



Corporate Social Responsibility

Akfen Holding, which has implemented numerous projects in different fields in Turkey and abroad since its establishment in 1976, has touched the lives of thousands of people so far by raising awareness in the fields of education, women, economy and environment together with its subsidiaries working in the regions where these projects take place.

Being the first holding in Turkey to sign the United Nations' Global Compact and Women's Empowerment Principles (WEPs), Akfen also supports He-ForShe, a global solidarity movement for gender equality. In this section, the Corporate Social Responsibility Projects of Akfen Holding in 2021 and the projects of the Human Resources Education and Health Foundation of Turkey (TİKAV), which was established in Ankara on 15 January 1999 by the Akın Family to realize the social responsibility projects of Akfen Holding, are detailed.

Global Compact

On 2 July 2002 Akfen Holding signed the United Nations Global Compact, which was formed to create a common development culture in the constantly competitive business world. The current ten principles included in the Global Compact cover the areas of human rights, working conditions, environment and fighting against corruption

10 Principles of the Global Compact



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and.

Principle 2: make sure that they are not complicit in human rights abuses.



Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.



Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;.

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.



Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Akfen Group carries out many studies on sustainability for a livable world heritage. In this context, Akfen Holding and its group companies are preparing a detailed Sustainability Report covering the years 2021-22

Akfen

Sustainability Priorities

• **While directing work and investments**

As Akfen, within the Holding, its subsidiaries and affiliates, studies are carried out for the sustainability of global and local resources. Paying attention to sustainability in its investments enables the company to fulfill its social duties, while making financing conditions more accessible.

• **Cares about the future**

Akfen especially cares about the equalization of women's positions in social and business life, creating employment for them, and realizing their efforts and dreams. It implements various projects for women who build our future with the children they raise.

• **Prepares youth for the future**

It invests in young people, who are our future, both with the Individual Development Program and International Award Program Turkey implemented by TIKAV, and with various donations and sponsorships..

• **Respects nature**

Aiming to protect the world we live in and to develop the human being, who is the essence of everything, the company counts caring for the environment as one of its principles in achieving this.

• **Supports art**

Akfen Holding, through various projects, supports arts and culture..

• **Participates in NGOs**

Akfen Group, with all its subsidiaries and managers, takes an active role in many associations and non-governmental organizations established to contribute to Turkey's economic growth..

• **Quality Certificates**

Akfen Holding Inc. has the "ISO 9001:2015 Quality Management System" certificate and has successfully passed the interim audits regarding the aforementioned management system during the period..

• **Management of Natural Resources**

Energy Consumption: With the aim of reducing energy consumption, our server systems have been migrated from single physical servers to multiple combined virtual servers. Thus, with the increase in virtualization, we started to work with fewer physical servers and use less energy with the same system.

Water Consumption: Photocell sink faucets were installed in our offices and all faucets were replaced. Thus, savings are achieved in water usage.

Examples of Akfen Holding's Sustainable Investments

As Akfen, studies are carried out within the body of the Holding, at our subsidiaries and affiliates for the sustainability of global and local resources. Paying attention to sustainability in its investments enables Akfen to fulfill its social duties and makes financing conditions more accessible. Some of these are as follows;

● General

• **Akfen Renewable Energy**, has been preparing the Environmental and Social Performance - Annual Monitoring Report, also called ESAP-AMR, annually for 5 years.

• **Acacia Mining**, which operates the Gökırmak Copper Mine located within the borders of Kastamonu, continues its activities conforming to international standards with its expert staff.



● Environmental

• **Akfen Renewable Energy**, took action in 2014 to establish 13 all-domestic and renewable wind and solar power plants in 5 regions of Turkey with a total power of 470.3 MW and a total value of USD 530 million.

• We have highlighted the concept of sustainability in many areas, from construction materials to service, in Isparta, Eskişehir and Tekirdağ City Hospitals and Bodrum Loft holiday village, which are the latest projects we have implemented with **Akfen Construction**. For example, in Tekirdağ City Hospital, thanks to the trigem system, we have achieved an energy efficiency of 1.2 million kWh and over 3 million TL in the last year. In the Bodrum Loft project, 32 thousand 400 m³ of wastewater was reused in 2021 only.

• **Akfen Environment and Water**, in line with its founding purpose, has recycled 25.8 million m³ of waste water so far, by purifying the waste water into clean water and making it ready for reuse. On the other hand, within the scope of solid waste management services, 36,800 tons of waste, suitable for recycling, has been separated at the source and brought into the economy.

• **Akfen Environment and Water**, was established with the aim of recovering the great economic losses in Turkey's existing water and infrastructure sector and ensuring that the people receive continuous, reliable, healthy water and infrastructure services.

• Combining its expertise in the water and wastewater sectors with Solid Waste Management services, **Akfen Environment and Water** offers Solid Waste Management systems development and management services in line with the needs of its customers.

• **Akfen Environment and Water**, collected 940 tons of waste suitable for recycling, for which total management service was provided in 2020 and 2021, separately at the

source, and brought it back into the economy. The company, which has expanded its service area, continues its activities with the aim of recycling 550 tons of recyclable waste in 2022.

