

YES

GOVERNANCE

SOCIAL

2020 SUSTAINABILITY REPORT

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"DURING THE PERIOD OF MORE THAN 50 YEARS THAT WE LEFT BEHIND, WE HAVE CREATED WORKS THAT WILL SERVE OUR PEOPLE FOR A FEW 50 YEARS BOTH IN TURKEY AND THE WORLD."

NURETTIN ÇARMIKLICHAIRMAN OF THE BOARD

ABOUT THE REPORT

Nurol Construction and Trading Co. Inc. (Nurol Construction), one of the leading companies of construction sector, conducts operations globally in construction industry and was established in Ankara on 1966. Nurol Construction has relocated its's headquarter to the İstanbul from Ankara in 2015, its carry on a business in construction of infrastructure and superstructure projects, metros and railways, highways and motorways, tunnels, viaducts and suspension bridges, dams, hydroelectric power plants, hotels, residential complexes, stadiums, turnkey and industrial facilities. The company is a member of Nurol Group Companies. The principal shareholder is "Nurol Holding A.Ş." and is controlled by the "Çarmıklı" family members. The company, which has more than 9,000 employees, has many ongoing and completed domestic and overseas, the details of which you can find in details in the report. In our projects, we develop our business manner about determine and manage to the risks related with economic, environmental and social day by day. By signing the UN Global Compact in 2017, we demonstrated our corporate will to publicly declare our actions in sustainability. In line with this will, we are proud to publish the third of our NUROL YES Sustainability Report, the first of which was published in 2018.

As Nurol Construction, being aware of our corporate obligations, we say "YES" to the actions in sustainability with a perspective that supports the field of sustainability with the awareness its responsibilities towards its employees and society.



COMPLIANCE TO UNGC AND GRI STANDARDS

Our NUROL YES Sustainability Report is a progress statement for the United Nations Global Compact, of which we are a signatory. The report shows our compliance with the principles in the Global Compact. Our report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Advanced option, in order to reflect our way of doing business in international standards to our reporting processes as well.

Our Nurol YES Sustainability Report has been prepared with the work of the Sustainability Team under the coordination of our **Integrated Management Systems Department.**



REPORTING LIMITS

The report includes actions and data about governance, environment, occupational health and safety, ethics, economic and social subjects. The said information belongs to domestic and international projects conducted solely by Nurol Construction Head Office (HQ) and Nurol Construction. All ongoing projects mentioned or not mentioned herein this report are stated in the Corporate Profile section. 'Our Projects' and 'Projects included in the report' refer to the aforementioned projects. For the first time this year, a project managed by a joint venture was included in our reporting. We are trying to maintain the performance we have shown in the field of sustainability in our projects managed solely by Nurol İnşaat, in the same way in our other projects. In this context, we aim to include more practices in the report content of this and future reports by including our projects managed by joint ventures.

Economic and financial indicators encompass the companies which are included in consolidated reports; the said companies are accessible under Corporate Profile. Financial information shared in Financial Outlook part is audited by independent third parties.







SCOPE OF THE REPORT

Our Sustainability Report (shortly 'Our Report' or "the Report') is the third sustainability report prepared and published, covering the numeric data of our performance and actions on **governance**, **economy**, **environment**, **social and ethical affairs** for January 1 and December 31, 2020 period. Unless otherwise stated, time period expressed as the "reporting period" reflects either the period between January 1, 2020 and December 31, 2020 or the existing situation as of December 31, 2020.



FEEDBACK

We have prepared our sustainability report in order to support our development in this regard and as a periodic communication platform with our stakeholders. We aim to publish the report on an annual basis and continuously improve its content. We will be glad to hear from you through all communication mediums, especially by e-mail, for any contribution, comment and questions for related topics.

Nurol Construction and Trading Co. Inc.

Integrated Management Systems Directorate Nurol Plaza, Büyükdere Street No:255 Floor:19 34485 Maslak – Sarıyer/İstanbul/TURKEY

Güneş Çavaş

Integrated Management Systems Manager gunes.cavas@nurol.com.tr



MESSAGE FROM GENERAL MANAGER

Dear Stakeholders:

I would like to take this opportunity to state that as Nurol Construction, we are happy to present the third of our Nurol YES Sustainability Report, in which we share our sustainability journey with you.

First of all, I would like to point out that in these exceptional times we are going through, we aim to come out of this process better equipped by improving our capabilities while trying to manage our corporate risks. While evaluating the effects of the pandemic on our institution, we examine how we can contribute to our society and industry and we strive to fulfill our corporate responsibilities by taking initiative with our practices.

As Nurol Construction, we shape our business manner in a way that contributes to the sustainability of the earth, which is our home in the universe we can reach. We continue to work with the awareness of the criticality of the sector in which we operate.

It is obvious that the world, whose balance has become more difficult to recover, is heading towards a course that will make the life of the humanity very difficult with the climate crisis. We are in a period when we need to review our personal and institutional habits and take steps for our future with a collective consciousness.

With this perspective, by adopting a greener and harmonious business manner within the scope of combating the climate crisis, we support agricultural activities and universal and equitable access to safe and affordable drinking water for everyone with our irrigation and clean water supply projects.

Despite the habits of our industry with inclusive practices in the environment we are in, we are improving our corporate practices in the field of gender equality day by day. In this context, we signed the "UN Women's Empowerment Principles (WEPs)" in 2020 and joined the 30% club in order to express our perspective. We will continue to pursue positive discrimination against women among equals within the framework of our merit-based employment policies.

We have long recognized that it is time to take action for a sustainable future in harmony with our planet. As a result, with this perspective, we have been taking concrete steps in the field of sustainability since 2015, and we have been making pioneering developments in our sector as an institution. Hoping that these steps will contribute to the sustainability of our planet, I wish you a healthy year.

Nurettin Akdeniz General Manager





WE BELIEVE THAT SUSTAINABLE SUCCESS FOR OUR BUSINESSES SHOULD BE IMPROVED NOT ONLY BY PROTECTING TO THE ENVIRONMENT, BUT ALSO BY ADDING VALUE TO THE LIVES OF OUR SOCIAL STAKEHOLDERS.

WITH THIS UNDERSTANDING, WE SEE IT AS OUR PRIORITY TO LEAVE A HABITABLE WORLD TO FUTURE GENERATIONS IN EVERY FIELD THAT WE OPERATE, AND WE CARRY OUT OUR WORK WITH GREAT CARE.



DETAILED INFO

Nurol Construction Ongoing Projects:

https://www.nurolinsaat.com.tr/en/ongoing-projects

Nurol Construction Completed Projects:

https://www.nurolinsaat.com.tr/en/completed-projects

ABOUT NUROL CONSTRUCTION

As a result of it's global contributions to construction and contracting sector, Nurol Construction (Nurol İnşaat ve Ticaret A.Ş.) with its deep-rooted company culture and experienced staff earned many reputable references and successfully completed infrastructure projects for motorways, bridges, viaducts, tunnesl and dams as well as superstructure projects for industrial facilities, hotels, shopping malls and residentials.

The company is a member of Nurol Group Companies. The main shareholder is 'Nurol Holding A.Ş.', and it is controlled by 'Çarmıklı' family members. It was established in 1966 in Ankara and moved its HQ to Istanbul in 2015. It contributed to agriculture and heavy industry with irrigation and turnkey industrial plant projects during the establishment period. Utilizing effective and innovative technology in all projects, in 1976, Nurol Construction became a pioneer in the sector with Ayas Tunnel project by implementing New Austria Tunneling Method technology in Turkey for the first time ever.

Dedicated to applying proper architectural and engineering solutions in line with contemporary necessities at all times and in all projects, Nurol Construction completed satellite town and luxury estate projects which have been globally and locally appreciated in terms of design and quality.

The Ilisu Dam and Hydro-Electric Power Plant project is Turkey's second largest dam with 11 billion m3 reservoir, 1.200 MW installed capacity and annual 4.1 billion kWh energy production capacity. The dam contribute to reduction of Turkey's energy deficit.

Bosphorus Tube Tunnel Crossing Project (MARMARAY) connected two sides of İstanbul by utilizing cutting edge technology with a railway line 60 meters under sea level.

Nurol Construction completed projects making Turkish citizens proud using latest technology, design-oriented engineering solutions and %100 local labor force.

As the largest Build-Operate-Transfer Project in the history of the Republic of Turkey with a total value of \$7.5 billion, the Gebze-Orhangazi-Izmir Motorway reduced travelling time between Istanbul and Izmir from 9 to 3.5 hours. The Osmangazi Bridge, as the most important part of the Project, is the second longest bridge in Europe and the fourth longest bridge in the world with it's 1,550 m central span and total length of 2,907 m including its connection decks. The 1,372 m-long Southern Approach Viaduct that connects the southern piers of the Osmangazi Bridge to the motorway contains a total of 33,000 tons of steel, and set a world record in the quantity as the first 22,500-ton steel structure to be completed through the incremental launching method at a length of 1,123 m, while a Turkish record was set when the last deck weighing 2,600 tons was hoisted into position.

Starting our construction journey in North Africa with Algeria, we expanded to Morocco. In this are, we are running infrastructure projects such as dams, bridges and highways.

In this context, our business development efforts, which we intensified in Eastern Europe, have been successful with the first highway project under our contractorship in Romania.

Gulf countries have a crucial role in overseas activities of Nurol Group Companies.

Within the scope of ongoing projects in UAE, under the employership of leading investors of the region, total residence construction area built in scope of satellite towns exceeded 500,000 m2. Infrastructure and technological steel construction projects were added to our references, as well.

Furthermore, in Abu Dhabi, we conduct sea bridge connections and canals, various infrastructure projects for bridges and tunnels and luxury hotel and residence building projects.

Nurol Construction proudly appears in "ENR World's Global Contractors List" for the last sixteen years.

NUROL Real Estate Investment Trust Inc., which stands out with it's significant investments among other companies of our Group of Companies that serves in the construction and contracting sector, continues residential and office projects in Istanbul (NUROL Park, NUROL Tower, NUROL Life) and transfers it's experiences in land development, project design, construction and marketing to the sector.

Following the IPO in 1999, Nurol Real Estate Investment Trust Inc quoted on the Istanbul Stock Exchange.

Nurol Construction's ongoing and completed projects total value is approximately US \$25 billion.



Total **Employment** 888 +9.000 Employees

Net **Sales** וותו 3.167.455.000 TL

Total

Total **Project Amount** \$ 25 Billion

Total **Construction Area**

3,6 million m²

Total **Road Construction**

HEPP Capacity 1.500 Km+ **1.900** MW+

Total **Tunnel Construction**

110 Km+

Villa and Housing

14.000 Piece+



ISION

As Nurol Family, we are aware of our responsibilities. Our objective is to become the best by being recognized with our quality in industries we operate and to create highest social and economic value for our country.



MISSION

Producing the best goods and services under solid principles relying on our 50+ years of local and global experience and expertise, acting innovative while keeping conventionality and taking those values to next generations with the strength we take from our employees and society.

CORPORATE VALUES



QUALITY, RELIABILITY, DIGNITY

Dating back to a renowned history of over half a century, our dignity is based on quality and reliability. Our commitment is to deliver all of our projects flawlessly and on time; to create durable and qualified work and to produce the most reliable goods and services.

While achieving our commitment, we never make a compromise on honesty, consistency and stability. Our fundamental driving principle is to work continuously, to aim the highest accomplishments and to progress further and further.



CONVENTIONALITY AND INNOVATION

Under half a century old strong roof, tradition and innovation are integrated seamlessly. We create our future by carefully placing contemporary and progressive approaches on the basis of our deep rooted and lasting values. Through our continuous learning and progressing structure, we work hard for providing visible contributions to our workers, business partners and clients.



EQUALITY, FAIRNESS, FIDELITY

Even the smallest of our accomplishments is too great to be the work of a single person. Considering the fact that, people can only accomplish great things by trusting and relying on each other, our managers and all the workers within our group have been interlocked as a family. All the members of Nurol Family have a strong team spirit based on a constituent comprised of affection-respect-devotion.



SOCIAL BENEFIT

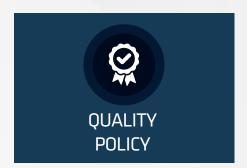
With the awareness of being a part of society, we give an utmost care to our corporate targets to be in tune with the interests of the country and the society. In order to create a sustainable future, we determine our responsibilities in social and social awareness and fulfill them in the most beneficial way.



RESPECT TO ENVIRONMENT

One of the core principles of our corporate culture is to act due to the awareness that giving priority to increase quality of life quality of next generations can only be accomplished by preserving the nature and helping the ecological system in all our business processes.

OUR POLICIES



The prior objective of Nurol Construction and Trading Co. Inc. as a commercial entity and for each company member, is to serve at the highest service standards and to provide unlimited Client satisfaction.

Excellency is not a choice but a must of our business and our main goal is to reach this objective. We herewith commit the execution of principles given here-below at each field we have activities:

- Covering the requirements of our leading role in the quality issue;
- By providing design, laborship and service quality through each product, reaching the highest quality level;
- By covering the quality issues in internal communication, providing of precious integrated team work;
- By giving the priority to the quality issues in the internal training programs, bringing the individual improvement of each member to a level convenient to moderate requirements;
- By the execution of individual liabilities completely, reaching to the quality objectives;
- Carrying out necessary activities for continuous improvement the effectiveness of the Quality Management System;
- Covering the necessities of legal, regulatory and Client's contractual requirements exclusively.



Nurol Construction and Trading Co. Inc. aimed at the protection of natural environment, while conducting its production activities at top quality level. In this respect, we confirm that we will realize the principles given-below, related with the environment we borrowed from future generations, in every area we have activities:

- To prevent air, water, soil pollution in a continuous improvement manner,
- To comply with the legal legislation about environment, administrative regulations and the rules that should naturally be obeyed,
- To provide execution of design activities with minimum environmental affects.

In situations when conditions cannot be interfered, not participating in the production activities which may have significant and negative effects on environment,

Within the framework of engineering principles, using environment friendly inputs throughout our activities,

To share the acquired environmental experiences with public, private sector corporations and non-governmental organizations mutually,

- In scope of production activities, to spend excessive emphasis on the utilizing of natural resources in the most effective way, the provisions of source saving and recycling,
- To provide the necessary training and education programs for bringing all our staff, suppliers and subcontractors to the required level of environmental consciousness



In conducting its activities of production at the highest level of quality, Nurol Construction and Trading Co. Inc. considers the issue of unexceptional protection of occupational health and safety of its employers and continuous improvement of the working environment as one of its main targets. In this context, we commit ourselves to provide and maintain the following conditions:

- Provision of elimination of occupational health and safety risks through preventive actions,
- Provision of elimination of occupational health and safety risks through preventive actions.
- Provision of elimination of occupational health and safety risks through preventive actions
- Improving participation and consultation procedures of our OHS Management
 System and ensuring the involvement of all our personnel in these processes,
- Provision of training so as to make both direct company personnel and the employees of subcontractors aware of their individual OHS responsibilities,
- Periodic review of OHS Policy so as to maintain compliance with conditions,
- Reciprocal exchange of OHS experience acquired with public, private sector entities and non-governmental organizations.

OPERATIONAL MAPPING

As of the end of 2020, our activities by countries are listed below.

Romania

Efforts to establish Nurol Construction Romania office started in 2017 and were completed in early 2018. Business development activities, especially for infrastructure projects, bring results with the Nusfalau - Suplacu de Barcau Highway Project, the contract of which was signed in 2020. Our ongoing projects as of the end of 2020 are as follows:

-Nusfalau - Suplacu de Barcau 3B5 (km 66 + 500 - km 80 + 054.044) Motorway Design and Construction

Algeria

The ongoing projects under Nurol Construction Algeria, which was established in 2003, are as follows by the end of 2020:

- Souk Tleta Dam Project
- Boukhroufa Dam Project
- Tizi Ouzou Connection Highway Project

Turkey

Provisional acceptance for the Gebze - Orhangazi - İzmir Motorway Project and Balıkesir - Kırkağaç - Akhisar Section Projects was realized in 2019 and the works within the warranty period was completed in 2020. The provisional acceptance of the construction works of the Ilisu Dam and Hydroelectric Power Plant Project will be make in 2020. Our ongoing projects as of the end of 2020 in our country where we have been operating since 1966;

- Ilisu Dam and Hydroelectric Power Plant Project,
- Hasankeyf Group Bridges Project.
- Ordu Ring Road Supplementary Works Project
- Eyiste Viaduct Project
- Yusufeli Dam Bridges Project
- Silifke-Mut Road Project
- Ümraniye-Ataşehir-Göztepe Metro Project,
- Yeşilyaka Project
- İzmir Çiğli Tramline Construction Works Project

Morocco

Nurol Construction Morocco office, established at the beginning of 2012 for the construction of El Jadida Safi Motorway Lot 364 Project. Business development efforts are being continued in the region after the final acceptance of the Project in 2017.

Georgia

Nurol Georgia was established in Batumi, Georgia in April 2007 to operate in the construction sector. Nurol Georgia has completed the construction of the Ministry of Internal Affairs building in Tbilisi, Sheraton Hotel in Batumi and headquarters of Nurol Georgia. The construction of Batum Sheraton Hotel was completed in 2010 and Nurol Georgia currently manages its operations as well. Nurol Construction Georgia completed Paravani Hydroelectric Power Plant Regulator, Valve Room, Central Building Construction And Procurement Of Hydromechanics Equipment Project in 2015.

Saudi Arabia

Nurol Construction Saudi Arabia, was established in 2010 and took license for infrastructure systems, building and premises, clean water and waste-water systems construction, electric and electro-mechanics projects and road building.

United Arab Emirates

Nurol U.A.E. was established on April 2003 in Abu Dhabi, the capital city of the United Arab Emirates as a local company. Dubai branch was opened in 2004. The main purpose of the company is to evaluate the potential in the construction sector in the region and operate in voluminous projects. Our ongoing projects as of the end of the year, except for the GA09 Golf View Apartments Project and the GA14 Golf View Villas Project, which were successfully completed and delivered in 2020, are below.

Corniche Tower Project
 Riyadh City Phase-4, Infrastructure Works Project
 (Abu Dhabi)
 Vista B

- P20 The Cove Dubai Gulf Building Project

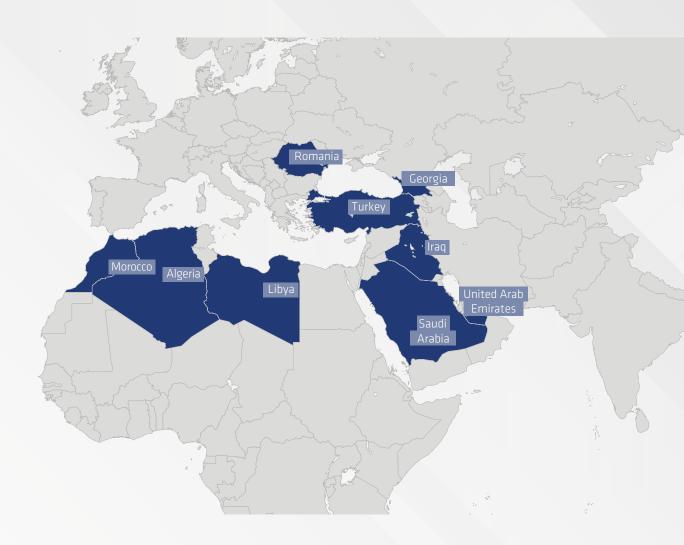
(Dubai)

P32 Dubai Gulf Building ProjectVista Beach Towers Project

(Dubai) (Dubai)

Iraq

The Nurol Construction, located in the Iraqi city of Sulaymaniyah in the region of Piramagrun has a silo complex with a capacity of 80,000 tons and 12 warehouse buildings. Final acceptance is made for the Project.



COUNTRY OFFICES

Headquarters Turkey Address : Nurol Plaza, Büyükdere Caddesi No: 255 Inner Door No: 1902 Maslak-Sariyer 34485 ISTANBUL

Phone: (0 212) 286 80 10 | Fax: (0 212) 286 80 11

Algeria

15 Lotissement Cite Djenane El Malık-Hydra ALGER-ALGERİA Tel/Fax: (+213) 021 605 237

Romania

Address: Allee De Palmiers (Impasse) Address: Nerva Traian Street No.9, Block M67, Door no. 2, Floor 2, Apartment No:40, District 3, Bucharest Romania Phone: (+40) (21) 371 11 74 Fax: (+40) (21) 371 11 74

Georgia - Batumi

Address : Luka Asatiani 1 Batumi GEORGIA Phone: (+995) 222 760 58 Fax: (+995) 222 763 32

United Arab Emirates

Address: NUROL LLC., P.O. Box 46254 Abu Dhabi, UAE Phone: (+9712) 666 6810-4540 Fax: (+9712) 666 3510

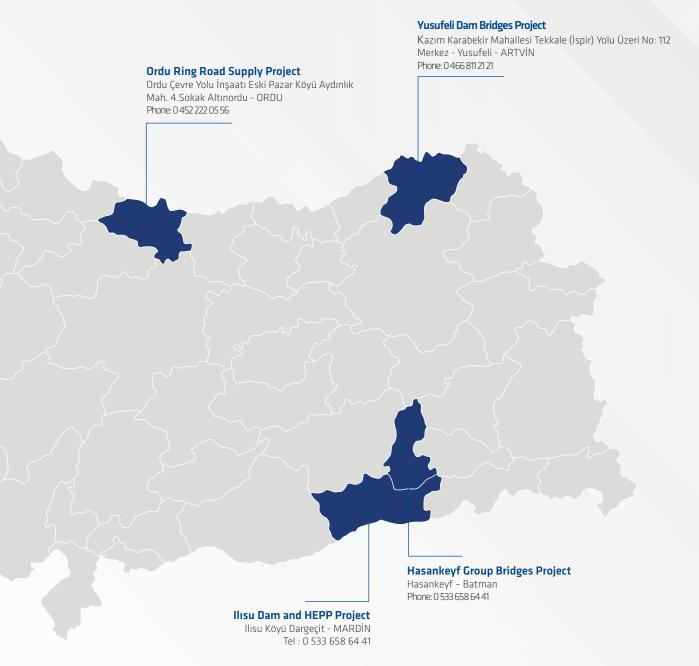
OPERATION MAP

Nurol Construction Headquarters Nurol Plaza, Büyükdere Caddesi No:255 Floor:19 34485 Maslak – Sarıyer / İstanbul / TURKEY Phone: 0212 286 80 10 Ümraniye-Ataşehir-Göztepe Metro Project Tatlısu Mah. Alptekin Cad. G-2 Sk. No:01 34777 Ümraniye - İstanbul Phone: 0 216 594 74 77 Gebze - Orhangazi - Izmir Highway Project NÖMAYG A.O Armutköy Mahallesi Nil Cad. No:10 16180 Osmangazi – BURSA Phone: 0 224 600 77 50 İzmir Çiğli Tram Line Project Yeni Mahalle 8780 / 1 sk. TSE Ege Bölge Koordinatörlüğü Yanı Çiğli - İZMİR **Eyiste Viaduct Project** Eyiste Belören Ayrımı Hadim Devlet Yolu 100.Km Hadim - KONYA

Silifke-Mut Road Project

Tosmurlu Mah. Mut Yolu Üzeri Orman Deposu Karşısı Silifke – MERSİN

Phone: 0 332 423 00 50



PROJECTS: ON-GOING AND IN THE SCOPE OF REPORT

Our 2020 report includes Nurol İnşaat's Head Office and following ongoing projects; Konya Eviste Viaduct Project, Algeria Souk Tleta Dam Project, Algeria Boukhroufa Dam Project, ÜAG Metro Project. During the selection of projects for the report, projects that are not managed by a partnership structure, where we effectively demonstrate our management capabilities, were preferred. Our ÜAG Metro project is our first partnered project included in the reporting period this year. The environmental, social and economic performances of these projects clearly reflect Nurol Construction's approach to sustainability issues. We are trying to reflect our culture and our perspective in these areas to our partnered projects more and more each passing day. While making our plans for the 2021 report, we aim to increase the number of our projects managed by partnerships that will be included in the report. Provisional acceptance has been realized in our Gebze - İzmir Motorway Balıkesir Kırkağaç Akhisar Section Project, which had an important place in the reporting of 2018 and 2019, and the motorway has been completed and inaugurated. The final account studies of the Project continue. Therefore, its activities are not included in our 2020 report.

KONYA EYİSTE VIADUCT PROJECT



The tender related to the Eyiste Viaduct has been carried out by General Directorate of Highways. The contract has been awarded to Nurol Construction at end of 2016. Within the scope of the Project, a viaduct with a total length of 1,372 meters and a width of 25 meters will be constructed; and it will be one of the world's biggest balanced cantilever viaducts. The superstructure will be constructed on 2 abutments and 8 piers with varying heights between 31 to 155 meters.

In 2020, for the Project:

- 94.526 m3 cut excavation works
- 32.671 m³ filling works
- 5.911 m bored pile works
- 23.795 m³ reinforced concrete works
- 8.597 tons of reinforcement works
- 315 tons post-tensioning works completed.

In the Project as of the end of 2020, total:

- 514.144 m³ cut excavation works
- 32.671 m³ filling works
- 11.945 m bored pile works
- 107.848 m³ reinforced concrete works
- 26.457 tons of reinforcement works
- 315 tons post-tensioning works completed.

ALGERIA BOUKHROUFA DAM PROIECT



Boukhroufa Dam is under construction by Nurol Construction at the El Tarf province of Algeria. It is located on the Boukhroufa Stream, 9 km south of the Bouteldja city, to provide 125 hm³ of irrigation water for agricultural lands in the region. The dam is a clay core earth fill dam and will be 87 m high from the foundation. Once completed, its reservoir will have 86,000,000 m³ capacity.

In 2020, for the Project:

- 50.044 m³ cut excavation works
- -1.108.120 m3 filling works
- 2.747 m³ reinforced concrete works
- 4.663 m³ injection works was completed.

In the Project as of the end of 2020, total:

- 2.064.543 m³ cut excavation works
- 3.893.634 m³ filling works
- 40.190 m³ reinforced concrete works
- 31.954 m³ injection works was completed.

Expected project completion: August 2021.

ALGERIA SOUK TLETA DAM PROJECT

Souk Tleta Dam is under construction by Nurol Construction at the Tizi Ouzou province of Algeria. It is located on the Bougdoura Stream, 8 km south of the Draa Ben Khedda city, to provide 90 hm³ of irrigation and drinking water for Tizi Ouzou and Boumerdes regions. The dam is a clay core earth fill dam and it will be 95 m high from the foundation, once completed its reservoir will have 90,000,000 m³ capacity.

In 2020, for the Project:

- 1.743 m³ filling works
- 10.209 m injection works
- 18.094 m³ reinforced concrete works was completed.

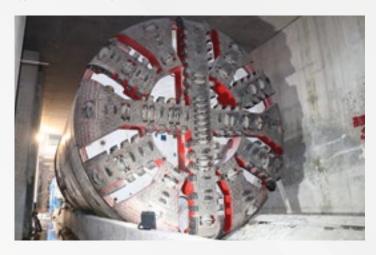
In the Project as of the end of 2020, total:

- 1.520.960 m³ cut excavation works
- 299.193 m³ filling works
- 18.590 m injection works
- 121.177 m³ reinforced concrete works completed.

Expected project completion: May 2023.

ÜMRANİYE ATAŞEHİR GÖZTEPE METRO PROJECT

Within the scope of our Ümraniye-Ataşehir-Göztepe Metro Project, which was undertaken in 2017 with the contract signed with Istanbul Metropolitan Municipality, 13 km long double tube, single line TBM tunnel, 2 train depots (NATM) and connection tunnel (NATM) will be constructed. There are a total of 11 stations in the Project, 5 of which are of the main shaft + tunnel type, 4 of which are cut-and-cover type and 2 are of the tunnel type. With the completion of the metro route under the contract, 3 districts on the Anatolian side of Istanbul will be connected.



In 2020, for the Project:

- 486.333 m³ cut excavation works
- 116.453 m³ reinforced concrete works
- 21.541 tons reinforcement works
- 7.548 m TBM tunnel works
- 6,288 pieces segment works was completed.

In the Project as of the end of 2020, total:

- 752.438 m³ cut excavation works
- 138.209 m³ reinforced concrete works
- 28.132 tons reinforcement works
- 7.548 m TBM tunnel works
- 6.363 pieces segment works was completed.

The Project is planned to be completed in 2024.

PROJECTS: ON-GOING AND OUT OF THE SCOPE OF REPORT

GEBZE - ORHANGAZİ - İZMİR MOTORWAY PROJECT



As per the execution contract signed on 27 September 2010 between General Directorate of Motorway and Otoyol Yatırım ve İşletme A.Ş., which became effective on 15 March 2013, a total of 427 km of motorway including 384 km of main route and 43 km of connection roads was constructed and opened to traffic between Gebze and Izmir. The Gebze İzmir Motorway route comprises construction of Izmit Bay Crossing Suspension Bridge, 29 viaducts, 3 tunnels, 199 motorway bridges, 20 toll plazas, 25 interchanges, 6 operation and maintenance centers, 3 tunnel operation and maintenance centers and 18 motorway service facilities. In the Project Gebze - Orhangazi -Izmir Motorway (including Osmangazi Bridge and Access Roads), which is one of Turkey's largest Build-Operate-Transfer modelled infrastructure investments, Gebze Junction-Bursa interstate highway segment including the Osmangazi Bridge was completed and opened to traffic on 07/01/2016 and the highway section between Bursa and Izmir on 04.08.2019. Meanwhile works on completing the temporary admission deficiencies continues.

