

01 - About ENKA

- ◆ *About This Report*
- ◆ *A Message From the Chairman*
- ◆ *About ENKA*
- ◆ *Economic Performance*
- ◆ *Global Operations*
- ◆ *News and Awards*
- ◆ *Corporate Governance*

- 02 - Our Strategic Approach
- 03 - Our Business and Principles
- 04 - Our People and Community
- 05 - Our Planet
- 06 - Annexes

A Message from the Chairman

Dear Stakeholders,

As ENKA, we delivered strong results in 2024 despite the ongoing global challenges. The year was marked by international turbulence, with geopolitical tensions, inflationary pressures, rising costs of energy, and the persistent uncertainty stemming from climate change. While these challenges demand vigilance, our resilient performance and continued success demonstrate the strength of our business operations and our ability to adapt to shifting global dynamics.

Good governance is vital for all businesses, and it plays an even more critical role during periods of geopolitical and economic instability. It is essential for building and retaining trust across a diverse group of stakeholders. As we look ahead, geopolitical tensions and the effects of climate change will continue to impact global growth, and it is our responsibility to navigate these challenges with strategic foresight and operational integrity.

At ENKA, we are focused on transitioning from pledges to tangible progress. This shift requires not only action but also transparency and accountability. We recognize that the energy transition is crucial for the sustainability of our planet, and we remain committed to leading by example. Our ongoing projects in the EU and the UK—such as the Hinkley Point C Nuclear Power Plant Turbine Island HP & IP/ LP Piping Prefabrication and Erection Works, and the Stade Liquefied Natural Gas (LNG) Regasification Terminal Project in Germany—are of high importance for the energy goals and transition processes of these regions. They underscore our dedication to sustainable energy solutions as an EPC contractor, together with the projects that we are bidding for. Furthermore, our first renewable energy investment project—the construction of a 45 MW Solar Power Plant in Burgas, Bulgaria—demonstrates our commitment to advancing renewable energy as an energy sector investor.

We continue to make significant strides toward achieving the sustainability goals we outlined in our roadmap that we published in 2022. We are proud of our achievements in renewable energy, energy efficiency, and community investments, all of which are advancing our commitment to sustainability. Our efforts to promote sustainability in our projects, through conducting sustainability and climate change workshops and setting project-specific targets, help us contribute to a more sustainable future. While we have made great progress, we also acknowledge that there are areas where we need to set more advanced targets and work towards those, particularly in waste reduction and Scope 3 emissions. We are actively addressing these challenges and remain committed to making meaningful progress as we move forward.

The safety and well-being of our employees remain our top priority. I am proud to report that our teams completed 2024 without any fatalities, a testament to our continuous efforts to maintain a safe working environment. This achievement is a result of our relentless focus on safety, and we will continue to work tirelessly to ensure that it remains a core aspect of our operations.

ENKA's potential is vast and continues to be nurtured by our diverse workforce. We encourage a culture of inclusion and respect, supported by robust training programs and speak up culture. We remain committed to fostering a workplace where all employees feel safe and valued, with no tolerance for retaliations.

As we look to the future, I am pleased to report that ENKA has continued to benefit from its market-leading positions and strong brand, even amid a challenging economic and geopolitical landscape. Our Ethics & Compliance Program and Internal Audit Program remain two critical defense mechanisms, ensuring that we operate with the highest level of integrity. The role of our Board will continue to be

pivotal in providing guidance and support to these teams in the upcoming years as well.

This report is fully compliant with Türkiye Sustainability Reporting Standards (TSRS), covering all our operations and reflecting our core values of transparency and accountability. While reporting on sustainability is something we have long been accustomed to, the introduction of these standards marks an important milestone for the business environment in Türkiye. It represents a significant step in transforming business practices, promoting stronger sustainability initiatives, and enhancing transparency across industries. As a leader in our sectors, we are dedicated to supporting our value chain and the broader industry through our expertise and initiatives during this transition.

As a signatory of the United Nations Global Compact, we reaffirm our strong commitment to its principles. We are proud to publish this report with the motto 'Building Solidarity: A United Commitment' to emphasize that we cannot and will not leave any individual, company, sector, or region behind. We recognize that climate change is the greatest challenge of our time, one that unites every person on the planet, and we believe that our success depends on united action. I would like to extend my sincere thanks to the entire ENKA family, as well as our customers, partners, and stakeholders, for their continued support and collaboration.

Sincerely,

Mehmet Tara
Chairman of the Board and President

