





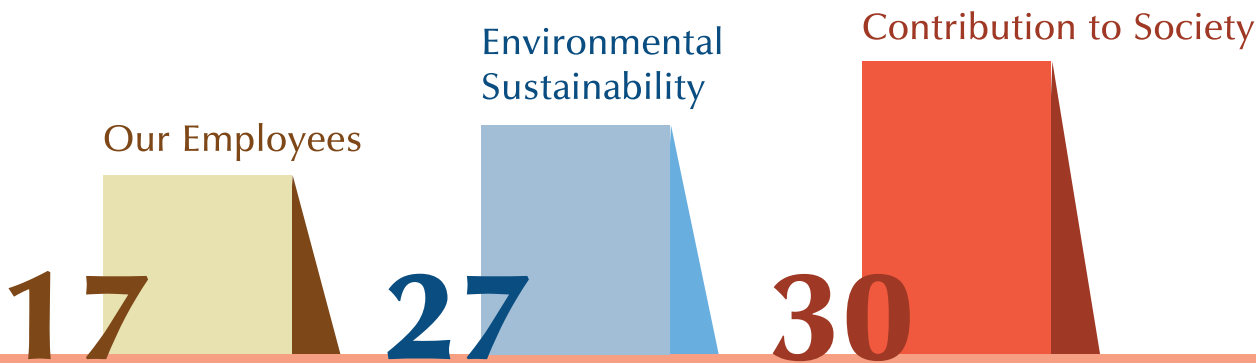
Yüksel's Sustainability Report

Our professional experience and success for almost fifty years are based on our corporate responsibility and business ethics. Along this line, we are proud to be among the leading Turkish companies taking part in the United Nations Global Compact.

At Yüksel, we, call establishing stronger economic foundations, developing our sensitivity towards the environment and ensuring the sustainability of our public responsibility as Yüksel's Rise'ability. We are pleased to share with you Yüksel's Rise'ability Report, which will serve to increase our efforts in the area of corporate responsibility.



Content



Sustainability Targets of Yüksel Companies



Emin Sazak

Message from the CEO

Dear Yüksel Family and Esteemed stakeholders,

Our main goals at Yüksel since our founding, have been to take into account not only the business world's conditions, but also the public's needs in all of our endeavors, exhibiting corporate awareness and carefully monitoring the impact of each project on our stakeholders, and contributing to society while constantly broadening our scope.

We strongly believe in the valuable experience gained through three generations fostering the development of Yüksel's dynamic corporate management concept, along with the sharing of the sustainable environmental, social and economic outcomes of our work with our stakeholders. In today's business world, accountability and transparency can no longer be measured solely through financial data.

We believe in operating with a collective consciousness. Within this scope, we were one of the first Turkish companies to sign the United Nations Global Compact in 2006, which has become the biggest corporate citizenship initiative.

Transparency first helps in the identification of any aspects of work needing improvement and then makes it possible to both make the necessary improvements and take precautions so as to avoid possible recurrences. Once this process is adopted, preventative activities, which lower the costs in the long run for both corporations and societies, replace improvement activities.

It is as a result of this that as Yüksel, we have started work related to our carbon footprint. By first measuring our carbon footprint, we have done a sort of damage assessment.

We will continue our concerted efforts for improvement which are already underway in order to decrease our carbon release to the least possible and we will conduct all our work processes from now on with the goal of decreasing our footprint to a minimum. I am proud to mention that this endeavor of ours to contribute to sustainable development is a first in the Turkish construction sector.

Today, at a time when accountability has become an integral part of corporate reputation, we as Yüksel feel proud to be a leader in this area, especially in the industries we are active in while, at the same time, doing our best to spread this awareness to others. I want to share with you our pride in publishing Yüksel's Rise'ability Report, which is our first sustainability report, by improving on the United Nations Global Compact Communication on Progress Report that we prepare each year, with the Yüksel Family and all our stakeholders.

As Yüksel, in addition to supporting activities contributing to social, environmental and economic developments while maintaining our world standard quality, we have already started training activities to explain the meaning and significance of sustainability to all, starting with the highest level of management and all Yüksel Family members to ensure fastest integration with the business processes.

We were pleased to notice during training activities that these concepts were not actually new to Yüksel employees. Clearly, Yüksel, which has always been sensitive to society and the environment since its establishment, has reinforced this

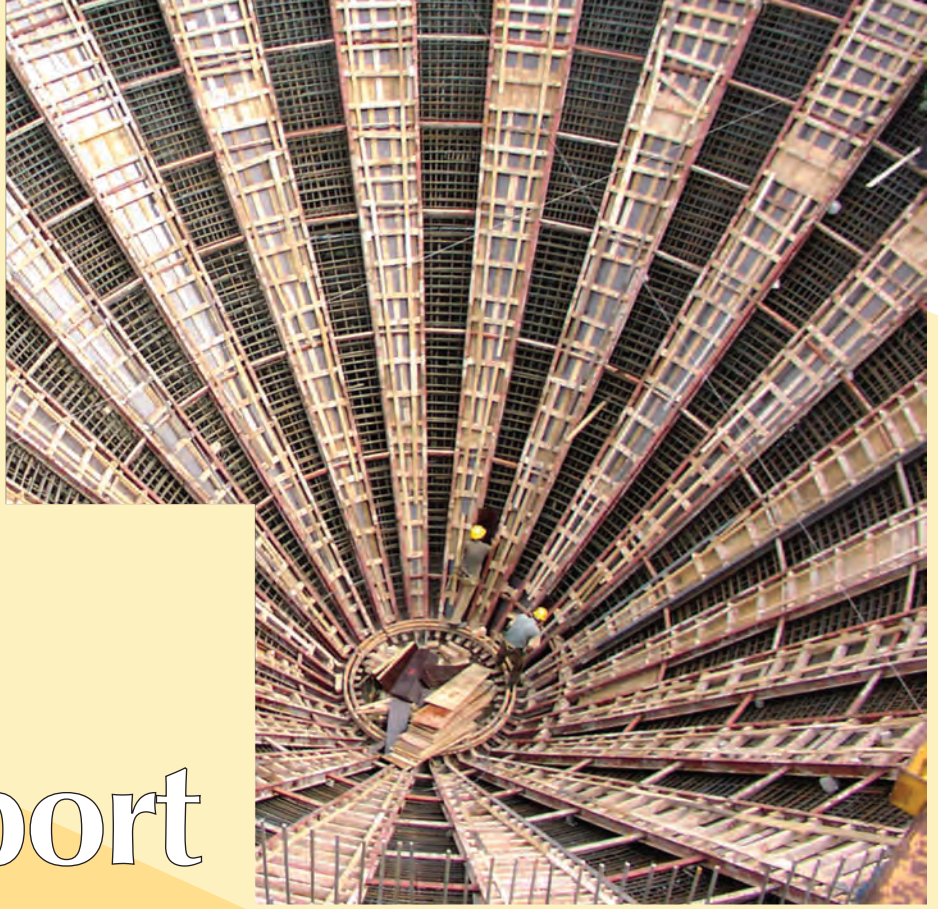
sensitivity within its employees. We expect that our experience shared via this report, which was prepared within the scope of the Global Reporting Initiative (GRI) as a first for the Turkish construction sector will be beneficial for both the construction industry and the entire private sector.

As we present our experience nearly fifty years and our efforts in the name of social, environmental and economic development, we believe that these efforts will set an example and will keep snowballing, achieving greater awareness in society towards a more beautiful and inhabitable world.

Sincerely,



Yüksel Holding A.Ş.
Yüksel İnşaat A.Ş.
CEO



About the Report

The first report we have published as Yüksel Holding on the subject of corporate citizenship was prepared in 2008 within the scope of the United Nations Global Compact Communication on Progress. Since 2008, we have shared our corporate responsibility performance with the general public by updating our UNGC Communication on Progress Reports each year; and in that sense, we continued our leadership role in the industries where we operate.

We, as Yüksel, aim to expand further on the reports which we will be preparing regarding our corporate responsibility as of this year. Thus, we will be able to share Yüksel's economic, social and environmental sustainability performance with our stakeholders.

Adana Wastewater Treatment Plant

This report, prepared in accordance with the Principles of the Global Reporting Initiative (GRI), is the most comprehensive statement that Yüksel has ever made to this end. The report contains the economic, social and environmental sustainability performance of Yüksel Companies' as well as the annual sustainability targets regarding these areas.

Scope of the Report

In the contents of the report 'Yüksel' has been used interchangeably with Yüksel Holding, Yüksel Companies and the Yüksel Group. The general scope of this report is the activities of Yüksel İnşaat A.Ş. The data provided in the report reflects the period between January 2010 and August 2011.

This report was prepared using the Global Reporting Initiative (GRI) guidelines, in

compliance with the C+ Application Level. In addition to the GRI standards, it has been ensured that the report is compatible with The United Nations Global Compact requirements, with which we have complied since 2006.

This information in this report, which reflects the Yüksel Companies' sustainability performance, corporate performance, primarily concerns Yüksel İnşaat A.Ş., which is Yüksel's flagship brand and largest company. Yüksel's international business is conducted to a large extent with companies involved with construction and contracting business. Therefore, the construction and contracting industry are currently the most important and primary business areas for Yüksel Holding, which comprises 18 subsidiaries.

Corporate Social Responsibility Association of Turkey Audit Report

The Corporate Social Responsibility Association of Turkey, soon after its foundation, had the opportunity to inspect Yüksel Holding A.Ş and observe the processes related to the internalization of corporate responsibility implementations to merge them with corporate culture. Yüksel was in fact one of the first companies that CSR Turkey closely collaborated with. In addition, we were pleased to see that Yüksel Holding A.Ş. had signed The United Nations Global Compact in 2006 and attended The Global Corporate Leaders Summit organized by the United Nations. We were also impressed with the Communication on Progress Report they prepared without any delay under the Global Compact.