GEBZE-ORHANGAZI-IZMIR MOTORWAY BALIKESIR-KIRKAGAÇ-AKHISAR SECTION PROJECT (BALIKESİR MOTORWAY PROJECT)

Nurol Construction is the contractor of the Project and has completed the Balıkesir - Kırkağaç -Akhisar Section construction which is a part of second phase of Gebze –İzmir Motorway project. Within the scope of the Project, there are total of 6 viaducts, 61 bridges, 58 underpasses and 202 culverts with a 93 km highway.

1 maintenance operation center, 5 toll booths, 5 junctions and 3 highway service facilities were built throughout the section.

In 2020, for the Project:

- 4.755 m³ reinforced concrete works
- 18.551 tons of superstructure cold mix works
- 65.419 tons of superstructure hot mix works
- 133.037 piece sapling planting works was completed.

In the Project as of the end of 2020, total:

- 37.162.494 m³ cut excavation works
- 27.872.539 m³ filling works
- 115.410 m of grading works
- 767.881 m³ reinforced concrete works
- 4.372.133 tons of superstructure cold mix works
- 10.372.181 tons of superstructure hot mix works
- 2.062.314 piece sapling planting works was completed.

The provisional acceptance of the Project has been made and the final calculation studies are ongoing.

İZMİR ÇİĞLİ TRAM LINE PROJECT

Handover of the Project site, which was tendered on November 05, 2020 by Izmir Metropolitan Municipality Rail System Department, was made on December 21, 2020. Mobilization works are ongoing.

Within the scope of the Project, which has a construction period of 730 days, tram line with 15 stations, 3 above ground and 3 underground, a total of 6 transformer buildings, approximately 500 meters long tram bridge, electromechanical works and the extension of the platform lengths of the Konak tram stops in operation will be completed. Financing of the Project will be provided by the external loan provided by the Izmir Metropolitan Municipality.

PTO TİZİ OUZOU BOUIRA INTERSECTION MOTORWAY - PTO PROJECT



The 48 km long connection highway between Tizi Ouzou-Bouira in Algeria is operated by the Özgün-Nurol Partnership, and within the scope of the Project, 48 km of highway, a total of 2 x 1.670 meters of double tube tunnel, 21 viaducts, and other structures, infrastructure and drainage system manufacturing will be completed. The section of the Project between km: 0 + 000-10 + 000 has been opened to traffic, and the remaining parts are being constructed.

In 2020, for the Project:

- 94.974 m³ cut excavation works
- 85.205 m³ filling works
- 6.753 m³ reinforced concrete works
- 1.120 m³ tunnel excavation works
- 2.070 m³ tunnel pavement concrete works
- 3.385 tons of superstructure cold mix works was completed.

In the Project as of the end of 2020, total:

- 16.581.237 m³ cut excavation works
- 3.279.342 m³ filling works
- 335.735 m³ reinforced concrete works
- 630.731 m3 tunnel excavation works
- 19.115 m³ tunnel pavement concrete works
- 239.596 tons of superstructure cold mix works
- 298.521 tons of superstructure hot mix works was completed.

YUSUFELİ DAM RESERVOIR VIADUCTS PROJECT

Yusufeli Dam Bridges project has been undertaken by Nurol-Gülsan Partnership in 2017, and 4 balanced cantilever type bridges will be constructed on Yusufeli (Artvin-Erzurum) Dist. State Road. The bridges consist of 530 m long Şilenkar Viaduct, 644 m long Tekkale (Hazuket) Viaduct, 695 m long Yusufeli Viaduct and 340 m long Yusufeli Dam Viaduct.



In 2020, for the Project:

- 12.644 m bolt works
- 5.595 m barbican works
- 137 tons of steel mesh rebar works
- 6.155 tons of shotcrete works
- 257.335 m³ cut excavation works
- 3.766 m³ plain concrete works
- 6.180 tons of reinforcement works
- 30.368 m3 reinforced concrete works
- 76 tons of post-tensioning works was completed.

In the Project as of the end of 2020, total:

- 80.343 m bolt works
- 27.750 m barbican works
- 780 tons of steel mesh rebar works
- 50.195 tons of shotcrete works
- 1.198.842 m3 cut excavation works
- 6.262 m3 plain concrete works
- 18.523 ton of reinforcement works
- 101.848 m3 reinforced concrete works
- 76 tons of post-tensioning works was completed.

Expected project completion date: 2022.

YEŞİLYAKA PROJECT

Yeşilyaka project consist of construction of villas, social facility, sales office and trading area, around Büyükçekmece Sırtköy district on 1,008,732 m2 land. For the Yeşilyaka Project Mesa- Nurol Joint Venture established. **Expected project completion: 2022.**

SUPPLEMENTARY WORKS OF ORDU RING ROAD PROJECT

Within the scope of the Project undertaken byvNurol - Yüksel - YDA- Özka Joint Venture, it is aimed to complete the remaining works of Ordu Ring Road Project. **Expected project completion: 2023.**

SILIFKE-MUT ROAD PROJECT

Within the scope of the Silifke-Mut Road Project under the responsibility of Nurol İnşaat, 14.2 km long 2x2 lane highway together with tunnel and engineering structures will be realized. 6,870 meters length of double tube road tunnel and 410 meters long cable-stayed and balanced cantilever beam Kılıçarslan II Bridge method) are also under the scope of the Project. **Expected project completion: 2023.**

ILISU DAM AND HEPP PROJECT AND HASANKEYF GROUP BRIDGES PROJECT

Ilisu Dam and HEPP project is located on the Tigris River and is being implemented under Nurol – Cengiz Joint Venture. Concrete-face Rockfill type dam body has a volume of 27.76 million m3, and the annual energy production of the power plant with an installed capacity of 1,200 MWh is 4.120 GWh. The height of the dam from the foundation is 131 m and the maximum water level is 528.87 m. The provisional acceptance of the Project has been made and the final settlement is continuing. Construction of 465 m long Hasankeyf-1, 1.001 m long Hasankeyf-2 and 169 m long Başur bridges in Siirt and Batman provinces, which was undertaken by Nurol – Cengiz Joint venture in 2013. The provisional acceptance of the Project has been made and the final settlement is continuing.

NUSFALAU - SUPLACU DE BARCAU 3B5 (km 66 + 500 - km 80 + 054.044) MOTORWAY DESIGN AND CONSTRUCTION

The Project scope includes the construction of a 13.5 km 2x2 highway with 5 bridges and 7 overpass structures. Main work items include Design, Earthworks, Engineering Structures, Infrastructure Relocation, Foundation and Bituminous Hot Mixture and Bridge and Overpass Constructions. The total duration of the Project is 24 months, 6 months for design and 18 months for construction. the Project signature date is September 30th, 2020, and the start of the design works is on February 2021. **The Project is planned to be completed in February 2023.**

UNITED ARAB EMIRATES PROJECTS

Nurol U.A.E. was established on April 2003 in Abu Dhabi, the capital city of the United Arab Emirates as a local company. Dubai branch was opened in 2004. The main purpose of the company is to evaluate the potential in the construction sector in the region and operate in voluminous projects. Ongoing projects of Nurol UAE in Dubai and Abu Dhabi by end of 2020 are as below:

Corniche Tower Building Project

Located in Abu Dhabi, with total construction area of 67,000 m², it consists of construction of tower including commercial, office and residence sections.

Expected project completion: March 2021.

P20 The Cove Dubai Gulf Building Project

Located in Dubai, total construction area is 76,000 m2, and 3 residence buildings are being constructed.

Expected project completion: February 2021.

P32 Parcel Dubai Gulf Building Project

Located in Dubai, construction of twin towers including 471 residences will be completed.

Expected project completion: May 2021.

Beach Vista Residential Towers Project

Located in Dubai Harbor, residential towers (2) will be completed by 2021.

Expected project completion: September 2021.

Riyadh City South Phase-4

The Project is located in Abu Dhabi and includes infrastructure works for 3.199 villas.

The planned completion date of the Project is February 2023.





FINANCIAL OUTLOOK

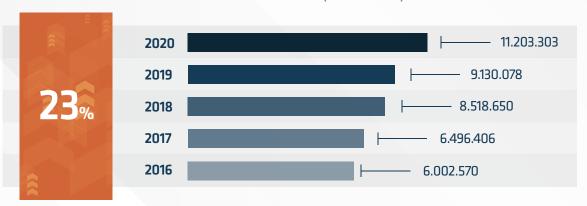
FINANCIAL INDICATORS

The data generated from basic financial indicators of Nurol Construction, which continues to maintain its growth and stable financial structure in 2020, are as follows. As of the end of 2020, its consolidated asset size increased by 23% compared to the previous year, while equities increased by 31%. Shareholder's equity corresponds to 34% of total assets. Due to pandemic, our revenue has decreased by 25% and recorded approximately as TRY 3.167.455. By the end of 2020, the value of completed and on-going projects are USD 25,2 billion.

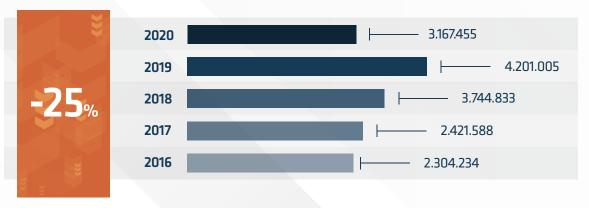
FINANCIAL INDICATORS (IFRS - CONSOLIDATED)			TRY Million		
	2016	2017	2018	2019	2020
Total Assets	6.002.570	6.496.406	8.518.650	9.130.078	11.203.303
Total Shareholders' Equity	1.920.656	2.096.714	2.825.350	2.827.710	3.786.040
EBITDA	368.752	550.814	951.525	597.743	165.995
Sales Revenues	2.304.234	2.421.588	3.744.833	4.201.005	3.167.455

Table 1: Financial Indicators

TOTAL ASSETS (TRY MILLION)



SALES REVENUES (TRY MILLION)



ECONOMIC VALUE: GENERATED & DISTRIBUTED

	TRY THOUSAND
I. DIRECT ECONOMIC IMPACT	
Net Sales	3.167.455
Dividends from Equity Method Investment Activity	1.390.722
Revenue from Investment Activities	39.992
Financial Income	911.587
Revenue	5.509.756
II. ECONOMIC VALUE DISTRIBUTED	
SCOGS (Including Operational Costs)	3.097.570
Employee Wages and Benefits	21.709
Expenses for Society Development Activities	2.269
Financial Expenses	2.157.666
Taxes (Government related)	
Total Expenses	5.279.214
III. PROFIT/LOSS (GENERATED ECONOMIC VALUE)	
Revenue	5.509.756
Total Expenses	5.279.214
Profit/Loss (Generated Economic Value)	230.542

Table 2: Economic Value: Generated&Distributed

Notes: No significant penalty fees have been incurred within the reporting period.

BRANCHES AND PARTNERSHIPS

- Nurol L.L.C.
- Nurol Georgia L.L.C.
- Nurol Georgia Branch
- Nurol Construction Libya Branch
- Nurol Construction Algeria Branch
- Nurol Construction Romania Branch
- Nurol Construction Morocco Branch
- Nurol Construction Baghdad Branch
- Nurol Cengiz Joint Venture
- Nurol Cengiz Hasankeyf Joint Venture
- Gama Nurol Joint Venture
- Nurol Özaltın Makyol -Astaldi - Göçay Joint Venture (NÖMAYG)
- Nurol Yüksel Özka YDA Joint Venture
- Nurol Yüksel YDA Özka Joint Venture
- Özgün Nurol Joint Venture
- -Nurol-Gülermak Joint Venture
- Nurol-Mesa Joint Venture
- Nurol-Gülsan Joint Venture





GOVERNANCE

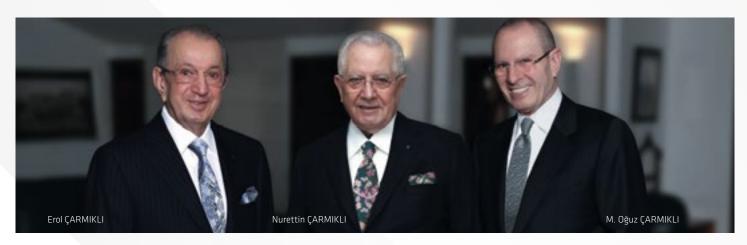
Nurol Construction is managed by the Board of Directors, with the exceptions written in the laws. The Board of Directors consists of eight members and the entire Board of Directors has the competence to manage Nurol Construction in terms of educational background and work experience. Members of the Board of Directors are elected for a maximum of three years, and the members of the Board of Directors whose term of office expires can be reselected.

In our projects conducted with our business partners; the Executive Boards are appointed, in which each partner is represented, that monitor all matters related to the project, especially administrative relations, business progress and financial situation. Executive Board Member representing Nurol Construction is responsible for informing Nurol Construction HQ regarding board activities and decisions and integrating Nurol HQ top management to decision making process. Thus, the Executive Board can be associated indirectly with Board of Directors.

Nurol Construction is managed through the General Manager, Assistant General Managers, Group Managers and Department Managers. Corporate communications of Nurol Construction is conducted with the support of Nurol Holding HQ.

BOARD OF DIRECTORS & CORPORATE GOVERNANCE

The members of the Board of Directors were approved to serve as shown in the table below.



Responsibility	Name & Surname
Chairman	Nurettin ÇARMIKLI
Vice Chairman	M. Oğuz ÇARMIKLI
Board Member	Gürol ÇARMIKLI
Board Member	Gürhan ÇARMIKLI
Board Member	Oğuzhan ÇARMIKLI
Board Member	Mehmet BUYURGAN
Board Member	Semih KAYAALP

Table 3: Nurol Construction Board



In the meetings of the Board of Directors; the majority of the total number of members of the Board of Directors is sought and takes their decisions with the majority of the members present at the meeting. In case of equal voting, the matter to be decided upon is postponed to the next meeting. In the second meeting, the referred proposal is deemed as rejected in case equal voting again. The validity of the decisions are deemed valid when written and undersigned.

Ordinary meetings are held quarterly following the end of each operating cycle. The items to be discussed and decided upon in these meetings are as follows: election of related administrative unit, financial reports, yearly report of Board of Directors, assessment of profit utilization, dividend and earning per share decisions, Board of Directors release and items related with current operating cycle and other required items. In case needed, the Board can hold special meetings.

Operation and process details of Board of Directors are organized under the articles of association.

Nurol Group Companies attend Nurol Group Board of Directors meeting, held four times annually and one being annual budget presentation meeting. Nurol Construction is represented by General Manager quarterly in Nurol Group Board of Directors meeting.

Project Control Department is responsible from information, documentation and presentation preparation for Board of Directors meetings. All production and financial data about projects are provided to Project Control Department by Worksite Technical Office Departments. After proper controls and filtering of data, Project Control Department and Accounting Department make the needed arrangement to make the data ready for presenting to Nurol Group Board of Directors together. By the compilation of all data, General Manager signed report and presentation becomes ready to be shared by Board of Directors.

Governance Rules

In 2018, Nurol's "Governance Rules" were published, describing the thoughts and behaviors that form the basis of all business relations and transactions, the risk management, working principles, ethical behavior principles and internal controls that must be followed in all fields of activity. In order to increase employee awareness and facilitate employees' access to the Governance Rules, the "Governance Rules Handbook" was printed and distributed to all personnel. Human Resources Department delivers the "Governance Rules Handbook" to every newly recruited employee during the orientation process inform them about the governance rules.

Governance Principles are shared with employees through "Nurol Construction Family Talks", enabling briefing of employees on governance principles and increase awareness. It is emphasized that the Governance Rules are an important component of the Nurol Construction culture through the application, which is carried out to support the processes of employee participation, and it is expected to be transformed into a way of doing business by the employees.

Nurol Construction's signing the United Nations Global Compact in 2017 was one of the important steps in terms of sustainability. By undersigning the Compact, Nurol Construction top management has undertaken commitments to support Human Rights, Labor Standards, Environment and Anti-Corruption issues.

In 2019, trainings were provided to our administrative and security personnel regarding the Human Rights principles we have committed in the Global Compact and potential human rights issues that we may encounter in our projects.



RISK AND OPPORTUNITY MANAGEMENT

Assessment of Process Risk and Opportunities

Process Risk and Opportunity Assessment works were started in 2017 with an understanding that tries to spread the risk-based mindset to all processes. Also in the year 2020, works are ongoing to improve this process assessment and to make it more effective. Activities to identify risks, to evaluate identified risks, to identify and monitor risk reduction or prevention methods are carried out within a certain methodology and importance rating for all our processes. After these works, the methods to be used to manage the related risks and opportunities are determined. The objective is to carry out activities preventing repetition in order avoid similar risks.

"Risk Assessment Teams" works are carried out in the process managed with the Risk and Opportunity Management Plans created. Risk assessment teams are informed in detail about the Process Risk and Opportunity Evaluation Procedure. During the trainings given by the Central Integrated Management Systems Department, project specific samples are also given while informing about the methodology. The activities planned with the Risk and Opportunity Management Plans prepared through the teams are followed. Risk assessment teams meet quarterly and update the Risk and Opportunity Management Plans.

Risks and opportunities identified for the Business Development and Tender stages are also examined, taking into account the cost, duration, scope, operational, environmental and social impacts.

Monitoring Economic, Social and Environmental Issues

Nurol Construction closely followed its activities in economic, social and environmental issues through its target program in 2020. Project Monitoring type, Monitoring activity and frequency is as below table:



Monitoring Type	Monitoring Activities	Frequency
Daily, Weekly, Monthly Report	It is a report containing daily, weekly and monthly productions of the project, personnel information, machinery and equipment information and current photographs. The monthly report also includes experimental reports, external relations of the project, addendums and current photographs of the project	Daily, Weekly, Monthly
Budget Realization Reports	It is the report that includes the income and expenses of the project, budget comparison, progress data and other analysis.	Monthly
Financial Management Risk Management Plan	It includes the risks and opportunities of the projects in the light of today's economic developments	On-going
Quality Control Reports	Project-based quality control activities report.	Monthly
External Relations Report	It is a project-based monthly external relations report. The relations with all the stakeholders of the project are followed.	Monthly
Risk and Opportunity Management Plan	It is the management of risk processes by identifying process risks and opportunities that will affect the management system in quality, OHS and environmental issues.	Quarterly
Target Follow-up Report	"Target Programs" have been created for the projects on quality, OHS and environment issues, and the monthly realization status of the targets is monitored with this report.	Monthly
Monthly OHS-E Report	It is the report in which the data related to occupational health, safety and environment are followed in the projects.	Monthly
Subcontractor OHS-E Report	It is the report in which the occupational health, safety and environmental data of the subcontractors working in the projects are followed.	Monthly

Table 4: Monitoring Table of Economic, Social and Environmental Issues Related to Projects

Occupational Health and Safety and Environmental Risk Assessment

Works on determining the OHS hazards and assessing their risks, as well as the environmental aspects are determined through the "Risk Assessment Procedure". We carry out these works in our central office and all our projects in accordance with our procedure, which explains the principles of determining and managing risks in OHS-E issues. We follow the risk control methods determined to manage risks and share our risk assessment results with all our subcontractors working in our field.

OHS-E risk assessment studies are reviewed at least once a year. OHS and Environmental risk assessment studies were actively carried out in all our projects in 2020, and the assessment teams came together and carried out the updates whenever required.

ETHICS MANAGEMENT

Policies and Principles for Practice

Codes of Conduct prepared for Nurol Group Companies include all standards and mindset for business relations and transactions of Nurol Construction. The principles are binding and explanatory for risk management, working principles, ethical principles and internal control.



Codes of Conduct

Nurol Codes of Conduct is as below:

- Human Resources and Employee Relations Anti-Corruption and Bribery
- Customers, Suppliers and Subcontractor Relations
- Asset Security and Protection
- Nurol owned Information Protection
- Fraud Prevention, Accurate Accounting Recording and Accuracy of Company Books
- Conflict of Interest
- Honest Communication with Society and
- Occupational Health and Safety
- Product/Service Quality and Safety
- Environmental Awareness
- Respect to Law and Compliance to Regulations

- Facilitation Payments
- Gifts, Representation and Hosting
- Consultants
- Working with Partners and Other Working Arrangements
- Lobby Activities, Political Support and **Political Donation**
- Sponsorships
- Disaster Management
- Risk Management
- Operational Excellence Declaration
- Social Responsibility and Volunteerism
- Charity Donations
- Violation Notifications

In case we think that there is any violation of Codes of Conduct defined in Governance Principles; a notification phone line is established for notices of the employees. All announcements related with the usage of Ethics Notification Phone Line are posted on the notice boards.

All employees are liable for notifying the company via Nurol corporate website (www.nurol.com.tr), etik.bildirim@nurol.com.tr, Ethics and Discipline Committee and Ethics Representative and/or related Company General Manager for any suspicions of violation of these policies or legislation being subjected to. Notifications can be via phone 0 312 455 10 05 directly to our Ethics Notification Phone Line.

All notifications are anonymous and notifiers are not disclosed under no circumstances whatsoever. During notification and investigation period, confidentiality, objectivity and compliance to codes of conduct is crucial. In case of any intentional and inaccurate notification, it will be treated as violation of codes of conduct.

The practices applied forthe compliance to Governance Principles are reviewed by Nurol Construction Internal Control and corrective measures are taken in case of any detection of misconduct.

Violations are reviewed, solved and reported by Ethics and Discipline Committee.

Nurol Construction has procured services from a specialized consultancy company for the process of compliance with the Personal Data Protection Law (KVKK) since 2018. Following a current due diligence study that includes all of its processes, our processes started to be managed in accordance with the principles of KVKK. We identified personal data in our processes through data officers and entered them in to Data Responsibles Registry Information System (VERBIS) in order to define and manage business processes and compliance strategies regarding personal data use. In this context, our personal data are stored confidentially in the database and systems in our company, in accordance with the law, and are not shared with third parties in any way except legal obligations. As Nurol Construction, we prevent unauthorized access to the systems and databases where personal data is kept, and we implement software and physical security measures such as access management. In the recruitment processes, we inform our employees about our personal data protection practices and receive clear consent text from them.

We act in accordance with the confidentiality principles determined by the Employer in sharing information and documents with third parties that we had received from the Employer. In cases where the information of the employer needs to be shared, confidentiality agreements are drawn up with the parties, including these confidentiality clauses. At Nurol Construction, there has been no violation of confidentiality of Employer information, and there has been no warning or complaint from the Employers.

Ethics and Discipline Committee

Ethics and Discipline Committee is formed to implement, execute, own and discipline the 'Governance Principles' of Nurol and Ethics Committee is responsible from running the principles and practices. Ethics and Discipline Committee (EDC) consist of 5 members, Human Resources Coordinator, Nurol Company Chief Counsel, Nurol Company Human Resources Manager and 2 members from Internal Control Department. The working procedures and principles of the Ethics and Discipline Committee are defined by the "Nurol Ethics and Discipline Committee Working Procedures and Principles Directive".







SUSTAINABILITY APPROACH



NUROL PROVIDES SERVICE WITHIN THE FRAME OF THE QUALITY AND TRUST PRINCIPLE IDENTIFIED WITH ITS NAME. IT CONTINUES TO EXPAND ITS SERVICES WITH ITS DOMESTIC AND FOREIGN PARTNERSHIPS AND BRANCHES, AND WHILE DEMONSTRATING ITS SUPERIOR PERFORMANCE IN NATIONAL AND INTERNATIONAL MARKETS, IT CONTINUES TO GUIDE THE FUTURE WITH ITS CONTEMPORARY MANAGEMENT APPROACH AND SOCIAL RESPONSIBILITY AWARENESS, AND WILL CONTINUE IN THE FUTURE.

As Nurol Construction, we care about the value of our projects on society and the world, and we are taking bigger steps day by day to ensure the sustainability of this value. For this purpose, we focus on a good governance infrastructure, activities based on protecting the ecosystem, our social impacts on society and the world, plus we integrate our sustainability approach with our business. We cooperate with our stakeholders and take their expectations into consideration while doing our job with the responsibility of being an organization possessing the vision of realizing many more signature projects worldwide. As a family, we strive to offer the best conditions to our employees, and we see it as our most important goal to make great contributions to the communities we work with, our country and the world together with them. With this vision and approach, we signed the United Nations (UN) Global Compact in August 2017 and included 10 basic principles within the scope of the works we carried out with great motivation in order to announce our activities globally.

In this way, by speeding up our reporting efforts, we are reporting in accordance with the most up-to-date version of the globally endorsed Global Reporting Initiative (GRI) standard, which is beyond carrying the UNGC Progress Reporting qualifications.

We are adding the third one this year to our Sustainability Reports, where we reflect our performance in the field of sustainability since 2018. While preparing the report as a summary of the works we have conducted, we identify the issues that we need to create in terms of sustainability by using the titles in the GRI standard, and we try to implement new activities in these areas. Through the activities we carry out in terms of sustainability, we examine our stakeholder expectations more meticulously and implement new practices in line with the needs and expectations of our stakeholders.

SUSTAINABLE DEVELOPMENT GOALS

As Nurol Construction, while planning our activities in terms of sustainability, we take our steps according to the Sustainable Development Goals (SDGs) perspective published by the United Nations. We determine our activities in terms of sustainability in accordance with these targets by determining the most compatible with our corporate strategies of the relevant period from 17 global targets. As a member of the private sector, we believe that working on these targets, which point to the urgent and important environmental, social, humanitarian, economic and managerial tproblems facing our world, will also provide improvement on a global scale.



While carrying out our works in line with the Sustainable Development Goals, we took initiative in our group as a private sector, signed the global principles agreement and took an important step towards becoming widespread in our group companies. In a similar vein, we took pioneering steps in the field of gender equality, which is the 5th item of the sustainable development goals, in our sector and our group in 2020, and shared our commitments in this area with our stakeholders. For Detailed Information on Sustainable Development Goals:



For Detailed Information on Sustainable Development Goals: http://www.tr.undp.org/content/turkey/tr/home/sustainabledevelopment-goals.html

In accordance with our corporate strategies, we share the sustainable development goals we focus on during this period below. You can see our activities in order to strengthen our compliance with these objectives in the content of our report.

Relevant Department	Affected Sustainable Development Goals	Relevant UNGC Principles	Practices
Financial Outlook	8 DECENT WORK AND ECONOMIC GROWTH	-	Branches and Partnerships Community Investments
Governance	10 REDUCED WEGUALITIES \$ GENDER EQUALITY \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Principle 1 - Principle 2 - Principle 3 - Principle 4 - Principle 5 - Principle 6 - Principle 10	Ethics and Compliance Activities Communal Gender Equality Activities Human Rights Practices Process Risk Assessment Team Activities Personnel Participation and Consultation Practices
Sustainability Approach	9 INDUSTRY INNOVATION AND INFRASTRUCTURE	-	Stakeholder Engagement and Management Practices Employer Satisfaction Surveys Integrated Management Systems Certification Practices Sustainability Committee Activities Corporate Memberships
Environmental Awareness	6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE AND COMMUNITIES	Principle 7 Principle 8 Principle 9	Environmental Trainings Energy and Emission Management Water and Wastewater Management Waste Management Biodiversity Activities
Occupational Health and Safety	3 GOOD HEALTH AND WELL-BEING ECONOMIC GROWTH	Principle 1 Principle 2	Occupational Health and Safety Trainings Personnel Health Operational Applications Safe Working Operations
Value Chain Management	8 DECENT WORK AND ECONOMIC GROWTH	Principle 1 - Principle 2 Principle 3 - Principle 4 Principle 5 - Principle 6 Principle 7 - Principle 8 Principle 9 - Principle 10	Subcontractor and Supplier Databases Subcontractor and Supplier Performance Assessments Subcontractor and Supplier Second Party Audits Subcontractor Conturactual Processes Subcontractor Legal Responsibility Audits
Working at Nurol Construction	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH	Principle 1 - Principle 2 Principle 3 - Principle 4 Principle 5 - Principle 6	Human Resource Management Employee Training and Development Subcontractor Employee Management Communal Gender Equality Activities
Our Contribution to Society	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 10 REDUCED NEQUALITIES	Principle 8	Local Community Supplier Selection Local Staff Recruitment Communication Network for Local Community Requirements Social Responsibility Projects

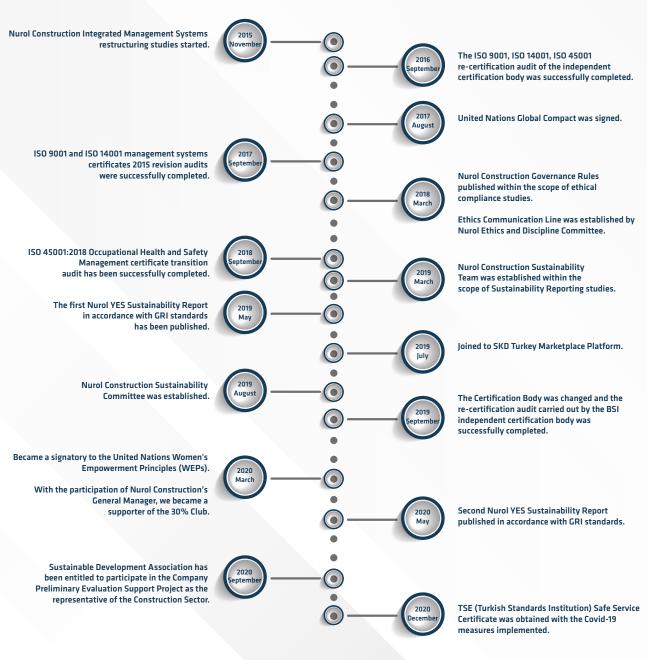
SUSTAINABILITY MANAGEMENT

We are committed to transform sustainability into a business conduct, embrace it within our organization and make it an integral part of our culture. We adopt and implement sustainability as a business model for all levels starting from our management style to our stakeholders. Our Board of Directors is liable at the highest level starting from our responsibilities towards Nurol Holding to our performance, from our responsibilities towards all our stakeholders to the establishment and internalization of our corporate culture. Therefore, Nurol Construction Board of Directors lead and serve as model for our company's economic, social and environmental approach, doing the business in ethical way, configuration of effective and reliable governance systems. Our Board of Directors is primarily responsible from transparency, management and performance of sustainability efforts.

