



BUILDING BLOCKS OF THE FUTURE

SUSTAINABILITY REPORT 2020

GAP İNŞAAT

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We continue to
bequeath permanent
works to the future
in various countries
of the world with the
power we derive from
the Çalık brand.

Our permanent works fill essential
gaps in various areas of life. We
sustain our progress by creating
a difference in infrastructure,
superstructure, health, and
industrial facility projects and
fulfill our responsibilities for a
sustainable future. We construct
an efficient and beautiful future on
these building blocks.



Introduction



Çalık Holding Sustainability Manifest

We dream of a world,
Where we can play a part, and even inspire positive change...
Where we can look at today with happiness and pride,
and toward tomorrow with hope and confidence...

We work with great drive
and keen awareness of our social responsibility
to make this dream come true.

We embrace sustainability as a guiding principle

in order to add value to the world with
financial, social, environmental and cultural benefits.

We focus on innovation;

we shape our solutions and business models
according to current conditions and
transcend time with digital breakthroughs.

We aim to continuously improve the welfare

of our home country and operating countries and
increase the quality of life without compromising
occupational health and safety - one of our core principles.

We value nature,

we preserve our natural resources for future generations,
reduce waste and increase efficiency,
support the circular economy, and
implement projects that will reduce our environmental footprint.

At Çalık Holding, we focus on people and
prioritize initiatives that positively impact human life.

We uphold equality and justice,

regardless of religion, language, race, or gender.

We believe that a more livable future is in our hands.

And we also know this fact;
every step we take with a heartfelt commitment to our
sustainability principle equates to

**VALUE FOR LIVES,
VALUE FOR THE FUTURE!**



SUSTAINABLE GROWTH STEPS

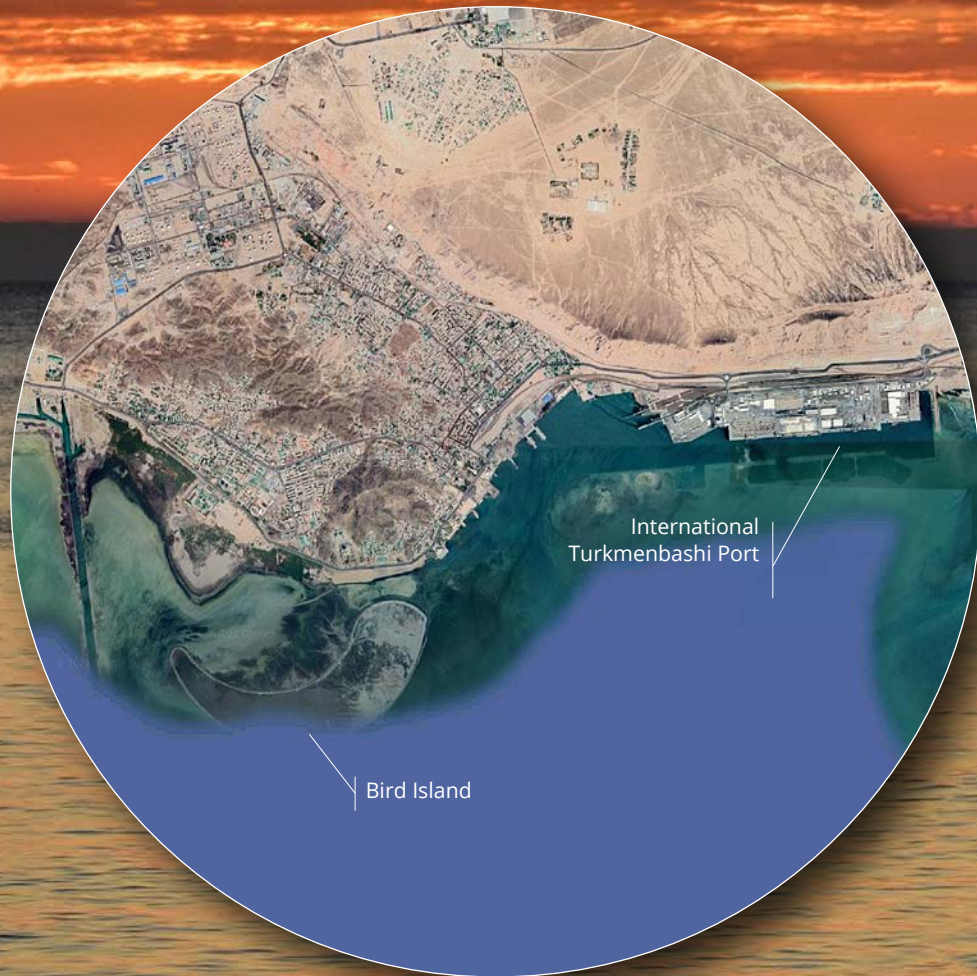
Across three continents, we have brought 135 projects that add value to human life to successful completion. As part of our vision of sustainable development, we continue to carry our projects to different parts of the world.



