiye	3,989	3,989	-	3,989
Russia	707	506	748	1,961
China	416	18	-	434
Serbia	79	88	2	169
Other*	3	91	-	94
Total	5,194	4,692	750	6,647

*Germany, India, Libya, The Bahamas, Iraq, Kazakhstan

	Total Participants	Total Person-Hours
ENKA Headquarters	371	371
ENKA Projects	1,668	1,668
Real Estate Subsidiaries	642	642
Çimtaş	3,601	3,601
ENKA Power	273	273
Trade Subsidiaries	92	92
Employees of Business Partners, Suppliers, Subcontractors	380	380
Total	7,027	7,027

Ethics and Compliance Training for Executives

Managers have an important role to play in the conduct of an effective ethics and compliance program. With this in mind, a training event on the topic of “Ethics and Compliance Training for Executives” was held on May 20th and 23rd with a cooperation between the Corporate Sustainability and Compliance Department and the Ethics and Reputation Society of Türkiye (TEİD). During the training which was conducted for project managers and vice presidents, detailed information was provided about the fundamentals, scope and implementation of ethics and compliance programs, and the knowledge of the executives was refreshed.

Ethics and Compliance for Suppliers

ENKA expects all individuals, groups and organizations with which it cooperates to comply with all relevant laws and with the ethics culture of the company. In this context, ENKA requires all of its suppliers, subcontractors, consultants, dealers and business partners (collectively referred to as “Suppliers”) to comply, in all of their operations, with ENKA Supplier Code of Conduct, which also incorporates the sustainability approach that ENKA expects its suppliers to adopt.

The Supplier Code of Conduct was revised in 2022 to expand its content and make it clearer. The Supplier Code of Conduct is published on the ENKA corporate website

and is available in English, Turkish, Russian, Arabic, Serbian and Hindi.

✦ For the Supplier Code of Conduct, please click

As required by ENKA’s corporate procurement procedures, the Supplier Code of Conduct and the procedure to be followed in the event of a violation are communicated to all suppliers before any contract is signed. In addition, all contracts signed with suppliers include provisions stating the requirements for companies and their employees to carry out their activities in compliance with ENKA Supplier Code of Conduct, and recognize ENKA’s right to carry out audits and to terminate the contract in the event of a violation of the Supplier Code of Conduct, including violations of human rights, anti-bribery and anticorruption policies, etc. Details of the training and auditing activities carried out with suppliers as part of the ethics and compliance program are given in the **“Responsible Supply Chain Management”** section of the report.

Human Rights Assessment

ENKA is aware that respect for human rights, and the development of practices that favour human rights at all stages of the value chain, have a vital role to play in the construction of a prosperous future for our planet and all the people living on it. Accordingly, ENKA conducts all its operations ethically and in compliance with the laws, and in line with an approach that respects the human rights as stated in the Universal Declaration of Human Rights. ENKA also complies with requirements of the United Nations Global Compact, of which it is a signatory, and abides

by the relevant conventions published by the International Labour Organization (ILO). In these respects, ENKA requires all of its stakeholders to adopt the same approach.

ENKA’s approach to human rights is grounded in its human rights assessments and risk assessments. ENKA’s all operations and investments are assessed in terms of human rights. Through this assessment process, human rights-related risks are identified and efforts are made to eliminate, mitigate or control these risks. As well as guiding ENKA’s operational and investment decisions, human rights and sustainability criteria are included among its supplier and subcontractor selection and performance evaluation criteria.

ENKA assesses human rights-related risks on a sectoral and regional basis. In both cases, previous human rights assessments, risk analyses, the outputs of engagements

"ENKA's approach to human rights is grounded in its human rights assessments and risk assessments."

with stakeholders and the reports published by official bodies and NGOs are taken into consideration. The “Human Rights Guidance Tool of the UNEP Finance Initiative” publication is taken as a reference for sector-based evaluations. Among the most prominent issues raised in these evaluations are the prevention of forced labour and child labour, respect for the right to collective bargaining and the right to organise, controls for migrant workers and human trafficking, and occupational health and safety. ENKA’s policy regarding these and other human rights issues is clearly stated in the ENKA Code of Business Conduct and the Supplier Code of Conduct.

ENKA has prioritised training in those areas where a high level of human rights risk has been detected as a result of the assessments mentioned above. Through ENKA’s Code of Business Conduct and Human Rights training, which has been provided globally to ENKA Group companies since 2019, ENKA’s rules were communicated to employees and awareness was raised among them about human rights. With regard to occupational health and safety, another area with a high level of risk, a total of 989,564 person-hours of occupational health and safety training was delivered in 2022 in all the locations in which ENKA operates. Regarding human trafficking – yet another issue with a high level of risk – a total of 161 hours of “Human Trafficking Awareness” training was provided to 7,183 employees in high-risk regions.

Local Employee Participation in Human Trafficking Awareness Training

Country	Local Employee Participation Rate
Mexico	91.4%
India	81.1%
Paraguay	81%
Sri Lanka	71%
Kenya	61%
The Bahamas	10%

ENKA's annual Modern Slavery Act Statement covering its efforts to combat modern slavery and human trafficking, including forced and child labour, has been published on its corporate website⁴ as required by the Modern Slavery Act 2015 of the United Kingdom.

ENKA makes use of its due diligence and supplier assessments and audits in order to assess the high-risk human rights issues across its whole value chain. Detailed information on the supplier assessments and audits carried out in 2022 is provided in the **"Responsible Supply Chain Management"** section of the report.

Stakeholder engagement and collaborations have an important place in ENKA's human rights strategy. ENKA constantly communicates and cooperates with the relevant local authorities, human rights platforms and nongovernmental organisations in the countries in which it operates in order to establish collaborations to support its employees and protect their rights. In Kazakhstan, for example, a country where ENKA has been working on projects for

many years, ENKA has an Industrial Relations department specifically serving those of its employees who are Kazakh citizens. This department conducts joint activities for its Kazakh citizen employees with the Office for Employment, Social Programs and Marital Status Registry in the region concerned.

Child labour and forced labour are strictly forbidden throughout the entire value chain, including the operations of ENKA and its subsidiaries and the activities of suppliers and subcontractors working with ENKA. To this end, the activities of ENKA and its subsidiaries are regularly inspected in terms of human rights and compliance with the ENKA Code of Business Conduct through ENKA internal audits and Ethics and Compliance audits. In addition, ENKA and its group companies do not collaborate with any suppliers that have a negative record for unregistered, child or youth employment and forced labour. In this context, suppliers are audited within the framework of Supplier Sustainability Audits. Besides, further controls are also carried out during periodic project audits conducted by the relevant project units.

4) <https://www.enka.com/sustainability/home/ethics-compliance/>

During the routine controls and audits carried out in the reporting period, no cases of forced labour or child labour were encountered at ENKA or its subsidiaries and suppliers.

In all regions in which ENKA and its subsidiaries operate, the rights to organise and to collective bargaining as defined by the relevant laws and regulations, is abided by and employees' and suppliers' rights to set up or join trade unions is respected. No request or complaint in this respect was conveyed to ENKA during the reporting period and no violations were found during internal audits. ENKA Ethics Hotline and e-mail address, as well as the project grievance mechanisms, are in operation,

allowing employees and suppliers to report their requests and/or complaints on such matters and on other human rights issues.

The Tengiz Oil Field Development Works in Kazakhstan is the only project of ENKA İnşaat in which all local employees work under a collective bargaining agreement. Details of the employees at this project are presented in the table below.

Distribution of Employees in the Tengiz Oil Field Development Works

	White Collar		Blue Collar		Total
	Local	Other	Local	Other	
Tengiz Oil Field Development Works Number of Employees	857	72	3,605	117	4,651

At Çimtaş, one of ENKA subsidiaries, trade unions are active and collective bargaining is implemented.

Employees Covered by Collective Bargaining Agreement (CBA) at Çimtaş

Location	Union Name	Total Number of Employees	Employees Covered by CBA	Rate of Employees Covered by CBA
Çimtaş Steel	Turkish Metal Union	823	611	74%
Cimtas Pipe	Turkish Metal Union	945	450	48%
Çimtaş Module and Shipyard	Türkiye Dok Gemi-İş Trade Union	325	226	70%
Çimtaş Precision and Machining	Turkish Metal Union	259	145	56%
Cimtas Ningbo	Cimtas Ningbo Labour Union	358	358	100%
Total		2,301	1,624	71%

Combating Bribery and Corruption and Preventing Unfair Competition

ENKA adopts the principle of zero tolerance for bribery and corruption and shares this principle with all its stakeholders through its anti-bribery and anti-corruption policy, which are included in both ENKA Code of Business Conduct and the Supplier Code of Conduct. In all of its activities, ENKA acts in an ethical, fair and transparent manner, in compliance with local and international laws, and in keeping with the International Financial Reporting Standards and the UN Global Compact, to which it is a signatory. ENKA also requires all of its employees and business partners, and all parties with which it has a business relationship, to act in the same manner.

All operations of ENKA and its subsidiaries are assessed for bribery and corruption risks, as well as compliance with human rights, by the Early Identification of Risks Committee, the Risk Management Working Group, the Corporate Sustainability and Compliance Department and the project management teams⁵. The results of these risk assessments are used to design the structures of internal control mechanisms, to determine the scope and frequency of audits, to develop training plans and to make the necessary revisions to procedures.

All employees and managers of ENKA and its subsidiaries are informed about ENKA Code of Business Conduct, including anti-bribery and anti-corruption policies, through newsletters shared throughout the company and during the orientation training provided to all employees. Training on ENKA Code of Business Conduct and on its anti-corruption

policy is organised for all employees as well as for ENKA's business partners, suppliers, contractors and other stakeholders. The Code of Business Conduct and Human Rights training, incorporating ENKA's anti-bribery and anticorruption policy, was delivered to 7,027 people in 2022. Among those who received the training were a total of 48 representatives of ENKA's senior management and members of its Audit Committee, Corporate Governance Committee, Early Identification of Risks Committee and Executive Ethics and Compliance Committee.

During risk assessments conducted by ENKA for the regions in which it operates, local supply chains were identified as a source of risk for combating corruption. ENKA communicates its anti-bribery and anti-corruption rules, as part of its Supplier Code of Conduct, through its corporate website, newsletters, workshops and training activities, and shares them directly with all suppliers, subcontractors and business partners before any contract is signed.

Anti-bribery and anti-corruption assessments are made of all suppliers and subcontractors that cooperate with ENKA during the course of their selection and performance evaluations, and ENKA does not work with companies which have any kind of negative record in this regard. No cases of corruption were encountered during supplier audits conducted in 2022, and ENKA received no allegations of corruption related to suppliers. Information about suppliers with which business relations were terminated because they did not meet the sustainability criteria, which include items related to anti-bribery and anti-corruption, is given in the **"Responsible Supply Chain Management"** section of this report.

In addition to the control systems, the Ethics Hotline and other whistleblowing mechanisms can be used by employees, suppliers, subcontractors and business partners to communicate cases or suspicions of corruption of any kind and consequently serve as an important instrument for identifying risks in this area.

During the reporting period, no criminal cases were filed against the company on charges of corruption and no business contracts were terminated due to corruption; nor did the company pay any penalty for reasons of bribery or corruption during this period.

ENKA also supports anti-corruption efforts beyond the company's borders. To this end, it is actively maintaining its commitment to the UN Global Compact and its membership of the Ethics and Reputation Association (TEiD). Through its Ethics and Compliance Program, it is also contributing to the achievement of UN Sustainable Development Goal 16 on "Peace, Justice and Strong Institutions".

ENKA communicates with the public authorities in the countries in which it operates in a transparent manner, and in compliance with the fair competition laws of the relevant country, and follows a principle of not adopting any political views institutionally, and not providing in cash or in kind, direct or indirect aid or support to political organisations and persons in countries where it operates. ENKA maintains the same ethical, transparent and fair approach in its relations with its competitors; avoids all forms of behaviour that may be anti-competitive, and actions that might constitute steps towards monopolization and the formation of trusts. In the reporting period, there were no cases of anti-competitive behaviour, monopolization or trust forming identified and no court cases were filed against the company.

ENKA and its subsidiaries act in full compliance with the laws of the countries where they operate with respect to the taxes they pay, the reporting thereof, and the keeping of accounting records. Information on taxes and the related audit reports can be found in the **ENKA Annual Report**.

No cases of corruption were encountered during supplier audits conducted in 2022, and ENKA received no allegations of corruption related to suppliers.

⁵) Bribery and corruption risks are analysed country by country using "TRACE Bribery Risk Matrix Scores" as a reference for bribery risks and the "Transparency International – Corruption Perceptions Index" as a reference for corruption risks.

CONTROL MECHANISMS AND RISK MANAGEMENT

All operations and processes of ENKA's projects and subsidiaries are conducted in accordance with the laws of the countries concerned and company procedures, policies and ENKA Code of Business Conduct provide necessary instructions and guidance to employees in this regard. The corporate departments at ENKA Headquarters support the projects in these respects and simultaneously act as a control mechanism. Any type of action that breaches the law, could cause material and moral damage to the company and/or might be considered a criminal offence or a violation of human rights or an instance of corruption is avoided, and such matters are treated with caution and monitored carefully.

ENKA's basic control mechanisms include its corporate departments, management systems and process control procedures along with the software used for process management. Aside from these mechanisms, all ENKA projects and subsidiaries are regularly audited by the ENKA internal audit team as well as by their own internal audit teams. Within the scope of the annual audit plans, comprehensive audits consisting of policy and performance-based process control, financial tables and reports, cost control, compliance with local and international legislation, anti-bribery and anti-corruption, social and human rights compliance, occupational health and safety, environmental management and quality audits are carried out. These audits are conducted by the experienced internal audit teams in compliance with the International Standards on Auditing and reported to the senior management. Corrective actions are taken immediately for detected nonconformities.

Within the scope of ENKA's internal audits, ethics and compliance audits are also carried

out at ENKA's projects and its subsidiaries, with an emphasis on anti-bribery and anti-corruption, human rights and employee rights issues. In 2022, all of ENKA's projects and subsidiaries were audited by internal audit teams. The great majority of the audits were conducted on-site through site visits. The remainder were conducted remotely by using online communications tools. In addition to the audits performed by ENKA's internal audit team, the audit teams of the subsidiaries and projects themselves also continue to carry out their own internal audit activities. A multi-stakeholder approach is adopted at ENKA for the control and auditing process and in compliance with this approach, its management systems are regularly audited by independent audit firms. No case of bribery, corruption or violation of human rights was encountered during the internal and external audits conducted in 2022.

Risk management at ENKA is designed in such a way as to encourage multi-stakeholder



participation that follows changes and trends, that monitors international standards and developments. Risk management is a part of all ENKA processes and activities and a risk-based thinking approach is promoted by ENKA's senior management. In line with the above approach, ENKA's risk management structures are headed by the Early Identification of Risks Committee, which reports to the Board of Directors, and the Risk Management Working Group, which is operating under the Committee. The responsibilities of the Committee include implementing an effective risk management program throughout the company, ensuring the early detection of risks that might jeopardise the existence and sustainability of the company's value chain, and ensuring that the necessary actions are taken to eliminate, mitigate or control these identified risks.

The Early Identification of Risks Committee convenes at least once every two months and at least six times a year and consist of the Non-Executive Members of the Board of Directors. The Risk Management Working Group was established to identify corporate risks, to evaluate any identified risks, and to determine and monitor risk reduction or elimination methods. Department managers and project management teams are primarily responsible for the operational risks that pertain to their own activities. These teams report risks that are considered to be critical or of high priority to the Working Group and the Committee.

"A multi-stakeholder approach is adopted at ENKA for the control and auditing process and in compliance with this approach, its management systems are regularly audited by independent audit firms."

Risks identified at the projects and in Headquarters operations are evaluated and scored according to their probability and potential impacts. In order to eliminate the risks with the highest risk score, responsible managers are appointed at company and/or group levels. The identified risks are categorized as “to be avoided, transferred, mitigated or accepted” according to the risk management strategy. This risk management strategy is formulated to keep the risks below the threshold determined by the Board of Directors.

Considering ENKA Group companies and their fields of activity, the risks addressed include those at a strategic, financial, legal, operational, external environment and brand management scale, as well as sustainability risks related to ethics and compliance, human rights, anti-corruption, climate change, biodiversity and natural resources, as well as interactions with communities. Risks related to sustainability and compliance are identified early and are eliminated based on a proactive approach, thanks to the risk identification, stakeholder communications and monitoring of international trends, standards and practices by the Corporate Sustainability & Compliance Department and the Sustainability Committee.

In addition to the corporate mechanisms and procedures that ENKA has adopted to identify, monitor and eliminate risks, ENKA's risk management mechanisms are supplemented in fields of sustainability, ethics and compliance, human rights, combating corruption and environment by the international commitments and guidelines such as UN Global Compact of which ENKA is a signatory, and Financial Stability Board's (FSB) Task Force on Climate-related Financial Disclosures (TCFD) as well as the ISO 9001, ISO 27001, ISO 14001 and ISO 45001



management standards for which ENKA is audited and certified. Additionally, ENKA's risk management also follows good practices such as the ISO 31000 Risk Management Standard and the COSO Enterprise Risk Management Integrated Framework.

The most prominent risks identified in evaluations made in 2022 are listed in the table in **Annex 5**. Details of the activities carried out to mitigate these risks are included in the relevant sections of this report as indicated in that table.

"ENKA's risk management also follows good practices such as the ISO 31000 Risk Management Standard and the COSO Enterprise Risk Management Integrated Framework."

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

ENKA regards its suppliers (all business partners such as subcontractors, service providers, dealers and representatives are referred to collectively here as “Suppliers”) as a critical element in its value chain and includes them in its sustainability management efforts. In line with its sustainability policy, its understanding of responsible management and its reputation management needs, ENKA cooperates only with companies that operate responsibly in environmental, social and economic terms. In order to disseminate its sustainability practices throughout its supply chain, ENKA makes use of a range of instruments including its Supplier Code of Conduct⁶, its risk management practices, its supplier selection and evaluation processes and its audits, training programs, improvement activities and supplier communications.

The processes of supplier selection, procurement and supplier evaluation are carried out systematically in accordance with the corporate procedures and other requirements defined by ENKA and its subsidiaries. A fair, transparent and equal approach is adopted, based on the competencies of the suppliers. All payments from ENKA to its suppliers are made in accordance with criteria specified in contracts.

ENKA manages all its procurement processes via the ENKA Global Vendor Network (EGVN) and the ENKA Global Procurement Management System (EGPS). EGVN serves as a database on which suppliers are registered

and evaluated. EGPS is used to manage all stages of the processes of procurement and warehouse management.

E-RFQ (electronic request for quotation) and E-tender applications continued to be used in supply chain management in 2022 so as to increase transparency and traceability, and provide suppliers with equal opportunities and a more accessible tender management process. The level of compliance with these online procurement applications in the course of 2022 was 74%.

During the year, 93 ENKA employees received training on E-RFQ applications and 211 employees received training on the EGPS, EGVN and E-tender systems. In addition, training was provided to 1,725 employees of suppliers/subcontractors to make it possible to conduct bidding and tender processes with suppliers transparently and in accordance with the Supplier Code of Conduct.

Within the Çimtaş Group, more than 36,000 person-hours of training were provided to a total of 2,277 subcontractor and supplier employees in 2022 on the Code of Business Conduct, ethical practices, occupational health and safety and environment management, and technical issues.

ENKA conducts a holistic pre-qualification process for its suppliers. In this context, companies with which ENKA is to enter into business relations are subjected to a comprehensive and detailed pre-qualification process based on the volume of

the product or service to be purchased, risk level, supplier assessment results, time and cost analyses, quality assessment analyses, social and environmental performances, the business experience of the supplier as well as sustainability and compliance criteria such as water consumption, carbon footprint and waste management measurements, commitments to work in line with human rights work, anti-bribery and anticorruption practices, occupational health and safety systems, practices related to employee rights and social responsibility practices. During the pre-qualification assessments, the EGVN evaluation scores and marks of companies which ENKA has worked with before are checked out, and ENKA does not engage with those which have performed poorly or which have violated policies on human rights, combating bribery and corruption and ENKA Supplier Code of Conduct or the laws.

ENKA classifies its suppliers by strategic importance and risk category. This guarantees that outputs are obtained which are in accordance with the requirements and provide the greatest possible value added. For the firms that are to be engaged with for the first time, “Restricted Party Screening” service is used to benefit from the data of governments and research institutions in order to check that the firms in question are not named in any national or international sanctions lists, have not been linked to terrorist activities, tax offences, bribery and corruption offences or money-laundering, and are legally eligible to work with.

Companies Received Performance Evaluation in 2022

2,640

Supplier Assessments and Audits

ENKA operates evaluation systems on EGVN to measure the performance of suppliers in terms of schedule, cost, quality, occupational health and safety, environmental, ethics and compliance and social aspects. The evaluation results are accessible by all relevant employees of ENKA.

ENKA’s supplier and subcontractor performance evaluation questionnaire addresses evaluation criteria for sustainability issues such as ethics and compliance, compliance with ENKA Supplier Code of Conduct, environmental and social performance, human rights, and combating bribery and corruption as well as criteria for operational performance.

In 2022, ENKA İnşaat evaluated the performance of 38% of the companies it worked with in terms of ethics, human rights, combating bribery and corruption, quality management, occupational health and safety, and environmental and social issues. Of the companies evaluated, 5% were categorised as risky. Based on the evaluation results, no cases of environmental or social non-compliance were encountered. However, decisions were taken not to engage with four companies that violated the Supplier Code of Conduct as well as 13 companies that failed to meet the economic aspects of the evaluation criteria and 2 companies that were found to be technically inadequate. The companies in question were duly blacklisted.

Ratio of Suppliers Trained on the Supplier Code of Conduct in 2022

38.2%

⁶) All suppliers may convey their complaints, opinions and suggestions through the procurement and subcontractor management units of the projects in addition to Ethics Hotline.



Within the ENKA group companies, 27% of all the suppliers were audited in 2022 with respect to the Supplier

Code of Conduct, environmental and social requirements, and ethics and compliance, while 33.6% were subject to supplier performance evaluations that included sustainability criteria.

Supplier sustainability audits focus on ethics and compliance, human rights and employee rights, combating bribery and corruption, social compliance, occupational health and safety and environmental management. No cases of child labour or forced labour were encountered and no case of corruption was detected during the audits. In the light of the audits, areas requiring improvement were identified and suppliers were obliged to plan the necessary corrective actions and prepare sustainable action plans. The actions taken in line with these plans were being monitored. In this way, it was intended to contribute to the improvement of their existing systems.

According to ENKA Supplier Code of Conduct, all suppliers, subcontractors and service providers that having a business relationship with ENKA have to respect the rights of their employees to establish or join independent trade unions and their rights to organize at the workplace. During the reporting period, no violations of the employees' right to organize or engage in collective bargaining were encountered at supplier companies and no reports, complaints or denunciations about such issue were received. Similarly, during the reporting period, no cases of child labour or forced labor were encountered at supplier companies and no reports, complaints or denunciations was received on this matter.

In accordance with ENKA procedures, any cases of non-compliance identified during supplier evaluations and audits are officially communicated to the management of the supplier as soon as possible. Depending on the type of noncompliance and stipulations of the contract with the supplier, measures that can be taken include request for corrective actions, warnings, impositions of penalties or terminations of contracts.

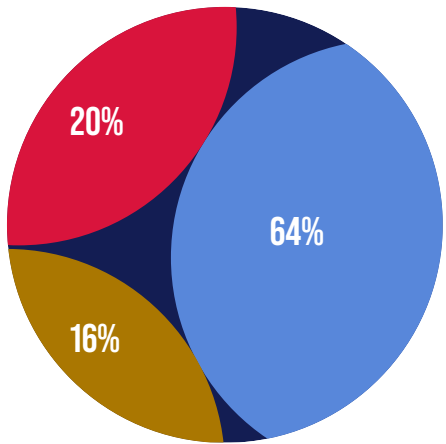
Local Procurement

Together with its projects and subsidiaries, ENKA operates in various regions of the world. It supports the economic progress and development of local communities in these regions by carrying out substantial volumes of local procurement. ENKA defines the term "local suppliers" as suppliers registered in the countries in which it operates.

While supporting the development of local communities, ENKA's local procurement strategy also minimises its environmental and social impacts and limits carbon emissions by reducing the amounts of natural resources consumed due to the logistics of international procurement. Meanwhile, the pandemic that began in 2020 and the geopolitical developments that have been taking place since 2022 have led to an increase in local procurements and, in some regions, to procurement from Türkiye.

The breakdown of the procurement operations of ENKA İnşaat among local suppliers, suppliers in Türkiye and global suppliers within the reporting period is presented in the chart on the next page.

Procurement Breakdown



- 16% Procurement from Türkiye
- 64% Local Procurement
- 20% Global Procurement

The direct contribution of ENKA to the local economies in the countries where it carried out the highest amounts of local procurement is shown in **Annex 6**.