• While **Acacia Mining** is constantly updating its infrastructure with the aim of using the natural resources of our country in the most accurate way, its reserves have been developed in accordance with the JORC standard with an environmentally compatible and sustainable mining approach. At our open pit copper mine site belonging to our Acacia Mining Operation, the water used in the ore preparation facilities is provided in a completely closed cycle, saving approximately 1.5 million cubic meters of water per year. With the establishment of the solar power plant, which is at the project stage, we anticipate that we will reduce carbon dioxide emissions by approximately 28,000 tons per year by supplying all the needs of the facility from an environmentally friendly renewable energy source.

• **MIP** continues to improve itself in terms of sustainability. While the emission amount of MIP per TEU in 2020 was 0.019 tCO₂, this value was reduced to 0.018 tCO₂ in 2021.

• Established to contribute to İstanbul's maritime transportation and the solution of traffic problems, the **Istanbul Sea Buses** company provides transportation of 27 million passengers and 6 million vehicles on average every year. The company continues its investments in increasing clean and environmentally friendly transportation opportunities.

To give examples from our previous investments;

• **TAVConstruction** - İzmir Adnan Menderes Airport Domestic Terminal project was cited as an example in the report of the US Green Buildings Council (USGBC), 2017.

• **IBS** has WWF Green Office certification.



Social

- **Akfen Holding and Akfen Construction** have completed the construction of 3 schools, Ülkü Akın Secondary School in Ankara, Hikmet Akın Secondary School in Düzce, and Hasan Akın Anatolian High School in Balıkesir, and delivered them to the Ministry of National Education in various years.

- The microcredit project was initiated in Turkey by Prof Dr Aziz Akgül, President of the Turkish Foundation for Waste Prevention (TİSVA) in 2003, and reached approximately 170,000 micro-entrepreneur women in 91 branches in 61 provinces of the country to date.

Operating in Kayseri under the umbrella of Turkey Grameen Microfinance Program and providing support to approximately 2000 low-income micro-entrepreneurs, Kayseri Microfinance Branch is named after Akfen Holding Chairman of the Board Hamdi Akın and **Hamdi Akın Kayseri Microfinance** Branch has supported 1574 low-income Microentrepreneurs so far.

- In 2017, with the cooperation of **TİKAV and Akfen Renewable Energy**, 800 women in 15 regions were reached regarding the development of children in the 0-6 age group with the project "Schooling at Home". Health training was given to 1500 women in

17 regions with the "Health First" project within the context of the Health theme of 2018.

In the "Hygiene is Health" project which started in 2019, 2,000 women were reached at 26 different points.

With the "Savings in Our House, the Future in Our Hands" project which started in 2020 and was interrupted due to the pandemic, 2000 women were informed about saving methods within the family. The number of people reached indirectly through the projects has exceeded 16 thousand.

- **Acacia Mining**, carries out various projects for the social and economic development of the Gökırmak region where it is located. The Ministry of National Education pioneered the opening of the Mining Technologies Department at the Multi-Program Anatolian High School in the Hanönü District. This department became operational with 16 students enrolled at the beginning of the 2018 - 2019 Academic Year.

In order to support the regional economy in terms of local employment, vocational training courses in different branches were opened in cooperation with the Public Education Center in the district and KOSGEB to meet today's needs, and 103 participants successfully completed their training.



Corporate Management

- **Akfen Holding**, is managed in accordance with corporate governance principles. Applications of the Board of Directors and the General Assembly, information sharing platforms such as the annual report and website, and the implementation of ethical codes can be given as examples.

- With Akfen Renewable Energy Inc., the foundations of which were laid in 2007, **Akfen Holding** has implemented a renewable energy platform that consists entirely of domestic and renewable resources and invests in sustainable energy. Continuing its investments over the years, Akfen Renewable Energy has become Turkey's first and largest renewable energy platform.

- Since **Akfen Renewable Energy** has international partners such as EBRD and IFC and Akfen REIT is a public company since 2011, they are managed in accordance with corporate governance principles.

- **Akfen Renewable Energy**, received 'Turkey's largest green energy loan' in 2019, with the giant partnership of 6 domestic and foreign banks.

- **Mersin International Port (MIP)**, as Turkey's largest foreign trade port, with its geographical location, capacity and wide hinterland, is one of the most important ports not only in Turkey but also in the Middle East and Eastern Mediterranean. With its global partners PSA International and IFM Investors, MIP is also managed in accordance with corporate governance principles.



Akfen Meet-up

All Akfen employees came together at an event on the occasion of the 45th anniversary of Akfen Holding's establishment. The event, which was held online on 16 December 2021 due to the pandemic, started with the speech of the Chairman of the Board of Directors, Hamdi Akin.

The event continued with questions asked by all employees to both the Board of Directors and senior managers, and then Demet Akbağ gave an inspiring speech and a quiz

show was conducted with surprise gifts for the winners. In addition to the gifts distributed through drawings throughout the entire event, seniority awards were presented by the management to the personnel who celebrated their thirtieth, twentieth and tenth years with Akfen Holding. In a period when we could get together less due to the pandemic, the aim was to meet as the entire Akfen family online nevertheless and the survey conducted after the event received a satisfaction rate of 84%.