The willingness of Yüksel Holding A.Ş. to openly share the results of their business and management processes with the public was the most important factor in our Association's acceptance of the assessments made in the Yüksel Holding Sustainability Report.

The Association has evaluated the entire report sent by Yüksel Holding A.Ş. to the Corporate Social Responsibility Association of Turkey for audit, by their advisory activity and management board members and we, as the Corporate Social Responsibility Association of Turkey, state in full confidence that the transparency of the said subjects, their accuracy and that the report is within the scope of the GRI G3 C+ Application Level.

Sincerely,



Serdar Dinler
President
Corporate Social Responsibility Association of Turkey



About Yüksel

The Yüksel brand was born in 1963 with the establishment of Yüksel İnşaat A.Ş. in Ankara. Yüksel İnşaat A.Ş. was specialized in the construction of piers, docks and ports in the early years and contributed to the construction of about 30 percent of the Turkish ports. In the following years, by contributing to numerous projects in areas such as transportation, energy, treatment and industrial facilities, Yüksel played an important role in the development of Turkey's infrastructure. Yüksel İnşaat A.Ş.

has been actively conducting business in the international arena since 1983. Yüksel conducts a large portion of its foreign operations in Saudi Arabia and among projects undertaken there are the Medina-Yanbu Power Plant and Desalination Plant, Al Jubail Desalination Plant, Yanbu-Medina Water Distribution Line, and the King Faisal Dammam University Infrastructure projects. The other countries where Yüksel İnşaat is active and some important projects conducted are as follows:



UZBEKISTAN Horezm Sugar Factory, Djizak Battery Factory Renovation Project, NBU (National Bank of Uzbekistan) General Directorate Building, US Embassy

AFGHANISTAN Kabul Kandahar Highway Rehabilitation Project, USA Embassy, Kabul International Airport NATO facilities.

QATAR New Doha Airport, Air and Ground Road and Bridge Construction, North – South Extensions Ras Abu Aboud Road, New Turkish Embassy in Doha, Doha Expressway, Salwa Road

ROMANIA Bucharest – Constanta Motorway

JORDAN Jordan Armed Forces Headquarters Complex.

LIBYA Sirte – Ajdabiyah Coast Highway Maintenance and Repair Project, Al Fateh University Faculty Buildings

UKRAINE Kiev Hyatt Regency Hotel.

UAE Widening of Existing Dubai Bypass Project, Dubai International Airport Roads, Beirut Highway / Expansion of the Al-Nahda Intersection Project

KAZAKHISTAN AAlmaty Financial Center Block Projects, Ankara Hotel, Essentai Shopping Mall, US Embassy

IRAQ Kora – Shaqlawa – Qandeel Highway

GEORGIA US Embassy

The construction projects successfully completed abroad by Yüksel İnşaat have been granted Success Awards by the Turkish Under Secretariat of Foreign Trade and the Turkish Contractors' Association. Yüksel has received this award consecutively since 2007.

Yüksel İnşaat has been among the Top 225 International Contractors, a list prepared by the International Construction Industry Publication ENR (Engineering News Record) since 2007.

Yüksel İnşaat's planned and steady growth policies have led to the establishment of various companies such as those that support the construction sector and others in the service areas. These companies, which operate in areas such as finance, tourism, information technologies, manufacturing, defense industry and investment, have been united under the Yüksel Holding umbrella.

Yüksel Holding signed The United Nations Global Compact, the world's largest corporate citizenship initiative in 2006, and became a leader in the country and specifically the construction industry with this display of its commitment to share corporate responsibility with all its stakeholders.



Metrocity Business and Trade Center

İbrahim Demir

Yüksel İnşaat A.Ş.

Hacınınoğlu Regulator and Sarıgözel Dam Archive Officer

Yüksel is like a family and a global brand at the same time. I believe people should choose Yüksel if they want a good future and a good career as part of a happy family and an environment that is not only disciplined, but also warm and friendly at the same time.





Ankara Light Rail Mass Transit System

Yüksel İnşaat's Milestones

1963

Yüksel İnşaat A.Ş. was founded in Ankara.

1981

Turkey's longest railroad bridge, The Karakaya Railway Bridge construction began.

1983

Yüksel İnşaat started projects in Saudi Arabia and thus entered the international construction arena.

1989

The construction of the Altinkaya Dam was completed.

1998

The Ankara Central Waste Water Treatment Plant, the largest water treatment facility in Turkey and second largest in Europe, was completed.

1997

Yüksel İnşaat combined all of its subsidiaries under the Yüksel Holding umbrella.

1994

The first road construction project was initiated between Ünye – Piraziz.

1991

The Ankara Light Rail Mass Transit System Project started.

2007

Yüksel undertook its first energy investment project with the Köprübaşı Dam construction.

2008

The construction of the Kabul International Airport NATO Facilities began.

2010

Yüksel İnşaat took part in Turkey's largest infrastructure project, the Gebze-Orhangazi-İzmir Motorway Project.



Yüksel Companies

Yüksel Holding A.Ş. Group companies, engaged in different areas such as construction, tourism, information technologies, manufacturing, security, defense, energy and investment were combined under the Yüksel Holding umbrella in 1997.

Yüksel İnşaat A.Ş. Yüksel's founding company, which conducts high technology infrastructure and super - structure projects internationally.

Yüksel İnşaat Saudia Limited Company Engaged in infrastructure and superstructure in Saudi Arabia

Yüksel Yapı Elemanları A.Ş. Manufactures concrete, reinforced concrete, pre-stressed concrete pipe and beams at its factories in Gaziantep, Gebze and Ankara.

Sasel Elektromekanik Sanayi ve Ticaret A.Ş. Provides all types of electrical, electrical engineering, installation, project and project consulting services as well as manufacturing electric panels and pipe.

Yüksel Savunma Sistemleri A.Ş. Its goal is to produce and develop products and system solutions compatible with developing technology at low costs by conducting R&D related activities and engineering tests on defense systems and to ensure continuity and integrated logistical support under all conditions.

Yüksel Yapı Yatırım A.Ş. Conducts property appraisal projects and construction investments domestically.

Datase Bilgi Sistemleri A.Ş. Operates in the field of information processing and technology.

Kask Sigorta Aracılık Hizmetleri A.Ş. Provides general insurance services.

Yüksel Yatçılık A.Ş. Provides bare boat charter services in Marmaris with its fleet of state of the art yachts and sailing school.

Yüksel Özel Güvenlik Hizmetleri A.Ş. Provides all types of international and national security services.

Yüksel Enerji Elektrik Üretim ve Tic. A.Ş. Established with the objective to produce electrical energy and meet the needs of the market.

Meksa Yatırım Menkul Değerler A.Ş. Meksa Yatırım provides brokerage services for its individual and institutional customers.

YTY Yüksel Turizm Yatırım A.Ş. Undertakes construction commitments domestically.

Yüksel Yönetim Hizmetleri A.Ş. Provides management services in the fields of automotive and security systems, organization, cleaning, landscaping and hygiene.

Yüksel Elektrik Enerjisi Toptan Satış A.Ş. Carrying out bulk sales and trading of electrical energy, as well as export and import activities.

Ağrı Elektrik Üretimi A.Ş. Produces and sells electrical energy.

Hidro-D Hidroelektrik Enerji Üretimi A.Ş. Produces and sells electrical energy.

Yüksel Kompozit Teknolojileri A.Ş. Yüksel Kompozit Teknolojileri A.Ş. was set up for the purpose of composite part and component manufacturing, tool designing and manufacturing with an emphasis on the aerospace industry.

Financial Performance

The main consolidated financial indicators of Yüksel İnşaat A.Ş. and its companies are as shown below:

	2010	2009	2008
Total Assets (TL)	1.719.064.425	1.673.119.111	1.455.912.433
Net Profit	43.138.316	36.877.651	20.246.411
Cash balance	167.438.730	127.634.673	92.865.526

	2010	2009
Yüksel İnşaat A.Ş. turnover (TL)	1.107.420.426	1.081.359.388

The total tax and social security premiums paid by Yüksel companies in 2010: **\$ 84.3 M**

Eurobond Issuance

Yüksel İnşaat A.Ş., which is among the leading and most credible companies in the Turkish construction sector with its experience of 48 years, became the first Turkish construction company to issue Eurobonds in 2010. The 5 year maturity, \$200 million Eurobond issuance, recorded by the Capital Markets Board earlier, was realized on 10 November 2010.

The Eurobonds issued by Yüksel were the first bonds issued abroad directly by a company located in Turkey, except for financial corporations.

More detailed and updated financial information regarding Yüksel İnşaat and other information provided to the investors can be found on the official Yüksel website (www.yuksel.net) under "Investor Relations" title.

Selin Refik

Yüksel Holding Finance Specialist

I joined the Yüksel Family a year ago. At first I was nervous because I was starting a new job and joining a new environment. However, this did not last long. I feel like I have been working at Yüksel for years because of my managers' and colleagues' interest and support. With deteriorating social and economic conditions, competition has led to unbearable circumstances in many corporations and establishments. Unfortunately for most, going to the office, where we spend so much of our time, where we see our colleagues more than our family and close friends, willingly and happily has become a luxury. I am very happy to be experiencing this type of luxury at a corporate and large company like Yüksel. I hope this will continue for years to come.



Bülent Güngör

Yüksel İnşaat A.Ş.
Senior Vice President



I have been at Yüksel İnşaat, which I joined by coincidence, for 35 years. I have felt happy to be working here all these years. I still enjoy going to work. I think my and other employees' loyalty to Yüksel can be attributed to the value Yüksel places on individuals. This is a place where there is no wide gap between the boss and the employees, where innovation is emphasized, and all employees at every level work together in harmony and respect one another.

The most important priority at Yüksel is not making money. Yüksel is a company that sees institutionalization to be important. Here, quality and customer satisfaction have priority. I guess all these features distinguish the Yüksel Family from the others.