ENKA's subsidiaries also give priority to local companies, provided that they meet the necessary technical requirements and standards. In 2022, the local supplier ratio was 94% at ENKA Power, 66% at ENKA Pazarlama, 91% at Çimtaş Steel, 90% at Çimtaş Precision Machining, and 82% at Cintas Pipe. Among the subsidiaries operating in Russia, the ratio was 100% at MKH, 100% at Mosenka, 97% at OMKH, 99% at ENKA TC, 100% at ENKA Invest and 100% at CCI. At Cintas Ningbo, operating in China, the local supplier ratio was 84%.

Local Procurement Rates at ENKA İnşaat Projects

Project Name	Local Procurement Rates
Tengiz Projects	94%
St. Petersburg High-Tech Multifunctional Complex	90%
Krasnoyarsk Sports and Recreation Complex	90%
Nizhnekamsk 495 MW Combined Cycle Power Plant	88%
Morava Corridor Motorway	84%
Yandex Headquarters	71%
FGP 3GP Mechanical, Electrical & Instrumentation Installation Works	69%
Zainskaya 850 MW Combined Cycle Power Plant	67%
Dradenau Combined Heat and Power Plant	55%
Misurata 650 MW Simple Cycle Power Plant	48%
West Qurna 1 (WQ1) Produced Water 2 (PW2) Facility	42%
Tripoli West 671 MW Simple Cycle Power Plant	38%
Nassau Cruise Port	15%

PRODUCT AND SERVICE QUALITY

ENKA has established a quality management system in accordance with the international ISO 9001 standard. Ever since 2001, the system has been audited annually for compliance by the British Standards Institute (BSI), ensuring that product and service quality is maintained in the best possible way on the international level. In 2022, ENKA once again successfully completed an external audit by the BSI and so maintained its ISO 9001:2015 Quality Management System certification and verified the compliance of its quality management system. ENKA continues to undertake activities to implement, develop and improve its quality management system.

In addition to ISO 9001 certification, the ASME joint review audit, which is conducted once every three years by the American Society of Mechanical Engineers (ASME), was carried out in 2022. No instance of non-conformity was discovered, and thus the compliance of the ENKA quality management system with this standard was verified as well.

As a result, the following certificates were renewed:

– **ASME S Certificate of Authorisation:**

Design, Manufacture and Installation of Power Boilers

– **ASME A Certificate of Authorisation:**

Power Boiler Assemblies

– **ASME U Certificate of Authorisation:**

Manufacture and Installation of Pressure Vessels

– **ASME U2 Certificate of Authorisation:**

Alternative Rules for Pressure Vessels

– **National Board R Certificate of**

Authorisation: Repair and Alteration of Metallic Parts

In December 2021, as part of the Morava Corridor Motorway Project, the Bechtel ENKA UK Limited Ogranak Beograd (BEJV) Laboratory received ISO/IEC 17025:2017 accreditation. The laboratory's testing methods were expanded so as to meet the requirements of the project with the addition of more than 20 testing methodologies. The accreditation of the BEJV laboratory, which has received official and international recognition and certification, now also covers the sampling and testing of asphalt, bitumen, cement and rock. The BEJV Laboratory continues to provide its customers with testing services of the highest quality.

For every project it undertakes, ENKA establishes a reliable, transparent and traceable quality management system in line with the requirements of the project contract as well as the needs and expectations of its customers and all other stakeholders, so maintaining its corporate quality standards.

ENKA regularly reviews its processes, carries out audits and inspection activities and continues its quality standardisation works under its continual improvement activities in order to sustain its corporate processes and activities with a stronger, more integrated and systematic structure. ENKA reviews the conformity of all of its processes with the ENKA corporate quality requirements, the

stipulations of ISO 9001 and the needs of customers by holding internal audits of its projects and subsidiaries at planned intervals.

✦ [For detailed information, please click](#)

✦ [For ENKA's Quality Policy, please click](#)

✦ [For Çimtaş's Quality Policy, please click](#)

✦ [For Çimtaş's management systems certificates, please click](#)

Health & Safety Impacts of Products and Services

At ENKA in line with the requirements of the Quality Management System, the health and safety impacts of products and services are continuously assessed. Some of the most important products of ENKA are the infrastructure, building and industrial projects for which it has carried out the entire engineering, procurement and construction works. Beginning from the design phase of these projects, through the construction, pre-commissioning (testing) and commissioning phases, possible health and safety impacts are assessed.

Analyses, carried out by industry-leading firms, are used in the design phase. Assessments throughout the construction and commissioning phases are carried out using internationally recognised risk assessment methods, risks are identified according to activities to take place in the project, and measures against risks are identified and integrated into the construction methods.

At Çimtaş Precision Machining, Product Safety training has been developed and provided to all employees. All of the materials which arrive at or leave the Çimtaş facilities are tested, the risks are assessed and precautions are taken to prevent products from having any negative impact on health and safety. Moreover, in the case of projects in the European Union, product safety is assured by the acquisition of a Pressure Equipment Directive (PED) certificate and the conduct of Notified Body (NoBo) inspections.

"At ENKA, the health and safety impacts of products and services are continuously assessed."



Stakeholder Aspect

Bora Başal Project Quality Manager

In our project, where we have internalized ENKA Corporate Quality Management System tools and methods, and where daily activities are carried out with a “continual improvement” approach, our focus is on ensuring customer satisfaction.

With the approach that customer satisfaction cannot be achieved by chance, conscious, systematic, monitoring and measurement based activities are planned in this regard. As emphasized in ENKA's Corporate Quality Policy, our primary activity in managing customer satisfaction has been to ensure that the primary requests and expectations are correctly understood.

We have diversified the channels through which customers can communicate their requests, and defined our methods for analysing any data that may provide us with an idea of their degree of satisfaction. In this way, we have sought to accumulate a pool of knowledge by means of which we will be better able to measure the level of quality perceived by the customer.

In this context, various platforms are being used to communicate the issues that are detected as a result of written customer

feedback or in the course of meetings or other daily communications with the project team, and to develop solutions for them. In addition to the data we obtain directly from the customer, we regularly analyze our quality performance in terms of criteria that are important for satisfaction, identify the points that require attention, and plan the necessary activities by examining them with quality weekly meetings and management review meetings. With this approach, by integrating some of our routine quality management processes into the Autodesk BIM 360 platform, field control activities have been accelerated and digitally stored data can be analyzed more quickly and in various criteria. In this way, the environmental impact has been reduced by the paperless communication of quality performance data, and the traceability and accessibility of the project by its stakeholders has been increased, and it has become possible to carry out our activities to be taken for areas that need improvement in an agile manner.

In addition, as of January 2023, the Customer Satisfaction Survey was initiated. We are already excited about our customer's opinions and future development opportunities. Because it is more than a promise for us to ensure customer satisfaction in our project and to make our next activities more effective.

Customer Satisfaction

As clearly stated in the Corporate Quality Policy, maintaining long-term customer satisfaction and establishing sustainable relationships with its customers are among ENKA's priorities.

ENKA considers the “Customer Satisfaction Surveys” which are conducted within the scope of its customer-oriented approach, as one of the most important stakeholder feedback mechanisms. Customer Satisfaction Surveys are conducted following the completion of projects and the results are used as important data in improving process and performance, updating systems and developing action plans.

In addition to evaluating projects as a whole, “Customer Satisfaction Monitoring” procedure is also followed to gain a clearer understanding of the expectations and opinions of customers regarding the different work items in the project. This procedure, which is generally applied when a project has reached to the completion stage, has also begun to be implemented in ongoing projects, in line with the goal of identifying the necessary improvements while the project is still ongoing and delivering the project with maximum customer satisfaction. Customer satisfaction has been identified as 88% based on customer satisfaction surveys conducted by ENKA İnşaat.

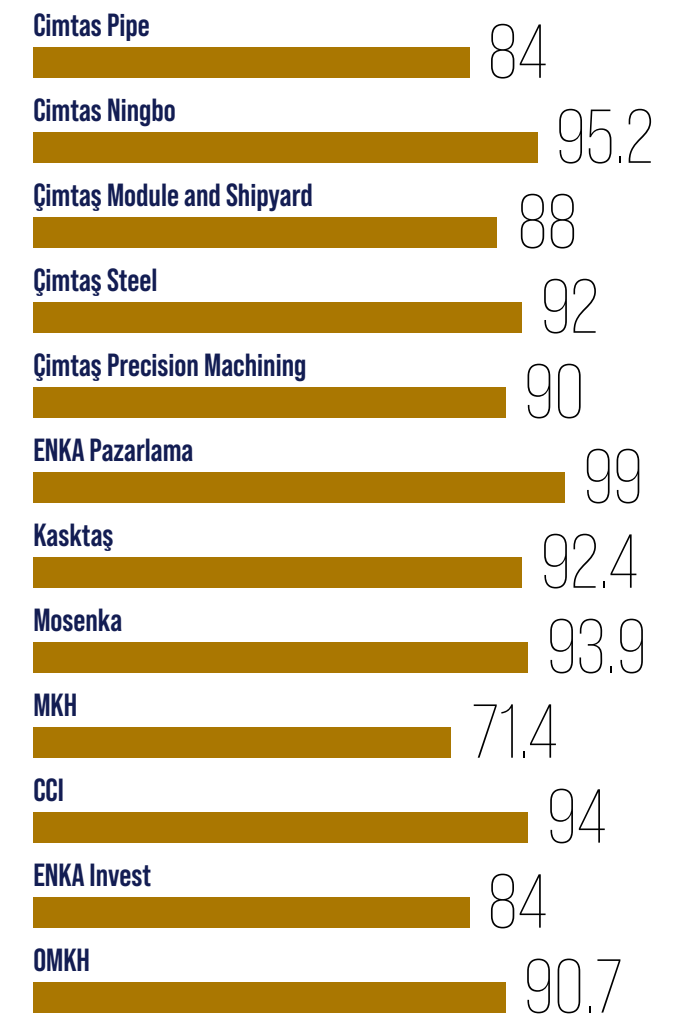
Çimtaş has certified that it has implemented all the requirements of the ISO 10002 Customer Satisfaction Management System for defining its methods of measuring customer satisfaction, evaluating the results, specifying the procedures to be followed in response to complaints and expressions of satisfaction, and determining the root causes of complaints and planning corrective actions.

✦ For Çimtaş's Quality and Customer Satisfaction policies, please click

The results of the customer satisfaction surveys conducted by ENKA's subsidiaries in 2022 are presented in the graphic below.



ENKA Group Companies Customer Satisfaction Rates (%)



INFORMATION SECURITY MANAGEMENT SYSTEM

ENKA implements a comprehensive management system that is based on the ISO/IEC 27001 Information Security Management System (ISMS) standard aimed at achieving the information security targets set in line with its corporate strategies related to information security. This management system is considered as a part of ENKA's corporate processes and general management structure.

✦ **For detailed information on ENKA's Information Security practices, please click**

In 2022, audits and training activities were conducted with ENKA's Corporate Departments and Project Information Security Officers. During these activities, existing asset inventories, information security risks and risk processing activities were checked to make sure they were up to date. In addition, an auditing program was developed and launched with respect to the Law on the Protection of Personal Data (PDPL). These external audits were initially carried out at ENKA İnşaat, ENKA Power, Çimtaş Steel, ENKA Pazarlama, Kasktaş and ENTAŞ, lasting approximately ten days for each company. The audits conducted under this program were carried out by the law firm that supported ENKA in its PDPL process and by auditors from the Corporate Quality and Information Security team.

Meanwhile, penetration, pentests and phishing tests continued to be performed in the context of information security implementation projects. As a result of these tests, training

activities were carried out on the topics of Basic Rules to be Followed in Information Security Processes, Social Engineering, and Information Technologies Processes. In 2022, a total of 258 person-hours of information security training were provided.

At the ENKA subsidiaries, a total of 1,257 person-hours of information security training was conducted.

Management of Information Security Violations

ENKA's policies and procedures require all security violations that could be detrimental to the confidentiality, integrity and accessibility of information to be reported. Information security violations can be reported by all ENKA employees or all relevant stakeholders. The person who notices the violation may report it by calling the Ethics Hotline (+90 212 376 1010), by sending an email to ([✦ ethics@enka.com](mailto:ethics@enka.com)) or filling out a violation form and submitting it to the Information Security Management System Administrator by email, by phone or in person.

INNOVATION AND R&D

ENKA operates with the mission of designing and executing construction projects that are in line with standards, safe, of high quality, and cost effective, and with the vision of becoming one of the best and most innovative engineering and construction companies providing services globally. Seven years ago, in order to maintain its longstanding culture of design and innovation, ENKA established a Design Center at its Headquarters, becoming the first Turkish construction company with a center accorded the status of Design Center by the Ministry of Science, Industry and Technology of Türkiye.

During the reporting period, a total of 12 design projects were carried out by the ENKA Design Center. ENKA allocated a total budget of more than TL 142.6 million for the projects managed by the Design Center and this budget was financed entirely through internal resources. ENKA is well aware that its employees are the most important factor in the adaptation of contemporary scientific and technological developments to the work which the company carries out. It therefore supports the participation of its Design Center employees, consisting of 220 personnel, in various conferences, symposiums and training activities.



In 2022, the Çimtaş Steel R&D Center worked on 3 different projects. A team of 43 people took part in the projects. In the R&D projects of Çimtaş Steel, whose total R&D budget reached TL 32 million, the company successfully completed various tasks, including design and development systems for the construction of petrochemical plants, natural gas plants, mega and specialised structures;

design and development of processes, methods, production techniques and device design for emergence of innovative products.

At Cımtaş Ningbo, a team of 14 individuals worked on 5 different R&D projects with a total budget of TL 14.5 million. The Design Center at Kasktaş, which has a staff of 32 and a total budget of TL 6.2 million, carried out 7 projects of which 6 were implementation projects.

The **"Autodesk BIM 360 Build"** software application was put into use at ENKA projects in 2022 in order to monitor nonconformities identified in the field, manufacturing checklists, deficient works and site observation activities in an online environment.

"During the reporting period, a total of 12 design projects were carried out by the ENKA Design Center."

ENKA Audit Management Platform -
Audit Management System (AMS)

Using its own internal resources, ENKA has developed and put into use a software application, the “ENKA Audit Management Platform”, in order to manage all audits systematically and ensure the traceability of the findings and report them in a standard format.

An article by ENKA Design Center engineer Gökem Zengin entitled “Techno-Economic Comparison of Wet Cooling Towers and Air-Cooled Condensers for a Combined Cycle Power Plant in the Ankara Region” was published at the International Symposium on Energy Management and Sustainability (ISEMAS) held on April 22nd.

In 2022, ENKA Design Center cooperated with MEF University on the project "Concrete Temperature Measurement Device and Concrete Strength Prediction System Design", which was being carried out at the Design Centre. In this context, joint studies were undertaken with Faculty Member Prof. Dr. İlker Bekmezci. As a result of this cooperation, utility model and patent applications have been made for the project.



MORE ON OUR GLOBAL
SUSTAINABILITY TARGETS

Target	2021 Performance	2022 Performance
We will conduct at least 1 audit to prevent corruption and bribery per year, in all projects and subsidiaries.	1 audit took place at each project. 60% of the subsidiaries were audited.	1 audit took place at each project. 100% of subsidiaries were audited.
We aim to provide ENKA Code of Business Conduct training to 100% of our employees in the primary risk group.	81% of white-collar employees and 33.9% of blue-collar employees completed the previous version of the training.	62% of the related employees completed the training.
Our aim is to have our customer satisfaction rate at 95% in all group companies.	92.1%	89.4%
We will conduct Sustainability Audits (covering environment, ethics and compliance, human rights, social compliance and occupational health & safety) at 10% of “high risk” suppliers and subcontractors.	29% of suppliers were evaluated in terms of sustainability. Sustainability audits took place at 1% of suppliers.	38% of suppliers were evaluated in terms of sustainability. Sustainability audits took place at 1% of suppliers.
We are committed to have at least 25% women members in our Board.	The rate of female employees working in the senior management positions is 13%.	The rate of female employees working in the senior management positions is 16%. Efforts continue for the target of the Board of Directors.
We have set our sights on organizing and assembling “ENKA Sustainability Congress” in 2027 with participants from various sectors and societies.	2027 Sustainability Target.	2027 Sustainability Target.
ENKA Schools will continue their support of education by conducting partnerships and collaboration at least once a year with a public school in close proximity regarding sustainability activities and training.	Target has been met.	Target has been met.

OUR PEOPLE AND COMMUNITY

#MoreThanAPromise

3

GOOD HEALTH AND WELL-BEING

4

QUALITY EDUCATION

5

GENDER EQUALITY

6

CLEAN WATER AND SANITATION

8

DECENT WORK AND ECONOMIC GROWTH

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

10

REDUCED INEQUALITIES

11

SUSTAINABLE CITIES AND COMMUNITIES

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

17

PARTNERSHIPS FOR THE GOALS

14,384
Female

132
Male

appealing to all segments with their contributions in sports and social fields and the they have created.

Summary of Community Investments in 2022

Donor	Country	Education	Sports	Health	Social	Environment
ENKA	Yy, Serbia	✓	✓	✓	✓	✓
Çimta	Türkiye, China	✓	✓			
ENKA	Türkiye	✓	✓			
ENKA	Russia					

2022

Infrastructure and superstructure systems that will enable the members of that society to access services such as transportation, health, energy and communication are among the priority needs in order to increase the welfare level of the society and to enable sustainable development. Today, a significant part of the world still needs infrastructure and superstructure projects that can equally deliver basic services such as clean water, food, health, education and energy to all segments of the society. Through its projects, ENKA contributes to the provision of structures and systems that meet the vital needs of societies such as energy, transportation, infrastructure and industrial facilities, hospitals, schools, and supports the sustainable development of societies in cooperation with its customers.

Investors who are global leaders in their sectors, prefer ENKA as a solution partner for the provision of the design, engineering, procurement, construction and commissioning services they need for their complex projects in challenging geographies. The trust placed in ENKA has been earned from past projects that have been designed and constructed in a safe, cost-effective and timely manner, as well as from the sustainable solutions offered with a sense of environmental and social responsibility, and thus ENKA has been considered as a business partner that can contribute to the sustainability strategies and goals of its customers.

With more than 50 years of experience in the design and construction of power plants, ENKA has made a major contribution to the supply of sufficient and safe energy, which is one of the most fundamental needs of countries with developmental needs. Among the projects it has completed are the Adapazarı and Gebze power plants, which went into operation in 2002, and the İzmir combined cycle natural

gas plant, which went into operation in 2003. Constructed and operated by ENKA, these plants have a combined installed capacity of 4,000 MW, which is sufficient to meet 10% of Türkiye's total power consumption. These power plants have been regarded as exemplary investment projects by global standards on account of their maximum production efficiency and minimal environmental impact ensured by the technological support systems used and in view of their technical infrastructure and the management systems in use.

In the post-war period in Iraq, the need for safe and continuous energy emerged as one of the country's most vital needs. Indeed, the inability of the existing power infrastructure to meet the needs of the people led to many social problems. By completing projects with a total installed capacity of more than 7,500 MW and putting them at the disposal of the Iraqi grid, ENKA has played an important role in meeting one of society's basic requirements. Considering the social problems which the region was facing due to a lack of power, ENKA completed its Dhi Qar and Samawa Combined Cycle Power Plant Projects ahead of the contract deadlines to support Iraq in meeting its urgent energy needs.

Through the critical infrastructure projects it has carried out to date, ENKA has been providing communities with sustainable development, socioeconomic growth and safe means of travel. Since its foundation, ENKA has carried out the construction works for around 1,000 km of highways, together with a variety of bridges, tunnels, viaducts and similar structures, in Türkiye, Iraq, Libya, Jordan, Saudi Arabia, Croatia, Romania, Albania and Kosovo. The ongoing Morava Corridor Motorway Project in Serbia includes, due to the large floodplain of the West Morava River, landfill works incorporating extensive erosion

In 2022, the direct contribution which ENKA projects made by working with local suppliers exceeded USD 774 million.

protection, flood protection measures, long river diversions, dykes and the construction of a new riverbed and the project will lead to an increase in the quality of life of those residing in the region and will contribute to travel and agricultural security. The project aims to also increase export and import potential, decrease travel times and establish a connection between the economically developed areas and touristic locations in the region.

Among ENKA's building projects are urban development projects, hospitals, airports, factories and manufacturing facilities which are intended to meet basic needs in the countries concerned, carried out particularly in the Russian Federation, in Commonwealth of Independent States (CIS) and Africa. During the execution of large-scale projects to meet

the needs of communities, ENKA has also contributed to local economies by employing local workforce and supporting local suppliers and acquainted the countries with highquality and safe engineering practices.

During the course of its projects in the various countries where it operates, ENKA also plans its activities in such a way as to make a social and economic contribution to the region and to empower the local community. Thanks to ENKA's local employment and local procurement policies, the great majority of the expenditures it makes on its projects are returned to the local community. ENKA has increased the social welfare of these communities and has contributed to the development of local economies with the local employment opportunities it creates, both directly and through its subcontractors and the economic vitality it creates through local procurement operations in the oil, gas and petrochemical, power plants, infrastructure and building projects in these regions. In 2022, the direct contribution which ENKA projects made by working with local suppliers exceeded USD 774 million.

All ENKA projects evaluate the social needs of the regions in which they operate; realizes social responsibility and volunteering projects that will contribute to the social welfare of societies and thus aims to create long-term value. ENKA also benefits the areas in which its projects are located by undertaking the maintenance of school buildings, improving damaged roads, providing the local people with pedestrian crossings and bridges, and other similar activities. Details of these efforts and the other social responsibility projects carried out by ENKA projects and ENKA group companies in the course of the year can be found in the **"Social Responsibility at ENKA"** section of this report.

SOCIAL IMPACT ASSESMENT

In all the projects which it carries out, ENKA aims to contribute to the welfare of the communities with the opportunities it will create in the region throughout the life of the project and after its completion, thus ensuring that the project wins the acceptance of the local people. ENKA starts to assess the social, environmental and economic impacts of its investment projects at the initial decision-making. For its contracting works, it starts to make this assessment prior to entering into a contract. These assessments are detailed in the project preparation phase and actively revisited throughout the project life. Accordingly, ENKA conducts Environmental and Social Impact Assessments for its projects.

Through Environmental and Social Impact Assessments, potential environmental and social impacts, both positive and negative, as well as risks and improvement opportunities that the project may cause in the region are identified. During these studies, specialist firms are engaged to carry out such assessments and action plans are developed based on the assessments. In line with the action plans, environmental and social impact management plans are developed, aiming to enhance the positive impacts and eliminate the negative impacts before they occur. Where this is not possible, different solutions are developed such as impact mitigation, isolation, compensation and the use of engineering measures.

In line with its approach to reduce environmental and social negative impacts as much as possible, ENKA's design and engineering teams conduct all their design work to develop projects that will maximize

the material and energy efficiency, have a minimum negative impact on the health of employees and local communities and interfere with the daily lives and economic resources of the local communities at minimum, to the extent permitted by project specifications and contracts.

While assessing the social impacts of the projects, the main factors including; the demographics of the region in which the project is located, the habits and traditions of the communities, the social and human rights risks of the region, legal requirements, economic condition and employment opportunities and the needs and expectations of the local communities are primarily taken into account. If it is determined that potential social impacts will differ by gender or among minority groups, these effects are assessed with the relevant sub-groups.

At the heart of the social impact management of ENKA is an effective and bi-directional stakeholder dialogue. Stakeholder dialogue has been carried out in accordance with the laws of the country of operation and ENKA Code of Business Conduct and by using the Stakeholder Engagement Plan developed specifically for the project in line with ENKA's Social Community Engagement Manual. The manual describes the main elements to be managed in interactions with communities and the role of project management in this process as well as providing examples and reference files from which projects and business lines may benefit. In this context, the projects are developing their plans to avoid or eliminate negative impacts, increase positive impacts and create community investment



opportunities during community-related activities in all regions where ENKA operates.

ENKA holds regular meetings to inform its stakeholders, to raise their awareness and establish a bi-directional communication. In this context, meetings are held and collaborations are established with local authorities and units such as municipalities and village heads (mukhtars), as well as with local school administrators, healthcare units, local businesses and nongovernmental organisations. The primary agenda items in such collaborations with local authorities include providing local communities access to employment opportunities, providing project information, protecting the rights of local employees and local residents, resolving their complaints and eliminating human rights risks.

Grievance mechanisms, which are another essential stakeholder dialogue tool used in projects, offer services in relevant local languages and are accessible not only for employees working in the project, but also to the local communities affected by the project. All reports, suggestions and information communicated via the grievance mechanisms are recorded and assessed by the relevant specialised units and actions are taken for all relevant complaints that fall within the scope of the grievance mechanism. Regarding all complaints received, the complainant is informed at appropriate durations.

During all projects, any resettlement process that may take place in the regions of operation is planned and carried out in accordance with the principles determined by ENKA, in line with international regulations. There aren't any current planned resettlement process for ENKA's investments.

Morava Corridor Motorway Project Social Impact Assessment

A comprehensive and detailed Environmental and Social Impact Assessment (ESIA) was carried out to assess the environmental and social impacts of the Morava Corridor Motorway Project, to identify any potential environmental and social impacts that might arise during its construction and operation, and to take measures to prevent, mitigate or compensate for any adverse impact. During the ESIA process, project areas of impact were defined, all stakeholder groups were identified, environmental and social baseline data were collected through field studies, impact identification, estimation and analysis processes were carried out and impact mitigation or management action plans were developed.

