



 **RÖNESANS**HOLDING

# COMMUNICATION OF PROGRESS

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Report  
2020



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## Chairperson's Message

Due to the Covid-19 pandemic, the whole world experienced 2019 as a year where the importance of the "Sustainability" concept has been better understood. We have remembered once again that our resources are not endless, and we have experienced that more efficient work environments can be developed through different business models. We think that Covid-19 will have very important impacts on both consumer and investor behavior in the medium and long term. In this process, we will be observing that companies such as Rönesans, which adopt the goal of "Sustainable Growth", design their corporate structures and organizations accordingly, and are able to adapt themselves quickly with their dynamic structure to the transformation taking place in the world, will survive and continue to contribute to the society.

As Rönesans, we operated during the Covid-19 period by prioritizing the health of all our stakeholders, especially our employees, and tried to keep the number of people affected by the pandemic to a minimum. While we implemented measures to protect our employees on one hand; on the other hand, we strived to ensure the continuity of our operations. We will continue to implement the measures we have taken in our fight against Covid-19 until the pandemic is eradicated.

By signing the "UN Global Compact" in 2015, we declared our commitment to the 10 principles that have been determined by the UN. Afterwards, we adopted the "UN Empowerment Principles", which were also designated by the United Nations, in order to support women to take more active roles in business life and to strengthen their position. We closely monitor the progress we have made by integrating these principles into our business processes, and we intervene early in the areas we think that need improvement. As Rönesans, we are active in approximately 30 countries around the world and most of our operations are in developing or underdeveloped geographies. Therefore, we are making every effort to maximize our contribution to society in the countries where we conduct our business in light of the UN's "17 Sustainable Development Goals."

I am pleased to share with you our COP report, which presents to you evaluation of our activities in 2020. I would like to take the opportunity to thank all our stakeholders, especially our employees, who contributed to the preparation of this report. Stay healthy and safe,

**İpek Ilıcak Kayaalp**  
Chairperson of the Board





## ABOUT THE REPORT

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This marks our fifth COP report which we have been publishing since 2016. This report fulfils our commitment to Communication on Progress in implementing these principles and supporting broader UN goals and illustrates our corporate culture which is driving our achievements during the period of September 2019-November 2020. We refer to the company's subsidiaries and its joint ventures as "The Group" and use consolidated annual data from our global operations in all sectors and businesses to highlight our performance. This report also describes the practical actions that Rönésans has taken to implement UN Global Compacts ten principles in each of the four issue areas; human rights, labor rights, environmental and anti-corruption.

The performance figures in our Green Projects was reviewed by the U.S Green Building Council as part of the LEED certification process. This report was directed by Renaissance Sustainability Office of Rönésans Holding and the data presented here have not been subject to independent verification.

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***Please contact us via e-mail ([sustainability@ronesans.com](mailto:sustainability@ronesans.com)) for questions related to this report.***



# RÖNESANS

## About Rönesans Holding

Established in 1993 in Saint Petersburg, Russia, Rönesans Holding is active with 75.000 employees from 64 different nationalities in 28 countries, with a particular focus on Turkey, Russia and the Netherlands, across a wide geographical area ranging from Central Asia to Europe and Middle East to Africa. Operating in the fields of construction, real estate, healthcare, energy and petrochemistry as main contractor and investor, Rönesans Holding develops heavy industrial plants, infrastructure projects, manufacturing plants, chemical and pharmaceutical production facilities, food and beverage processing plants, automotive and machinery factories, public buildings, healthcare complexes and power plants, as well as shopping centers, hotels, residences and mixed-use buildings. Renaissance Construction ranks 23rd in "The World's Top 250 International Contractors"(ENR) and 9th in Europe.

Boasting several groundbreaking projects, Rönesans Holding has added to its diverse global achievements with the Yamal LNG Plant, which offers a new route for global energy transmission, the Gotthard Base Tunnel, the longest railway tunnel in the world, and the Lakhta Center, the tallest skyscraper in Europe.



## 1993 Foundations of Rönesans



Renaissance Construction is founded by Dr. Erman Ilıcak in St. Petersburg, Russia.

## 2000 Growing in Russia



Renaissance Construction opens the Moscow Office.

## 2001 Growing in Russia

Rönesans expands into the real estate development sector.

## 2004 The first project in Turkey



Optimum Outlet, the company's first shopping center investment project, is launched in Ankara.

## 2006 Growth with global achievements

Renaissance Construction makes its debut in one of the world's most prestigious surveys the "ENR Top 22 International Contractors List".

2006

Rönesans establishes Rönesans Real Estate Investment in Ankara.

2006

Ankara Optimum Shopping Center opens its doors to visitors.

2007

### A new sector: Energy

Rönesans becomes the second largest contractor company in Russia

2007

Renaissance Energy is established.

2008

Rönesans MEA is established and the areas of operation are expanded to include Middle East and North Africa

2008

### The first infrastructure project



Rönesans' first infrastructure project Sochi International Airport is launched.

2009

### The foundation carries out social responsibility projects...

Rönesans establishes the Rönesans Education Foundation (REV) and centralizes its corporate social responsibility activities under a single roof.

2009

Shareholding agreement with PORR AG concluded.

2010

### New markets

Operations are expanded into Turkmenistan.

2010



Istanbul Optimum Shopping Center is recognized as Europe's and Turkey's "Best Shopping Center".

## 2011 Goals for the industry



Renaissance Heavy Industries is established.

2012

### Rönesans expands its areas of operation and diversifies its services

Rönesans signs contracts for its first projects in Azerbaijan, Iraq and Belarus.

2012

Rönesans Sağlık Yatırım A.Ş. becomes operational.

2013

### First steps towards the health sector



Rönesans performs the groundbreaking ceremony of city hospitals built by Rönesans Healthcare Investment in Adana, Yozgat and Elazığ.



2013

Şanlıurfa, Kahramanmaraş ve Samsun Piazza AVM'ler kapılarını açtı.

2013



RönesansBiz Mecidiyeköy Office Project becomes operational.

2013

Russia's first LEED Gold Certified office building Renaissance Pravda opens.

2013

Piazza Shopping Centers in Şanlıurfa, Kahramanmaraş and Samsun opens their doors to visitors.

2014



The company undertook the construction of the Gotthard Base Tunnel Project, the world's longest and deepest railway tunnel in the Swiss Alps.

2014

Rönesans completes the construction of the Ammoniaand Urea Factory, the largest operational industrial facility in Turkmenistan

2014

The company begins the construction of the world's largest natural gas to gasoline plant in Turkmenistan.

2014

The company performs the groundbreaking ceremony of Bursa City Hospital

2014



Rönesans completes the construction of the LEED Platinum Certified Rönesans Tower in Istanbul.

2014

Rönesans Real Estate enters into partnership with GIC, a sovereign wealth fund established by the Government of Singapore.

2014

In collaboration with REV and the Turkish Education Association, TED Rönesans College welcomes its students.

2015

The sale of Rönesans Tower in Istanbul is closed.

2015

Turkey's first online scholarship application system and education portal REV Academy Project is launched.

2015

**A year full of world records**



Lakhta Center Project in St. Petersburg breaks the world record with a monolithic concrete pouring operation of 49 hours.

2015

The construction of the 246 meter Evolution Tower, one of the tallest high-rise buildings in Europe, is completed.

2016

**Acquisitions at full steam**

Rönesans acquires 99.25% shares of the Netherlands based Ballast Nedam NV.

2016

The construction of the Gotthard Base Tunnel is completed.

2016

Europe's largest iron ore pelletizing plant "Stoylensky GOK" is opened.

2016

Rönesans enters into shareholding agreement with IFC, a member of the World Bank Group.

2016

Rönesans Energy adds the Şanlıurfa HPP to its generation portfolio.

2017

Neva Towers, built in Moscow, is recognized as "the Best International Residential High Rise Development" at the International Property Awards.

2017

In Turkey, İkitelli City Hospital is financially closed for JPY 163 billion. The agreement is recognized as the "PPP Agreement of the Year" in Europe.



2017

Turkey's first LEED Certified hospital Yozgat City Hospital and Adana City Hospital, featuring the world's largest seismic isolator, are opened.

2017

Hilltown Shopping Center opens its doors to visitors in Küçükaly, Istanbul.

2017

Thanks to all of its breakthroughs, Rönesans Holding qualifies to be in the finals and wins an award in the "Local Currency Bond Deal of the Year" category at the Bonds Loans Awards.

2017



Rönesans announces that, with Ballast Nedam, it has undertaken the renovation project of the Amsterdam ArenA Stadium, one of the largest stadiums in the Netherlands. This project is considered to be the most extensive renovation the stadium has undergone since 1996.

2017

Rönesans is granted the GAN (Global Apprenticeship Network) Turkey Special Award for its "Young Discovery Program Pusula".

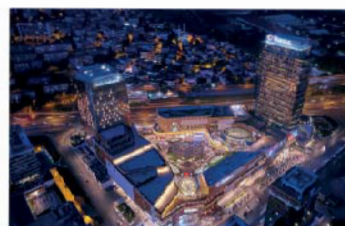
2017

Ballast Nedam signs an approximately EUR 1 billion Public-Private Partnership (PPP) project for roads and tunnels in the Netherlands.

2017

The construction of the Linde Nitrogen Togliatti Ammonia and Hydrogen Production Facility is completed. Kazakhstan's largest shopping center Mega Silk Way opens its doors to visitors.

2018



Piazza Maltepe Shopping Center, a EUR 320 million investment, opens its doors to visitors.

2018

The International Council of Shopping Centers (ICSC) recognizes İzmir Optimum Shopping Center as the best in Europe.

2018

Elazığ City Hospital, built by Renaissance Healthcare Investment, becomes operational on August 1.

2018

Ranked 36th in ENR's list of the world's largest construction companies, Rönesans Holding is also the 9th largest contracting company in Europe

2018

Rönesans signs a EUR 1.3 billion deal with Maire Tecnimont for the construction of the Amur Natural Gas Processing Plant, which will be one of Russia's the largest and among the world's most prominent natural gas processing plants.

2018



Russia, the "Lakhta Center" office project reaches its highest at 462 meters.

2018

Hilltown Shopping Center Project qualifies for the LEED Gold Certificate.

2018

Mechanical and construction works of Phosagro Ammonia Facility, jointly built by Renaissance Heavy Industries and Mitsubishi Heavy Industries (MHI) and Sojitz, completed.

2018

The partnership between the group company Ballast Nedam and TAV Construction win the tender for the construction of an additional terminal at the Amsterdam Schiphol Airport which is planned to be completed in 2019. The airport is gearing up to become one of the busiest aviation hubs in Europe.

2019



Hilltown Karşıyaka Shopping Center opens its doors to visitors in İzmir.

2019

Rönesans Holding becomes the management company of "Ceyhan Petrochemical Industrial Zone" in partnership with the Dutch company Port of Rotterdam and Adana Chamber of Industry.

2019

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2019



Rönesans Optimum malls in Ankara, Istanbul, Adana and İzmir as well as Piazza Mall in Samsun are granted BREEM-In Use environmental certifications with the highest rating.

2019

The “Rotterdam Blankenburg” tunnel project of Ballast Nedam is chosen the “Transport Deal of the Year” in Europe by PFI (Project Finance International).

2019

Rönesans takes first steps to build 15 medical units at Russian universities in partnership with RDIF, the sovereign wealth fund of the Russian Federation.

2019



Developed by Rönesans for a \$9.5 billion investment value, ZabSib-2 Ethylene Cracker Hydrogen Plant opens six months before the originally scheduled date, becoming the largest petrochemicals facility in Russia.

2019

Bursa City Hospital, which is expected to serve 6 million people on yearly basis, becomes operational.

2019

Ranked 33rd in ENR’s list of the world’s largest international construction companies, Rönesans is also 9th largest contracting company in Europe.



The world’s first Gas to Gasoline (GTG) facility, developed by Rönesans for a \$1.7 billion investment value in Turkmenistan, becomes operational.

2019

Rönesans, which is set to become a global petrochemicals producers, signs partnership and technological license agreements for the \$1.4 billion worth Ceyhan Polypropylene Production Facility.

2020



The Başakşehir Pine and Sakura City Hospital Project is Turkey’s third largest health investment project under a Public Private Partnership (PPP) agreement model launched by the Ministry of Health and provide services to İstanbul and its neighboring provinces.

2020

The success story of Başakşehir Pine and Sakura City Hospital, which entered full-scale operation before planned after a record delivery time of 32 months, is crowned with a grand prize. Başakşehir Pine and Sakura City Hospital won the Merit Award in the “Healthcare Services” category of ENR’s eighth “Global Best Projects Awards” which evaluated projects developed in 21 countries across six continents.

2020



Renaissance Construction ranks 23rd in Engineering News Record’s (ENR) 2020 “World’s Top 250 International Contractors” list and 9th in Europe. Renaissance Construction retained its title as the largest Turkish contracting company in the ranking.

2020



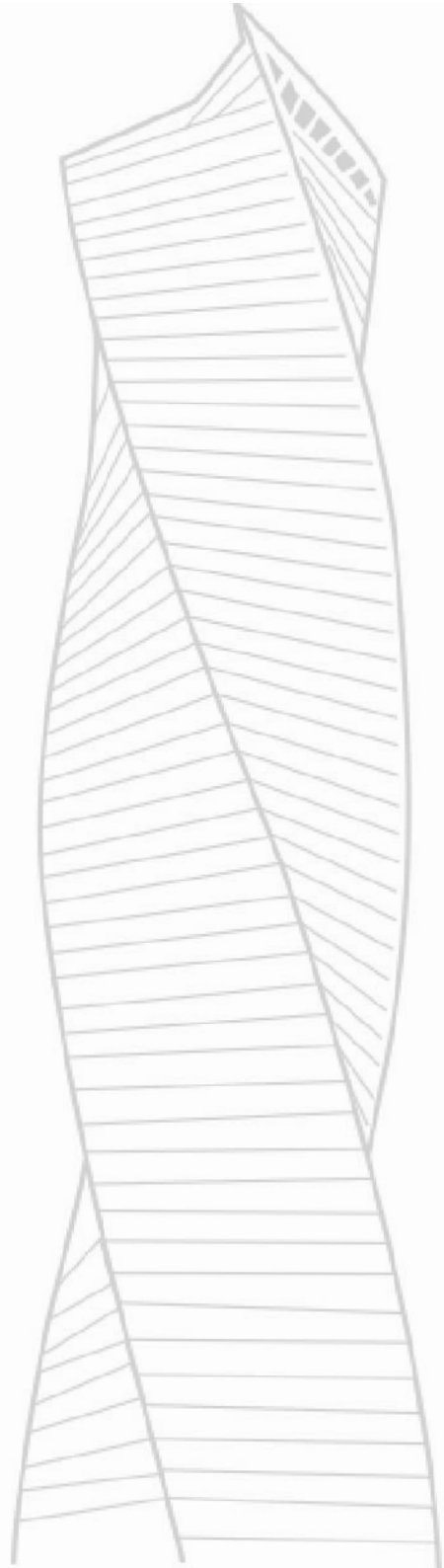
Rönesans’s Lakhta Center project in Saint Petersburg, Russia is granted by the World’s most prestigious skyscraper award, The Emporis Skyscraper of the Year Award.



# Companies

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- Rönesans Construction (RC) is involved in engineering, procurement and construction contracts primarily as a construction company. Its primary focus is on large commercial and industrial projects such as shopping malls, hotels, business centers, hospitals, government private offices and industrial plants for public and private clients.
- Rönesans Heavy Industries (RHI) carries out its activities in the construction of petroleum chemicals, gas, energy, metallurgy, mining, and processing plants. The main service areas of RHI include engineering, procurement, logistics, construction, and test-commissioning works.
- Rönesans Real Estate Development includes Rönesans Real Estate Investment (in Turkey, RGY) and Desna Real Estate Investment (in Russia, Desna) and provides construction and development of residential and commercial real estate.
- Rönesans Healthcare Investment Company (RSY) carries out investment in the healthcare sector under the public-private partnership scheme in Turkey.
- Rönesans Energy (REN) carries out investment and development of energy projects, including renewable energy.
- Rönesans Middle East & Africa (MEA) was established in 2008 and opened its first office in Libya. It now works in several countries building stadiums, hotels, residences, and hospitals.







# Mission, Vision, Values

## Our Mission

Is to contribute to the benefit of our employees and society through high quality and innovative projects that we take on even under challenging and variable market conditions. We implement our mission by virtue of being reliable and dynamic in rendering our services and by making a visible difference in each market sector where we are active.

## Our Vision

Is to maintain our leading position in Turkey and to be ranked among the top 10 construction companies in the world. We aim to be a unique and dynamic business in each target sector by maintaining sustainable growth.