In countries where Nurol has active businesses, on top of meeting legal requirements, we have principles aiming to surpass environmental and social necessities in the countries where legal requirements are insufficient.

Nurol Construction has established a Sustainability Committee in 2019 in order to effectively address the sustainability issue with a broader vision, to increase its performance in this regard, and to add a new one to the leading and exemplary steps in its sector. The committee meets at least 4 times a year and evaluates Nurol Construction's activities in the field of sustainability from a broad perspective.

Nurol Construction's Sustainability Journey



SUSTAINABILITY EFFORTS AND REPORTING PROCESS

Currently, Integrated Management Systems Department is responsible from managing and coordinating the sustainability efforts of Nurol Construction and projects. We have established a sustainability team in 2018 under the leadership of the Integrated Management Systems Department for sustainability management and reporting. We have cooperated with this team in preparing the 2019 and 2020 reports.

Nurol Construction Sustainability Team

- Integrated Management Systems Division (Leader)
- Department of Finance
- Department of Project Control
- Department of Business Development
- Department of Human Resources

Our Sustainability Reporting Process

As a part of our sustainability strategy and approach, within the scope of our Report; we aimed to provide information about our management approach, policies, practices we have implemented, our performance and goals that are important for our company and stakeholders.

PREPARATION

Research
Updating Nurol
Construction Sustainability
Teams
Updating Sustainability
Trainings

PRIORITIES WORKSHOP

Stakeholder Review
Reiew of Material Issues
Strategy Definition

SETTING ACTIVITIES, PERFORMANCE AND GOALS

Endorsing Sustainability Actions
Introducing Sustainability
Performance
Action Plan and Setting Goals

Preparation Phase and Determination of Prioritized Issues

In 2020, in the first phase of sustainability reporting works, we organized a training study to increase the competencies of our employees in the sustainability team in the sustainability area and to provide detailed information about the reporting process. Last Year, we determined our material issues list with our sustainability team and other stakeholders, 17 different material priority issues, and we shared it as a stakeholder participation survey with our stakeholders that including at scale our Managers, Employees, Employers, Partners, Sub-Contractors, Suppliers, Consultants and Financial Institutions to make the importance rating for Nurol Construction. We have completed our prioritization study according to the survey results. We plan to do this study once every three years.

Sustainability Action and Process Identification

We brought together the company profile, operational environment, value chain, governance, economy, environment, social and ethical issues, information regarding performance and goals belonging to Nurol Construction with the support of sustainability team and sustainability representatives in our projects.

This information is compiled and transferred in line with UNGC and GRI Standards. As a result of the studies we have included in our partner projects this year, we observe that the efficiency of the reporting process has increased and the data collection period has improved. Data transmission rates of our projects have increased considerably, as data sets showing our performance in the field of sustainability have been added to the content of many reports throughout the year.

DIALOGUE WITH STAKEHOLDERS

We have identified our key stakeholders in three different categories according to the degree to which they are impacted by or impact our activities, and classified our stakeholders as the ones that are most impacted by our activities or those that impact our activities as high, medium and low levels.



Dialogue Platforms and Frequency with Our Stakeholders

Our key stakeholders include our Employers, Consultant, Subcontractors, Suppliers, Partners, Employees, Financial Institutions, Legislative and Regulatory Institutions, Consultants, Civil Society Organizations and Local Communities with which we are in contact.

By preparing the stakeholder dialogue tables for all our stakeholders that we have identified, we can share our dialogue platforms (reports, meetings, correspondence, etc.), our frequency of dialogues, the topics discussed, etc. we have defined for all our locations. We develop our dialogues with our stakeholders in accordance with the principles of transparency as a requirement of our culture and reflected in the way we do business.

We convey detailed information about our company to our external stakeholders in transparency through the official website of Nurol Construction that we actively use. We also actively utilize social media elements with the same approach. We have added our Sustainability Report to these communication channels, which we have been developing every day, and we share our environmental, social and economic performances openly with all our stakeholders through this report. Our report on our website is accessible by all our stakeholders.

We prepare "Employer Satisfaction Surveys" once a year for our Employers we work with and we receive the opinions and suggestions of our Employers. We analyze all correspondence from our employers through the representatives of Integrated Management Systems and if there are articles in the form of employer complaints, we treat them as corrective activities and carry out activities to prevent repetition.

We receive their opinions through regular meetings with our subcontractors. We exchange views with our employees on various platforms, the details of which are explained in the report. We visit our main suppliers or get their opinions with other means of communication. We communicate with local administrations, legislators and regulators. We communicate with local people through local authorities and we strengthen the communication with local commercial institutions within the scope of developing the economy locally. We strengthen our relations with the local community by providing staff from the locals in all possible situations.

While we are managing the stakeholder dialogue process in our projects through stakeholder dialogue tables in general, we prepared a "Stakeholder Engagement Management Plan" in our ÜAG Metro Project. The main purpose of our Stakeholder Engagement Management Plan is to identify all stakeholders and their areas of interest in the project; is to determine at what stage and which procedures and principles we will apply in interaction with our stakeholders.

The objectives of our Stakeholder Engagement Management Plan are as follows:

- Identify the stakeholders affected by our project.
- Identify the most effective methods to fully inform business management on external affairs and concerns, depending on their degree of impact.
- To develop the most effective methods and tools to understand the concerns of our stakeholders and to establish a fair, transparent and clear dialogue with them based on their concerns.
- To make an assessment of interaction with our stakeholders through monitoring and evaluation.
- To create a communication and action plan for the appropriate participation of our stakeholders on the basis of mutual respect and trust and to activate the win-win principle.
- To create an environment where the participation capacities and cultural norms of our stakeholders are taken into account.
- Establishing relationships with local communities on the basis of mutual trust and transparency.
- To ensure that our stakeholders access information on project, investment and construction activities in a timely manner.
- -Ensuring that the information and data provided is fully understandable to target audience groups and that everyone has access to the consultation areas.
- To ensure the participation of all interested parties.
- Unsharing stakeholder information with third parties without obtaining their consent for sharing in accordance with the Personal Data Protection Law.

We utilize various dialogue platforms to learn about our stakeholders' expectations from us on sustainability issues and to inform our stakeholders on these issues. We follow all these dialogue channels through stakeholder dialogue tables.

Stakeholders	Communication Platform	Frequency of Dialogue	Topics
Employer – Domestic	Visits, employer and creditor audits, correspondence, meetings, reports, contracts, progress payments, permits, project approvals, call centers	Continuous, daily, weekly, monthly, in case needed	Project technical meetings, daily site checks, work schedules and deliveries, project drawing minutes approvals, progress payments, manufacturing material approvals, quality control and OHS-E issues, stakeholder issues, expropriation issues, complaints to call centers
Employer – Abroad	Meetings, correspondence, reports, presentations	Weekly, monthly, in case needed	Project progress, quality and OHS-E issues, progress payments, project technical, financial, administrative and contractual issues.
Consultant – Domestic	Visits, dialogues, audits, correspondence, meetings, reports, job request and quality test forms	Daily, weekly, monthly, in case needed	Administration and Employer correspondence, work progress, job request forms follow-up, project approvals, technical interviews about productions, quality control issues.
Consultant – Abroad	Meetings, correspondence, reports, presentations, site visits	Weekly, monthly, in case needed	Project progress, quality, OHS-E, progress payments, general issues related to the project
Subcontractors	Meetings, proposals, contracts, correspondence, trainings, OHS committees, audits, site visits, warning and safety signs, reporting, ethics statement, employee notification boxes	Daily, weekly, monthly, in case needed	Work schedules, drawing submissions, work progress and planning, OHS-E and quality issues, progress payments, work deliveries
Suppliers	Meetings, proposals, contracts, correspondence, trainings, OHS committees, audits, site visits, order forms, ethics statement	Daily, weekly, monthly, in case needed	Payments, standards, quality and OHS-E issues, sectoral developments, financial issues, security and safety issues.
Legislative and Regulatory Institutions	Institutional visits, dialogues, correspondence, meetings, field inspections, seminars, permissions, presentations	Weekly, monthly, annually, when necessary	Legislation compliance issues, legal permits, expropriation, public order and security issues, transfers, displacements, line acceptances.
Partners	Meetings, correspondence	Monthly, semi- annually, if necessary	Project progress, quality, OHS-E, mutual interactions, site and field management and sectoral issues are partnership issues.
Employees	Trainings, social events, correspondence, meetings, notice boards, intranet, contracts, Nurol inşaat Family Talks organizations, corporate website, ethical statement	Daily, weekly, monthly, in case needed	Employee job descriptions, IMS notifications, legislative information, personnel rights, Nurol Governance Rules
Union	Meetings, correspondence	Monthly, yearly, in case needed	OHS, employee personal rights.
Financial Institutions	Project Management visits, seminars, audits	Daily, weekly, monthly, in case needed	Project and investment issues, deposit transactions, payments, quality, OHS-E, social impact issues
Society	Correspondence, NGOs, media, social responsibility activities, ethical statement, website, project introduction documents, call centers	Monthly, in case needed	Project-related requests and complaints, environmental issues, project information, expropriation issues.

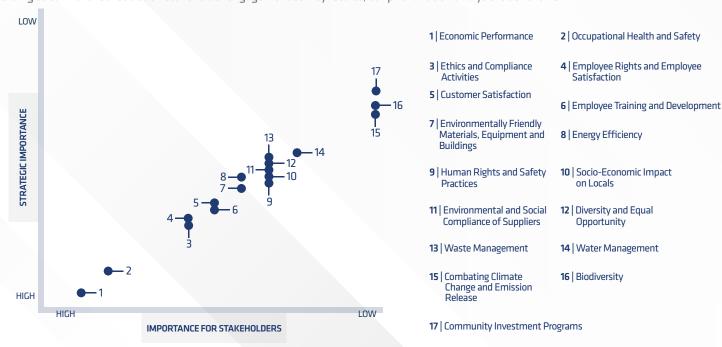
Stakeholders	Communication Platform	Frequency of Dialogue	Topics
Sensitive Areas / School, hospital etc.)	Correspondence, media, project information presentations, call centers	Daily, weekly, monthly, in case needed	Project requests and complaints, public order and safety issues, environmental issues, project information, social responsibility activities
Media	Press releases, interviews, social media, visits, project information file, website	Yearly, in case needed	Project news, social responsibility news, project promotion, project progress.
NGOs	Email, correspondence, seminars	Yearly, in case needed	Opinions on legislation, documentation.
Advisor	Correspondence, site visits, meetings, workshops, report, corrective action forms	Monthly, in case needed	Employer correspondence, work progress, manufacturing technical negotiations, progress payments, OHS-E, technical, legal and financial affairs, sectoral issues, quality control issues, external customer issues, project risk management.
Universities	Official correspondence, visits, dialogues	When necessary	Awareness, personal development trainings, experiments, scientific subjects, academic studies, internships.
Accredited Institutions	Offers, Email, Visits, Dialogues	Weekly, monthly, yearly in case needed	Awareness, Education, review and testing, certification.
Trade Association	Offers, Email, Visits, Dialogues	Weekly, monthly, yearly in case needed	Awareness, Education, review and testing, certification.

Table 5: Projects Stakeholder Dialogue Table (Continuation)

OUR MATERIAL SUSTAINABILITY ISSUES

We need to point out here that, after our study of determining the material issues we realized through the stakeholder participation surveys we carried out last year; We have addressed sustainability issues that have the highest impact on our corporate success and our stakeholders, as well as the issues that our key stakeholders care most about and want to learn about, as our priority sustainability issues. These issues are included in the "Material Issues Matrix" below. As part of our sustainability strategy and approach, within the scope of our report; we are committed to provide information about our governance approach, policies, practices, our performance and objectives, which are crucial both for Nurol Construction and our key stakeholders. In addition, we strived for addressing information that is important for our stakeholders and the other issues that we believe have high impact on Nurol Construction's corporate success within the framework of our management approach and practices.

According to our Nurol Construction stakeholder engagement survey results, our prioritization analysis is as follows.



Our Perspective on Material Sustainability Issues

Nurol Construction and Trading Co. Inc., focuses on the construction of infrastructure and superstructure projects, subways, motorways, dams, hydroelectric power plants, hotels, public housing, ready to operate production and industrial plants and waste-water treatment plants.

We operate with a human-oriented approach; and we respect our employees, society and environment where we operate. We deem occupational health and safety as a priority. We provide safe and healthy working conditions for our employees and comply with all relevant legislation within this scope. We prioritize protecting occupational health and safety, structuring and working in a way to prevent occupational accidents.

Nurol Construction provides all kinds of support to its stakeholders in the relevant regions in order to contribute to the local economic factors in the regions where it operates, as well as economic growth with its activities. supports the fulfillment of legal obligations such as tax and SGK. It is of great importance for Nurol Construction that they have a positive history in every field in which they operate together with criteria such as experience, financial performance, technical competence during the selection of companies and business partners from which goods and services are purchased and sold.

As Nurol İnşaat, we stand against all kinds of bribery and corruption.

The most important issue is that we take care of our relations with our internal and external stakeholders and evaluate their expectations, demands and complaints. This includes the dialogue between the workforce and management, as well as relations with the local community at the project sites.

Within the scope of our Sustainability Report, we will be sharing our approach, policy, practice, performance and targets regarding our material issues. Besides, Integrated Management Systems, which contribute to the systematic management of issues related to sustainability, are included. In addition, our corporate memberships, which directly or indirectly contribute to our sustainability goals, were also conveyed.

It is more correct to evaluate sustainability not only in terms of the use of natural resources but also in terms of consumption of natural resources in general and we think that one of these important resources is human resources. In this sense, we try to emphasize the sustainability of human resources and the "long-term and permanent" outputs of "working people" that contribute to the continuity of the organization in the long term.

When human resources become sustainable, employees can increase their long-term working ability and energy. In this direction, on the other hand, we constantly evaluate human resources, which ensure the production of positive environmental outputs and protect natural resources, and environmentally friendly human resources management practices.

One of the important factors in achieving success in sustainable human resources management is to emphasize how important talent management is. The contributions of individuals whose talents are managed correctly to the organizations will be maximized. As Human Resources Management, we aim to further develop the talents of individuals with talent or to bring some competencies to low-talented individuals. In doing so, we believe that it will ensure the continuity of organizations and pave the way for more talented and productive individuals in the society. While doing these, we know that the more talented employees will make them more beneficial to themselves, their families, the society and even other institutions, and that qualified employees with sufficient capacity will have a large share in the long-term survival of businesses.

After the coronavirus epidemic, which alarmed the world in 2020, was seen in our country, we, as Human Resources, had to make some revisions and changes regarding the working life while companies took precautions. In this process, our priority was to take all kinds of precautions and measures that would risk the health of our employees. In the continuation of this, we have made a serious transformation in matters such as remote working, Digital Workforce, Mobility, Employee experience and motivation, Job guarantee and continuity. In this process, in order to prevent any of our employees from being victims, staff exits and unpaid leaves were not applied.



NUROL YES SUSTAINABILITY REPORT 2020

With the COVID-19 pandemic, as the actors of corporate life; We started looking for answers and solutions to brand new questions and problems that we are not quite familiar with. While we struggled in the short term, we prepared our necessary plans in terms of the long term.

Although our employees have been working remotely during this process; no shortage or deduction was made in their salaries, and monthly refills were made to meal cards. In order to keep their motivation high, our gift boxes were delivered to them at the beginning of the year and at the same time, it was emphasized that we care about them by staying in constant communication.

The structuring process continues in 2020 for Nurol Construction's Human Resources Department. This structuring is the general attitude of HR towards its own processes; It has been to act with the principle of participation and ownership. We aim to implement the performance evaluation system in 2021. In this direction, Job Analysis has been made for the infrastructure of this system.

As of 2020, the general approach of Human Resources is to maximize the competencies of all personnel effectively and efficiently. Training and development plans were made in line with the training needs analysis made in this direction. In addition, the necessary orientation and motivational activity planning are made to ensure the personal development and loyalty of the employees.

As the sponsor / advocate of the employees, as the Human Resources department, we assume a very critical complementary role in the success of the organization. It is very important for an employee to have a quality of work life and trust in the organization he / she works for. We act as a bridge between the employee and the employer, thus increasing the sense of trust within the organization. All these studies are to increase employee motivation and loyalty to the company and encourage them to succeed.

The effectiveness of the role played by the Human Resources Department within the organization depends on the effective and efficient use of human resources, which is the most important resource in the organization. In this direction, we care about being people-oriented while carrying out all our projects. We act with the understanding of human-environment-society in the projects we operate. We protect and monitor employee rights and responsibilities through regular legislative follow-up. As a team that has adopted the open door HR approach, we offer an environment where all our employees can consult and convey their opinions on all matters.

As Nurol İnşaat, in line with our belief that a sustainable future will be possible primarily with active participation of women in the business world, we act not to complicate HR policies and practices for women to be effective and equal in business life. We are developing it in a way that facilitates the empowerment of women while participating in business life and working.

As the HR department, we play a major role in ensuring active and clean internal communication, solving problems, and making necessary announcements. We take the opinions of all our employees about the operation and act as a bridge between the management and the employee.

We are making our preparations to establish a performance assesment system on the basis of organizational equity. Our purpose in performance assesment is not to identify the weaknesses of our employees and to demotivate them; We take care to determine a roadmap for their development.

At the stage of personnel employment in projects, we try to create our staff from the local people in order to encourage employment.



WE BELIEVE THAT THE SUSTAINABILITY OF OUR BUSINESS DEPENDS ON THE SUSTAINABILITY OF THE ENVIRONMENT AND SOCIETY WE LIVE IN.

NURETTIN ÇARMIKLI

CHAIRMAN OF THE BOARD

INTEGRATED MANAGEMENT SYSTEMS

Within the scope of Integrated Management Systems (IMS) in Nurol Construction; our objective is to develop permanent, continuously improving, sustainable structures for quality management system, environmental management system and occupational health and safety management system in accordance with the requirements of international standards. We aim to implement Nurol standards throughout all projects by the coordination of Integrated Management Systems Department managed from HQ. Our teams that are engaged in quality, environment and OHS issues in our projects will ensure and maintain high standards via coordination with HQ. We monitor and control the related performance of our projects through regular project visits and internal audits conducted by our central IMS organization, as well as reporting. Through regular internal audits, we audit all Nurol Construction projects in accordance with the specified procedure and monitor the audit results centrally. We examine the implementation levels of the projects during the site visits and inform them about recent developments. We report all control results to senior management and monitor the results. Due to the changes in recent years in the markets we are actively operating, we are trying to spread the practices that meet social requirements due to increasing expectations in the environmental and social areas of our potential employers and financial institutions. During our visits and audits, we also review practices on social issues and try to increase our effectiveness in this field with new application methods. We are developing new practices in line with the Sustainable Development Goals, and we are working on compliance with the environmental and social expectations of international banks such as EBRD and IFC.

Our External Audits and Certifications

As Nurol Construction we have been audited for years by independent uditing companies in accordance with ISO 9001 Quality Management System, ISO 14001 Environmental Management System and 45001 Occupational Health and Safety Management System standards, and we maintain the national and/or international standards that we have crowned our high standards. We are periodically audited every year within the scope of contracting services for the investment, design and construction of all kinds of domestic and international construction projects of our company.

We have successfully completed our interim audit carried out by the independent certification body BSI (British Standards Institution) in 2020, and once again proved our success and improvements in the implementation of ISO 9001 Quality Management System, ISO 14001 Environmental Management System and 45001 Occupational Health and Safety Management System standards.



As part of the fight against Covid-19, our Nurol İnşaat head office was inspected by the TSE in December, and we successfully completed the audit and were deserved the TSE Covid-19 Safe Service Certificate.

In 2020, we fulfill the requirements of the security management system that we established within the scope of the "Nato Confidential and National Secret Facility Security Document" in 2018, and we manage our related processes in accordance with this system. We review our security management with the internal audits we have carried out, and we inform our employees every six months within the scope of the document.

T.R. Ministry of Labor and Social Security audit some of our projects in Turkey related to Occupational Health and Safety. The audit scope includes compliance with Occupational Health and Safety legislation on site and documentation. Similarly, **T.R.** Ministry of Environment and Urbanization conducts audits regarding environmental legislation compliance.

STANDARD, DOCUMENT TITLE	
ISO 9001: 2015 Quality Management System	•
ISO 14001: 2015 Environmental Management System	
ISO 45001: 2018 Occupational Health and Safety Management System	
Facility Security Certificate (Nato Secret and National Secret)	
TSE Covid-19 Safe Service Certificate	
ACCREDITATIONS	
Turkish Accreditation Agency (TÜRKAK)	
UK Accreditation Service (UKAS)	

CORPORATE MEMBERSHIPS AND EXTERNAL RECOGNITION

Information about our corporate memberships and recognition in external structures as Nurol Construction are as follows:

By being a signed of the United Nations Global Compact in August 2017, we pledged that we will support and act on the 10 fundamental universal principles of human rights working standards, environment and corruption. We are members of Supply Chain Working Group and Women's Empowerment Working Group formed by the UN Global Compact Turkey's Secretariat and we participate actively.

In 2020, we signeed to the "Women's Empowerment Principles (WEPs)", that focusing on the empowerment of women, which are among the sustainable development goals. Also in 2020, we are inclusive of %30 Club with representative of General Manager Nurettin Akdeniz.

We are member of the **World Water Council**, that works to make political commitments when necessary to ensure for the protection, development, planning and management of water level use of the global sustainability of critical life resources, including taking the most effective decisions at all levels to enhance awareness of fair water use around the world.

In addition to being a member of TUSIAD (Turkish Industry and Business Association), we participate in the Energy Efficiency Task Force and Environment and Climate Change Working Group activities and follow the decisions. TUSIAD formed three sub-working groups under the Climate Change Working Group. Referred sub-groups are; Climate Change and Low Carbon Economy Sub-Working Group, Financing Models and Incentives Sub-Working Group and Zero Waste Sub-Working Group. As Nurol Construction; by being an active member of TUSIAD, we express our opinions during preparation of environmental legislation.

According to the largest contractors list prepared by News "Engineering Record" (www.ENR.com) based in the United States, Nurol Construction has been listed as the 'The Biggest Global Contractors" and "The Biggest International Contractors" for the last 16 years.

Founded in 1952, Turkish Contractors Association – TMB, act to address the problems of member companies and to improve domestic and international connections and cooperation via continuous activities, meetings and trainings. Besides being one of the most active members of TMB, we were committed to participate and contribute to the meetings and workshops of the association in 2020 as well.



Foreign Economic Relations Board of Turkey - DEİK

The Board undertakes the task of "managing foreign economic relations of the Turkish private sector". Together with founding Institutions, members and the Business Council and Turkey's leading entrepreneurs & representatives a volunteer 'business diplomacy' organization.

As Nurol Construction, we take part in the executive boards of the Business Councils of Romania, Algeria, Qatar, United Arab Emirates, Hungary and the United States operating under DEİK.



İstanbul Chamber of Industry - ICI

An effective stakeholder giving direction to the industrial ecosystem, an organization developing the Turkish industry worldwide by increasing the sustainable competitiveness and competencies of our industrial companies.



Istanbul Chamber of Commerce - ICOC

Promoting the rapid development and expansion of trade, small industry and service sectors. Works to create new markets abroad. Identifies the obstacles for the development of the business world and acts to remove the barriers. We are a member of Istanbul Chamber of Commerce since we relocated our HQ from Ankara to Istanbul in 2015.



Asphalt Contractors Association of Turkey – ASMÜD

As a non-governmental organization representing the real sector in the asphalt industry, the Ministry of Public Works and Settlement has been actively communicating with the General Directorate of Motorways, which has an important place in the development of the asphalt industry with the decisions and initiatives, and has been organizing various activities and joint works with coordination since its establishment.

Turkey Construction Industry Employers' Association - INTES



It was established in Ankara in 1964 and it is a non-governmental organization representing the leading companies of the Turkish construction sector. The aim is to contribute to the development of the industry with its activities and to help the sustainable growth and development of the national economy. The members of İNTES, which are defined as "Construction Industrialists" are the companies that have the principles of constructing their business according to the rules of science and art and qualified employment and being registered in the economy. İNTES members increase the brand value of the Turkish construction industry with the projects they complete in Turkey and abroad. In addition to construction, INTES members support the development of our country with investments in different industries such as energy, agriculture, food and tourism.

Turkish Exporters Assembly - TIM



TIM is the only umbrella organization of Turkey's exports representing more than 90 thousand exporters, including 61 exporters association, 85 thousand goods, 5 thousand services exporters. In order to achieve the foreign trade surplus goal of Turkey, it provides the increase in the volume of sustainable trade, improve the bilateral trade, social and cultural relations with trading partner countries whom we collaborate, in the events which will be held in line with this goal, it serves as a bridge between public and private sector.

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Union of Chambers of Turkish Engineers and Architects - UCTEA

The chamber is engaged in activities to protect and improve their rights and interests on the basis of the common interest of our people; ensure their professional, social and cultural development; and provide a common ground to use their professional experiences for the benefit of public.

Sustainable Development Association (SDA) - Materials Marketplace Platform



The Materials Marketplace Platform, supported by EBRD, is a cyclical economy project designed to support inter-company/industry reuse of materials (waste, by-product, etc.). Currently, the 82 members of TMM enable the creation and realization of shopping and cooperation (synergy) opportunities by entering the material/waste/by-product information they want to buy and/or sell and following the current material information of other companies. As Nurol Construction, in 2019 we became a member of the Materials Marketplace Platform, which is a Business and Sustainable Development Association Project. We shared the remaining materials from the demobilization process of Balıkesir Motorway Project with the buyers through the project. In this way, waste materials were reused and contribution was made to the circular economy.





ENVIRONMENTAL AWARENESS

As Nurol Construction, we manage environmental impacts arising from our activities, and implement various applications in order to protect the environment and respect nature. As an integral part of our culture, we care and support environmental sustainability.

Making a positive contribution to UN's sustainable development goals determined in order to eliminate the urgent and important environmental problems facing our world constitutes the basis of our sustainability strategy. For this reason, clean water and sanitation, accessible and clean energy, sustainable cities and communities plus climate action are among the most important goals we focus on.









In all our projects, we determine and manage our environmental aspects with a proactive approach in order to reduce or completely eliminate the environmental impacts caused by our activities. By determining the potential environmental impacts that may occur depending on these environmental aspects, we designate the appropriate control methods for these effects. We control our environmental impacts by developing activity plans for which responsibilities and deadlines are set. Natural resource consumption, soil, water, air pollution, environmental dust, pollution from noise, chemical consumption, waste production, greenhouse gas emission, natural disasters, and effects on flora and fauna are among our environmental dimensions stemming from our activities. We consider all our environmental aspects pointed out by legal requirements as important and apply the necessary control methods regarding these dimensions. We update the "Environmental Aspects Risk Assessment" study, which we regularly review, in accordance with the activities and current situation.

As Nurol Construction, we manage the Environmental Management Systems Management, which we have established in line with ISO 14001: 2015, according to the principle of continuous improvement, while fulfilling the legal requirements in the countries where our projects are located. In cases where the legal requirement in a pertaining country has expectations lower than our system requirement, we continue to implement environmental management systems as a minimum. In line with our sustainability policy, we strive to minimize environmental damage with a proactive approach in all our processes.

We review our management system through periodic internal audits. In order to increase improvement efforts on environmental issues, we included the target of preparing an environmental improvement report in our annual target programs for 2020 and encouraged all our projects for improvement studies. In addition, environmental trainings, environmental field tours, organization of meetings on environmental issues with subcontractors according to the scale of the project are also included in the 2020 target programs.

We plan audits and review their environmental performance in order to ensure that our subcontractors and suppliers, with whom we have worked to improve the performance of subcontractors, which have a great impact on our environmental performance, observe the environmental impacts of their activities. We fully control the compliance of the companies we have worked with with legal requirements and we provide them with knowledge and experience to make up for their deficiencies. We have included information about the environmental audits we conducted for our subcontractors in 2020 in the "Our Value Chain Management" section.