Baghdad International
Airport Road Rehabilitation
and Landscape Project

TOWARDS A BEAUTIFUL FUTURE FOR THE WORLD

Our main principle while realizing our works is to build a sustainable future. 'In addition to adding value to human life, we value all living things that we live under a common roof and share life with. Upon the request of the state of Turkmenistan, we utilized the sand extracted from the sea to build an island in the middle of it for migratory birds while working on the Turkmenbashi Seaport Project.



New home for migratory birds

WE CARRY HISTORICAL HERITAGE INTO THE FUTURE

A sustainable future depends on passing our cultural historical heritage to future generations through a robust infrastructure. With the ongoing Taksim 360 Project in the Beyoğlu district of Istanbul, currently the most extensive restoration project in Turkey, we are renovating and preserving the authentic nature of over 200 historical buildings to pass them down to the coming generations.



About the Report

The GAP İNŞAAT 2020 Sustainability Report was prepared in light of the 2016 Standards of the Global Reporting Initiative (GRI). Studies for the creation of the GAP İNŞAAT Sustainability Report and its content were performed by the Sustainability Team in coordination with the Integrated Management Systems Department. A consultancy company provided support to ensure the report's compliance with standards and for content design.

In addition to GRI 2016 Standards, the United Nations Sustainable Development Goals (SDG) were considered during the data gathering process conducted by GAP İNŞAAT's Sustainability Team. The data within the GAP İNŞAAT, 2020 Sustainability Report, covers the activities of GAP İNŞAAT for the period of 1 January 2020-31 December 2020, its practices in governance, economy, and the environment, as well as social and ethical issues, and GAP İNŞAAT's operations beyond and within Turkey.



Sustainability Performance

With its expertise in infrastructure, industry, health and superstructure fields, GAP İNŞAAT undertakes functional and long-lasting structures that pay attention to protecting nature and architectural aesthetics.

A strong representative of the Turkish construction-contracting sector in the international arena...

GAP İNŞAAT's Areas of Expertise



Infrastructure



Industrial



Health



Superstructure

Sustainable financial performance
befitting Çalık Holding

USD **6.34** billion

The value of the contracts completed to date



Project experience in varied geographies

135

Number of projects completed to date



Aware of its social responsibilities

TL **1** million

Total donation amount (2020)



Qualified and dynamic human resources





2,091


Total number of employees (Blue+white collar) (2020)



GAP İNŞAAT Performance Indicators (2020)

GAP İNŞAAT takes action in different fields by identifying development areas with a visionary management approach.

Subject	GAP İNŞAAT's Vision	Actions to be Taken	Key Performance Indicators
 <div>Occupational Health and Safety of Employees and Subcontractors</div>	<ul style="list-style-type: none">> It adopts the 0 accident target in all processes.> It aims to create a security culture throughout the entire Company.	<ul style="list-style-type: none">> Assignment of Occupational Safety Specialists and Workplace Physicians in Projects> Providing Occupational Health and Safety training> Reporting and analysis for accident prevention at all levels	<p>Number of accidents resulting in death (2020): 0</p> <p>Number of lost workdays (2020): 0</p> <p>Number of work accidents with lost workdays (LTI) (2020): 0</p>
 <div>Development of a Qualified Workforce</div>	<ul style="list-style-type: none">> Technological developments support the creation of a sustainable workforce where skills are developed through advanced engineering studies and shared experiences.	<ul style="list-style-type: none">> The program of inclusion and orientation in new recruitment processes> The creation of innovative talent development tools> Inclusion of sustainability goals into performance indicators> Measurement of employee satisfaction	<p>Training time per employee (2020): 10 hours</p> <p>Comprehensive support for employees during the COVID-19 pandemic (2020) (psychological support package, remote working program)</p> <p>Employee satisfaction rate (2020): 55%</p>
 <div>Inclusion and Diversity</div>	<ul style="list-style-type: none">> It is against all kinds of discrimination. It approaches each individual equally.> It values diversity.> It supports gender equality.> It supports people with disabilities.	<ul style="list-style-type: none">> It has a management team that supports inclusion> It conducts studies aimed at increasing the ratio of female employees at management levels> It develops policies that include people with disabilities	<p>The ratio of white-collar women employees/staff employed full-time (2020): 37%</p> <p>The ratio of disabled employees/staff employed full-time (2020): 3%</p>
 <div>Social Contributions</div>	<ul style="list-style-type: none">> It contributes to the development of its operating region.> It establishes relations with representatives of NGOs and local governments.	<ul style="list-style-type: none">> It conducts studies to train the regional workforce.> It carries out activities to increase the quality and diversity of regional suppliers.	<p>Local purchasing rate (2020): Qatar 92%, Turkmenistan 57%</p> <p>Local employment rate (2020): Turkmenistan 96.8%, Qatar 0%</p> <p>Foreign employment rate (2020): Qatar 56%</p>