Kadıköy – Kartal Rail Mass Transit System

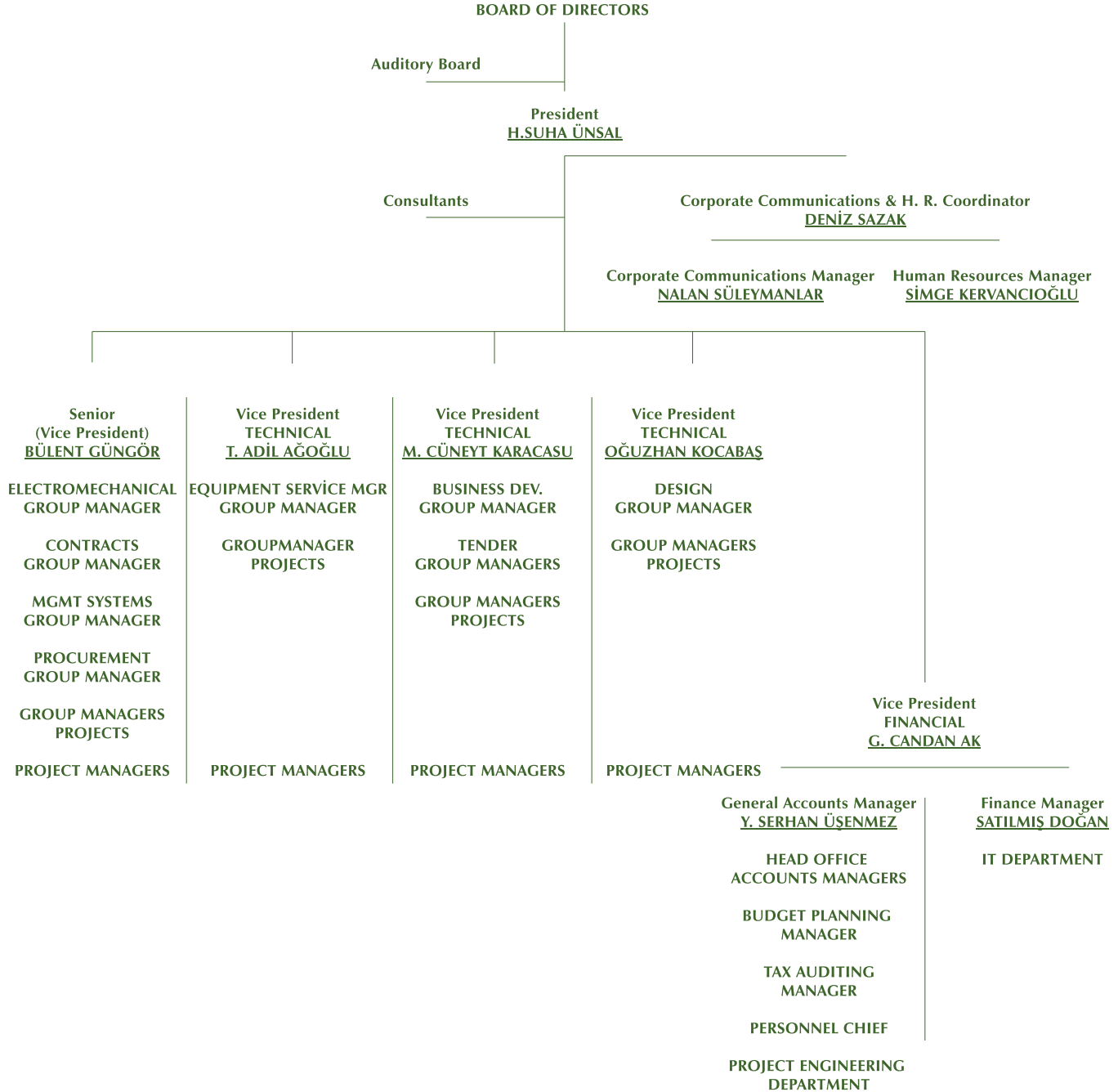
Executive Managers

Yüksel is managed by a team of experienced and qualified managers from Yüksel or elsewhere in the sector. The average length of sectorial experience for Yüksel managers is 31 years.

MANAGERS	POSITION	Occupational Experience	Yüksel Experience
Süleyman Servet SAZAK	Chairman	32	23
Emin SAZAK	Vice Chairman & CEO	23	23
İsmail ÖNCEL	Executive Member	44	26
Tuna AKSEL	Member	39	38
Mehmet Emin SAZAK	Member	23	22
Yurdal SERT	Member	22	11
Cihan CANDEMİR	Member	41	39
H. Suha ÜNSAL	General Manager	33	30
Bülent GÜNGÖR	Vice President (Senior)	38	35
G. Candan AK	Vice President (Financial)	29	17
T. Adil AĞOĞLU	Vice President (Technical)	34	31
M. Cüneyt KARACASU	Vice President (Technical)	28	28
Oğuzhan KOCABAŞ	Vice President (Technical)	26	26

Management Organization Chart

The Yüksel İnşaat A.Ş. organization chart approved on 16 June 2009 is given below:



STANDARDS AND SYSTEMS WE ARE IN COMPLIANCE WITH

Yüksel, which has been providing world class services since its foundation with its institutionalized structure and educated workforce, has been certified for its implementations in the areas of quality, work safety and environment with ISO 9001 Quality Management System, OHSAS 18001 Occupational Health and Safety

Management System and ISO 14001 Environmental Management System.

The managerial level employees at Yüksel have been informed of the “Ethics Program” implemented by the company. The Ethics Program, which clearly describes Yüksel’s style of doing business and understanding of competition, and defines the ethical values Yüksel employees need to possess, also provides the opportunity for Yüksel employees and others with a business relationship with Yüksel to relay all types of their opinions and complaints 24/7.



Horezm Sugar Factory / Uzbekistan

Corporate Memberships

As Yüksel, we greatly value our corporate memberships as they help us sustain productive relationships with our stakeholders and create environments where we can utilize our work experience for the benefit of the whole sector. We are not satisfied solely with membership; rather we make an effort to contribute through the involvement of our corporation and managers. Within this context, Emin Sazak the Vice President and CEO of Yüksel İnşaat, functions as the President of Turkish Contractors Association, as a Board Member of the European International Contractor Association and President of Turkey – Qatar Business Council; Cihan Candemir, a Board Member of Yüksel İnşaat, functions as the President of Turkey – Afghan, Turkey – Iraq Business Councils and President of Asian Pacific Countries Chamber Association Construction Industry Assembly; and Bülent Güngör, the Senior Vice President at Yüksel İnşaat, functions as a Board Member of the Turkey – Saudi Arabia Business Council.

Fırat Çalışkan

Yüksel İnşaat Saudia Co. Ltd.
Civil Engineer – Management Systems Representative

Working at Yüksel is like a warm, sincere and familiar hand extended, where all my decisions are supported, with managers who stand by me when I make a mistake just as when I make good decisions, where the individual is valued. It’s a large place but like a warm nest.



Corporate Memberships

Date of joining

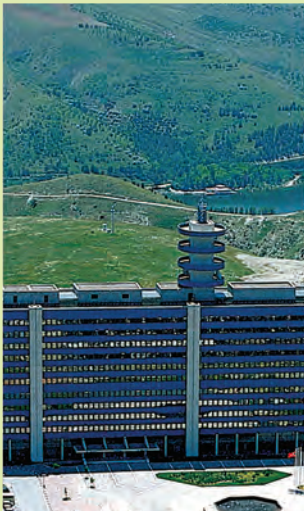
Turkish Contractors Association	1997
Construction Industrialists Employer Union of Turkey	1964
Ankara Chamber of Industry	1977
Ankara Chamber of Commerce	1972
Foreign Economic Relations Board	1996
Turkish Industry and Business Association	2007
DenizTemiz/Turmepa	2006
The United Nations Global Compact	2006

Our Awards and Certificates of Appreciation

Not only has Yüksel completed the projects it has undertaken successfully, but it has also been awarded by various institutions and establishments for its contributions to the society with numerous awards in its 48 years history. The list of awards given to Yüksel in 2010 are depicted below.

Institution	Award	Description
Turkish Contractors Association and Under Secretariat of Foreign Trade International Constructor	Success Award	Yüksel İnşaat has been named among the top 225 international contracting firms in the world
Ankara Chamber of Commerce	Certificate of Appreciation	Yüksel İnşaat has been included among the firms in 2010 who does a high level of exports among those members of the Ankara Chamber of Commerce
Ankara Chamber of Commerce	Certificate of Appreciation	Yüksel İnşaat has been named one of the firms who pay high level corporate tax among the members of Ankara Chamber of Commerce in 2010
Republic of Turkey State Ministry Zafer Çağlayan	Letter of Congratulations	Yüksel İnşaat has been named among the first 100 export companies of Turkey in the list prepared by Turkey Exporters' Assembly
Ankara Directorate of Tax Administration	Appreciation Plate for 2010 honorable tax award	Yüksel İnşaat has been the 90th institution which has declared the largest income for 2009 in Ankara
Environmental Protection Institution	Certificate of Appreciation	Yüksel İnşaat has been appreciated for its contributions to the protection and beatification of the environment
Environmental Protection Institution	Sapling Certificate	Yüksel İnşaat has supported the campaign, "My Forest"

Institution	Award	Description
USA Army Engineering Association & Afghanistan Contractors Association	The Best Military Construction Contracting Firm of The Year	Yüksel İnşaat has been given an award for the construction projects it conducts in Afghanistan
USA Army Engineering Association & Afghanistan Contractors Association	Perfection in Construction	Yüksel İnşaat has been given an award for the construction projects it conducts in Afghanistan
Republic of Turkey Minister of Culture and Tourism Ertuğrul Günay	Appreciation Letter	Yüksel İnşaat has been thanked to for its contributions in the preparation of the book “Atatürk” and Alaca Höyük”
Dubai Chamber of Commerce	Model Company	Dataset has been chosen as a model company
Schneider Elektrik	Accomplishment Certificate	Sasel has been awarded with an accomplishment certificate as a result of the audits realized
Grid Teknoloji	Firm which uses the “Asta Power Project” program as the best	Sasel Elektromekanik A.Ş. has been named as the company which makes best use of the said program
Turkish Employment Association	Achievement Certificate	Sasel Elektromekanik A.Ş. has been thanked to for its collaboration with the Organization and its contribution to employment
General Directorate of Forestry	Achievement Certificate	Yüksel Enerji Elektrik Üretim A.Ş. has been thanked to for its contribution
Mother Child Education Foundation	Achievement Certificate	Yüksel Saudi has supported the Foundation’s environmental rearrangement work for the Saudi Arabia Education Building



Turkish Radio Television Agency Facilities Ankara

Our Employees

Yüksel, as a family company, does not only mean that the owners of the company are related by blood. Yüksel is a family formed of its managers and its thousands of employees.