We develop waste management plans in line with the principle of cradle to grave in all locations where we operate, and we include our subcontractors in these works to ensure the proper disposal of our waste. We adopt a life cycle perspective in waste management and we manage waste, starting with the mobilization process, including the warranty period of our projects. At the same time, we started to organize our waste areas in accordance with the Zero Waste Regulation in our projects. We create the waste water management infrastructure before our activities begin, and we determine our methods for the disposal of waste water according to the possibilities of the location of the project. While organizing waste management works, we carry out the works in accordance with the waste hierarchy and manage them in accordance with the zero waste principles. We continue our work with an understanding that can contribute to the circular economy.

According to our corporate culture, we believe that one of the most important steps in our environmental management system is to increase the consciousness and awareness of our employees on this issue. We endeavor to create competent teams to carry out and improve environmental practices in our head office and projects. Every day, we plan trainings to increase the competence of our teams, and ensure their participation in effective seminars and meetings on sustainability issues. We employ environmental engineers and environmental officers in our teams. However, our point of view in this regard is to bring this awareness to all our employees, not only to our relevant teams.







In 2020, we started to publish the "Monthly Integrated Management Systems Bulletin" in order to increase the visibility of the good quality, OHS and environmental practices carried out in our projects and to give a opportunity for our other projects to be informed about these practices and to adapt them to their own projects. Through this bulletin, we encourage our project teams to implement good practices and enable them to improve their OHS-E performance.

We have not been subject to any significant sanction or penalty by the Provincial Directorate of Environment and Urbanization or other/local administrations due to a non compliance with environmental legislation in 2020. During our audits, we have found out no suppliers that had significant negative impact on environment.

ENVIRONMENTAL TRAININGS

Increasing the environmental awareness and consciousness of our employees and stakeholders that we work with will ensure that our corporate culture in this regard is further developed, and that environmental sensitivity is reflected more effectively in our way of doing business. For this reason, we attach great importance to the environmental education process and try to increase the environmental awareness of our projects day by day. We also encourage our subcontractors and suppliers, who have significant effects on our environmental performance, to participate in these works. We regularly monitor the environmental trainings of our subcontractors through follow-up tables, and support them in this regard if needed.

Annual training plans are prepared with the training needs analysis we have conducted in our head office and projects. Environmental trainings are organized in accordance with the training plans. The foundation of our environmental trainings is built on waste management and environmental awareness trainings given to our newly employed personnel within the scope of orientation. These trainings especially focus on how our employees can contribute to the reduction of waste and what they can do about water and energy savings.

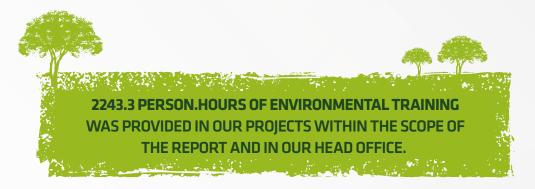
As a company, we organize ISO 14001 Information Trainings annually in all our projects where we implement ISO 14001:2015 Environmental Management Systems.

In 2020, Integrated Management Systems Internal Auditor Training was organized by the Central Integrated Management Systems Department and the internal auditor team was expanded. Our employees from our projects also joined the Internal Audit Team. In our ÜAG Metro Project, ISO 14001:2015 Environmental Management System Information Training and ISO 14001:2015 Environmental Management System Internal Auditor trainings were carried out with the participation of subcontractors and suppliers, and a project internal auditor team was formed.

From this point of view, with the publication of the Zero Waste Regulation, we started to work on establishing Zero Waste Management in our projects and we continue to organize training events for our employees in this regard. In 2020, 649 person.hours of zero waste training was carried out in ÜAG Metro Project.

Due to the pandemic we are struggling with this year, waste production that will negatively affect the environment has occurred, masks, gloves, etc. used. Correct management of personal protective equipment has become important. For this reason, the management of wastes caused by the pandemic has been added to our waste management trainings and the awareness of the employees on this issue has been increased.

In our projects, our subcontractors are subject to daily and weekly field tours and 2nd party inspections. The detected findings are followed up according to the corrective action systematic, and if the non-compliances are not corrected, warnings are made in an official letter and they are subject to administrative fines when necessary.



	Total Training Hours (employee.hour)	Training Hour Per Employee (hour/employee)
Environmental Trainings		
HQ	99	1,5
Eyiste Viaduct Project	50	0,3
Boukhroufa Dam Project	280	0,9
Souk Tleta Dam Project	270	2,1
ÜAG Metro Project	1.545	2,8

	Total Training Hours (employee.hour)	Training Hour Per Employee (hour/employee)
All Trainings		
HQ	1.713	25,4
Eyiste Viaduct Project	7.525	47,8
Boukhroufa Dam Project	5.825	20,6
Souk Tleta Dam Project	1.932	13,9
ÜAG Metro Project	80.477	139,6

Table 6: Projects Environmental Education Rates

Although there are work stops in our overseas projects due to the pandemic in 2020, there is an 83% increase in environmental trainings in our Souk Tleta Dam Project compared to last year. ÜAG Metro Project carried out successful awareness activities with employees with 1545 person. hours of environmental training.

ENERGY AND EMISSION MANAGEMENT

We determine our emission sources through environmental dimensions risk assessment works we carry out in our projects, we analyze the effects of these sources and ensure that necessary actions are taken to minimize the impact on the environment. We also follow the legal permission processes arising from emission sources. We have to consider all our emission sources, which directly and indirectly affect greenhouse gas.

We ensure that all measurements are carried out every 2 years in order to check whether there is any deviation from the data stipulated in the permit area in concrete plants and asphalt plants that are subject to emission permit, which are managed by our subcontractors. In these facilities, CO, NOX, NO2, SO2, dust, volatile organic material measurements are made and compliance to limit values is checked.

We control the dust emission originating from the concrete plant in our projects by measuring the particulate matter 10 (PM10) and settleable dust values at regular intervals. We create dust barriers to prevent dusting, we water the working areas with water sprinkler, and we use pulverized systems (dust reduction systems). We minimize dusting by covering the crushing and screening unit conveyor and conveyor belt tops.

We ensure that the periodic maintenance of the cement silos of the concrete plant is carried out regularly and the filter system is renewed. Emission measurements made for the concrete plant under the subcontractor of Eyiste Viaduct Project and ÜAG Metro Project in 2020 are in compliance with the limit values in the legislation.

Emissions are generated from the grout power plant and segment production factory operating in ÜAG Metro Project. Emission sources from the grout plant; raw materials such as sand, cement, fly ash and bentonite. These materials are stored in silos protected against dust. In order to eliminate the environmental impact of the sand stored in the bunkers and transported by the conveyor belts at the grout plant, measures have been taken by completely closing the perimeter of the bunkers and conveyor belts. In addition, we take permanent and sustainable measures for our other activities that are not subject to emission permits but have the potential to generate dust. The unloading of materials that may generate dust (excavation, cement, etc.) is done as close to the ground level as possible, and the trucks are covered with tarpaulins during the transportation of excavation works. We regularly irrigate with sprinkler in our construction sites and/or on the stabilized roads we use for transportation to our construction sites. In addition, our road cleaning vehicle belonging to our project continues its cleaning activities every day at our construction sites and on the roads we provide transportation to our construction sites.

To this end, we ensure that the vehicles (especially earthmoving trucks) working within the scope of ÜAG Metro Project use the wheel washing units we set up at our construction sites so that they do not cause pollution on the main roads and cause public loss.

As Nurol Construction, we regularly record our energy consumption data. The data we recorded includes our fossil fuels from heating, our electricity consumption, the fuels we use for vehicles. Based on the data we have recorded, we are improving our efforts to reduce our energy consumption.

- By regularly maintenaning our systems exposed to heat, leakage and unnecessary energy loss are prevented.
- Our employees are informed about energy saving and unconscious consumption is prevented.
- Devices that consume less energy are preferred as much as possible.
 Energy saving bulbs are used in lighting bulbs, photocells are used for environmental lighting.
- With the thermostat valve in the office and camping area heating system, we prevent unnecessary heat from the radiator used.
- The heating system is operated in accordance with the air temperature, the use of air conditioning is kept at a low level.

- One of the most important energy consumption indicators in our dam projects is the energy spent during the transportation of excavation-filling materials. In order to reduce this energy consumption, road routes that will provide minimum consumption are determined, thus saving fuel consumption.
- All electricity requirements are met through the city grid. Electric infrastructure; generators are set up to operate only in the event of a breakdown in the city network. In this way, unnecessary use of generators is prevented.
- Damaged electrical cables are replaced immediately.



In addition to dust emissions, we also have fossil fuel utilization for transportation and heating; energy consumption and greenhouse gas emission resulting from electricity consumption. The said energy consumption and the greenhouse gas emissions arising from these consumptions are given below.

In-House Energy Consumption (GJ)	KHEV Project	BBFA Project	BST Project	ÜAG Metro Project	TOTAL
Fuel					
Diesel (fuel/heating)	1.974	105.791	9.054	44.843	161.662
Natural Gas				40.490	40.490
CNG*	2.431				2.431
Electricity					
Electricity form the grid	2.451	5.275	2.965	21.903	32.594
Total Energy Consumption	6.855	111.066	12.019	107.236	237.177

Table 7: Projects Internal Energy Consumption Data (GJ).

Note 1: The data provided in the table consists of energy consumption of Scope 1 and Scope 2 in GHG emissions calculation methodology, in other words, the consumption of machinery and vehicles belonging to Nurol Construction.

Note 2: Electricity is used for heating purposes in Boukhroufa Dam Project, so there is no fuel consumption recorded here. There is no heat center in Souk Tleta Dam project, thus there is no fuel consumption for heating purposes.

^{*}Compressed Natural Gas - CNG: Compressed Natural Gas

Greenhouse Gas Emissions from Our Energy Consumption (tCO2e)

Scope	Emission Source	KHEV Project	BBFA Project	BST Project	ÜAG Metro Project	TOTAL
	Direct Emissions					
Scope 1	Diesel Fuel Combustion Emission	146	7.839	671	3.323	11.980
эсорс 1	Natural Gas Combustion Emission				2.272	2.272
	CNG Combustion Emission	136				136
Scope 2	Indirect Electricity Emissions					
Scope 2	Electricity Consumption Emission	317	750	422	2.829	4.318
	TOTAL	599	8.589	1.093	8.424	18.705

Table 8: Greenhouse Gas Emissions from Projects Energy Consumption (tCO2e)

Note: Data consists of the energy consumptions in Scope 1 and Scope 2 emissions for the calculation for GHG emissions, in other words, GHG emissions from machinery and vehicles belonging to Nurol Construction.

We should note that the comparison charts showing the change in energy consumption of our projects over the years are as follows. Due to the more active field work in Konya Eyiste Viaduct Project in 2020, the increase in the amount of fuel originating from our construction machines has led to an increase in emission values. In our project, there is a decrease in electricity consumption data compared to last year, and our emission amount from electricity decreases compared to last year. In Boukhroufa Dam and Souk Tleta Dam Projects, there have been work stoppages in the field due to the pandemic, therefore, our emission values from construction machines have decreased. Since the electricity distribution company Sonelgaz made the third phase connection to the meters in 2020 in Souk Tleta Dam Project, electricity consumption amounts have increased compared to 2019. Third phase consumption data is not included in the electricity consumption data of 2019. ÜAG Metro Project is our project with the highest emission values, as it has camping areas and work areas in more than one location within the scope of the report.

Internal Energy Consumption (GJ) by Years



Chart 2: Internal Energy Consumption (GJ) by Years

Greenhouse Gas Emissions from Energy Consumption (tCO2e)



Chart 3: Greenhouse Gas Emissions from Energy Consumption by Years (tCO2e)

Not: Since ÜAG Metro Project was not included in the report in 2019, the table does not include the values of the previous year.

Operating in the construction sector; we do not have the means to provide the GHG emission intensity of our projects, due to the the fact that the production processes are gradual (earthworks, concrete works, etc.), different manufacturing types (motorway, dam, etc.) and each project and project location have its own characteristics.

WATER MANAGEMENT

In addition to water being our basic need, we manage water utility in all our processes to ensure the deliberate and effective use of water, which is our most important natural resource, and we take many measures to prevent unnecessary use of water. In the decade we are living when we face problems such as water scarcity, access to clean water with climate change, we demonstrate a more sensitive approach to water management in every location we work. In this context, we manage our water with solutions suitable for the conditions of the regions we work.

In Nurol Construction head office, we frequently inform our employees to raise awareness about water management. We use contactless sensor faucets to prevent water waste.

In Eyiste Viaduct Project, water needs are supply with the drainage system was formed by the collection of water leaking rom the surface to the underground, and any ground and surface water sources are not used for drafting. For this reason, we do not have an impact that will adversely affect the source of the water used. We implement the works that will minimize the environmental impacts that occur during the activities carried out in our project, in our field and in our camp areas.

Boukhroufa and Souk Tleta Dam Projects, surface waters and groundwater are used due to the locations of our camp sites and sites. We take our precautions for surface waters and groundwater, taking into account the environmental impacts arising from our activities. In Souk Tleta Dam Project, permits from competent authorities have been obtained for utility of groundwater, and water analysis are carried out in three-month periods. We use surface water in Souk Tleta Dam Project for concrete plant and plots, and we prefer groundwater for utility water.

The drinking water supply in ÜAG Metro Project is met from the ready-made water company. The utility water and the water requirement for manufacturing are supplied from the city network. Surface water and groundwater are not used in our project. In our kitchens and dining halls, ready-made water is provided for the potable water supplied in packages and in bulk. The water analysis reports of the relevant spring from which the ready water comes are followed regularly. We monitor our water consumption amounts on a monthly basis. Failure, leakage etc. We carry out our repair work immediately with our team in our project for cases. In this context, we maintain our approach sensitively, aware of our responsibility, especially since the water levels in our dams in the province of Istanbul, where we work, have dropped to critical points.

According to another company policy, we have quarterly disinfection and monthly analysis studies of water used for human consumption and stored in tanks in our project. We keep track of the disinfection records of our warehouses and the water analysis reports prepared by accredited laboratories within the scope of the "Regulation on Water Intended for Human Consumption".

Within the scope of our project, our segment production plant is located in the long (5000 m-Basin border) protection area of the Ömerli Dam Basin. The factory is located in the plan areas approved by the IMM Assembly Decisions and is located outside the stream improvement area and the stream

nors of the factory were received

operation band. Wastewater opinion letters of the factory were received from the İSKİ Wastewater Department. Our other construction sites are located outside the watershed protection distances.

NUROL YES SUSTAINABILITY REPORT 2020

Within the scope of our project, our segment production plant is located in the long (5000 m-Basin border) protection area of the Ömerli Dam Basin. The factory is located in the plan areas approved by the IMM Assembly Decisions and is located outside the stream improvement area and the stream operation band. Wastewater opinion letters of the factory were received from the İSKİ Wastewater Department. Our other construction sites are located outside the watershed protection distances.

- Infrastructure displacement studies within the framework
 of the permissions obtained from the competent authorities and
 approved projects before the activities begin at our construction sites,
- Making connections to wastewater lines in all of our construction sites in the management of wastewater and checking the lines regularly,
- Protection of rain water lines in the construction site.

- Establishing impermeable floors in the stacking of materials to be used in excavation and tunnel manufacturing and taking measures to protect groundwater,
- Positioning the oil, fuel and chemical storage tanks at our construction sites on impermeable ground and with overflow pools.

Water Withdrawal

We provide our water for our camp sites and work on site, according to the infrastructure systems of the locations we are located and the available usage resources. We follow the water we use and the discharges of the water we consume. This tracking system allows us to improve our work to calculate our water footprint.

Tracking of water withdrawal and discharge will help us to measure water footprint and manage our activities more effectively.

Water Drawing Levels according to source is mentioned below:

Project	Tap Water	Surface Water (river, lake, etc.)	Underground Water
Konya Eyiste Viaduct Project	-	125.680 m ³	-
Boukhroufa Dam Project	-	182.000 m ³	20.904 m ³
Souk Tleta Dam Project	-	7.870 m³	14.850 m ³
ÜAG Metro Project	108.727 m ³	-	-

Table 9: Withdrawal Rates by Project Sources (m³)

When we examine the water withdrawal data of 2020, there is an increase in the water withdrawal data compared to 2019 due to the more intensive work in the field in Eyiste Viaduct Project. In Boukhroufa and Souk Tleta Dam Projects, the amount of water withdrawal has decreased compared to last year. The work stoppages in 2020 were effective in this decrease. In ÜAG Metro Project, there is no intensive use of mains water compared to the size of the project. The water requirement for the catering activity in our project is met through the ready water stored tin the tankers, and the mains water associated with this activity is not used.



Chart 4: Water Withdrawal Amounts (m3)

Our water withdrawal varies in our projects, depending on the intensity of our activities in our projects. Surface waters are generally used for our field work, and groundwater wells are preferred for use in camping areas. We also have a project that uses surface water in camping areas. Mains water is used for our projects located in the city center.

In our projects, a high percentage of surface waters are drawn, and groundwater is among the sources we use heavily.

There are no water resources in our project regions that are significantly affected by the amount of water withdrawals we have stated in the table above. Studies on water recycling and reuse in our fields or head office are included under the title of "Water Consumption".

Water Consumption

We take measures for the conscious use of both drinking water and potable water in our projects, and we produce various solutions according to the opportunities at the locations where we operate to reduce water consumption. In our activities with intensive water use, we take special care to reduce water consumption and periodically check the amount of water consumed. Although there is no water source that is significantly affected by our water withdrawals in our projects, the saving measures taken are listed below.

Project Title	Intended Use	Water Source	Amount (m3/yıl)
Eyiste Viaduct Project	General (garden irrigation, cleaning, etc.)	Surface Water	19.000
	Construction Camp Area	Deep Water Well Near the Camp	19.503
	Stone Crusher	Boukhroufa Stream Bed	22.400
Boukhroufa Dam	Concrete Plant	Deep Water Well Near the Camp	1.401
Project	Fillling Material and Concrete Sprinkling	Boukhroufa Stream Bed	106.600
	Street Sprinkling	Boukhroufa Stream Bed	45.000
	Injection Hole	Boukhroufa Stream Bed	8.000
	Utility Water	Groundwater	14.850
Souk Tleta Dam Project	Drinking Water	Natural Source	157
·	Concrete and Sprinkler	Surface Water	7.870
ÜAG Metro	Utility and Process Water	Mains Water	108.727
Project	Utility Water	Spring Water (Flowing)	503
	Drinking Water	Spring Water (Packaged)	544

Table 10: Water Usage Amounts in Projects (m3)

Konya Eyiste Viaduct Project

The amount of water used in the camping area in Konya Eyiste Viaduct Project is 19.000 m³, and the measures we take to water saving are given below.

- We provide instructions to our employees to prevent unnecessary water consumption.
- We try to minimize losses by responding quickly in case of failure.
- -Thanks to the fact that there is water installation in all areas of the camp site, we use packaged water only as drinking water.
- In order to prevent the continuous use of clean water resources for mixer, pump and twinshaft backwashing in the concrete plant in our project, the water that is rested in the settling basin is used again for mixer washing. The amount of water reused this year is 1.035 m³.

Boukhroufa Dam Project

Our water consumption amount in our project this year was 202.904 $\,$ m³, and 19.503 $\,$ m³ of water was used in the camp area. Compared to last year, there is a close to 16% decrease in water consumption data. Due to the pandemic, the decrease in the number of employees in the project and the limited work in the work areas caused a change in the usage data. We have stated below our efforts to save water consumption.

- To meet the water requirement of the crusher facility, a creek was built on the stream bed, and after the water accumulated in the crate was used in the crusher facility, the suspended materials collapsed by resting in the pool in front of the spring cofferdam. This rested water is used again for irrigation of roads and injection drills with its body filling. In this way, we save a 159.600 m3 of water taken from the creek Boukhroufa of 182.000 m³ reusing it.
- We inform our employees about water conservation in environmental information trainings we provide.

Souk Tleta Dam Project

In the camp area of our project, 14.850 m³ of water was used, and 7.870 m³ of water was used for concrete and sprinkler, and water saving measures were taken as follows.

- Utilizing of water saving systems.
- Savinhg by designating a single area for the car wash system.
- Storage of drinking water in suitable environment and consumption for the main purpose.
- We create awareness among our employees through trainings on the conscious use of water.
- We have warning signs in places where there is water use in order to prevent unnecessary use of wa ter.

Ümraniye-Ataşehir-Göztepe Metro Project

In the Ümraniye-Ataşehir-Göztepe Metro Project, the amount of water used from the city network is 108.727 m³ for 2020, the amount of utility water supplied in bulk is 502.6 m³ and the amount of packaged water for drinking water is 543,630 m³.

In our project, we take the following measures to save water.

- With the regular control of water consumption, we monitor the water leaks that may occur in the lines.
- We immediately intervene in malfunctions and leaks that will increase water consumption.
- We have shower heads and taps checked and maintained under the responsibility of the camp supervisor.
- We prefer energy-saving washing machines and dryers in the purchasing process. We recommend running the washing machines on the economic programme.
- We raise awareness by raising awareness through training and various visual and poster works.
- We ensure that the packaged drinking water is stored in closed areas protected from direct sunlight and external influences. Thus, we ensure that our employees have access to clean water and its quality is not compromised.
- We have the tank disinfection and water analysis of the water we store in the water tanks and use as domestic water by the authorized institutions. In addition to preserving the quality of the water, we reduce the packaging waste generation by reducing the supply of packaged water.
- In the selection of wheel washing units installed at our construction sites, we prevent wastage of water by choosing units that use recirculating water. All wheel washing units currently used have been supplied in accordance with this principle.
- The water used in the wheel washing units is transferred to the settling basin, after it is separated from the sludge in the settling basin, it is returned to the system and used again for washing. In this way, 1,460 m³ of water was reused in 2020.

Waste-Water Management

Depending on the infrastructure in the regions where we operate, domestic waste water disposal methods are determined at the planning stages of our projects, and domestic waste water is transferred to the sewage system in the regions with the appropriate infrastructure. In areas where there is no sewage system, we use a septic tank application or treatment system depending on the number of employees envisaged to stay in the camp.

In our projects where there is no proper sewage system, we obtain the permissions from the legal authorities and install septic tanks. The septic tanks are constructed as leak proof to eliminate the environmental impact and are checked by the authorized institution for the leak proof after installation. Waste water disposal protocol is made with the institutions that will discharge the wastewater in our region, and in accordance with the protocol, the wastewater is sent to the discharge area at regular intervals by means of a vacuum truck. Withdrawal r eceipt records are kept for each shot. After the withdrawal, we also obtain information about the areas where the vacuum truck casts, and we examine its environmental compatibility.

In accordance with the legal regulations, in case the number of personnel staying in the camp is not suitable for septic tanks, package treatment systems are installed. We carry out periodic checks of these systems, and perform their maintenance and breakdowns without delay.

Prevention of spillage-scattering and the corrective interventions in cases where it prevented the other dimensions of our waste water management. In this context, applications in our projects are mentioned under the heading Waste Management. If we mention briefly here;

Environmental teams were set up to respond in case of any environmental accident related to waste water happened in Konya Eyiste Viaduct Project and trainings and drills were organized for measures. Environmental kits are provided for use in situations such as spill-scattering. In similar cases, subcontractors also have equipment and teams that can intervene in the same way. In case of an environmental accident, the subcontractor has an obligation to make a verbal notification within 2 hours and a written notification within 48 hours.

In accordance with the contract made with the subcontractor in Boukhroufa Dam Project, it is responsible for immediately reporting all damages, including environmental pollution, to the Contractor due to their work, and is responsible for all damages. In this context, sub-contractors were informed about this issue.

The waste water of the camp is given to the Boukhroufa Stream with free flow after biological treatment. In the event of a malfunction in biological treatment, it is planned to withdraw the waste water with a vacuum truck and transport it to the treatment plant in the region.

The muddy water coming out of the crusher plant is rested in the sedimentation basin and the water is reused, and the excess water flows freely into the stream after the basin. If the sedimentation basin of the crusher plant is filled with clay and silt, the operation of the plant will be stopped and the crusher will be allowed to operate after the basin is cleaned.

Since the personnel of the subcontractors from outside the region stay in the camp established by our company, the water network coming from the existing deep well is used and the wastewater is given to the Boukhroufa stream via the biological treatment plant.

The responsibility of the subcontractor to immediately notify the Contractor of all kinds of damages, including environmental pollution, that the environment is exposed to due to its work as per the contract made with the subcontractor, and it is responsible for all damages incurred. In the meeting held with the subcontractor, information was given about the use of absorbent material and theactions to be taken in case of a spill. In subcontractor works, equipment is available when there is damage to the environment, spillage, and equipment support is provided by us when it is insufficient.

In the Souk Tleta Dam Project, our personnel and subcontractors were informed about what to do in case of any leakage related to wastewater. In case of environmental accidents, subcontractors were notified about the project management and OHS-E teams urgently.

The wastewater released at the construction site is discharged to the sewerage system used in the surrounding villages located in the lower region of the construction site by using the local septic tanks located around the structures. It has been stated that this sewage system reaches the treatment system, and it is reported that in case of clogging, a vacuum truck is called and conveyed to the waste treatment system in the Oued Smar region. It is known that the water coming out of the system reaches the sea by being released into the Bougdura stream bed.

There is no information from water discharges that, in the opinion of the relevant experts (municipal authorities), there are significant effects on the water body and related habitats.

Our personnel and subcontractors have been informed about what to do in case of any leakage related to wastewater in Souk Tleta Dam Project. In the event of environmental accidents, subcontractors were notified urgently to inform the project management and OHS-E teams.

In ÜAG Metro Project, we discharge domestic and industrial wastewater generated at all our construction sites to İSKİ wastewater lines. We do not directly discharge any wastewater to the receiving environments.

We carry out the discharge of domestic and industrial wastewater to iSKİ wastewater lines by ensuring the discharge limits determined within the scope of İSKİ Wastewater Discharge into Sewage Regulation. In this context, we request a Discharge Permit/GSMR opinion from İSKİ and obtain a Discharge Permit/GSMR opinion of conformity as a result of on-site inspections by İSKİ officials.

We are monitor and record the compliance of the wastewater we discharge with the discharge limits with the water analyzes made by authorized environmental analysis laboratories and/or by İSKİ.

In ÜAG Metro Project, spill kits have been provided in order to respond to a possible environmental accident. We conduct training and exercises for employees to develop the right intervention style in case of environmental accidents. In these exercises, environmental emergencies/environmental accidents, identification of the polluting substance and selection of appropriate personal protective equipment (PPE), issues to be considered by response teams, effective and correct use of response equipment, how to protect receiving environments in response to pollution, after cleaning we mention on issues such as the management of contaminated wastes.

Water Discharge By Receiving Environment

Project	Waste Water Source	Quantity (m³/year)	Wastewater Discharge Point and Method
Konya Eyiste Viaduct Project	Camp Area Domestic Usage	1.220	There is no waste water discharge to the receiving environment. Septic shooting is done with a vacuum truck.
	Construction Camp Area	19.503	After biological treatment, it is given to the Boukhroufa Stream with free flow.
Boukhroufa Dam Project	Stone Crusher	22.400	After the settling basin, the water is reused or given to the Boukhroufa Stream with free flow.
Souk Tleta Dam Project	Construction Camp Area	14.850	It is provided with sewage system and gravitational flow.
ÜAG Metro Project	Construction Site, Camp Area and Offices	109.773	İSKİ Wastewater Lines

Table 11: Amounts of Water Discharge to the Receiving Environment within the scope of the projects (m³)

Water Bodies Affected by Water Discharges

When we examine the water bodies that will be affected by flowing or the water we discharge within the scope of our projects;

In Konya Eyiste Viaduct Project, wastewater is collected in the septic tank due to the non-availability of a sewage system. There is no discharge to the water bodies. In accordance with the protocol made with the municipality of the region, withdrawal is done regularly with a sewer truck. During the camp set-up phase, infrastructure has been established to collect all domestic wastewater at the same point, including our subcontractors within our camp site. The septic tank where domestic wastewater is delivered has been built in accordance with legal regulations and has a leak proof report. There is a sealed septic tank in the camp site of our subcontractor where we supply ready mixed concrete. We follow the regular withdrawal records.

In Boukhroufa Dam Project has a package biological treatment facility depending on the number of employees. Although necessary periodic controls are provided for biological treatment, in case of any malfunction, it is planned to draw waste water with the sewage truck and move it to the treatment plant in the region. The wastewater that goes through biological treatment is discharged to Boukhroufa Stream. Since water is treated before discharging, there is no negative impact on waste water. Since subcontractor personnel are staying in the camp site owned by Nurol Construction, a common practice is made regarding the disposal of wastewater. Periodic wastewater analysis complies with discharge limits.

In Souk Tleta Dam Project, domestic wastewater is discharged to the sewage system located in the sub-region of the site, using local septic tanks. This sewage system reaches the treatment plant in the Oued Smar region. It is known that the water coming out of the system is released to the bed of Bougdura stream and reaches to the Mediterranean Sea. In case of any blockage in the waste water systems of our Souk Tleta Dam Project, sewage service is provided.