Subject	GAP İNŞAAT's Vision	Actions to be Taken	Key Performance Indicators
 <div>Relations with Suppliers and Subcontractors</div>	<ul style="list-style-type: none">> It maintains a responsible and sustainable purchasing policy.> It supports the development of suppliers and subcontractors.> It sets social and environmental impact criteria for supplier selection.	<ul style="list-style-type: none">> It develops a digital supplier platform for supplier registration, communication, and evaluation.> It conducts studies for the adoption of social and environmental impact criteria by the entire supplier network.> It adds social and environmental impact criteria to the supplier pre-assessment procedure.	<p>The SAP-SLC system was launched, and data entries have been initiated. The ratio of all suppliers given instructions within 2021 and who are registered and up-to-date in the established system will be determined through KPIs.</p> <p>Supplier and subcontractor pre-evaluation/performance evaluation procedures have been published. Action will be taken for their implementation.</p> <p>Revised procedures have been published. Social, environmental and economic criteria were added to the supplier evaluation form.</p>
 <div>Business Ethics and Compliance</div>	<ul style="list-style-type: none">> It conducts training for all Company personnel.> It implements the Code of Business Ethics and Compliance Regulation.> It has employees sign a "Commitment to Comply with Code of Ethics and Statement of Non-Conflict of Interest."> It ensures the effective use of the Implementation Procedure Principles of the Ethical Line.> It conducts meetings of the Ethics Committee.	<ul style="list-style-type: none">> It prepares sub-procedures of Code of Business Ethics and Compliance Regulation.> It continues ethics and compliance training.> It continues ethical line activities.> It prepares the Code of Business Ethics and Compliance Guide.	<p>It resolves complaints and applications made to the Ethics Committee.</p> <p>It conducts Ethics and Compliance training for employees at least once a year (2021).</p> <p>There will be at least 1 digital event and announcement on Ethics and Compliance (2021).</p>
 <div>Climate Change</div>	<ul style="list-style-type: none">> It initiates and monitors emission measurements.> It encourages and supports new ideas and proposals to be developed to reduce the carbon footprint.	<ul style="list-style-type: none">> It establishes digital infrastructure for emission inventory and measurement.> It provides project-based training on emission measurement to project representatives.> Collection and evaluation of projects and proposals through internal communication channels	<p>As of 2020, carbon emission measurement studies have started at the Company's headquarter and construction sites. These studies will be brought to the attention of stakeholders in 2021.</p>
 <div>Natural Resources and Environment</div>	<ul style="list-style-type: none">> It develops and implements noise and air pollution prevention policies.> It implements saving measures on water consumption.> It designs buildings that preserve the historical texture and are compatible with its surroundings.	<ul style="list-style-type: none">> Development of sound, noise-canceling studies.> Development of air pollution prevention studies> Carrying out works aimed at saving water in regions with water issues> Protection and non-pollution of local water resources	<p>Bird Island Project aimed at protecting biodiversity,</p> <p>Facade restoration of 11 registered buildings, facade reconstruction of 141 registered buildings, complete rebuilding of 6 registered buildings within the scope of the Taksim 360 Project.</p>

Çalık Holding in Brief

Çalık Holding treats all cultures, beliefs, ethnicities, and genders equally, prioritizing diversity, sustainability, and resilience in all its sectors and geographies of operation.

Since its foundation in 1981, Çalık Holding has maintained a consistent growth performance. It operates across 21 countries with over 15 thousand employees in seven sectors, including energy, construction, finance and banking, textiles, mining, telecommunication, and digital.

Çalık Holding is the first Turkish company to be a member of the Japanese Business Federation Keidanren.

Çalık Holding treats all cultures, beliefs, ethnicities, and genders equally, prioritizing diversity, sustainability, and resilience in all its sectors and geographies of operation.

Throughout its operations worldwide, Çalık Holding is known for its integrity, reliability, robust financial structure, and long-term collaborations with international companies. It develops innovative business models and advances in its lines of business, displaying sustainable growth. Dedicated to creating lasting value in every operational geography, Çalık Holding realizes pioneering projects for society and the business world through its corporate processes, services, and products developed with the Industry 4.0, Society 5.0, and sustainability approaches it has embraced.