In the regions falling within the identified social impact area, community level surveys, household surveys, information-gathering interviews and focus group discussions were conducted by consultants, including local experts and sociologists. Furthermore, focus group discussions were held with local women in the region to gain an understanding of their role and the gender-specific conditions of the social impact area. It was observed that local women are keen to take advantage of the direct or indirect job opportunities associated with the project. Based on these baseline assessments, a Stakeholder Engagement Plan has been developed and put into practice.

Unemployment was reported to be a significant problem in all municipalities within the impact area in which the researches were carried out. As a result of these researches, the Project Recruitment Policy and Plan were presented at the meetings held with

representatives of the local community in the municipalities following the commencement of the project and information was regularly provided about the job opportunities that could be provided to the local community. This plan was designed to provide employment opportunities for to the local workforce as much as possible and to prioritize potential candidates in the areas expected to be affected in social terms. In addition, the employment opportunities offered by the project have been explained to the local community at various local job fairs, in cooperation with the Serbian National Employment Agency. As a result of all these

efforts, the proportion of local employees working on the project surpassed 35% in 2022.

The project has also been contributing indirectly to local employment through the local subcontractors and suppliers that take part in the project. In order to revive the local economy, products and services that can be procured locally were identified when developing the procurement plans and local companies are being included in the process in accordance with the procurement procedures. Accordingly, as a result of the partnership and continuous cooperation established with the Regional Chamber of Commerce in Krusevac and Kraljevo to ensure an

efficient flow of information, 70% of project's collaborations have been with local suppliers and subcontractors.

The Sustainability and Community Relations team of the project maintains continuous communication with the local community and all stakeholders of the project, in line with the Stakeholder Engagement Plan, contributing to the continuation of the project in harmony with the society in which it is located. Accordingly, meetings and interviews have been held with representatives from the local community, municipalities, local administrations, various institutions and non-governmental organizations.

In addition to the grievance mechanism accessible to employees on the project, a grievance mechanism accessible to the local community has also been established. This is operated by the project's Sustainability and Community Relations team. All reports made are assessed and the person who made the report is regularly informed about the follow-up process. In 2022, 421 notifications and complaints were received from members of the local community. These were evaluated, and efforts were initiated to address all of them. Of these cases, 82% were resolved within the reporting year, while work on the remainder continues.

The Resettlement and Livelihood Restoration Plan developed for the project defines the basic and binding principles and the main framework for managing the impacts related to physical resettlement, economic displacement and livelihood impacts in all project phases. The project's Resettlement Action Plan has been developed in accordance with IFC (International Finance Corporation) Standards and under the guidance of the IFC's Handbook for Preparation of a Resettlement Action Plan.



LOCAL EMPLOYMENT

Ever since its establishment, ENKA has been contributing directly to the social and economic development of communities in the countries in which it operates and supporting the formation and development of resilient societies, out of a sense of responsibility towards its social stakeholders and through its community investment practices. This contribution may take the form of community investment activities and direct employment, or it may be made via the indirect employment opportunities that ENKA creates with its extensive supply chain and subcontractor network in the region concerned. Project recruitment processes are conducted transparently and priority is given to local communities affected by the project.

In order to improve the capacities and competences of the local workforce, ENKA develops training programs for all its employees and provides them with opportunities to acquire new vocational skills as well as to develop their existing skills further. Similar development programs are also created for local suppliers and subcontractors and their personnel. In this way, local employees, local suppliers and subcontractors can benefit from their long-term experience and competences and find new job opportunities after the project is completed.

One of the best examples of the local employment policies consistently pursued by ENKA, and of their positive impacts on the local community, can be seen in the Tengiz projects in Kazakhstan, which have been ongoing since 1993. In these projects, local employment ratios of up to 90% have been achieved. In the ongoing 3GP project,

a total of 177,000 person-hours of vocational competence training has been completed.

At the ongoing Yandex Headquarters Project, 25,000 hours of training has been delivered, excluding the orientation training provided to newly-recruited personnel.

ENKA's subsidiaries provided more than 163,000 person-hours of training to local employees in 2022.

Cimtas Ningbo, which operates in China, has a local employee ratio of 96%. The ratio of local employees at the real estate subsidiaries in Russia is 70.4%. Of the employees in the senior management of ENKA and its subsidiaries, 86% are citizens of the country where the units concerned are located – i.e., local employees. The total number of local employees working within the ENKA Group is 11,026, corresponding to 56.1% of the total workforce.

Distribution of ENKA İnşaat Employees*

	ENKA İnşaat	
	Number of Employees	Rate
Turkish	3,733	24.8%
Local	7,168	47.6%
Subcontractor	372	2.5%
Other	3,783	25.1%
Total	15,056	100%

* Employees from the country in which ENKA is operating are categorised as "local". Employees who are citizens of a third country other than Türkiye and the country where ENKA is operating are categorised as "other".

ENKA “THE FUTURE BELONGS TO YOUTH” PROGRAMME

ENKA is aware that engineers have a critical role to play in building a sustainable future. In this direction, with its 65 years of engineering experience; ENKA continues its activities in order to support the training of successful young engineers in different branches, who follow professional innovations, who will contribute to the international community by combining their engineering knowledge and skills with innovative and contemporary applications. As a global industry leader, ENKA shares its sustainability approach and engineering experience with industry stakeholders and business partners in many countries where it operates; it also carries it to educational institutions, especially universities.⁷ For instance, as part of the cooperation between the Morava Corridor Motorway Project and Belgrade University, students are able to benefit from field visits and technical classes. In 2022, more than 100 undergraduate and postgraduate students visited Morava Project sites, where they had the opportunity to observe the field activities at first hand, with technical explanations given by expert project employees. In addition, a technical lecture was given by the project experts at the Faculty of Civil Engineering of the University of Belgrade in December.

ENKA Design Center continues to be a member of the University-Industry Cooperation Centers Platform (ÜSİMP) to facilitate the development of collaborations with universities. The Design Center is also maintaining its support for the Industry-

Oriented Research Project Support Program for Undergraduate Students. A project entitled “Measurement of LoRa Signal Strength and Examination of the Strength of the Signal Under Concrete” has been completed successfully by MEF University Civil Engineering senior students under the mentorship of ENKA Design Center. The Design Center team provided the students with data to use in their project and acquainted them with ENKA’s activities. They also supported the students with trainings on current practices, technology and software usage.



7) ENKA Group companies employed 160 interns in 2022.

Engineers from ENKA Design Center also participated in several events held by various universities throughout the year and shared their experiences with university students. Dr. Aydıncal Aral was a guest speaker of the course on the “Operational and Environmental Safety of Chemical Plants” taught at the Department of Chemical Engineering of Boğaziçi University. Dr. Aral also took part in a seminar which was organised by the same department and attended by postgraduate and doctoral students, to share knowledge and experience on “Green Ammonia”.

Meanwhile, Dr. Alper Yıkıcı gave lectures as part of the “Examination of Construction Materials” course at the Civil Engineering Department of Kadir Has University, and Dr. Tuncay Aydoğuş and his team provided mentorship on “Design of Steel Structures” including theoretical lectures and practical sessions.

As part of the ENKA’s Future Belongs to Youth Program, a grant program was launched in cooperation with the İstanbul Technical University Alumni Association starting from the last quarter of 2022.



Organized by METU IEEE club students to draw attention to gender equality in engineering and business life and to explain to students from high school age that engineering is a genderless field, the “Women in Engineering Camp” event was held under the main sponsorship of ENKA in 2022, as it has been since 2019.

ENKA was also involved as main sponsor in the CESummit’22 event organised by the METU IACES student club. During the event, an ENKA team made up of individuals from

different departments shared their experience of design works and the industry with the students and answered their questions about their professions and career development. In addition, a session on ENKA İnşaat and Energy Projects was held on the first day of the event.

Representatives of ENKA Headquarters took part in the Career Week organised by ENKA Adapazarı Schools to pass on their experiences in their own fields to the students. Besides all the above activities, two separate Sustainability Talks were held with students from ENKA Adapazarı Schools and ENKA İstanbul Schools at which the Corporate Sustainability and Compliance Department informed them about the concept of sustainability, the United Nations Sustainable Development Goals and the sustainability efforts emphasised during the planning and implementation of ENKA projects.

At ENKA Schools, STEM (Science, Technology, Engineering and Mathematics) and STEAM (Science, Technology, Engineering, Art and Mathematics) activities are held during science lessons, in accordance with the curriculum, and also as part of the club activities. The total number of employees of ENKA Schools working in STEM positions is 59, of whom 27 are male and 32 are female.

COMMUNITY INVESTMENT

ENKA and all of its group companies make community investments that will leave a positive legacy in the communities in which they operate and contribute to the social and economic welfare of their regions. While planning these investments, the needs of the region and the expectations of the local communities are taken into consideration. ENKA Sports Club, ENKA Sanat and the ENKA Schools in the provinces of Adapazarı, Kocaeli and İstanbul, all of which operate under the umbrella of the ENKA Foundation, have been appealing to all segments of society for years with their contributions to education, art, sports and social fields and the positive impact they have created.



The total amount of community investments made by the ENKA Foundation, ENKA İnşaat and the ENKA subsidiaries that are covered by this report, in the fields of education, health, sports, social and the environment in 2022 was TL 195 million⁸. A summary of these investments is provided in the table below.

Summary of Community Investments in 2022

Donor Company	Country	Education	Sports	Health	Social	Environ-ment
ENKA İnşaat	Türkiye, Serbia	✓	✓	✓	✓	✓
Çimtaş Group	Türkiye, China	✓	✓		✓	
ENKA Power	Türkiye	✓	✓		✓	
ENKA TC	Russia				✓	
ENKA Pazarlama	Türkiye	✓	✓	✓	✓	
ENKA Foundation	Türkiye	✓	✓	✓	✓	✓

8) Only the donations on sustainability material areas by the units covered in this report are included in the scope. Community investments account for 95% of the total amount. The remainder is made up of charitable donations and commercial initiatives in equal amounts.

ENKA FOUNDATION, ARTS, SPORTS AND SCHOOLS

ENKA Foundation

The ENKA Foundation was established in 1983 with the mission of raising well-educated individuals who keep up with contemporary developments, are productive, ask questions and fulfil their potential in an environment in which sports, education, culture and the arts are intertwined. Accordingly, ENKA Foundation works to ensure that the youth of Türkiye are oriented towards a sporting life and to nourish every young person with sports, education, culture and art to discover and develop their talents.

Organizations that are operating under the umbrella of the ENKA Foundation are ENKA Sports Club; ENKA Sanat; ENKA İstanbul Schools, which started its operations in 1996; ENKA Adapazarı Schools, which was established immediately after the 1999 earthquake for the education of children affected by the earthquake; Private ENKA Vocational and Technical Anatolian High School, which was established in Kocaeli in 2008; the Private ENKA Science and Technology High School, also in Kocaeli, which has been operating since 2014.

✦ [For more information about the ENKA Foundation, please click](#)

ENKA Sports Club

ENKA Sports Club continues to be one of Türkiye's leading sports clubs with the young talents it has raised for Turkish Sport and its

international achievements. Moving forward with the slogan "Future belongs to Youth", ENKA Sports Club, with its 1,532 licensed athletes and 82 specialised coaches, continues to take part in national and international sporting contests and achieve successful results in all branches of sports in which it is active.

ENKA Sports Club continued providing training to 450 young athlete candidates in 2022, winning 37 cups and 2,552 medals in total in national and international competitions, and breaking a total of 42 records. The achievements of ENKA Sports Club in 2022 are included in the [ENKA Annual Report](#).

✦ [For more information and news, please click](#)

ENKA Sanat

ENKA Sanat is distinguished by a set-up that supports creativity and free thinking. For 40 years, it has been opening its doors to artists and young talents of the future to ensure the continuity of culture and the art concepts, thus it has been introducing young and successful talents to the society. It brings together young talents and master artists in different branches of art such as performing arts, music, cinema and theater with art lovers in the events it has organized so far, carries out projects that will contribute to the culture and art archives, and continues its activities in the field of culture and arts.

The events staged by ENKA Sanat offer art-lovers innovative examples from different branches of the arts. This year, ENKA Sanat held its events mostly featuring theatre, music, cinema, dance and documentary screening at the ENKA Open-Air Theatre and ENKA Auditorium under the motto "Sanatın En Güzel Halleri" (Best Forms of Art). A total of 42 events took place, all of which helped to increase the visibility of 269 performers together with 207 technical staff and brought 18,000 viewers from all segments of society into contact with the arts.

ENKA Sanat, which has been carrying out incentive, support and scholarship programs for many young talents who produce in different fields of art, has realized its project ENKA Stage for the second time, inspired by the motto "Art with youth for a better future". Fazıl Say, Gökhan Aybulus, Dilbağ Tokay, Efdal Altun and Ayşe Deniz Gökçin took part in the Advisory Board of the project, whose Artistic Director was Cihat Aşkın.

The inspiring acts of six young performers chosen by the Board were broadcast both physically and on ENKA Sanat YouTube channel. The project aimed to bring the video and sound recordings of the performances to the attention of innumerable followers on digital platforms and put the young performers in touch with a wide audience. The professional recordings which she obtained in the course of the project, helped young pianist Deniz Neva Ertürk to win first prize in the 4th International Competition for Pianists in Poland.

✦ [For more information and news, please click](#)



Ayşe Draz
Director, Actor, Dramaturge

The way that ENKA Sanat undertook the production of the play Nuh'un Gemisini Aramak (Searching for Noah's Ark), a joint production which I directed, can be held up as an example of how this role should be fulfilled in the performing arts. The theatre never receives the support which it needs and deserves. Instead of being regarded as a social necessity, it generally continues to be positioned within the entertainment sector. ENKA provided us with the working conditions that ought really to be available to those working in this area in any case – including by paying the insurance of every member of the team throughout the rehearsals – while refraining from any intervention in the artistic sense. They provided all possible support for the construction of the world we wanted to create on the stage, and made a tremendous effort to put our play in front of an audience. For these reasons I think they took a very valuable step towards establishing the foundations on which sustainable projects in culture and the arts should be based.

I am very grateful to ENKA Sanat for reminding artists of the value which they should expect to be attributed to them, and for taking the necessary steps to create a sustainable environment for culture and the arts.

Stakeholder Aspect

ENKA Schools

With its vision of “Educating for a better future”, ENKA Schools continues its efforts to strengthen the foundations of its students’ knowledge, ideas and behaviour, to encourage them and provide them with opportunities to reach their maximum potential, and to enable them to grow into pioneering world citizens who can employ their mental skills and moral habits for freedom of thought and action.

News From ENKA İstanbul Schools

ENKA İstanbul Schools has 220 students that received academic scholarships from the school and the ENKA Foundation.



ENKA İstanbul Schools hosted the 24th Autumn Teachers Symposium on October 22nd 2022. This year, a total of 921

teachers from 55 different schools from various provinces in Türkiye attended the event. In all, 185 presentations were made, 128 of them in Turkish and 57 in other languages. Exemplary practices in conformity with ENKA’s sustainability vision were also presented at the symposium.

During the “Climate Crisis Workshops” organised by 10th grade students, all the school students took part in art, music, dance, graphic design, documentary analysis, tree-planting and creative writing workshops on the theme of “climate change and global warming”.

✦ [For more information and news about ENKA İstanbul Schools, please click](#)

News From ENKA Kocaeli Schools

The Private ENKA Vocational and Technical Anatolian High School, the first and only school of Anatolian Technical High School status in which all students are on full scholarships, is currently providing education to a total of 492 full-scholarship students.

Students took part in new-generation container production project aimed at extending the shelf life of yoghurt. During the project, they carried out work to develop the design of an economical container, easy to find and produce, that would prolong the shelf-life of yoghurt and could also be used for traditional home-made yoghurt. First, they conducted microbiological, physiochemical and sensory analyses of yoghurts kept in pots glazed with a material containing varying proportions of eggshell, and then they performed the same analysis after adding boric acid to the glaze and after adding iron oxide to the glaze. These studies were intended to reduce waste by offering a solution with a long shelf-life which had no harmful impacts on human health.

✦ [For more information and news about ENKA Kocaeli Schools, please click](#)

News From ENKA Adapazarı Schools

As of 2022, 125 of the students at ENKA Adapazarı Schools is receiving scholarships.

A variety of awareness raising activities were conducted with the students during the course of the year. The “Understanding and Facing Up to the Climate” workshop and the “Human Rights and Children’s Rights”

symposium – which was organised by 11th grade students – dwelt on the topics of climate, women in society, refugee rights, ethnic rights, education and justice, and children’s rights. After the symposium the “proposed solution” declarations prepared by the students were shared with the participants.

✦ [For more information and news about ENKA Adapazarı Schools, please click](#)



SOCIAL RESPONSIBILITY AT ENKA

Since its establishment, it has been ENKA’s principle to do business in a manner that is responsive to the needs of the society around it and respectful of nature and the environment. With an absolute commitment to safety, health and ethics, ENKA’s projects and subsidiaries support social responsibility programs which pay attention to the needs of the local communities and the natural life in the regions in which they are located, and incorporate innovative and practical solutions that enable their customers to achieve their sustainability goals. ENKA is an industry leader in terms of its comprehensive corporate social responsibility program.

ENKA’s approach to social responsibility has become a part of its culture. ENKA has established ENKA Volunteers Platform to share this culture with its employees and include them in its mission of leaving a positive social legacy in the communities around it. ENKA Volunteers carry out their activities in an organised manner in local groups at ENKA Headquarters and in the places where ENKA’s subsidiaries and projects are located. The activities of the ENKA Volunteers concentrate mainly on the environment, education and disadvantaged groups.

Across the entire ENKA Group, any employee who wants to take part in a volunteering project has the right to take one day of volunteering leave each month.

ENKA Volunteers at the Nahil Upcycling Park

On October 8th 2022, ENKA Volunteers supported the separation and labelling of goods donated by corporate and individual donors at the Nahil Upcycling Park, which was launched by the Foundation for the Support of Women’s Work (KEDV) with the aim of building a sustainable, environment-friendly and healthy life through women’s leadership and solidarity.

Belgrade Forest Environmental Cleaning Event

A high proportion of urban forests are under threat from pollution as a result of human activity. With this in mind, ENKA Volunteers and their families cleaned up the northern wing of the Belgrade Forest in İstanbul on October 22nd 2022, collecting more than 600 kg of waste and helping to clean the area.

Food Distribution with Çorbada Tuzun Olsun

On August 25th 2022, ENKA Volunteers distributed food in the Taksim area together with the Çorbada Tuzun Olsun Association, which works to raise awareness about the homeless and to reintegrate them into society.

ENKA Afforestation Activities

ENKA Volunteers carried out a tree-planting activity around the Middle East Technical University's Lake Eymir in Ankara in order to prevent deforestation and preserve biodiversity and natural life in line with the ENKA Sustainability Strategy.

Supporting Schools

ENKA Volunteers organised book collection campaigns during the year to support the Şehit Mühendis Yiğit Ali Çavuş Anatolian High School and Gaziantep Şehit Kamil Hüseyin Çelik Primary School in establishing their libraries.

In addition, donations collected by ENKA Volunteers were used to provide students in Bitlis with winter clothes and to support their schools with computers in December.

ENKA Computer Laboratory at METU Civil Engineering Department

ENKA provided a complete renewal of the computer laboratory of the Civil Engineering Faculty of the Middle East Technical University (METU), supporting the engineers of the future by enabling them to receive education in classrooms with appropriate technological infrastructure.

Morava Corridor Motorway Project

The project team cooperated with the offices of the Red Cross in Cicevac, Varvarin and Krusevac to provide food support to the most vulnerable segment of the local community living in numerous regions along the motorway route. As a result, families in need were reached with basic needs packages.

The project team is also continuing its activities to create positive value for the local community through respect for their historical and cultural assets. As part of the landscaping work being done around the 13th century Zica Monastery in the Kraljevo region, ENKA contributed to greater ease of access to the monastery. The project also supported the work being done to facilitate access to the Luke Monastery in the Varvarin region.

Road safety awareness campaigns are being conducted in schools close to the project site in order to provide grade 1 and 2 students with education about the safety rules.

At the same time, the project is providing support to municipal fire-fighting teams whenever there is a fire.

Tengiz 3GP Project

Arrangements have been made for more than 100 cats living near the project camp to be examined by vets and have their vaccinations. Heated shelters suitable for summer and winter use have been provided to accommodate these cats. The care and cleaning of the cats and the shelters are also being undertaken by the project team.

ENKA TC Activities

By way of voluntary work, ENKA TC has entered into cooperation with the Dobrye Veschi platform, which collects used products such as clothes, textiles and toys in order to return them to the economy as well as supporting social enterprise. A total of 23 tons of used goods were collected in a container supplied by Dobrye Veschi, and the revenue obtained from the sale of these products on the platform was used for rehabilitation funds for children with disabilities.



Cimtas Ningbo Activities

In 2021, Cimtas Ningbo created a hobby garden (EcoPark) where the employees can spend their time in a natural environment. The aim was to create an awareness of sustainability in the employees as well as to convert areas that were not being used into green spaces. The EcoPark was opened on World Environment Day. Seeds of plants chosen in accordance with the wishes of the employees were distributed to all the volunteers and planted by the volunteers and their families. The volunteers subsequently took good care of the EcoPark and maintained it. As a result, after one year of planting experience, the volunteer "farmers" reaped a good harvest of flowers, fruits and vegetables. A photography competition was also organised within the year to celebrate the volunteers' performance, and the five most liked photographs were selected.

OUR PEOPLE

At the heart of ENKA's success and its commitment to sustainability are its employees. ENKA attaches great importance to its employees' health and safety while equally respecting their talents and potentials and supporting them all without any discrimination. Accordingly, it has always been a part of ENKA's culture to act with respect for human rights and to treat diversity as richness.

ENKA Code of Business Conduct, which covers ENKA's social accountability and human rights policies, is the main guideline describing both the relationships of employees with each other and the attitude of the company towards its employees. In line with this Code, all decisions related to human resources within ENKA, including those on recruitment, promotion, etc., are made only on the basis of competence criteria, without any discrimination based on race, ethnicity, religion, language, skin color, age, gender, sexual orientation, disability or any other reason prohibited by the applicable laws.

The rights of all employees of ENKA and its subsidiaries, as prescribed by the laws in Türkiye and the other regions in which ENKA and its subsidiaries operate, including retirement and maternity/ parental leave, are protected during all operations. The fringe benefits to which employees are entitled may vary from one company to another and in line with sectorial needs. ENKA employees are never paid less than the minimum wage set by the laws of the countries in which it operates, and ENKA always provides them with the working conditions envisaged in these

countries' laws. In practice, 99.9% of ENKA employees earn a salary above the minimum wage. The employee data of the ENKA Group is provided in **Annex 7**.

Employees at ENKA İnşaat Headquarters have been provided with Group Health Insurance since the beginning of 2019. This arrangement became a company practice after it emerged as one of the main requests of employees in the preceding employee loyalty and satisfaction surveys. All ENKA employees also have the right to discounts at the ENKA Sports Club, which is one of Türkiye's leading sports clubs, and for the events staged by ENKA Sanat, which hosts some of the most well-respected performances in Türkiye. Furthermore, sailing training programs are offered to employees every year, giving them the opportunity to become members of the ENKA Sailing Team.

At ENKA İnşaat projects, depending on the conditions in the country in which ENKA is operating, employees are provided with indoor and outdoor sports facilities, social facilities offering a range of activities, and office and accommodation areas suited to their needs in order to make their working environments comfortable, pleasant and happy. At ENKA İnşaat projects and the offices of ENKA and its subsidiaries, suitable menus are prepared for employees who require or desire specific diets.

One of the most important ways in which COVID-19 has affected the business world has been an acceleration in the spread of technology-centred flexible working models. Likewise, employees in the ENKA Group have been offered remote working and flexible working models appropriate to the nature of their work.

At ENKA Schools, there is a 75% discount in tuition fees for the school staff's children who are studying at ENKA Schools; teachers whose children study at other schools are provided with contributions for their children's education at varying rates. For employees of ENKA subsidiaries, the discount ratio has been set at 35% or 50%, depending on the length of service at ENKA. ENKA Schools attach great importance to the individual and professional development of teachers. An academic development contribution is added to the salaries of teachers who have master and doctoral degrees. In addition, ENKA Schools provide continuous support for the expenses related to the professional development opportunities that teachers want to participate in internationally or nationally.

Cimtas Ningbo Employee Communication Meetings

The Human Resources department holds employee communication meetings every three months with the participation of employee representative from each department. During these meetings, employees share their concerns and suggestions about working conditions, the working environment, training opportunities, work efficiency and fringe benefits, and as a result, 36 concerns were raised and several suggestions were made to the Human Resources department in 2022.



Diversity, Equity and Inclusion

ENKA aims to ensure diversity, equality and inclusion throughout its value chain. To this end, the company establishes and implements the procedures necessary to allow all its employees to carry out their work in a context of fair treatment and practices and in a working environment in which the principle of equity is put into practice. At the same time, it is working on a daily basis to increase the diversity of its employees and the inclusiveness of its workplaces. These initiatives are not restricted to ENKA's own employees; care is also being taken to ensure diversity in the supply chain and to develop a supply network that accommodates women, minority groups and local suppliers.