In Ümraniye-Ataşehir-Göztepe Metro Project, the wastewater originating from all our construction sites and camp sites is discharged to İSKİ wastewater lines. All of the wastewater we discharge reaches the wastewater treatment plants belonging to İSKİ. In this context, we pay our channel participation fees to İSKİ and obtain Discharge permit certificates/GSMR opinions from İSKİ for the wastewater discharges we make in accordance with the limit values determined in the İSKİ Sewer Discharge Regulation.

WASTE MANAGEMENT

In addition to the legal requirements we are subject to, we ensure that our wastes are collected separately in our head office and in all our projects, and that they are recycled or disposed according to the type of waste. Our main principle is to plan activities with a preventive approach to waste generation and to make decisions regarding this. The primary purpose is to avoid waste generation in the waste management process. According to the waste hierarchy, our first goal in our waste management is to eliminate waste at its source and to try to reduce waste generation in cases where we cannot do this. Minimizing the amount of waste generated, re-use for other purposes, recycling and treatment options and finally waste disposal. According to the conditions of the country we live in, we contact the organizations that will organize the most environmentally appropriate disposal process in cases where there are no licensed organizations and there is no legal regulation.

In our projects, we have Temporary Waste Storage Facilities where our waste will be stored temporarily before being given to disposal companies. Temporary storage areas have been built in accordance with the legislative requirements and separate storage areas have been created for each waste. Waste areas are named and summary material safety forms for chemical wastes are hanged in the areas. In case of any leakage-spillage, environmental kits are available at the facility for intervention. Fire extinguishers are located against emergency situations. Authorized personnel have been assigned for temporary waste storage facilities and trainings on waste management have been provided. We also control the waste areas of our subcontractors within this scope, and support our subcontractors regarding the possibilities when necessary.

We are using this system in waste disposal processes by transitioning to the "Waste Management Application/Motat" system created by the Ministry for the delivery of our hazardous waste.

We inform our employees about waste management in recruitment training and general environmental training. We provide tool-box trainings for our personnel working in our machinery supply facilities, especially on the fields, for our hazardous wastes released daily, weekly. In 2020, training on hazardous waste management and applicable legislation was held with our OHS-E and Administrative Affairs teams at all locations by Merkez Integrated Management Systems.





We continued our circular economy studies in 2020 with the "Preliminary Evaluation Support Project" implemented by the Material Marketplace Platform, to which we became a member in 2019. We should clearly state that with Eyiste Viaduct Project, we started to work with an academician and experts from the Sustainability Development Association to evaluate the wastes released in the Merkez Machinery Supply Warehouse Facilities and we continue the process of developing alternative applications for the recovery or recycling of wastes.

Konya Eyiste Viaduct Project

The amount of waste generated in Konya Eyiste Viaduct Project this year has been conveyed through the table below. While domestic waste and hazardous wastes were disposed of in accordance with the regulations within the possibilities in the region where our project is located, iron wastes were recycled. When compared to 2019, the amount of hazardous waste has increased due to intensive field work. In 2020, due to the increase in the number of personnel in parallel with the increase in superstructure and landslide improvement productions, there has been an increase in the amount of domestic waste and vegetable waste oil.

"Form Oil Stations" have been established for form oil waste in our field in Konya Eyiste Viaduct Project. These stations were created by using oil pails that are waste, and thus a recovery was provided from these wastes.

The concrete sample stones exposed in the project in 2020 were given to the local people and used as a building material in the landscaping of the villages. In this way, our high-strength concrete wastes were evaluated and improvements were made in terms of reuse.

	Waste Type	Waste Amount	Unit
	Contaminated Packaging Waste	200	kg
	Concrete Waste	100	m³
	Unused Concrete Admixture	5.520	kg
Hazardous Waste	Methylene Blues	30	lt
	Vegetable Waste Oil	130	lt
	Medical Waste	3	kg
	End of Life Tires	500	kg
Non-Hazardous Waste	Domestic Waste	8,8	ton
Non Hazaradas Waste	Iron	159,7	ton
	Waste Type	Waste Amount	Unit
	Waste Type Contaminated Packaging Waste	Waste Amount 200	Unit kg
	Contaminated Packaging Waste	200	kg
Dispose	Contaminated Packaging Waste Concrete Waste	200	kg m³
Dispose	Contaminated Packaging Waste Concrete Waste Unused Concrete Admixture	200 100 5.520	kg m³ kg
Dispose	Contaminated Packaging Waste Concrete Waste Unused Concrete Admixture Methylene Blues	200 100 5.520 30	kg m³ kg It
Dispose	Contaminated Packaging Waste Concrete Waste Unused Concrete Admixture Methylene Blues Vegetable Waste Oil	200 100 5.520 30 130	kg m³ kg It It
Dispose	Contaminated Packaging Waste Concrete Waste Unused Concrete Admixture Methylene Blues Vegetable Waste Oil Medical Waste	200 100 5.520 30 130	kg m³ kg It It

Table 12: Amount of Waste in the KHEV Project

Boukfara Dam Project

That a large amount of hazardous waste generated in Boukhroufa Dam Project in 2020 was delivered to licensed companies with appropriate disposal conditions. The remaining wastes are collected in the temporary waste storage areas at our construction site and are kept for disposal. In our project, there is a decrease of 44% in our domestic waste compared to 2019. The limited working opportunities and the decrease in the number of personnel due to the pandemic have been effective in the reduction of waste.

Waste Type	Waste Amount	Waste Amount in Temprorary Waste Area	Unit
Medical Waste	42	12	kg
Oil	18.240	5.000	lt
Battery	113	26	adet
End of Life Tires	1.290	1.290	adet
Domestic Waste	40.120	0	kg
Iron	40	40	ton
Waste Type	Waste Amount		Unit
Oil	13.240		lt
Battery	87		adet
Domestic Waste	40.120		kg
Medical Waste	30		kg
	Medical Waste Oil Battery End of Life Tires Domestic Waste Iron Waste Type Oil Battery Domestic Waste	Medical Waste 42 Oil 18.240 Battery 113 End of Life Tires 1.290 Domestic Waste 40.120 Iron 40 Waste Type Waste Amount Oil 13.240 Battery 87 Domestic Waste 40.120	Waste Type Waste Amount Temprorary Waste Area Medical Waste 42 12 Oil 18.240 5.000 Battery 113 26 End of Life Tires 1.290 1.290 Domestic Waste 40.120 0 Iron 40 40 Waste Type Waste Amount Oil 13.240 Battery 87 Domestic Waste 40.120

Table 13: Amount of Waste in the BBFA Project

Souk Tleta Dam Project

All of the domestic wastes and oil wastes generated in Souk Tleta Dam Project were duly disposed of, and all of the iron waste and plastic wastes were recycled. In our project, machine waste oil is reused as mould oil. Compared to 2019, domestic wastes in our project decreased by 13% and our plastic wastes by 56%.

	Waste Type	Waste Amount	Unit
Hazardous Waste	Oil	6.115	lt
Non-Hazardous Waste	Domestic Waste	128,1	ton
	Plastic Waste	4,7	ton
	Iron	17,25	ton
	Waste Type	Waste Amount	Unit
	Waste Type Oil	Waste Amount 6.115	Unit It
Dispose			
	Oil	6.115	lt
Dispose Recycling	Oil Domestic Waste	6.115 128,1	lt ton

Table 14: Amount of Waste in the BST Project

Ümraniye-Ataşehir-Göztepe Metro Project

In Ümraniye-Ataşehir-Göztepe Metro Project; Non-hazardous and hazardous wastes, which were temporarily stored under appropriate conditions, were disposed of in accordance with the regulation, machine oils, contaminated materials, batteries and accumulators, packaging wastes, end-of-life tires, edible oils and fats were sent to recycling facilities.



Within the scope of waste management activities in our project, we carried out a campaign on waste batteries and managed the waste batteries without harming the environment by ensuring that the batteries used by the employees for work are collected with the "Bring the Old Battery, Take the New Battery" campaign.

Within the scope of improvement practices in environmental management, we started the production of vermicompost for the evaluation of organic wastes from the kitchen and dining hall. We ensure the evaluation of approximately 5-6 kg of organic waste per day. We use the worm fertilizers we have produced in our landscaping works at our construction sites.

Due to the pandemic conditions we are struggling with in 2020, our plastic waste amounts have increased accordingly, as we have started to prefer disposable materials in our dining halls and kitchens in ÜAG Metro Project.

	Waste Type	Waste Amount	Unit
Hazardous Waste	Other Hydraulic Oils	18.512	kg
	Other Engine, Transmission and Lubricating Oils	2.800	kg
	Contaminated Packaging	38.598	kg
	Solid State Metalic Package	896	kg
	Contaminated Filter, Absorbent, Cleaning Fabric, Protective Clothing	1.388	kg
	Oil Filters	906	kg
	Contaminated Wood, Glass and Plastic	1.188	kg
	Medical Waste	12,5	kg
	Pile and Acumulators	4	kg
Non-Hazardous Waste	Mix Package	2.035	kg
	End of Life Tires	84	adet
	Edible Liquid and Solid Oils	960	kg

Table 15: Amount of Waste in the ÜAG Metro Project

	Waste Type	Waste Amount	Unit
Dispose	Solid State Metalic Package	896	kg
	Contaminated Filter, Absorbent, Cleaning Fabric, Protective Clothing	1.388	kg
·	Oil Filters	906	kg
	Medical Waste	12,5	kg
Recycling	Other Hydraulic Oils	18.512	kg
	Other Engine, Transmission and Lubricating Oils	2.800	kg
	Contaminated Packaging	38.598	kg
	Contaminated Wood, Glass and Plastic	1.188	kg
	Pile and Acumulators	4	kg
	Mix Package	2.035	kg
	End of Life Tires	84	adet
	Edible Liquid and Solid Oils	960	kg

Table 15: Amount of Waste in the ÜAG Metro Project

We take various preventive measures to prevent significant spillage-scattering and contamination before and during field activities for our projects. Within this scope, the following activities are among the measures taken in our projects:

- Determining the procedure including the methods of intervention against leaks and spills and organizing trainings and exercises on this subject.
- Conducting regular audit at all our construction sites and including the construction sites of subcontractors in the audit process,
- Keeping the contact of hazardous wastes with the receiving environment (soil, water, etc.), keeping them in temporary waste tanks in accordance with the standards, establishing waste stations on site for hazardous wastes,
- Collecting concrete wastes from the field and transporting them to the casting sites,
- Temporary waste storage areas, which cannot be created permanently due to space constraints, are created as mobile and positioned in appropriate areas according to the construction site work schedule due to their portability,
- Environmental kits placed in waste area and appropriate areas on
- Collecting the medical wastes generated in the infirmary in waste bins in accordance with legal requirements and sending them for disposal,

- Separate collection of waste vegetable oils in drums with rings and sending them for recycling,
- Separate collection of excavation soil and concrete wastes and transporting them to dump sites,
- Positioning of fuel tanks, generators and concrete additive tanks in an impermeable overflow basin,
- Mobil yakıt tankı bakımlarının sürekli yapılması ve acil durum kitlerinin seyyar yakıt tanklarında bulundurulması,
- Continuous maintenance of mobile fuel tanks and keeping emergency kits in mobile fuel tanks,
- Storage of portable generators in large drip pans at construction site,
- Using drip pans or absorbent materials during oil changes and maintenance of construction equipment
- Establishment of car wash areas and no washing outside these areas.

- In excavation works, firstly, the soil on the surface is stripped and stored in suitable areas to restore the land at the end of the study,
- Preventing waste oil from mixing with water by making oil trap at the exit of the maintenance channel
- Performing daily and weekly inspections of the waste-water treatment system, meeting the minimum analysis requirements specified in the legislation,

No large-scale industrial accident, spill-scattering occurred in our projects within the scope of the "Regulation on Soil Pollution Control and Point Sourced Contaminated Sites".

BIODIVERSITY

There are no IUCN red list species and species included in the national conservation list in the areas affected by their activities in our projects within the scope of the report. In addition, there are no protected or restored habitats in our project sites.

Similarly; our projects have no significant impact on areas with high biodiversity value, except protected and non-protected areas.





DETAILED INFORMATION:

For IUCN Red List Types https://www.iucnredlist.org/search/list?taxonlevel=amazing&searchtype=species





OCCUPATIONAL HEALTH AND SAFETY

It is very crucial for us that our employees and stakeholders we work with are able to return their homes healthy without suffering from any occupational accidents. We approach our processes in line with the zero accident approach in our organization and underline at every opportunity that this understanding is an integral part of our culture. With this point of view, we try to spread risk-based thinking and proactive business conduct in the organization. While planning our activities, we act with a preventive perspective and we adhere to the principle of continuous improvement.



We reflect our corporate culture on Occupational Health and Safety with our "OHS Policy" and indicate our senior management's commitments on occupational health and safety in our policy. We carry out awareness-raising activities at every opportunity for our employees and stakeholders to turn working into a business manner with safe working principles.

In all of our locations, we try to implement practices above legal requirements with our ISO 45001: 2018 Occupational Health and Safety Management System, as well as meeting the requirements of the legislation of the country of work.

We periodically review our Occupational Health and Safety Management System through internal audits, and follow up the findings obtained after the audit through our corrective action systematic. We have successfully completed the interim audit conducted by the independent certification body BSI (British Standards Institution), we worked together in 2020, and continue the system applications in accordance with the principles of continuous improvement.

We regularly control the operations of the subcontractors and suppliers we work with to ensure that they provide services in accordance with our corporate culture, commitments and legal requirements regarding OHS. We support them to make improvements in the necessary areas in terms of OHS practices. In parallel with this, we carry out planned audits once a year with competent auditor teams to our subcontractors and suppliers. We provide mentorship in areas that are open to improvement with law and regulatory compliance control.

Occupational health and safety teams in our projects are although experts in their fields, we provide various training opportunities to our teams in order to adapt to current developments and innovations. Project OHS teams are operationally linked to Central Integrated Management Systems, all the procedures and instructions implemented are centrally controlled and systematically implemented in all our projects. We also carry out project-specific applications in line with the locations and activities where the projects are carried out.

In the target programs we create annually, we include occupational health and safety targets, and we follow the implementation status of the targets on a monthly basis. We try to take control if there are deviations by giving monthly returns feedback on compliance with the targets.

By determining the main hazards that we may encounter in the workplaces at the planning stage, we conduct risk assessments and follow your risk assessments up-to-date with action plans suitable for the control hierarchy. At the same time, we try to ensure that our employees are aware of the dangers they may encounter through these risk assessments. In addition to legal training, we provide our employees with job-specific training to increase their awareness. .



We published the "Handbook of OHS-E with Baha Bişolmaz's Adventures" in 2020 and sent it to our project teams to be communicated to all our employees. With the booklet, we have provided our employees with the development of their knowledge on "Occupational Health and Safety" and "Environment", as well as conveyed the instructions they have to follow while working. While our project teams communicated the handbook to the employees, they also introduced Baha Bişolmaz, the character of Nurol İnşaat, and gave information about the handbook. We added the character of Baha Bisolmaz, which we aim to reflect the OHS-E culture of our institution, to our presentation formats, and we made models to put it in visible areas in our projects. In ÜAG Metro Project, together with our OHS-E Handbook, the "GÜÇEK Handbook" containing the working instructions to be distributed especially to the blue collar personnel was prepared, and the responsibilities and rules on occupational health and safety were effectively conveyed by communicating it to all employees.

We work to ensure that our employees take an active role in our occupational health and safety management system, and we attach great importance to informing them about occupational health and safety and getting their opinions. In the OHS-E Boards that we organize monthly in all our projects, the opinions of our employees on OHS-E issues are taken and evaluated with the employee representatives determined in our projects. Our employee representatives are expected to communicate with our blue collar personnel, who are active on site, to receive their opinions and forward them to the board. At the end of the meeting, the meeting decisions are recorded and announced to the relevant parties for realization. Decisions are also posted on bulletin boards.

As Nurol Construction, in cases where it is not legal obligation to establish an OHS-E Board (different countries, number of employees, etc.), we form an OHS-E Board for the projects and hold monthly meetings.

In addition to the committees, OHS meetings are held regularly at the time intervals determined by each project, and subcontractor OHS representatives are also involved in these meetings. Depending on the issues, subcontractor project manager/site supervisors are also asked to participate.

Another platform where we obtain opinions of our employees is "Nurol Construction Family Talks Organizations". We obtain opinions of our employees on occupational health and safety, evaluate them and follow their actions in organizations held every 3 months at least.

We share all the occupational health and safety practices we have conducted with the senior management in quarterly board reports. We also present our occupational health and safety performances to senior management at annual Management Review meetings.

The most important change affecting our Occupational Health and Safety practices in 2020 was the Covid-19 pandemic. We have explained in detail the work we have carried out in this context in the section Our Occupational Health and Safety Performance.





We started to publish the "Monthly Integrated Management Systems Bulletin" in 2020 in order to increase the visibility of the good practices in our projects and to create a idea for other projects to be informed about these practices and to adapt them to their own projects. Through this bulletin, we encourage our project teams to implement good practices and enable them to improve their OHS-E performance.

OCCUPATIONAL HEALTH AND SAFETY TRAININGS

We believe that occupational health and safety training is an important guide for our employees, and we have definitely observed the positive effect of providing effective training in accordance with the needs in OHS practices. We follow up-to-date developments in order to provide trainings in accordance with new technologies and systems in order to raise awareness and raise consciousness among our employees.

Considering the implementation status of the trainings planned for the previous year, we conduct training needs analysis for our trainings that we will carry out during the year and determine our annual training plans according to these analysis.

We provide orientation training for all our personnel who are employed in our head offices and projects, and then complete the basic health and safety training, in a frequency and duration as determined by the legislation. Along with orientation training in our projects, our employees are given specific employment commencement training, where the dangers that may occur in the project region and what needs to be done, the description and requirements of the job are conveyed. Annual trainings are planned for the emergency, OHS Board and risk assessment teams as required by the legislation, and employee representatives are informed by trainings.



We organize professional qualification training for our employees for the professions that are required by law. With the same perspective, we check the professional competence documents of subcontractor employees.

That in daily activities, we conduct on-the-job training before starting work and remind our employees of the dangers and rules. In order to support our projects in daily toolbox trainings, a 30-issue **Nurol İnşaat Toolbox Talks** booklet was prepared by the Central Integrated Management Systems Department and distributed to all our projects.

We prefer single-point trainings in order to improve the behavior of our employees in accordance with the action plans, related to emergencies, which is one of the most important issues. We update the trainings of our emergency teams before and after the emergency drills, and remind our employees of all the information received about the emergency through annual trainings. By sending our first aid teams to the first aid training organized by the Ministry, we ensure that our teams become certified first aiders.

In addition to our legal trainings, we plan project-specific trainings for our activities that are not mandatory but seriously dangerous, and repeat our trainings in frequent periods. In the subjects that will ensure the development of our OHS professionals, trainings are organized by the Central Integrated Management Systems, and organizations that all teams will participate in are organized.

Considering the dangers in our activities in our projects in 2020, many trainings, some of which are outsourced, were provided on the subjects of pointer-slinger, safe lifting operations, working at height, scaffolding, chemical material use, personal protective equipment, electrical works, and hand tools. Especially in our Eyiste Viaduct Project, we increase the rates of outsourced training at heightin every year. In ÜAG Metro Project, we conduct training sessions on working at height and loading/unloading with our employees every week. We try to include our subcontractor employees in some of the trainings we have given, and we provide support to them in training. In addition, we monitor the status of our subcontractors in performing the required legal trainings, and encourage them to provide training other than legal training.

The amount of training received in our head office and projects in 2020 is presented in the table below.

Our detailed training tables can be found in our Performance Evaluation section.



	2020	
Training Hours About OHS	Total Training Hours (person.hours)	Training Hour Per Employee (hour/employee)
HQ	347	5,14
Konya Eyiste Viaduct Project	7.454	47,4
Boukhroufa Dam Project	5.826	19,7
Souk Tleta Dam Project	878	5,5
ÜAG Metro Project	77.461	133,631
All Trainings		
HQ	1.713	25,4
Konya Eyiste Viaduct Project	7.525	47,8
Boukhroufa Dam Project	5.826	20,6
Souk Tleta Dam Project	1.932	13,9
ÜAG Metro Project	80.477	139,6

Table 16: OHS Training Rates in Projects

When we examine the training data in our projects under this heading, it is seen that the amount of training in all projects has increased compared to 2019. Below is our graph comparing the education data of 2018, 2019 and 2020.

While an increase of 12% was observed in our Konya Eyiste Viaduct Project compared to 2019, education rates increased by 11% in Boukhroufa Dam Project and by 5.5% in our Souk Tleta Dam Project. The high staff density of ÜAG Metro Project, which was included in the scope of the project this year, has made a significant difference when compared to the training rates of other projects.



Note: Since ÜAG Metro Project was not included in the report in 2019, the table does not include the values of the previous year.

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

We follow our performance on Occupational Health and Safety with the key performance indicators we have determined, and we take actions to improve our performance according to the output we obtain. By setting annual targets for our OHS performances, we revise these targets in line with the principle of continuous improvement every year.

Our activities are in a very dangereous business sector. Therefore, we take appropriate measures for our activities that have special risks.

Nurol Construction has defined the processes of examining the events related to occupational health and safety as a result of our activities in the "Incident Investigation Procedure" and we evaluate the occupational health and safety events that occur in our projects within the framework of this procedure. . We examine the events under two sections as "Major Incident Investigation" and "Minor Incident Investigation", and determine our response methodology according to the type of event.

We conduct a root cause analysis to determine the actions to be taken after the events that occur, and take actions for the root cause of the event.

We enter all of our accidents into the QDMS Integrated Software System within the scope of digitalization efforts, and provide controls through Central Integrated Management Systems in order to take preventive actions against accidents.

All our employees have an obligation to report an accident. Our subcontractors are obliged to inform us of an accident instantly, create the incident report, collect necessary documents for the accident notification and convey it to us, report to SSI in case of accidents in lost time within the official time, perform the actions determined after the accident in full and notify us. It is among the responsibilities of the subcontractor to ensure that all OHS measures are taken during the works and to inform the employees in this regard in order to prevent accidents again.

In order to disseminate the learned experiences related to occupational accidents within the company, the lost-day occupational accidents that occurred in our project exceeding 10 days are forwarded to the incident investigation e-mail group. The developments regarding the actions to be taken and the information obtained by the incident investigation team regarding the accident are also published through this group.

Some operational measures we have implemented for risky activities in our projects are as follows;

- Recruitment medical examinations of all our project employees a nd subcontractors are made, and their medical examinations are renewed annually.
- Anti-fall systems and appropriate personal protective equipment are used in high works. In our Konya Eyiste Viaduct Project, the precautions to be taken for climbing mold and formwork trolley systems to be used in balanced console manufacturing for working at height, are planned by discussing with the manufacturer company and special solutions are provided when necessary. Facade lifts are used to access high work areas. In ÜAG Metro Project, appropriate and approved personnel elevating equipment is used to be used in all works to be carried out at height inside and outside the tunnel.
- Functionality of the scaffolding and platforms used are checked with lists before and after use.
- Red and green labeling are applied for scaffolding and platforms, red labels are placed on improper scaffolding platforms and their use is prevented.
- Traffic Management Plans are being prepared for traffic management applications at the project site.
- Periodic inspections are made for all lifting equipment and pressure vessels used in the project, vehicles without inspection are removed from the field.

- Before the lifting operations, the lifting plan is prepared and the relevant personnel, duties and responsibilities are transferred.
- The certificates of the lifting equipment to be used in lifting operations are checked and the use of equipment that does not have the necessary documents is not allowed.
- Daily controls of the construction machines are carried out by the operators and are recorded with the control form, daily breakdown maintenance is recorded.
- Construction machines are used only by authorized/certified operators.
- Blasting work permit systematic is applied for blasting operations.
- Power tools and cables are checked and periodically controlled by the responsible electrician before starting work. Earthing measurements of electrical equipment are carried out once a year.
- Color coding is applied for electrical equipment and electrical controls are performed in accordance with the color code procedure.
- Appropriate storage conditions are provided for chemical materials used in project activities, material safety data sheets were provided and hung in the storage areas.



- In our projects, noise, vibration, dust emission and lighting measurements are made once a year and actions are taken for inappropriate values. In addition, these measurements are recorded and followed at regular intervals with devices that have been calibrated and certified by the OHS-E unit when necessary.
- It is ensured that the work sites are organized.

- All personnel are provided to use personal protective equipment specific to the work.
- There are fixed, permanent or temporary warning signs according to the risks in the work site.
- Up-to-date warning and informative posters about OHS are posted in underground and surface work areas and access points.

The Covid-19 pandemic was at the forefront of the most important changes that affected the performance of our Occupational Health and Safety Management System in 2020. In the process of quickly reviewing and adapting our emergency planning, we implemented many operational controls in our head office and projects, which we have detailed below.



We followed the practices in all our head offices and projects and directed our teams through our checklist, which we created from 29 articles, which includes all the circulars and other measures to be taken. We checked the effectiveness of the applications by obtaining the records from our projects. We have informed our subcontractors and suppliers that we have worked with about their responsibilities in pandemic measures, we have checked them and we have supported them in implementing control methods.

The measures we have taken at all our locations within the scope of the Covid-19 pandemic are summarized below:

- Emergency Plan and Emergency Action Plans have been prepared, trainings have been given, and posted in areas where employees can reach, in case of a suspicious situation related to the epidemic. At the same time, emergency teams regarding the epidemic were formed and team members were informed about their duties. A "Pandemic Committee" consisting of representatives of the IMS Department, Human Resources Department and Administrative Affairs Department was established in our head office, and the committee held meetings every two weeks.
- During the year, Covid-19 information trainings were held by our workplace physicians for our personnel in accordance with the social distance rules. Our trainings continue periodically.
- Informative posters regarding the measures to be taken regarding the epidemic disease have been hung legibly in various places in all our locations.
- Necessary cleaning materials such as disinfectant, soap and cologne were supplied to suitable areas in all our locations. Disinfectants are placed in various areas. In all our projects, cologne or disinfectant was distributed to each of the employees.
- We started to carry out activities such as meetings and training in digital environments whenever possible. We have postponed collective activities except for compulsory situations. We have started to carry out collective activities that must be organized in open areas, following the social distance rules whenever possible.

- All areas in our projects are disinfected by external companies, and disinfection processes are continued at specified periods.
 Cleaning frequencies have been increased in our locations, and areas that have been in contact with a lot have been started to be cleaned with disinfectant water.
- Common areas such as the dining hall, dormitory and service areas have been rearranged within the framework of social distance and hygiene rules. In our cafeterias, in addition to the inclusion of disposable materials in the process, density has been prevented by table distance arrangements and dining hall usage hour arrangements. Warning lines have been created to ensure social distancing during meal purchases. In our head office, which does not have a cafeteria, eating outside is prohibited during periods of high incidence, and an area is provided for employees to eat in the office.
- The number of people staying in shared rooms in our dormitories has been reduced. Arrangements have been made to ensure social distance in the room. Practices related to the common use of office materials were prohibited, and the private use of office equipment was announced on all bulletin boards.
- In our locations with shuttle vehicles, seating plans have been created to comply with the social distance within the shuttles, and the number of trips has been increased. The service vehicles are sprayed and the services are cleaned before each use.
 Disinfectants are provided in the service vehicles. The use of masks has been made mandatory in the services since the beginning of the pandemic.

- Employees who come to the office in our head office are prevented from using public transportation, and our employees are provided with company vehicles to come and go to work.
- Remote or rotating work has been implemented where possible.
 In our head office, our staff generally worked from home, and our employees who needed to come to the office were provided with a Covid-19 test before coming to the office.
- In our offices where more than one person is employed, air conditioning has been blocked, and works have continued by using natural ventilation method as much as possible.
- Entries and exits to work areas were restricted and brought under control in the first days of the pandemic. PPE controls and fever measurements were carried out by our teams at the entrance to the area.
- In order to avoid contact with the outside environment, except for compulsory cases, travels have been canceled and made subject to permission. Before returning to the office after a long break in our head office, a "Back to Work Survey" was conducted to our employees, the results were analyzed by the workplace doctor and it was decided to come to the office. Periodic health examinations of our employees were renewed before returning to work.

- In each location, "isolated areas" where a person can be isolated in case of a suspicious case have been created, and necessary disinfection and entry restrictions have been made for these areas.
- Employees were informed about not sharing personal protective equipment used at the construction site, and information posters were hung in appropriate areas.
- We have updated our Risk Assessments at all our locations, taking into account all hazards related to epidemics. The communication of these updated risk assessments was also done through our boards in the common areas.
- Materials arriving at the construction site are stored in designated areas for certain periods before use, and contact with materials and entry and exit from these areas are prohibited, except for authorized personnel.
- Checks have been made to ensure that the subcontractors working at our sites take the same level of precautions as we do. The Covid-19 precautions and notifications that should be taken and notified by the legal authorities have been sent to the subcontractors in an official letter.

Detailed information and explanations about our OHS performance are included in the "**Performance Evaluation**" section of our report. The total number of accidents, the number of accidents with lost days, occupational injury and serious injury rates are given below.

Our accidents requiring first aid are not included in our lost day accident numbers. Accidents with one or more lost days are included in the "number of lost day accidents".