Developments in 2020
In 2020, Çalık Holding established the Purchasing Group Chair to play an essential role in the sustainability of Group companies and conduct purchasing processes within the Group, making processes transparent and ensuring ease of financial control and profitability. Cost management and purchasing processes have gained importance across the global economy since the COVID-19 pandemic. Accordingly, the Supplier Life Cycle (SLC) module and Supplier Offer Module, which enable more effective purchasing and supply chain management became available on the Çalık Supplier Portal. In addition, the Supplier Life Cycle (SLC) Program has been put into operation to optimize purchasing processes. E-tender has commenced use in most purchasing processes, and the 2021 goal of a minimum 50% e-tender performance by volume has been set as a Key Performance Indicator (KPI).

To ensure the sustainability of the ERP system and monitor it in an analyzable manner, the material classification system based on the United Nations Standard Products and Services Code (UNSPSC) has been introduced. It was decided to appoint new personnel accordingly.

Within the scope of its 2020 activities, Çalık Holding Information Technologies Group took steps to increase internet capacity, mobilize and activate corporate communication networks to conduct business processes and meetings in a wholly digital environment due to the COVID-19 pandemic. Accordingly, it has provided support to Group companies on cybersecurity, which has become a crucial issue.

Çalık Holding has switched to the new Document Management System, “Onbase Document Management System,” under the coordination of the Information Technology Group. As part of the Onbase Document Management System Project, all departments have switched to this System to develop a corporate knowledge culture and create a corporate knowledge memory.

Within the scope of the Project for Defining the Processes of EPC Companies under the coordination of Çalık Holding, Operations Group works on writing down the processes of Çalık Enerji and GAP İNŞAAT Group companies were completed. The aim is to increase the synergy and efficiency of processes shared between companies.

Çalık Holding, attaching particular importance to human resources and especially the recruitment of talented young people, designed a talent management model in 2020 to be applied within the Holding and Group companies as part of the Talent Management Project. With this project, the Holding aims to accurately determine its employees’ strengths and developmental areas and guide sustainable performance by identifying areas of need.

The Çalık Holding Strategy and Financial Relations Group assessed the financial and operational impacts of the COVID-19 pandemic on Çalık Holding and its companies, developing strategies to emerge optimally from the pandemic in a form compatible with the “New Normal.”

Together with the Audit Group, Çalık Holding conducts “Crisis Management Studies” on potential risks for the Company and the sector, identifying appropriate measures to support the crisis management process and practices of Group companies.

Regularly maintaining R&D and Design Center applications, Turquality support, applications for investment, and promotion incentives in 2020, together with the Legal Department, Çalık Holding aims to continue related activities with the participation of Group companies in 2021 as well.

Çalık Holding, which conducted the Group Sustainability Strategy project in 2020 under the coordination of the Corporate Communication Department, completed sustainability studies with many Group companies, and carried out work on the publication of reports, raising and internalizing Group awareness. Çalık Holding aims to formulate its Group strategy and roadmap in the first quarter of 2021.

Business Areas
It operates in seven sectors: energy, construction, finance and banking, textiles, mining, telecommunication, and digital.



- Goals**
- > To rank among the leading players in all its operation industries, with solid and reliable brands
 - > To achieve sustainable growth through innovative investments

- Competitive Advantages**
- > Deep expertise and know-how
 - > Reliability associated with the “Çalık” brand in all its businesses
 - > Dynamic and innovative management
 - > Top priority is given to employee satisfaction
 - > Consistent growth with prudent investment decisions
 - > Solid and long-lasting partnerships in international markets
 - > Strategies aimed at delivering customer satisfaction beyond expectations
 - > Renewing while achieving breakthroughs
 - > Ongoing investments in digital transformation

21
Country of Operation



15 thousand+
Employees



GAP İNŞAAT in Brief

GAP İNŞAAT has completed 135 separate projects with a contract value of USD 6.34 billion to date. Ongoing projects include the Turkmenistan Aesthetic Center Hospital and Parking Area Project, Turkmenistan Burns Treatment Hospital Project, Qatar Special Forces Integrated Training Center Project, the Taksim 360 Project, and the Gediktepe Gold Mine Oxide Project.

3

Number of Continents
Where the Projects were
Carried Out



135

Number of Completed
Projects



GAP İNŞAAT, established in 1996, is among the most reputable and prestigious contracting companies globally. The headquarters of GAP İNŞAAT, of which Çalık Holding is the main shareholder, is located in Istanbul. The company carries out projects on three continents to build a sustainable future under the motto: “Value for People, Value for the Future.” GAP İNŞAAT has completed 135 separate projects with a contract value of USD 6.34 billion to date. Its ongoing projects include the Turkmenistan Aesthetic Center Hospital and Parking Area Project, Turkmenistan Burns Treatment Hospital Project, Qatar Special Forces Integrated Training Center Project, the Taksim 360 Project, and the Gediktepe Gold Mine Oxide Project.