## Our Values

### INTEGRITY

We are committed to the values described in our Code of Conduct which puts integrity first. At Rönesans we are convinced that honesty is the best policy. We promote and encourage honesty, integrity, and transparency in all our business processes and corporate communications.

- To Do Things Right is Rönesans
- Showing True Respect to All is Rönesans
- Representing Trust is Rönesans

## COMPETENCE

We believe that by employing competent people, we ensure the highest quality of our projects. Competent employees demonstrate a high level of knowledge and skills. They perform their work conscientiously, thoroughly, and accurately. They feel confident when it comes to assuming responsibility; thus, they are perceived as reliable colleagues and strong team players.

- Being Aware and Extending Your Knowledge is Rönesans
- Discovering for More Creativity is Rönesans
- Challenging Yourself to Reach Excellence is Rönesans

## TEAMWORK

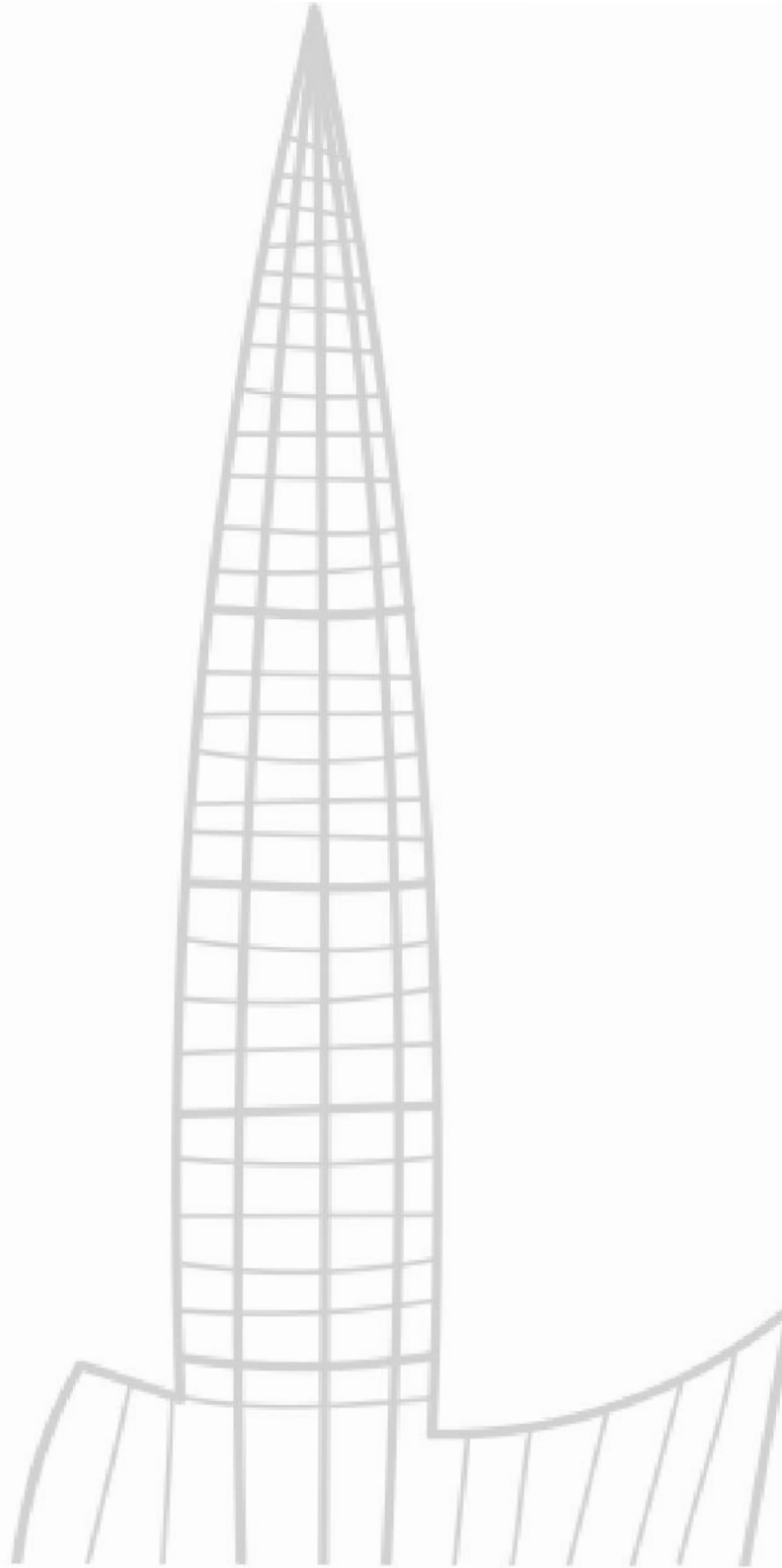
We understand the importance of team spirit and teamwork. The most impressive results are achieved by close-knit teams which, we believe, we have at Rönesans. We place great emphasis on coordination and harmonization of efforts of our team members because this ensures success and great accomplishments for our company. At the same time, we strive to provide our employees with an encouraging and inspiring work environment where everyone can fulfill their potential, develop their talents, and come up with the most efficient and creative solutions for our clients.

- Building with Passion is Rönesans
- Marching Together for A Greater Success is Rönesans
- Presenting The Same Quality Everywhere and Every Time is Rönesans

## CARE FOR THE FUTURE

Rönesans is a dynamically growing company that follows long-term development strategies and aims to establish solid relationships with its employees, clients and other stakeholders; by envisioning a clear destination and the future of our company. Therefore, we ensure the right road to arrive at the best results possible and even exceed the expectations which we have set. We are determined to move forward without stopping, to set new goals and expand our horizons in order to make people's lives safer, more comfortable, and more enjoyable.

- Giving a Chance is Rönesans
- Being A Bridge Between the Past and The Future is Rönesans



# Organizational Management & Governance

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Rönesans is governed and represented by the board of highly reputed industry leaders and professionals. Our Board of Directors determines the company's management organization, establishes the necessary arrangement for financial planning, appoints senior management, develops and enforces sustainability targets, strengthens risk management, creates the company committees, and oversees whether the persons involved in management comply with the laws, articles of association, internal guidelines, and the Board's written instructions.

The Board also holds General Assembly Meetings with the participation of the shareholders and ensures the implementation of decisions taken in General Assembly. The secretarial services, control, management and archiving of corporate documents of the Board is undertaken by Legal Affairs Department. Rönesans adopts the legality and the rule of law in its all works and in this way it provides the legality of the administrative affairs of the company.



# BUSINESS ASPECTS



## CONSTRUCTION

### Business Activities

Engineering, Contracting, Design,  
Manufacturing, Project Development,  
Procurement, Operation, Maintenance

## ENERGY

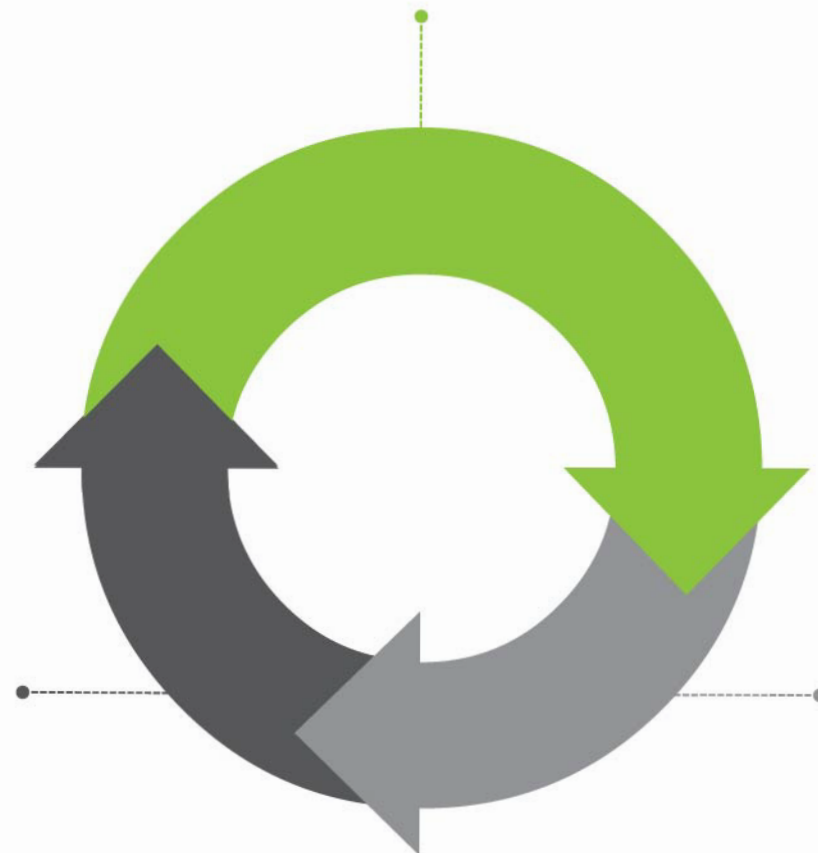
### Business Activities

Energy Investment, Energy  
Production, Energy Management

## INVESTMENT & DEVELOPMENT

### Business Activities

Finance, Real Estate Development  
Management, Maintenance

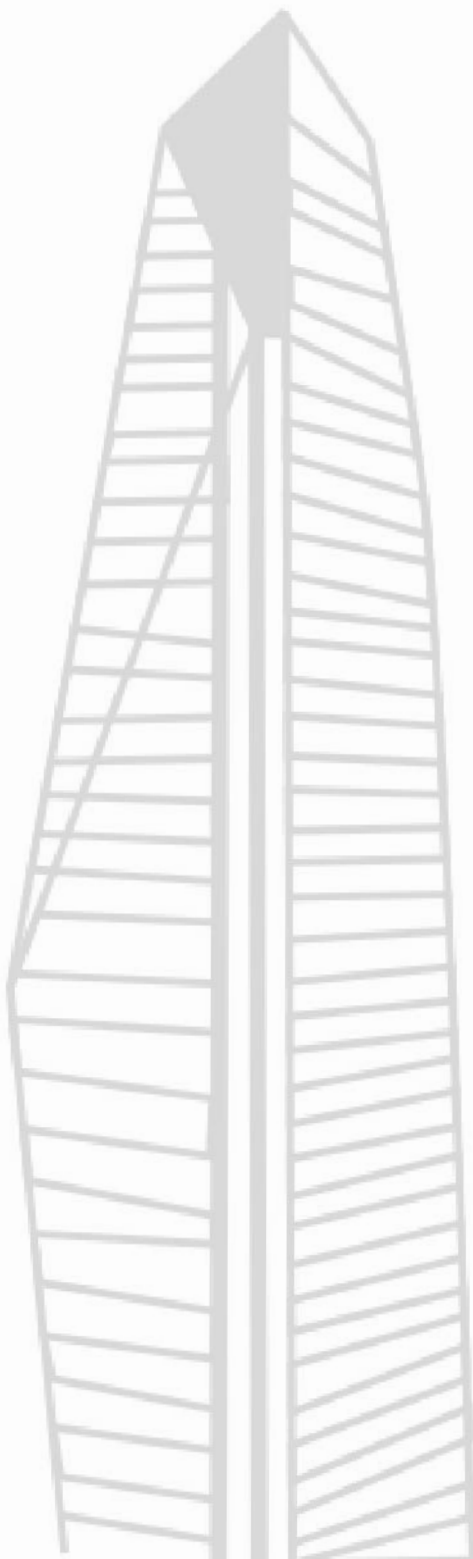


Governance Body

Performance  
Management System

Process and Document  
Management System

Strategic Management  
System



#### ● CORPORATE GOVERNANCE SYSTEM

Rönesans has a corporate governance system that relies on a set of key components to operate and ensure sustainability, accountability, efficiency, and the successful distribution of rights and responsibilities among different participants. These include the Performance, Process and Document, and the Strategic Management systems. The communication channels in these structures are bidirectional, and these frameworks also serve as a platform for individuals and groups to relay critical concerns to the highest governance body.

#### ● PERFORMANCE MANAGEMENT SYSTEM

Rönesans has developed a well-structured performance management system to help the company achieve long-term strategic objectives. In the system, the overall Rönesans mission and vision are translated to the diverse business units and corporate functions while the business streams are planned in detail with the involvement of executive management. Subsequently, those plans are communicated across the company and linked to the short-term and long-term operations of the business units. As a result of the system, Rönesans's overall strategy has been successfully translated into operational terms.

#### ● QUALITY MANAGEMENT SYSTEM

Renaissance plans the Quality Management System (QMS), policy and targets in accordance with the Company's vision, customer/employer requirements, international and local standards and convey them to the all group companies and its subcontractors to establish and maintain a culture of continuous improvement.

The quality Management System defines the structures of the business units and the organization as a whole and clarifies the rights and responsibilities of each individual. The System standardizes the work processes through corporate procedures and the standards to ensure compatibility among corporate functions and minimize ambiguity in operations while providing transparency and accountability. It minimizes non-value-adding control mechanisms involved in the company's daily operations reducing extensive time spent, idle processes and waste of waiting and allows us to maintain lean process management. In the system, the operational roles, and responsibilities of these functions are captured, work principles and authorizations are discussed, and process maps representing the sequence of these operations are established. All these controlled activities were delivered within the bounds of the company's documented systems of Process charts, Procedure Manuals, Company Policy, Goals, and Standards.



### ● GLOBAL NETWORK SYSTEMS

Renaissance Quality internally develops in-house software including QUALITAS (Non-Conformity Management System), RNET (Document Management System), TDS (Subcontractor Management System) to be used in all group companies and international projects carried out by Rönesans and its JV partners. Mission of these systems is to transfer intensive know-how of Renaissance among all affiliates running in several sector like heavy industry, construction, infrastructure, and energy. These systems are also designed to follow up performances of all parties working under Rönesans all over the world.

### ● CENTRALIZED DOCUMENT MANAGEMENT SYSTEM

The Document Management System ensures that any information, knowledge, and documents can be successfully captured, classified, formatted, retrieved, reported, delivered, integrated, and secured; that is, wholly managed.

Adapting to centralized filing system expands cross-referencing and collaboration between various departments, increases the efficiency of office information flow enhances file safety while the documents are stored under unitary supervision. An intranet developed Electronic Document Management System (Rnet) is in place to facilitate this function and the enhanced engineering and design management collaboration system with the utilization of the BIM 360 platform.

The collaboration platform as envisioned has become essential as the company rapidly moves towards a more digitally connected world. It facilitates and apparently as leading-edge collaborative solutions to enhance mobility, efficiency, and productivity. It centralizes certain universal activities of the company that which include internal communication, sharing of project information, coordination of efforts, and working together to deliver the assigned task on time.

### **Training and Workshops**

Empowering the team with the quarterly training for any developments and updates organized to enhance and refresh the knowledge, techniques, and skills. On-boarding orientation to newly hired staff to enable the member to easily adapt and integrate to the work environment. Providing the necessary tools that will guide the team wherein individual knowledge and collaboration meet in gaining productivity.





## ● STRATEGIC MANAGEMENT SYSTEM

Rönesans's strategic management approach includes the formulation and implementation of the company's goals over the long term based on the organizational strengths, resilience and sustainability to enhance competitive advantage and opportunities and meet customers' and employees' expectations. Rönesans formulates its strategy to give direction and establish the company's scope of operations over the long term, and to maintain success and sustainability in a changing and competitive environment while considering internal dynamics and the external operating environment.

## ● RISK MANAGEMENT

Risk management by mix of risks and opportunities is a keystone in implementing corporate, sustainability, resilience and social strategy. Rönesans attaches high importance to comply with law, transparency and accountability. Rönesans Risk Management is implemented to prevent any contingency with a potential negative impact on the attainment of qualitative or quantitative activities. Its aim is proactive approach, early identification and control of the risks including sustainability risks, market risks, operational risks, financial risks and information security risks linked to Rönesans' global business. In this way, the potential impact of identified risk can be minimized, and future threats to the company inhibited during the opportunities are implemented for sustainability goals.



# Sustainability Perspective

Rönesans Holding adopts principles that are based on universally accepted declarations within the framework of UN Global Compact. September 2015, Rönesans Holding has been among the signatories of the UN Global Compact, which calls on companies to align their strategies and operations with the universal principles of human rights, labor, environment and anti- corruption and take actions that advance societal goals. Our strategic plan focuses on key areas of poverty reduction, democratic governance and peacebuilding, climate change and disaster risk, and economic inequality. In accordance with these principles, Rönesans Holding;

## THE GLOBAL GOALS For Sustainable Development



### 3 GOOD HEALTH AND WELL-BEING



The Covid 19 Crisis Management Team has been established to ensure that Rönesans actively manage all key aspects of the crises and the team is responsible to decide on a time to avoid decreasing the effectiveness of a crisis response.