Yüksel, in compliance with Universal Human Rights, does not discriminate among its employees based on their religion, language, ethnicity, sex, age, marital status, sexual orientation and political view. This approach is adhered to in Yüksel's domestic activities and international activities as a fundamental human resources policy.

Yüksel is very sensitive to issues concerning child labor; strictly opposes the employment of children and it has a principle not to do business with subcontractors that employ children or benefit from child labor or those who force children to work. Yüksel has never employed anyone by force and strictly opposes all forms of forced and compulsory labor.

At Yüksel, the values and ethics in conducting business have been included in the book, "Business Ethics Program". Yüksel has clearly stated in this book the measures taken so that the employees' fundamental rights are not violated. In addition, it is an application text which reflects Yüksel's business ethics in the clearest way.

Various concepts within the scope of the Ethics Program are mentioned in the Yüksel bulletin, which is a periodic, internal Yüksel publication. New programs and events developed by Yüksel are forwarded to all Yüksel employees by the Yüksel Bulletin.

The ethics hotline established within the scope of the Business Ethics Program allows Yüksel employees and those with business relations with Yüksel to share their opinions and complaints whenever they want via telephone, e-mail or in person. Requests of the ethics hotline are kept confidential. Work is done on all the requests and feedback is provided to the individual making the request.

Access to the Ethics Hotline within Turkey 0800 314 10 28

Access to the Ethics Hotline from Iraq and Afghanistan 1008 # 41099 00005 / 0 800 314 10 28

E-Mail address for the Ethics Hotline etik@yuksel.net

Ahmet Rıza Aslan

*Yüksel Holding
Internal Auditor*

I enjoy and am proud to be working at Yüksel and being a 'Yüksel'ist. Yüksel is a group of companies where there is a special relationship among the employees. In my opinion, what makes Yüksel 'Rise' is the value it places to people and quality.



Number of Employees By Occupation

Date:30.06.2011

Occupation Category	Turkish Citizens	International Employees	Sub Contractors' Employees	Total
Engineer, Architect	517	100	134	751
Accountant, Personnel, Financial work	596	252	91	939
Administrative work				
Technician, Foreman	339	101	159	599
Operator, Expert	635	999	821	2455
Worker	1448	2935	2503	6886
YÜKSEL TOTAL	3.535	4.387	3.708	11.630

N. Aslı Başaran Seçkin

Meksa Yatırım Menkul Değerler A.Ş.
Assistant Domestic Sales Manager

I can honestly say that working for the Yüksel Group has given me a feeling at peace and security during my transition phase to work life, thanks to my considerate and supportive managers.



Number of employees by company

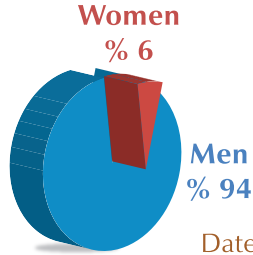
Date:30.06.2011

Company	Turkish Citizen	International Employees	Sub Contractors' Employees	Total
DATASEL A.Ş.	79	3	1	83
HİDRO-D	1	0	0	1
KASK SİGORTA	5	0	0	5
MEKSA YATIRIM A.Ş.	156	0	0	156
SASEL ELEKTROMEKANİK A.Ş.	556	148	54	758
YÜKSEL ENERJİ	5	0	0	5
YÜKSEL ELK. TOPT. SATIŞ A.Ş.	4	0	0	4
YÜKSEL HOLDİNG	28	0	0	28
YÜKSEL İNŞAAT A.Ş.	1716	3195	3091	8002
YÜKSEL ÖZEL GÜV. HİZM. A.Ş.	478	0	0	478
YÜKSEL İNŞAAT SAUDIA	234	1040	534	1808
YÜKSEL SAVUNMA SİST. A.Ş.	23	0	2	25
YTY YÜKSEL TURİZM YAT. A.Ş.	3	0	0	3
YÜKSEL YAPI ELEMANLARI A.Ş.	102	0	26	128
YÜKSEL YAPI YATIRIM	8	0	0	8
YÜKSEL YATÇILIK	11	1	0	12
FİBA YÜKSEL	8	0	0	8
YÜKSEL YÖNETİM HİZM. A.Ş.	118	0	0	118
Yüksel Total	3.535	4.387	3.708	11.630

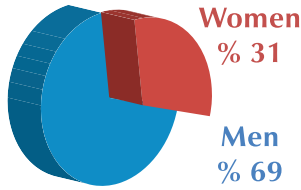
We, as Yüksel employees, are a family of **11,630** people including our domestic and international members.

Yüksel İnşaat Employees According to Region

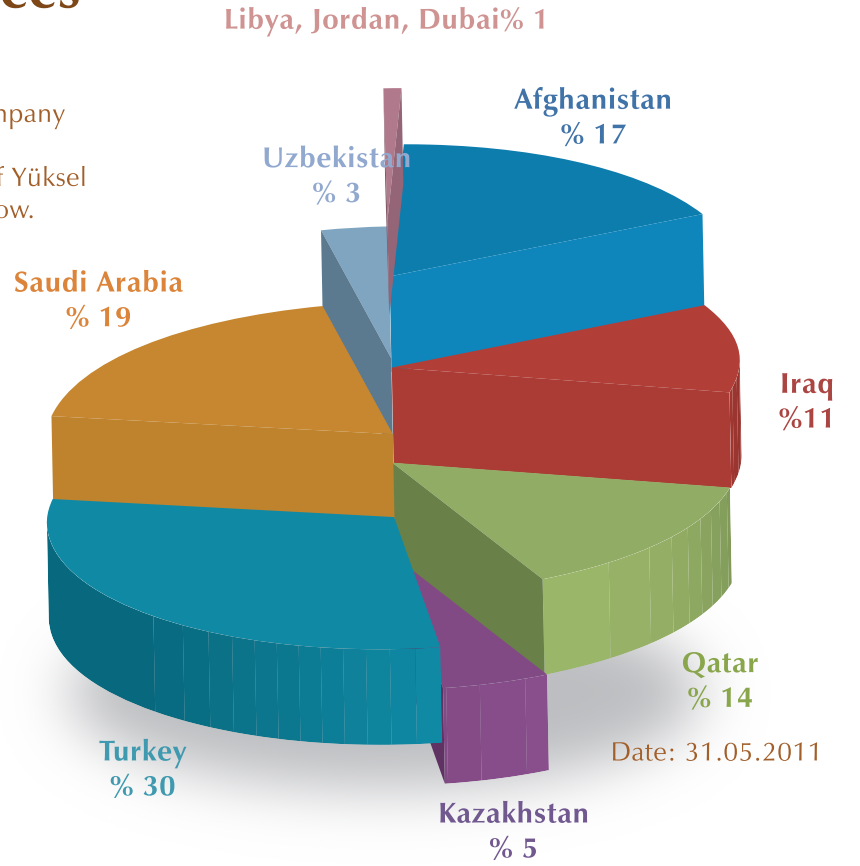
Yüksel İnşaat, the founding and primary company of the Yüksel brand, has many locations domestically and abroad. The distribution of Yüksel İnşaat employees by region can be seen below.



Date: 31.05.2011
Distribution of Yüksel İnşaat Head Office Employees according to their sex



Date: 31.05.2011
Distribution of Domestic Employees of Yüksel according to their sex



Date: 31.05.2011

Percentage of Female Employees in Turkey

Date: 20.09.2010

Companies	Number of female workers	Total workers	Percentage of workforce (%)
YÜKSEL İNŞAAT A.Ş.	102	2749	3.71
YÜKSEL HOLDİNG	11	22	50.00
DATASEL BİLGİ SİSTEMLERİ A.Ş.	26	84	30.95
KASK	4	8	50.00
MEKSA YATIRIM MENKUL DEĞ. A.Ş.	52	154	33.77
SASEL A.Ş.	36	737	4.88
YÜKSEL YAPI YATIRIM A.Ş.	2	6	33.33
YÜKSEL SAVUNMA SİSTEMLERİ A.Ş.	5	22	22.73
YÜKSEL YATÇILIK A.Ş.	5	14	35.71
YÜKSEL YAPI ELEMANLARI A.Ş.	7	147	4.76
YÜKSEL ÖZEL GÜVENLİK HİZM. A.Ş.	21	370	5.68
YÜKSEL YÖNETİM HİZMETLERİ A.Ş.	12	23	52.17
YÜKSEL TURİZM. A.Ş.	1	3	33.33
FİBA YÜKSEL A.Ş.	1	4	25.00
TOTAL	285	4.343	6.56

Emin Işık

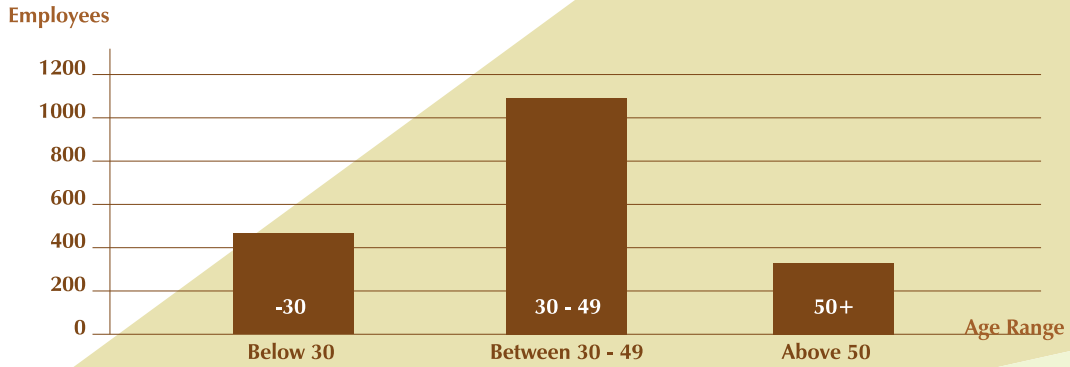
Yüksel İnşaat A.Ş.
Systems Engineer

I have been working at Yüksel İnşaat since 2007 as a Systems Engineer. I have grown even in the face of changing conditions and developed my academic and technical knowledge here. Yüksel İnşaat respects its employees and provides an experience for its workers where its distinguishing focus is on people.