Projects	Number of N Accidents	lumber of Accident with Lost Days	s Occupational Injury Rate	Occupational Serious Injury Rate	Total Working Hours
Konya Eyiste Viaduct Project	6	2	12,7	2,18	472.059
Boukhroufa Dam Project	7	6	10,32	8,85	677.933
Souk Tleta Dam Project	3	2	6,08	4,05	493.392
ÜAG Metro Project	212	111	65,3	34,2	3.247.100

Table 17: Accident Data in Projects for 2020

Note: Calculations were made using the formulas below.

Work Related Serious Injury Rate = Total Number of Accidents/Total Working Hours x 106

Work-related Injury Rate (Except for fatal accident) = Number of lost-day accidents (Except for fatal accident) Total Working hours $\times 10^6$



When we review our accident data for 2020, we see a decrease in the number of accidents in Konya Eyiste Viaduct, Boukhroufa Dam and Souk Tleta Dam Projects compared to 2019. In Eyiste Viaduct Project, a total of 6 accidents occurred in 2020, 5 of which belong to our subcontractor personnel. Two of these accidents, which belong to our subcontractor, are in the nature of lost day accidents. 6 of the 7 accidents in Boukhroufa Dam Project are lost-day accidents, and 1 of the lost-day accidents belongs to subcontractor personnel. In Souk Tleta Project, there are 2 lost-day accidents experienced by Nurol Construction personnel. Although the accident frequency rate is high due to the high number of accidents in the project, the accident severity rate is low since the number of serious injury accidents is quite low.

Occupational Injury Rate



Chart 6: Work Injury Rates in Projects

Work Related Serious Injury Rate = Total Number of Accidents/Total Working Hours x 106

We value OHS for our supply chain too, and we included our practices in the "Value Chain Management" section.





VALUE CHAIN MANAGEMENT



WE ARE SO HAPPY:

THAT WHEN WE LOOK BACK, WE CAN SEE THAT WHILE WE
CREATE ECONOMIC VALUE IN OUR COUNTRY WITH THE PROJECTS WE HAVE COMPLETED FOR
55 YEARS, WE ALSO PROVIDE SOCIAL AND ENVIRONMENTAL VALUES TO THE LANDS WE SET FOOT ON.

As Nurol Construction, we create a developer relationship with our suppliers and subcontractors by creating a working environment based on partnership. With this expectation, we aim to improve our operations by creating a reliable supply chain (product/service), and we try to benefit our stakeholders. To provide the output of the benefits we generate, we want to ensure economic and social outcomes by contributing to them to become structures that serve in a sustainable structure in our supply chain.

Here in below, we summarize our general approach for using subcontractors and/or suppliers and the circumstances where we prefer to use subcontractors/suppliers:

In the projects where we act as employer; our wish to focus on project management renders partnerships with subcontractors and suppliers attractive due to the ability and speed of subcontractors providing employment, flexible working structures and cost advantages. Besides; we also prefer to use with subcontractor and suppliers where special expertise required and the related business volume does not cover the investment cost.

In accordance with the Articles of Association of our company, we determine the most suitable subcontractor that can share the responsibilities to the Employer and ensure that the related activities of the subcontractor are followed. By making periodic evaluations of subcontractors, we ensure that a database about subcontractors is created at the end of the job.

Detailed tables about our Supply Chain; We shared it in our Performance Evaluation section of the report.

SUSTAINABILITY FOR SUPPLY CHAIN

Our company's reputation by the institutions and organizations is undoubtedly related to the principles of ensuring trust, justice and sustainability in all its activities. We treat all our customers, suppliers and subcontractors equally fairly, responsibly and ethically considering the related laws and regulations.

In selecting the subcontractors that will undertake the execution of Nurol Construction's projects, we follow the stages of preparing tender files, collecting and evaluating the offers, obtaining the

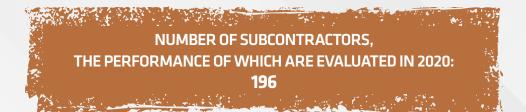
necessary approvals in accordance with the size of the work package, selecting the subcontractor to do the work, preparing the contract sets and signing it to the subcontractor in all our projects and we are managing these processes centrally in all our projects.

In addition to the subcontractor contracts made in our projects, the "OHS-E Specification" includes general principles regarding occupational health and safety and environmental issues that the subcontractor will apply during its activities. Subcontractor agrees that it will fulfill all the legal requirements related to OHS and the environment together with the OHS-E Specification, and will continue in accordance with ISO 45001 and ISO 14001 standards, zero accident culture, best practices, current OHS and environmental policies, procedures and plans of our company.

During the project, we hold regular meetings with our subcontractors and discuss their environmental and social performances at these meetings. The decisions taken at the meetings, the results of which are recorded, are then followed. Meeting minutes are notified to our subcontractors.



We also measure the performance of our subcontractors at least once a year with performance evaluation forms. We also evaluate our subcontractors, who finalize work during the year, at the end of their work. At the end of the year, subcontractors are categorized by the Central Integrated Management Systems Department according to the scope of the contract and the performance evaluation results are analyzed. The tables where the performance evaluation results are analyzed according to the fields of work are shared with the Business Development, Tender, Project Control Departments and sent to all our projects. In sub-contractors working in different projects, separate evaluations are made for each project, and the value resulting from the average scoring is taken into account as sub-contractor evaluation points by considering all evaluation results. We are planning to carry out the performance evaluation process of subcontractors through the M-Files document software system, which we started to use in 2021.



In order to recognize our suppliers technically and commercially, we generate a "Supplier Database" at our head office and projects. At the beginning of our business relation with our suppliers, the information is obtained from the supplier candidate for the database by the Purchasing Department and this information is entered into the database. After our business relation with the supplier ends, we evaluate the performance with the "Supplier Performance Evaluation Form". In our first work with our suppliers that are not included in the supplier database, we make our choices considering the criteria such as references about the company, impression visits, recognition of the company, job completion competence, qualified trained personnel structure, information performance about the material at the offer stage and after delivery.

Supplier performance evaluations are carried out annually under the responsibility and coordination of the Purchasing Department, and we evaluate the supplier as "Unworkable, Development Group and Long Term Working Group" according to the score it receives. In our evaluations, we take into account the company's compliance with the environment and OHS as well as technical issues. Supplier evaluations are made through ERP programs in our projects, and we are planning to implement it through the M-Files document software system, which we started to use in 2021 in order to spread the application.

By including our subcontractors and suppliers in the OHS-E Boards and OHS-E coordination meetings we organize in our projects, we increase our awareness of the environment and OHS issues,

and we contribute to their processes by sharing our practices with them.

We include our subcontractors and suppliers in our planned trainings and make suggestions for the development of training programs. In addition, we plan second-party audits for our subcontractors and suppliers at the beginning of the year, and together with our internal auditor teams, we audit these stakeholders within the scope of OHS and environmental management systems, especially compliance with legal requirements. At the end of the audit, we prepare an Audit Report and share the audit report with the subcontractor/supplier company officials via e-mail and official letter. We conduct a follow-up the findings in accordance with our corrective action systematic. Along with the findings, we provide mentoring to them in matters that are open to improvement. We share our own practices and contribute to their development.

In our projects, we do not compromise on the personnel rights of our subcontractors, and we carefully follow the legal processes of the subcontractor employees since their employment.

We also inspect our subcontractors we work with during the annual internal audits and follow the deviations that we detect. In addition, our subcontractors are observed in environmental and OHS issues during daily and weekly field inspections in our projects and their non-conformities are reported to them.

SUPPLY CHAIN ENVIRONMENTAL AUDITS

We present the supplier audits we carried out in terms of environmental criteria in 2020, according to project:



Konya Eyiste Viaduct Project

In our project, we inspect our subcontractors daily and weekly in their fields of activity. At the same time, we include our subcontractors on site tours to which the project management also participates, and we inform them in writing of the non-conformities we detected during the field tours. More than 160 field inspections have been carried out since the beginning of the project and the findings were followed up with site observation reports and corrective actions. All of the 41 findings opened to our main supplier company, from which we supplied the potbearing, which we audited in the field of quality, environment and occupational safety in December 2019, were closed in 2020.

Boukhroufa Dam Project



We consistently observe our subcontractors performing our activities in the field, and report and follow up the determinations made by our management and OHS-E teams through official writing or corrective action. We inform our subcontractors with reports about the field tours we have made with the project management and OHS-E teams at certain periods, we took actions regarding the field cleaning, disposal of end of life tires, and control of waste oils, which we determined in the environmental meetings we held in 2020 with our subcontractors, and we supported our subcontractors in this regard. Due to the pandemic experienced all over the world in 2020, there were work stops for a certain period of time in our project, and we worked with limited opportunities duringthese periods. For this reason, environmental meetings held with subcontractors in quarterly periods were held before the pandemic period, and nonconformities observed in the field were reported to them in order to ensure social distance. In the limited field works, our subcontractor personnel were inspected on environmental issues, and their deficiencies were reported to them and followed up.

Souk Tleta Dam Project

As the project management, we inspect our subcontractors monthly with site tours, we evaluate the activities in terms of OHS and e nvironment with the field inspections made by our OHS Department daily. We are communicating the noncomplying items to them in writing. We evaluate the performances of our subcontractors annually and perform these evaluations in a way to include environmental issues. In the event of a finding related to the environmental performance of our subcontractors during the field inspections, we monitor the closure of the finding and ensure environmental improvement.

There was a 6-month work stoppage and limited personnel were employed in Souk Tleta Dam Project due to the pandemic, we are struggling with in 2020. For this reason, periodic meetings with subcontractors on environmental issues could not be held, and the field works were regularly checked during the working period, and the detected nonconformities were reported to the subcontractor.

UAG Metro Project

We subject the main suppliers and subcontractors planned to work in our Ümraniye-Ataşehir-Göztepe Metro Project to a special approval process. "Quality, environment, occupational health and safety" issues have an important role in the work approval process of the companies in our project. In the first place, we expect companies to prepare a presentation file on quality, environment, occupational health and safety.

This pesentation file should include company introduction documents, business references, equipment and machine park, test reports of the materials to be used, documents showing financial status, quality, occupational health and safety, environmental certificates (ISO 9001, 14001, 45001 documents). The suppliers and subcontractors that are found proper as a result of the evaluation made by the Group Directorate (KÜSET) are submitted to the Administration and the Consultant in an official letter for approval, and get approval.

Rules determined on the basis of our partnership's management systems in the titles of Occupational Safety, Environment and Quality and taking into account the current legislation requirements, and it is included in the process as an integral part of the contract starting from the contract making and signing phases, the companies that have been approved to work through the approval process and its sustainability is kept under control throughout the working period.

Audits are carried out on quality, occupational health and safety, environmental practices and legal requirements in the working process of companies. By evaluating the findings, the processes that require corrective action are determined, action activities are initiated for the issues that need to be corrected, and companies are encouraged for continuous improvement.

We conducted internal audits on Site Management, Design Management, Quality Management, OHS-E Management, Personnel Management, Camping Area Management, Machinery-Equipment Management and Stakeholder Management at 17 different locations of the project in September-October 2020. From the internal audit findings, 186 of them are the Corrective Actions, 114 are Improvement Actions and 110 are Good Practices. Audit reports were written and shared with the relevant departments, and action was taken to make improvements.

In 2020, we conducted 7 supplier and 397 subcontractor audits. As of the end of 2020, 873 findings were detected in these audits. From the audit findings, 54 of these were identified as environment-related, 769 OHS-related and 50 as quality-related. For each of the nonconformities, action was taken within the joint time planning with the audited parties. Subcontractor studies, in which positive findings were determined, were shared with other subcontractors as an example.

We evaluate the performance of suppliers and subcontractors on an annual basis in terms of quality, environment and occupational health and safety. In the event that a finding about the environmental performance of our companies arises during field audits, we follow the closure of the finding and aim for continuous improvement in terms of the environment.

In 2020, we held meetings on the subject of environment with the participation of our subcontractors and the Employer's Representative and Environmental Responsibles of the companies in quarterly periods. Working requirements in accordance with our environmental policy in meetings; we discussed the issues of temporary storage of waste, what to do in case of environmental accidents, planning of environmental drills, precautions to be taken against dust and noise, and waste water management. We established strong communication for possible problems and solutions in applications through subcontractor meetings. We provided support in official applications such as sending the wastes of our subcontractors to licensed waste processing facilities, registering branches to the Integrated Environmental Information System (IEIS), making Major Industrial Accident Risk Reduction (MIARR) declarations, Mobile Waste Tracking System (MWTS) applications.

NEGATIVE ENVIRONMENTAL IMPACTS IN SUPPLY CHAIN AND ACTIONS TAKEN

We provided the details of negative environmental impacts in supply chain and actions taken as below:

Konya Eyiste Viaduct Project

We support and mentor the subcontractor in order to correct the nonconformities we detect at the subcontractor work sites. Along with the support we provide to our subcontractor, who carries out our activities in our work site, on waste management, we regularly inspect the temporary waste warehouses they have created and provide them with information on waste management. In 2020, concrete wastes resulting from subcontractor activities were regularly removed from the site and sent to inert dumping sites permitted by the authorities. Concrete samples, which are our common waste with our subcontractor, were used in the landscape works of the surrounding villages, and the waste was used as construction material. And we need to mention that, in this way, we have raised awareness with our stakeholders about the evaluation of waste and created a reduction in the amount of waste. Our subcontractors were informed in the work areas for the Separate collection of other wastes such as masks and gloves. which were formed during the pandemic process, and waste areas were created. It is seen that the environmental awareness trainings we gave to subcontractors in 2020 had an impact on the reduction of environmental nonconformities at work sites.

Our subcontractor personnel were informed about their legal obligations, and planning was made to start the works in 2021, within the scope of Zero Waste Management. It is aimed to reduce the environmental impact by subjecting subcontractors to zero waste audits in 2021.

The findings of our supplier audits carried out in 2019 were closed in 2020, and suppliers were supported in this regard.

During the inspections we have carried out, no finding that has a serious negative impact on the environment has been detected.

Boukhroufa Dam Project

In 2020, while inspecting our subcontractors, it has been determined that there were inadequacies in environmental matters, storage and disposal of hazardous wastes, precautions to be taken in case of chemical spill-scattering, reduction of dust's impact on the environment, effect of activities on fauna life, hazardous wastes uncontrolled on site, and environmental cleaning. In this context, actions to be taken by our subcontractors were informed to them and the process was followed. During this phase, it was decided to use Nurol Construction waste area for temporary storage of waste. An action plan was prepared for the effect of dust on the environment, at the same time, additional plots were provided with the support of our project. Precautions were taken by marking the animal passageways within the project. All employees were informed about the hazardous wastes on site in the Nurol Construction waste area.

At the same time, an exercise is planned for the measures to be taken in case of an accident. Environmental cleaning was carried out in coordination with Nurol Construction. Action was taken to prevent recurrence of nonconformities.

Environmental meetings were held with subcontractors and in line with the decisions taken at these meetings, a bobcat construction machine was provided by Nurol İnşaat in the injection gallery where the subcontractor company works, and assistance was provided in the cleaning of the injection tunnel. In order to prevent the mouldoil used in the manufacture of the spillway, where another subcontractor company works, from mixing with the soil, mould pans were provided by Nurol İnşaat and the collected oil was taken to the waste oil fields. water tankers and tractors were regularly supplied by Nurol İnşaat and the roads were irrigated in order to prevent the dust generated by the trucks of the subcontractor companies working in the mining and rock quarries from causing disturbance to the environment.

There has been no non-compliance finding that would have a serious negative impact on the environment.

Souk Tleta Dam Project



As a result of our inspections, the main environmental issues we encounter in our subcontractors were waste separation, hazardous chemical spill-scattering, environmental cleaning, and we focus on these issues and produce solutions to prevent repetition. We constantly make warnings and organize trainings for our subcontractors to raise awareness of employees in their environmental nonconformities.

In 2020, there was no incident in our subcontractors that had a negative impact on the environment.

NUROL YES SUSTAINABILITY REPORT 2020

UAG Metro Project

The issues that are subject to environmental control in the supplier and subcontractor audits carried out in 2020 in our Ümraniye-Ataşehir-Göztepe Metro Project are as follows:

- Waste management (Separate collection of wastes at the source, creation of temporary waste storage areas in accordance with legal conditions, leakage-spill measures, transportation of wastes in accordance with legal conditions and sending them to licensed waste treatment facilities, keeping records of mobile waste t racking system (MWTS), making waste declarations).
- Water and waste water management (Water supply and storage conditions, discharge of domestic and industrial wastewater in accordance with legal conditions without causing pollution, permits and opinions to be obtained from authorized local authorities for discharge).
- Air quality (Measures to be taken regarding activities that may cause emissions, permits obtained if there is a facility subject to environmental permit on air emissions, and reports on emission measurements made by accredited environmental laboratories, measures to be taken against activities with the potential to generate dust).
- Noise control (Identification of noise sources and measures to be taken at sources that may cause adverse effects in sensitive areas, actions taken regarding noise complaints, if any, environmental noise measurement reports made by accredited environmental laboratories).

- Control of soil pollution (Measures taken against the possibility of leakage-spill, reports on environmental accidents, if any, creation of overflow basins in oil, fuel and diesel tanks).
- Chemicals management (Storage and use of chemicals in areas that comply with legal requirements and in a way that does not cause environmental pollution, Accessibility of Material Safety Data Sheets in areas where chemicals are stored and used, response equipment to be used in environmental emergencies, fire precautions, control of legally required declarations and notifications).
- Environmental aspects and risk assessment studies (determination of environmental aspects, actions taken to eliminate or minimize negative environmental effects, checking the actuality of environmental risk assessment studies, considering additional risks in accordance with the business plan).
- Training and drills (Environmental General Information Training, Zero Waste Training and Environmental Emergency Training and Exercise activities, ensuring the continuity of training and monitoring awareness activities).

No major environmental nonconformities and environmental impacts were found during the inspections carried out in supplier and subcontractor work areas.

SOCIAL IMPACTS AND ACTIONS IN SUPPLY CHAIN

As Nurol Construction, we pay attention to all the legal rights of our employees with great care, as well as the legal rights of our stakeholders working with us. The legal processes of our subcontractors working on our sites are monitored by our projects, and they are ensured to comply with the legal requirements we are subject to. Salary and SSI payments are tracked from the start of employment of a subcontractor, and whether it is suitable for work is evaluated, then such subcontractor is sent to work on site.

Depending on the line of business we conduct, our head office and projects are subject to the Social Insurance and General Health Insurance Law no. 5510, the Labor Law no.4857 and we work in coordination with Turkish Employment Organization, Ministry of Labor and Social Security and tax offices where we are registered. In our overseas projects, as in our country, although there is no obligation to obtain subcontractor insurance number depending on the Employer insurance number; subcontractors are inspected monthly for uninsured, forced and child labor. Our Algeria Projects have not been subject to any penalties by government agencies t hat supervise regular payments, annual leaves, residence permits, local staff recruitment, and health control of employees.

In 2020, we did not find out any uninsured personnel in the subcontractors operating within the scope of our projects. The medical examinations, orientation training and occupational safety instructions of the personnel to be recruited within Nurol inşaat are completed one day before the employment. After the notification processes are completed, the PPE's related to the task they will perform are debited to them and the personnel starts to work. Due to the fact that our project is included in the "Extremely Hazardous Occupation Classification" and in accordance with the legal regulations, forced labor and child labor are prohibited. Compliance checks of this law are also closely monitored by daily site controls and inspections, as well as by checking the lists of personnel and SSI accruals and personal documents. Within this a rea of responsibility, a child labor incident has not occurred so far, both in our subcontractors and in our suppliers.

In the projected "Second Party Inspections" to our main suppliers and subcontractors (in addition to OHS, environment and quality issues), compliance with 5510 Social Insurance and General Health Insurance Law, 4857 Labor Law and 6331 OHS Law legal requirements such as employment of child labor, employing workers without SSI, obligation to employ disabled people etc.are also inquired. Plus, the lists of personnel and disability employment are made by checking the health reports of disabledpersonnel and checking them according to the SSI accruals by months.

In accordance with the obligations arising from the law numbered 4857, the controls of the rights and receivables of the sub-contractor personnel in the relevant period are conducted by our Accounting Department in our projects. In spite of these checks, if we receive written or verbal notification from employees of the subcontractor, the reasons for these grievances and whether the complaints have grounds are checked and the grievances are remedied immediately. In addition, the rights of all employees in our project are ensured in contracts with subcontractors.

Service lists and accruals, payroll and salary payment receipts of all of our subcontractors operating within the scope of our projects are requested from the related persons by e-mail or telephone calls at the end of each month. The documents provided are stored for archiving in t he file of each subcontractor. Regarding salary payments, no serious situation has been encountered so far as a result of checks. When we have subcontractors that complete their activities, these archived files are important for closing processes. Our subcontractors pay SSI and send their payment receipts to Nurol Construction Human Resources Department. In case our subcontractors have defaulted on SSI and labor salaries, they notify us in writing. Upon this notification, SSI and labor payments of such subcontractors are made by Nurol Construction on their current accounts following the approval of the Project Directorate, and such amounts are deducted from their progress payments. Following this letter, the SSI and labor payments of the companies related to the approval of the Project Directorate are made by Nurol Construction for their current accounts and deducted from their progress payments.

SUBCONTRACTORS AND SUPPLIERS BY PROJECTS

The main subcontractors within the **Konya Eyiste Viaduct Project** are the companies that provide viaduct reinforced concrete works, viaduct post-tensioning works, piling works, earthworks and rental equipment. The suppliers are companies operating in the provision of concrete, re-bar, aggregate, pot bearing and wire rope the number of viaduct reinforced concrete subcontractors, which have the largest share in Konya Eyiste Viaduct Project in 2020, has been increased and a total of two subcontractors are working. Tower crane, facade elevator, balanced cantilever formwork systems, which are under the responsibility of the company that is the reinforced concrete subcontractor, continue to be in our company.

The main subcontractors within **Boukhroufa Dam Project** are companies that perform reinforced concrete works, excavation and filling works, drilling and grouting works. The suppliers are; are the companies that supply aggregate, re-bar, cement and explosives.

The main subcontractors within the **Souk Tleta Dam Project** are companies that carry out concrete works, drilling works and rental equipments. The main suppliers are cement, sand, aggregate and re-bar providers.

Our main subcontractors within the scope of **UAG Metro Project** are companies engaged in tunneling works, excavation works, mechanical works, reinforced concrete and reventment works. Suppliers include; concrete, bolt / driving / ground nail, steel mesh, cement and chemicals, gasket, re-bar, shotcrete, fuel oil, TBM spare parts and insulation materials.

In Konya Eyiste Viaduct Project, the sustainability performance of the viaduct reinforced concrete works subcontractor, which is proportionally in the highest segment in the budget of Nurol İnşaat subcontractor and supplier expenses, was regularly monitored. the current situation of the subcontractor has been examined for all the performance indicators that we follow in the field of sustainability. Earthworks construction in Boukhroufa Dam Project and geotechnical works subcontractors in Souk Tleta Project are in the highest proportion of the project budgets. In these projects, where subcontractors are used at a lower rate compared to our other projects, we also monitor the sustainability performances of our subcontractors.

In our Performance Evaluation section; in the table that indicates the ratio of supplier expenses within the project budgets, the suppliers that are in the highest proportion in the total budget for each project are included in the second party audit plans and their sustainability performances are reviewed.





NUROL CONSTRUCTION WORK LIFE



AS THE NUROL GROUP.

WHILE CONTINUING TO BE AN INSTITUTION SERVING IN MANY DIFFERENT SECTORS, OUR HUMAN-ORIENTED CORPORATE APPROACH AND OUR HUMAN RESOURCES POLICY ARE ALWAYS COMMON. WITH THIS SYNERGY, OUR STAKEHOLDERS IN ALL OUR PROJECTS CONTINUE TO CONTRIBUTE TO THE COMMON GOAL IN HARMONY.

Our relationship based on mutual trust, respect for human values, love, justice, loyalty and sharing is an integral part of our culture with the awareness of the idea that "employees determine the future of institutions".

As a result of the value we attach to employee loyalty, our staff turnover rates are very low compared to the sector average.

It is one of our primary targets to gain high quality labor force with high environmental and social sensitivity, humane and professional development to our company and society.

HUMAN RESOURCES

The Covid-19 epidemic, which turned into a pandemic in a short time and became a global health crisis, had the most impact and created a question mark on economy and thereby working life.

Remote work is a concept that defines the working conditions of many people in the current period. The concept of "Remote Working", which was a working style based on preferences until the epidemic period, has become a necessity that sits at the center of working life in many sectors with the Covid-19 epidemic. Due to the rules such as social distance, isolation and quarantine introduced since the first cases were seen in Turkey, "Remote Working" is a concept that many employers and employees in sectors that are suitable for this practice have now adapted to business life. Therefore, working from home may become more common for those whose primary activities are on digital media and platforms such as computers and telephones. In this direction/Accordingly, all of our employees who do not have a laptop were given a laptop so that they could work remotely, a printer was given to the personnel who needed documentation, and a switchboard service was provided to their homes so that our secretaries and assistants could receive calls.

Video calls and conferences have become more common than ever since the first day of the introduction of remote work under the leadership of Human Resources. Many digital tools such as Microsoft Teams and Zoom have been a life saver in conducting international calls, as both office meetings and business travel have become impossible.

Therefore, these video calls and conferences seem to continue their intensity even after the epidemic, thanks to both the new normal in lifestyle and its practicality. On the other hand, we plan to monitor many criteria such as the widespread use of working from home, performance measurements proportional to the productivity of employees, evaluation and follow-up in the upcoming period.



Problems such as difficulties in providing internal motivation when working remotely, problems with time management skills, feelings of loneliness due to social isolation, communication problems with other employees and post-traumatic stress disorder caused by anxiety, fear and helplessness about the epidemic may occur. While it becomes important to cope with all these difficulties, it becomes important for the employee to keep in touch with his colleagues, managers and stakeholders. To minimize this situation, as Human Resources, we call each of our employees on a weekly basis, motivate them and make them feel that we are with them.

In order to inform our head office employees about the pandemic and working from home during the working from home process, a weekly EYS Bulletin was started to publish by the Integrated Management Systems Department, and the bulletin includes healthy life, gender equality, respect for nature, occupational health and safety at home, and e-learning. The bulletin also included articles on film, art and music content from our employees, and the Human Resources Department shared articles that increase the motivation of the employees.



The construction industry, which is Turkey's locomotive industry, is going through quite difficult times due to the pandemic. Many construction sites have come to a standstill and another reason why the construction industry is heavily affected by the pandemic is the workforce needed in field applications. Considering the direct contact of the personnel working in the field with each other, it was very difficult to minimize this risk.

The first of these is the development of occupational safety applications. When it comes to occupational safety, only the provision of occupational safety equipment, occupational safety training or following occupational safety procedures should not come to mind. We should not forget that job security also has a psychological dimension.

As Nurol İnşaat, with the Human Resources Department restructured in 2020, we follow the ever-changing personnel management approach on a global scale. The happiness and motivation of our employees are the building blocks of our success. We believe that our institution, which has made great progress in becoming a magnet company, will also achieve great success in the field of human resources. We adopt a culture of high trust and work towards it.

With our new restructuring, we held meetings with our department managers in order to strengthen communication in our company, and held preliminary discussions for the development of our teams. In the light of these meetings and other studies we have carried out, we have determined our targets for the applications we will develop for our employees. Instead of identifying the deficiencies, we will prepare new personal development plans within the framework of organizational equity with a performance evaluation that will allow us to see the strengths and weaknesses of our colleagues.

We make selections by taking into account all the criteria we mentioned in our recruitment processes, and we add people who are open to development and who can match the company culture to our family. In 2020, we took many new steps on gender equality, and in line with the WEP's principles we signed, we declared our intention to have women more involved in business life.

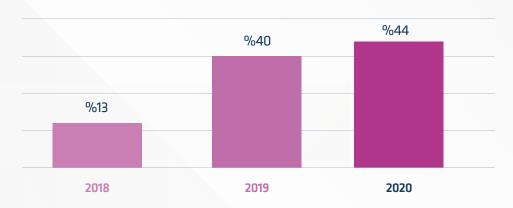
We took the first step to support the spread of Gender Equality Principles in our institution and their transformation into a way of doing business, by sharing the "Gender Equality Dictionary" with our employees, which includes egalitarian expressions that can be used in place of the most commonly used sexist expressions in daily life. With this dictionary, we believe that we have made a significant contribution to the development of an egalitarian and inclusive corporate culture.

In 2020, we started our practices that support our work on our commitments in the field of gender equality by publishing the "Gender Equality Guide" for our employees in our head office. The guide, which includes the practices we have developed with the aim of increasing the representation and leadership of women at all levels in the business world, includes recruitment-promotion remuneration practices, practices on pregnancy, childbirth and motherhood, practices for work-private life balance, and mentoring and leadership practices.



WHILE 40% OF OUR STAFF RECRUITED IN 2019 WERE WOMEN, THIS RATE INCREASED TO 44% IN 2020.