Covid -19 Algorithms: Antibody tests for SAR-Cov-2 were started to be used at project and establishments. Regular meetings have been started with each group company's health practitioners such as doctors, HSE representatives to discuss and update the company strategies on Coronavirus.

Covid-19 Test Management: The response structure has been clearly defined in such circumstances:

- Antibody Test Result (+) or (-)
- PCR Test Result (+) or (-)
- Any Symptoms Related Covid-19 at workplaces

The Corporate HSE Department implemented "Covid-19 HSE Measures Implementation and Normalisation Guidelines" according to the international best practices, WHO, OSHA Guides, and national legal requirements to highlight minimum precautions that all Group Companies must follow.

Ankara Optimum, Istanbul Optimum Premium Outlet, Adana Optimum, İzmir Optimum, Kozzy, Samsun Piazza, Şanlıurfa Piazza, Kahramanmaraş Piazza, Hilltown Küçükyalı, Maltepe Piazza, Maltepe Park and Hilltown Karşıyaka under the roof of Rönesans Holding Real Estate Investment has been entitled to receive TSE Covid-19 Safe Service Certificate by fulfilling TSE Covid-19 Hygiene Infection Prevention and Control Certification Program.

### 4 QUALITY EDUCATION



Rönesans values its employee's professional and personal success and development. Based on these strategies the Talent and Development Management processes have been applied. As a part of talent management, employees competency evolutions are repeated annually after evaluations employees who were specified as high potential are attended Assessment Center.

The Rönesans Education Foundation(REV) has offered grants to 9,000 students involved in the Scholarship Program since establishment of the foundation. The REV offers substantial opportunities for the young people for their personal and professional development through personal development program developed for its scholars. 1,700 scholars attended in the scholarship program offered in 2019-20 academic year.

The REV has constructed many permanent works including TED Rönesans College, İnönü University Darende Bekir Ilıcak Vocational School, TED University Ayşe Ilıcak Library, Keriman Çetinkaya Kindergarten, Amasya University Yüksel Akın Vocational School, Ayşe Ilıcak İH Secondary School and Anatolian High School for Girls and Gürsu Cüneyt Yıldız State Hospital. In 2019-20 academic year, the construction works for Malatya Erman Ilıcak Science High School, whose foundation was laid in the previous year, are completed and the school is handed over to the Ministry of National Education. The school started to admit students in 2020-21 academic year.

Between September 2019 and September 2020 total 4,533,599.86 working-hours training (HSE Induction and toolbox talk training are included) received and 0.0285 training hours/working-hours achieved for all group companies.

"Hazard Identification School" developed in Amursky Gas Processing Plant (AGGP). Employees trained with real equipment and activities (which solely designed and installed for training purposes) such as confined space entry, formwork installation, scaffolding, rigging and lifting, etc.



	<p>In 2020 the EBRD provided a senior loan to Rönesans Sağlık Yatırım A. Ş. (holding company of Rönesans Group's healthcare infrastructure investments-RSY) and Rönesans Holding A.S (RH) for Basaksehir Cam ve Sakura City Hospital. As a part of this operation, EBRD will also help the Rönesans to promote Equal Opportunities (EO) for women and men in the healthcare sector by strengthening inclusive Human Resources (HR) policies and practices including procurement policies for subcontracted positions. This is undertaken by way of a Technical Cooperation (TC) Project to be piloted in Basaksehir Cam ve Sakura City Hospital with a view to generating lessons learnt and specific recommendations and allow for the approach to be replicated in all upcoming healthcare facilities managed by Rönesans.</p>		<p>As of 2020, we monitor consumption data (electricity, water, natural gas) and waste generation in our operations to ensure sustainable management and efficient use of natural resources and develop strategies to reduce the consumption of these resources and generation of waste.</p>
			<p>In 2020, carbon footprint monitoring was performed in 31 projects by taking into account the requirements of ISO 14064 and IFC for the management of greenhouse gas emissions produced in the operations and projects of the Rönesans Holding.</p>
	<p>With the latest technology and low-pressure applications, Rönesans Holding has implemented a new generation and environmental-friendly facility that provides 90% heat recovery. Despite all pandemic conditions caused by Covid-19, Rönesans Holding managed to complete the Togliatti Project in Russia, 7 months early the planned time, and the project started operating on December 2nd, 2020. The daily production capacity of the project is 1.500 tons</p>		<p>Rönesans Holding works in accordance with the biodiversity management procedure in all its activities to ensure the protection of biodiversity, to maintain ecosystem services and to manage sustainably living natural resources.</p>
	<p>Rönesans has organized the fourth "Design the Sustainable Future" in 2020 and since its inception, nearly 20,000 students have participated in the competition. The goal is to reach 100,000 young people in five years.</p> <p>Rönesans, having embraced the continuous progress principle and the environmental responsibility mentality as an integral part of its corporate culture is considered to be a pioneering and leading company in its sector with regards to designing, constructing, and operating projects with sustainability principles.</p> <p>Rönesans, acting with a sense of environmental responsibility, has become one of the prominent actors in the sector through successful green building applications.</p>		<p>As a signatory to the United Nations Global Compact, Rönesans supports the work carried out with NGOs to achieve the Sustainable Development Goals.</p>



# Sustainable Management at Rönesans

Rönesans Holding, as a UN Global Compact Participant, adapts Environmental and Social Sustainability philosophy to protect particularly human health, natural and cultural heritages in all activities throughout the projects' lifecycle by positively influencing its stakeholders, communities, and the environment. Principles of creating Environmental and Social Sustainability at all levels constitute the core of Rönesans culture. At Rönesans Holding, we structure our organizations, management systems, and procedures in compliance with relevant laws, regulations, and standards.

At Rönesans, we strive for the continuous improvement of our Environmental and Social Management System and performance by setting targets and objectives for our key activities. We assess our performance under the principles of our environmental and social consciousness.

## Rönesans Sustainability Management Organization

Environmental sustainability and social responsibility are deeply valued and adapted as core principles in Rönesans. Therefore, every step taken towards the company's future, brings the need of continuous improvement on environmental and social actions. In order to fulfill the requirements of this improvement, Corporate Environmental and Social Management System (ESMS) has been conducted since 2016.

Environmental and Social Management System (ESMS); is the entirety of the documentation and systems that are established with the purpose of monitoring, management and improvement of environmental and social sustainability performances in the activities conducted by Rönesans Holding. All applications within the scope of Rönesans Holding ESMS are designed in line with international standards. Sustainability Department is responsible for the application, monitoring and supervision of the systems established within the body of ESMS in such a manner that is in accordance with the legal legislations in effect in the geographical region where the operations are carried out.



Since the beginning of 2017, Rönesans has been ensured ESMS to adopt and perform as minimum requirement by all group companies within the body of its own. Rönesans, starting from top management, is committed to minimize the negative impacts of its activities to the environment and social life as well as ensure continuous improvement. Within this scope Sustainability Department conducts activities and implements new initiatives and managerial efforts related with environmental and social aspects in Rönesans Holding.

Regular HSE and E&S trainings are conducted to improve employee awareness in line with the Project / Operation training plans. E&S trainings related with ESMS mechanisms are provided on a regular basis to update subsidiaries. In addition to these E&S implementation trainings, GHG Management, Waste Management System and Consumption Data Management System are conducted by Sustainability Department as well. Depending on each subsidiary's needs and managerial decisions, different level of training can be provided by third-parties. Within the scope of HSE (Health and Safety and Environment) employees, ISO 45001 training of the world's first international occupational health and safety standard was completed.

## Stakeholder Management

Rönesans attaches great importance to meet expectations collaboratively with all stakeholders. To share the Company's values, support and encourage stakeholders for good relationship, Rönesans implements Stakeholder Engagement Procedure (SEP). SEP requires efficient management and implementation of resources and responsibilities. Rönesans identifies the stakeholders' requirements, wishes, and expectations, addresses them discerningly, incorporates them into its business activities.

Rönesans believes sustainable business practices have positive impacts on environment and society. According to SEP, project stakeholders, their effects are determined and community engagement activities on a project-level are conducted by regular meetings. In addition to project-level implementations, Rönesans Holding conducts grievance mechanism properly with the aim of developing good relationships with all stakeholders and handling complaints in an efficient manner. As an example, hospital projects are private investment organizations, they need to prepare a stakeholder engagement plan and hold meetings with stakeholders.

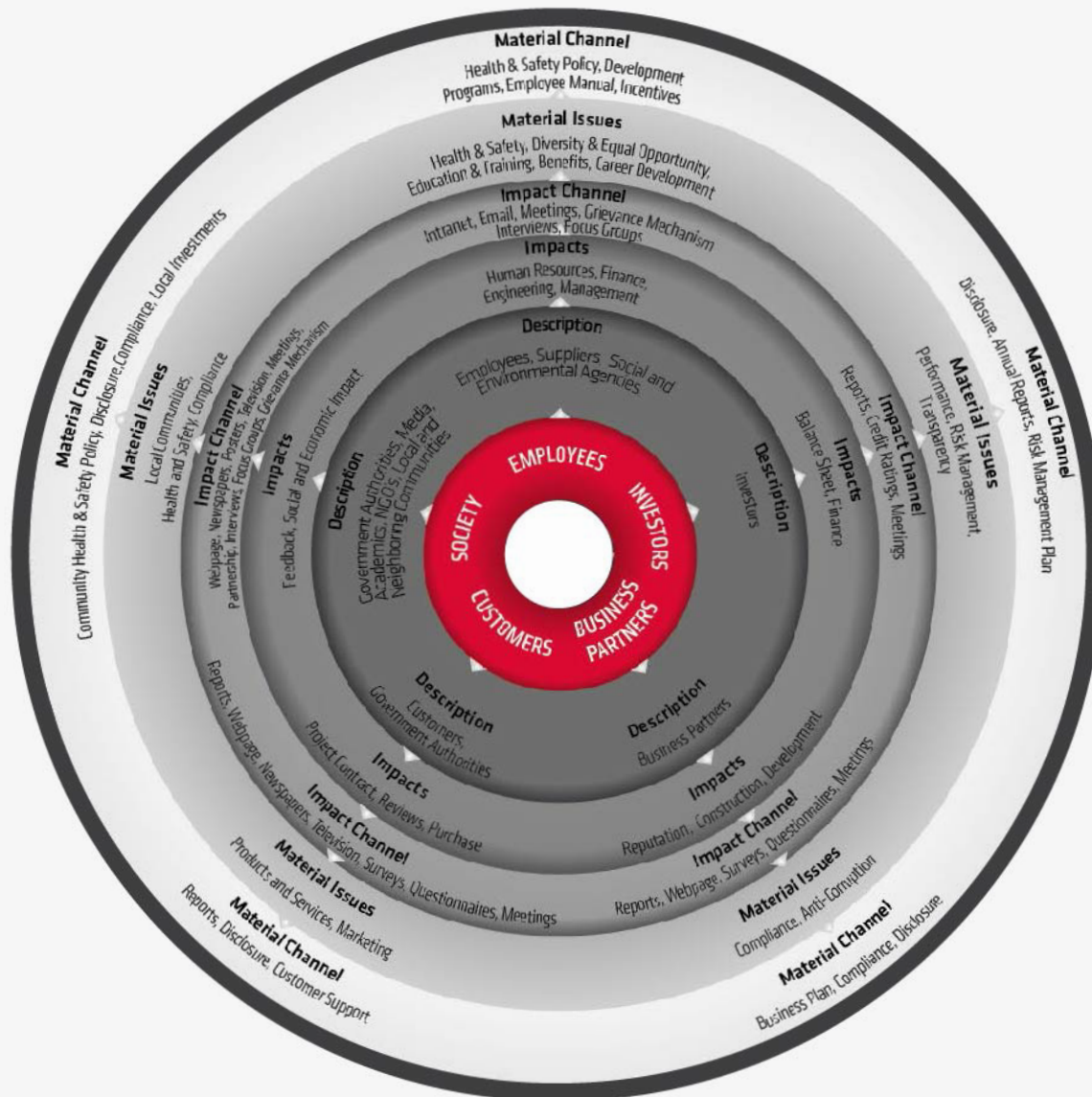
Rönesans has many stakeholders including:

- Customers
- Employees
- Suppliers
- Business partners
- Local and neighboring communities
- Investors
- Non-governmental organizations
- Government authorities
- Media
- Academics
- Social and environmental agencies

Rönesans SEP aims to engage relevant stakeholders for a purpose to achieve accepted outcomes, manage their business more consciously for the well-being of all major stakeholders while fulfilling their highest business purposes, intercorporate vision, mission and values. Five main categories are identified in SEP to manage key issues of each stakeholder group in Rönesans value chain.

- Material Channel: Tools and methods which includes necessary information in order to manage material issues
- Material Issues: Key factors for each stakeholder
- Impact Channel: Rönesans uses various methods depending on target audience in order to increase the efficiency of communication. Communication methods including consultation and disclosure channels are integrated to SEP as Impact Channels.
- Impacts: Direct or indirect outcomes of Rönesans activities on stakeholder groups
- Description: Main stakeholder groups of Rönesans are classified as Society, Employees, Investors, Business





Activities within Rönensans Grievance Mechanism are carried out by Internal Audit Department with the supervision of senior management. Issues investigated through the implementation of grievance mechanism are connected to a schedule including assigned auditors. Rönensans Grievance Mechanism includes communication channels enable affected people to notify their complaints in an efficient way. Ethics Hotline (which can be reached through both phone and e-mail) is an effective channel using within Rönensans Grievance Mechanism in order to receive complaints from all stakeholder groups including affected communities and providing platforms where affected people can report their concerns anonymously.

# UN Global Compact Communication on Progress

## Human Rights Principles 1-2

1. Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.
2. Businesses should make sure they are not complicit in human rights abuses.

## Human Resources Principles

### Employee Satisfaction and Motivation

- Conducting surveys and interviews about employee satisfaction
- Allowing for career possibilities and skill development
- Offering a workplace environment in which business and private lives are balanced
- Awarding employees who deliver an outstanding performance
- Providing fringe benefits

### Dynamism, Innovativeness and Team Spirit

- Encouraging creativity, innovation, and entrepreneurship
- Ensuring a flexible and dynamic workplace environment
- Cultivating a strong team spirit in order to achieve sustainable success
- Right Person for the Right Job
- Selecting employees who are capable of adding value to Rönescans culture, vision and mission
- Effectively assessing the education, knowledge, experience, and skills of candidates and employees

### Investment in Human

- Adopting the principle of continuous and sustainable development
- Organizing training for personal and professional development
- Making contributions to development of skills

### Diversity and Non-Discrimination

Equality, diversity and non-discrimination are fundamental ingredients of Rönescans's HR policy. The company does not tolerate any form of discrimination and promotes equal opportunities and equal treatment for all, regardless of race, nationality, social background, disability, political or religious beliefs, gender, and/ or age. An individual's dignity, privacy and personal rights must be respected. Degrading employees through psychological stress or in other ways is under no condition tolerated. Conducting operations in various countries, Rönescans promotes staff diversity in terms of gender, professional, ethnical, and cultural backgrounds. The diversity helps the company to be closer to its local clients, partners and communities.



# Employees Demography & Workplace

Rönesans and its subsidiaries contribute directly to the social and economic development of the communities in Turkey and around the World by following local employment practices.