A management approach that builds the future today

With its focus on the “Engineering of the Future” concept, GAP İNŞAAT builds the future today with its professional management team, employees who are all experts in their fields, the ability to undertake turnkey business in the country and abroad, and the projects it successfully realized. Being a reputable and preferred contracting company in

infrastructure, superstructure, health, and industrial plant projects, GAP İNŞAAT is a pioneering, innovative, environmentally, and nature-friendly solution partner that has adopted the principle of maximizing the application of modern technology.

GAP İNŞAAT, renowned for its prestigious projects, successfully carries out all projects without compromising on time or quality. GAP İNŞAAT confirms the importance it attaches to the environment with the nature-friendly solutions built into its projects. GAP İNŞAAT, which values employee health and occupational safety above all else, has achieved a working time of 22 million person/ hours with zero lost days due to accidents. As a global company, GAP İNŞAAT has been on the ENR list of the world’s largest and most prestigious contractors since 2006 for its projects on three continents, notably in Turkey, Turkmenistan, Iraq, Qatar, and Saudi Arabia. GAP İNŞAAT, having successfully implemented the projects undertaken at home and abroad, is a source of pride for Turkey in the contracting arena.



A Strong Representative of the Turkish Construction-Contracting Sector in the International Arena...

Qatar Special Forces Integrated Training Center

Vision and Mission

GAP İNŞAAT operates in step with its corporate goals by drawing strength from the vision and mission of Çalık Holding.

Our Vision

We aim to grow four-fold on four continents by our 44th anniversary in 2025, adding value to the lives we touch in all our areas of operation, with reliable teams motivated by our entrepreneurial spirit and innovativeness.

Our Mission

Our mission is to contribute to rising prosperity by generating solutions that add value to human life in all our regions of operation with skill and drive.

Corporate Values

Our values are a source of pride.

GAP İNŞAAT performs in line with the corporate values and business principles of Çalık Group in all its operating regions. The combined values of Çalık Group reflected in its corporate actions underpin the difference made by GAP İNŞAAT and its employees.



Fairness

At work and in our principles, we are a family that is motivated by what is right and fair.



People-Oriented

We devote all our energy to improving people's lives. Our priority is always the development and happiness not only of our employees and customers but of all the people touched by the value we generate.



Reputation

We put our good name above all else.



Work from the Heart

Regardless of the conditions, we work diligently for our company, for our goals and for our projects that we believe will add value to human life.



Innovation

We constantly improve our solutions and business models, and discover what will make us different.



Agility

We have the flexibility and speed to overcome all challenges.



Sustainability

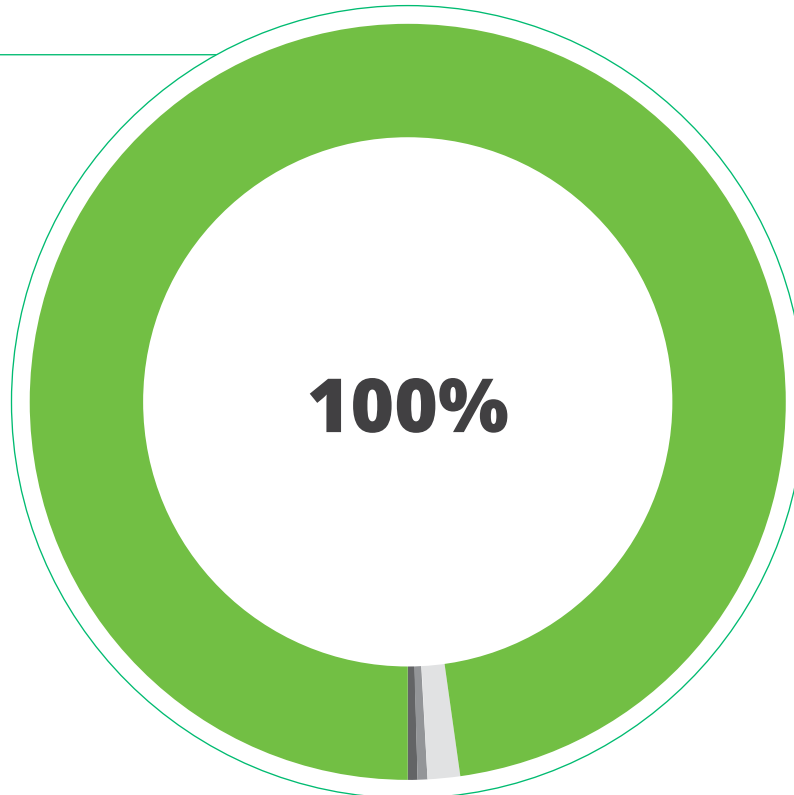
We value long-term, continuous success and respect the environment.