"We Are BEJV Moravski" campaign constitutes a significant example of the diversity and inclusion initiatives that are implemented at the projects. People from more than 25 different countries and ethnicities are employed on the Morava Corridor Motorway Project being undertaken by the Bechtel ENKA Joint Venture (BEJV) in Serbia. Awareness that its success in such a multicultural working environment would depend on a principle of diversity and inclusion centring on mutual respect led BEJV to launch the #WeAreBEJVMoravski campaign. The campaign consisted of a number of modules including training activities, meetings, workshops and awards, all aimed at developing non-discriminatory modes of behaviour respectful of differences within the project team. All the project employees were informed about the project through newsletters and posters carrying images of employees.

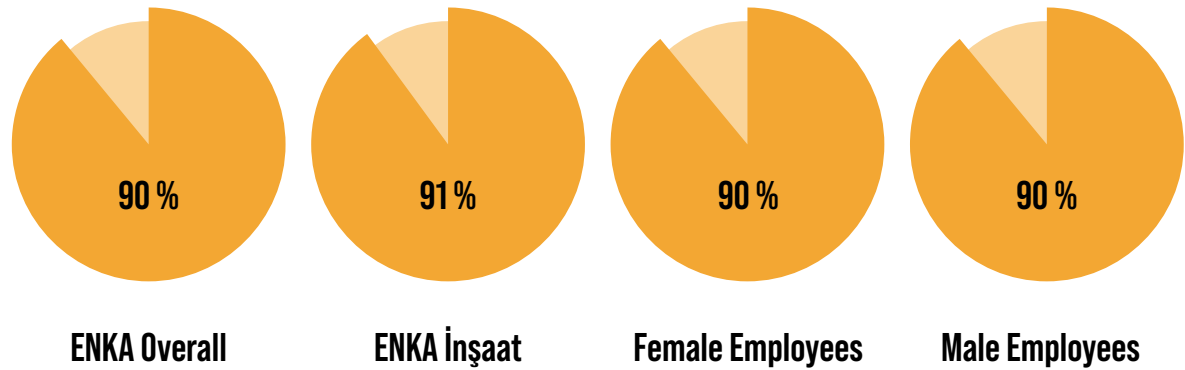
Employee Engagement and Satisfaction

ENKA also strives to provide its employees with a working environment of mutual trust and fair treatment in which they are able to see themselves as an integral part of the company's goals, values and culture. Numerous communication channels have therefore been established through which employees can take part in decision-making mechanisms or forward their requests. One of the most important of these channels is the employee loyalty and satisfaction survey which is conducted every two years across the entire ENKA Group. The results of the "ENKA Employee Loyalty Survey" conducted by an independent research company in 2021 pointed to an employee loyalty and satisfaction rate of 91% at ENKA İnşaat.

Following these surveys, the requests and suggestions of the employees are evaluated and activity plans are drawn up at each of the Group Companies. The previous survey, for example, highlighted that the employees of ENKA TC wanted to be more involved in decision-making mechanisms. In response, the management of the company arranged for the establishment of committees on 17 different topics to enable the employees to be a part of these mechanisms.



Employee Loyalty and Satisfaction Survey Results



Performance Evaluation

ENKA has begun to extend the system of performance evaluations, which employees at ENKA Headquarters undergo once a year, to projects at the completion stage. The "nine-box talent matrix" method has been chosen for this purpose. All managers evaluate the employees who report directly to them, while the employees evaluate their managers by means of a "Manager Evaluation" questionnaire. During the performance evaluations, employees are evaluated in terms both of their competencies and of their abilities to achieve the business goals. The evaluation of competencies ensures that teams make better use of the employee's strengths and that they are supported in areas in need of development. Following the evaluations,

managers hold feedback sessions with each member of their teams, an action and training plan is drawn up regarding the agreed areas in need of development, and these plans are incorporated into the targets for the following evaluation period.

In 2022, approximately 2,000 employees of ENKA and approximately 610 employees of other group companies were included in the performance evaluation system.

EMPLOYEE TRAINING AND DEVELOPMENT

In line with its strategies, goals and values, ENKA seeks to attract highly-talented individuals within its fields of activity and to ensure that these talents are retained. With this in mind, it strives to develop a productive workforce that is highly motivated and cooperates well, and at the same time to provide a better working environment, by creating a culture that offers incentives for achieving both the organisation’s goals and the goals of the employees.

The ENKA Academy was founded for these purposes in 2015. Under the umbrella of the Academy, management, technical and social skills training programs are delivered so that employees can develop their professional competencies, processes awareness, technical knowledge and leadership and management skills. All of the trainings included in the ENKA Academy’s curriculum are developed, produced and delivered in cooperation with experts within the company, third-party training service providers and e-learning content providers.

Both professional skills and social skills training programmes were planned and implemented by the ENKA Academy for ENKA and its subsidiaries in 2022. During the reporting period, approximately 566 hours of training and a total of 11,987 person-hours of training was given in engineering development and social skills. Since its establishment, the ENKA Academy has provided more than 3,250 hours of training to over 11,000 participants.

Foreign Language Courses

In 2022, as part of the work of the ENKA Academy, courses were held for ENKA Headquarters employees in four foreign languages: English, German, Russian and Spanish. A total of 110 employees benefited from these language courses and made progresses in the languages for which they registered. For each of the languages, the courses were organised in conjunction with professional language teaching firms competent in their own fields.

Aside from the employees at ENKA Headquarters, Foreign Language Trainings procedure was developed for the projects. In accordance with this procedure, all ENKA project employees choose one of the official languages used in the country where they are working and attended foreign language courses for a set period determined by the project management.

Language training programs also began at Cimtas Ningbo in 2022, offering courses in English and Chinese to employees. In this way, support was extended to the development of the employees’ foreign language skills. Within the course of the year, approximately 50 employees benefited from these courses.

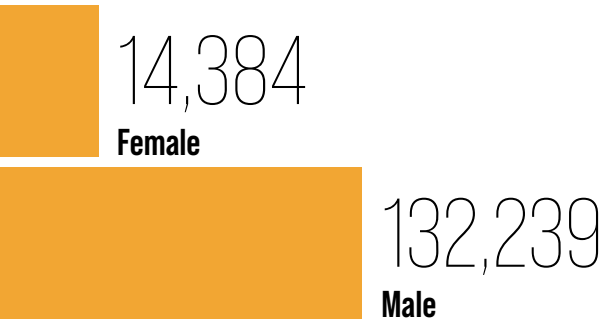
In developing the ENKA Academy’s Training Plan for 2023, account was taken of all the annual training needs surveys conducted in previous years, of additional training requests from department heads, and of the results of employee competence evaluations and training evaluation surveys as well as the annual analysis and evaluations made by the ENKA Academy itself. A range of training programs, seminars and workshops were planned in this light.

The ENKA Academy Learning Management System - LMS software continued to be adopted successfully in the systems of many projects and subsidiaries in 2022. The monitoring and management of online employee training operations continues to be carried out efficiently via this platform. The use of the platform will continue to be expanded in all the projects and subsidiaries.

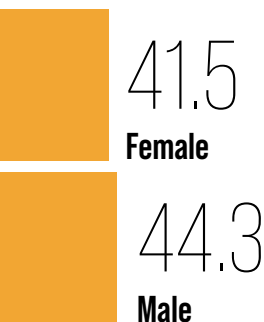
ENKA aims to achieve its goal of continuous development and sustainable growth by offering equal training opportunities to all of its employees, providing each member of staff, from new recruit expert staff to Executive Committee Members, with training opportunities suited to their professional and social skills. In addition to ENKA Academy, Project Training Departments, which are established separately at the projects have provided approximately 11.363 million person-hours of training to date and have contributed to the development of the professional competences of local employees in the countries in which the ENKA operates.

Employee Training Provided by ENKA Academy and Subsidiaries’ Academies in 2022

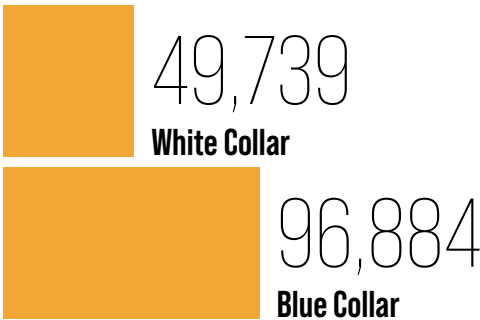
Total Training (Person-Hours)



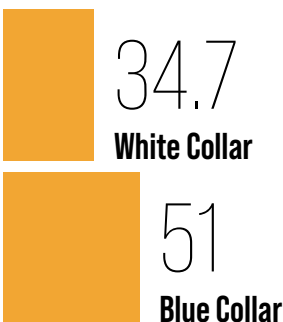
Training Time Per Employee (Hours)



Total Training (Person-Hours)



Training Time Per Employee (Hours)





The training budgets of the ENKA Academy and the academies of the subsidiaries totalled more than USD 261,600 in 2022.

In addition to the in-house training opportunities it provides, ENKA continues to operate its Personnel Incentive and Reward system, which was established to support employees with their postgraduate education, intellectual production and the development of intellectual property rights. In this context, ENKA employees benefit from the following incentive and support programmes:

- Incentives for Master’s Degree and Doctorate Education,
- Financial Support for Master’s Degree and Doctorate Education Fees,
- Financial Support for the “The Future Belongs to Youth” Program,
- Incentives for Academic Publications,
- Incentives for Intellectual Property Rights.

Training for Project Employees

At all ENKA projects, a project-specific training plan is developed and implemented with the aim of ensuring that the members of the site teams at all levels are able to receive the training they need. These training plans consist of four stages: ENKA Code of Business Conduct and orientation, skills development, pre-job quality briefings and HSE. In addition to all the ENKA employees working at the sites, these training activities are also provided for the benefit of employees of the subcontractors and supplier companies working at ENKA’s projects. In this context, a total of 856,900 of on-site training was provided at ENKA projects during the reporting period.

Employee Training and Development at Çimtaş

As part of its business strategy and continuous improvement goals, Çimtaş plans and implements a range of training and development activities to improve the existing competences and qualifications of its employees, prepare them for the future and contribute to their personal, managerial and professional development, and measures the effectiveness of these training programmes.

Employee Training at Çimtaş Group Companies (2022)

Çimtaş Group Companies Training Durations	Çimtaş Group	
	Female	Male
Trainings Provided to Blue-Collar Employees	1,677	95,047
Trainings Provided to White-Collar Employees	7,296	30,616
Hours of Training per Blue-Collar Employee	119.8	51.4
Hours of Training per White-Collar Employee	46.8	44.4

OCCUPATIONAL HEALTH AND SAFETY

ENKA’s priority is to ensure that employees are not harmed by the work they perform, either directly or indirectly, and that they return to their homes and families in good health. This culture, which is internalized as an organization, forms the basis of the Health, Safety, Environment (HSE) approach. In all of ENKA’s operations, an effective Occupational Health and Safety System is implemented. This system revolves around the corporate culture and aims for employees to work in an environment from which all hazards have been removed.

Initiated and shaped by the commitment of ENKA’s senior management, the Occupational Health and Safety (OHS) structure is shared with all stakeholders through the **Health, Safety, Social and Environment Policy (HSSE Policy)**. The commitment clearly described in the HSSE policy is effectively implemented through internal procedures and training courses, workshops, plans, instructions, checklists, forms and other instruments that are developed in line with these procedures. Areas that are open to improvement are identified through audits, management system is reviewed based on the results of the audits and necessary actions are taken in line with the principle of continuous improvement. The actions taken are followed up and regularly reported to the senior management and other relevant stakeholders.

The Occupational Health and Safety rules, system, practices and training programs apply

equally to every stakeholder in all operations controlled by ENKA. The employees of subcontractors are also included within the scope of all of these practices.

OHS Management System and Risk Assessments

The OHS management systems of ENKA İnşaat projects and ENKA Headquarters are implemented in accordance with the ISO 45001:2018 standard, and all operations of ENKA İnşaat are covered by its ISO 45001:2018 standard certificate. In addition, Çimtaş Group and ENKA Power companies operate OHS management systems that are in compliance with the ISO 45001:2018 standard.

ENKA’s OHS management complies with the relevant laws of the countries in which the company operates.⁹ In addition, the hazards and risks of these activities are analysed using a “risk-based approach” in line with the ISO 45001:2018 standard, and precautions are taken proactively as a result of this analysis. At ENKA İnşaat projects, generic risk assessments are prepared prior to the project implementation phase. Based on these generic risk assessments, job-specific risk assessments and job hazard analyses are conducted for the items of work that are to be carried out. Employees and other relevant parties are included in these analyses.

Measures are taken in accordance with the risk management hierarchy for the identified risks. According to the risk management hierarchy, the steps followed for any identified risk include; elimination, substitution, engineering controls, administrative controls and provision of personal protective equipment. Following the measures identified by project management teams and HSE department, it is ensured that the risks are at an “acceptable” level and the risks and the measures to be taken are communicated to all employees.

9) Turkish Law No. 6331 on Occupational Health and Safety and Federal Law No. 197 of the Russian Federation, as well and all regulations within the context of these laws, are followed.

Occupational Health and Safety Committees

ENKA is aware that it is very important for employees to take part in, and contribute to OHS management system. OHS and HSE committees are therefore formed to ensure effective participation, and these committees meet at least as often as envisaged by the relevant laws. During these meetings, HSE and OHS performances of the relevant period and identified risks are reviewed, requests and feedback are discussed and actions to be taken for the following period are determined. The committee participants consist of the persons¹⁰ specified by law and meetings are held in a transparent and participatory environment. Special attention is paid to ensure that employee representatives are selected through elections to be part of the committees and the opinions and suggestions of the employee representatives are taken into consideration in the decisions made.

In all ENKA projects, HSE Committees are established under the leadership of the project management and project HSE departments. These committees hold regular “Zero Incident Team Meetings” on a weekly and monthly basis to review the HSE performance of the project and decide on the main actions that need to be taken. The number of employee representatives on the committees is proportionate to the total number of employees on the project.

At ENKA and its subsidiaries, all stakeholders have the authority to “Stop Work”, regardless of their position, title or status. In addition to activities and work that might result in harm to employees, all activities that might cause damage to nature and the environment are

also halted. It is strictly prohibited to impose any sanction or retaliation against an employee who uses their authority to stop work, and the authority to stop work is safeguarded by the company procedures. The authority to stop work is considered as an important opportunity for identifying and rectifying aspects of systems that are open to improvement. This authority is reminded again in all trainings and meetings and employees are encouraged to use this authority.



10) Employer representatives, OHS experts, the workplace doctor/nurse, a human resources expert, an administrative officer, employee representatives, representatives of the labour union if any, and other relevant experts depending on the agenda.

OHS Incident Investigations

All incidents, including fatal incidents, are meticulously investigated in order to prevent their recurrence. In the investigations carried out by the commission composed of HSE Department, Project Management, technical experts and, where necessary, the company's Legal Department officials; direct, triggering and root causes are identified and necessary measures are taken in accordance with the risk control hierarchy.

If, as a result of the incident investigation, a deficiency is discovered in a procedure or in the relevant risk analyses, then the technical and system procedures or risk analyses in question are reviewed and updated and the employees are informed of the changes. In accordance with the HSE Communication Procedure, important matters that come to light during an incident investigation are shared with all ENKA projects by means of “Lessons Learned” files, and a request is issued for action plans to be drafted. In this way, the lessons learned are passed on to the whole company, and the other projects are prompted to act proactively.

At the projects, besides the Safety Task Assessment and Risk Reduction Talks (STARRT), incident-specific stand-down meetings are held in the project; the incident, its causes and issues to be considered are shared with all employees. In addition, the

Project Training Plans are reviewed in the wake of any incident, and if the factors that caused the incident are not covered by the training program, the contents of the training is revised and arrangements are made for all those concerned to undergo the training again.

Should lack of leadership or behavioural factors be identified as a root cause of an incident, the ENKA Corporate HSE Leadership Program Training is provided again. For behavioural issues, the Project Behaviour-Based Leadership Program is reviewed. Items related to the incident are added to the “Self-Verification” checklists, and checks are carried out to confirm that the issues in question are monitored during site audits.

As a requirement of ENKA HSE System, HSE statistics and performances of all projects are reported to senior management in a 6-month consolidated report. In these reports, fatal incidents are discussed in detail, and then the actions taken and compliance with these actions are reported. These outputs are also evaluated, while targets for the next year are determined by the senior management. ENKA has determined 12 Critical Activities by examining all serious incidents it has experienced in the last 15 years and applies a zero tolerance policy for these topics.

Health, Safety and Environment
Management At ENKA

ENKA and its subsidiaries have HSE units which operate under the most senior manager in the organisation in order maintain and improve the HSE culture. The monitoring and operation of all HSE processes are under the control of these units. These units consist of professionally competent and experienced staff.

In the Headquarters of ENKA İnşaat, the HSE Department works under the Chairman of the Board of Directors. HSE Departments established in all projects, report to both the project management and the Corporate HSE Department organizationally. As a result of this organizational structure, the HSE performances of projects are regularly monitored and their compliance with ENKA HSE goals and standards is ensured.

ENKA realises that HSE process are not static and inert structures and that employee participation is the most valuable way to bring vitality and continuous improvement to the system. For this reason, incentive programs are used to maximise the contributions of employees to the HSE process. In addition, a “Behaviour-Based HSE Program” and “Observation Cards” are used to keep employees involved, and employees are always accorded the right to speak about how their activities can be made safer.

ENKA’s **HSSE Policy**¹¹, which is the commitment of ENKA’s senior management and is a cornerstone of HSE management, is publicly available on ENKA’s corporate website, and is communicated to all employees during orientation training. In addition, HSE procedures and instructions and the results of risk assessments are regularly communicated to all employees regularly as part of the training program.

11) https://www.enka.com/allfiles/media/posters/HSSE_POLICY_ENG.pdf

Furthermore, project employees can access up-to-date information related with HSE issues from the HSE bulletin boards in the projects. Internal announcements are made through “HSE Newsletters” within the company.

HSE Trainings

ENKA believes in the power and influence of training. In this context, in addition to the trainings defined by legal regulations, comprehensive training programs are implemented according to the training needs of ENKA and its subsidiaries. These programs define topics and frequency of trainings that employees should receive according to their profession and responsibilities. For an ENKA employee, the training marathon begins with the orientation training provided on the first day of work at the company. This is followed by “Hazard School” training, during which employees are presented with right and wrong examples; field training in the employee’s area of work, and technical and system training, which is repeated regularly. Technical training includes topics on working in confined spaces, safe use of hand tools and working at height with the aim of ensuring that the activities in question are carried out safely, whereas system training includes courses on the functioning of various systems, particularly the ENKA HSE System, the permit to work system and management systems.

The HSE Training Departments develop and implement training plans specific to the project, in line with the scope of the works to be carried out, in ENKA İnşaat projects. The training courses detailed in these plans are delivered by experienced internal and external trainers. Employees of different nationalities in various countries are trained in their native languages.

ENKA İnşaat provided a total of **829,573** person-hours of HSE training in 2022

In 2022, ENKA İnşaat and its subsidiaries provided a total of **989,564** person-hours of HSE training

HSE Training Hours by Year (ENKA İnşaat)

Year	Total Person-Hours	Total Specific Trainings (Person-Hours)	Total of All Trainings (Person-Hours)
2022	59,331,572	260,886	829,573
2021	50,079,921	257,272	637,011
2020	39,679,496	199,734	827,555
2019	38,872,244	326,525	882,527
2018	47,165,738	274,525	732,225

In 2022, ENKA İnşaat and its subsidiaries provided a total of 989,564 person-hours of HSE training.

HSE Training Hours by Company

	White Collar		Blue Collar	
	Training Duration Person-Hours	Average Training Hours per Person	Training Duration Person-Hours	Average Training Hours per Person
ENKA İnşaat	165,915	54.7	663,685	55.2
Çimtaş Group	27,133	32.1	116,280	62.4
ENKA Power	1,078	9.8	3,522	19.1
ENKA Real Estate	3,599	7.7	7,469	19.6
ENKA Pazarlama	496	3.8	414	7.8
Total	198,221	38.7	791,370	54.6

Employee Health

In the ENKA projects, comprehensive field clinics and infirmaries are set up to provide a 24/7 service to protect the health of employees. These clinics employ health personnel who are experts in their fields and

are provided with all the equipment that may need to be used in an intervention. All the services provided in the clinics are available free of charge, including to subcontractor employees. In addition to work-related health problems, all employees can apply to these clinics with their other health complaints and receive treatment completely free of charge.

The hygiene and safety of the food and nutritional products provided to employees at ENKA and its subsidiaries are closely monitored. All measures are taken to ensure that employees do not have any health problems and to increase employee satisfaction through periodic food safety and hygiene audits.

Even though the pace of the COVID-19 pandemic, which has been affecting the whole world since 2020, slowed a little further in 2022, it remained a focus area for the health services at ENKA and its subsidiaries. The course of the pandemic in Türkiye and around the world was monitored closely, and the "Pandemic Management Plans" were updated in line with the progression of the pandemic.

All ENKA units carry out risk assessments – just like the risk analyses conducted in the case of COVID-19 – for other global health challenges, including HIV/AIDS, tuberculosis and malaria. The precautions to be taken in the light of these risk analyses have been clearly identified. These precautions include policies like making tests available and providing opportunities for treatment, and the effectiveness of these policies is continuously assessed. The said precautions protect employees from possible infections. Moreover, the procedures applied to employees who are infected serve to keep the spread of the disease in question to a minimum.

OHS Performance

Lost Time Incident Frequency Rate is calculated by using the formula (number of lost time incidents/total working hours)*200,000 while Lost Time Incident Severity Rate is calculated by using the formula (number of lost days/ total working hours)*200,000. These formulas provide the number of incidents per 100 employees and severity rates of lost time

incidents. While calculating the recordable incident frequency ratio, incidents at the first-aid level are excluded; all incidents requiring medical treatment, restricted work cases, lost day incidents and incidents involving fatalities were included.

The lost time incident ratio is calculated based on calendar days. Lost times are calculated starting from the day following the incident.

ENKA regularly compares its HSE performance with the figures given by international institutions and platforms and keeps a close watch on general statistics and trends. These comparisons enable it to check once again how close it is to its targets, and to observe the changes in the general trend, based on internationally-accepted data. The calculations for 2022 revealed that ENKA's OHS statistics were much more positive by comparison with the trend in the sector due to the HSE system which it has established.



ENKA Group's lost day and incident statistics are provided in **Annex 8.**

ENKA Lost Time Incident Frequency Rate (2022)	0.09
Lost Time Incident Frequency Rate - US Bureau of Labor Statistics Data (2021)*	1.1
ENKA Recordable Incident Frequency Rate (2022)	0.482
Recordable Incident Frequency Rate - US Bureau of Labor Statistics Data (2021)*	2.5

* 2022 data has not been announced yet.

MORE ON OUR GLOBAL SUSTAINABILITY TARGETS

Target	2021 Performance	2022 Performance
We aim to have women employees comprise 35% of all ENKA Group white collar employees by 2030.	22.3%	27.9%
All ENKA İnşaat projects are expected to complete at least 2 social responsibility projects in their lifetime.	Target has been met.	Target has been met.
We intend to conduct an employee loyalty survey once every two years and to increase satisfaction ratio to 90% by 2030.	90%	90%
Being the most important of our stakeholders, we genuinely care about our employees and intend to increase our training investment per year by 5% every year until 2030.	Target added in 2022.	30.5% increase was achieved.
Health & safety of our employees is a core value in every work activity we conduct. We will continue to work in accordance with our Zero Incident Policy with no compromises at all.	Target has been met.	Target has been met.
We encourage our employees to take part in corporate volunteering and aim to have 5% of our white collar employees participate in corporate voluntary projects.	5.4%	2%
In order to spread sustainability studies, we will continue supporting development of youth by sponsoring student assemblies at least 2 times every year.	There has been an achievement above this target through 8 events attended & sponsored by ENKA İnşaat and other collaborations of ENKA subsidiaries.	There has been an achievement above this target through 6 events attended & sponsored by ENKA İnşaat and other collaborations of ENKA subsidiaries.
Intending to generalize corporate volunteering and voluntary approach in our community, we aim to conduct at least 5 voluntary work projects every year.	5 projects were conducted.	10 projects were conducted.
We will ensure that each and every student in ENKA Schools to participate in at least 1 social responsibility project every year.	Target has been met.	Target has been met.
ENKA Foundation intends to increase voluntary community investment amount by 20% by 2030.	Compared to 2020, 35% increase was achieved.	Compared to 2021, 94% increase was achieved.
ENKA Schools Teacher's Symposium, which is open for public school teachers, participant amount is meant to be increased by 10% by 2030.	Target could not be achieved due to pandemic measures.	921 teachers attended the symposium.
As ENKA Group we aim to collaborate at least 5 times every year with NGOs and other organizations that conduct sustainability studies.	There has been an achievement above this target through 7 collaborations by ENKA İnşaat and other collaborations of ENKA subsidiaries.	There has been an achievement above this target through 17 collaborations by ENKA İnşaat and other collaborations of ENKA subsidiaries.