Female Employment Rate - Headquarter



Graph 7: Head Office Female Employment Rate

Creating equal opportunities for every Nurol Construction employee can be achieved by regarding our employees at all levels as honorable and respected individuals. Every employee under Nurol's guarantee is evaluated on the basis of personal qualities, experience, discipline and work efficiency, regardless of race, national origin, religious belief, age, physical disability, gender or sexual orientation, in accordance with the laws we are subject to. Alongside all these evaluations, the rights and obligations of our employees and working conditions are described in our "Personnel Regulation", promotions, compensation, benefits, rewarding, working conditions, permits, social benefits are applied within the scope of the regulation. We do not consider gender as a criterion in wage determinations, and we make evaluations depending on the success and development of the employee regardless of gender. Apart from the remuneration that our employees receive in return, we provide our employees with various corporate benefits to increase their financial motivation. With each passing day, improving the benefits we provide to our employees proves that we have the right management approach. We have stated with our "Governance Rules" that it is a responsibility for our employees to inform the relevant people and managers if it is observed or suspected that an application contrary to all these regulations and policies is being made. During the employment process, the contracts are determined by the relevant labor law and mutual agreement with the employee is ensured. Personnel rights are carefully maintained and protected.

In line with the skills and positions of our employees whose duties have ended in our projects, we demonstrate great sensitivity in transferring these skills and experiences to new or existing suitable project, and we strive to create opportunities for our employees who have made great efforts to our family for many years to be employed in other areas. In order to facilitate uninterrupted employability in our realized projects, our personnel are supported in their transition from our project to the Headquarters of the Incorporation. Job employment can be provided to students who do internship in our project based on their performance.

All of our employees have maternity leave and pension rights provided by legal requirements, but they also have various benefits. Depending on the location, different applications can be carried out for our personnel working in our head office and projects. We provide two salary bonuses annually in order to provide financial motivation to all our employees working in our headquarters and projects. Advance requests of our personnel are also met based on the seniority year and net salary. Private health insurance and private pension insurance (PPS) are among the opportunities provided for our employees upon request. We give a meal card to our center employees and load the the designated amount on the cards monthly. We offer parking facilities for our personnel using vehicles. We provide vehicle and telephone opportunities to our senior managers. We have twice a year clothing support for our service employees, drivers and security personnel working in our General Directorate, in summer and winter.

We have created some new transportation applications for our employees to come to their workplaces safely during the pandemic period. Since using public transportation and service will be very risky in this period, we started the car rental application. As a result, we made a transportation plan for the benefit of all our head office personnel and provided their arrival and departure to the company through these vehicles.

We endeavour to provide the most suitable camp conditions for the accommodation of our staff in the projects. At the same time, we carry out improvement works in our camp sites in line with the demands and complaints of our employees during the project period. An important issue is that we have a cafeteria service that our employees can use in the morning, lunch and evening in all our projects. At the same time, social areas have been created for our employees in our projects. Among the social areas we have createdin the camp areas of our projects; In addition to indoor or outdoor sports fields, game consoles, reading rooms, television and free sports broadcasting services, wireless internet is provided continuously.

Our practice of giving gold as a birthday gift to our employees with a newborn child, which we started in 2019, continues in 2020 as well. New year gifts, birthday and other special day gift gestures are made to increase employee loyalty and moral motivation. Some of the said gift preparations are provided by coordinating with the related foundations and associations within the scope of social responsibility. We aim to send a message to our employees about how sensitive we are to social responsibility and that everyone in our family should be sensitive. In parallel with this, we will continue to organize conversations, lunch, tournaments, competitions, workshops and seminars that increase organizational commitment, improve performance, improve corporate communication ability. In 2021, all these activities will continue in line with the opinions of the employees.

We aimed to open the "Nurol İnşaat Training and Event Area" in our head office where our employees can spend their free time and organize our trainings.

In this context, we achieved this goal in 2020 and created a space where our employees can rest comfortably, comfortably and productively. In this area, there are game consoles, reading and rest rooms, as well as areas such as television, meeting rooms, training hall. Again, a tea and coffee service area has been created for our employees, which can be used by the employees in this area.

For effective employee representation; Nurol Construction appoints sufficient number of employee representatives as specified in the legislation by appointment in case it cannot be determined by selection, considering the operational and departmental risks and balanced distribution in projects and HQ. Employee representatives are announced to all employees by notice boards and e-mail. Employee representatives are responsible from conveying the opinions, complaints or suggestions about occupational health and safety and environment of all employees in OHS-E Meetings or sharing with Occupational Health and Safety Department. Employee representative is also responsible from informing the related employee on any hazardous situation on the site. In our overseas projects, this practice is also in place even there is no legal requirement. Within the scope of our Nurol Construction Family Talks organizations, which are held at least four times a year, employees are represented through voluntary participating staff as well.

We do not have any formal or informal agreements with any union in the Konya Eyiste Viaduct Project, Souk Tleta Dam Project and Ümraniye-Ataşehir-Göztepe Metro Project. In Boukhroufa Dam Project, some of our employees are union members. No formal or informal agreement with any union for Konya Eyiste Viaduct Project, Souk Tleta Dam Project and ÜAG Metro Project. While some of our employees are union members in Boukhroufa Dam Project.

As stated clearly in our company policy, we do not employ and allow child labor. Since we did not employ child labor, no incidents were encountered. no case of forced or compulsory labor in our HQ and projects.

Nurol Construction is committed not to employ any personnel in violation of the Labor Law by policies and values. In order to comply with the legislation and prevent child labor, all employee records of our subcontractors and suppliers are taken and checked for compliance. This compliance is confirmed by frequent field checks. This compliance is confirmed by frequent field checks.

Detailed tables about our employees

Shared in the Performance Assessment section of the report.

EMPLOYEE TRAINING AND DEVELOPMENT

In our company, we set long-term goals for our employees and approach everyone with an objective and equal opportunity approach, and create training opportunities to contribute to their development.

We make training needs analysis to increase the competencies of our employees and we prepare training plans for the next year. In line with the training needs analysis, new training and development plans are made and interviewed with specialized training institutions. In addition, discussions are held about department managers and their teams, and opinions are received for their training and development.

In 2020, various training and vocational trainings on quality, environment, occupational health and safety, human resources, sustainability, healthy life, social skills, digitization have been organized in our centers and projects. Face-to-face working opportunities have been limited due to the pandemic that the whole world is struggling with this year, and at this point, digitalization has been used as a tool. As Nurol İnşaat, we turned this situation into an advantage and conducted distance trainings with our employees in our domestic and international locations. At the same time, we enabled our employees to participate in many outsourced remote trainings.

Especially during the pandemic period, we organized training organizations for the health of our staff working from home, by experts in ergonomics, nutrition, coping with stress, and the effects of Covid-19. We organized trainings on incident investigation, zero waste, hazardous waste management to increase the awareness of our OHS-E Teams at our locations, and through these trainings, we supported our OHS-E teams to share their experiences with each other.

Another important issue that we focused on in 2020 was Emergency Management. In this context, we organized "Earthquake Awareness Trainings" in order to raise awareness about the preparedness of the employees before and after the earthquake.

We provided basic, intermediate and advanced excel training to all our office workers in 2020. With this training, we aimed to help them work with Excel in a faster, more practical and effective way, thus speeding up the control and reporting processes, and contributing to their learning to prepare content and visually rich documents.

"Fidic Contract Training", which we have organized for our tender department engineer employees, is among the important trainings we have received in 2020. With this training, it is aimed to get information about the issues to be considered in the projects prepared with the fidic contract structure in the country and abroad and the legal solutions to be applied in case of conflict.

We have considered it our duty to assist our employees in a successful business life, which will contribute to their professional and personal development in a multi-faceted manner. We have made development plans so that they can represent our institution more professionally with effective foreign language knowledge on international platforms.

Changing needs, generations working together and different cultures have changed many principles of management and leadership. This situation led to the need to develop and implement new models by demolishing many paradigms. Organizations, organizations and companies need leaders to keep things running. Today, the old style of leadership is no longer sufficient to move organizations forward and motivate them. While the old-style management approach sees that things are running and goals are being realized as a measure of success, in the postmodern understanding of leadership, it is now a measure of success that things are running sustainably, efficiently and effectively. This type of leadership is a new model that creates effective people not only in the business environment, but also in family and private life. In other words, the understanding of an effective manager has turned into an understanding of "effective person". Since managing people is managing emotions, a mentoring program with the content of "Teaming for Excellence" has been given to our managers to raise this awareness. In this direction; "Leadership Trainings in the New World" program was held for our senior executives, which explains the secrets of being successful in the changing and transforming business world and being a leader, not a manager.



We organized a theatrical event under the title of "Act in life" in order to distract our teams from the bewilderment and anxiety of the global epidemic that started in 2020. In this training, where teamwork is explained through gamification, colleagues revealed common aspects of each other that they had never known. It is a theatrical training and activity that aims to realize our common points that we cannot learn due to the judgments we make on the people we are with for most of the day, to gain the spirit of being a team, and also to teach how to deal with the issues that limit us in crisis processes, like a game. At the end of the activity, they realized that there are different things to learn from each other, to look at each other by getting rid of their labels. Most importantly, due to the groupings formed in the team over time, a new cohesion was achieved with other stakeholders in the same institution.

We realized the "English Conversation Club" course that we planned for 2019 as 3 levels in 2020. As a result, in this context, we aimed at an employee group who can speak fluent English, under the name of English speaking club, by categorizing them according to basic, intermediate and advanced levels.

Our personnel, who are newly employed in the head office, are given an orientation training by the Human Resources Department, and they are informed about the legal rights they deserve and the corporate practices of our company. After the Human Resources Department training, OHS orientation training, environmental awareness and waste management training, IMS orientation training and QDMS information training if applicable are given. In our projects, we provide project orientation training for at least 2 hours, including our subcontractor staff who are hired after the job briefing given by the Financial and Administrative Affairs Departments. Nurol Construction OHS-E department employees share the following topics within the scope of training; project sections and works to be done, camp sites, emergency meeting places and emergency location plans, legal rights and responsibilities, internal guidelines, occupational health and safety general rules, compulsory personal protective gear to be used on site and work-specific risks on sites.

We organized training activities for our employees who will use the program during the installation phase of the M-Files Document Software System, which we started to work on in 2020.

Although it is one of the titles of the Global Compact that we are signatory of, the issue of Human Rights is one of the important issues that our company emphasizes within the scope of governance rules. For this reason, training activities on human rights were carried out in our four projects included in the report in 2019. While the participation of the security company personnel and administrative affairs personnel working in our projects was ensured in the training activities, they were asked to give training on Human Rights to their employees by discussing with the companies we received security services from.

In 2021, we plan to provide training for wide range of professional and social skills in line with the demands of the employees. We have generally touched on the training activities in our projects. We would like to inform you about the trainings that take place in our projects specific to the project as follows.



Konya Eyiste Viaduct Project

In addition to the legal trainings required given to our personnel in our project, we ensure that trainings that can improve themselves professionally and that raise awareness about occupational health and safety and the environment are organized. In most cases, by including our subcontractors in these trainings, we support them in training. Although we prefer to have outsourced trainings for high-risk jobs due to our activities, we have developed practice areas in our camp site to provide these trainings with practice. Another important issue is that by giving importance to emergency management in both the environment and OHS, our hands-on trainings before and after the exercise were carried out in 2020. As of March 2020, the global epidemic in the world started to be seen in our country, and we carried out our face-to-face trainings with the distance education system using our technological infrastructure. During the pandemic process, with the contributions of our workplace doctor and occupational safety specialist, we held awareness trainings on Covid-19, ways to prevent disease, and personal hygiene. these trainings provided support to minimize the effects of Covid-19 in our project. Our project personnel participated in many trainings on hazardous waste management, zero waste management, incident investigation training and stress management during the pandemic period, organized by the center, by distance education method. During the pandemic, with the help of distance education, our person-hour education rate has been increased without any disruption in our current education plan.

For "Working at Height", which we see as the most important risky work in our project, we provided our employees with 512 person-hours of training in our training application areas, through an outsourced company. If the amount of training we organize during the year is high, the amount of training is 638.5 person.hours.

In 2020, the "OHS-E Handbook" was completed by the Central Integrated Management Systems Department and sent to the construction site, and booklets were distributed to existing and newly recruited personnel, providing information on the subject.

Governance rules are reminded to the staff at family chat meetings, booklets are distributed to all staff in return for signatures, and new staff members are informed about this issue and handed over booklets.

We should also say that in 2020, our employees were trained on repair applications in concrete structures, vibration applications in concrete production, segregation causes and precautions by the competent personnel of our Technical Office and Quality Control Departments of our project. There is an increase in the quality trainings given in our project compared to 2019, and quality trainings on different subjects have been included in the 2021 training plan.

NUROL YES SUSTAINABILITY REPORT 2020

Boukhroufa Dam Project

In 2020, our personnel working in the water intake tower were given training on working at height, as they were at risk of working at height. Lifting equipment operators trainings were organized by a private outsourced company, and this training provided to increase the professional competence of the operators. Electrical safety training was given to all Nurol inşaat personnel and subcontractor employees working in the crusher, water intake, spillway, workshop, injection gallery using electrical tools. As a result, our blasting specialist and occupational safety personnel were trained and informed about blasting occupational safety rules to our personnel working in blasting.

In our project, we emphasize on special trainings of our employees who are at risk, therefore we focus on our risk-oriented trainings. We increased our tool-box training rates on site, especially before starting work, and enabled our staff to work more aware of the risks they face.

Central Integrated Management Systems provided our employees with accident incident investigation training, earthquake awareness training, combating Covid-19 epidemic training, procurement and subcontractor tender management trainings in 2020, contributing to raising the awareness of employees on these issues.

Souk Tleta Dam Project

In 2020, we ensured that our personnel received trainings on the following topics in our project.

- Risks and Hazards in Our Project
- Risks and Hazards in the Kitchen
- Risks and Hazards in Office and Campgrounds
- Risks and Dangers About Guard Service
- Working in the Indoor Area
- Working at Height and Using Personal Protective Equipment
- Organization of Cables and Use of Power Tools, Electric Risks and Hazards
- Training on Chemicals, Stocking Conditions and Usage Method, Hazard and Risk Assessment
- Concentration/Lifting Works/Material Drop Hazard in the Workplace
- General Information Training for Cleaning and Service Staff

- Concrete Plant and Laboratory Staff Information Training
- Human Rights Training (Security and administrative affairs staff)
- General Information Training in DP1 and DP2 Tunnels
- Toolbox Trainings (On-the-Job Trainings)
- General Environmental Education
- Training on Personal Protective Equipment
- Incident Investigation Training
- Training on Struggle with The Epidemic
- Hazardous Waste Management Training
- Blacksmith / Mould Maker / Electrician / Welder Quality Training

In all meetings held within the scope of our project, especially the effects of mutual good communication and respect in the peaceful and positive work of the business are explained, and information is provided regarding the Nurol Governance Rules. Our local employees are also informed about the Nurol Governance Rules.

Ümraniye-Ataşehir-Göztepe Metro Project

We believe that the adoption of the concept of continuous improvement, which is the basic element of quality management in our project, and its adaptation to the project structure are provided by "training".

Apart from the compulsory legal trainings that must be given to our personnel in our project, we ensure that trainings are organized to improve themselves professionally and to raise awareness about occupational health and safety, environment and quality. We plan our trainings by preparing an annual internal and external training plan. In case of legislative changes or within the work program, we provide the training needed within the scope of unplanned training. In most cases, we include our subcontractors in these trainings and support them about training.

In 2020, the following was accomplished:

- Within the scope of integrated management systems, ISO 9001, 14001, 45001, 19011 trainings were provided to form an internal auditor team in our project. In addition, management systems information trainings were given to the employees.
- Quality trainings on contract requirements, repair applications in concrete structures, cement classes and applications were given to our employees by the competent personnel of the approved suppliers of our project.
- In order to manage our social responsibility projects more effectively with all our stakeholders, ISO 26001 Social Responsibility Management training and SEDEX (Social Compliance Initiative) trainings were received.

- Environmental Management and Benefits Training (Waste, Wastewater, Noise, etc.), Zero Waste Training and Environmental Drill training, general training on environment are given to all our employees
- In addition to the compulsory OHS basic trainings, on-the-job (Tool-box) trainings are provided within the work program of the employees. At the same time, job-specific fire, working at height, emergency drills and indoor working trainings were organized for the employees.
- OHS, environment and quality orientation trainings are given to newly recruited personnel.

Apart from the above trainings, other trainings given during the year are listed below.

- Ethical Rules and Principles of Conduct Training
- BIM (Building Information Modeling) Training
- IFS Introductory Training
- Gülermak IFS Conditions Training
- Tutorial to Use Hustro NCR Program

- Hygiene Training
- Calibration Trainings
- Quality Control Management Training
- Cement Classes Information Training
- Material Delivery and Stocking Training

SUBCONTRACTOR EMPLOYEE MANAGEMENT

Inspection of the employee rights of subcontractors at our construction sites are conducted by the relevant project management. We are very careful about not employing uninsured personnel in all of our projects. We carry out our checks by making regular visits to the working areas of subcontractors. In the "Value Chain Management" section, we mentioned our controls regarding subcontractors, and we also dealt with employee management issues extensively.

In accordance with the obligations arising from the Law No. 4857 at our projects in Turkey, Personnel Affairs Departments verify whether the rights and receivables of the sub-contractor personnel are paid in full. Employee rights are guaranteed in the contracts with subcontractors. Also; subcontractor employees may also notify us in case of any setbacks and these notifications shall be evaluated. In case of merit, the related grievance is remedied.

Subcontractors in our international projects are not obliged to take social insurance number for employees as in Turkey, but sub-contractor staff monitored for the tracking of the issue on a monthly basis. In our project, no negative cases were encountered in 2020 regarding these issues.







OUR CONTRIBUTION TO SOCIETY

As an organization, we care about interaction with local communities living in the locations where we operate. While we try to contribute to the economies of priority local communities, we also strengthen the interaction between us by increasing the platform of dialogue. We see it as a corporate responsibility to respond to the demands of the local community by contributing not only to the structures we have built but also to the employment we create, strengthening the local economy, meeting the needs of the region, and supporting the education and development of the people. For this reason, we take care to establish an effective, open and bilateral communication with our local community in our projects, and we create specific suggestion/complaint mechanisms for the region in order to determine their needs and expectations.

We believe that social responsibility areas should be expanded in proportion to the size of the institutions. With its 55-year history and successful projects in the sector, Nurol Construction approaches the issue of contributing to society with this perspective. We also try to develop the concept of corporate volunteering by supporting our employees to take part in volunteer work. We observe that the employees established in volunteer work have also developed ties with the institution. While our social responsibility activities include groups such as disadvantaged children and sick children, we are also involved in corporate social responsibility works regarding the areas we have an impact on. In the coming years, we plan to develop joint social responsibility works with local communities in the areas where we have an impact and in the regions where we do business.

CONTRIBUTION TO LOCAL COMMUNITY AND ECONOMY

We prefer local suppliers in the region where we operate, and we take care to contribute to the economy of the region. For this reason, we make our purchases from our local suppliers in conditions permitted. In Konya Eyiste Viaduct Project, the ratio we allocate to our local suppliers is 21.76%. Among subcontractors, the local subcontractor expense rate is 15,92%. Since the beginning of the project, ready-mixed concrete supply, which has an important place in production costs, is provided by a company established in the region. While our local supplier rate in the Boukhroufa Dam Project, which is one of our overseas projects, is 70.70%, this rate is 46,85% in our Souk Tleta Project. All subcontractors we work with on our projects are local. In our ÜAG Metro Project, the supply is mostly met from Istanbul, the city where the project is carried out.

We explain our direct and indirect contributions to local communities, together with our practices, in detail below.

Konya Eyiste Viaduct Project

In order to support local communities, we evaluate the complaints and requests of our neighborhoods and villages within the boundaries of our project, and create solutions for every issue we can support. We have created local public employment in our project and we also contribute to the local economy with the local suppliers we have chosen. We try to meet the expectations of our stakeholders through environmental trips, oral dialogues and local community visits. We also create a space for our local employees to convey their demands and complaints to us through the Nurol Construction Family Talks Organizations we have made.

We have created local public employment in our project and we also contribute to the local economy with the local suppliers we have chosen. We try to meet the expectations of our stakeholders through environmental trips, oral dialogues and local community visits. We also create a space for our local employees to convey their demands and complaints to us through the Nurol Construction Family Talks Organizations we have made.

The acquisition of idle land owned by the residents of the project region by rental and expropriation method has created a source of income for the public, and the positive effects of our activities have been reflected to the society in this way.

Interviews were held with the local people living in the settlements around the project in 2020, and the concrete sample stones revealed in the project were given to the local people and used as building materials in the landscaping of the villages. As a result, our high-strength concrete wastes are evaluated, and local people are also benefited from this evaluation.

Boukhroufa Dam Project

Our project, which is located in the city of El Tarf in the northeastern of Algeria, is expected to contribute to the country both locally and nationally. The project is considered to be an important investment in the development of the less developed region compared to other regions. Considering that the project is a dam construction, it is anticipated that it will prevent floods caused by heavy rainfall in the winter, creating another advantage. The dam construction will be a source of water in the operation of phosphate mines in the region, and will contribute greatly to the economy of Algeria.

We prefer local suppliers to support the economy in the region where the project is located, at the same time we ensure that local staff are employed in the project. We allow the employees we employ to receive certificates for their professional competence during and at the end of training. 90% of our employees are made up of local people. About 60 of the 282 local employees working in 2020 live in the village near the project and 90 live in the district to which the project is connected. At the same time, in addition to the rights granted by Algerian laws, our local personnel are entitled to a base salary compensation annually. 90% of the fuel requirement of the vehicles in the project is supplied from the oil stations of the district to which it is connected, and the need for bread is met from the district to which we are connected.



Complaints received from the local community reach directly to the Project Management office verbally and in writing. Our project management is in constant communication with nearby villages and districts. All local people and employees can make their complaints and requests to the management office individually and necessary actions are taken by evaluating the complaints and requests in a short time.

Some support programs made throughout the project are listed below.

- Roads have been constructed or renewed as needed in the region.
- Water supply was provided to regions with water shortages.
 Drinking water is transported to a village that does not have any water near the project on a regular basis.
- In addition to the roads around the project, periodic maintenance was carried out on the district roads.
- Construction equipment was provided for the mosque construction of the village near the project, and 72 m3 of concrete was supplied.
- In the cemetery area of the village near the project, landscaping was done with a construction machine.

- In order to prevent the district to which the project is connected from being affected by floods, the work of opening a drainage channel and cleaning the stream crossings with an excavator was carried out.
- A base salary was paid to our local personnel who were sent on leave due to the Covid-19 epidemic disease measures.
- A sprinkler aid was provided to forest fires in the vicinity of the project, and dozer and grader aid were provided to open access roads in the forest.
- Machinery support was provided to the afforestation campaign initiated by the Employer within the dam site, and the tree planting event was attended.

Souk Tleta Dam Project

Within the scope of stakeholder engagement activities, the demands and complaints of the local people are received verbally, and the demands of the Employer are met through verbal and written notifications to the Project Directorate. Following activities have been carried out in the region with requests from the employer.

- Areas damaged by natural disasters are repaired.
- Local personnel are employed from the region.

- We provide professional and specialist trainings to contribute to the development of the employees.
- Local suppliers are preferred.

Ümraniye-Ataşehir-Göztepe Metro Project

In our project, we are working to enable stakeholder participation in our decision-making and implementation processes, and to create and strengthen management mechanisms that will ensure stakeholder diversity. In order to promote our project and increase its awareness, we organize face-to-face or online information meetings and on-site visits with citizens, mukhtars and other legal authorities with the participation of our relevant supervisors and technical staff from the Project Management, Group Management, Financial and Administrative Affairs Directorate. Within the scope of our information and promotion activities, brochures and announcements are prepared by our Public Relations Department; We communicate this to our stakeholders both during on-site visits and via e-mail. In addition, we periodically submit the photographs taken to be published on the website of our project and showing the current status of our construction sites for the approval of the Administration.

We attach importance to activities that will ensure stakeholder participation within our project in order to create common value with the society.

- In order to support social development, we employ support staff from the regions that are within the social impact of our project.
- In our purchasing process, we also include the tradesmen who are within the scope of our project.
- We do the mobilization planning of our construction sites, the modeling of the structures, and the production progress follow-up with the new generation technology BIM (Building Information Modeling) application.
- We prepare an "Impact Analysis Report" by performing an "Impact Analysis" before our construction site installations.

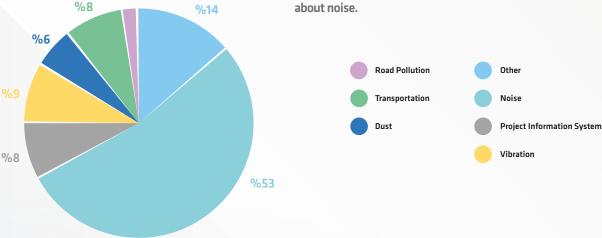
The directly affected local community notifications of our project are sent to the Administration official via the Istanbul Metropolitan Municipality ALO 153 White Desk (Call Center) and the Presidential Communication Center of the Republic of Turkey (CIMER). The administrative officer directs the incoming notifications to our Public Relations Specialist for evaluation.

Our Public Relations Specialist classifies and records the notifications within the scope of our Quality Policy and Stakeholder Engagement Management Plan. We document the notifications as requests and complaints according to their types, and under 7 headings: noise, dust, transportation, road pollution, vibration, project prompt and other (such as quality and lighting).

Classified notifications are forwarded to the relevant unit officials through our Public Relations Specialist and we create an action plan. We ensure that action is taken with our Public Relations Specialist and Related Unit Officials until the deadline. As a result of the actions we take at our construction sites and in the area of influence, we create a response for the notification to be sent to the citizen and send it to the Administration official with the relevant documents (such as photos and videos). In addition, during the process of creating an action plan and taking action, we communicate with the notification owners either by phone or face-to-face.

By contacting citizens quickly for incoming notifications for possible emergencies; We ensure action is taken. We also produce solutions in accordance with the action plans we have created for the notifications sent by the local community about our project through other channels (face-to-face, e-mail and telephone).

According to the "2020 Public Relations Evaluation Report", which we prepared in order to analyze the local community notifications and evaluate the environmental and social impacts of our project activities, the number of citizen notifications we recorded is 858. Due to the fact that our project is located in an urban area and its impact area is wide, we have determined that 53% of the total notifications are notifications about noise.



Graph 8: Local Community Notifications for 2020 in the ÜAG Metro Project

Within the scope of the "Customer Satisfaction and Complaint Management Procedure", which we will discuss in this regard, the actions we have taken regarding local community notifications in 2020 are listed below.

- Noise measurements were made at the notification points through our Environmental Management Specialist and Public Relations Specialist, by communicating with the citizens regarding the notifications on noise.
- Sound insulation was provided by placing acoustic barrier sponges inside the fans by making sound barriers to the fans in our construction sites for the notifications we received regarding the noise of the ventilation fans.
- The environmental closures of our construction sites for noise notifications have been increased in length and their interiors have been covered with insulation material.
- Wheel washing units were set up at our construction sites for notifications on dust formation and road pollution. At the same time, we ensured that our roads inside the construction site and the roads around the construction site were cleaned daily with road cleaning vehicles.
- Citizens were informed about the vibrations caused by the blasting productions carried out within the scope of our project, by communicating with the citizens. In addition, we evaluated the deformation measurements at the addresses where the notification was received with our Geotechnical Team. We made measurements with the cooperation of our Blasting Engineer and the University and evaluated their reports.
- Within the scope of our project, we carried out vehicle and pedestrian access, the placement of necessary information and direction signs in accordance with the Temporary Traffic Circulation Projects, within the framework of the Transportation Traffic Commission Decisions (UTK). We took actions to renew the information, direction and warning signs that were found to be damaged due to various reasons and that were subject to notification.

We evaluate the feedback of our employees, including the administration and the Consultant employees, with the "Notification Boxes" and "Notification Cards" that we place in the common areas of our construction sites. In 2020, we have provided the distribution of notification boxes to a total of 14 locations to be located in areas accessible to employees (cafe, local, etc.). Within the framework of the "Customer Satisfaction and Complaint Management Procedure" we have published, we handle and classify and record feedbacks under the headings of requests and complaints, near misses and dangers.



We give place to our employees in the orientation trainings about the use of our notification boxes and in the Management Systems Trainings given by the Group Management (KÜSET). As a result, we take the employee notifications into account and take corrective action to the relevant departments and ensure that action is taken until the deadline. The number of employee notifications we received through our notification boxes in 2020 is 210.

- We ensure that actions are taken by working in coordination with our Group Management (KÜSET), Financial and Administrative Affairs Directorate and OHS-E Chief within the scope of employee feedback issues.
- We consider employee notifications as agenda items at OHS Board Meetings and Project Management Meetings.
- We ensure that improvements are made by discussing the relevant items in the meetings held with the Subcontractors.

We have prepared a "Satisfaction Survey" in order to measure and monitor employee satisfaction in 2020, and we have ensured that a total of 142 employees at our construction sites participate in this survey. With the "Satisfaction Survey", our employees scored questions in 5 different categories: "Employee Engagement", "Management", "Leadership" and "Empowerment", "Career Development" and "Infrastructure".

The activities we carried out in 2020, including social responsibility activities, are listed below.