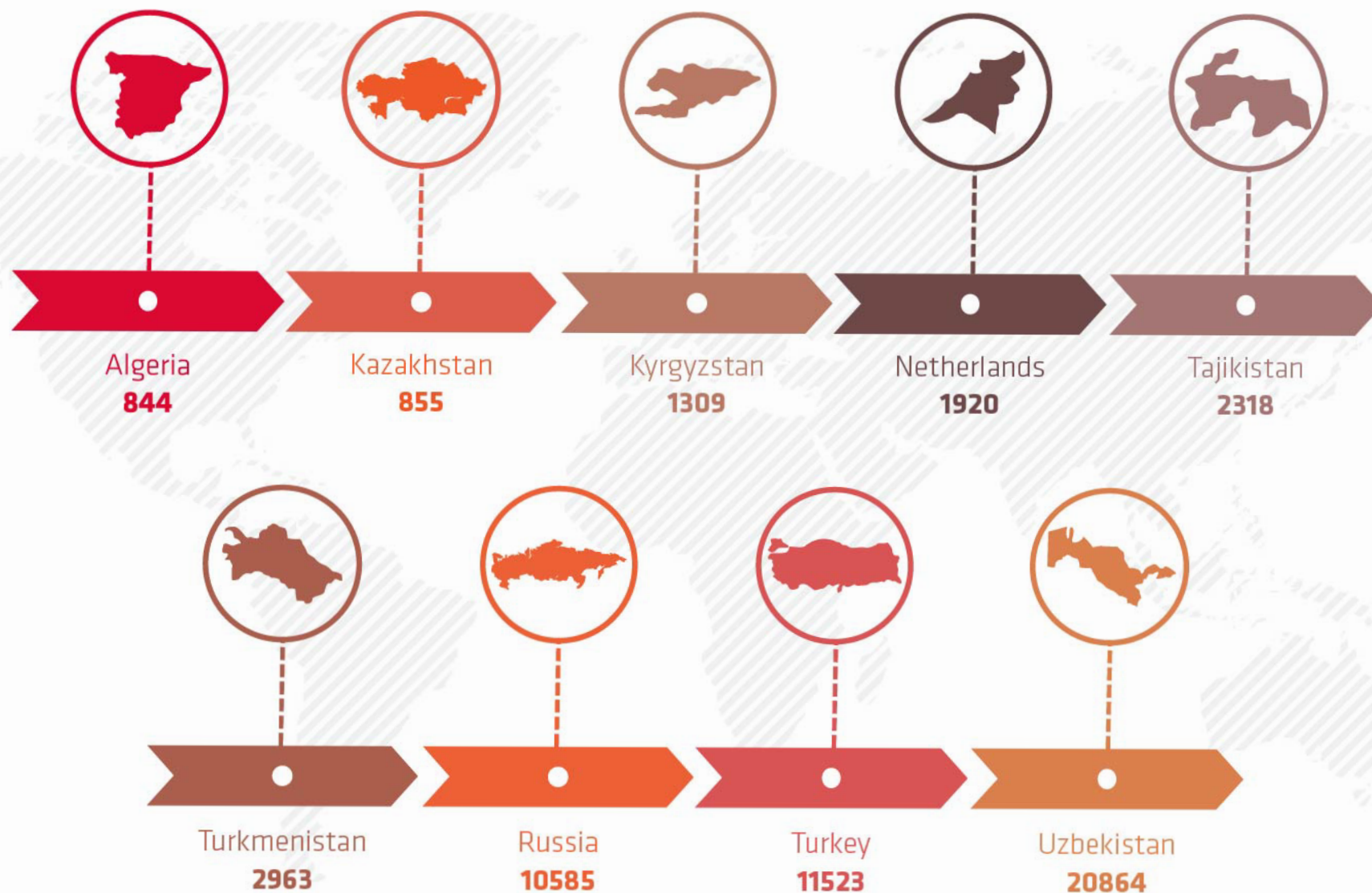
The consolidated local staff ratio for all the project and subsidiaries was 31%.

We have greatly contributed to the economic growth of our country through our prioritized local supply practices and local employment

Number of Employees in Rönesans According to Employee Category

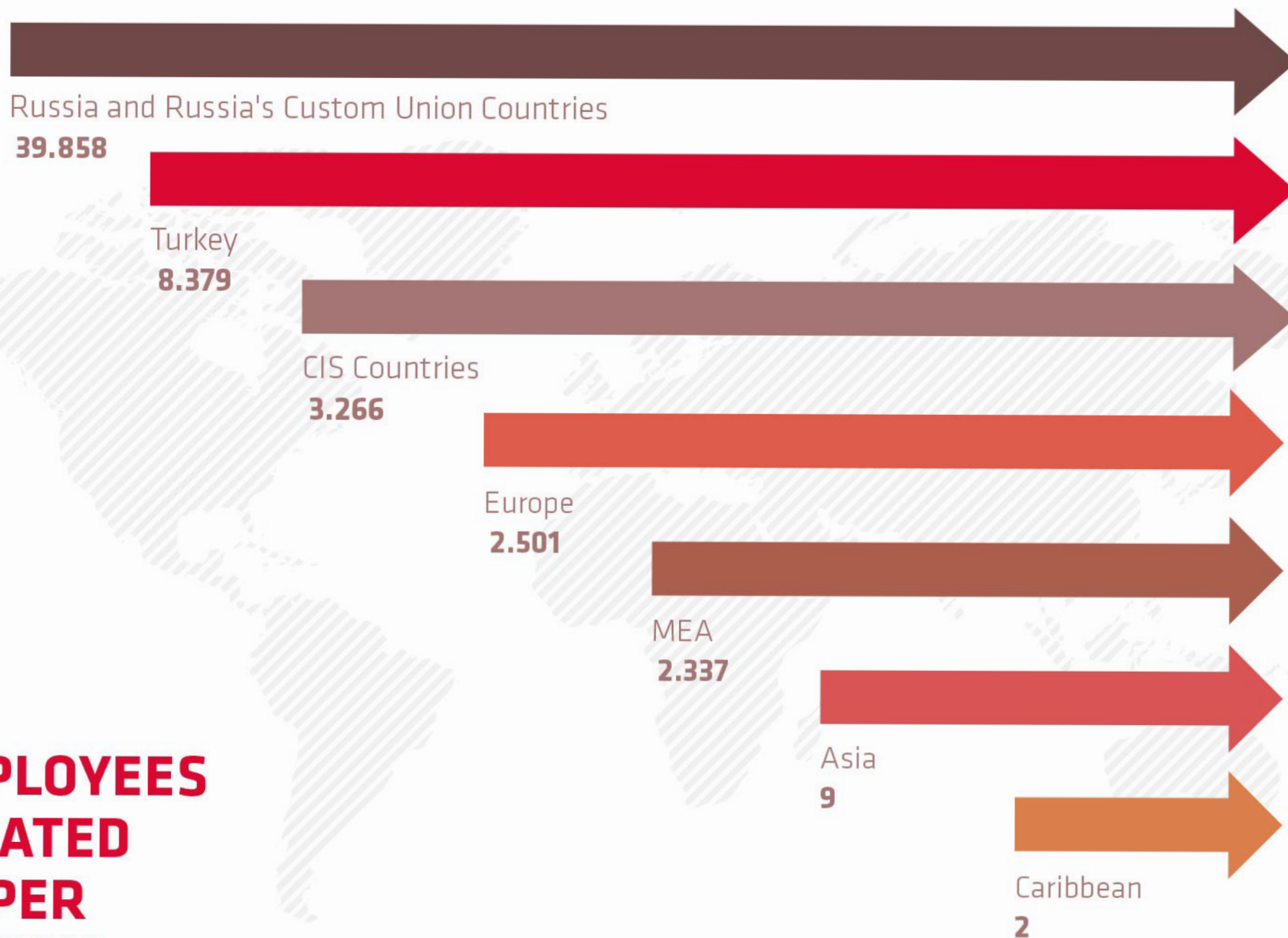
	Number of Employees	Rate
Turkish Employees	11,971	21%
Local Employees	17,575	31%
SNG (Nationals with "Work Patent" in Russia)	25,554	45%
Other	1,252	2%
<b>TOTAL</b>	<b>56,352</b>	<b>100%</b>

# NATIONALITIES OF EMPLOYEES





# EMPLOYEES LOCATED AS PER REGION



The table pie-charts gives a breakdown of the female / male and white-collar personnel working in various positions at Rönesans

## EMPLOYEES BY CATEGORY

### MALE



**52,968**  
**94%**

### FEMALE



**3,384**  
**6%**

## EMPLOYEES BY CATEGORY

### BLUE COLLAR



**43,438**  
**77.1%**

### WHITE COLLAR



**12,914**  
**22.9%**

## NUMBER OF FEMALE EMPLOYEES

### GLOBAL



**3,384**  
**6%**

### TURKEY



**1,024**  
**8.6%**

In 2020, the proportion of women in management roles globally grew to 12.6%, . In 2020, this percentage grew to 17.8% in Turkey.

	Global	Turkey
% Female Manager	12.6%	17.8%



# Training Program and Competency

Rönesans values its employee's professional and personal success and development. Based on these strategies the Talent and Development Management processes have been applied. As a part of talent management, employees competency evolutions are repeated annually after evaluations employees who were specified as high potential are attended Assessment Center.

A 360-degree competency evaluation center is used as an indicator of development. All white-collar employees rate themselves, their managers and peers. As a result of the process, 360 notes are discussed with the manager of each employee and their ideas are received. High potential candidates are identified and these candidates are invited to the Evaluation Center.

In Assessment Centers; Rönesans's high potential pool and employees' strengths and development areas are identified. Trainings and development activities in Rönesans are based on two major outputs. First one is strategies of the group, and the other one is talent and performance management evaluation results.

There is also a mentoring program that we are completing our third term this year, held for high-potential employees. The program includes our board members and top management. Not only the leaders but also our young talents are the target group. With this program, we aim to widespread our strategy and organizational culture to our young talents as well.

Apart from these, we send e-trainings and videos to all Rönesans white collar employees through our Coach Academy development site.

For technical development based on health and safety, quality and job specific needs, for this year some of the mandatory trainings are as below.

- Rönesans Orientation e-Learning Programs
- Occupational Health and Safety
- Covid-19 Information
- Compliance
- ISO 45001 Trainings
- Labor Law
- Advanced Excel
- WPS Office
- Assessment Center

In conclusion; between September 2019 and September 2020; we had conducted 16,000 hours, 8 employees/hour and 1.1 employee/day training and development activities





# Gender Equality

Rönesans Holding is committed to promote women's empowerment in our business life and society by becoming a signatory to the United Nations The Women's Empowerment Principles in 2016. Under the joint initiative of the United Nations Entity for Gender Equality and the Empowerment of Women (UNWomen) and the United Nations Global Compact (UNGC), the Women's Empowerment Principles introduces important elements that the private industry needs to take into consideration for ensuring societal gender equality at workplaces, in markets and throughout the society.

The Women's Empowerment Principles platform is one of the most prominent global initiatives of the private sector, aiming for the empowerment of women in order to enable them to have a place within the economic life, in all sectors and all levels. Women's Empowerment Principles platform adopts 7 core principles. These are:

- Establish high-level corporate leadership for gender equality
- Treat all women and men fairly at work-respect and support human rights and non-discrimination
- Ensure the health, safety and well-being of all women and men workers
- Promote education, training and professional development for women
- Implement enterprise development, supply chain and marketing practices that empower women
- Promote equality through community initiatives and advocacy

In 2020 the EBRD provided a senior loan to Rönesans Sağlık Yatırım A. Ş. (holding company of Rönesans Group's healthcare infrastructure investments-RSY) and Rönesans Holding A.Ş (RH) for Basaksehir Cam ve Sakura City Hospital. As a part of this operation, EBRD will also help the Rönesans to promote Equal Opportunities (EO) for women and men in the healthcare sector by strengthening inclusive Human Resources (HR) policies and practices including procurement policies for subcontracted positions. This is undertaken by way of a Technical Cooperation (TC) Project to be piloted in Basaksehir Cam ve Sakura City Hospital with a view to generating lessons learnt and specific recommendations and allow for the approach to be replicated in all upcoming healthcare facilities managed by Rönesans. Through dedicated TC support, EBRD will assisting the Rönesans to enable more women to access employment and improved employment opportunities.

The primary objectives of the Project are to assess the Rönesans' current approach to the HR life cycle process and determine where changes can be made to increase the attraction, hiring, development, promotion and retention of women within RH, RSY as well as RIH and subcontracting companies.



### The Scope of The Project:

Project which will help the RSY and RH (Rönesans) to understand and act on Equal Opportunities across all aspects of HR, including; (i) attraction, (ii) recruitment, (iii) retention, (iv) development, (v) retrenchment and (vi) governance, with special focus on supporting women's EO to access technical positions. Specialized consultants of EBRD undertake baseline studies and formalize recommendations in an Equal Opportunities Programme, of which scope is below;

**Component 1: Baseline and Needs Assessment:** The consultant will identify gaps in policies and practices assuring equal opportunities across the Rönesans's hospital facilities, both at the operating company (Facility Management Company - FMCo) and the its subcontractors' level.

**Component 2: Content Development:** The consultant will identify required actions to advance equal opportunities across the Client's hospital facilities, both at the company level and the supply chain level. This will include to formulate proposed responses and solutions in the form of an Equal Opportunities Action Plan (EOAP)

**Component 3: Implementation Support and Capacity Building:** The consultant will provide targeted support to the implementation of recommendations agreed with the Client.

**Component 4: Communication and Visibility:** The consultant will help to promote and disseminate the objectives and results of the project.



### The Project Targets:

The aim of the project is strengthening Equal Opportunities policies and practices of RSY and RH, client of EBRD, with a view to improve career opportunities for women across the hospital facilities and increase women's participation in key areas of the workforce. The project will assist to improve Human Resources and relevant procurement policies and practices with respect to equal opportunities.

The project will tackle the following segments of employee life cycle and company structure and sectors that enable policies and changes in terms of EO:

HR policies, contracts substance and grievance management, development of equal opportunities and inclusion policies;

The workplace - company/ies culture and leadership - and how it can accommodate the needs of men and women;

Company/ies' communication & branding;

Company/ies' performance and reporting / transparency issues;

Attraction and talent outreach, recruiting and hiring, onboard and training practices, performance measurement and related compensation and benefits;

Training, talent and leadership development, retention and employee engagement, succession planning and promotion;

Talent outreach. Comprehensive measures and actions, some of those in cooperation with partners from the education sector with a particular focus on technical subjects where there is a lack of women.

To facilitate women's access to leading technical positions as well as to higher management /decision making positions in the Company and improve their career perspectives;

Health and safety considerations at workplace.



# Completed activities up to now:



## Deliverable 1. Inception Report

Based on the review of the information provided by Rönensans and EBRD, the inception report will present the Consultant's proposed approach and methodology, and suggested timeline to undertake the assignment.

## Deliverable 2. Best Practices Presentation

A presentation describing international best practices and models for equal opportunities in the healthcare sector for delivery to the Rönensans' senior management, with a special focus on EO measures that extend to the subcontractor level

## Deliverable 3 and 3A. Assessment and Recommendations

Report summarizing findings and recommendations from the Consultant's assessment. As an annex to the main report, a baseline of the intervention, with monitoring indicators

## Deliverable 5. Action Plan

for implementation of the recommendations. Based on the priority areas discussed, the Consultant will develop an action plan for the implementation of recommendations. The plan will include actions to be implemented during the period of the EBRD engagement and technical support (18 months) as well as those actions which will be implemented beyond this period by Rönensans.





## Ethics

Rönesans sees ethical standards as a key indicator for achieving long-term success at workplace. However, as a company who carries out activities worldwide, Rönesans is under the risk of internal and external ethical violations due to expanding field of activity and growing organization. In order to manage unethical actions brought to attention, Rönesans takes efficient actions and regularly controls the management and implementation of related actions. Ethical values of Rönesans are stated in Code of Conduct Agreement with related principles and defined responsibilities.

Our induction programme educates new employees on the ethics, values and business philosophy of the Rönesans Holding. All new employees are given a copy of, and are required to sign, an acceptance of the Code of Conduct, on commencement of their employment with the Group. The Code of Conduct is available to all employees on the Group's intranet.

According to the code:

Employees of Rönesans are committed to the principles of honesty and integrity in its relations with stakeholders.

Reliability is an essential necessity in Rönesans. Therefore, employees of Rönesans avoid any behavior which may damage the confidence to company's activities.

Employees of Rönesans should respect the rights of the individuals and their cultural differences; any sort of harassment and peer pressure is forbidden in Rönesans. Employees should be open, respectful and responsible when sharing their ideas and opinions.

Rönesans pays special attention to the principle of equality both among its employees and in its business relations with third parties.

Rönesans values transparency in its transactions with third parties such as its employees, customers, suppliers, subcontractors, shareholders and affiliates unless otherwise regulatory requirement; and expects same manner from all parties in its value chain.

All newly hired employees sign the Code of Conduct which is an attachment to the employment contract. Rönesans also expects its third-party stakeholders such as customers, suppliers, sub-contractors, etc. to follow its ethical standards that is published on our corporate website. Compliance with the rules and principles is a permanent process and requires the employees to make conscious decisions, discriminative and unethical behaviors are strictly not tolerated. Implementation and monitoring processes are ensured by Internal Audit Department.

The Risk and Compliance department performs know your customer checks with the sampling method for subcontractors and suppliers involved in projects and businesses. During these controls, if there are some unethical actions in the company's information pool like tax evasion, any criminal situations etc., examining and reporting is made to the relevant managers by Internal Audit Department. Such situations are evaluated by the managers and it is possible to terminate the transaction with the company. In addition, "a black list" is created for companies for various reasons, companies with unethical behavior are included in this list and work with companies is terminated.