OUR PLANET

#MoreThanAPromise

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

17 PARTNERSHIPS FOR THE GOALS



The ENKA Group consists of companies operating in various sectors and in many different countries. ENKA is aware that the operations of all its companies and the activities of its supply chain have an impact on the environment. In developing its sustainability and environmental strategies and policies, ENKA therefore aims both to reduce its environmental impact and to go a step further by making use of its technical capacity and engineering experience to create positive impacts. In this respect, ENKA shares its commitments and targets with all its stakeholders via its **Sustainability Policy**, its **Environmental Management Approach and Policy**, and its **Sustainability Strategy**.

In managing the environmental impacts of its operations, ENKA complies with legal requirements. In line with the international standards and sectoral and global good practices which it monitors, it also establishes systems that go well beyond these legal requirements. When working in countries with standards that are less advanced than ENKA's own environmental requirements, priority is given to establishing environmental management systems that are exemplary and compatible with ENKA's objectives beyond the country's standards. In this way, while ensuring that its operations are in harmony with the environment and nature, it contributes to the competitiveness of its customers. These systems installed by ENKA are in compliance with the ISO 14001:2015 Environmental Management System Standard and all operations of ENKA İnşaat are covered by the external audit certificate demonstrating this compliance.

Sustainability assessments are one of the first steps taken during any ENKA operation. Before commencing an activity, ENKA evaluates all the potential environmental

and social impacts and systematically adopts the most appropriate measures. Protecting the environment is a criterion that is taken into account whenever the company takes decisions on matters such as making an investment, commencing a project or entering into a partnership. As part of the company's environmental management executed during the activities, the impacts resulting from use of natural resources, impacts on soil, impacts on water resources, air emissions, greenhouse gas emissions and climate change impacts, soil erosion, impacts on flora and fauna, impacts on local biodiversity and endangered species, impacts arising from waste, environmental impacts of dust, noise, vibration and impacts

resulting from contingencies are assessed, appropriate measures are determined and their effectiveness during the activity is measured and monitored.

ENKA manages all the environmental impacts arising from its activities through its HSE Departments, Sustainability Departments and management representatives. The environmental engineers and experts employed in these departments monitor the pre-determined indicators and provide regular reports on environmental performance. In order to ensure that the environmental performance is in compliance with the standards set by ENKA as well as with local and international standards, Headquarters and project departments constantly audit the relevant activities and any nonconformities are corrected as soon as possible. In 2022, in the light of the corrective actions determined

"In 2022, a total of 12,550 person-hours of environmental training was provided by ENKA İnşaat."

as a result of audits conducted at ENKA's projects and subsidiaries, "Project Sustainability Plan" was developed at the projects while a "Sustainability Manual" was developed at ENKA subsidiaries detailing how sustainability strategies are to be managed and implemented and how performance is to be monitored.

The Vice President who leads ENKA's Corporate Sustainability and Compliance Department and the HSE Department reports to the Chairman of the Board on the performance and outputs of all the management systems that incorporate the ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO 27001:2013 standards and mutually support one another. The

Chairman of the Board has undertaken the responsibility to ensure the conformity of the company's performance in terms of sustainability, combating climate change and environmental management. During this process, the Sustainability Committee, the Early Identification of Risks Committee and the Risk Management Working Group provide consultancy to the Chairman of the Board. As part of the Management Systems, all processes are audited, audit results are reported to the relevant units which take necessary corrective and improvement actions. The effectiveness of the activities carried out by the relevant units is monitored. The Corporate HSE Manual, which describes the company procedures, is provided to all employees either physically or electronically, or through training. Representatives of ENKA and its subsidiaries are also provided information in this regard

during Sustainability Committee meetings in which relevant issues are covered.

ENKA ensures that all the suppliers and subcontractors with which it cooperates show the same sensitivity to the environment in their work, by providing them with training opportunities and carrying out audits. The environmental approach and performance which ENKA demands of its suppliers is clearly stated in the supplier contracts, the ENKA Supplier Code of Conduct and the procedures concerning the selection, evaluation and auditing of suppliers.

ENKA carries out various activities to identify, measure, and eliminate or reduce its environmental impacts. A part of these activities is training provided to employees and relevant stakeholders. In 2022, a total of 12,550 person-hours of environmental training was provided by ENKA İnşaat to raise the awareness of employees and to inform them about their environmental responsibilities and about the environmental protection activities carried out by the company. In 2022, no significant fine or sanction was imposed on ENKA due to non-compliance with environmental laws or regulations in the course of its operations.

Building Research Establishment Environmental Assessment Method (BREEAM) training was provided to managers and employees on the Yandex Headquarters Project and to engineers and architects of the ENKA Design Center. A total of 75 employees took part in the training. As a result, the awareness of managers and design teams working in various fields about the requirements and implementation of the method was increased.

In 2022, Cimtas Ningbo, an ENKA subsidiary operating in China, organised an HSE and Sustainability Week. During the course of the week, HSE and Sustainability trainings were delivered to all the employees and various drills were conducted. Along with the training, awards were given to employees achieving outstanding performance in HSE and Sustainability.

The performances of ENKA and its subsidiaries in terms of their environmental targets – which are set in accordance with an assessment of their fields of activity and impacts – are monitored regularly, and the actions needed to reach these targets are taken accordingly.

CLIMATE ACTION

ENKA aims and has pledged to make a significant contribution to the decarbonisation of the global economy and the fight against climate change. In this direction, it is working to reduce its direct and indirect impacts on the environment and the climate and as far as possible to prevent greenhouse gas emissions.

In fulfilling its pledge, ENKA benefits from a governance structure that fully embodies its sustainability strategy and risk management processes. The main units within ENKA through which climate change risks are managed are the Early Identification of Risks Committee, the Risk Management Working Group, the Sustainability Committee and the Corporate Sustainability and Compliance Department. In addition to these structures, the project management teams at ENKA projects have the responsibility to identify and manage

these kinds of risks in their own projects. When assessing climate-related risks, ENKA addresses them within a broad framework that encompasses the risks that might arise from the impact of its activities on the climate and the risks that might arise from the impact of climate change on ENKA's operations.

ENKA implements a risk management approach against climate change related transition risks and physical risks. ENKA carefully follows various risks that are accepted within the scope of transition risks such as legal and technological developments and carries out various practices for identified risks. Thus, ENKA realizes the importance of good management of all Environmental, Social, Governance (ESG) risks, including climate change, in terms of reputation, foreign investment and financing and it implements appropriate policies and strategies.

ENKA closely monitors both acute and chronic physical effects of climate change which are increasing worldwide day by day. Among these impacts, the intensity of acute effects such as extreme climate events, heatwaves and heavy rains have increased in recent years especially in our country and in all regions where ENKA operates. In response to these increasing intensive risks, scenario analyses are conducted at all ENKA operations and weather conditions are carefully monitored. In all ENKA İnşaat projects, assessments are carried out for the environmental and social impacts of the project. Specifically, in the projects where work activities are conducted in close proximity to water bodies, watershed regulations and management are considered and additional emergency procedures are intently applied against incidents such as flooding.

In 2022, ENKA updated its sustainability targets so as to strengthen its targets for combating climate change. With this in mind,

working groups were established for each sector within the ENKA Group in 2021, and these working groups cooperated with internal and external experts and consultants to identify targets under the overall leadership of the ENKA Corporate Sustainability and Compliance Department. As a result of these efforts, ENKA published in the final quarter of 2022 that it has adopted the goal of reaching net zero emissions by 2050. It also announced a set of initial long term targets for 2030 as part of the roadmap which it has adopted to reach the new goal.

In determining ENKA's goals, factors such as the sectors in which the companies in the group are engaged, the companies' environmental impacts, and feasibility and applicability factors were taken into account. Consideration was also given to the United Nations Sustainable Development Goals, the Paris Agreement, and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and use was made of the findings of the Intergovernmental Panel on Climate Change (IPCC).

ENKA's performance with respect to these targets in 2022 can be found under the heading **"Our Sustainability Performance"** and in the tables at the end of the chapters.

✦ **For more information on ENKA's goals for 2050, please click**

Energy Efficiency and Renewable Energy

ENKA is striving to reduce energy consumption and ensure energy efficiency in all its operations. For this purpose, it has been measuring and reporting on its energy consumption – including all the group companies – since 2016. Work is being done to increase energy efficiency in the buildings of ENKA and the group companies and all construction projects are also assessed from this point of view.

In order to reduce energy and fuel consumption, ENKA is committed to ensure energy efficiency for procured products and services, new investments and designs, production and in all processes. Accordingly,



Çimtaş Steel, Cimtas Pipe and the ENKA Power Plants have received the ISO 50001 Energy Management System certificate.

The ISO 50001 Energy Management System is planned to be extended throughout the ENKA Group by 2030.

In accordance with its Sustainability Strategy and its updated targets, ENKA is exerting efforts to make greater use of renewable energy and to increase its investments in renewable energy in its own facilities.



Accordingly, a 5,700 kWp DC, 4,600 kWe AC solar power plant was established at Çimtaş Steel in 2022. With this installed capacity, the plant is expected to meet 50% of the electricity needs of the plant. 2022 also saw the completion of preliminary studies on a solar energy investment at the İstinye Campus of the ENKA Foundation and ENKA İstanbul Schools. ENKA intends to continue to make investments in renewable energy in the years to come.

The plant at ENKA Kocaeli Schools, which was ENKA’s first investment in solar energy, produced a total of 83,030 kWh of solar power in 2022, meeting 27% of the school’s annual electricity consumption.

The fuel and energy consumption of the ENKA Group in 2022 is summarised in **Annex 9**. The total energy consumption of the ENKA projects and subsidiaries covered by this report was 50,861 TJ. The amounts of primary energy consumed annually are given in the table below.

In 2022, the total energy consumption of ENKA Group decreased by approximately 30% compared to the previous year. The biggest factor in this reduction is that the energy production amount of ENKA Power plants is less than the previous year. In addition, the energy efficiency efforts and projects carried out by the construction projects and subsidiaries have also been effective in reducing company-based energy consumption.



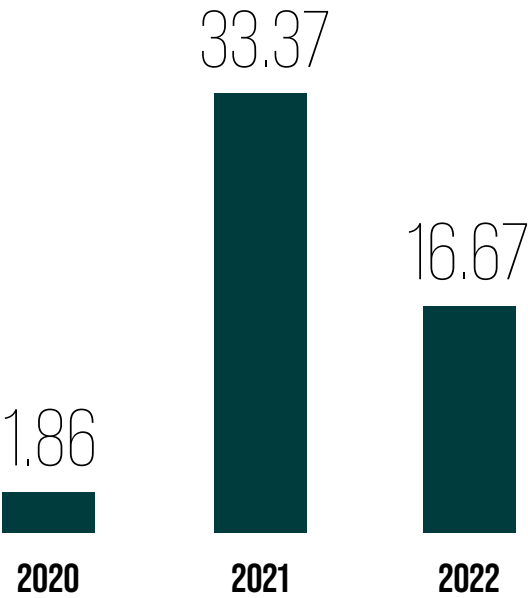
TJ	2020	2021	2022
Fuel Consumption	676	68,779	49,143
Electricity Consumption	939	1,093	1,177
Consumption for Heating Purposes and Steam Consumption	397	621	541
Total	2,012	70,493	50,861

In the calculation of energy intensity, all the internal energy expenditures (fuel, electricity, heating, cooling and steam) of the subsidiaries and projects in the scope of the report have been taken into account and included in the calculations. Terajoules of energy expended per US dollars of annual revenue was used as the indicator of intensity. ENKA’s energy intensity in 2022 was calculated as 16.67 TJ/USD million.¹²

"ENKA’s energy intensity in 2022 was calculated as 16.67 TJ/USD million."

12) Only includes the revenues of the companies covered by this report.

Energy Intensity by Years
(TJ/Million USD)



Reduction of Emissions from Machinery and Equipment

In order to minimise the greenhouse gas emissions from the vehicles and construction machinery used on its projects, ENKA İnşaat has been renewing its machinery park with environment-friendly products. Priority is given to vehicles with low-emissions in the equipment procurement plans that are drawn up every year. As a result of the efforts made in the past five years, low-emission machinery and equipment has come to account for 83% of the total machinery and equipment park. Efforts are being made to increase this rate each year.

Greenhouse Gas Emissions

ENKA is aware of its responsibility for transparency in the reporting of its greenhouse gas emissions, and no ENKA company under the management control of ENKA or which has a significant environmental impact has been excluded from the scope of its reports. The calculations are based on the ISO 14064-1 standard and the GHG Protocol Corporate Accounting and Reporting Standards, and IPCC, DERFA, US EPA, T.C. ETKB, Climate Transparency Report, IEA and IRENA data have been used for the conversion factors.

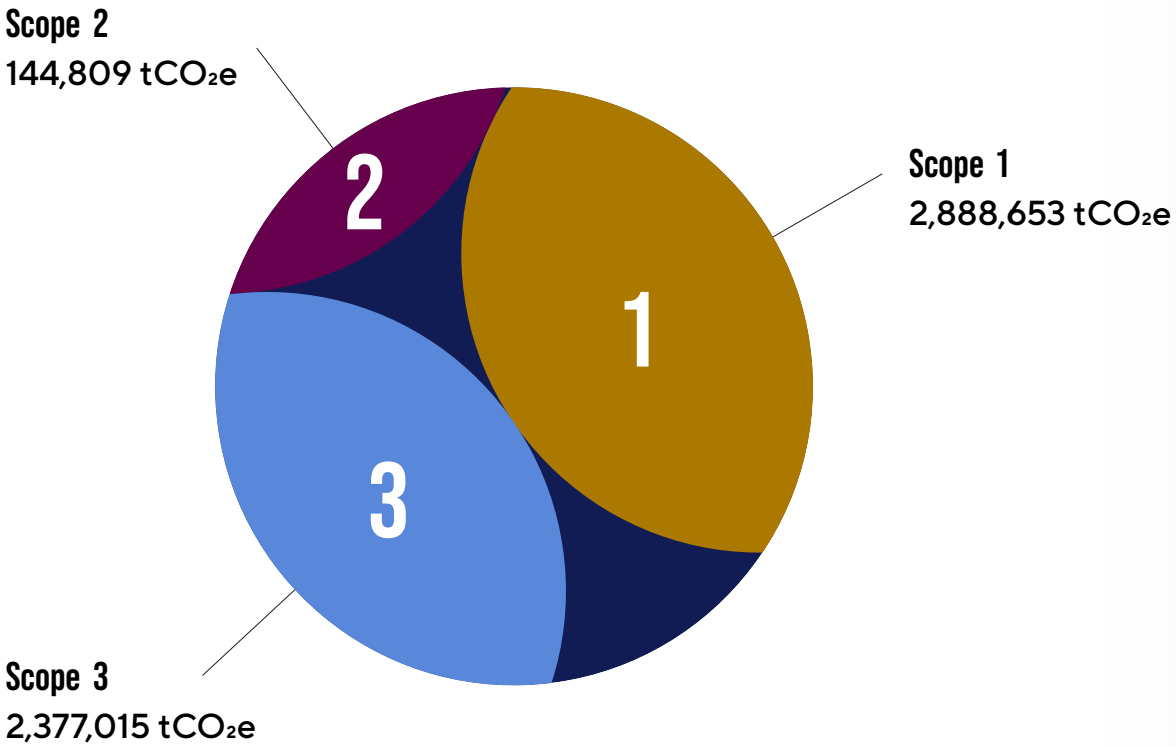
ENKA’s carbon footprint calculations cover: ENKA Headquarters (İstanbul); ENKA Power’s Adapazarı, Gebze and İzmir Plants; Çimtaş Steel, Module & Shipyard and Precision Machining; Cimtas Pipe and Ningbo; ENKA Pazarlama; the real estate subsidiaries (ENKA TC, CCI, MKH & OMKH, Mosenka and ENKA Invest) and the Yandex Project in Russia; the Morava Motorway Project in Serbia; the Nassau Cruiser Port Project in the Bahamas, and the Tengiz Base Operations and Maintenance Works and Tengiz Third Generation (3GP) Project in Kazakhstan.

Direct (Scope-1), indirect (Scope-2) and other indirect (Scope-3) greenhouse gas emissions from 2022 activities of ENKA were included in the calculation. Greenhouse gas emissions resulting directly from ENKA’s activities are categorised as “Scope-1 direct greenhouse gas emissions”, while greenhouse emissions due to energy consumption from externally sourced electricity, heat and steam are categorised as

“Scope-2 indirect greenhouse gas emissions due to energy consumption”. “Scope-3 other indirect greenhouse gas emissions” category covers emissions resulting from the purchase of raw and intermediary materials, emissions from procured energy that are not covered by Scopes-1 and 2, disposal of waste (including wastewater), employee transport (shuttles/ busses), business travel (flights), delivery of sold products to customers and disposal of sold goods at the end of their life span. Tables showing Scope-1, Scope- 2 and Scope-3 values and intensities of ENKA Group for the last three years are presented in **Annex 10**.

In 2022, there was a significant decrease in ENKA Group's total Scope-1 emissions. The biggest factor in this decrease is that the energy production activities of ENKA Power plants are less than the previous year. In addition, the energy efficiency efforts and projects carried out by the construction projects and subsidiaries have also been effective in company-based Scope-1 emissions reductions. The increase in Scope-3 emissions is due to the increased access of ENKA projects and its subsidiaries to the data covered by Scope-3 reporting, the expansion of the reporting scope and the increase in manufacturing.

Scope-1, Scope-2 and Scope-3 Greenhouse Gas Emissions (tCO₂e)



Air Emissions

Air-pollutant emissions arising from the activities of the ENKA Power and Çimtaş Steel facilities are carefully monitored using Continuous Emissions Monitoring Systems (CEMS) in keeping with the parameters established by the regulations. The ENKA Group also monitors and reports on the SO₂, PM and NO_x emissions from the ENKA Power Plants, which are not subject to continuous measurement under the Regulation on the Control of Industrial Air Pollution. The air pollutant emission figures for 2022 are shown in the following table.

Air Pollutant Emissions

Pollutant	Emission (ton)
NO _x	1,229.3
SO _x	0.2
VOC	5.2
PM10	0.2
CO	95.1





Combating Climate Change and Energy Efficiency Efforts in 2022

ENKA Group is undertaking a variety of efforts in the areas of energy conservation and efficiency in order to lower its energy consumption and carbon emissions in line with ENKA's pledge to reduce its carbon footprint and energy consumption. The most prominent among these efforts are summarised below.

ENKA

— In the fight against climate change, ENKA is prioritising nature-based solutions for the future of our societies and the planet.

What are Nature-Based Solutions?

As defined by the World Bank, nature-based solutions are actions to protect, sustainably manage or restore natural ecosystems that address societal challenges such as climate change, human health, food and water security and disaster risk reduction effectively and adaptively, simultaneously providing human well-being and biodiversity benefits.

In 2022, ENKA conducted afforestation projects to protect the existing forests in İstanbul. In addition, an afforestation activity was carried out with the participation of ENKA Volunteers at Lake Eymir at the Middle East Technical University in Ankara, thus continuing the efforts being made to prevent deforestation and create new forests for the benefit of society and nature and to preserve biodiversity and natural life.

— ENKA is one of the sponsors and a member of the Steering Committee for the research report on “The Role of Forests and Sinks in Combating Climate Change in Türkiye” being developed by the TÜSİAD in order to contribute to work on the adoption of sustainable forest and land management approaches in Türkiye and on the exploitation of the potential of sinks which are critical to the balancing and reducing carbon emissions, and the development of policies in this regard.

— Hydrogen is one of the most important alternatives that have emerged for the decarbonisation of the energy sector and the transformation of energy. ENKA has therefore undertaken to sponsor the book “Hydrogen in Energy Transformation”, a comprehensive study investigating the place of hydrogen in the field of energy from many angles which is being drafted by the Chamber of Chemical Engineers of Türkiye.

Work continues on the conversion of the lighting of project camps and offices to LED lighting. The camps for the Morava Corridor Motorway Project and office of the Yandex Project have been established with LED lighting. The conversion of the Tengiz projects to LED lighting has been carried out with an investment of approximately USD 22,000.

The NOx emissions caused by the diesel engines used at the Nassau Cruiser Port Project are being reduced through the use of additives in all the site equipment.

ENKA Overall

— In 2022, the “Earth Hour” event conducted every year by the World Wildlife Fund to draw attention to climate change and the rapid loss of biodiversity and degradation of nature was held on March 26th. Millions of people around the world supported the event by switching off the lights in their homes and workplaces. ENKA companies also switched off their lights for an hour between 20.30 and 21.30 in İstanbul, Moscow and China.

Çimtaş Precision Machining

— Purchases of welding plate, which is used as a raw material, was reduced by 11,400 kg as a result of improvement and resource efficiency efforts on the projects.

ENKA Power

— Non-greenhouse gas air emissions are being reduced at the ENKA Power plants through the use of dry low-nitrogen oxide (DLN) combustion technology as a gas turbine combustion technology.

ENKA Kocaeli Schools

— Dual-Axis Wind Turbine TÜBİTAK Project

In the Dual-Axis Wind Turbine project, a design and manufacturing was carried out in which both horizontal and vertical turbines are combined, which can achieve greater efficiency from wind energy. With this project, it is aimed to obtain more efficiency from wind energy compared to standard wind turbines. NACA 4415 was chosen as the wing profile and wing

calculations were made. During the design process, engineering calculations such as wing aerodynamics and dimensions and torque and power that can be produced were made. CNC milling machine, universal machine tools and 3D printers were used in the production of the project.

— Production of Biodiesel from Waste Oils Obtained from Tuna Fish Cans TÜBİTAK Project

In this project, waste oils collected from tuna fish cans were used to produce biodiesel fuel using the traditional transesterification method, and analyses were conducted to test the fuel properties of the sample obtained. In these analyses, the pH value, density, viscosity and calorific value were measured. The data obtained in this way was assessed and the fuel properties of the biodiesel produced were found to be within the standard limits.

ENKA Adapazarı Schools

— In order to raise awareness about the effect of algae in solving the problem of air pollution, the students prepared a mechanism that allows algae to photosynthesize at night by using renewable energy. With the work that serves the global goal of Climate Action by increasing air quality, the students were entitled to participate in the TÜBİTAK Türkiye Finals.

Plant	Application Carried Out	Saving
Cimtas Pipe	Switching off 65% of the external lighting.	640 \$/month 4,615 kWh/month
	Adjusting all the lighting so that it is switched off between May - October.	2,420 \$/month 17,600 kWh/month
	Conversion to LED.	6,390 \$/month 45,800 kWh/month
	Setting target temperatures for the manufacturing halls and offices, establishing a system whereby the air conditioners in the offices operate and turn off automatically and the air conditioning centres go into operation in line with the temperature of the environment, and acquiring insulation jackets to prevent heat loss in the boiler rooms.	12,160 \$/month 1,940,000 kWh/year
	Cancelling unused smoke absorber exhaust arms, fixing the capacities of the remaining 4, and reducing the capacity of the engine by 40%.	200 \$/month 1,400 kWh/month
	Repairing air leaks discovered during field checks, taking measurements and closing lines not in use.	1,800 \$/month 13,200 kWh/month
	Loading layers of plate and processing more plate in a single heating.	1,500 \$/month
	Repairing ovens that cause heat loss due to deformation.	-
	Installing analysers and meters so as to be able to measure the consumption of electricity and natural gas in different areas separately.	-
Çimtaş Steel	Converting the light fixtures in the halls to LED.	67,300 €/year 291,025 kWh/year
	Adjusting the heaters in the dyehouse by season.	24,250 €/year 105,300 kWh/year
	Optimising the engine capacities of the cranes inside the facility.	13,167 €/year 56,940 kWh/year
	Preventing the sockets on the panels in the manufacturing halls from wasting power due to the transformers.	19,260 €/year 83,292 kWh/year
Çimtaş Module and Shipyard	Achieving a 24% saving in energy by reducing the temperature of the hall.	252,934 kWh
	Installing a flow analyser to detect air leaks and closing off the detected leaks.	34,112 kWh
	Converting the shipyard lighting to LED.	38,188 kWh/year
	Optimising the heating and air conditioning equipment in the sand blasting and painting hall.	Electricity consumption: 5,122 kWh (28.6%) saving. Natural gas consumption: 11,680 sm ³ (33%) saving
Çimtaş Precision Machining	Preventing energy loss and waste, converting the lighting to LED, switching of unused machinery.	135,500 kWh/year



ENKA aims to increase its experience in renewable energy projects and intends to work intensively on hydrogen production and carbon capture projects.



SUSTAINABILITY CORNER

I have been working at ENKA for 27 years and acting as a member of the Executive Committee for the last three years. I look after the Engineering department and manage the ENKA Design & Engineering Center in the company. I started my career as a junior engineer in the Tengiz oil field in Kazakhstan and then moved on to construction, commissioning and start-up and finally engineering. Throughout my career, I have been involved in many different and important projects built in various regions of the world.

ENKA Design & Engineering Center consists of three main departments; Civil Projects, Architectural Projects and Energy Projects Design Teams. It is also a great personal honour to have been involved in the establishment of the ENKA Design & Engineering Center, which aims to meet or even exceed the requirements of the Projects and the expectations of our customers. ENKA has become the first Turkish construction company to be awarded the title of "Design Center" by The Ministry of Industry and Technology in 2016.