- We sent an aid truck for earthquake victims in the cities of Elazig and Malatya, which were affected by the earthquake that occurred on 24.01.2020. The materials in the aid truck (such as dry legumes, blankets, quilts, pillows, stoves) consist of the contributions of IMM, Consultant, Partnership, Contractor and Subcontractor personnel.
- We came together as project women employees on 08.03.2020 within the scope of International Women's Day.
- On 12.05.2020, we held an iftar dinner with the participation of the Administration-Consultant and our employees.
- On 22.07.2020, we visited Göztepe Semiha Şakir Kindergarten, which is on the route of our project, and donated a washing machine, dryer, coloring book, dry paint and chocolate.
- On 19.08.2020, we held a "Project Information and Complaint
 Evaluation Meeting" in the garden of the site due to Covid-19, with the management of the site, which is in the environmental and social impact area of our project.
- On 23.09.2020, we visited the tradesmen in the impact area of our construction site, where improvements were made in covering the environmental closures with materials for sound insulation.
- On 01-02.10.2020, we held the online "Project Information Meeting"
 due to COVID-19 with the participation of Administration-Consultant officials for the neighborhood headmen who are in the environmental and social impact area of our project. In order to make the meeting effective and to measure and evaluate the complaints and demands regarding our project in advance, we sent our "Preliminary Research Form for Stakeholders" to fill in, and evaluated the results and created an agenda item.

- We prepared the "Ümraniye-Ataşehir-Göztepe Metro Project Project Introduction Brochure" for the general introduction of our project and submitted it to the approval of the Administration.
- We prepared an "Information Brochure" to inform the local community about our new construction site, which will start work in 2020. On 09.11.2020, we held meetings with the officials of the Administration White Desk with our stakeholders in theconstruction site impact area and distributed our "Information Brochure".
- Together with our project employees and their families, we carried out afforestation work at our construction site. Each employee gave his own name to the tree he had planted.
- We met with the children of our project employees and introduced them to our project. At the same time, we gave information to our children about OHS and the environment.
- In our project, the first library of the project was established in the central construction site, with the aim of raising awareness of reading among employees and raising social awareness with the aim of cultural development with the campaign "Don't Keep at Home, Donate to the Library".
- We prepared a working handbook with the theme of "Women and Their Place in Society" in order to raise awareness of our project employees and to raise awareness on gender issues.

SOCIAL RESPONSIBILITY ACTIONS



You too, #BurnAFirefly campaign (November 25 - December 10)

This year, the 16 Days of Activism in the Fight Against Gender-Based Violence campaign, which is held internationally every year, took starting from the International Day for the Elimination of Violence against Women on 25 November 2020 until the Human Rights Day on 10 December 2020. As Nurol Construction, we participated in the You Too Burn a Firefly Campaign, organized under the leadership of the United Nations Secretary General, and supported the intensification of rights advocacy and awareness raising about violence against girls and women.

We announced the campaign to all our stakeholders on our website and social media accounts, enabling them to access the campaign website and support the digital reach of 1 Million Fireflies. Participants of the campaign also tested their knowledge on cyber violence by solving an interactive quiz on the website, and by downloading the Gender-Based Cyber Violence Guide, they increased their awareness of violence against girls and women.

As Nurol Construction employees, we believe that we are sending strong messages about violence against girls and women with this campaign, and we continue to support the fight against cyber violence.

8 March International Women's Day Gifts - Payda Sharing and Solidarity Platform Association

On March 8, 2020, International Women's Day, we organized a chat event with female employees by our Human Resources Department at Nurol Construction head office. With this event, we gave our women employees 8 March gifts selected from handmade products produced by women's labor through the "Payda Sharing and Solidarity Platform Association". In this way, as Nurol Construction, we contributed to the evaluation of the manual labor of women who produce and who want to participate in production and to strengthen the production.

Its mission is "Development through social interaction" The Payda Communion and Solidarity Platform is an organization that not only supports girls' education, but also brings different segments together with its projects that support women's entrepreneurship movements.



2020 Birthday Gifts - Down Syndrome Association



Nurol Construction Human Resources
Department has been collaborating with
the Down Syndrome Association since
2018, which works to combat
discrimination faced by individuals with
Down Syndrome at all ages and positions,
to provide them with equal opportunities
and to strengthen their place in society.

And as a result, Nurol Construction, which carries out various activities to touch the lives of individuals with Down syndrome and strengthen relations with them, aimed to add value to the lives of children by receiving their employees' 2020 birthday gifts from the Down Syndrome Association.

2020 New Year Gifts - Payda Platform

Nurol Construction Human Resources Department has chosen New Year's gifts for its employees this year from the Denominator Sharing and Solidarity Platform Association, with which it has been collaborating since the beginning of 2019. Along with the mugs given to the employees, contributions were made to the projects carried out by the Payda Association.

The mission of the Denominator Sharing and Solidarity Platform, which was established in 2009, is expressed as "Development through social interaction". In Payda projects, in addition to providing scholarship support for the education of girls, they appoint a student supervisor to each of them and stand by them throughout their education life. It aims to build bridges between different segments by bringing together different segments with its projects that support women's entrepreneurship movements.



Energy Saving Conversation and Electronic Waste Investigation – Dismantling Workshop

At this point, it should be stated that Nurol Construction Integrated Management Systems department held an "Energy Saving Conversation" within the scope of "Energy Saving Week" and then an "Electronic Waste Investigation - Dismantling Workshop" in order to use energy resources as efficiently and efficiently as necessary and to spread this awareness.

For the "Energy Saving Talk", two experts from the Chamber of Environmental Engineers made a presentation on our daily energy use, natural resource consumption, and what we can do individually and socially to save energy.

After the interview, Nurol Construction employees all opened the broken electronic wastes that were not used at home, and examined the useful parts. These useful pieces are then set aside for later consideration. These parts will be used to make educational materials for students in educational institutions in need.

Support to Elazığ Earthquake Zone

After the earthquake that took place in Elazig in January, an aid campaign was launched by the Nurol Construction Integrated Management Systems department to support the needs of the people of the region.

Materials collected in line with the needs of the people of the region were placed in boxes by Nurol İnşaat employees and conveyed to intermediary institutions to be delivered to the region.

NUROL EDUCATION, CULTURE AND SPORTS FOUNDATION

Nurol Education, Culture and Sports Foundation was founded by ÇARMIKLI Family in 1996 to promote and develop our national culture by preserving its ties with the past, to contribute to the efforts of our country to reach the level of modern civilization and to take the place it deserves internationally.

Nurol Foundation continues its activities utilizing the return-on-assets in Nurol's portfolio and the financial support provided from the Group Companies annually. In the light of the principles and values, Nurol values activities aiming to improve the quality of society life and maintains its tradition of supporting contemporary education, sports, culture and art in order to create better future.

The foundation, donated libraries, sports, educational and congress halls, cinema, theater together with building facilities and landscaping in various regions of Turkey under the scope of educational support activities and the Foundation continues offering its service to our country today too.



NUROL ART GALLERY



Nurol Art Gallery was opened in 2002 in Kavaklıdere Ankara for art enthusiasts . The gallery organizes eight to nine exhibitions in each art season, as well as talks, autograph sessionsand promotion days. Our gallery provides a comprehensive catalog for each exhibition and prepares a permanent document for both our gallery and the artist. In addition to the catalogs, we made various art publications to contribute to our culture. After exhibiting the works in the gallery, they are transferred to our Art Gallery in Bodrum OASIS.





SUSTAINABILITY GOALS

OUR 2020 TARGET ACHIEVEMENT

Goal Issue	2020 Goals	Achievement Status
	Meeting of the Sustainability Committee at least 4 times a year.	In order to produce new projects on sustainability, the following has been done and 100% success has been achieved thanks to these meetings: - Nurol Holding Sustainability Team Meeting - Gender Equality Meetings with the Human Resources Department - SKD Turkey Circular Economy Studies Project Meetings - Strategic Planning Studies Meetings with the Business Development Department
	Signing of the Women's Empowerment Principles (WEPs).	By signing the Women's Empowerment Principles, we committed to support women's participation in economic and social life, and we achieved 100% success in our target.
Sustainability Management	Organizing training on gender equality.	We ensured our employees' participation in the following trainings on gender equality and achieved the target 100%. - Introduction to the Concept of Gender Training - Women's Education in Employment - COVID-19 and Gender Equality: What Can the Private Sector Do? - Gender Equality and Experience Sharing in a Time of Crisis - Domestic Violence During COVID-19: Supporting Your Employees - Gender Responsive Procurement: A Transformative Strategy to Build Better Systems for Women's Entrepreneurship
	Increasing the number of projects included in the 2020 Sustainability Reporting report.	We achieved the goal by including our Ümraniye-Ataşehir Göztepe Project within the scope of the 2020 Sustainability Reporting report.
	Preparing and participating in at least one Sustainability Award program.	In 2020, we achieved the goal by participating in the "Sustainability Business Awards" program organized by the Sustainability Academy with "Supply Chain Management". Our company was among the institutions that made it to the finals in this field.
Management Systems	Organizing at least 3 corporate social responsibility events per year.	We carried out the following social responsibility activities and achieved 100% realization in the target. - Elazig Earthquake Aid Campaign - Birthday Gifts from the Down Syndrome Association - 25 November #Sendeateşbocegiyak Campaign - Energy Efficiency Talk and Electronic Waste Investigation - Dismantling Workshop
	Starting to work on Survey Management, Suggestion System, Internal Customer Complaint Management Modules by increasing the number of modules used in the Document Software System (QDMS).	In 2020, the transition to the M-Files system has started, and it has been decided to carry out many processes over M-Files.

Goal Issue	2020 Goals	Achievement Status
	Transfer of project incoming and outgoing letters to QDMS on a monthly basis.	We achieved 100% realization on the target.
Management Systems	Organizing Internal Auditor Training in order to expand the Nurol İnşaat Auditor Team.	We organized "Integrated Management Systems Internal Auditor Training" in February and achieved 100% realization in the target.
,	Organization of Central Process Risk Assessment Team meetings quarterly.	Risk and opportunity assessment meetings were held with the managers of our central processes, and the management plan was reviewed quarterly, and the target was 100% achieved.
Process	Going live in SAP program.	As of January 2020, the SAP program went live and the target realization is 100%.
Management	Initiating improvement works by reviewing Nurol Construction processes.	Process improvement studies were carried out with department managers, and the target realization is 100%.
Stakeholder Engagement	Arranging Nurol Construction Family Talks Organization for all projects for min 4 times yearly.	Among our projects within the scope of the report in 2020; While 100% compliance to target was observed in our Eyiste Viaduct Project, 50% compliance target was observed in our Souk Tleta Dam Projects, and the target could not be achieved in our Boukhroufa Dam Projects.
	Meeting with sub-contractors on environmental issues quarterly.	While 100% compliance to target is seen in our Eyiste Viaduct Project, 25% realization is seen in our Boukhroufa Dam Project. In our Souk Tleta Dam Project, the target could not be achieved.
Environmental Management	Releasing 'Improvement Report' on OHS-E issues for improvement in HQ and projects.	In our Eyiste Viaduct Project, an environmental improvement was made on the subject of "Reuse of Concrete Sample Cubes" and concrete cubes were given to the local people for use as construction materials.
	Reducing the amount of waste released in the head office by 5%.	Due to the use of single-person glasses, cutlery, and plates within the scope of pandemic measures in 2020, no reduction in the amount of waste was observed, so the target could not be achieved.
OHS Management	Preparation of the OHS-E Toolbox booklet during the year.	The OHS-E Toolbox Booklet was prepared and distributed to our projects, and the target was 100% realized.
OHS-E	120 min./month Per person training for HQ employees on Quality, Environment and OHS topics.	In our head office, the target was achieved by reaching the level of 138,8 minutes/month per person training rate of the head office personnel on Quality, Environment, OHS and personal development.
Trainings	45 min/month training for Nurol Construction employees.	While 100% compliance with the target is seen in our Eyiste Viaduct and Boukhroufa Dam Projects, the target realization is 55% in our Souk Tleta Dam Project.

Goal Issue	2020 Goals	Achievement Status
OHS Operational Controls	Yearly 12 occupational safety site visits together with Project Management.	While 100% compliance to target was seen in our Eyiste Viaduct Project, 17% in our Boukhroufa Dam Project and 67% in our Souk Tleta Dam Project.
	At least 60 hazard notification cards are filled in the project annually	While 100% compliance to target was seen in our Eyiste Viaduct Project and Souk Tleta Dam Project, 37% of the target was achieved in our Boukhroufa Dam Project.
	Notification of at least 36 near miss cards per year in the project	While 100% compliance was observed in our Eyiste Viaduct Project and Souk Tleta Dam Project, the 22% target was achieved in our Boukhroufa Dam Project.
Occupational Accidents	Accident Weight Ratio below 1.6 Accident Weight Ratio = Total Working Day Loss * 10³/Total Working Hours	While 100% compliance with the target was observed in our Boukhroufa Dam and Souk Tleta Dam Projects, the target could not be achieved in our Eyiste Viaduct Project.
	Accident Frequency Rate below 16 (Accident Frequency Rate = Total Number of Accidents with Lost Day/Total Working Hours x 10 ⁶)	Our Eyiste Viaduct, Boukhroufa Dam and Souk Tleta Dam Project has achieved 100% compliance with the target.
Emergency Management	Organizing at least 3 emergency drills, 1 of which is Environmental Drills annually.	While 100% compliance to target is seen in our Eyiste Viaduct Project, 67% realization is seen in our Boukhroufa Dam Project. In our Souk Tleta Dam Project, the target could not be achieved.
Value Chain Management	Carry out a second party audit (supplier and subcontractor) at least once a month to monitor OHS, Environment and Quality issues.	Due to the pandemic experienced in 2020, the planned second party inspections could not be carried out.
Employee Engagement	Organizing activities in 3-month periods to increase the compliance of the working staff with the motivation and company working principles.	While 100% realization is seen in the Head Office, 25% realization is seen in our Souk Tleta Dam Project and 75% realization in our Eyiste Viaduct Project. The target could not be achieved in our Boukhroufa Dam Project.

Table 18: Target Realization Situations for 2020

Due to the pandemic in 2020 in our Algerian Boukhroufa Dam and Souk Tleta Dam projects as work stops occurred, it is seen that some of the targets are behind in the realization data,. Reasons such as the lack of sufficient work in the field, the inability of our employees from the Republic of Turkey to return to work, and the lack of activities that cannot provide physical distance have affected compliance with the targets.

Our Konya Eyiste Viaduct Project has generally been successful in its 2020 environmental and social objectives. Our project achieved an accident severity rate of 15.91 and fell short of its target.

Goal Issue	Goals for 2021			
Sustainability Management	Meeting of the Sustainability Committee at least 4 times a year.			
	Organizing at least 3 corporate social responsibility activities annually.			
Management Systems	Bringing the M-Files program live in 2021.			
	Transferring all the incoming and outgoing history of the project to the M-Files program.			
Stakeholder Engagement	Arranging Nurol Construction Family Talks Organization for all projects for min 4 times yearly.			
Environmental Management	Meeting with sub-contractors on environmental issues quarterly.			
Environmental Management	Making improvements in environmental issues in the head office and projects and publishing them in improvement report format.			
OHS-E Trainings	The per capita training rate of the center staff is 130 minutes / month.			
0.10 I	Providing 50 minutes/month training per person to Nurol Contruction personnel throughout the projects.			
OHS Operational Controls	Yearly 12 occupational safety site visits together with Project Management.			
	Reporting at least 100 danger notifications/near-miss cards per year in the project.			
Accident Performance	Accident Weight Ratio below 1.5 Accident Weight Ratio = Total Working Day Loss * 10³/Total Working Hours			
	Maintaining accident Frequency Rate below 15 Accident Frequency Rate = Total Number of Accidents with Lost Day/Total Working Hours \times 10 6			
Emergency Management	Organizing at least 3 emergency drills, 1 of which is Environmental Drills annually.			
Employee Engagement	Organizing activities in 3-month periods to increase the compliance of the working staff with the motivation and company working principles.			

Table 19: Targets for 2021



PERFORMANCE INDICATORS DETAILS

Employees Involved in Standardized OHS Management	Number	Ratio in Total
Employees included in the system	2.224	%100
Those included in the system and audited by the Institution	2.224	%100
Those included in the system and externally audited	1.824	%82

Occupational Health and Safety - OHS Indicators

	Lost Days and Occupational Accidents Performance						
	Projects	KHEV Project	BBFA Project	BST Project	ÜAG Project		
tor)	Total Working Hour	472.059	677.933	493.392	3.247.100		
ntrac	Total Number of Accidents	6	7	3	212		
Total (Nurol Construction + Subcontractor)	Number of Accidents with Lost Days	2	6	2	111		
	Number of Accidents with Lost Days (Except Fatal Accidents)	1	6	2	111		
	Number of Fatal Accidents	1	0	0	0		
	Occupational Injury Rate	12,71	10,3	6,1	65,3		
	Occupational Serious Injury Rate	2,12	8,8	4,1	34,2		
	Job Induced Mortality Rate	2,12	0	0	0		

Senior Management and Other Employees Gender Age Break						
		<u>Male</u>			<u>Female</u>	
	<30 (Age)	30 - 50 (Age)	>50 (Age)	<30 (Age)	30 - 50 (Age)	>50 (Age)
Senior Management	0	7	1	0	4	0
Other Employees	7	50	14	3	17	1

Board of Directors - Board of Directors Age Distribution

<30 (Age)	30 - 50 (Age)	>50 (Age)	
0	4	4	

Our Employee Profile Breakdowns

Figures under 'Employee Profile Breakdown' heading are compiled from the data of 4 projects of Nurol Construction, where employees are directly employed and the projects included in the report.

	Number of Employees									
Project Title		White	Collar	Blue C	Blue Collar					
		<u>Female</u>	<u>Male</u>	<u>Female</u>	Male					
HQ	Nurol Construction	20	59	5	20					
ΠŲ	Subcontractor	0	0	0	0					
KHEV Project	Nurol Construction	0	10	0	11					
,	Subcontractor	0	4	3	127					
DDEA Ductor	Nurol Construction	3	19	5	237					
BBFA Project	Subcontractor	0	1	0	20					
BST Project	Nurol Construction	4	15	4	64					
DJT Flojett	Subcontractor	0	1	4	23					
ÜAG Metro Project	Nurol Construction	14	97	7	824					
S. C. I. Colo I Tojecc	Subcontractor	5	30	15	573					

Project Title	Subcontractor - Nurol Construction (%)		Blue Collar - White Collar (%)		Only Nurol Co Employ		Including Subcontractor Total Employees (%)	
r roject ritie	Nurol Construction	Subcontractor	Blue Collar	White Collar	Female	Male	Female	Male
HQ	%100	%0	%24	%76	%24	%76	%24	%76
KHEV Project	%14	%86	%91	%9	%0	%100	%2	%98
BBFA Project	%93	%7	%92	%8	%3	%97	%3	%97
BST Project	%76	%24	%83	%17	%9	%91	%10	%90
ÜAG Metro Project	%60	%40	%91	%9	%2	%98	%3	%97

Project Title	Full	-time	Part-time			
Project Title	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>		
HQ	25	78	0	1		
KHEV Project	0	21	0	0		
BBFA Project	8	256	0	0		
BST Project	8	79	0	0		
ÜAG Metro Project	21	921	0	0		

Project Title	Fixed-Term Empl	oyment Contract	Permanent Employment Contract			
r roject ride	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>		
HQ	0	0	25	79		
KHEV Project	0	0	0	21		
BBFA Project	8	226	0	30		
BST Project	8	61	0	18		
ÜAG Metro Project	0	0	21	921		

	Number of Disabled Employees (Nurol Construction Staff)									
Project Title	White Colla	r Employee	Blue Collar Employee							
	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>						
HQ	0	0	0	3						
KHEV Project	0	0	0	0						
BBFA Project	0	0	0	0						
BST Project	0	0	0	0						
ÜAG Metro Project	0	0	2	5						

Since the number of employees in our Eyiste Viaduct Project in 2020 is less than 50, the rate of disabled employees is in compliance with the law.

	Employees, Turkish Citizen					Foreign Nationality Employees				
Project Title	Blue	Collar	White	Collar	Blue 0	Collar	White Collar			
	<u>Female</u>	Male	<u>Female</u>	Male	<u>Female</u>	<u>Male</u>	Female	<u>Male</u>		
HQ	5	20	20	59	0	0	0	0		
KHEV Project	0	11	0	10	0	0	0	0		
BBFA Project	0	21	0	9	5	216	3	10		
BST Project	0	9	0	9	4	55	4	6		
ÜAG Metro Project	7	97	14	824	0	0	0	0		

					Curr	ently W	orking S	taff				
			<u>N</u>	<u>lale</u>					Fem	<u>ale</u>		
Project Title	<30	(Age)	30 - 5	0 (Age)	>50	(Age)	<30	(Age)	30 - 50	(Age)	>50	(Age)
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
HQ	7	%7	57	%55	15	%14	3	%3	21	%20	1	%1
KHEV Project	0	%0	15	%71	6	%29	0	%0	0	%0	0	%0
BBFA Project	11	%4	205	%78	40	%15	1	%0,4	7	%3	0	%0
BST Project	8	%9	59	%68	12	%14	1	%1	7	%8	0	%0
ÜAG Metro Project	283	%30	523	%56	115	%12	10	%1	9	%1	2	%0,21

				Pers	onnel Re	cruited i	in the Re	lated P	eriod			
			<u>N</u>	<u> 1ale</u>					Fem	nale		
Project Title	<30	(Age)	30 - 5	0 (Age)	>50	(Age)	<30 (Age)	30 - 50	O (Age)	>50	(Age)
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
HQ	3	%33	2	%22	0	%0	1	%11	2	%22	1	%11
KHEV Project	0	%0	6	%75	2	%25	0	%0	0	%0	0	%0
BBFA Project	6	%28	13	%62	2	%10	0	%0	0	%0	0	%0
BST Project	0	%0	2	%100	0	%0	0	%0	0	%0	0	%0
ÜAG Metro Project	206	%32	347	%54	81	%13	7	%1	4	%1	0	%0

				Leave of	Employ	ment Ra	ate in the Relevant Period					
Duningt Title			<u>N</u>	<u>lale</u>					<u>Fen</u>	<u>nale</u>		
Project Title	<30	(Age)	30 - 5	0 (Age)	>50	(Age)	<30	(Age)	30 - 50	0 (Age)	>50	(Age)
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
HQ	0	%0	2	%50	0	%0	2	%50	0	%0	0	%0
KHEV Project	0	%0	4	%80	1	%20	0	%0	0	%0	0	%0
BBFA Project	0	%0	0	%0	0	%0	0	%0	0	%0	0	%0
BST Project	1	%20	4	%80	0	%0	0	%0	0	%0	0	%0
ÜAG Metro Project	106	%32	182	%55	36	%11	3	%1	1	%0,3	1	%0,3

Working Life at Nurol Construction - Usage of Birth Leave and Retention Rates After Birth Leave

Indicator Name	Female	Male
Total Number of Employees Eligible for Parental Leave	1	0
Total Number of Employees Using Parental Leave	1	0
Number of Employees Returning to Work After Parental Leave	0	0
Number of Employees Returned to Work and Continues after 12 Months	0	0
Total Number of Employees Returning from Parental Leave Before Reporting Periods	0	0
Total Number of Employees Needed to Return to Work After Parental Leave (other than those known to be transferred to another job or to be retired)	1	0
Return to Work Rate Among Parental Leaves		nel who took maternity leave ted her maternity leave.
Retention Rate Between Parental Leaves	We do not have from maternity	any employees returning leave in 2020.

Return to Work Rate Among Those Taking Maternity Leave

Number of Employees Returning to Work After Maternity Leave/ Total Number of Employees Using Maternity Leave.

Retention Rate Among Those Taking Maternity Leave

Number of Employees Returning to Work After 12 Months/ Total Number of Employees Returning from Maternity Leave Before the Reporting Periods.

Working Life at Nurol Construction - Training Indicators

Aver	age Training Hours Per Total E	Employee (Hours)	
	White Collar	Blue Collar	<u>Total</u>
НÓ	23,4	2,0	25,4
KHEV Project	4,0	43,8	47,8
BBFA Project	0,8	19,8	20,6
BST Project	0,6	13,3	13,9
ÜAG Metro Project	7,9	131,6	139,6
	<u>Female</u>	<u>Male</u>	<u>Total</u>
НÓ	10,4	15,0	25,4
KHEV Project	0,0	47,8	47,8
BBFA Projesi	0,2	20,2	20,4
BST Project	1,0	12,9	13,9
ÜAG Metro Project	2,8	136,8	139,6

Value Chain Management - The Ratio of Nurol İnşaat Subcontractor's Expenses in the Budget

Project Title	Subcontractor Business Scope	Rate
	Earthworks Construction Works	%2,91
	Bored Pile and Revement Works	%3,10
KHEV Project	Viaduct Construction Works	%17,02
KILVFIOJECE	Post Tensioning Works	%0,02
	Rental Equipment	%4,56
	Landslide Rehabilitation Works	%1,06
	Reinforced Concrete Works	%2,39
BBFA Project	Excavation & Filling Works	%8,36
,	Forage and Injection Works	%3,16
	Other Works	%6,30
	Reinforced Concrete Works	%4,97
BST Project	Geotechnical Work	%7,91
	Rental Equipment	%1,20
	Excavation Works	%1,84
ÜAG Metro Project	Mechanical Works	%0,89
Ond Metro Froject	Construction Works and Tunnel Works (NATM)	%15,96
	Other Works	%1,60



Value Chain Management - The Ratio of Nurol Construction Supplier Expenses in the Budget

_		
Project Title	Supplied Material	Rate
	Concrete	12,10%
	Re-Bar	36,73%
VIIIV/ Decinet	Aggregate	1,38%
KHEV Project	Pot Bearings	0,96%
	Wire Rope	3,17%
	Other Materials	1,25%
	Aggregate	0,64%
	Re-Bar	2,12%
BBFA Project	Cement	0,78%
	Explosive Materials	2,24%
	Other Materials	2,08%
	Cement	3,93%
	Sand	2,20%
BST Project	Aggregate	6,80%
	Re-Bar	5,69%
	Other Materials	1,89%
	Concrete	4,12%
	Bolt/Sliding/Ground Nail	0,11%
	Steel Mesh	2,51%
	Cement/Chemicals	0,32%
	Gasket	0,31%
	Re-Bar	8,55%
ÜAG Metro Project	Grouts	0,65%
	Shotcrete Cement	3,38%
	Segment Materials	0,33%
	TBM Materials	0,94%
	Insulation Materials	0,78%
	Fuel	0,78%
	Other Materials	2,33%

Abbreviations

YES	Governance Ecosystem Social
A.Ş.	Incorporated Company
BBFA	Boukhroufa Dam Project
BES	Personal Pension System
ВКАО	Gebze İzmir Motorway Balıkesir Kırkağaç Akhisar Section Project
UNGC	United Nations Global Compact
BST	Souk Tleta Dam Project
ВІМ	Building Information Modeling
CNG	Compressed Natural Gas
EBRD	European Bank for Reconstruction and Development
ERP	Enterprise Resource Planning
ENR	Engineering News-Record
EDC	Ethics Discipline Committee
IMS	Integrated Management Systems
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortization
GRI	Global Reporting Initiative
HEPP	Hyrdo Electric Power Plant
IFC	International Finance Corporation
IUCN	International Union for Conservation of Nature
OHS	Occupational Health and Safety
OHS-E	Occupational Health and Safety, Environment
ISO	International Organization for Standardization
KAÇUV	Hope Foundation for Children with Cancer

KHEV	Konya Eyiste Viaduct Project
KÜSET	Quality, Production, Segment, Training, Technical Support, Management Systems, Risk Management
PPE	Personal Protective Equipment
LPPD	Personal Data Protection Law
LNG	Liqiufied Natural Gas
LÖSEV	Health and Education Foundation for Children with Leukemia
M-FILES	Document, Process and Information Management Software System
MOTAT	Mobile Hazardous Waste Transport
NATM	The New Austrian Tunnelling Method
ÜAG	Ümraniye Ataşehir Göztepe Metro Project
QDMS	Quality Document Integrated Management System
SAP	Systems Analysis and Program Development
SEDEX	Social Compliance Initiative
SSI	Social Security Institution
SDG	Sustainable Development Goals
NGO	Non-Governmental Organisation
ТММ	Turkey Materials Marketplace
TÜRKAK	Turkish Accreditation Agency
IFRS	International Financial Reporting Standards
UKAS	UK Accreditation Service
VERBIS	Data Officers Registry Information System
WEPs	Women's Empowerment Principles

UNITED NATIONS GLOBAL COMPACT (UNGC) CONTENT INDEX

The UN Global Compact is an initiative that encourages companies to operate responsibly and support society. Accordingly, the UN Global Compact strives to ensure that companies do not only add value to their financial resources, but also to people, communities and the planet. The UN Global Compact is the world's largest voluntary corporate sustainability initiative with 13.538 participants in 159 countries.

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GRI (GLOBAL REPORTING INITIATIVE) STANDARD CONTENT INDEX

This Report includes information on the sustainability performance and implementation of Nurol Construction and Trading Co. Inc.'s projects included in the reporting period between 1 January 2020 - 31 December 2020.

Content of the report, Global Reporting Principles Standards: It has been developed in accordance with the basic option requirements, but has not been approved by the GRI organization.

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