Digitalization Studies

As Akfen Holding, we carry out digitalization studies in various fields in order to meet the requirements of the age and to reduce the consumption of natural resources.

Strategy Magazine: Prepared quarterly with the support of Akfen Holding since 2013, Strategy Magazine offers global and local news about the business and technology world independently of Akfen Holding.

The magazine, which was published in print between 2013-2020, started to be published online as of 2021. Strategy magazine, prepared in English and Turkish with the slogan "Read tomorrow today", is available on Akfen Holding's corporate website, <http://www.akfen.com.tr/strategy-dergisi> link and can be downloaded for free on Turkcell's magazine application Dergilik. As of the 23rd issue of the October-December 2021 period, free audio news have also started on various podcast media.



Awards and Achievements



Akfen Renewable Energy was ranked 46th among 4,914 companies in the world, receiving an A1 grade out of 67 points in the sustainability report prepared by Vigeo Eiris, which was established as a subsidiary of the international rating agency Moody's to inform asset managers and investors.



Akfen Holding CFO Gülbin Uzuner Bekit was among the 50 Most Influential CFOs in 2020 and 2021.

The Telegraph

Bodrum Loft was selected as one of the "25 Newest Hotels in Europe" by Britain's leading newspaper, The Telegraph.

On 14 December 2021, Turkrating confirmed Akfen Holding's Long-Term National Credit Rating as **TR AAA** and Short-Term National Credit Rating as **TR A1** with a stable outlook.

MIP won the "Port Operator of the Year" award for the 11th time in a row. The award ceremony of the Atlas Logistics Awards competition, which has been held for 12 years, was held on 11 November 2021, hosted by the International Logitrans Transport Logistics Fair.

Prepares the youth for the future

● **Abdullah Gül Univercity**

Since 2011, Akfen Holding has been contributing to the Abdullah Gül University Support Foundation, which was established in order to help Abdullah Gül University achieve a position line with its vision as soon as possible and to reduce the obligations of the public in the field of education and training.

● **London School of Economics**

Akfen Holding is a permanent member of the Advisory Board of the Contemporary Turkey Studies Chair of London School of Economics, one of the most prestigious academic institutions in the world. The Chair was established with the initiative of the Ministry of Foreign Affairs. On behalf of the Holding, this task is carried out by Member of the Board of Directors Pelin Akın Özalp.

Other Education and Employment Studies

● **Full Scholarship Opportunity:** Within the scope of the Koç University Anatolian Scholars project, Akfen Holding gave 2 students full scholarship during their undergraduate program in the 2021-2022 Academic Year.

● **Support for the First Opportunity Program:** Akfen Holding is among the first corporate supporters of Esas Social's social investments in the field of youth and employment and the First Opportunity program, which aims to remove the obstacles that new graduates face in the transition from school to work. In addition to the participation of Akfen Holding employees as mentors in the First Chance program in 2021, one of the First Opportunity Program participants received his first work experience in The Duke of Edinburgh's International Award.

Burhaniye Anatolian High School where 650 students attend was rebuilt and prepared for the 2021-22 academic year, and the name of the school was changed to **Hasan Akın Anatolian High School** in dedication to the father of Akfen Holding Chairman Hamdi Akın



● **Schools**

Ülkü Akın Secondary School: Ülkü Akın Middle School: Named after the late Ülkü Akın, the wife of Akfen Holding Chairman Hamdi Akın, who died as a result of a sudden illness at a young age, the school was founded in Ankara with the protocol signed between Ankara Governorship and Hamdi Akın at the beginning of the 1993- 1994 academic year. The school has 21 classrooms, 1 laboratory, 1 music and 1 arts class, 1 IT class and library, and currently has 435 students.

Hasan Akın Anadolu Lisesi: Hasan Akın Anatolian High School: The construction of Burhaniye Anatolian High School in Burhaniye, Balıkesir, which was evacuated at the beginning of the 2020-21 academic year due to the risk of earthquakes, was completed by Akfen Construction and put into service at the beginning of the 2021-22 academic year.

The school, which was built in time for the new academic season, has 16 classrooms, a conference hall, a laboratory, and 650 students are attend the school. The school is named Hasan Akın Anatolian High School, after the father of Akfen Holding Chairman Hamdi Akın.

Hikmet Akın Middle School: The School, which was founded in the Hamidiye District of Düzce at the beginning of the 2004-2005 academic year, was built by Akfen Holding Chairman of the Board of Directors, Hamdi Akın, in the name of his deceased mother, Hikmet Akın. There are 20 classrooms, 1 laboratory, 1 multi-purpose hall and library Other Education and at the school, and has 429 students.

Support for Youth and Entrepreneurs

Akfen Holding executives, particularly Akfen Holding Chairman Hamdi Akin, attended conferences and summits held in different cities of our country as speakers in 2021 in order to contribute to Turkey's economic growth and inspire young entrepreneurs and managers. In the context of "Supporting Youth and Entrepreneurs", 2021 has been a rich year in terms of online conferences, summits, etc., with the direct participation of Akfen executives.