ENKA Design & Engineering Center has in-house teams of more than 250 engineers, architects, technicians, designers and other common support personnel at its Head Office in İstanbul. When required, the relevant team members are mobilized to project offices and construction sites abroad to respond to project needs on site. ENKA Design & Engineering Center represents a significant strength of

the Company with its highly qualified and experienced teams including architectural, civil/structural, mechanical, electrical, control and instrumentation, plant design and 3D modelling, geotechnical design, plant performance and thermodynamic studies. At this point, I would like to share with you some examples of how we integrate our sustainability strategy in our designs and give you information about the prominent details:

In the Produced Water Treatment Project-2 in the West Qurna I oil field operated by ExxonMobil in Basra, Iraq, we designed a separator process that enables the separation of residual oil in the water returning from oil reservoirs and used for water re-injection in oil wells, allowing the extraction of the last crude oil remaining in the wells that needs to be pressurized with water. Thanks to this project, additional water withdrawal from the Euphrates River was eliminated, thus protecting groundwater resources. The other important ongoing project is Dradenau Co-Generation Power Plant located in Hamburg, Germany. We design this co-generation power plant which will utilize the district heating supply as well as power export to the national electric grid. I would like to highlight some of the details in this project:



SUSTAINABILITY CORNER

— Dradenau Co-Generation Power Plant is designed to reach an overall plant efficiency of over 90% under certain conditions during the winter months. In this respect, it will be the most efficient power plant among similar power plants operated in Europe.

— A secondary water heating system integrated into the district heating system of the city of Hamburg has been designed. In addition, waste heat from existing industrial plants in the surrounding area will be stored in a newly constructed heat storage tank and used for preheating the city district heating water supply. This will reduce fuel input demand while improving overall plant efficiency.

— Gas turbines will burn natural gas with 30% H₂ content.

— Green roof practices will be implemented to help improve the sound insulation of the facility.

— The water to be collected in rainwater collection tanks will be designed to both go to the water treatment plant as raw water for use in the process and to feed all fire hydrants for fire extinguishing.

Another valuable detail that stands out for our Design Center is that we have increased the number of women working in our teams in recent years. Our aim is to further increase this number and emphasize the power and effectiveness of women in design activities as

well. To give you an idea, our female employee ratio increased from 25% in 2021 to over 35% by the end of 2022.

Today, the demand for energy is growing rapidly due to worldwide economic growth, with a dramatic population in need of electricity. But as the population continues to grow, so will the demand for cheap energy, and an economy based on fossil fuels will create serious changes in our climate. Abundant fossil fuels (oil, coal and natural gas) are being used to meet this growing demand, and such fossil fuel combustion is generally recognized as one of the main threats to the environment because of the release of CO₂ into the atmosphere. Global warming is causing long-term changes in our climate system and threatens to have irreversible consequences unless we take action. In this respect, ENKA is strongly committed to increasing the number of increasingly important renewable energy projects and investing in solar energy. ENKA aims to increase its experience in renewable energy projects and intends to work intensively on hydrogen production and carbon capture projects. ENKA is also involved in projects aimed at increasing energy efficiency and is working hard to realize the design of energy projects that aim to provide cleaner and more efficient energy. We are working to achieve ENKA's sustainability goals and realize our commitments while we support

our customers achieve their sustainability goals by transitioning to a low-carbon future and design the hydrogen infrastructure necessary to seamlessly integrate it into the operations of their facilities. In this way, we collaborate with our customers to decarbonize their greenhouse gas emissions and design with details that protect local communities, businesses and the environment.

Finally, I would like to emphasize once again that as ENKA, we aim to significantly increase the share of renewable energy projects in total energy project engineering portfolio, and we will be more involved in green hydrogen energy projects. I would also like to confirm in advance that we will support large-scale decarbonization projects and achieve all necessary sustainability goals, while offering the most affordable and zero-emission energy solutions.

Mehmet Ertem

Member of the Executive Committee

ENKA has become the first Turkish construction company to be awarded the title of “Design Center” by the Ministry of Industry and Technology in 2016.

WATER MANAGEMENT

Water is a limited resource of vital importance for the continuity of humanity and all life forms. Climate change, the increase in the population and changes in consumption habits are making it more and more difficult to access reliable supplies of clean water. In recognition of this situation, ENKA has adopted and put into practice a responsible approach to water management in accordance with its Sustainability and HSE Policies and compliant with the requirements of the ISO 14001 standard.

The Aqueduct Global Water Risk Atlas provided by the World Resources Institute (WRI) is used to assess the water risks, stress and shortages in the many different regions of the world where ENKA operates. The assessment is conducted annually. When evaluating the sustainability and climate change risks before it embarks on a new investment or operation, ENKA also includes an assessment of the water risks.

As part of the update of ENKA's Sustainability Goals conducted in 2022, the company set itself targets for reducing its long-term water consumption by 2030. In order to improve its water performance in line with its targets, it is making efforts to reduce the amount of water withdrawal, increase its water efficiency, improve its monitoring systems, recycle water and harvest rainwater.

Water consumption, withdrawal and wastewater discharge points of ENKA's operations varies depending on the source of the water (e.g., underground water, surface water, municipal water, sea water),

the conditions in the region concerned, the scope of the work and the requirements of the project. For all its solutions, ENKA obtains the necessary permits from the local authorities in the area and internal and external audits are conducted to ensure conformity with their requirements. In addition, ENKA develops plans over and above the requirements of the relevant legislation for the preservation of all the water resources which are located in the vicinity of its operation, or which may be affected by its activities, and takes all the administrative and physical precautions which these plans call for.

The main activities in which water is consumed on ENKA's projects are watering to prevent dust, tests, the manufacture of materials such as concrete and asphalt in plants, and the use of water for domestic purposes. In wastewater discharges, ENKA complies with the applicable legal limits and the specifications of its customers, and makes sure of its compliance through periodic analyses. Discharges are made on the basis of the most stringent of all the standards that may apply. Depending on the scope of the project, the sector-specific standards of international financing institutions (e.g. World Bank, IFC) may also be followed. If the region in which ENKA is working has a sewage system, then use is made of this system. Otherwise, the wastewater is discharged into various receptive environments after being treated in accordance with the relevant discharge quality parameters.

Before starting operations and at regular intervals thereafter, examinations are carried out of the condition of the water resources in the area, the level of water stress and the quality of the drinking and wastewater, and actions are taken to address any areas for improvement that are identified. In addition,

projects aimed at reducing water consumption are developed and implemented in suitable ENKA activities. To raise awareness among employees, regular training is given and information about water management is disseminated in all ENKA group companies.

When the water consumption data of 2022 is compared with the year 2021, it was observed that the total amount of water withdrawn is close to each other, but there has been some reduction. In this reduction, the water saving efforts of the group companies and construction projects have an important role.

The pollutant loads in the wastewater generated by ENKA's operations in 2022 are presented in the table below.

Amount of Wastewater Pollutant Loads

Pollutant	Unit	Pollutant Load
Chemical Oxygen Demand (COD)	tons/year	2.24
Biochemical Oxygen Demand (BOD)	tons/year	0.73
Total Suspended Solids (TSS)	tons/year	0.61

All wastewater, even if it is discharged into a sewage network, is tested by means of an accredited laboratory in order to observe the quality of the water discharged. The data on the wastewater is examined in detail, especially in terms of its pH, COD and BOD values and the levels of Nitrogen, Phosphorus, TSS and coliform bacteria.

The amounts of water withdrawal and discharge by source is presented in **Annex 11**.

13) A total of 354 smart meters belonging to 8 companies (Cimtas Pipe and Precision Machining, CCI, ENKA TC and all the ENKA Power plants) are being used to ensure that water consumption can be monitored in ENKA's subsidiaries. These are located at the main points of consumption, and particularly in operations like real estate buildings where consumption needs to be measured in separate sections.



Water Efficiency Efforts in 2022 ¹³

– Tengiz Oil Field Development Works

A total of 15,712 m³ of water was recovered and reused in 2022 as a result of the use of a package treatment system to treat the water from the toilets in the camp area.

At the same time, the old water lines on the project were renewed, leaks in the lines were repaired and the taps used in the camps were replaced with water-savings models. Moreover, the amount of water consumed was reduced by means of the drinking water treatment plant and the drip irrigation system utilised for watering the garden.

– Yandex Project

A sludge settling system has been put into use at the tyre-washing stations located at the entrances to the project used by vehicles, enabling the same water reused for the washing process again.

– Morava Corridor Motorway Project

The water used to wash vehicles on the equipment yard within the camp area is left to stand in a settling basin and then filtered and re-used in the watering of the project route to prevent dust.

– Çimtaş Precision Machining

The wastewater drained from the Level 2 Osmosis Water Treatment unit was analysed and the reusability of water was determined. By returning the drained water to the system again, the amount of piped water used in the Level 1 Osmosis treatment was reduced. Besides reducing the load on the water treatment system, a total of 788 m³ of water is being recycled annually.

– ENKATC

A water flow meter and an electronic water valve were installed on the fire pipeline, thus preventing the improper and uncontrolled use of this water in the Mall.

– CCI

Use is being made of protective chemicals to increase the efficiency of the water used in the building’s closed-circuit hot and cold water systems. In this way, the level of conductivity in the systems is kept under control and the system water can be used for a longer period. As a result, 4,500 m³ of water was saved in 2022.

– ENKA Power

In 2011, in order to minimise the water impacts of its electricity generation activities at its power plants in Adapazarı and Gebze, ENKA converted the water demineralisation facilities from an ultrafiltration system to a reverse osmosis system, thus increasing water efficiency and minimising the amount of groundwater used.

Besides the saving on groundwater, the amount of wastewater produced in the system, the consumption of chemicals, the indirect logistic emissions arising from the procurement of chemicals and the amount of contaminated waste produced were all reduced. The water monitoring system was also improved, and loss of water in the system was prevented by carrying out regular maintenance of the well and equipment.

Specifically:

- The commissioning of the reverse osmosis system extended the regeneration (renewal) periods 28 times, so reducing the amount of valuable and limited well water used.
- The amount of wastewater decreased due to the reduction in the use of water.

- With respect to hazardous chemical substances, the consumption of hydrochloric acid was reduced by 85% and the consumption of sodium hydroxide by 96%.

Through this project, a saving of 20,056 m³ was made in the amount of water used in 2022 by comparison with the amount that would have been used if the facilities had not been converted to the reverse osmosis system.

Meanwhile, the closed loop cooling system used at the ENKA power plants ensures the efficient use of water resources, since it operates by means of reusing the water without constantly withdrawing water from the natural environment.

The İzmir Power Plant, for its part, started to use demineralised water obtained from sea water by means of a desalination system as of August 2011, instead of water from a dam. As a result of this change, approximately 250,000 m³ per year of dam water was conserved and consequently the formation of about 50 tonnes of sludge cake annually was prevented. With the transition to the desalination system, the regeneration periods in the ion exchanger units were extended from one washing for every 516 m³ of production to one washing per 10,000 m³. This led to a substantial reduction in the consumption of hydrochloric acid and sodium hydroxide, chemicals used in the regeneration process. Moreover, the amount of demineralised water used for regeneration purposes was reduced approximately 20 times over.



WASTE MANAGEMENT

In the management of waste, ENKA adopts an integrated approach in conformity with the relevant legislation, international standards and ENKA’s own Sustainability and HSE Policies. Waste management is shaped in compliance with the requirements of the ISO 14001:2015 Environmental Management System and in line with the vision of continuous improvement and the principles of the circular economy. It is conducted under “Waste Management Plans” drawn up in adherence to the principles of waste hierarchy.

ENKA aims to increase resource efficiency by investing in new technology and equipment in order to reduce possible environmental impacts from waste generation; thus, it aims to prevent waste generation as much as possible in its operations. In cases where this is not possible, it prioritizes increasing recycling and reuse rates by increasing the efficiency of waste reduction and waste separation systems at the source. It ensures that non-recyclable wastes are disposed of with appropriate methods. In product or service purchasing processes, resource use, waste management and environmental impact are among the prequalification criteria.

In all operations the waste that results from the company’s activities is separated at source by type and the amounts are regularly measured and monitored. The amounts of waste generated at ENKA’s subsidiaries and projects in 2022, and the means by which they were disposed of, are summarised in the table in **Annex 12.**

Details of the leakages and spillages that occurred during the reporting year are given in the table below. All of the leakages were in the Tier-I and Tier-II categories. In all cases, the leakages and spillages were dealt with in accordance with the legislation.

Life Cycle Approach at Çimtaş

At Çimtaş, all the environmental impacts of a product throughout its life cycles are assessed, and projects are developed which encompass all processes including procurement, design, production and the use of the product by the customer and disposal.

Impact assessments have revealed that the greatest impact occurs at the stage of the production of raw materials. In order to reduce the impact arising from the production of raw materials, a circular economy perspective has been adopted, and projects have been developed to minimise the environmental impacts of products throughout their life cycles right from the design stage by designing them in such a way as to increase resource efficiency and reduce the amount of waste generated. Recyclable materials are selected as raw materials for products where this is possible.

Lean production techniques are applied for production processes, and all possible precautions are taken to minimise the use of



ENKA Group Leakage and Spillage Incidents

	TIER-I Less than 2 litres	TIER-II Between 2 litres – 20 m³	TIER-III More than 20 m³
Amount of Leakage & Spillage	4,8 litres	696 litres + 30m³	0
Number of Leakage & Spillage Incidents	5	26	0

natural resources and hence to reduce the resulting environmental impacts. Attention is paid to the environmental aspects of resources consumption and impact assessments are conducted. Consumptions are analysed, and kaizen and improvement studies are carried out with a view to reducing the levels of consumption to a minimum.

Energy evaluation is conducted when purchasing new machinery and equipment, and machinery and equipment with the lowest possible consumption are selected. Energy consumption assessments of existing machinery and equipment are conducted, improvement opportunities are searched and possible technological and/or operational improvement studies are carried out. When purchasing chemicals, the effects of the chemical substance on the environment and human health are investigated and the least harmful chemical substances are preferred.

To prevent and minimize the negative impacts on the environment of all waste from operations, waste is separated at the source and subsequently reused, recycled, and disposed of as specified in the legislation in force.

Waste Reduction Efforts in 2022

— Morava Corridor Motorway Project

The waste concrete collected from the project's concrete mixers and laboratory tests is put into moulds and reused for various project construction facades, such as building the walls of the indoor material storage area or paving the pavement roads that will be used by the camp workers. Thanks to this practice, 1,200 m³ of concrete has been reused so far.

Moreover, the surplus concrete from the concrete washout pits is crushed and used as filling material for the project access and side-roads.

The offcuts of the sheet metal used in the workshops are welded to pipes and re-used in earthworks.

The HDPE pipes and reinforcing bars left over from the other activities of the project are reused in landscaping or storage areas.

Tires that are worn out and whose tread is below the acceptable limit are coated and made suitable for re-use, within the scope of an agreement with a company working on this subject; thus, tire consumption and thus the amount of waste are reduced.

The project produces its own cationic emulsions. Accordingly, only the amounts of emulsion needed are produced and used. This leads to a reduction in waste as well as efficient use of resources.

The waste oil in the machinery and equipment maintenance channel is collected and the different types of oils are separated using a waste oil collection trolley fitted with a filter. Following independent laboratory tests, the waste oils in these tanks is delivered to an accredited waste oil firm.

— Yandex Project

In the project, a Material Efficiency Plan was created and put into use, aiming to increase

material efficiency, protect the materials entering the field, reduce energy and resource consumption, and guide the project in these matters, in order to ensure compliance with BREEAM standards. In the process that followed, a Green Procurement Plan was created in the project.

By making it obligatory for all wood products to be used in the project, including paper, chipboard, and timber, to be FSC certified; it is planned to contribute to the prevention of unauthorized and unplanned tree cutting.

About 90% of the waste wood, scrap metals (rebar, cables, and other metal waste) and cardboard waste generated on the project is separated and dispatched for recycling. Similarly, the waste engine oils which the project produces are collected and delivered to a certified waste oil firm for recycling.

The great majority of the project's concrete wastes are separated and reused by arrangement with a certified firm.

— Tengiz Oil Field Development Project

The use of concentrated cleaning agents throughout the project has resulted in the generation of 36,600 fewer items of plastic packaging waste. It has also brought about

a 60% reduction in the amount of chemical cleaning agents in the wastewater.

The use of a food waste dryer in the project canteen has reduced the volume of the waste by 75%.

Concrete molds, which were produced incorrectly and could not be used in the project production, were benefited by using them in the construction of the walkway.

— ENKA Kocaeli Schools

Assessment of Waste and the Removal and Recovery of the Heavy Metal Copper from Wastewater Project – The waste water generated by industry is a cause of heavy metal pollution. The heavy metals in the water have a toxic effect which leads to various diseases in aquatic creatures. This project aimed to initiate projects and studies for the purpose of making use of the waste shells of sea creatures consumed in Türkiye, reducing the costs of expensive chitin and chitosan by obtaining them organically and with maximum efficiency from waste prawn shells, producing new-generation, environment-friendly column filling materials using limestone, zeolite, waste nutshells and chitosan, which have the property of cleaning heavy metals in waste waters, removing and regaining the copper in waste water with this filling materials in the laboratory environment, and regenerating the column milling material obtained and using it in industry.

As a result of the project, the column filling material obtained by natural means was found to be harmless to nature and economical, with a high biosorption potential and no toxic effects, to be biocompatible and biodegradable, and hence to display high copper retention percentages in ion exchanger microcolumns. This low-cost, high-efficiency column filling material was used in the



laboratory environment in the processes of removing and regaining the copper from wastewater taken from a metal coating plant in the IMES Organised Industrial Zone. Projects and studies were commenced with a view to the use of the column filling material prepared in the laboratory environment in industrial plants.



Stakeholder Aspect

Özgür Köse Project HSE Superintendent and Sustainability Officer

Everybody we love and know lives here, on planet Earth. But with its ever-growing population and consumption of resources, the needs of our pale blue dot are changing day by day. Revising our traditional habits and adopting environmental and sustainable approaches has now become an imperative rather than a necessity.

In the construction sector, therefore, demand for green or environment-friendly buildings is on the rise. When it comes to meeting this demand, companies which have adopted an environment-friendly and sustainable approach, and which

continuously enhance their routine practices from this perspective, are already one step ahead.

In the green building project which ENKA is carrying out as part of our Environmental and Sustainability Management processes, we consider awareness about sustainability and the environment to start with the individuals. Consequently, all personnel are provided with Sustainability Awareness and Code of Business Conduct & Ethics training.

In order to refresh and sharpen our focus on the environment and sustainability, we have held workshops to determine specific targets, to identify measurable performance indicators that quantify the progress we intend to make, and to plan our activities for achieving these targets. As a result of the training and practices which we have planned and implemented, we have witnessed a 50% improvement in waste separation and reduction. Through the use of LED lighting alone we have been able to achieve a 55% reduction in Scope-2 emissions.

These goals we have set are our direction and the assurance that the internalization of the sustainability approach throughout the project is much more than a promise for us. As we all join hands to understand what is needed, and to keep improving our processes for conducting our activities with the least possible impact on the environment, we are motivated not just by the pressure to fulfil requirements but by our conscientious responsibility.

BIODIVERSITY

ENKA avoids all kinds of activities that could have a negative impact on local biological diversity. In accordance with its **Biodiversity Policy**,¹⁴ it takes all the necessary measures to protect the existing flora and fauna and manage any impacts it may have on them in all of its activities. These measures include the development of Environmental Impact Assessment (EIA) reports for the projects to be carried out, the identification of the flora and fauna within the project impact area, and the identification of measures to be applied to protect them. These measures are implemented throughout the duration of each project and required monitoring and measuring activities are carried out in line with the project-specific Biodiversity Management and Action Plans. The major activities carried out for the protection of biodiversity at ENKA İnşaat projects in line with the Biodiversity Management and Action Plans in 2022 were as follows.

Nassau Cruise Port Marine Works Project

When commencing the Nassau Cruise Port Marine Works Project on the Prince George Wharf in the Bahamas, ENKA ensured that the sea turtles that are of great importance for the region's ecosystem and the local culture were transported to safe locations. In the same way, the trees on the project site which are classed as protected species (31 Mahogany trees, 2 Guaiacum trees and 1 Guapira tree) were identified before the construction work begun and were transported to the premises of

various state schools on the island and planted there. All trees have been confirmed to be alive after transplanting.

Corals are known as critical components of the tropical marine ecosystem of the Bahamas as they are able to build reef structures that support high biodiversity. Corals that were detected in the impact area of the project were removed from the seabed and harbor walls and relocated at suitable alternative habitats. With the support from experts of Perry Institute of Marine Sciences (PIMS), approximately 700 reefmaking stony corals (*Pseudodiploria* sp., *Orbicella* sp., *Porites astreoides*) ranging in size from 10 cm to 1 m were removed from the seabed and harbor walls and transported to suitable habitats.

Monitoring program for displaced corals has been maintained at 1-month, 3-months, 6-months, 9-months, and 12-months time intervals. The program includes monitoring of corals after relocation, the health status of reconnected coral colonies, colonization at the resettlement region, the number of reef fish associated with the resettlement region, and the number of surviving colonies. Within the scope of the project, more than 1,965 coral colonies were relocated between November 2020 and February 2021. Of these colonies, 50 were tagged and then measured and monitored. Among the tagged colonies, 46% were found to be healthy, 16% were found to have been affected by SCTLD¹⁵ and 2% were found to have been dislodged and lost. The monitoring and photomosaic studies showed that SCTLD had the greatest impact on the health of the corals, but that 1,001 of the corals transported had not been affected by this disease and were in healthy condition.

¹⁴) <https://www.enka.com/sustainability/home/health-safety-environment/environment-management-approach-policy/>

¹⁵) Stone Colony Tissue Loss Disease

Morava Corridor Motorway Project

An Environmental and Social Impact Assessment (ESIA) was carried out for the Morava Corridor Motorway Project in 2019 in line with the requirements of the International Finance Corporation (IFC) and Multilateral Investment Guarantee Agency (MIGA). The project activities are going ahead in accordance with the outputs of this assessment. At the start of the Project, 9 pre-construction surveys and two "Bird Breeding and Wintering" surveys were conducted with the support of an expert consultancy company.

A habitat mapping exercise was conducted in order to be able to analyse the potential impact in the project area. The mapping process identified the zones corresponding to three main habitat classifications – namely; critical, natural and modified – along with their subcategories.

Based on the habitat map, ground-truthing, degradation and pre-construction screening studies were conducted by experts on the site before any field activities commenced. Through ground truthing, the impact assessment for the use of the area is being monitored constantly, allowing for any negative environmental impact to be minimised. The degradation and pre-construction site screenings result in reductions in the environmental impact of the project through activities such as:

- The creation of a buffer zone around any area in which an active nest or litter is found for any type of fauna or a protected species is identified;
- The adoption of impact reduction measures for biodiversity under expert supervision, and

- The relocation and monitoring under expert supervision of aquatic organisms found in lakes, ponds and waterways.

In 2022, an active bird's nest was identified among the equipment on the project. The area was protected until the eggs in the nest hatched and the fledglings left the nest. Monitoring and measurement work continues within the impact area of the project. Reports are made regularly and audited in the framework of the annual audit plans.

Tengiz Projects

Within the projects carried out in the Tengiz region of Kazakhstan, biodiversity management works are carried out in accordance with both the regulation of the Republic of Kazakhstan and the requirements of the IFC. In the Tengiz region, which is located within the habitats of 34 mammalian, 350 invertebrates, 10 reptiles and 192 bird species, the Step Eagle (*Aquila Nipalensis*), an endangered specie, has been observed. Consequently, a decision was taken under which all the power lines installed for activities in the Tengiz region have been specially designed to prevent birds being electrocuted. In addition, weekly field inspections are carried out throughout the bird migration season to record any significant bird activity within or in the vicinity of the work site, with a view to taking any measures necessary to reduce the potential impacts of the project. Meanwhile, in-project training courses are delivered to raise the awareness of the employees about such matters.

Hisarönü Bay Cleaning Operations

Since 2011, ENKA has been supporting the cleaning efforts carried out by DenizTemiz/ TURMEPA Association in the Hisarönü Bay in the district of Marmaris in Muğla, Türkiye. DenizTemiz Association/TURMEPA contributes to reducing the environmental footprint of marine tourism and rebuilding the fish population by collecting thousands of tons of liquid waste by mobile waste collection boats in the bays frequently visited by yacht and touristic boat owners. These efforts also supports the following Sustainable Development Goals (SDG): Clean Water and Sanitation (SDG 6), Climate Action (SDG 13), Life Below Water (SDG 14), Life on Land (SDG 15) and Partnerships for the Goals (SDG 17).

The TURMEPA D-MARIN, a liquid waste collecting boat, continued its activities with the support of ENKA Foundation at regions in Hisarönü Bay which are highly visited by yacht and boat owners. Hisarönü Bay is a valuable region in the Mediterranean basin, especially in terms of the protected sea meadows (*Posidonia oceanica*) as well as many economic and endemic fish species living in their habitat. Among these fish species in the region are red mullet (*Mullus barbatus*), Mediterranean barracuda (*Sphyrna sphyraena*), greater amberjack (*Seriola dumerili*), coral (*Pagellus erythrinus*), dentex (*Dentex dentex*), striped red mullet (*Mullus surmuletus*), Atlantic bonito (*Sarda sarda*), swordfish (*Xiphias gladius*) and scallops (*Epinephelus aeneus*).