Shareholding Structure

Çalık Holding is the main shareholder of GAP İNŞAAT.

Çalık Holding

98.90%



Irmak Management Systems

0.01%

Başak Management Systems

0.01%

Ahmet Çalık

1.09%



Country Representative Offices

GAP İNŞAAT continues to provide high quality services with its representative offices in 9 countries.

Country Headquarters	Address	Phone	Fax	E-Mail
Headquarters Turkey	Büyükdere Cad. No: 163 34394 Zincirlikuyu - Istanbul-Turkey	(+90) 212 306 50 00	(+90) 212 306 54 70	info@gapinsaat.com
Turkmenistan	Aşgabat, Berkararlık Region, Bitaraf Turkmenistan Avenue, No: 538 Postcode: 744012 Aşgabat - Turkmenistan	(+99 312) 75 60 70	(+99 312) 75 57 55	info@gapinsaat.com
Dubai FZE	Office nr. 140, Building 4B, Dubai Airport Freezone, Dubai - U.A.E	(+971) 4 881 29 66	(+971) 4 883 94 94	info@gapinsaat.com
Innovative Construction Technologies Trading FZE	Jafza One Building/A Tower/ Office No: A2013, Jebel Ali, Dubai - U.A.E			info@gapinsaat.com
Qatar	C-Ring Road, Financial Square No. 2, Ground Floor, Office 5, Building No: 273, Street 230, Zone 41, Nuaija, P.O. Box. 30727, Doha/State of Qatar	(+974) 4 488 15 62	(+974) 4 432 38 46	info@gapinsaat.com
White Construction N.V	Gustav Mahlerlaan 278, 1082 ME, Amsterdam - Netherlands			info@gapinsaat.com
Libya	Hai Alandalus, Behind Iraq Embassy Tripoli - Libya	(+218) 21 477 28 70	(+218) 21 477 28 70	info@gapinsaat.com
Kazakhstan	Sariarka District, Beibitshilik Street No: 33/1, Office No: 803, Nur-Sultan - Kazakhstan			info@gapinsaat.com
Russia	109052, Moscow, ul. Nijegorodskaya, d. 104, korp. 3., Moscow - Russia	+7 (926) 174 79 70		info@gapinsaat.com
Ukraine	3 Oranzhereyna St., Shevchenkivskyi district, Kyiv - Ukraine			info@gapinsaat.com