Ethics Hotline is a major contributor in monitoring process. It is used for obtaining information about Rönesans' ethics applications and reporting inappropriate behaviors. Internal Audit Department is responsible of conducting in-depth researches, studies, reviews, investigations, report evaluation and answering received questions. All complaints and reports are kept confidential and reviews/ investigational works are conducted in strict confidence. In 2019-2020, Internal Audit Department conducted investigation on complaints that were communicated to the Ethics Hotline.

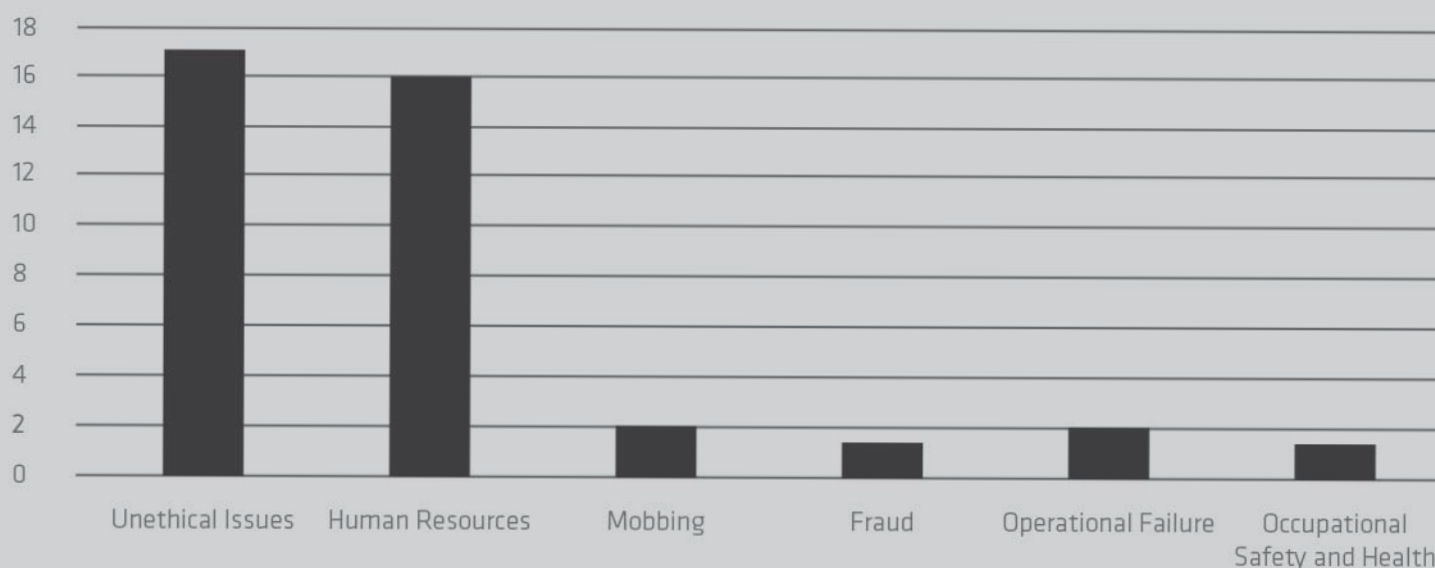
There may be complaints against allegations of unethical behavior such as mobbing, corruption, discrimination, conflict of interest. For such claims, Rönesans Holding Internal Audit department conducts the necessary investigations and reports to the relevant units and managers in order to take action by making determinations.

In this context, 39 Ethic Hotline complaints were examined during the reporting period (between September/2019 – November/2020). Reports were prepared for 8 of them.

Specific training programmes have been developed and deployed at all levels in the organisation regarding ethics and associated corruption risks. These modules complement the general e-learning training courses on the Coach Academy (online training platform), such as compliance, ethics and anti-corruption courses. In 2020, 298 new employees completed online ethics trainings.

Rönesans Ethics Hotline may be accessed to by mail or telephone. Contact information of Rönesans Ethics Hotline is +90 312 840 1000 / 1167-1613, [ethichs@ronesans.com](mailto:ethichs@ronesans.com)

## Subject and Number Distribution of Denunciations Received Between 2019/ September and 2020/November



# Health and Safety

At Rönesans, we are determined to make occupational health and safety an inseparable part of our corporate culture. We believe that every accident can be prevented through reliable risk analysis and a proactive health and safety management system. We are working continuously to improve health and safety management policies by constantly bridging the communication gap between the management, employees, subcontractors and clients.

Rönesans Holding conduct their operations in accordance with internationally recognised management system standards. HSE and Quality Management Systems certified under ISO 9001, ISO 14001 and ISO 18001 standards were continued in 2019. We have successfully completed the transition to **ISO 45001:2018** standard of our occupational health and safety management system has been completed in November 2020.

Rönesans improved several implementations to strengthen its corporate and site HSE procedures, achieve and maintain a good HSE performance.

Rönesans Holding redeveloped and simplified the below **12 new HSE procedures** to increase standardization at all subsidiaries and all those procedures have been completed in 2019.





1. HSE Management of Change;
2. HSE Lifting Operation Procedure;
3. HSE Machine Equipment Procedure;
4. HSE Fire Protection Procedure;
5. HSE Scaffolding Procedure;
6. HSE Traffic Management Procedure;

7. HSE Hazardous Energy Control Procedure;
8. HSE Work at Height Procedure;
9. HSE Excavation Works Procedure;
10. HSE Personnel Protective Equipment Procedure;
11. HSE Confined Space Procedure;
12. HSE Electrical Safety Procedure.

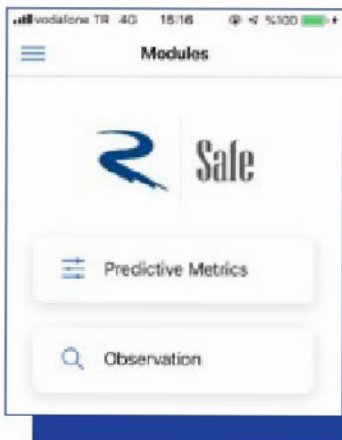
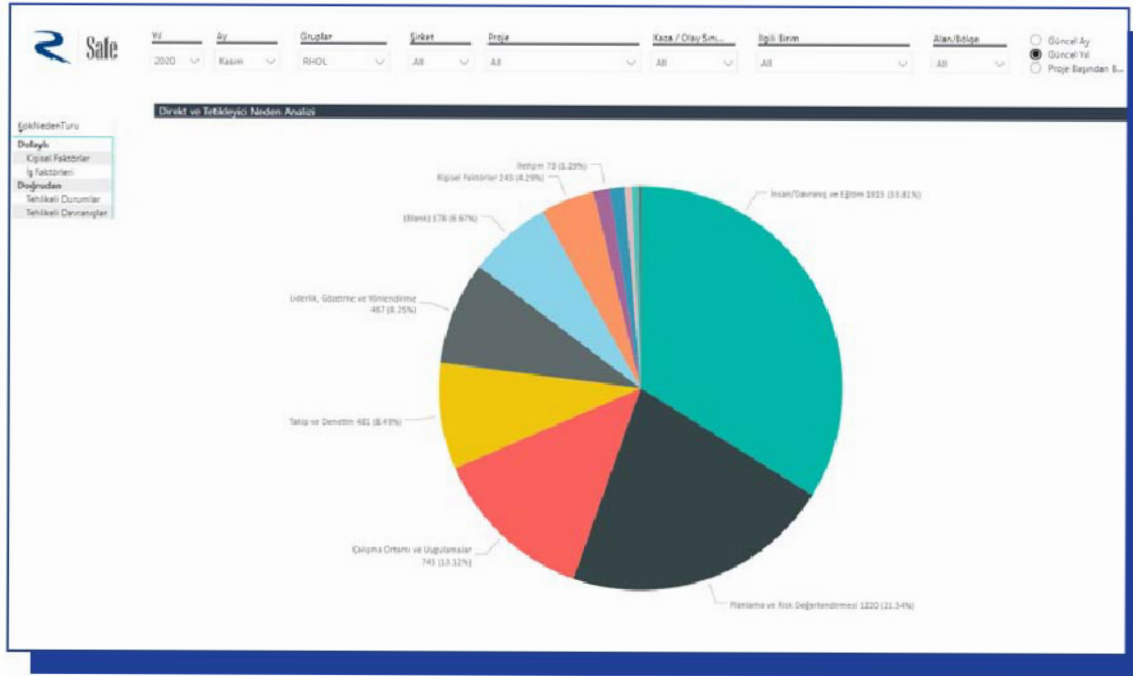
- Leading KPIs including site audits / inspections, HSE meetings, incentive schemes, near miss, unsafe act&condition reporting are defined in KPIs of project / operation management / supervision which is assigned by Holding Management.

- HSE Assurance and Verification Procedure is prepared and implemented to monitor and measure key parameters of projects and operations. These parameters can have significant impacts to monitor performance for the objectives and targets, compliance with the legal and other HSE Management System requirements.

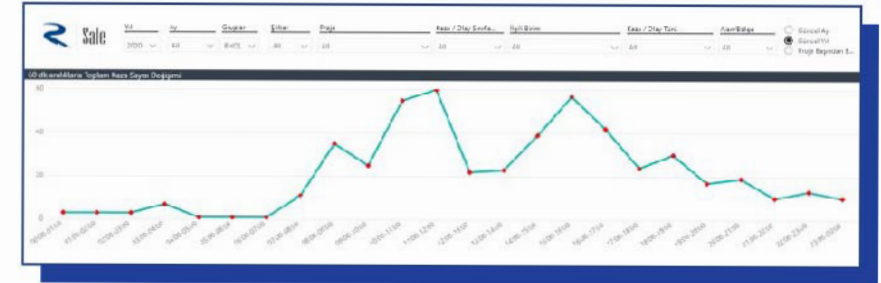
- Accidents / Incidents, monthly statistics, and actions that occur at Rönesans Holding headquarters and the international group company projects / operations are reported digitally on the RSafe HSE Management portal and trend analysis are being generated automatically.



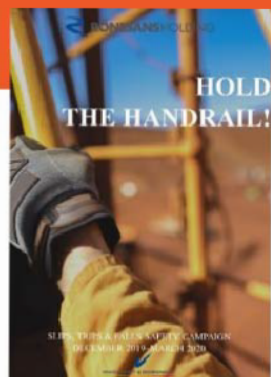




• HSE leading and lagging indicators have been used to benchmark safety performance against internationally accepted statistics (BLS, IOGP, etc.). In the last two years, HSE record keeping performance is increased among all Rönesans projects / operations and HSE figures started to become more reliable to benchmark against the international statistics. Besides, Rönesans puts much effort to increase the accuracy of data by revising their web-based reporting system (RSafe) for better follow up and also commenced to develop a mobile application to make more simple to report unsafe acts&conditions and also use predictive metrics checklist and observation module by having its friendly user interface.



- IFC is updated for the HSE process by sharing review reports and action plans periodically.
- Hazard Hunting training was provided in most of the projects and operations by a third-party consultant. Safety Leadership, IOSH Managing Safely and Root Cause Analysis training were continued in 2019 for projects/operations management level and as well as site supervisors.
- Mobile Equipment and People Interface (MEPI) tool developed to aid projects in identifying the common areas of interface, provide risk control measures to develop project mitigation plans, and assign responsibility to oversee the mobile equipment activities.
- Lessons learned for significant accident or high potential near misses and best practices shared with all Business Units, Projects and Operations.
- After major accidents, the related action plan shared with all projects and operations for implementation and monitored closely by Holding HSE Department.
- Strategy guideline for assigning HSE staff and other key personnel to the Projects is developed for Projects at Turkey. The guideline identifies the requirements of HSE, Electrical, Scaffolder, Medical, and Lifting team competency and qualifications and also the coverage number of personnel as per the risk classification of projects (High, Medium and Low).



## Safety Campaigns

As Rönesans Holding, we conduct quarterly based safety campaigns aimed at reducing the number of workplace accidents high potential incident both on construction sites and operation facilities.

We want to raise awareness and promote action on health and safety in our workplaces. Our key objectives for safety campaigns are:

Raise awareness of safety problems, which are including their causes and the possible consequences, between managers, employees and authorized people who advise them on these issues.

Provide practical solutions through 'good practice models'.

Alert people about new risks and possible consequences.

The recent safety campaigns conducted during the reporting periods are

1. Face and Eye Protection,
2. Job Hazard Analysis (JHA),
3. Lifting Operations and,
4. Slip, Slip & Fall Safety.

Hospitals and Shopping Malls were created their safety campaigns considering their own workplace hazard and risks such as "Working with Chemicals", "Contact with Sharp & Pointed Materials", "Work-Based PPE Management", "Zero Waste" etc.)



Lifting Operations Safety Campaign  
September-November 2019



# Safety Culture Survey

• A Safety Culture Survey was prepared by the Corporate HSE Department to determine and evaluate the HSE Culture of employees in Rönesans Holding projects / operations, and to carry out improvement studies for its results.

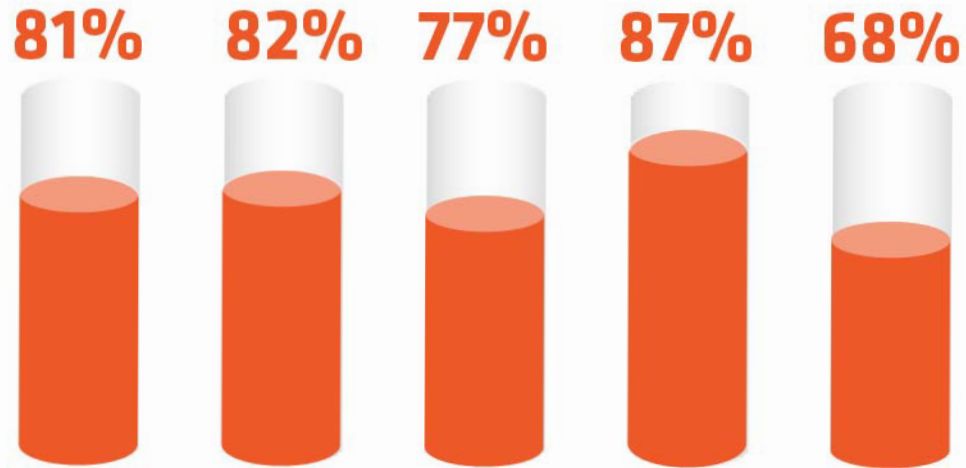
• The survey, which includes a total of 46 questions, is evaluated over the following 5 main topics:

1. Management Leadership
2. Site Safety Perception
3. Strategy for Safe Site
4. Provided HSE Training
5. People Behaviour and Attitude

Survey responses are as follows:

1. Strongly Agree
2. Agree
3. Indecisive
4. Disagree

	İkitelli City Hospital	Yargıtay Project
<b>Date</b>	10-11 March 2020	25-26 February 2020
<b>Location</b>	Istanbul, Turkey	Ankara, Turkey
<b>Project Progress Percentage</b>	93,75%	30%
<b>Total Number of Employees</b>	6,633	1623
<b>Direct Number of Employees</b>	317	1,136
<b>Indirect Number of Employees</b>	6,316	487
<b>Total Number of Employees</b>	681 (638 blue-collar, 43 white-collar)	194 (170 blue-collar, 24 white-collar)



• The "dark room" project, developed in Başakşehir City Hospital, was aimed to increase the awareness of the personnel about using equipment to protect their eyes. As the scope of this project, personnel was asked to do their ordinary activities in a dark room. At the end of the project, the awareness of the personnel, who had difficulty in doing ordinary activities such as eating, walking, was increased.





# HSE Performance

This section provides a snapshot of reported health and safety performance for Ronessans Holding and its subsidiaries. The reported data for our contractors, up from 6 years.