27 January 2021:

TUREK Online Fair participation (Akfen Renewable Energy)



3 March 2021:

Clean Energy Challenge Project
"Fostering Private Sector Engagement to Advance Clean Energy Access in Displaced Settings in Turkey"



4 March 2021:

Sabah Newspaper –
Strong Women of
Strong Turkey Summit



5 March 2021:

Meeting on "Istanbul Metropolitan Municipality Investment Opportunities" in cooperation with TÜSİAD - Istanbul Investment Agency



9 March 2021:

11. Bosphorus Summit –
Women Leaders Panel



10 March 2021:

JP Morgan EMEA
CEO Forum



25 March 2021:

Uludağ Economy Summit –
"Processes and experiences from family business to corporate company" panel



4 May 2021:

GYODER, Plug & Play Turkey Construction and Real Estate Vertical Meeting

4 May 2021:

Family Business: Creating Future Value webinar hosted by Harvard Business Review



28 June 2021:

EBRD 2021 Annual Meeting & Business Forum



24-25 November 2021:

Bonds, Loans &
Sukuk



2 December 2021:

GYODER REITs Senior Management Meeting



15 December 2021:

Re360 New Generation and New Era Dynamism

We Care About For The Future

Hamdi Akin Kayseri Microfinance Branch

The first step of the microcredit project in Turkey was taken by Prof. Dr. Aziz Akgül, President of the Turkish Foundation for Waste Prevention (TİSVA) in 2003, and reached approximately 170,000 micro-entrepreneur women in 91 branches in 61 provinces of the country since then.

Operating in Kayseri under the umbrella of Turkey Grameen Microfinance Program and providing support to nearly 2000 low-income microentrepreneurs, Kayseri Microfinance Branch is named after Akfen Holding Chairman of the Board, Hamdi Akin.

On 8 March 2018, women who will use microcredit from Hamdi Akin Kayseri Microfinance Branch, operating in Kayseri under the umbrella of Turkey Graamen Microfinance Program and providing support to 1574 low-income micro-entrepreneurs, received their checks with a ceremony.

Türkiye İş Kadınları Derneği (TİKAD)

Akfen Holding Board Member Pelin Akin Ozalp, who serves on the Board of Turkish Businesswomen's Association (TİKAD), supports projects organised by TİKAD that works with a mission of taking responsibility in Turkey's democratization and integration with the modern world.

HeForShe Project

Akfen Holding Chairman of the Board Hamdi Akin and Member of the Board of Directors Pelin Akin Özalp support HeForShe, a global solidarity movement for gender equality.

Intercompany Mentorship Program for More Women on Boards of Directors

As Akfen Holding, in line with our corporate culture, we believe that each task is important and each employee is valuable. In addition to supporting women's role in society with applications aimed at our female employees, we also offer professional career opportunities to them.

Furthermore, Akfen Holding Chairman Hamdi Akin, within the scope of "Intercompany Mentoring Program to Get More Women on Boards of Directors" implemented in collaboration with Praesta Turkey and Forbes Turkey, mentors female executives to get prepared for board duties.

The Association of Women on Boards of Directors (YKKD)

Pelin Akin Özalp, Member of the Board of Directors of Akfen Holding, has an active role in the Association of Women on Boards of Directors, which works to eliminate gender inequality and ensure that more women take part in the boards of directors.

Women's Empowerment Principles (WEPs)

The WEPs platform, which was established in 2010 under the partnership of the United Nations Global Compact and the United Nations Gender Equality and Women's Empowerment Unit (UN Women), presents the private sector with important points to consider in order to ensure gender equality in workplaces, markets and society in general.

In Turkey, Akfen Holding was the first holding to sign Women's Empowerment Principles (WEPs) which was created by the United Nations Gender Equality and Women's Empowerment Unit (UN Women) and the UN Global Compact, and which aims to create awareness for gender equality in the business world. The initiative has 47 signatories to Turkey initiative and 900 signatories globally.





We Support Art

Loft Art

Loft Art, the art space developed by Akfen as part of its social responsibility project, opened its doors in 2021 with its first exhibition, Humano, at Nispetiye On in İstanbul, Beşiktaş.

Organizing the Art in Bodrum Loft and Sculptville exhibitions in the Bodrum Loft project, which was completed in 2020 with different collaborations, Akfen opened an art space called Loft Art at Nispetiye On, İstanbul Levent. By supporting young artists, Loft Art aims to provide space for independent artists who produce works in all disciplines of art and to make them visible without being their representatives.

Works sold in the field of art also become a source for Akfen Holding's Human Resources Education and Health Foundation of Turkey (TİKAV), which implements national and international social responsibility projects by focusing on women, youth and children.

Other Supported Projects

• **SAHA Association:** Akfen Holding is one of the sponsors of the association, which aims to increase the recognition and awareness of Turkish contemporary art and provides unconditional support to projects in this direction.

• **Ankara International Film Festival:** Since 2018, Bulvar Loft has been supporting the Ankara International Film Festival on behalf of Akfen Construction.

We Respect Nature

TEMA

Akfen Holding takes part in projects carried out by the Turkish Foundation for Combating Erosion, Afforestation and Conservation of Natural Assets (TEMA), and contributes to the afforestation of our country with both its specific projects and general donations.

EBRD Sustainability Awards

Akfen Holding has been supporting the EBRD's Sustainability Awards every year since 2014. The event could not be held in 2020 due to the pandemic, it was postponed to 2021 and support was given for the seventh time of the Sustainability Awards held online in 2021.