In addition to professional methods, the “development” aspect at Yüksel is always there and I am happy to be a part of this.



Yüksel İnşaat Distribution of Domestic Employees by Age



Turnover among Yüksel İnşaat personnel is 16%

Human Resources and Payment Policies at Critical Centers Abroad

Doing business abroad for Yüksel is not just a matter of turning a profit in the short. Yüksel fully intends to establish a permanent presence in countries where it operates. For this reason, the utmost respect is accorded to the legal and cultural practices and arrangements in our international locations. It may be because of this distinguishing feature which separates Yüksel from other companies active in international activities, that there has been no incident involving the violation of local residents' rights in our international operations.

Many local workers have joined Yüksel Family at our international worksites. Yüksel abides by the local employment rules in countries where there are active business operations. It places great importance on local suppliers. Employment rules and detailed information on payments made to suppliers at important operation regions are below:

Libya

According to the legislation, 30% of the personnel must be local workers. At least 20% of all the workers need to be trained. The required percentage of local high level workers is 15%. Advance payment is not made to the suppliers for the purchase of service and supplies. Expenditure rates in construction are mandated as 85% foreign resources and 15% local resources. In the construction of roads, the required amount of local resources is 90% and foreign resources are 10%. In total expenditures, 52% of the resources are acquired internationally and 48% locally.

Kazakhstan

50% of workforce is represented by local workers. The rate of local high level workers is 8%. The rate of advance payment for the local subcontractor services is 30%. The expenditure rate is 48% for foreign and 52% for local resources.

Uzbekistan

Local workforce represents at least 30% of all workers. The percentage of local high level workers is 69%. Advance payment rate in local purchasing applications is 15%. The expenditure rate is 45% for foreign and 55% for local resources.

Qatar

The workers are comprised of citizens of Nepal, Pakistan, Bangladesh and the Philippines. The management team is composed of citizens of Turkey, India, Syria, Lebanon and Egypt. All subcontractors in Qatar are local.

Saudi Arabia

At least 5% of the workers are local as are at least 15% of the managers. The expenditure rate is 30% for foreign and 70% for local resources. Advance payment is made to the local suppliers. Yüksel employs 36% of the local workforce on average in foreign operations. As we remain in these countries for a longer period of time, the ratio of our high level managers in that country increases. Considering all international activities, our expenditures are 52% foreign sourced and 48% from local sources.



Borçka Dam and HEPP

Work Standards

Yüksel respects its employees' freedom for unionization and collective bargaining. According to the 3 year workplace specific contracts signed with the labor union, of which Yüksel employees are members, raises and other rights to be awarded to the employees are determined via negotiation each new year.

22.8% of Yüksel İnşaat's workforce at domestic offices and worksites are members

of the labor union and they are included in the collective agreement.

The trial period is 30 days in critical operational changes. Parties can terminate the contract unilaterally within this period without informing the other. However, salary rights for days worked are reserved.

Collective discussion held with labor unions cover the below subjects of health and safety.

Workers' Health

Employees carrying out dangerous labor are provided with protective gear as per labor related legislation.

Workers who are engaged in painting, welding, cement transportation and unloading are given a half kilogram of milk or yoghurt a day.

All workers are provided with a location to change their clothes. Dining room, toilet, shower, sink and similar places need to be provided sufficiently.

Transportation of a Sick Worker

The employer shall provide a vehicle or cover related expenses so that the worker who has been in an accident at the workplace or while doing work or who has gotten sick due to the nature of the work, can be taken to the hospital or clinic for treatment and a checkup and no salary deduction shall be made for this time.

Safety

The rules prescribed by law regarding the safety of workers are applied.



Almaty Financial Center

Serkan Argun

Yüksel Özel Güvenlik Hizmetleri A.Ş.
Security Personnel

I started my career working in different industries. Later, I was employed by another security firm. I have been working at Yüksel Güvenlik for 5 years. I can say from all my experience within this period that Yüksel is different than other companies in that it is an institutionalized company and the approach of the managers towards their employees is different. For me, Yüksel is a place managed by a professional management team where you feel like part of a family along with the other employees.



Occupational Health and Safety

Construction, which is our primary area of work, is a difficult sector in terms of ensuring the safety of employees. However, the importance we place on the safety of employees and our efforts related to this subject are getting us closer to our objective of a “zero accident workplace”.

- We take great care in adhering to the rules below in order to attain our target level regarding workers' health and safety.
- We carefully monitor the possible risks at the workplace by implementing the rules determined.
- We are constantly trying to improve the occupational health and safety management system we have installed.
- We update our occupational health and safety policy periodically and inform our workers on the subject.

One fatal accident occurred at a Yüksel İnşaat location in 2010. The workers did not report any occupation related sicknesses. The total accident severity rate in 2010 was 8.9. The total accident and sickness rate was reported as 2,984 in 2010, and time lost regarding the accidents (LTIR) was 0.59.

Yüksel İnşaat personnel working with serious illnesses are provided with health related information and training by occupational health and safety personnel. In addition, health checks are carried out periodically after the initial one in the beginning, germ carrier checks are done every 6 months and the necessary vaccinations are administered. Yüksel places importance on its employees' health and safety, as well as on that of supplier firm employees. Within this scope, suppliers with quality, environment, occupational health and safety certificates are preferred.



Jordan Armed Forces Headquarters

Employee Motivation

The respect and loyalty, Yüksel's employees have for their company can be attributed to the familial atmosphere Yüksel provides for all employees. In that sense, we believe that employee satisfaction is the most important factor in achieving continuous work performance.

Yüksel employees in Ankara get together for seasonal parties during each spring and fall. These parties provide an opportunity to reduce work stress and where all employees can be together. In addition, all Yüksel employees and their spouses get together in Ankara to celebrate the New Year. These joyous celebrations where Yüksel welcomes the New Year as one are at the top of the activities list and are eagerly awaited by all members of the Yüksel Family.

Many sports teams, established by Yüksel employees, participate in activities where the united spirit is more evident. Yüksel was represented by 44 participants in 6 branches in the 2010 Corporate Games in İstanbul, where Yüksel Sports Teams engaged in sport competition with other companies' teams. Since the Women's Bowling Team came first in the individual and doubles competitions, they were rewarded at an event organized within Yüksel. In 2011, 2 branches and 23 competitors represented the company in the Corporate Games. Since the Women's Bowling Team won again in the doubles competition, the players were awarded. Another one of our corporate sports team, the Datasel Bowling Team, were

champions in the Health Sector Bowling Tournament.

We believe that the direct participation of employees in Yüksel's decision making processes contributes positively to employee motivation. We submit surveys to our employees regularly in order to help us attain this objective. With these surveys, we request feedback from our employees prior to making decisions on changes that would affect Yüksel employees and initiate our decision making procedures with guidance from these surveys. In addition, we can now reach more of our employees more effectively via the new survey system on our intranet.

Priorities for us are strengthening the communication among Yüksel companies, sharing corporate information and experience as well as establishing a common language among the companies. As a result, one employee from each Yüksel corporation is the designated Corporate Communication Representative and ensures the flow of required information among the corporations by organizing monthly CCR (Corporate Communication Representative) meetings.

Burçin Önal

*Yüksel Yatçılık
Reservation / Office Manager*

Since July 1997 when I was hired here, it has been a pride and joy for me to work at Yüksel. The job security offered by corporate firm of this size and my peaceful work environment has encouraged me to accomplish more, in a more committed way and with more sacrifice. It might be a cliché, but being a member of this family has always made me proud and secure and do my job with a great deal of joy.



Ankara Pozantı Motorway

Employee Training and Performance Evaluation

Employee training at Yüksel is viewed as a lifelong process. Also, support for employee training is of crucial importance in terms of ensuring work satisfaction and increasing employee motivation.

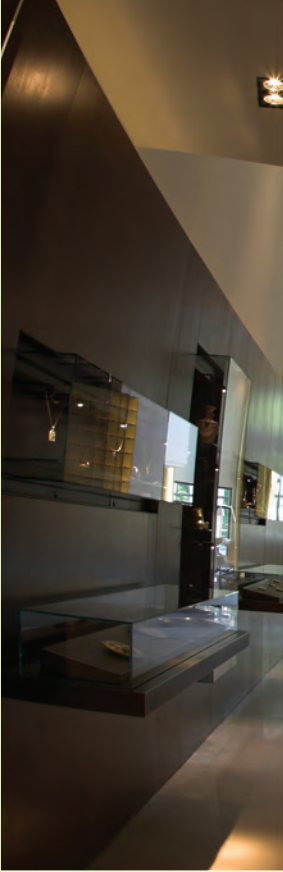
Within this in mind, we provide our employees with occupational and personal development training opportunities. We identify these training events in accordance with our employees' requests and needs.

A training request form is sent by our Human Resources department to our employees every four months, and our employees' training requests and needs are determined.