The unique biodiversity of the Mediterranean is at great risk of becoming fragile due to several reasons, including increasing tourism pressure, drought, global warming, rising sea level, coastal erosion. The wastewater which some boats discharge into the sea is damaging to biodiversity by causing the oxygen level of the seawater to decline.

The wastewater collection service offered by TURMEPA, with the support of ENKA, ensures that discharge of wastewater into the sea is prevented, that the marine ecosystem remains healthy, and that the marine system creates a healthy and clean environment for marine life. TURMEPA D-MARIN boat collected approximately 816,672 liters of waste from 1,801 boats during the summer season. The amount of waste collected with the support of the ENKA Foundation was approximately 204,168 liters. This amount is equivalent to the wastewater generated daily by 1.086 people. Collection of such wastewater ensured to keep 1,6 million liters of seawater clean and provided support to flora protection activities.

ENVIRONMENT-FRIENDLY PROJECTS

Although sustainability has long been a priority for ENKA, efforts continue to disseminate it more widely and develop it further within the culture, decision-making mechanisms and daily operations of the organisation. Although it will take time to define all operations as “fully sustainable”, ENKA has created a systematic, target-based and collaborative roadmap in this regard. Accordingly, ENKA is updating the decision-making processes for the investments it will make so that all evaluations of possible investments take into account the conformity of the investment in question with ENKA’s sustainability strategy.

Having started out with the goal of ensuring that its activities have no negative impacts on human health and nature, ENKA makes maximum use of its expertise, science and technology in its investments. Particularly over the past ten years, ENKA has carried out work on converting its old buildings into more environment-friendly new buildings that also meet modern requirements. Among these projects, the Kuntsevo Plaza Project, which was commissioned for operation in 2015, won the first Russian Green Building Certificate (the Green Standard) in 2013 and the Kashirskaya Plaza Multifunctional Trade Project, which was completed in 2018 in Moscow, has also received the Russian Green Building Certificate.

Fourteen of the projects which ENKA has completed to date have been awarded LEED or equivalent green building certificates. The ongoing Yandex Headquarters Project is being built in accordance with the Building Research Establishment Environmental Assessment Method (BREEAM) standards.

Besides designing and constructing its projects safely, cost-effectively and on time, ENKA is considered by its customers as a business partner that can contribute to their own sustainability strategies and goals through the sustainable solutions which it offers with its environmental and social sustainability approach. While working on key projects for supplying cleaner energy, transforming cities through greener buildings and constructing resilient infrastructure, the company is also cooperating with its customers for the sustainable development of societies and reducing environmental impact.



In the fight against climate change, the energy sector’s transition to a low-carbon growth process and the acceleration of efforts in this direction play a vital role. However, considering the future of the energy sector, for safe energy supply, it is crucial to use of relatively clean-burning, constantly available and more reliable types of fuel efficiently, such as natural gas. ENKA considers natural gas as an important transition energy and uses its power plant design, engineering and construction experience for transition from coal and to transform open single-phase cycle natural gas power plants into much more modern and efficient dual-phase combined cycle power plants. This way, electricity production per unit of fuel and plant efficiency are increased and environmental impacts are reduced, and a secure energy supply is ensured. ENKA also prioritizes efficiency and low emission criteria in all of its energy projects.

With its availability, natural gas plays a vital role for decarbonization of the power generation, since natural gas releases almost half the greenhouse gas emissions compared to coal. With its expertise as an EPCC contractor, it is ENKA’s strategy to support the transition of the energy sector to a low carbon system and shift from coal through contracting combined cycle natural gas power plant projects.

ENKA aims to turn every one of its projects into an opportunity for climate response. At the planning stage of every project, ENKA sets sustainability goals that encompass Scope 1 and Scope 2 reduction targets, and develops best practices for reducing Scope 3 emissions. As a result, it is carrying out sustainable EPC projects.

When the ongoing Dradenau Combined Heat and Power Plant Project in Hamburg is completed, it will have a very high net fuel efficiency of 92%. The project incorporates various heat exchangers for heat recovery and utilization. At peak load, the plant will be able to provide 360 MW of thermal energy for district heating or 182 MW of electricity plus 210 MW of thermal energy.

This high fuel efficiency is made possible with a very high level of heat integration, which results in extremely low emissions per kWh of energy utilized. Heat Recovery Steam Generators (HRSG) are fitted with duct firing and the Gas Steam Generator (GSG) is designed with fresh air firing and electrical steam generator provides extra flexibility. The plant can provide the highest district heating load even with low electricity demand. Furthermore, the Dradenau plant is also designed such that it will be able to store 2400 MWh thermal energy in the form of hot water storage. The plant design is also carried out in such a way enabling that 30% of Hydrogen can be mixed with natural gas, which is its normal fuel. In such a project, which will already have a very high efficiency, carbon emissions will be minimized with introduction of the process of mixing the Hydrogen with natural gas. All these flexible design features will enable a sustainable district heating system with very high reliability.

Detailed engineering, procurement, construction and commissioning works are being carried out for three water treatment unit lines, an oily wastewater tank, a control building, transfer pumps and all auxiliary systems within the scope of the Produced Water Facility (PW2) project in Iraq. Petroleum mixed with water comes out from the drilling wells in the project region. Petroleum containing wastewater has many components, including primarily oil and grease, sulfide, metals and suspended and dissolved solids, and these substances pose a threat to the soil, water and air, and living organisms in particular. Under normal conditions, such wastewater is returned to the desert environment by the oil drilling or processing parties, whereas in this project the wastewater will be sent to the PW2 facility at which petroleum products and water will be separated to send the petroleum to the oil processing facility through a separate line. The sludge in the remaining water will be settled in tanks and will be separated as waste. Thus, the remaining water can be returned to the system as recovered water and reused in the oil drilling process. By returning the water to the system again, it will be prevented to withdraw clean water from the river each time for the oil drilling process.

ENKA also includes sustainability criteria in its decision-making processes in business development activities. It takes its sustainability strategy and targets for combating climate change into consideration when selecting the tenders it will enter and the projects for which it will bid. In this context, it is looking out

for opportunities to add solar power, energy storage, carbon capture and storage, and hydrogen projects to its project portfolio. ENKA’s support of the transition to renewable energies and a low carbon economy, which contributes to a more sustainable future, continues with the production of wind turbine towers and parts at Çimtaş Steel. Çimtaş Steel has improved its own wind tower production records with the capacity increases realized in its facilities to meet the near-term demands in the sector. With 42,000 tons at the Gemlik facility and 58,000 tons at Çimtaş Module and Shipyard located in the Kocaeli Free Zone, Çimtaş Steel reached 100,000 tons in 2022 and renewed its wind tower production record. While 90% of the production is exported, shipments are mainly made to Northern and Western European countries.

In addition to the manufacture of wind turbine towers, the company has been cooperating with Enercon on the manufacture of wind turbine parts since 2017. The number of 6 m and 9 m precision-machined and narrow toleranced, direct-drive turbine rotor and stator sets, which have been manufactured in this context has reached 1,100 items in total. Çimtaş Steel is currently mass producing the 6 m diameter EP2-type for shipment to Portugal in the first quarter of 2023.

At the end of 2022, Çimtaş Steel completed an internal investment in the use of solar power in its facilities. As a result, the level of greenhouse gas emissions per unit of production will be significantly reduced in all its projects, and it will be able to offer its customers products that are more environment-friendly and sustainable.

MORE ON OUR GLOBAL SUSTAINABILITY TARGETS

Target	2021 Performance	2022 Performance
To decrease our blue water footprint, we plan on realizing at least 2 projects that aim water reuse within ENKA Group.	2 projects were conducted.	2 projects were conducted.
Working with diligence, we are committed to never encountering a Tier III (>20m³) environmental incident in any ENKA subsidiary.	Target has been met.	Target has been met.
Addressing the needs of our planet, we intend to conduct at least 2 projects within ENKA Group to increase renewable energy use.	2 projects were conducted.	4 projects were conducted.
We strive to decrease our carbon footprint and commit to contributing to carbon offsetting by supporting at least 1 forestation project ever year.	2 projects were conducted.	2 projects were conducted.
As ENKA Group, we intend to never compromise from our policy that banned plastic bottle usage.	The goal was achieved locally due to pandemic measures	The policy of banning plastic bottles has been gradually reapplied.

ANNEXES

#MoreThanAPromise



Annex 1: Independent Assurance Statement



(Convenience translation of an integrated annual report and non-financial independent assurance report originally issued in Turkish)

Building a better working world

Independent Assurance Report

To the Management of Enka İnşaat ve Sanayi Anonim Şirketi
İstanbul, Türkiye

This independence assurance report is intended solely for the management of for the purpose of reporting on The Selected Sustainability Information ('Selected Information') for Enka İnşaat ve Sanayi Anonim Şirketi ('ENKA') in its ENKA 2022 Sustainability Report ('the Sustainability Report') that has been prepared by the ENKA for the one-year period from 1 January 2022 to 31 December 2022.

Subject Matter Information and Applicable Criteria

In line with the request of the ENKA, our responsibility is to provide limited assurance in accordance with the Selected Indicators listed below within the scope of Annex 8: ENKA Lost Days and Work Incidents 2022 Performance, Annex 9: ENKA Group Energy and Fuel Consumption, Annex 10: ENKA Group Scope 1, Scope 2 and Scope 3 in 2022 and Annex 11: ENKA Group Amount of Water Withdrawal between the pages 159, 160, 161, 162, 163 of the Sustainability Report prepared in accordance with the Global Reporting Initiative Standards ('GRI Standards').

The Scope of Our Assurance

The scope of our assurance is limited to the indicators listed in the Selected Information list shown below, which are reported as social indicators and environmental indicators on pages 114, 122, 124, 159, 160, 161, 162, and 163 of the Sustainability Report.

Social Indicators

- Incident Frequency Ratio (employee and subcontractor)
- Number of work-related deaths

Environmental Indicators

- Energy consumption (electricity, natural gas, lignite, gasoline, diesel, heating fuel) (GJ)
- Water withdrawal (m³)
- Total yearly Scope 1 greenhouse gas emissions (natural gas, lignite, gasoline, diesel, heating fuel, refrigerant gases, and fire extinguishers) (tonnes of CO₂e)
- Total yearly Scope 2 greenhouse gas emissions (Electricity) (tonnes of CO₂e)

ENKA's Responsibilities

ENKA's management is responsible for the preparation, collection, and presentation of the Selected Information in accordance with the GRI Standards. In addition, ENKA's management is responsible for ensuring that the documentation provided to the practitioner is complete and accurate. ENKA's management is also responsible for maintaining the internal control system that reasonably ensures that the documentation and information described above are free from material misstatements, whether due to fraud or error.

Our Responsibilities

We conducted our assurance engagement in accordance with the International Assurance Engagement Standard (AES) 3000 Revised, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, and AES 3410, Assurance Engagements on Greenhouse Gas Statements which is a part of the Turkish Auditing Standards as issued by the Public Oversight Accounting and Auditing Standards Authority of Türkiye (POA). These regulations require that we comply with the ethical standards and plan and perform our assurance engagement to obtain limited assurance about the Selected Information.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence, and due care, confidentiality, and professional behavior.

Our firm applies the International Standard on Quality Control 1 (ISQC 1) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

The procedures selected depend on the practitioner's judgment. The procedures include, in particular, inquiry of the personnel responsible for collecting and reporting on the Selected Information and additional procedures aimed at obtaining evidence about the Selected Information.

Procedures Applied

In respect of the Selected Information mentioned above the procedures performed include the following procedures:

- Interviewed select key senior personnel of the ENKA to understand the current processes in place for capturing the Selected Information pertaining to the reporting period;
- Reviewed Selected Information with online communications covering ENKA locations; as well as reviewed pertaining, against the evidence on a sample basis;
- Undertook substantive testing, on a sample basis, of the Selected Information;
- Used the ENKA's internal documentation to evaluate and measure the Selected Information;
- Evaluated the design and implementation of key processes and controls over the Selected Information;
- Re-performed, on a sample basis, calculations used to prepare the Selected Information for the reporting period.
- Evaluated the disclosure and presentation of the Selected Information in the Sustainability Report.

Our Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information for the year ended December 31, 2022, has not been prepared in all material respects, in accordance with the requirements of GRI Standards.

Limitations

We permit this report to be disclosed in ENKA 2022 Sustainability Report for the year ended 31 December 2022, to enable the management of Enka İnşaat ve Sanayi Anonim Şirketi to show they have addressed their governance responsibilities by obtaining an independent assurance report in connection with the Selected Information. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than the ENKA for our work, for this independent limited assurance report, or for the conclusions we have reached.

Guney Bagimsiz Denetim ve Serbest Muhasebeci Mali Musavirlik Anonim Şirketi
A member firm of Ernst & Young Global Limited


Zeynep Okuyan Özdemir, SMMM
Partner
8 May 2023
İstanbul, Türkiye

Annex 2: ENKA 2022 Financial Indicators**

Net Sales Income	3,730,788,400 USD
Liabilities	2,034,097,291 USD
Own Resources	6,546,438,275 USD
Economic Value Directly Produced*	
Construction	1,932,593,579 USD
Real Estate Rental	344,241,108 USD
Trade	246,578,201 USD
Energy	1,297,504,201 USD
Total	3,730,788,400 USD
Economic Value Distributed	
Sales, Distribution and Marketing Costs	22,292,386 USD
General Administrative Expenses	87,724,272 USD
Benefits to Employees	
Salaries	251,661,000 USD
Social Security Expenditures	58,773,000 USD
Other Benefits	4,965,000 USD
Total	315,399,000 USD
Total Tax Expenditures	121,788,726 USD
Tax Reductions	
Income Tax	16,147,759 TL
Social Security Premiums	3,855,858 TL
Corporation Tax	138,455,352 TL
Total	158,458,969 TL
Payments To Capital Owners	
To Holders of Ordinary Shares	3,823,320,000 TL
To Holders of Preference Shares	61,026,000 TL
Total	3,884,346,000 TL

*As the percentage figures are pre-elimination of double-counting between business segments, their total exceeds 100%.

**Based on the financial statements prepared in accordance with the Turkish Financial Reporting Standards (TFRS) put into effect by the Public Oversight, Accounting and Auditing Standards Authority (KGK).

Annex 3: Stakeholder Communication of ENKA

Stakeholders	Communication Platform	Communication Frequency
EMPLOYEES (ENKA employees, other employees working on behalf of ENKA)	Websites	Continuous
	Social Media	Continuous
	Newsletters – Sustainability and Compliance, OHS, Environment, Quality Management Systems, Information Security, Human Resources, General Announcements, Lessons Learned and Best Practices	Continuous
	ENKA Academy	Continuous
	Employee Loyalty and Satisfaction Survey	Once in every two years
	Ethics and Compliance Audits, Audits	Periodic
	Ethics Hotline, Other Reporting Mechanisms, Project Grievance Mechanisms	Continuous
	Information Security Incident Notification Form	Continuous
	Employee Volunteering Program	Continuous
CUSTOMERS (Investors, Project Owners, etc.)	Customer Satisfaction Survey	Upon the completion of projects
	Websites	Continuous
	Social Media	Continuous
	Annual Reports	Once a year
	Sustainability Reports, CDP Reports	Once a year
	ENKA Document Management System	Continuous
	Meetings	Periodic
	Ethics Hotline, Other Reporting Mechanisms, Project Grievance Mechanisms	Continuous
BUSINESS PARTNERS (Suppliers, Subcontractors, Manufacturers, Joint Ventures, 3 rd Party Auditing Firms, Insurance Companies, Logistics Firms, Service Providers, Consultancy Companies, Distributors, etc.)	Websites	Continuous
	ENKA Academy	In line with the training plan
	Online Company Portals (EGVN, EGPS, EGFS, EDMS, etc.)	Continuous
	Evaluation Surveys	Several times a year
	ENKA Code of Business Conduct and ENKA Supplier Code of Conduct	Before starting new contracts/jobs
	Management Systems Audits	Periodic
	ENKA Document Management System	Continuous
	Meetings	Periodic
	Ethics Hotline, Other Reporting Mechanisms, Project Grievance Mechanisms	Continuous
	Audits	Periodic
	Sustainability Reports, CDP Reports	Once a year
SHAREHOLDERS (Partners, Investors)	General Assembly	At least once a year
	Websites	Continuous
	Annual Reports	Once a year
	Sustainability Reports, CDP Reports	Once a year
	Material Disclosures, Financial Reports, Periodic Disclosures (Public Disclosure Platform – KAP)	As required by the related disclosure
	Meetings	Continuous
	Ethics Hotline and Other Reporting Mechanisms	Continuous



Stakeholders	Communication Platform	Communication Frequency
SOCIAL STAKEHOLDERS (Local Communities, NGOs, the Media)	Websites	Continuous
	Media, Social Media	Continuous
	Annual Reports	Once a year
	Sustainability Reports, CDP Reports	Once a year
	Meetings, Working Groups	Periodic
	Ethics Hotline, Other Reporting Mechanisms, Project Grievance Mechanisms	Continuous
	Events, Panels and Joint Projects	Periodic
PUBLIC INSTITUTIONS (Governments, Local Administrations, Universities and Academic Institutions, Tax Authorities)	Memberships	Periodic
	Annual Reports	Once a year
	Websites	Continuous
	Periodic Disclosures (Public Disclosure Platform – KAP)	Periodic
	Sustainability Reports, CDP Reports	Once a year
	Meetings	Periodic
	Official Correspondences	Continuous
	Audits	Periodic
	Memberships	Monthly
	Career Days, Events of University Clubs and Societies	Periodic
	Conferences and Panels	Periodic

Annex 4: Memberships of ENKA İnşaat and its Subsidiaries

Organizations that ENKA İnşaat is a member of	ENKA Pazarlama is a member of
• Foreign Economic Relations Board of Türkiye • Turkish Contractors Association • Turkish Employers’ Association of Construction Industries • Turkish Exporters Assembly • Turkish Industry and Business Association (TÜSİAD) • Business Council for Sustainable Development Türkiye (BCSD Türkiye) • Ethics and Reputation Society of Türkiye (TEİD) • British Safety Council • Turkish Investor Relations Society (TÜYİD) • Turkish Road Association (TRA) • İstanbul Chamber of Commerce • German-Turkish Chamber of Commerce and Industry • Private Sector Volunteers Association (ÖSGD) • The International Powered Access Federation (IPAF) • University Industry Cooperation Centers Platform (ÜSİMP) • Corporate Governance Association of Türkiye (TKYD)	• Turkish Construction Equipment Distributors’ and Manufacturers’ Association (İMDER) • Materials Handling, Storage & Industrial Equipment Association of Türkiye (İSDER) • Foreign Economic Relations Board of Türkiye (DEİK) • Turkish Statistical Institute (TÜİK) • İstanbul Chamber of Commerce • Turkish Employers’ Association of Construction Industries • Yacht and Boat Industry Association (YATED)



Kasktaş is a member of	ENKA Power is a member of
• Chamber of Civil Engineers (İMO) • Soil Mechanics and Geotechnical Engineering Association (ZMGM) • European Federation of Foundation Contractors (EFFC) • International Society of Soil Mechanics and Geotechnical Engineering (ISSMGE) • American Society of Civil Engineers (ASCE) • Deep Foundations Institute (DFI)	• İstanbul Mineral and Metals Exporters’ Association • İstanbul Chamber of Industry • İstanbul Chamber of Commerce • Sakarya Chamber of Commerce and Industry • Aegean Region Chamber of Industry • Electricity Manufacturers Association • World Energy Council Turkish National Committee
Çimtaş Steel, Pipe, Module and Shipyard and Precision Machining are members of	Cimtas Ningbo is a member of
• German-Turkish Chamber of Industry and Commerce • Türkiye Quality Association (KALDER) • People Management Association of Türkiye (PerYön) • Steel Construction Institute • İstanbul Chamber of Commerce • İstanbul Chamber of Industry • Gemlik Chamber of Commerce and Industry • Kocaeli Chamber of Commerce and Industry • Chamber of Shipping (İMEAK) • SAHA İstanbul Defense and Aerospace Cluster Association • American Welding Society (AWS) • Leadership in Energy and Environmental Design (LEED) • Human Resources Solidarity Association (İKDAY) • Turkish Shipbuilders’ Association (GİSBİR) • Kocaeli Free Zone Shipyards Association (KOSTBİR) • Bursa Aerospace and Defense Cluster Association (BASDEC) • Turkish Employers' Association of Metal Industries (MESS) • Uludag Exporters' Association (UİB) • US Chamber of Commerce	• US Chamber of Commerce • American Society for Quality • China Lean Enterprise • Ningbo Welding Association • Liaoning Welding Association • The Committee of Liaoyang Technical School Consultation • Special Equipment Association • American Welding Society • American Society of Nondestructive Testing • Green Building Council
	CCI is a member of
	• CRE Russia (Commercial Real Estate Russia) • BREEAM In-Use
MKH is a member of	ENKA TC is a member of
• Association of European Business • US Chamber of Commerce	• Russian Council of Shopping Centers (RCSC) • Green Building Council Russia (Premium) (RUGBC) • Moscow Investors Club

Annex 5: 2022 Sustainability Risks and Mitigation Actions

Risk Factor	Risk Description and Risk Management	Relevant Report Section	Probability	Potential Impact
Economic, Political and Geopolitical Situations	Global economic, political and geopolitical developments, together with their economic and social impacts, have created many new uncertainties for the business community and introduced new risks. This situation has affected the processes of business development and acquiring new projects. Equally, it has led to delays in ongoing projects and created needs for new logistical arrangements in the procurement of materials. The Early Identification of Risks Committee and Risk Management Working Group are monitoring all the changes and determining the adjustments that need to be made to internal company procedures and processes.	Corporate Governance, Structure and Committees	High	High
	The impacts of the important changes which have occurred in the area of economic and commercial sanctions were managed from March onwards by preparing more comprehensive, longer-term procurement plans containing a wider range of alternatives. The currency fluctuations that occurred in the course of the year, and the resulting changes in prices, were countered in the same way. As part of this process, adjustments were made in contract management while crisis management and business continuity plans were updated.	Responsible Supply Chain Management		
Climate Change	National and international ESG and sustainability indices, assessment agencies and investors increasingly expect companies to have a strategy in place to combat climate change, and to carry out activities into the transition to a low carbon economy.	Our Planet	High	High
	The Global Risks Report 2022 of the World Economic Forum also emphasizes climate change-related environmental risks. In addition, the potential risks associated with new legislation are evaluated based on developments such as the European Union (EU) Green Deal and the EU Emissions Trading System, as well as Turkey's recent ratification of the Paris Agreement. Accordingly: • Physical risk assessments have been conducted considering the regions in which ENKA operates, as well as climate-related hazards, such as extreme weather conditions, natural disasters and water stress, and their associated effects. • ENKA's sustainability goals have been reviewed and its targets for combating climate change and reducing emissions have been revised. • Environmental management systems have been reviewed and the company has maintained its commitments to reduce its use of natural resources and the amount of waste generated, to increase energy efficiency and to invest in renewable energy. • Collaborations have been developed to combat climate change and its direct and indirect impacts.			
Combating Corruption and Conflicts of Interest	The rankings of the regions in which ENKA operates, in the international corruption and bribery indices bring the risks of bribery and corruption to the forefront. In addition to this, the year-on-year increase seen in the number of conflicts of interest cases reported to the company's reporting channels has resulted in this issue being considered among the prominent risk areas in 2022. Accordingly: • ENKA Code of Business Conduct training was updated and training was provided across the whole group. • In addition to the general training on the Code of Business Conduct, specific ethics and compliance training was provided to executives. • In addition to financial audits, Ethics & Compliance audits continued with an expanded scope.	Ethics and Compliance Program	Medium	High

Risk Factor	Risk Description and Risk Management	Relevant Report Section	Probability	Potential Impact
Information Security and Cyber Security	Information security risks have become more and more critical with the expansion of the use of digital applications in all processes. They continue to be regarded as one of the priority risks. In this context, ENKA: • Continues to implement and further develop its information security management system, the compliance of which with the ISO 27001 standard has been certified. • Continues to provide information security training to all its employees, taking account of the risks that have been identified. • Includes information security in the scope of its internal audits.	Information Security Management System	Medium	Medium
Attracting and Retaining Talents	Competition is increasing day by day in order to employ talented and successful employees in companies in the countries and sectors where ENKA operates. In order for ENKA employees to continue their employment and to include new talents in the teams, the development opportunities offered by the company to the employees are improved and the communication channels that will increase the involvement of the employees in the decision-making mechanisms are diversified.	Our People and Community	Medium	Medium
Human Rights in Supply Chains	When the sectoral and regional distribution of the company's supply chain is assessed, it has been identified that there are risks related to human rights. The potential impact of a possible violation in the supply chain on the company's reputation has also been assessed. Accordingly: • ENKA Supplier Code of Conduct has been revised. • Ethics and Compliance audits continue to be conducted with an expanding scope. • Human rights is used as an important criterion in the prequalification and performance evaluations of suppliers. • Supplier audits are conducted which include assessments of their compliance with human rights.	Ethics and Compliance Program Responsible Supply Chain Management	Medium	Low
Pandemic	Throughout ENKA, the levels of the measures taken vis-a-vis COVID-19 were lowered in 2022 as the impact of the pandemic started to wane. ENKA is continuing to conduct the activities which it launched in 2020 in order to protect its employees from health risks related to the pandemic in line with its Pandemic Management Plan, which is revised continuously.	Employee Health	Low	Medium

Annex 6: Direct Contribution to Economies in Regions with the Highest Local Procurement

Country	Total Local Procurement Value
Russia	> USD 365 million
Serbia	>USD 164 million
Germany	>USD 88 million

Annex 7: Employee Data

(Data of the companies included in the report as of December 31, 2022)



	Blue Collar		White Collar	
	Female	Male	Female	Male
Number of Employees	656	13,998	1,391	3,600
Ratio (%)	3.3%	71.3%	7.1%	18.3%
Total	19,645			

Employee Profile by Age Distribution

	Blue Collar		White Collar	
	Number	Ratio	Number	Ratio
Age				
< 30	3,588	18.3%	1,206	6.1%
30 - 50	9,475	48.2%	3,163	16.1%
> 50	1,592	8.1%	621	3.2%
Total	14,655	74.6%	4,990	25.4%

Number and Ratio of Employees with Disabilities*

	Blue Collar		White Collar	
	Number	Ratio	Number	Ratio
Number of Employees with Disabilities	58	0.30%	51	0.26%

*This section covers all employees, including overseas projects and subsidiaries. This is not the ratio for Türkiye operations only.