Trends in Total Recordable Incident Frequency (TRIF) Rate (per 200,000 hours worked), Lost Time Incident Frequency (LTI)

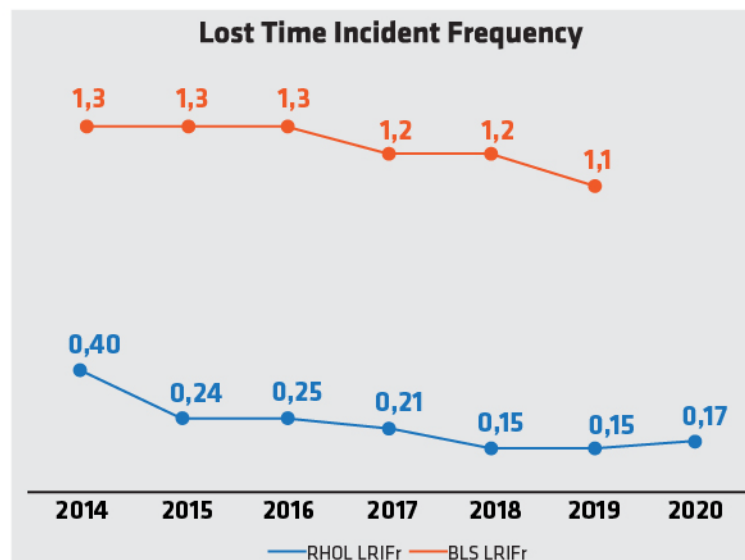
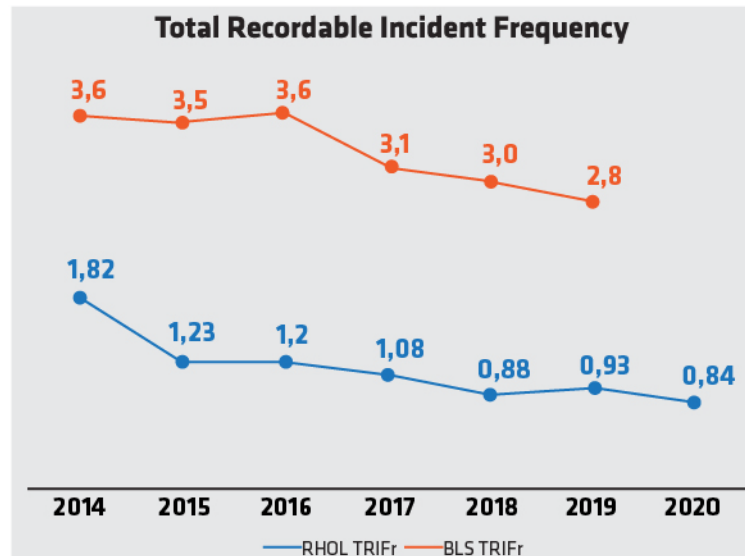
All frequency rates reported in this report are based on 200,000 hours worked

Incident (TRI/LTI) Frequency Rate =  $\text{Total Incident} \times 200,000 / \text{Total Working-Hours}$  (OSHA) TRIF Rate provided below is collated from the date between September 2019-September 2020.

The TRIF rate is decreased from 1.82 in 2014 to 0.84 in 2020 and in 2020 continuing its downward trend.

There was also a decrease in the LTI frequency rate from 0.40 in 2014 to 0.17 in 2020.

Overall, employee TRIF and LTI rates have fallen since 2014 (data records start point)-with a 53.8 % reduction in the total recordable injury frequency rate (TRIFR) and a 57.5 % reduction in the lost time incident frequency.



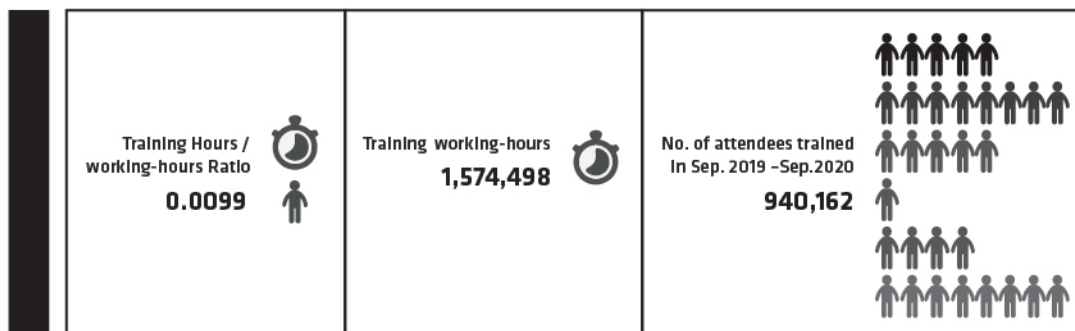
U.S. Bureau of Labor Statistics-Construction  
The date between September 2019-September 2020

# HSE Training

Training and information are the most effective means of raising awareness and involving people in the company to meet HS objectives.

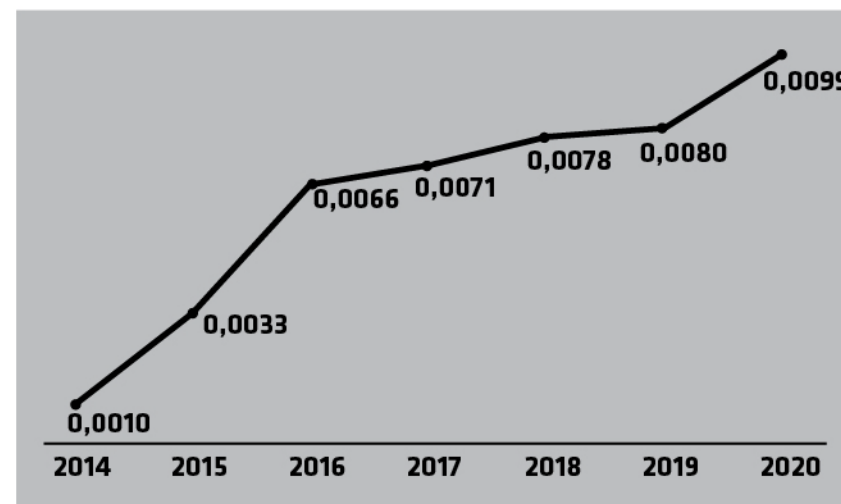
Provided HSE Training data is collated from the date between September 2019–September 2020; 940,162 attendees across group companies received 1,574,497.69 working-hours of training (HSE Induction and toolbox talk training excluded) and 0.0099 training hours/working-hours achieved between these periods.

Between September 2019 and September 2020 total 4,533,599.86 working-hours training (HSE Induction and toolbox talk training are included) received and 0.0285 training hours/working-hours achieved for all Group Companies.



Adequate resources have been allocated for HSE training and training targets have been set for Rönesans Holding; as a result, rates continue to increase since 2016.

Rönesans Holding Training Rates



Training Rates provided above is collated from the date between September 2019–September 2020

To build up an effective leadership of our managers and supervisors “Safety Leadership” Training Program which focuses on effective leadership skills in areas such as hazard recognition, safety culture, key safety task for supervisors, human error, risk understanding, decision-making strategies, etc. has been launched in 2017. In Rönesans projects and operations, 41 managers and supervisors received training as of September 2020 and the program is ongoing with all projects and will continue for upcoming new projects.

ISO 45001 information and internal auditor training were received in 2020 as RET and Holding HSE Departments to acquire the necessary knowledge and expertise to support organization in planning and implementing the process of shifting from an OHSAS 18001 OH&S MS to ISO 45001 in a timely manner.



Competency Assessment Program is planned to be carried out for HSE Personnel. This competency assessment program aims is to identify the training needs of the HSE personnel and establish a training plan to increase the competency across Rönensans.

The first phase of this program has been completed and for other projects this program will be carried out.

In order to increase awareness and risk perception of the management, supervisors and foremen Hazard Hunt / Risk Awareness training is commenced in 2019. The training is ongoing and 141 personnel have been trained after September 2019.

The following trainings were provided for HSE experts:

Root Cause Analysis (71) : RMI

IOSH (183) : REC, RHI, RC

Lifting Operations (63) : REC, RC

Scaffolding (72) : REC, RC, RMI

Leadership (41) : REC, RIH

“Hazard Identification School” developed in Amursky Gas Processing Plant (AGGP). Employees trained with real equipment and activities (which solely designed and installed for training purposes) such as confined space entry, formwork installation, scaffolding, rigging and lifting, etc. Hazard Identification School has features such as simulations, charts, walk-through areas, billboards and working models to highlight the need to identify processes, personal risks and compliance obligations involved in each specific work environment.



## Covid-19

The Crisis Management Team has been established to ensure that Rönesans actively manage all key aspects of the crises. The team member was selected from individuals including top management and relevant department management. The CMT is responsible to take a decision in a timely manner to avoid decreasing the effectiveness of a crisis response. Internal and external crisis communication is identified by the CMT and announced.

Each group company has instructed their project and operation to create their project/operation crisis management teams, roles, and responsibilities by filling the implemented form. The CMT has conducted regular meetings to assess and evaluate the current conditions to provide support. The main role of the CMT is to support the Group Company, projects and operations, and /or the relevant emergency management, teams. The team assesses and manages financial, HR, logistics, HSE, and other risks and impacts by preparing Corone Risk Crises Management Matrix for each group company.

Medical consultancy service has been started to provide technical support in every step of crisis management by assigning part-time public health specialist doctor. The main objective of the consultancy services is to support the Rönesans Holding health surveillance program during the pandemic and provide support to all our group companies as needed.



**Medical-Covid -19 Algorithms:** We started to use an antibody test for SAR-Cov-2, the virus that causes COVID-19. Regular meetings have been started with each group company's health practitioners such as doctors, HSE representatives to discuss and update the company strategies on Coronavirus.

**Travel:** We assess the risk to travelers and national and international travel is cancelled between March- June 2020 and a remote working system has been implemented during this period. Non-critical business travel and events suspended during the normalization period.

The Corporate HSE Department implemented "Covid-19 HSE Measures Implementation and Normalisation Guidelines" according to international best practices, WHO, OSHA Guides, and national legal requirements to highlight minimum precautions that all Group Companies must follow. These requirements are implemented in all worksites and followed closely. For this aspect, Covid-19 control list is prepared and evaluated by all Project HSE / HR and Administration Departments on a regular basis to ensure they fully comply with the existing criteria.





Covid-19 Test Management: The response structure has been clearly defined in such circumstances:

- Antibody Test Result (+) or (-)
- PCR Test Result (+) or (-)
- Any Symptoms Related Covid-19 at workplaces

The algorithm is prepared in line with the national government rules and also international organization guides (WHO, FDA etc.).The document have been distributed with all Group Campany relevant department and monitored and managed by Corporate HSE Management Department.

Corporate HSE Department and also HR prepared and distributed regular Covid-19 information, an announcement to inform all employees about the new precautions that Rönesans are taking to combat coronavirus (Covid-19).

Ankara Optimum, Istanbul Optimum Premium Outlet, Adana Optimum, İzmir Optimum, Kozzy, Samsun Piazza, Şanlıurfa Piazza, Kahramanmaraş Piazza, Hilltown Küçükaly, Maltepe Piazza, Maltepe Park and Hilltown Karşıyaka under the roof of Rönesans Holding Real Estate Investment has been entitled to receive TSE Covid-19 Safe Service Certificate by fulfilling TSE Covid-19 Hygiene Infection Prevention and Control Certification Program.



# **%100 GÜVENİLİR**

Rönesans Gayrimenkul çatısı altındaki Ankara Optimum, İstanbul Optimum Premium Outlet, Adana Optimum, İzmir Optimum, Kozzy, Samsun Piazza, Şanlıurfa Piazza, Kahramanmaraş Piazza, Hilltown Küçükaly, Maltepe Piazza, Maltepe Park ve Hilltown Karşıyaka; **TSE Covid-19 Güvenli Hizmet Belgesi** almaya hak kazanarak hijyen politikası ve sağlık önlemlerinin güvenilirliğini kanıtladı.



# Labour Rights Principles

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

4. Businesses should uphold the elimination of all forms of forced and compulsory labour.

## Discrimination

The Rönesans Code of Conduct Agreement enforces that there is zero tolerance for discrimination due to race, color, national or social origin, religion, age, sex, and physical disability. Our hiring process within human resources is also dictated by the Rönesans Codes of Conduct Agreement, which provides equal opportunities and equal conditions. The Code outlines disciplinary regulations that making discrimination for the reasons of language, race, sex, political opinion, philosophical beliefs, religion and sectarian in the course of performing a task and acting as targeting the benefit or disadvantage of someone is a reason for discharge. Beyond these issues, it is also emphasized that performance and productivity will be taken into account for the criteria of accountings and promotions and a transparent, clear of discrimination and fair policy will be pursued in all kinds of processes (recruitment, promotion-transfer-rotation, payment, rewarding, training, social rights etc.).

Rönesans employees and our stakeholders such as suppliers are responsible for combatting discrimination. In case of any combatting discrimination, the matter can be reported directly to the Ethics Hotline via e-mail or telephone. Furthermore, everyone active under Renaissance structure is obliged to report any acts and actions rising suspicion of contradiction to the Code of Conduct and the compliance culture in general to Renaissance Ethics Line and to the Compliance Officer.

We fully support the United Nations Global Compact's Ten Principles, which are based on The Universal Declaration of Human Rights, The International Labor Organization's Declaration on Fundamental Principles and Rights at Work, The Rio Declaration on Environment and Development and The United Nations Convention Against Corruption. Rönesans supports the United Nations Framework on Business and Human Rights.

## Child Labour and Forced Labour

The child workforce has no place in our work.

As a signatory of the United Nations Convention and Global Principles, also in compliance with the laws of the country in which it operates and with international law, none of the Rönesans Group companies employ child labor or engage in forced or compulsory labor practices. We also expected to operate with the same sensitivity in such matters. In order to ensure compliance with these requirements, we collect written commitments from our suppliers and monitor their practices.



# Anti-corruption Principles

**Businesses should work against all forms of corruption, including extortion and bribery.**

Rönesans operates in conjunction with the existing legislation within the countries it operates in, where corruption or criminal activity is subjected to sanctions, including imprisonment. In order to prevent such behavior and attempts related to bribery and corruption we monitor all of our business processes associated entities carefully and investigate anyone acting on his/her behalf in order to avoid any behaviors and attempts of bribery and corruption pursuant to the sensitivity displayed for the issue.

No employee of Rönesans can be in any action of offering or accepting bribes and/or any such action that would constitute an offense. Such incorporating offense activities used in order to gain any advantage have certainly been forbidden. Rönesans displays a similar approach to so-called “facilitating payments” abroad regardless of its name under which is made; and making such payments is certainly forbidden.

To enable all employees to contribute effectively to preventing and detecting acts of corruption, at the level of their responsibilities, specific training programmes have been developed and deployed at all levels in the organisation. These modules complement the general e-learning training courses on the Coach Academy (online training platform), such as compliance, ethics and anti corruption courses.

# Environmental-Principles

Environmental sustainability is deeply valued and adapted as a core principle in Rönesans.

- 7. Businesses should support a precautionary approach to environmental challenges.
- 8. Businesses should undertake initiatives to promote greater environmental responsibility.

Therefore, every step taken towards the company's future, bring the need of continuous improvement on environments of this improvement. Corporate Environmental and Social Management System (ESMS) is established in 2016 in line with the requirement of IFC Environmental and Social Performance Standard.

Rönesans Holding supports the Zero Waste project conducted by the Ministry of Environment and Urbanization. In 2018, Zero Waste strategy has been started to be implemented in our operations. Rönesans, aims to reduce the environmental impact of its production processes through measures such as energy savings, waste reduction, reuse and recycling, limiting or eliminating harmful chemicals. In this context, trainings were given to all our employees in the projects and operations, signboard and posters were prepared for awareness in shopping malls and offices. Campaign programs will be organized for the dissemination of the Zero Waste Strategy.





In 2019, within the scope of the Zero Waste Management System established by the Republic of Turkey Ministry of Environment and Urbanization, 6 Shopping Mall Operations given in below as Rönesans Holding Real Estate Investment Company have been awarded Zero Waste Certificate. These are:

- Kozzy Shopping Center
- Adana Optimum
- Ankara Optimum
- Maras Piazza
- Samsun Piazza
- Şanlıurfa Piazza

Waste disposal methods, that suitable for hospital, were developed by RIH Waste Services for Yozgat City Hospital, Adana Training and Research City Hospital, Elazig Fethi Sekin City Hospital and Bursa City Hospital. These hospitals were awarded the Zero Waste Certificates as a result of its efforts to prevent waste and use resources in a more efficient manner.



Rönesans Holding Sustainability Department conducts audits properly to determine the risks and impacts of group companies' projects on environmental and social issues related to RHOL Environmental and Social Management System requirements. In addition to identifying risks and impacts, Environmental and social audits are aimed to ensure stakeholder's participation in terms of project activities and establishing an effective grievance mechanism, and helping to prevent and manage risks and impacts for sustainable operations. The audit checklist prepared by taking into consideration Rönesans Holding Environmental and Social Management System and IFC Environmental and Social (E&S) performance standards aims to help prevent, mitigate and manage risks and effects in the project. In order to understand the size of the impact that will arise from the project and to take the necessary precautions, the control list includes the main section such as water and wastewater management, stakeholder participation, waste management and biodiversity.