The Management Vision Meetings, scheduled every three months for upper and middle management, are an integral part of these trainings. The objective at these meetings is to have our employees, who function at management level, examine the agenda closely and gather updated information.

Employees need to receive sufficient feedback on their work performance in order to develop appropriately according to their own competencies and choices. For this reason, performance evaluation is among the priorities mentioned in Yüksel's Human Resources Policy. The performance of 43% of Yüksel's workforce is regularly assessed.

Training was provided to an average of 220 employees working at the Head Office in 2010 and a total of 2,923 man-hours of training was provided during the first quarter of 2011. The total budget spent on these trainings was 123,427TL.



St.Sophia Kiev Hyatt Regency Hotel

Nurcan Taşkın

Sofra Yemek Üretim ve Hizmet A.Ş.
Project Manager

Yüksel's work environment is one where there respect is shown to the employees, where we feel valued, where there is peace and joy each day we do business. Love, respect and ownership is displayed by Yüksel İnşaat employees and also our high level managers; they make us feel that we as Sofra Group employees, are part of this family and we are proud to work under this roof.

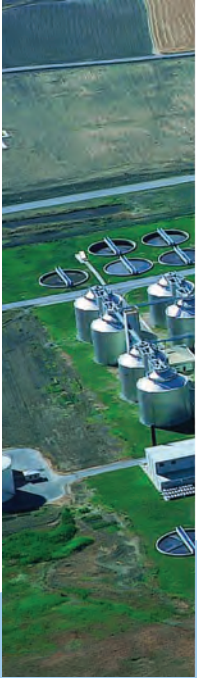


Environmental Sustainability

The construction industry is a crucial industry, the only one in which humans truly shape nature. Considering the many constructions Yüksel has contributed to domestic and international infrastructure and superstructure in the last 48 years. As Yüksel, we are aware of our sizable responsibility

concerning the environment and priorities related to environmental sustainability.

Yüksel, in compliance with EN ISO 14001: 2004 Management Systems, is committed to continuously developing its environment policies and instilling awareness in its employees and suppliers. The approach and experience of our companies regarding environmental implementations are discussed in the selection of suppliers and performance evaluations.



Ankara Central Wastewater Treatment Plant

Carbon Footprint Measurement Efforts

We have started working on the measurement of our carbon footprint in order to decrease the environmental pollution stemming from our work processes, and to use natural resources in a more sustainable manner. The carbon footprint measurement work was first started at the Head Office and is planned for implementation in all Yüksel units in the future to ultimately shape our environmental performance as totally visible and manageable. With this objective, we aim to increase the scope of our work on carbon emission, use of natural resources and waste management, and decrease our negative environmental impact.

2010 Data for Central Office Buildings

Scope 1 – Direct Emissions	Natural Gas	363,9 tCO ₂ eq
	Company vehicles using gas	133,5 tCO ₂ eq
	Company vehicles using diesel	75,9 tCO ₂ eq
Scope 2- Indirect Emissions	Electric	975,5 tCO ₂ eq
	Water	2,5 tCO ₂ eq
Scope 3- Other (indirect) Emissions	Domestic waste	0,4 tCO ₂ eq
	Recyclable waste	-11,6 tCO ₂ eq
	Rented vehicles using gas	128 tCO ₂ eq
	Rented vehicles using diesel	10,3 tCO ₂ eq
	Total greenhouse gas release	1.678,3 tCO ₂ eq

The Total Amount of Waste Originating from Yüksel İnşaat Domestic Activities

Head Office

Paper and carton	10.210kg
Metal	1.900 kg
Plastic	1.808 kg
Glass	253 kg
Vegetable waste oil	225 lt
Florescence	59 kg.
Toner	123 kg

Sarıgül – Hacınoğlu Worksites

Dangerous and contaminated waste	2.550 kg
Waste motor oil	8.000 lt
Waste vehicle tire	23.000 kg
Vegetable waste oil	870 kg
Packaging waste (paper & plastic & Metal & glass)	5.350 Kg
Medical waste	70 kg
Waste battery	4 kg

Kandil Dam Worksite

Waste motor oil	500 lt
ELT	15.100 kg
Medical waste	35 kg
Packaging waste (paper & plastic & Metal & glass)	100 kg
Waste glass	50 kg
Plastic	580 kg
Paper	730 kg

There are 2 package waste water treatment facilities in Sarıgül – Hacınoğlu worksites for domestic waste water, where approximately 400 m³ purified water a day is discharged, and 3 facilities at Kandil Worksite, where approximately 480 m³ purified water is discharged per day.

Bio-diversity

The Ceyhan River is the only water mass affected by the water discharge from the projects at Yüksel's domestic worksites Hacınoğlu Regulator, Sarıgözel and Kandil Dam. The water of the Ceyhan River has been determined as Class IV. Therefore, the Ceyhan River does not have a significant bio-diversity value or any endemic species. Similarly, the areas where our Sarıgözel, Hacınoğlu and Kandil worksites are located do not have any bio-diversity characteristics. Measures have been taken so that the river base and the land cover are not affected by the work. Necessary landscaping will be done once the project ends and contribution made to the protection of the natural environment.



Marmaris Yacht Marina

Energy Productivity

Yüksel has identified goals for 2011 and an action plan within the framework of the importance attached to energy productivity at Yüksel work places. In addition, efforts will be made to ensure the use of more sustainable energy through personnel training and the adoption of new technologies. The total energy consumption at the Yüksel Head Office in 2010 was 1,866,892 kWh. In addition, a transition was made towards the use of solar energy to conserve electricity at domestic worksites and the use of energy smart illuminators was increased. As a result of these efforts, a decrease has already been achieved in comparison to the consumption in 2010.

Contribution to Society

Yılmaz Sazak Memorial International Age Groups Athletics Meetings (I.A.G.A.M)

As Yüksel, we have always been sensitive towards improving the quality of community life. With all the support we have provided until today, it was our goal to show our awareness of our social responsibility to our customers, social stakeholders and the general public, not to mention positioning the company as a model. Along this line, we have held the “Yılmaz Sazak International Age Groups Athletics Meetings” event with Yüksel İnşaat as the main sponsor for exactly 16 years on behalf of Yılmaz Sazak, who dedicated himself to Turkish athletics, to increase young people’s interest in the sport of athletics, which is the predecessor of all sports, and to help them acquire competitive experience and discover new talents.

The inception of the Yılmaz Sazak International Age Groups Athletics Meetings which we have held for 16 consecutive years is based on Yılmaz Sazak, one of the founding partners of Yüksel Holding, and his

individual sponsorship support for athletics.

Sazak, who was the President of the Turkish Athletic Federation in 1988-89, started organizing “The Yılmaz Sazak Age Groups Indoor Competition With Prizes” in 1996 in order to garner corporate support for athletics. Yılmaz Sazak, who has made a significant effort to take Turkish athletics to a global level throughout his life and especially who led to the start of “individual sponsorship”, had provided sponsorships himself to many athletes such as Semra Aksu, Lale Öztürk, Zeki Öztürk, Ahmet Altun, Serap Aktaş, Gülsüm Durak, and Ebru Kavaklıoğlu.

After Yılmaz Sazak passed away on 15 July 2000, the meetings continued under the main sponsorship of Yüksel İnşaat.

The meetings attained an international flavor in 1999, when athletes from neighboring countries were invited for the first time and became one of three competitions in Europe.

Each year, Yüksel İnşaat does the entire organization, which includes accommodation, transportation and awards for more than 1,500 athletes from close to 15 countries who participate in the meetings.





Records broken in the last 6 years at the Yılmaz Sazak International Age Groups Athletics Meetings:

11th Meetings /2006 1 Turkish record, 4 Turkish under 23 records, 10 Games records, 1 Turkish stars record

12th Meetings /2007 4 Turkish records, 1 Slovenia record, 1 Serbia record, 1 Lebanese record, 17 Games records

13th Meetings /2008 1 Turkish record, 4 Turkish under 23 records, 21 Games records,

14th Meetings /2009 1 Turkish record

15th Meetings /2010 1 Turkish stars record, 1 Slovenia record, 1 Romanian record

16th Meetings /2011 1 Turkish Stars record, 1 Turkish Under 16 record, 1 Young Man Turkish record, 1 Young Woman Turkish record, 2 Azerbaijan records, 1 Tunisian record

Total:76 Records

The fact that the Yılmaz Sazak International Age Groups Athletics Meetings is an event held in Turkey without the support of an official agency and for 16 consecutive years without interruption is very important.

Sub-events of Athletics Meetings

Records broken in the last 6 years at the Yılmaz Sazak International Age Groups Athletics Meetings.

Yılmaz Sazak Photography Lane Exhibit

The photography exhibit supported by the Maltepe University Fine Arts Faculty and Communication Faculty as a solution partner since 2008 has completed its 6th year. The photographs taken by professional photographers during the competitions from an art point of view continue as an artistic extension of the Yılmaz Sazak IAGAM.