Number of Employees by Contract Type with Gender Breakdown

	Female	Male
Permanent	1,026	4,684
Temporary	1,021	12,914

Number of Employees by Contract Type with Country Breakdown

	Permanent	Temporary
Türkiye	3,940	635
Kazakhstan	178	4,890
Russian Federation	916	2,733
Serbia	159	2,553
Mexico	40	1,219
The Bahamas	60	705
China	156	187
Iraq	62	248
Libya	100	123
Kenya	11	180
Sri Lanka	5	165
Paraguay	12	102
Greece	9	61
India	2	60
Turkmenistan	1	35
Germany	27	4
Italy	11	16
Other*	21	19
Total	5,710	13,935

* Other countries include: Kosovo, Saudi Arabia and England.

Number of Employees by Employee Category at ENKA İnşaat

	Number	Ratio
Turkish Employees	3,733	24.8%
Local Employees	7,168	47.6%
Subcontractor Employees	372	2.5%
Other Employees	3,783	25.1%
Total	15,056	100%

Other Information

Ratio of Initial Wage to Minimum Wage	1.39
Turnover Rate (resignation and voluntary retirement)	8.2%
Mandatory Termination Rate (retirement, death, medical disability, dismissal, etc.)	8%
Total Volunteer Work Carried Out in 2022.	200 person-hours

Number of Full Time and Part Time Employees with Gender Breakdown

	Female	Male
Full Time	2,019	17,563
Part Time*	28	35

*20 of the part-time employees are in Russia and the rest of them are in Türkiye.



Number of Senior Management Employees by Gender

	Number of Employees in Senior Management	Ratio
Female	18	16%
Male	98	84%
Total	116	100%

Number of Senior Management Employees by Age

	Number of Employees in Senior Management	Ratio
< 30	3	3%
30 - 50	70	60%
> 50	43	37%
Toplam	116	100%

Annex 8: ENKA's Lost Day And Occupational Incidents Performance, 2022

ENKA Group	2022 Total Person-Hours	67,686,216				
	Incident Type and Ratio	Number				TOTAL
		Female		Male		
		Blue Collar	White Collar	Blue Collar	White Collar	
	Number of Fatalities	0	0	1	0	1
	Number of Lost Time Incidents	0	0	31	0	31
	Lost Time Incident Frequency Rate	0	0	0.09	0	0.09
	Number of Lost Days	0	0	504	0	504
	Lost Time Incident Severity Rate	0	0	1.49	0	1.49
	Number of Restricted Work Cases	0	0	32	0	32
Number of Medical Treatments	0	0	99	0	99	
Number of First Aid Cases	0	0	290	0	290	
Number of Recordable Incidents	0	0	163	0	163	
Recordable Incident Frequency Rate	0	0	0.482	0.000	0.482	

SUBCONTRACTORS	2022 Total Person-Hours	3.886.536					71.572.751
	Incident Type and Ratio	Number				TOTAL	TOTAL (ENKA GROUP + SUBCONTRACTORS)
		Female		Male			
		Blue Collar	White Collar	Blue Collar	White Collar		
	Number of Fatalities	0	0	0	0	0	1
	Number of Lost Time Incidents	3	0	0	0	3	34
	Lost Time Incident Frequency Rate	0.15	0	0	0	0.15	0.10
	Number of Lost Days	43	0	5	0	48	552
	Lost Time Incident Severity Rate	2.213	0	0.26	0	2.47	1.54
	Number of Restricted Work Cases	1	0	0	0	1	33
	Number of Medical Treatments	0	0	17	0	17	116
	Number of First Aid Cases	0	0	0	0	0	290
Number of Recordable Incidents	4	0	17	0	21	184	
Recordable Incident Frequency Rate	0.206	0	0.875	0	1.08	0.51	

Annex 9: Distribution of ENKA's Fuel and Energy Consumption in 2022

Company	Fuel Consumption	Energy Consumption		Amount of Energy Sold
	Fossil Fuels (TJ)	Electricity (TJ)	Hot Water Consumption for Heating Purposes and Steam (TJ)	Electricity (TJ)
ENKA İnşaat	1,209	82	-	-
ENKA Power	47,659	127	-	26,882
ENKA Real Estate	133	804	530	-
Çimtaş Group	127	161	11	-
ENKA Pazarlama	15	3	-	-
Total	49,143	1,177	541	26,882

Annex 10: ENKA Group 2022 Scope-1, Scope-2 and Scope-3 Emissions and Intensities

Scope-1 and Scope-2 Emissions by Company

Company/Project	2020	2021	2022
	Scope 1 + 2 tCO ₂ e	Scope 1 + 2 tCO ₂ e	Scope 1 + 2 tCO ₂ e
ENKA Headquarters	2,534	707	1,037
Morava Corridor Motorway Project	-	49,521	62,396
Nassau Cruise Port Project	-	5,817	1,849
Tengiz 3GP Project	15,555	27,600	28,467
Tengiz Base Operations and Maintenance Works	17,490	16,778	15,858
Yandex Project	-	-	2,036
Dhi Qar Project*	6,831	-	-
KOS Project*	-	4,466	-
Nizhnekamsk Project*	6,838	7,338	-
Samawa Project*	10,340	-	-
TAIF Business Centre Project*	2,056	-	-
ENKA Power	9,869	3,918,019	2,788,893
City Center Investment (CCI)	40,156	38,301	21,115
ENKA Invest	-	12,588	7,731
ENKA TC	98,208	67,161	54,420
MKH & OMKH	27,694	19,503	13,104
Mosenka	-	3,945	2,731
Cimtas Ningbo	-	1,693	2,933
Cimtas Pipe	8,932	5,702	9,939
Çimtaş Module & Shipyard	-	7,237	7,544
Çimtaş Precision Machining	-	2,416	2,764
Çimtaş Steel	10,559	9,261	9,155
ENKA Pazarlama	1,056	1,285	1,488
ENKA Foundation İstinye Campus**	1,697	-	-
ENKA Schools Kocaeli**	173	-	-
Total	259,988	4,199,338	3,033,462

* Projects are completed. **Not included in the report scope.

Greenhouse Gas Emission Intensity by Company (Scope-1 + Scope-2)

Company/Project	2020	2021	2022
	tonCO ₂ e/million USD	tonCO ₂ e/million USD	tonCO ₂ e/million USD
Morava Corridor Motorway Project	-	450	339.63
Nassau Cruise Port Project	-	80.95	25.29
Tengiz 3GP Project	135.99	170.93	77.86
Tengiz Base Operations and Maintenance Works	3,240.32	3,317.12	5,129.44
Yandex Project	-	-	15.62
ENKA Power Adapazarı	41,787.24	5,039.03	2,066.71
ENKA Power Gebze	24,649.60	4,918.10	2,280.50
ENKA Power İzmir	13,464.88	4,791.64	2,092.98
City Center Investment (CCI)	357.13	338.77	177.56
ENKA Invest	-	340.17	202.15
ENKA TC	1,061.2	632.98	479.64
MKH & OMKH	801.78	534.17	353.66
Mosenka	-	412.11	281.27
Çimtaş Group	191.62	73.85	73.15
ENKA Pazarlama	7.72	5.94	6.23

Greenhouse Gas Emission Intensity Per Employee (Scope-1 + Scope-2)

Company/Project	2020	2021	2022
	tonCO ₂ e/employee	tonCO ₂ e/employee	tonCO ₂ e/employee
ENKA Headquarters	4.35	1.16	1.79
Morava Corridor Motorway Project	-	25.85	23.01
Nassau Cruise Port Project	-	45.45	5.30
Tengiz 3GP Project	4.72	5.73	6.87
Tengiz Base Operations and Maintenance Works	90.16	99.87	18.12
Yandex Project	-	-	1.39
ENKA Power Plants	50.61	12,845.96	9,453.87
City Center Investment (CCI)	358.53	348.19	190.23
ENKA Invest	-	196.69	120.80
ENKA TC	336.33	219.48	173.87
MKH & OMKH	94.84	72.77	53.05
Mosenka	-	74.43	52.52
Cimtas Ningbo	-	5.88	8.19
Cimtas Pipe	11.69	7.64	10.52
Çimtaş Module & Shipyard	-	27.52	23.21
Çimtaş Precision Machining	-	9.63	10.67
Çimtaş Steel	11.02	12.3	11.12
ENKA Pazarlama	7.23	8.08	8.04

Greenhouse Gas Emission Intensity Per Used Area (Scope-1 + Scope-2)

Company/ Project	2020	2021	2022
	tonCO ₂ e/ m ²	tonCO ₂ e/ m ²	tonCO ₂ e/ m ²
ENKA Power Plants	0.09	35.9	25.55
City Center Investment (CCI)	0.28	0.24	0.13
ENKA Invest	-	0.17	0.10
ENKA TC	0.15	0.08	0.06
MKH & OMKH	-	0.22	0.15
Mosenka	-	0.10	0.10
Cimtas Ningbo	-	0.06	0.11
Cimtas Pipe	0.17	0.11	0.18
Çimtaş Module & Shipyard	-	0.10	0.11
Çimtaş Precision Machining	-	0.17	0.19
Çimtaş Steel	0.20	0.16	0.16
ENKA Pazarlama	0.06	0.06	0.07

ENKA Group Scope 1, Scope 2 and Scope 3 Emissions by Years

Greenhouse Gas Emissions (tCO ₂ e)	2020	2021	2022
Scope 1	53,512	4,025,525	2,888,653
Scope 2	206,475	173,813	144,809
Scope 3	877,043	1,567,009	2,377,015
Total	1,137,030	5,766,347	5,410,477

2022 Emission Breakdowns in Accordance with ISO 14064 Standard (tCO₂e)

Company/Project	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
ENKA Headquarters	317.40	720.03	-	-	-	-
Morava Corridor Motorway Project	51,992.06	10,404.30	226,376.90	11,345.89	-	-
Nassau Cruise Port Project	1,436.29	412.88	315.05	2,128.22	-	-
Tengiz 3GP Project	28,466.82	-	6,489.58	322.69	-	-
Tengiz Base Operations and Maintenance Works	11,550.12	4,308.22	1,585.06	588.26	-	-
Yandex Project	1,150.13	885.84	287.94	104,943.36	-	-
ENKA Power Adapazarı	587,629.08	2,590.68	276,952.01	159.66	-	-
ENKA Power Gebze	975,510.62	6,467.69			-	-
ENKA Power İzmir	1,208,709.08	7,985.55	214,123.92	147.37	-	-
City Center Investment (CCI)	291.68	20,823.69	1,486.77	101.10	8,002.93	-
ENKA Invest	608.99	7,122.01	573.63	685.44	2,671.18	-
ENKA TC	9,871.95	44,548.41	3,891.56	1,324.76	30,434.04	-
MKH	287.65	9,064.24	564.25	0.42	1,465.59	-
OMKH	286.25	3,465.61	202.46	112.64	-	-
Mosenka	19.97	2,710.84	177.31	6.56	624.12	-
Cimtas Ningbo	230.80	2,702.59	475,963.62	12,001.49	-	-
Cimtas Pipe	4,228.76	5,710.50	781.08	85,358.95	-	-
Çimtaş Module & Shipyard	1,849.65	5,694.70	95,228.53	197,759.97	-	-
Çimtaş Precision Machining	393.12	2,370.74	113.80	2,836.70	-	-
Çimtaş Steel	2,721.59	6,433.48	394,442.61	169,647.03	-	-
ENKA Pazarlama	1,100.90	387.26	1,498.39	10.64	27,790.31	-
Total	2,888,652.92	144,809.24	1,701,054.47	589,481.16	70,988.17	0,00
Total (Including flight emissions)	2,888,652.92	144,809.24	1,716,545.64	589,481.16	70,988.17	0,00

Annex 11: Amount of Withdrawal and Discharged Water by Source

Company/Facility/ Project	Amount of Water Withdrawal by Source**					Wastewater Discharge (m³)	Discharge Point
	Municipal Water (m³)	Surface Water (Sea, River, Lake, etc.) (m³)	Ground Water (m³)	Rain Water (m³)	Produced Water (m³)		
ENKA Headquarters	16,411	-	-	-	-	16,411	Municipal Wastewater Treatment Plant
Morava Corridor Motorway Project	120,306	-	162,954	-	15,188	190,236	
Nassau Cruise Port Project	36,214	-	-	-	-	36,214	
Tengiz Base Operations and Maintenance Works	238,789	-	-	-	15,712	254,501	
Yandex Project	33,439	-	-	-	-	33,439	
ENKA Power Adapazarı	-	-	106,050	-	-	106,050	Receiving Body After Treatment
ENKA Power Gebze	-	-	212,100	-	-	212,100	Sea
ENKA Power İzmir*	-	12,257,200	27,000	-	106,723	7,300	
City Center Investment (CCI)	159,143	-	-	-	-	159,143	Municipal Wastewater Treatment Plant
ENKA Invest	51,177	-	-	6,279	-	51,177	
ENKA TC	511,922	-	-	41	-	422,017	
MKH & OMKH	64,414	-	-	-	-	64,414	
Mosenka	15,988	-	-	-	-	15,988	
Cimtas Ningbo	15,716	-	-	-	-	12,974	
Cimtas Pipe	27,600	-	-	792	-	27,600	
Çimtaş Module & Shipyard	27,448	-	-	-	-	13,700	
Çimtaş Precision Machining	14,318	-	-	756	788	14,318	
Çimtaş Steel	861	-	52,627	-	-	15,750	Receiving Body After Treatment
ENKA Pazarlama	7,726	-	551	-	-	7,726	Municipal Wastewater Treatment Plant
Total	1,341,472	12,257,200	561,282	7,868	138,411	9,461,258	

* The water withdrawal source of ENKA Power Plant İzmir is sea.

** Distribution of amount of water withdrawal by source and by discharge point according to water stress regions are not presented in this table, it is available on ENKA's CDP Water Security answers.

ENKA Group's Amount of Water Withdrawal and Discharged Wastewater Over the Years

Year	Municipal Water (m³)	Surface Water (Sea, River, Lake, etc.) (m³)	Ground Water (m³)	Rain Water (m³)	Produced Water (m³)	Total Water Withdrawal (m³)	Wastewater Discharge* (m³)
2022	1,341,472	12,257,200	561,282	7,868	138,411	14,306,233	9,461,258
2021	1,469,562	12,837,200	381,785	8,407	94,680	14,791,634	9,501,323.96
2020	1,030,299	255,808	78,968	1,060	-	1,366,135	1,214,158

*There is no discharge to groundwater.

Annex 12: Amount of Waste and Disposal Methods

Waste by Type (Tons)

Waste Type	Amount of waste generated	Amount of waste diverted from disposal	Amount of waste directed to disposal
Metal	7,984.53	7,984.53	-
Plastics	767.85	760.87	6.99
Waste electrical and electronic equipments	9.15	8.94	0.21
Waste batteries	19.52	18.54	0.97
Domestic waste	11,451.60	4,792.62	6,658.98
Paper-cardboard	1,367.93	1,367.93	-
Glass	210.50	210.50	-
Excavation	16,468.07	4,758.98	11,709.09
Wood	3,162.67	3,162.67	-
Other	15,809.48	9,714.79	6,094.68
Total	57,251.29	32,780.37	24,470.92

Amount of Waste Diverted From Disposal by Recovery Operation (Tons)

Hazardous Waste	
Preperation for reuse	296.79
Recycling	546.10
Other recovery options	-
Total	842.89
Non-Hazardous Waste	
Preperation for reuse	19,230.27
Recycling	12,478.99
Other recovery options	228.22
Total	31,937.47

Amount of Waste Directed to Disposal by Disposal Operation (Tons)

Hazardous Waste	
Incineration (with energy recovery)	420.46
Incineration (without energy recovery)	-
Landfilling	0.03
Other	94.38
Total	514.87
Non-Hazardous Waste	
Incineration (with energy recovery)	555.35
Incineration (without energy recovery)	-
Landfilling	23,398.72
Other	1.99
Total	23,956.06

GRI CONTENT INDEX

Statement of use	ENKA İnşat ve Sanayi A.Ş. has prepared its Sustainability Report in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.
GRI 1 Used	GRI 1: FOUNDATION 2021
Applicable GRI Sector Standard(s)	Sector Specific Disclosure: Construction and Real Estate CRE3, CRE6, CRE7

GRI Standards	Disclosure	Page Numbers, Explanations and/or Direct Answers
GENERAL DISCLOSURES		
GRI 2: GENERAL DISCLOSURES 2021		
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational Details	About This Report, p. 9 About ENKA, p. 14-15, 18-19, 20-21
	2-2 Entitites included in the organization's sustainability reporting	About This Report, p. 9
	2-3 Reporting period, frequency and contact point	About This Report, p. 9
	2-4 Restatements of information	There isn't any restatement regarding to previous reports.
	2-5 External assurance	About This Report, p. 9
	2-6 Activities, value chain and other business relationships	About ENKA, p. 14-16, 18-19, 20-21 Economic Performance, p. 17 Governance, p. 22-25 Responsible Supply Chain Management, p. 72-75 Our Memberships, p. 42-43
	2-7 Employees	Our People, p. 102-105 Annex 7: Employee Data, p. 157-158
	2-8 Workers who are not employees	Local Employment, p. 92 Annex 7: Employee Data, p. 157-158
	2-9 Governance structure and composition	Governance, p. 22-25 Sustainability Management at ENKA, p. 28-29
	2-10 Nomination and selection of the highest governance body	Board of Directors, p. 22-23
	2-11 Chair of the highest governance body	Board of Directors, p. 22-23
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance, p. 22-23 Sustainability Management at ENKA, p. 28
	2-13 Delegation of responsibility for managing impacts	Governance, p. 22-25 Sustainability Management at ENKA, p. 28

GRI Standards	Disclosure	Page Numbers, Explanations and/or Direct Answers
GRI 2: GENERAL DISCLOSURES 2021	2-14 Role of the highest governance body in sustainability reporting	Governance, p. 22-23 Sustainability Management at ENKA, p. 28
	2-15 Conflicts of interest	Board of Directors, p. 22-23 Ethics and Compliance Program, p. 60
	2-16 Communication of critical concerns	Stakeholder Engagement, p. 40-41 Materiality Process, p. 43-47 Ethics and Compliance Program, p. 58-62 Social Impact Assessment, p. 88-91
	2-17 Collective knowledge of the highest governance body	Board of Directors, p. 22-23
	2-18 Evaluation of the performance of the highest governance body	Board of Directors, p. 22-23
	2-19 Remuneration policies	Board of Directors, p. 22-23 Our People, p. 102
	2-20 Process to determine remuneration	Board of Directors, p. 22-23
	2-21 Annual total compensation ratio	Board of Directors, p. 22-23
	2-22 Statement on sustainable development strategy	Sustainability Management at ENKA, p. 28 Sustainability Strategy, p. 36-39
	2-23 Policy commitments	Board of Directors, p. 22-23 Sustainability Management at ENKA, p. 28, 36-39 Ethics and Compliance Program, p. 58-62 Our Planet, p. 118-147
	2-24 Embedding policy commitments	Board of Directors, p. 22-23 Sustainability Management at ENKA, p. 28, 36-39 Ethics and Compliance Program, p. 58-62 Our Planet, p. 118-147
	2-25 Processes to remediate negative impacts	Ethics and Compliance Program, p. 58-62 Human Rights Assessment, p. 63-65 Combating Bribery and Corruption and Preventing Unfair Competition, p. 66-67 Control Mechanism and Risk Management, p. 68-71 Social Impact Assessment, p. 88-91 Our Planet, p. 118-147
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement, p. 40-41 Ethics and Compliance Program, p. 58-62, 65, 67
	2-27 Compliance with laws and regulations	Ethics and Compliance Program, p. 58-62 Combating Bribery and Corruption and Preventing Unfair Competition, p. 66-67 Our Planet, p. 118-119, 125, 134,137
	2-28 Membership associations	Our Memberships, p. 42-43 Annex 4: Memberships of ENKA İnşaat and Its Subsidiaries, p. 153-154
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, p. 40-41 Materiality Process, p. 43-47 Annex 3: Stakeholder Communication of ENKA, p. 152-153
	2-30 Collective bargaining agreements	Human Rights Assessment, p. 65
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement, p. 40-41 Materiality Process, p. 43-47
	3-2 List of material topics	Materiality Process, p. 45-47
ECONOMIC PERFORMANCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Process, p. 43-47 Economic Performance, p. 17

GRI Standards	Disclosure	Page Numbers, Explanations and/or Direct Answers
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance, p. 17 Annex 2: ENKA 2022 Financial Indicators, p. 151
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Action, p. 120-128
	201-4 Financial assistance received from government	Economic Performance, p. 17 Annex 2: ENKA 2022 Financial Indicators, p. 151
ETHICS AND COMPLIANCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Process, p. 43-47 Ethics and Compliance Program, p. 58-62
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Combating Bribery and Corruption and Preventing Unfair Competition, p. 66-67
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance Program, p. 58-62 Combating Bribery and Corruption and Preventing Unfair Competition, p. 66-67
	205-3 Confirmed incidents of corruption and actions taken	Ethics and Compliance Program, p. 60 Combating Bribery and Corruption and Preventing Unfair Competition, p. 66-67 Control Mechanisms and Risk Management p. 68-71
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Combating Bribery and Corruption and Preventing Unfair Competition, p. 66-67
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights Assessment, p. 62-65
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights Assessment, p. 62-65 Responsible Supply Chain Management, p. 72-73 Supplier Assessments and Audits, p. 73-74
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Assessment, p. 62-65 Responsible Supply Chain Management, p. 72-73 Supplier Assessments and Audits, p. 73-74
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Human Rights Assessment, p. 62-65
	412-2 Employee training on human rights policies or procedures	Ethics and Compliance Program, p. 58-62 Human Rights Assessment, p. 62-64 Responsible Supply Chain Management, p. 72-74 More on Our Sustainability Targets, p. 83
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Ethics and Compliance Program, p. 58-65 All projects and investments of ENKA İnşaat include human rights clauses in agreements and undergo human rights screening.
GRI 415: Public Policy 2016	415-1 Political contributions	Combating Bribery and Corruption and Preventing Unfair Competition, p. 67 ENKA does not provide any direct or indirect financial or in-kind support to any political organization.
RISK MANAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Process, p. 43-47 Control Mechanism and Risk Management, p. 68-71

GRI Standards	Disclosure	Page Numbers, Explanations and/or Direct Answers
ENVIRONMENTAL AND SOCIAL COMPLIANCE OF SUPPLIERS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Process, p. 43-47 Responsible Supply Chain Management, p. 72-74
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain Management, p. 73-74
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain Management, p. 72-73 Supplier Assessments and Audits, p. 73-74
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain Management, p. 72-73 Supplier Assessments and Audits, p. 73-74
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain Management, p. 72-73 Supplier Assessments and Audits, p. 73-74
SUPPLIER DIVERSITY AND LOCAL PROCUREMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Process, p. 43-47 Local Procurement, p. 74-75
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Local Procurement, p. 74-75
PRODUCT AND SERVICE QUALITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Process, p. 43-47 Product and Service Quality, p. 76-77
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Health & Safety Impacts of Products and Services, p. 77
CUSTOMER SATISFACTION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Process, p. 43-47 Customer Satisfaction, p. 79
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GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Process, p. 43-47 Innovation and R&D, p. 81-82
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	401-3 Parental leave	260 employees were entitled to parental leave and 219 took parental leave. 151 employees (69%) returned to work and 142 (94%) were still employed after 12 months of their return. These numbers may be affected by the completion of the projects due to the fact of operating in a project-based sector. Both female and male employees are included in the scope.
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