Zero Waste Blue Promise

Akfen Holding, by giving its "Zero Waste Blue Promise", has committed to work to prevent the pollution of the seas.

Zero Waste Blue Promise:

"We promise to prevent pollution of our seas and coasts, to encourage, develop and increase participation in the fight against pollution, to leave a livable and healthy environment for future generations, to develop their creativity and innovation capacities to develop a good solution, to use alternatives instead of consuming single-use plastics, and to support circular economy with Zero Waste Blue."

We Take an Active Role in NGOs

<p>NGOs we are a member of</p>	 <p>► Turkish Investor Relations Society (TÜYİD)</p>	 <p>► Deloitte Best Managed Companies</p>	 <p>► Foreign Economic Relations Board (DEİK) Spain, Ireland, United Kingdom, USA, Middle East Business Council</p>
<p>TURKONFED</p> <p>► Turkish Enterprise and Business Confederation (TÜRKONFED)</p>	 <p>► World Economic Forum – Global Shapers</p>	<p>GYÖDER</p> <p>► Real Estate and Real Estate Investment Trust Association (GYÖDER)</p>	 <p>► Human Resources Association of Turkey (PERYÖN)</p>
 <p>► Family Businesses Association of Turkey (TAİDER)</p>	<p>TÜSİAD</p> <p>► Turkish Industry and Business Association (TÜSİAD)</p>	 <p>► Young Businessmen Association of Turkey (TÜGİAD)</p>	 <p>► Turkish Business Women Association (TİKAD)</p>
<p>► Turkish Quality Association (KalDer)</p> 	 <p>► Corporate Governance Association of Turkey (TKYD)</p>	<p>TTYD</p> <p>► Turkey Tourism Investors Association (TYD)</p>	<p>► Women on Board Turkey Association (YKKD)</p> 
<p>► Turkish Marine Environment Protection Association (TURMEPA)</p> 	<p>TAYÇED</p> <p>► Waste & Environmental Management Association (TAYÇED)</p>	<p>Examples of our sponsorships and donations</p> <ul style="list-style-type: none"> • SAHA Association • Red Crescent • Ankara Film Festival • EBRD Sustainability Awards • Hikmet Akın Kindergarten • TEMA • Koç University Anatolian Scholarship Program • TİKAV 	



Turkish Human Resources in Health and Education Foundation (TİKAV)

Adopting the idea that sustainable prosperity is only possible through investment in people and society as well as in the economy, Akfen carries out its corporate social responsibility projects within the body of the Turkish Human Resources Education and Health Foundation (TİKAV), which was founded in 1999 by the Akın Family.

TİKAV aims to find solutions for the adaptation of society to change, to bring in individuals who will lead the development, and to lead the spread of social responsibility awareness by working with an innovative understanding in the rapidly changing information age.

Accordingly, TİKAV aims to increase the knowledge and experiences of the young generation through its long-term

social responsibility projects, aims to improve the awareness for healthy living and to contribute to the elimination of today's environmental problems.

In the projects it has carried out so far, TİKAV has met with different segments of the society, including university students, people from the business world, young people, children living in mountain villages, women, village headmen, relatives of the disabled, children receiving treatment in hospitals and mothers accompanying them, and has also undertaken the repair of many schools.

2021, was another year in which young people and women came to the fore in social responsibility projects carried out by TİKAV.



Investing in people

TİKAV projects aim to provide social benefits for the development of individuals who can adapt to innovations in the ever-evolving information age, who respect social and universal values, are sensitive to the environment, and have social responsibility awareness. It classifies its projects in three different categories: Individual Development Program, The Duke of Edinburgh's International Award-Turkey, and National Projects.

Individual Development Program (IDP)

The aim of IDP is to equip university students in Eastern and Southeastern Anatolia regions with various life skills and prepare them for postuniversity working life and social life.

Within the scope of IDP students are provided with development programs that will help them find equal opportunities and start working life as selfconfident, well-equipped, tolerant, sociallyresponsible people open to continuous learning and development, aware of their abilities and able to use their talents.

The project continues with 33 scholarships at Firat University. By the end of 2021, 30 scholarship students are planned to be included in the program. The Individual Development Program consists of 12 parts:

Orientation Program:

In the Orientation Program, activities are carried out for all students within the group, to help them get to know each other; detailed information is given about the Foundation, the program and educational practices.

Scholarship Program:

Students receive scholarships in an amount determined by the the board of directors each year.

Language and Computer Education:

Each student attends English and computer classes for at least 18 months.

Personal Development Seminars:

Seminars include Communication and Body Language, Teamwork, Storytelling, Presentation Techniques, Basic Dance Training, I Value Myself Seminars, Applied Debate, Diction, European Union Project Writing, Reveal Your Potential, Time Management, Protocol and Courtesy Rules, Towards Active Citizenship, Applied Drama, Camp Preparation, Problem Solving Skills and Conflict Management, Everyone Equal-Everyone Different, Creative Drama, First Aid, Emotional Intelligence, Entrepreneurship and Innovation, Research and Reporting Techniques, Applied Interview Techniques, RYLA and reparation for Business Life.