Kenan Onuk Special Athletics Award

Additionally, within the scope of the Yılmaz Sazak IAGAM, the Kenan Onuk Special Athletics Award has been given to a member of the media providing the most comprehensive, accurate and effective news coverage and the media establishment s/he works for since 2007 on behalf of the late **Kenak Onuk**, a very important journalist from the Turkish media, in honor of his different point of view towards athletics and in order to spread his understanding of journalism. Detailed information about the award winning journalists and jury members can be reached at www.yilmazsazakmemorial.com

Rising Stars

The Rising Stars is a name given to those young athletes who attract attention with their success and have a promising future and are supported by Yüksel. Three Rising Stars in 2010 displayed the skill and enthusiasm to be world quality athletes with their superior success. Examples of the success of the athletes, we have supported since 14 July 2009 are as follows;



Rising Stars: Nimet Karakuş and Pınar Aday

Nimet Karakuş

- 23-24 April 2010 1st World Youth Olympics National Team Selections / Ankara
First place at 100 m and 200 m (Turkish Record),
- 8-9 May 2010 Youth League Elimination Competitions / Mersin
First place at 100 m, 200 m and 4 x Swedish Relay Competition,

12 – 13 June 2010 Youth Club League Final Competitions / Trabzon
First place in 400 m and 4 x Swedish Relay competition

30 June 2010 Adults Athletics Competitions / İzmir
First place in 200 m (Turkish Record)

7 August 2010 Balkan Youth Championship / Edirne
Second place in 100 m and broke the 20 year Turkish Record with a score of 48.27 in 4 x 100 m Relay race

18 September 2010 Europe Junior Clubs Championship / Bydgoszcz – Poland
First place in 100m and 200 m

5 – 6 June 2011 Junior Athletics League / İstanbul
Achieved the best score among all the age groups with a score of 11.77

18 – 19 June 2011 European Nations Cup Competition / İzmir
Broke the 10 year old Junior Record in 100 m and the 9 year old record for under 23 with a score of 11.65. In the same competition, helped the breaking of the 15 year old record in 4 x 100 Relay races,

Was awarded the “Athlete giving the best service award” within the scope of “The best of 2010 who serve Antalya” awards by the Toros Education Establishments.

Pınar Aday

30 June 2010 Adults Athletics Championship / İzmir
First place in 100 m hurdles and long jump our Rising Star Pınar.

7 August 2010 Balkan Youth Championship / Edirne
Turkish Record and Balkan Championship in Long jump and second place finish in 100m hurdles our Rising Star Pınar.

Youth Turkish Record in branches, 100 m hurdles, long jump and pentathlon belong to our Rising Star Pınar.

Toros Pilikoğlu

24-25 April 2010 Turkish Championship / Ankara
First place in 100 m and 200 m and second place in long jump

21-23 May 2010 Youth Olympics Games Europe Selection Competition / Moscow, Russia
Second place in long jump

25 Dec 2010 Indoor Record Trial Competition / İzmir
Broke the Youth Turkish Record with a score of 7.03 in 60 m

The budget for the past 5 years of the Meetings, which have continued for 16 consecutive years, and other related events is 1,067,934.24 TL

Alaca Höyük Dam and Archeological Excavations

Yüksel İnşaat has been carrying out many corporate responsibility related projects domestically and abroad, especially those related to the contracting sector. One project we are honored to sponsor as Yüksel is the Alaca Höyük excavation site.

Archeological studies started at Alaca Höyük upon Atatürk's directives in 1935. It has the distinction of being the first national excavation of the history of the Turkish Republic. Great importance was placed on this historical region during that period and an aerial photograph of the excavation site was taken as per Atatürk's directives in 1936. A museum was established in 1940 for the exhibition of the excavated historical items.

However, interest and support declined following Atatürk's death and no scientific research was done in this important site after 1983. The Alaca Höyük excavation, which was among the Government approved excavations in 1997, was restarted by a team led by Archeology Prof. Aykut Çınaroğlu of the Ankara University Faculty of Languages, History and Geography. Even though the excavation work had started, it continued under difficult conditions due to financial problems.

When the president of the excavation area, Prof. Aykut Çınaroğlu, stated in 2005 that they "sought resources for the Alacahöyük excavation site and especially the Alaca Höyük Hittite dam, considered to be the oldest dam in Anatolia", the archeological work had almost reached another standstill due to financial limitations.



The World's Oldest Dam Opened for Use

Alaca Höyük Dam

The Alaca Höyük Hittite Dam in the Alaca Höyük region of Çorum, 36 km northeast of Boğazköy Hattuşaş, has a special significance. The Alaca Höyük Hittite Dam, known as the oldest functioning dam in Anatolia, was brought back to life with support from Yüksel.

Dams from the Hittite period have all disappeared or lost their functionality except for the one in Alaca Höyük. Since the spring water comes out of its trunk, the Alaca Höyük Dam has not disappeared until our time. The Alaca Höyük Hittite Dam, exposed by support from Yüksel İnşaat, is understood to have been constructed with the same method as most modern dams built using the latest technology. This visible structure built with the dam construction technique 3500 years ago has reacquired its functionality as a dam with a capacity to hold an average of 25,000 cubic meters and started providing the Alaca Höyük farmers with irrigation. In this sense, the Alaca Höyük Hittite dam is the oldest functioning dam in the world.

As a company, that builds 21st century dams using the most advanced technologies and represent our country in the international arena successfully, we feel proud to have fulfilled our responsibility by returning Anatolia's oldest known dam back to cultural and agricultural life.

Excavation Work

Many valuable historical artifacts from the Hittite civilization have been brought to the daylight as a result of the excavation work continued with Yüksel İnşaat's support. Within this scope, first the living quarters of the archeologists and the entire excavation house have been renewed to provide a suitable environment for the excavation team to ensure healthy and comfortable conditions. A security guard house has also been built.

As a result of the excavations, the first iron sword in history, Anatolia's oldest ruby, various tablets and the only Hittite statue excavated at Alaca Höyük and many other historical artifacts have enriched our cultural inheritance.

A museum has been established at the excavation house with support from Yüksel within the scope of the project to have these valuable historical artifacts exhibited. A replica of each artifact from the excavations has been made and exhibited to share our cultural heritage with visitors.

Another exciting find discovered during the excavation was the tombs of thirteen kings in Alaca Höyük. These tombs are to be restored with support from Yüksel and exhibited. Following the placement of the various artifacts' replicas found in these restored tombs of kings, the tombs will be covered with glass to present a unique display to visitors.

The first guitar description in history "Embossed Ortostat at the Sphinx gate" is also in Alaca Höyük. In addition, the Alaca Höyük gate with the sphinx, the only sphinx example used architecturally in Anatolia has been scanned with laser using "3D local laser scan". It has been ensured that this very valuable historical piece at Alaca Höyük, with the illustration composed of 19 million dots via the use of a special method, will be preserved for centuries to come.

Signage Work

Despite the continuation of work at Alaca Höyük, with all its significance for the cultural history of the world, no signage existed, pointing visitors to the site. To make the site more visible and accessible to more visitors, proper signage showing directions were put up at the excavation site which has intercity connections from four points. The ruins and local museum entrance, the door with the sphinx and the embossed ortostats were illuminated and modified to make the site more appealing to visitors.



Alaca Höyük Tablets

The Atatürk and Alaca Höyük Book

The invaluable work called “Atatürk and Alaca Höyük”, which we feel great joy in sharing with our stakeholders is another product resulting from our support and contains very important information related to Atatürk and archeology, most of which has surfaced for the first time.

Information related to this valuable heritage item was gathered by Prof. Aykut Çınaroğlu and Duygu Çelik with support from Yüksel İnşaat, and a book entitled “Atatürk and Alaca Höyük” was prepared for the archives.

The Alaca Höyük excavation continued due to support from Yüksel; accommodation was provided for the excavation team, historical artifacts in the site were uncovered, a Hittite dam thousands of years old became functional and “Alaca Höyük and Atatürk” was published as an archive, was published. It has been a source of great pride for us that our support has led to such wonderful achievements in Alaca Höyük.

Yüksel’s total support for the Alaca Höyük is worth 500,000 TL

Employees and Volunteerism

We believe our corporate responsibility is not just “executing projects” with financial support. We see our primary responsibility as improving the quality of life towards achieving a more a sustainable social life and starting first from our immediate circle. We plan to act together, starting with the highest level of managers and including all of our personnel to adopt our corporate responsibility implementations along with the whole Yüksel Family. To this end, in

order to build events in which our employees would take part voluntarily, we did a survey among our personnel in companies with their center in Ankara and determined the area where our employees would prefer their voluntary involvement to be. The result of the survey showed that Yüksel employees wanted to participate in projects in the following order; first in the area of education, secondly in an area regarding children and thirdly related to the environment.

We intend to start work based on the volunteerism of our employees in collaboration with various non-governmental organizations and we also want to expand and spread similar events among Yüksel companies.



ITEC Center / Uzbekistan

Educational Support

Yüksel’s support in regard to education and training continued in 2010-2011 due to the importance we place on education. Our prioritized education support is to provide scholarships for the children of our employees who need our support. Applications made by employees are closely examined and scholarships are granted on the basis of merit and need. The scholarship recipients are supported by Yüksel until the completion of their education and they are not asked to pay back their grant after graduation.



Kalealtı Village

Within the framework of the scholarship support, Yüksel continues to support a total of 37 students, 19 in higher education and 18 in elementary school. We allocated a budget of 80,000 TL to support students during the 2010 – 2011 academic year. However, we as Yüksel do not want to have a fixed budget when it comes to education. We are happy to amend the amount of support for our students' education when necessary to go over the determined budget.

Our support for education is not limited to the scholarships. We continue to meet requests from regions with serious needs. School materials were provided for schools in accordance with the requests from Kars Sarıkamış County National Education Department in 2010.

In addition to these types of support, we fund the education campaigns conducted by our country's trustworthy associations. We supported the Turkish Education Association with the 10,000 Torches Campaign and contributed to the education of 10,000 students.

Other Sponsorships

We believe that supporting events and establishments that will add positive value to society is part of our corporate responsibility. Instead of limiting ourselves to specific causes, we decide based on the type and extent of contribution a given project would make to public life. The events and establishments we supported in 2010 and the first quarter of 2011 are as follows;

Turkish Translation of the GRI G3 Indicator Protocols

Global Reporting Initiative (GRI) indicator protocols, widely accepted throughout the world on the subject of sustainable reporting, were translated into Turkish with support from Yüksel İnşaat. Establishments that plan to work on the subject of sustainability in Turkey and report these studies, now have a world class guide with this translation.

The translation of the protocols and updated G3 and Implementation Level documents can be accessed from GRI's Turkish pages;

<http://www.globalreporting.org/Home/LanguageBar/TurkishLanguagePage.htm>

Turkish Arab Economic Forum

The Turkish Arab Economic Forum, which we supported as a Gold Sponsor in 2010 and 2011, is an organization that brings together government heads, government members and thousands of business men from Turkey and the Arab countries. This forum is organized to improve Turkey's economic power and remains an important platform where business and diplomacy come together.