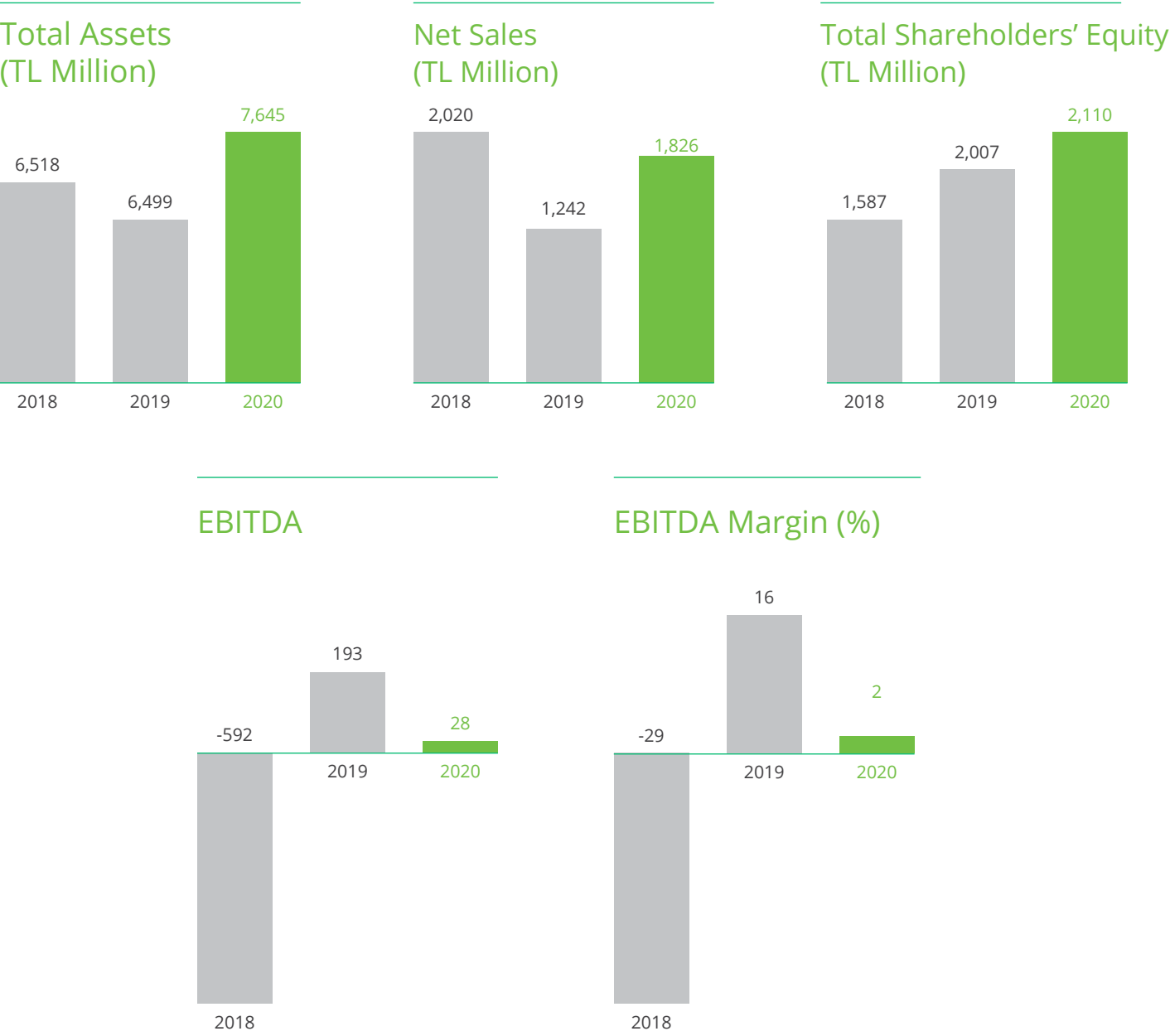
Operation Map

GAP İNŞAAT achieved many projects in varied geographies such as Iraq, Kazakhstan, Russia, Ukraine, Libya up to date, and currently has ongoing projects in Qatar, Turkmenistan, and Turkey.



Key Financial Indicators

GAP İNŞAAT increased its net sales from TL 1.2 billion to TL 1.8 billion in the 2020 operating period, when there were significant vulnerabilities, especially the COVID-19 pandemic.



Garaboğaz Fertilizer Plant

Integrated Management Systems

GAP İNŞAAT successfully implements the international standards thanks to the integrated management systems and certification processes it successfully runs.


GAP İNŞAAT maintains its standard requirements as integrated and systematically within the scope of the ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System standards it holds. The Company reviews its processes and activities in regular intervals and carries out audit, evaluation and improvement activities.

GAP İNŞAAT fulfills the standard requirements within the scope of national and international applicable standards and undergoes a recertification audit every three years and interim audits every year.

The Company, which is audited by independent audit institutions and ensured of the validity of its documents, is audited periodically every year for its center and projects within the scope of design, construction and contracting services.

GAP İNŞAAT switched from OHSAS 18001 Occupational Health and Safety Management System to ISO 45001:2018 Occupational Health and Safety Management System following the studies and audits carried out in 2018. Thus, it became one of the first companies to switch in the construction sector in our country.

GAP İNŞAAT is audited occasionally by the Republic of Turkey, Ministry of Labor and Social Security on occupational health and safety issues in its domestic projects and by the Republic of Turkey, Ministry of Environment and Urbanization on compliance with environmental legislation. The Company carries out its activities in accordance with the Law No. 6331 on Occupational Health and Safety and the local legislations of the countries of operation.



Due to the COVID-19 pandemic, Istanbul Headquarters of GAP İNŞAAT has received the “TSE COVID-19 Safe Service Certificate” in 2020 by fulfilling the conditions of the “COVID-19 Hygiene, Infection Prevention and Control Documentation Program” and successfully passing the audit of the Turkish Standards Institute (TSE).

GAP İNŞAAT’s Safe Service Certificate will be renewed every year and an audit will be conducted by TSE once a year.

GAP İNŞAAT employees comply with the measures taken, the documents and announcements published, the rules of social distancing and the use of masks.

STANDARDS, CERTIFICATES AND DOCUMENTS

- ◆ ISO 9001:2015 Quality Management System
 - ◆ ISO 14001:2015 Environmental Management System
 - ◆ ISO 45001:2018 Occupational Health and Safety Management System
- ◆ TSE COVID-19 Safe Service Certificate



- ◆ LEED BD+C (Building Design + Construction) Gold Certificate



ACCREDITATIONS

- ◆ UKAS (UK Accreditation Service)

Awards

GAP İNŞAAT has been on the ENR 250 List since 2006...

216th place



GAP İNŞAAT's Place in the List of the World's Largest Contractors

GAP İNŞAAT, which has been ranked among the top 250 companies in the “World’s Largest Contractors List” announced by the American-based international contracting and engineering Magazine ENR (Engineering News Record) since 1996, was ranked 216th in 2020.