## SIFIR ATIK BELGESİ ALAN İLK AVM KOZZY OLDU!

T.C. Çevre ve Şehircilik Bakanlığı tarafından kurulan Sıfır Atık Yönetim Sistemi kapsamında, İstanbul'da yer alan tüm AVM'ler arasında **Sıfır Atık Belgesi almaya hak kazanan ilk AVM Kozzy oldu.**



# Waste Management System

Waste Management System developed by the Rönesans Sustainability Department aims to enhance waste management activities and increase sustainable waste disposal practices within the projects. Waste Register System on Sustainability Portal was developed for monitoring, controlling and managing wastes of Rönesans Holding projects. Through this system, any information related with the type, quantity, transportation and disposal of the generated waste are regularly monitored. Waste Register System is developed in accordance with the international standards, laws and regulations and through the use of this system it is aimed to establish an effective waste management process and to define goals that could make a prospective difference in this field through regular monitoring. Each project has its own method of waste management including different ways of storage, handling and treatment implementations. The waste data collected in the projects and facilities are presented to IFC in the Annual Monitoring Report each year.



\* Waste data provided above are collated from the date between September 2019 – September 2020

Waste monitoring data for other years are given below.

Year	Paper (Ton)	Wood (Ton)	Metal (Ton)	Plastic (Ton)	Electronic Waste (kg)	Hazardous Waste (Ton)
2019	35,629	174,199	141,878	8,538	500	2,456
2018	48,992	6,687	273,677	4,824	624	347
2017	470,870	838,140	2,817,896	84,535	214	72
2016	35,566	375,549	1,198,873	45,351	-	145





# Water Management

We recognize the importance of preserving natural resources especially water resources. We have ongoing efficiency improvement initiatives to minimize our water footprint that include reducing the rate of water consumption at our operation facilities. Thanks to these initiatives, as Rönesans Holding, we pay attention to the sustainable use of water together with all our other stakeholders. We encourage operating companies to use water more efficiently to protect our water sources. The best practices implemented since 2019 in order to use water resources efficiently and reduce consumption in RGY shopping malls and RIH hospital operations within Rönesans Holding are given below table.



Company	Water Efficiency Efforts in Rönesans – Best Practices
<b>Real Estate Investment (RGY) Malls</b>	<ul style="list-style-type: none"> <li>•Using aerator for tap water,</li> <li>•Level of reservoir capacity is reduced,</li> <li>•Arrangement and increase of personnel control points,</li> <li>•Monitoring the landscape consumption,</li> <li>•Regulation of irrigation times,</li> <li>•Practices such as the detection and prevention of leaks have been implemented.</li> <li>•The analysis of the water softening system, backwash water, drainage waters of the building was made and feasibility studies were made for the use of these waters.</li> <li>•The use of drainage water in the landscape is evaluated in Istanbul Optimum.</li> <li>•During the pandemic, reducing the reservoir capacity level and cleaning the reservoir made wastewater reduce during the period when our buildings were closed.</li> <li>•The arrangement made for the use of drainage water in landscape irrigation in Maltepe Piazza is at its final stage.</li> <li>•The reservoir capacity and overflow levels of all our buildings can be controlled with an automation system. Thus, water consumption due to overflow has been eliminated.</li> </ul>
<b>At Rönesans Facility Management Company (RIH) hospital</b>	<ul style="list-style-type: none"> <li>•In Başakşehir Çam and Sakura City Hospital and Elazığ Fethi Sekin City Hospital personnel kitchen, purification water devices are used instead of bottled water for reducing plastics waste.</li> <li>•With CE (Cleaning Excellence) used in cleaning services at Adana Training and Research City Hospital and Elazığ Fethi Sekin City Hospital, 75% less water consumption is achieved compared to traditional cleaning practices.</li> <li>•A +++ dishwashers are used in cafeteria services to decrease water and electricity consumption.</li> <li>•Thanks to the rainwater reservoirs in all hospitals, the landscape areas are irrigated with the rainwater, and when the rainwater tanks are not filled, the city network water is used. In addition, the automatic irrigation system has an automation system to operate according to the weather. Thus, a 6% reduction in water consumption is achieved.</li> </ul>

# GHG Emission Management

It is estimated that construction of buildings has very important impact on the environment related to energy consumption and greenhouse gas emission. Rönesans considers environmental responsibility a strict requirement and has implemented several sustainable strategies in order to prevent probable damages that may be caused by its operations. Improvements related to greenhouse gas reduction or removal are made in accordance with TS ISO 14064-2 Standard that has scope as given below:

Scope1: Direct Greenhouse Gas Emissions released from sources owned or under its control

Scope2: Purchased electricity, steam, heating, cooling etc. Indirect Greenhouse Gas Emissions from Operations

Scope3: All other indirect Greenhouse Gas Emissions not covered under Scope 2, e.g. Greenhouse Gas Emissions related to transportation activities where the establishment is not the owner and not directly controlled, Greenhouse Gas Emissions etc. which may be caused by recycling or disposal of the products used.

Rönesans Holding GHG Management Procedure is applied regarding following purposes:

- To ensure that all documents, data and references used in the calculation of greenhouse gas emissions are properly and appropriately supplied and used
- To ensure the data flow activities carried out under the annual greenhouse gas emission report are not misrepresented and the relevant activities are identified
- Provision of guidance on measures and actions to reduce greenhouse gas emissions production

In 2019, carbon footprint monitoring was performed in 31 projects by taking into account the requirements of ISO 14064 and IFC for the management of greenhouse gas emissions produced in the operations and projects of the Rönesans Holding. Data on various activities of subsidiaries collected by identified operations and projects and transmitted to Sustainability Department by relevant persons in compliance with Communiqué on Monitoring and Reporting of Greenhouse Gas Emissions. Reports were prepared consideration of data on activities, calculations were conducted and findings and results were shared.

Indicator	Annual Quantity	Units
Scope 1	4,793,496.82	Ton CO <sub>2</sub> (e)
Scope 2	180,255.45	Ton CO <sub>2</sub> (e)
Scope 3	25,125.82	Ton CO <sub>2</sub> (e)
Direct CO <sub>2</sub> emission intensity	13.95	Ton CO <sub>2</sub> (e)/m <sup>2</sup> /year
Indirect CO <sub>2</sub> emission intensity	23.73	Ton CO <sub>2</sub> (e)/m <sup>2</sup> /year
Total CO <sub>2</sub> emission	4,998,848.09	Ton CO <sub>2</sub> (e)

The carbon footprint data given above refers to the period January-December 2019



## Sustainable Buildings / Projects In Accordance With Established Certification System (LEED, BREEAM)

Rönesans, having embraced the continuous progress principle and the environmental responsibility mentality as an integral part of its corporate culture is considered to be a pioneering and leading company in its sector with regards to designing, constructing, and operating projects with sustainability principles.

Rönesans, acting with a sense of environmental responsibility, has become one of the prominent actors in the sector through successful green building applications.

The scorecards of Renaissance buildings with LEED certification are given below.



Project Name	 Sustainable Sites	 Water Efficiency	 Energy & Atmosphere	 Material & Resources	 Indoor Environmental Quality	 Innovation	 Regional Priority Credits	Points	Certification Type	Level	Certification Date
Renaissance Pravda Business Center	19/28	8/10	22/37	3/13	10/12	4/6	4/4	70	LEED 2009 Core and Shell	GOLD	18.09.2013
TED Rönensan College	18/24	8/11	11/33	6/13	10/19	5/6	4/4	62	LEED 2009 Schools	GOLD	28.05.2014
Rönensan Tower	27/28	10/10	19/37	6/13	11/12	4/6	4/4	81	LEED 2009 Core and Shell	PLATINUM	16.09.2014
RönensanBiz Küçükyağı Office Park Block A&B	25/28	8/10	22/37	7/13	8/12	6/6	4/4	80	LEED 2009 Core and Shell	PLATINUM	26.05.2015
RönensanBiz Küçükyağı Office Park Block C	25/28	8/10	22/37	7/13	10/12	6/6	4/4	82	LEED 2009 Core and Shell	PLATINUM	02.06.2015
Renaissance Plaza	16/26	6/14	16/35	1/10	6/15	4/6	3/4	52	LEED 2009 Existing Building Operations and Maintenance	SILVER	29.10.2016
Yozgat Education and Research Hospital	12/18	5/9	15/39	8/16	11/18	6/6	3/4	60	LEED 2009 Healthcare	GOLD	3.08.2017
Renaissance Business Park	24/28	10/10	21/37	6/13	11/12	6/6	4/4	82	LEED 2009 Core and Shell	PLATINUM	19.01.2018
Küçükyağı Hilltown Shopping Mall	22/28	8/10	14/37	6/13	7/12	4/6	2/4	63	LEED 2009 Core and Shell	GOLD	22.01.2018
Küçükyağı Hilltown Offices	22/28	8/10	16/37	6/13	7/12	4/6	2/4	65	LEED 2009 Core and Shell	GOLD	21.02.2018
Adana City Training Research Hospital	10/18	7/9	22/39	8/16	8/18	3/6	3/4	62	LEED 2009 Healthcare	GOLD	27.08.2018
Maltepe Piazza Shopping Mall	22/28	10/10	19/37	5/13	4/12	5/6	3/4	68	LEED 2009 Core and Shell	GOLD	16.11.2018
Maltepe Piazza Offices	22/28	10/10	16/37	5/13	5/12	5/6	3/4	66	LEED 2009 Core and Shell	GOLD	7.12.2018
Elazığ Fethi Sekin City Hospital	11/18	8/9	23/39	4/16	10/18	4/6	3/4	63	LEED 2009 Healthcare	GOLD	22.12.2018
Bursa City Hospital	12/18	4/9	22/39	8/16	13/18	5/6	4/4	68	LEED 2009 Healthcare	GOLD	7.01.2020
Karsiyaka Hilltown Shopping Mall	21/28	8/10	12/37	6/13	6/12	4/6	3/4	60	LEED 2009 Core and Shell	GOLD	19.05.2020
Hospital Nobo Otobanda	12/18	7/9	19/39	8/16	9/18	6/6	4/4	65	LEED 2009 Healthcare	GOLD	29.07.2020
Başakşehir İkitelli City Hospital	10/18	8/9	26/39	7/16	5/18	4/6	3/4	63	LEED 2009 Healthcare	GOLD	14.10.2020
RönensanBiz Mecidiyeköy Office Project	22/28	8/10	15/37	4/13	8/12	5/6	4/4	66	LEED 2009 Core and Shell	GOLD	05.11.2020



# Bursa City Hospital (GOLD LEED Award, January 2020)








The Bursa City Hospital was built based on Public Private Partnership model and inaugurated by the Turkish MoH and Renaissance Healthcare Investment in July 2019.

Covering a total construction area of 470,000 m<sup>2</sup> and land area of 745,000 m<sup>2</sup> and boasting a bed capacity of 1,355, Bursa City Hospital provides world-standard healthcare services to the communities in Bursa and neighboring provinces. The campus consists of four towers and annexes located around a central core and includes the following hospitals;

- General Hospital
- Cardiovascular Diseases Hospital
- Oncology Hospital
- Maternity and Pediatric Hospital
- High Security Forensic Psychiatry (HSFP) Hospital
- Physical Therapy and Rehabilitation (PMR) Hospital

859 seismic isolators with the most advanced technology in the world installed on the main hospital facility ensure that Bursa City Hospital remains unaffected from earthquake and continues all its operations during and after an earthquake without interruption.









						
Sustainable Sites	Water Efficiency	Energy & Atmosphere	Material & Resources	Indoor Environmental Quality	Innovation	Regional Priority Credits
12/18	4/9	22/39	8/16	13/18	5/6	4/4

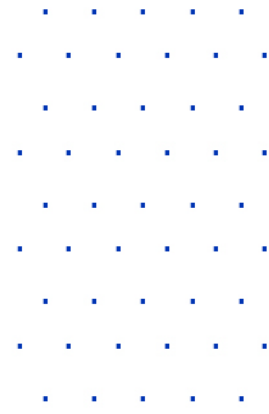
# Karşıyaka Hilltown Shopping Mall (GOLD LEED Award, May 2020)

Hilltown Karşıyaka Shopping Center, whose architectural concept was developed by T-Concept, is in the new generation sustainable shopping center category. The center offers its guests a life experience with its architecture, accessibility, distinguished brands, gourmet cafes-restaurants and entertainment areas.

Hilltown Karşıyaka presents a social and cultural living space to its visitors with 196 stores of national and international brands, 42 of which are cafes and restaurants, 7 movie theaters including the "Starium" theater brought to Izmir for the first time in Hilltown Karşıyaka, an indoor parking lots for 2,750 cars, cafes and restaurants with outdoor terrace, 1,500 m<sup>2</sup> of children playgrounds for different age groups, a 2,000 m<sup>2</sup> activity area and squares completed with colorful landscape architecture.

Hilltown Karşıyaka Shopping Center, where all needs from baby care rooms to disabled and family toilets, safety lockers, cloakroom, prayer room, valet and free wi-fi services are considered, meets the expectations of its visitors with its pet-friendly concept, in addition to the Courtyard -the food court and restaurant area offering world cuisine suitable for all ages and tastes.

						
Sustainable	Water	Energy &	Material &	Indoor	Innovation	Regional
Sites	Efficiency	Atmosphere	Resources	Environmental Quality		Priority Credits
21/28	8/10	12/37	6/13	6/12	4/6	3/4





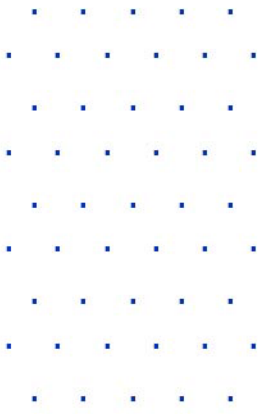


# Hospital Nobo Otrobanda (GOLD LEED Award, July 2020)

Hospital Nobo Otrobanda, currently under construction in Curaçao, the biggest island in the Netherlands Antilles, has a 60,000 m<sup>2</sup> construction area.

Built over an area of 39,000 m<sup>2</sup>, the hospital has 300 bed capacity in total. The parking garage serves with two divisions over 24 m<sup>2</sup> with a capacity of 535 vehicles. Ballast Nedam is responsible for both the construction of the new hospital and its maintenance for the next 15 years.

						
Sustainable	Water	Energy & Atmosphere	Material & Resources	Indoor Environmental Quality	Innovation	Regional Priority Credits
Sites	Efficiency	Atmosphere	Resources			
12/18	7/9	19/39	8/16	9/18	6/6	4/4



# Başakşehir İkitelli City Hospital (GOLD LEED Award, October 2020)

Built in collaboration with the Turkish MoH and Renaissance Healthcare Investment based on Public Private Partnership model, Başakşehir Çam ve Sakura City Hospital will open its doors in May 2020 as “Turkey’s 3<sup>rd</sup> Biggest Healthcare Investment”.

Within the scope of our country's struggle with Covid-19 Pandemic; Başakşehir Çam ve Sakura City Hospital was opened on 20 April 2020 with A and D block hospital areas equipped with the most advanced technology and completely isolated from the external environment.

Covering a total construction area of 1,000,000 m<sup>2</sup> and land area of 789,000 m<sup>2</sup> and boasting a bed capacity of 2,682, Başakşehir Çam ve Sakura City Hospital will provide world-standard healthcare services to the communities in İstanbul and neighboring provinces. The campus consists of six towers and annexes located around a central core and includes the following hospitals;

- General Hospital
- Cardiovascular Diseases Hospital
- Orthopedic and Neurology Hospital
- Oncology Hospital
- Pediatric Hospital
- Gynecology and Obstetrics Hospital
- Physical Therapy and Rehabilitation Hospital
- Psychiatry Hospital

Başakşehir Çam ve Sakura City Hospital will become the “World’s Largest Hospital with Seismic Isolators” with 2,068 seismic isolators installed on the main hospital building. Seismic isolators with the most advanced technology in the world will ensure that hospital operations will remain unaffected and continue during and after an earthquake without interruption.





# RönesansBiz Mecidiyeköy Office Project (GOLD LEED Award, November 2020)

RönesansBiz Mecidiyeköy has a distinctive value in its location with its Class A Office concept, superior technology, and environmentally friendly architectural understanding.

The project offers livable and spacious business spaces for office workers in the center of the city with its inner garden and courtyard that create an "outdoor" feeling. The project has started and continues its activities with a full occupancy rate with intense demand.