Uzaklar II Boat

Uzaklar II

Osman Atasoy, who had previously been on a five year world tour with his boat, left with his boat "Uzaklar II" to cross the Cape Horn at the edge of South America, also referred to as "the Everest of the Seven Seas". We, as Yüksel, undertook the main sponsorship for this private travel which will have important contributions in building Turkey's reputation in the naval area.

Osman Atasoy and his crew began their trip on 22 Oct 2008. The Uzaklar team, who crossed Cape Horn on 9 March 2011, share their memories of this adventurous trip on the web page: <http://osmanatasoy.org/uzaklar-ii.html>. We feel joy that we had the opportunity to support such an important trip for naval history

Other Establishments and Events Yüksel Supports

METU Strategy Development Center Ballet Tango Organization

METU Sustainable Campus Project Support

Dream Partners Association Creative Library

Restoration of Tripoli Turgut Reis Complex Restoration

Contribution to the restoration of the Jordan Salt Turkish martyrs' cemetery

Project Investment Congress

Serbian Events

EBAN 2010 Congress

Explorer Tour, Climbing to Ağrı Mountain

Contribution to Kars Sarıkamış District National Education Directorate

Ankara Chamber of Industry Aid Campaign

The total cost of support Yüksel provided for events and to establishments in 2010 and the first two quarters of 2011 is 499,446TL



Elif Seçkin

*N'PR Communication Consultancy
Communications Manager*

It is wonderful to work with Yüksel. Working with Yüksel means working with a young and enthusiastic team, while at the same time benefiting from the experiences of the competent masters of their work, developing you with their world scale vision, being a member of a large and happy family who can turn work into fun with their smiling faces and working in the shadow of a half a century old sycamore with hundred percent security.



Sustainability Targets of Yüksel Companies

Yüksel companies have identified sustainability targets in order to measure the economic, environmental and social performance in 2011 and manage these effects within the framework of our belief in sustainable development. We aim to further improve on the scope of our annual sustainable targets every year.

Company	Economic	Environmental	Social
 YÜKSEL Yüksel İnşaat A.Ş.	Tend towards Middle Africa and South Asian markets	Develop the carbon footprint measurement work and monitoring it	Creating Volunteering projects for employees
 YÜKSEL SAUDIA	Create a system that would closely monitor employment, machines used and production quality	At least 30% of worksite facilities shall be greened and fuel expenditure of vehicles shall be reduced	To receive OHSAS 18001:2007 certification, increase the importance placed on work safety
 Yüksel Kompozit Tic. Sic. No: 27110	Definition of business processes, creation of a Perfection Center to be constantly measured and improved	To keep energy consumption to a minimum with the approach "right up front"	To keep energy consumption to a minimum with the approach "right up front"
 YÜKSEL YATIL ELEMANLARI A.Ş.	Decreasing the cost of concrete production	Attendance to be assured to the waste management project executed together by collaboration of EU and Ministry of Environment and Forestry	Contribute to the university industry partnership utilizing TOBB Uni.'s Cooperative Education Program
 KASK SİGORTA	Increase of production by at least 10% by applying cross selling to customers	Conserve at least 3 roll white paper a month draft for non- official paper breakdown	To train employees in sales and diction in order to increase quality
 YÜKSEL SAVUNMA SİSTEMLERİ A.Ş.	To assign more weight to the promotion and marketing of guard	Controlling the environmental waste produced by sub-contractor firms	Controlling the environmental waste produced by subcontractor firms
 YÜKSEL YATÇILIK	Starting boat maintenance services during the winter months and increasing sales via promotions	30% decrease of the water used in the process of washing the boat, using marine detergent and increasing the environmental awareness	Provision of free sailing and first aid training by experts to people who live on their boats during the winter months
 SASEL ELEKTROMEKANİK SANAYİ VE TİCARET A.Ş.	Modification of sales procedures that impact the cost	Increasing recycling, decreasing frequency pollution	Establishing sports areas around the plant
 MEKSA YATIRIM	Assigning more weight to the use of internet and social media in order to increase competition and reach more customers	Not using paper at all by using of the new fax machines	Internship to be made available to students from Marmara Univ., Banking and Insurance High Higher Education

GLOBAL REPORTING INITIATIVE (GRI)

This report, which reflects Yüksel's economic, environmental and societal performance between January 2010 and August 2011, was prepared in accordance with the Global Reporting Initiative (GRI) G3 sustainability reporting principles, which attract a great deal of interest at the international level. This document as is the first report Yüksel has prepared according to the GRI indicators has been modified to comply with the GRI C level requirements.

Information within the scope of GRI C can easily be accessed using the directory below

STANDARD EXPLANATIONS

Strategy and Analysis

Code	Content	Scope	Page / Explanation
1.1	CEO statement	Total	5-6
1.2	Main effect risk and opportunities	Partial	6-7-8-9-12-21-22

Corporate Profile

Code	Content	Scope	Page / Explanation
2.1	Name of establishment	Total	Yüksel Holding A.Ş.
2.2	Main brands, products, services	Total	8-11
2.3	Establishment's operational structure	Total	14
2.4	Location of organization's headquarters	Total	Contact (52)
2.5	Countries where the organization operates	Total	8-9
2.6	Nature of ownership and legal form	Partial	8-10-11
2.7	Markets served	Total	8-11
2.8	Establishment's scale	Total	12-15-18-19-20
2.9	Changes that cover the report's period	Total	6-7
2.10	Awards	Total	16-17

Report Parameters

Code	Content	Scope	Page / Explanation
3.1	Reporting period	Total	7
3.2	Date of the most recent report	Total	7
3.3	Reporting cycle	Total	7
3.4	Contact persons for questions regarding the report	Total	Contact (52)
3.5	Process for defining report content	Total	7
3.6	Boundary of the report	Total	7
3.7	Special limitations	Total	7
3.8	Basis regarding the other establishments	Total	10-11
3.9	Methodology	Partial	7
3.10	Restatements of information	Total	7
3.11	Changes compared to the previous reports	Total	7

3.12	GRI Content Index	Total	45-46-47-48-49-50-51
3.13	External assurance for the report	Total	7

Management Commitments and Attendance

Code	Content	Scope	Page / Explanation
4.1	Corporate management structure	Total	8-9-11
4.2	Highest management administrator	Total	4-5
4.3	Unitary structure within the establishment	Total	11-14
4.4	Management mechanism	Total	11-14
4.12	Support for external economic, environmental and social activities	Total	12-15
4.13	Memberships in associations and representation of interests	Total	15-16

PERFORMANCE INDICATORS

Economic Performance Indicators

Code	Content	Scope	Page / Explanation
EC1	Direct economic value produced and distributed	Total	12
EC4	Important financial support from the State	Total	Does not exist
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Partial	21-22
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Total	21-22
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Total	21-22
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Total	31-32-33-34-35-36 37-38-39-40-41

Environmental Penformance Indicators

Code	Content	Scope	Page / Explanation
EN3	Direct energy consumption by primary energy source.	Partial	29
EN4	Indirect energy consumption by primary source.	Partial	29
EN5	Energy saved due to conservation and efficiency improvements.	Partial	29-30
EN6	Initiatives to provide energy efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Partial	28-29-30
EN9	Water sources significantly affected by withdrawal of water.	Total	30
EN13	Habitats protected or restored.	Partial	29-30
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Total	30
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Total	30
EN16	Total direct and indirect greenhouse gas emissions by weight.	Partial	29
EN17	Other indirect greenhouse gas emissions by weight.	Partial	29
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Partial	29-30
EN21	Total water discharge by quality and destination.	Partial	29

Code	Content	Scope	Page/Explanation
EN22	Total weight of waste by type and disposal method.	Partial	29
EN23	Total number and volume of significant spills.	Partial	There is no significant leakage at the Center and Sarıgözel Hacınoğlu Kandil worksite facilities
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Total	We have no activity related to the subject
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Total	30
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Total	Not applicable in our line of work
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Total	There is no incident related to the subject

Labor Practices Performance Indicators

Code	Content	Scope	Page/Explanation
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Partial	18-19-20
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Partial	19-20-21
LA4	Percentage of employees covered by collective bargaining agreements.	Total	22

Code	Content	Scope	Page/Explanation
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Total	22
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	Partial	24
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Partial	23-24-26-27
LA9	Health and safety topics covered in formal agreements with trade unions.	Total	22-23
LA10	Average hours of training per year per employee, by gender, and by employee category.	Partial	27
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partial	26-27
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Total	26-27
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Total	18-19-20-21

Human Rights Performance Indicators

Code	Content	Scope	Page/Explanation
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Partial	18-26-27
HR4	Total number of incidents of discrimination and corrective action taken.	Total	18-21-22-22-24
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Total	18-21-22-24
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor.	Total	18-21-22-24
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Total	18-21

Society Performance Indicators

Code	Content	Scope	Page/Explanation
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Total	18
SO4	Actions taken in response to incidents of corruption.	Total	18
SO6	Total value of financial and in kind contributions to political parties, politicians, and related institutions by country.	Total	No contribution

Code	Content	Scope	Page/Explanation
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Total	No legal process related to the subject

SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Total	There is no fine as a result of not complying with legislation and regulations
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Product Responsibility Performance Indicators

Code	Content	Scope	Page/Explanation
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Total	We are submitting explanatory information on our products and services in compliance with the various laws and regulations

PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Total	N'PR Communication Consultancy A.Ş. ISO 9001:2000 who conducts Yüksel İnşaat and Yüksel Holding's communication consultancy has the Total Quality Management System certificate and gets audited in terms of CMS Consultancy Service Management Standards
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PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	Total	There is no incident related to the subject
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PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Total	There is no incident related to the subject
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Communication

To get more information on Rise'ability

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