Individual Reading Program:

Students read at least 3 books each academic year and make presentations about these books in the summer program.

Culture and Art Program:

The excursions and visits made within the scope of the cultural program are conducted with the guidance of the students studying in the province where these will take place. Additionally, different cultural areas are visited in the Summer Programs.

Voluntary Service Program:

They provide assistance to groups in need by performing Social Service Activities on a voluntary basis within social assistance institutions and non-governmental organizations for at least 12 months.

Internship and Vocational Programs:

Internship support is also provided according to the interests, wishes and abilities of the students in accordance with their field of study.

Summer Program:

Students attend a Summer Program at the end of each academic year until they graduate.

The Duke of Edinburgh's International Award - Turkey:

TİKAVhas been implementing the Award Program with students who are under the Individual Development Program since 2001.

International Projects:

Each student participates in international youth projects organized within the scope of the European Union Youth Program or The Duke of Edinburgh's International Award at least once during the scholarship process.

TİKAV Career Workshop Mentee-Mentor Program:

The program brings together Akfen Holding managers and employees (mentors) and senior TİKAV scholarship students (mentees). Volunteers who receive Mentors-hip Training within the scope of the program share their experiences related to business life both online and face-to-face with mentees and give them ideas to draw their own career plans. With the TİKAV Individual Development Program, it is aimed to open the doors of professional life to the students who are preparing to become "Leaders of the Future" and to spread awareness for social responsibility in the business world.

The Purpose of the Project

Within the scope of IDP, the project aims to provide equal opportunities to university students who have difficulty in accessing education, cultural and personal development opportunities due to social and economic reasons. Thanks to the project, starting from the first year of the university until the end of the fourth year, scholarship students enrich their knowledge and skills by participating in various personal development, foreign language and computer training, culture-arts and voluntary service programs, national and international projects, interviews, and professional programs.

Students participate in 40 different programs with IDP, which continues for three and a half years throughout their university life. It has been determined that a total of 95% of IDP students started their business life in a short period of time, 51% of them in government institutions and 49% in the private sector.

Individual Development Program from Past to Present

The Individual Development Program first started with the participation of Elazığ Fırat University students in 1999. It started at Van Yüzüncü Yıl University in 2003 and at Middle East Technical University, Hacettepe University, Ankara University and Eskişehir Osmangazi University in 2006. With the goal of creating equal opportunity in accessing educational resources, in 2009, TİKAV has turned to universities in the Eastern and Southeastern Anatolia Regions that have completed ten years and carried out the project at Elazığ Fırat University, Van Yüzüncü Yıl University, Şanlıurfa Harran University, Kahramanmaraş Sütçü İmam University and Erzurum Atatürk University. Since 2010, the project continues only for Fırat University students.

Since the establishment of TİKAV, 321 scholars have participated in the Individual Development Program. 211 of 321 scholars completed their TİKAV activities and graduated, and 33 of them continue their TİKAV activities. 77 scholars left the Foundation for various reasons or were dismissed.

Individual Development Program in Numbers

Programs participated	40
Number of students attending IDP	321
Graduates	211
Current student	33
Interviewed	150
Accepted	25
Annual application	750
Program term (years)	3.5
Total program hours	995
Project budget (million TL)	550

The Duke of Edinburgh's International Award - Turkey (UGO-Tr)



The Award Program is an exciting personal development program that can be attended by all young people between the ages of 14 and 24. The aim of the program is to equip young people with life skills that will enable them to make a difference in their own lives, in the society they live in and in the world. The program first started in 1956 with the support of Prince Philip, Duke of Edinburgh, in the United Kingdom as the Duke of Edinburgh's Award, and has reached more than 8 million young people in more than 130 countries around the world, and more than 20,000 in our country.

The Award Program is represented by TİKAV in Turkey. The program is actively implemented in 119 award centers in 20 provinces and more than 2,500 young people participate in the Award Program every year.

The Human Resources Education and Health Foundation of Turkey, the only institution authorized to implement the Award Program in Turkey, is a member of the International Award Association approved by the United Nations and the European Union.

The program consists of four areas; In the Gold Category they also participate in a Social Harmony Project.

Voluntary Service: The Voluntary Service section aims to stress the importance of volunteering and taking part in social services by showing young people that individuals within a society need one another. In this section, participants need to find an activity that will help serve their community whilst developing their own personal skill set.

Skills Development: The aim of this section is to encourage young people to choose a suitable activity from among the cultural and social activities they are interested in, in order to help develop their skills. The important thing in the skills development section is that, more importantly than reaching a certain level of skill, the young people set goals within the scope of their skills and interests, and work regularly to reach these goals.

Physical Development: In this section, participants are expected to continue a sporting activity of their choice for a certain period of time, according to the award category they have chosen. The purpose of this section is to teach the participants how to stay in shape, improve fitness, discover new skills, overcome difficulties, and experience the happiness that success will bring.

Adventures and Discoveries: The Adventure and Discovery Journey section aims to increase self-confidence in young people through teamwork, gain environmental awareness and respect for nature through developing a spirit of adventure.

Social Harmony Project: This section, which only needs to be completed within the Gold Category, aims for young people to take part in an activity for the common good with a team that they have not worked with before; this allows young people to improve their life skills.