						
Sustainable Sites	Water Efficiency	Energy & Atmosphere	Material & Resources	Indoor Environmental Quality	Innovation	Regional Priority Credits
22/28	8/10	15/37	4/13	8/12	5/6	4/4



Project Name	Scheme	National Scheme Operator (NSO)	Stage/Valid Until	Rating
Adana Optimum Shopping Mall	In-Use International 2015 Part 2-Management Performance	BRE Global	18.10.2021	Outstanding 85.5%
Ankara Optimum Shopping Mall	In-Use International 2015 Part 2-Management Performance	BRE Global	11.07.2021	Outstanding 85.5%
Istanbul Optimum Shopping Center	In-Use International 2015 Part 2-Management Performance	BRE Global	18.10.2021	Outstanding 86.6%
İzmir Optimum Shopping Center	In-Use International 2015 Part 2-Management Performance	BRE Global	13.09.2021	Outstanding 86.6%
Kahramanmaraş Piazza Shopping Center	In-Use International 2015 Part 2-Management Performance	BRE Global	15.09.2021	Outstanding 86.1%
RönesansBiz Mecidiyeköy Office	In-Use International 2015 Part 2-Management Performance	BRE Global	6.05.2021	Outstanding 88.8%
Samsun Piazza Shopping Center	In-Use International 2015 Part 2-Management Performance	BRE Global	12.09.2021	Outstanding 87.1%



## REXA Rönesans Excellent Awards

The business world needs more people who appreciate success and are open to development and positive change. In this regard, Rönesans started a reward system in 2015 called REXA, which is "Rönesans Excellence Awards." We award successful work and practices within the company according to these criteria and promote better work. There are awards for work safety, quality standards, difficult working conditions, which are given especially to construction sites, as well as "Women to Watch," "Green Project of the Year" and "Innovative Project of the Year" awards in the individual category. With these awards, we bring out the best practices within all the group companies and hold them up as examples.





# Social Responsibilities

## Rönesans Becomes the “Compass” for Young People

Rönesans Holding has taken on another educational support program through Rönesans Education Foundation (REV) as a mission in order to support the development of skilled young people, who will shape the future. “Young Discovery Program Pusula”, organized in 2016 for the first time, provided new university graduates with job opportunities at Rönesans Holding and its affiliated group of companies. The program, which already stands out as one of the best corporate social responsibility programs that provide new graduates with employment opportunities in Turkey, aims at developing professional competencies and people, as well as enabling them to adopt the business culture and prepare for the business life.

### Record Number of Applications

Within the scope of the Pusula (Compass) Program, which was held for the fifth time in 2020, the project received about 6,000 applications from 210 universities across 81 provinces of Turkey. After the applications, 1,150 new graduates involved phone interviews, while 400 young people participated in online face-to-face interviews. Following the evaluations, 100 new graduates from relevant departments of economics and administrative sciences, architecture and engineering faculties were employed for one year at Rönesans Holding and its group of companies. In 2021, the program once again offer at least 100 young graduates the opportunity to start their career at Rönesans Holding and its group of companies and gain a unique experience at an international company.





# Design Sustainable Future

**“In 2020, due to the pandemic, we adapted the DSF to the new normal and convert all stages online”**

Design Sustainable Future (DSF) Competition is implemented six years ago, we, as Rönesans, believe that to support future generations to live in healthier and more environmentally friendly conditions, we need to teach sustainability culture to university students and therefore we implemented this project. For this reason, we reach out to universities from all around Turkey which have architecture and engineering faculties, visit many of them, give seminars and ask students to share their visions and projects for a sustainable future. Each year we are visiting more than 25 Universities all around Turkey.

The projects are evaluated based on different criteria such as sustainability, recycling, energy efficiency, urban development, innovative ideas and problem-solving, advanced production and waste management, visual design and social sustainability. The evaluations are carried out by a four-member jury consisting of women scholars and architects and they are assisted by Rönesans Holding's architects and engineers at every stage of the project. We give a monetary award to the winners of the competition, as well as internship opportunities in Rönesans Holding.

In 2020, due to the pandemic, we adapted the DSF to the new normal and convert all stages online; announcement & publicity, application, evaluation, elimination and Final Event Webinar.

This year, our sixth anniversary, 585 projects were submitted to the competition by 900 university students from 75 different universities. We brought them together with the Final Event Webinar. The content is created within the scope of «interaction» and «positioning as an opinion leader» for the Sustainability. The target group was young people who are interested in sustainability, technologie, finance, entrepreneurship and futurism. We organised panels with the well-known influencers, activists, futurist like Prof. Dr. Özgür Demirtaş, the chairman of the finance at Sabancı University, Ufuk Tarhan and Ashoka Turkey. The event was streamed live and opened to the public via Zoom, 2.000 people joined the live stream. In total with all contents and sharing of the influencers, we got 3.000.000 reach.







RÖNESANS HOLDİNG

RÖNESANS  
GAYRİMENKUL

# PSİKOLOJİK DESTEK İÇİN İZMİR'DEYİZ

**Paylaştıkça;**  
Korkun **azalır**,  
Üzüntün **azalır**,  
Karamsarlığın **azalır**,  
Kaygının **azalır**,

**Senin için İzmir'deyiz!**

Rönesans Holding olarak çocuklara psikolojik destek sağlamak için Türk Psikologlar Derneği ile birlikte **İzmir'deyiz**.

**#PaylaştıkçaAzalır**



## Social Engagement Psychological Support Program

### •Elazığ Earthquake

As a part of International Women's Day, we provided psychological counseling support to women and children who lost their relatives and homes in the earthquake in Elazığ. The program realized two full days a week and lasted for six weeks. The therapies were carried out face-to-face by psychologists who are experts in the field of adults, adolescents and children.

### •İzmir Earthquake

"With the cooperation of Turkish Psychologist Association, over 400 families and children with 2.000 interviews were supported."

After the İzmir Earthquake, a Psychological Counseling Support Program is organised with the cooperation of Turkish Psychologist Association, RGY, tenants of RGY.

We took an immediate action to stand by İzmir with moral and material support. We collaborate with the Turkish Psychologist Association for giving the free psychological counseling support to the children, who lost their relatives and homes in the earthquake in İzmir. We arranged two containers from the Bayraklı Plot and relocated them to the outside of two malls, collaborate with the retailers for preparing physical ideal place and conditions. We did it with the great effort of the İzmir Optimum and Hilltown Karşıyaka Mall Management teams in only 3 days.

Each party announced the project and the reachment is increased as well. That CSR Project created a great Word of Mouth effect and the influencers voluntarily shared our social media posts. This CSR project is supported by the influencers and their posts are viewed more than 6,450,000 people. The project continued for three months.



# REV Academy-Personal Development Program

## Rönesans Education Foundation (REV)

Rönesans Education Foundation (REV) was founded in 2009 with the aim of supporting education and personal development of the young people and the children. REV develops and implements innovative education models with the aim of offering contribution to the young people and the children to realize their own potential and to grow as versatile, educated and productive individuals. REV has set its mission as contributing to the future with its social projects and permanent works in different fields, particularly in education.

### REV Scholarship Program

Rönesans Education Foundation has offered grants to 9,000 students involved in the Scholarship Program since establishment of the foundation. REV offers substantial opportunities for the young people for their personal and professional development through personal development program developed for its scholars. 1,700 scholars attended in the scholarship program offered in 2019-20 academic year.

### •Voluntariness

REV Scholars are encouraged to serve to the benefit of both themselves and the society by recognizing the social problems and developing ideas and projects intended for resolving such problems, or by taking active role in existing social projects.

The concept of voluntariness is explained to the scholars through online and face-to-face educations, wherein information is offered on the Non-Governmental Organizations that execute studies on distinct fields. In addition, guidance is offered to the scholars who desire to develop their own social responsibility projects. During 2019-20 academic year, the scholars continued to volunteer for studies such as translation, design, research, etc. that they can perform online during the pandemic period, reaching a total of 25 thousand volunteer hours per year.

### •Fellows' Meetings

Fellows' Meetings are organized at the beginning of each academic year with guest speakers chosen from experts in their respective fields in order to consolidate the communication and relationship between the foundation and scholars, and to talk about volunteering and social innovation. During 2019-20 academic year, we held face-to-face fellows' meetings in Istanbul, Ankara and Malatya. We reached to all scholars residing in different cities in online medium through webinar fellows' meetings we held on 20 different days and hours.

### •Career Talks

Career Talks are organized with voluntary participation of the professionals from Rönesans Holding with the aim of offering guidance to the scholars in the process of progressing towards the business life. During the talk sessions held in 2019-20 academic year, our esteemed guests shared valuable information that will offer guidance to the young people on topics of their expertise, as well as their experiences and suggestions on business life. The topics of the talks held in the online medium were determined as Introduction to Business Life, Building Information Modeling, Communication Agenda and Trends, Engineering in the Office and Worksite, Valuation from Macro to Micro, Ethics in Business Life, Information Technologies, HR Process and CV Preparation considering the suggestions of the scholars.



# REV Academy

REV Academy Personal Development Program is an online education platform prepared using distance education technologies in order to contribute to the versatile development of the scholars. The platform that offers a qualified and permanent learning opportunity to the young people by removing the limits of time and space in personal development of the young people is designed as a dynamic and interactive educational environment. The content of the program that scholars can benefit during the period they are involved in the REV Scholarship Program consists of education sessions developed in three main areas, namely are the "Personal Development", "Preparation for Business Life" and "Active Responsible Citizenship in the 21st Century". The scholars received 3900 hours of training in total the REV Academy online education platform that offers educational content on 35 different subjects in 2019-20 academic year.

## •The Future of the Cities Workshop

With the Future of the Cities Workshop organized in collaboration with Anadolu Design Workshop, we have invited young people to redeliberate, explore and design the cities in the light of the "vision", "design" and "social impact" concepts. The scholars attending the workshop experienced the teamwork in a stimulating and entertaining program and generated new ideas. They broadened their perspective on the city they live in. During the first session of the workshop program, the scholars who were subdivided into groups and shared their opinions on the identity, values, pros and cons of the city by employing the BEK Analysis method. As a result of testing different perspectives from scholars studying in different departments in a common ground, the resources available to the city were identified, and, accordingly, innovative solutions were produced regarding the problems experienced therein. In the second session, a challenging urban puzzle awaited the participants. Aiming to open space for a greenery through urban transformation in a neighborhood full of buildings, the scholars once more experienced contemplating as a team, reaching a decision through negotiation of ideas and implementing such decision made by division of labor.

The number of scholars attending the workshops held in Ankara, Izmir, Istanbul and Malatya reached to 185 students in 2019-20 academic year.







## Pusula (Compass) Program

Pusula (Compass) is a social responsibility project that offers employment for young people and acts as a cross-section between the education life and business life in order to diminish the concerns of the graduates from university undergraduate departments regarding the future. Executed under the umbrella of Rönesans Education Foundation, the project kicked off in May 2016. In the first year, the project was awarded with GAN (Global Apprenticeship Network) Turkey Special Prize granted under "TİSK 2016 Corporate Social Responsibility Award". Employment opportunities are offered to the new graduates within Renaissance Holding and affiliates within the scope of Compass program, one of the best employment-oriented social responsibility projects of Turkey. The Compass program aims to allow the young people to self-develop in terms of professional competence and competencies in the workplace prior to stepping into the business life and then to engage in the business life after adopting the business culture.



In 2020 the Compass program received about 6,000 applications from 210 universities in 81 provinces of Turkey. Following assessments, 1,150 young people participated in telephone interviews and 400 young people participated in online face-to-face interviews. Following the interviews, 100 new graduates from related departments of economics and administrative sciences, architecture and engineering faculties were employed in Rönesans Holding and its group of companies for a period of one year.





## The Chamber of Dreams

The Chamber of Dreams is a social responsibility project intended for kindergarten students and designed to support the children's education and personal development. This project aims to introduce the children into beautiful environment to know and like the books in order to gain the habit of reading at the young age and to allow everyone to access high quality educational environments.

Colorful and attractive reading rooms where the kids would feel happy are established for the kindergarten students in designated kindergartens in different cities with contributions of volunteering REV scholars within the scope of the Dreams Room Project.

In 2018-19 academic year, the education module entitled "I Love the World" developed for the kindergarten students was developed in cooperation with Ankara University Faculty of Educational Sciences in order to improve the scope and quality of the project. The education module consisting of 20 activities in total developed on the basis of learning by play aims to contribute to the education of the children as individuals who embrace the world with tolerance and love.

The Chamber of Dreams was established in Kırıkkale, Bolu and Mardin in 2019-20 academic year, however, the project works executed on site were suspended due to the pandemic. In the course of the project that kicked off in 2017-18 academic year, the Chambers of Dreams have been established in 18 schools in 16 provinces so far, and the educational content developed under "I Love the World" initiative was delivered to the school teachers using the instructor training method. The project reached to a total of 2,690 students.

4 QUALITY EDUCATION





## Book Donation Campaign - “Each Book is a New World”

Rönesans Real Estate has been organizing a book donation campaign in the shopping centers under their management in collaboration with Rönesans Education Foundation. With the goals of supplying school libraries with new books and recycling old and outdated ones, the project not only provides thousands of books for children and teenagers but also benefits the future by saving trees. The campaign is still ongoing.

## Permanent Works

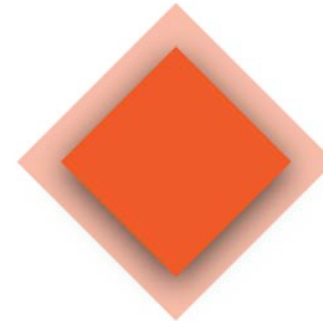
Since its establishment REV has constructed many permanent works including TED Rönesans College, İnönü University Darende Bekir Ilıcak Vocational School, TED University Ayşe Ilıcak Library, Keriman Çetinkaya Kindergarten, Amasya University Yüksel Akın Vocational School, Ayşe Ilıcak İH Secondary School and Anatolian High School for Girls and Gürsu Cüneyt Yıldız State Hospital. In 2019-20 academic year, the construction works for Malatya Erman Ilıcak Science High School, whose foundation was laid in the previous year, are completed and the school is handed over to the Ministry of National Education. The school started to admit students in 2020-21 academic year.

## Social Projects - Supports

New Year's Eve event is organized every year for the children under treatment in the Oncology Department of Dr. Sami Ulus Children's Hospital. Before the event, endeavors are made to learn the gifts that children under treatment in the hospital desire for the new year. Then, the custom-made gifts for each child were distributed to their respective owners at the event organized with contributions of volunteering scholars. The new year was welcomed with fun games and good wishes.

Winter clothes were purchased for 600 students in need studying in Mardin, Kahramanmaraş, Erzincan, Siirt, Hakkari and Batman. The gifts were packed specially for each child and delivered to the schools with the contributions of volunteering scholars.

"Goodness Moneybox" was established in Ankara and Istanbul head offices. Toy, cloth and book donations were collected in these boxes for the children aged 3-12. The donations were delivered to 210 students in need.



## Memberships & Awards

Rönesans Holding reached top place in Fortune 500 with its subsidiary, RC Renaissance Construction grew its workforce from 40,000 to 54,000 employees in a year to become the biggest employer in Turkey. Renaissance Construction is also ranked 1st in the construction industry, and is also at the 10th place among the “500 Largest Turkish Companies”.

- Başakşehir Pine and Sakura City Hospital, which entered full-scale operation before planned after a record development time of 32 months, is crowned with a grand prize. Başakşehir Pine and Sakura City Hospital won the Merit Award in the "Healthcare Services" category of ENR's eighth "Global Best Projects Awards", which evaluated projects developed in 21 countries across six continents.

The press release published in international sectoral magazines with the cooperation of ARUP. With the cooperation of Sojitz, Başakşehir Pine and Sakura City Hospital is also published in international sectoral magazines.

- The urban development project ‘the Green Avenue’ in Maastricht has won the Sustainable Residential Development award 2020-2021 for the Netherlands. This internationally renowned award was issued by the European Property Awards and was held for the 27th time this year. In this award category, urban developers are awarded for exceptional sustainability efforts. The assessment was conducted by 80 international jury members that consist of industry experts only.

Within the scope of BoomSonar's "Social Media Brand Index", Rönesans Holding won the Silver Award(2nd) in the Holding category among the teams that showed the most successful performance in social media.

- Lakhta Center won the prestigious Emporis Skyscraper Award for architecture, awarded to buildings that are at least 100 meters high. It impressed the jury with its unusual shape. Besides its unusual design, the jury praised Lakhta Center also for its energy-efficient technologies. All this for the first time in history brought the Russian skyscraper Lakhta Center first place!

The Emporis Skyscraper Award has been awarded since 2000. In 2015, the Evolution Tower from Moscow City took second place. Renaissance Construction is the general contractor of Lakhta Center and Evolution Tower.

- CRE Russia with the Neva Towers, Neva Towers won two nominations at the CRE All-Russia Awards 2020 – the best multifunctional complex and the deal of the year. Leaders of the commercial real estate industry gathered to take stock of the past year and select the best representatives in each category. The sale of the Neva Towers business center in Moscow City MIBC was recognized as the deal of the year.

CRE Awards is an annual professional award in the field of commercial real estate, which was established in 2003 at the initiative of the industry business community and has established itself as the most important and prestigious event in the real estate industry.



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