There are three types of award categories that the participant can aim for:

Bronze Award	Silver Award	Gold Award
Age of participation 14-24 years	Age of participation 15-24 years	Age of participation 16-24 years
Program duration is at least 6 months	Program duration is at least 12 months	Program duration is at least 18 months

Purpose of the Project

Thanks to the Award Program, with the certificate they receive, the participants gain advantages in their applications to universities, scholarships, internships and jobs abroad. Thanks to the Program, within the scope of Skills Development activities, many young people improved their existing skills or acquired new ones and worked on their personal development; strengthened their fitness and health with the Physical Development activities; and within the scope of Voluntary Service activities, contributed to society.

All young people between the ages of 14-24 have had the opportunity to look at life from a different perspective with their increased self-confidence.

From Past to Present Award Program in Turkey

The Award Program was implemented in Turkey for the first time in 1995. The first implementers of the Award Program in our country were the Turkish-British Friendship Association and a few schools.

The Human Resources Foundation of Turkey (TİKAV), which put the Award Program on its agenda in 2001, started the efforts to nationalize the Award Program in cooperation with the Turkish-British Friendship Association. In May 2002, the Ministry of Education approved the implementation of the Award Program in high schools in 7 pilot provinces, namely Ankara, Aydın, Bursa, Elazığ, Eskişehir, Gaziantep and Kayseri. In September 2003, the Youth Award Association was established by the educators and representatives of non-governmental organizations who implemented The Duke of Edinburgh's International Award within their own structure, and the program was carried out by the association.

The program has been continued by the "National Award Committee" with the representation of the TİKAV "National Authority" since 01 June 2013.

"Award Program" in Numbers

Number of Active Reward Centers	119
Number of Award Centers Signing Sub-License Agreements (AC signed in 2020 only)	8
Total Award Leaders	428
Total Supervisors	261
Number of Active Participants	3,895
Total Number of Participants	7,081
Project Budget (TL)	1,185,000

2022 Project Goals

Number of Active Reward Centers	130
Number of Award Centers Signing Sub-License Agreements	10
Number of Active Award Leaders	465
Number of Active Supervisors	290
Number of Active Participants	4,500
Total Number of Participants	7,500
Number of provinces implementing the program	22

National Projects

Since 2010, TİKAV has been aiming to implement sustainable projects for the education and development of people in order to create permanent solutions to the problems it deals with. In this context, TİKAV, which carries out joint projects with various organizations in different locations in Turkey, met with young people, children living in mountain villages, women, village headmen, relatives of the disabled, children receiving treatment in hospitals and mothers accompanying them, and also carried out school repair works.

Projects	Partners	Period
New Tradition to the Old Villages	MIP	2010
The Mothers' School	MIP	2011 ve 2012
We Restore, You Study	MIP	2012-2016
Hand-in-hand With Headmen in Mersin	MIP	2013
The Disabilities Within Us	MIP	2014
"Working Life and Women' and 'Communication Within the Family' Panels	MIP	2015
My Mother and Me Project	TÜGİAD	2016
Our School at Home Project	Akfen Ren. Energy	2017
Health First Project	Akfen Ren. Energy	2018
The Hygiene is Health Project	Akfen Ren. Energy	2019
Economy at Home for a Prosperous Future Project	Akfen Ren. Energy	2020

*The project, which started in February 2020, paused due to the pandemic and has not yet been resumed. It is planned to restart in June 2022, once the pandemic allows.

Rural Area Education Seminars With Akfen Renewable Energy

With the financing of Akfen Renewable Energy and the coordination of TİKAV, since 2017, activities have been carried out with women living in rural areas where Akfen Renewable Energy power plants operate.

In summary; 1,000 women participated in the workshop on the development of children aged 0-6 with the project "Our School at Home" in 2017; and in 2018, 1,500 women were given training on first aid, basic health, cancer screening, gynecological diseases and organ donation with the "Health First" project. With the "Hygiene is Health" project, which started in 2019, 2000 women who do physical work were given information about food, body and living space hygiene. 200 women were reached with the "Economy at Home for a Prosperous Future" project, which started in 2020 and could be carried out only in six workshops in four different cities between January and February due to the Pandemic. Due to the pandemic, the remaining stages of the project will be completed in 2022.

2017 ● Our School at Home Project
1,000 women

2018 ● Health First Project
1,500 women

2019 ● The Hygiene is Health Project
2,000 women

2020 ● Economy at Home for a Prosperous Future P.
200 women

Our School at Home Project

In our country, in rural areas where urbanization is low and women play a lesser role in professional working life, most of the children start their education life directly in primary school without getting preschool education. In the preschool period, when people have the highest learning potential, there is a process in which their physical, psychomotor, social-emotional, mental and language developments are completed to a large extent, the personality is shaped and they develop rapidly.

Knowing the importance of preschool education for children aged 0-6, we started the "Our School at Home Project". We implemented our project with the participation of women who have children in the 0-6 age group, residing in rural areas where the hydroelectric and solar power plants affiliated with Akfen Renewable Energy Inc. operate. With the "Our School at Home Project", utilizing practical workshops, it was emphasized that education should not be left only to school in order to raise healthier individuals, and that it is necessary for parents to spend quality time with their children at home.

Within the scope of the project implemented in 15 different locations in Turkey, it was aimed to raise healthier individuals, to strengthen communication within the family, and to support the expansion of preschool educational activities in our country. 1000 people were reached with the project implemented in regions where Akfen Renewable Energy Inc. has 15 active hydroelectric, wind energy and solar power plants.

"We Are School At Home" in Numbers

Number of locations	15
Participant	1,000
Participants' participation rate in similar studies before	7%
Project budget	320,000 TL
Number of family members reached through participants	2,621



Health First Project

In our country, many people lose their lives or become disabled due to home, work or traffic related accidents and natural disasters. With timely, simple and effective first aid, the life of the sick or injured person can be saved. In such cases, the first aid training of the responders plays a decisive role in sustaining life, preventing injuries and shortening the recovery period. It is known that most of the permanent ailments and deaths occur because of insensible first aid interventions and wrong transportation methods within the first minutes when panic and turmoil prevail. It is of great importance to raise awareness about first aid among people living in rural areas, which are far from health centers, especially where the ambulance can reach in 45 minutes at the earliest.

Additionally, it has been seen that the people living in rural areas do not benefit from the health opportunities offered by the state due to their negligent approach to health and their conservative perspectives, and they do not have the routine health screenings they should have.

With the Health First Project, it is aimed to raise awareness by addressing subjects such as first aid, basic health, cancer screening, examination routines, gynecological diseases and organ donation. The project, which was implemented in 17 different locations in Turkey, was carried out with the participation of women over the age of 18.

The project, which was carried out in the regions where Akfen Renewable Energy Inc. has 17 active hydroelectric, wind energy and solar power plants, reached 1,500 participants

"Health First" in Numbers

Number of locations	17
Participant	1,500
Those who were not aware of first aid practices before training	79%
Participants who know their blood type	29%
Project budget	475,000 TL
Number of family members reached through participants	5,571

Awards

The "Health First" project was deemed worthy of the Social Responsibility Award at the 9th Turkey Energy Summit in 2018 and won the first prize. In 2018, it became a finalist in its own branch in the competition organized by the Doctors Club.





The Hygiene is Health Project

Hygiene is described as the practices made or cleaning measures taken to prevent the things that will harm the body's health. Meeting the needs such as nutrition, excretion and dressing in order to maintain the health of the individual is called "self-care". It has been determined that self-care and hygiene for the people living in rural areas in our country is limited to general cleaning, and that they do not have the necessary information to know that if enough attention is not given to hygiene and self-care, they may be exposed to situations that may cause health problems.

The project, which was implemented in 26 different locations in Turkey with the participation of women over the age of 18, aims to raise awareness about living space, body and food hygiene, which are necessary for women living in rural areas and doing physical work.

2000 people were reached with the project implemented in regions where Akfen Renewable Energy Inc. has 26 active hydroelectric, wind and solar power plants.

"Hygiene is Health" in Numbers

Number of locations	26
Participant	2,000
Those who do not know the diseases caused by hygiene and lack of self-care	79%
Those who do not have a habit of brushing teeth	24%
Project budget	500,000 TL
Number of family members reached through participants	7,900

Awards

The "Health First" project was deemed worthy of the Social Responsibility Award at the 9th Turkey Energy Summit in 2018 and won the first prize. In 2018, it became a finalist in its own branch in the competition organized by the Doctors Club.



Economy at Home for a Prosperous Future Project

With the "Economy at Home for a Prosperous Future" project, which will be implemented with the coordination of TIKAV and financed by Akfen Renewable Energy Inc., seminars will be held in the neighborhoods or villages in 27 different locations in regions where Akfen-affiliated power plants are located. In these seminars, we aim to contribute to both household economy and the ecological balance of the country and the world, by educating women living in rural areas about the wise and conscious use of electrical energy, which has a high cost among other energy types, and water, our main non-substitutable source.

Economy at Home for a Prosperous Future Project in Numbers

Because of the pandemic precautions that started in March 2020, only six seminars could be carried out in the provinces of Muğla, Denizli, Aydın and Mersin, and approximately 605 people attended.

Results of Rural Region Training Seminars with Akfen Renewable Energy

According to the results of the “Participant Evaluation Form” applied after the studies, the Instructor Evaluation Reports, the Operations Manager Evaluation Reports and the observations of the project managers, there has been more interest and participation in the projects than anticipated. The participants actively participated in the studies because interactive activities were preferred and the subject matter was of interest for all participants.

In the projects, it was aimed to make an impact on the entire household by meeting with mothers, who are the pillars of the family, who develop habits and maintain order in the family. In addition to receiving information that will benefit them and their relatives, the participants found opportunities to socialize, to express themselves and their motivation increased.

In the feedback of the project participants, there were requests to increase the number and frequency of adult awareness seminars. It has been observed that the problems that rise from the subjects covered within the scope of the projects negatively affect family relations, social relations and health. With the awareness created in the training, positive traces were left in people's lives..

Rural Region Training Seminars with Akfen Renewable Energy in Numbers

Since 2017, a total of 4,900 people have participated in the seminars on four different topics. Considering that the families also benefited through the participants, approximately 18,500 people were reached.



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