With the audits and studies carried out in 2018, GAP İNŞAAT was granted the “5 Star Occupational Health and Safety Excellence Award” by the British Safety Council, one of the world’s leading organizations on occupational health and safety. It was the first Turkish company in its sector to be eligible for this award.

The International Turkmenbashi Seaport, which was built by GAP İNŞAAT and will make Turkmenistan a center for world logistics, was the winner of the first prize in the “Airport/ Seaport” category in the “Global Best Projects” competition, where projects in 23 categories were evaluated by the New York-based ENR in 2018.

5 Star Occupational Health and Safety Excellence Award



Governance



Message from the Chairman of the Board

As a company that pursues its activities in cooperation, interaction, and communication with a wide range of stakeholders across varied geographies, we have integrated sustainability, central to our values and vision for the future, into all our processes.

Our priority is to create sustainable value and support social well-being by contributing to the realization of energy, industrial and infrastructure projects in our country and the varied geographies we operate in with an awareness of our responsibilities for the future.

Dear Stakeholders,

As the GAP İNŞAAT Family, since inception, we have implemented projects that bring value to people and the environment with a mission to engineer the future. We recognize sustainability and benefit for people as the true benchmark of success in all the sectors we serve.

As a company that pursues its activities in cooperation, interaction, and communication with a wide range of stakeholders across varied geographies, we have integrated sustainability, central to our values and vision for the future, into all our processes. Within the scope of our integrated management approach, we diligently handle our activities in every field, from ensuring unconditional employer/customer satisfaction to effective management of energy and natural resources and from creating an egalitarian, inclusive and safe working environment for our employees to our social development initiatives.

Our priority is to create sustainable value and support social well-being by contributing to the realization of energy, industrial and infrastructure projects in our country and the varied geographies we operate in with an awareness of our responsibilities for the future. Our main goal has been to treat all cultures, beliefs, ethnicities, and genders equally by prioritizing diversity, sustainability, and resilience in all sectors and regions in which we operate. In line with these objectives and the United Nations Sustainable Development Goals, we implement applications that advance our economic, social, environmental, and governance performance. In the value areas that we prioritize, we constantly monitor our development with our strong corporate governance and effective and sustainable organizational structure together with our Sustainability Team.

We are going through a period where we need to redefine sustainability in a more holistic framework, both individually and institutionally, looking beyond traditional references. The COVID-19 pandemic, which emerged in 2020 and deeply affected public health and global economies, caused humanity to grimly face the problems it had put on a back-burner, such as deepening economic and social inequality and the climate crisis. Notions of sustainable development and the cyclical economy have become prominent, being the common denominators for global community cooperation responding to social and environmental threats.

This new era created by the pandemic has also fundamentally shaken the routine nature of business methods. While digital technologies have become one of the indispensable elements of the continuation of life in a very short time, the investments made by institutions in digitalization and automation competencies reached a dizzying speed. While digital technologies have become one of the indispensable elements of the continuation of life in a very short time, the investments made by institutions in digitalization and automation competencies reached a dizzying speed.

These developments justify the bold steps we have taken with our visionary approach towards sustainability and our efforts to lead change through innovation. In the coming period, we plan to implement many n projects to

carry our brand into the future under our motto "Value for People, Value for the Future." Our sustainability vision, already an indispensable part of our strategies and business model, will form our starting point.

I would like to individually thank our employees, business partners, suppliers, and employers who accompanied, supported, and trusted us on the shared journey to our 40th anniversary, a journey of sustainable and lasting value. We trust that the GAP İNŞAAT 2020 Sustainability Report will set good examples for all our stakeholders for the marvelous projects of tomorrow.

Best regards,

AHMET ÇALIK
Chairman



Message from the Management

As GAP İNŞAAT, we have demonstrated a performance based on sustainable profitability since our establishment by successfully reflecting our competitive advantages in our business processes.

We aim to increase environmental awareness among all our employees and stakeholders and help them adapt by adopting our Corporate culture.

As GAP İNŞAAT, we are responsible at the highest level for an environmentally sensitive approach to energy conservation, our performance, and compliance with international standards and legislation. Within GAP İNŞAAT, we reflect our sustainability understanding into our business strategy, one adopted by all our employees and stakeholders as an integral part of our corporate culture. By adopting an integrated management approach, GAP İNŞAAT actively monitors the latest industry trends, engineering techniques, and consumer behavior, as well as the global environmental agenda, especially climate change. This allows us to improve our business practices where necessary. We strive to reflect our ecological sensitivity to all our employees and stakeholders and develop our Corporate culture.

We aim to increase environmental awareness and awareness in all of our employees and stakeholders, adopting our company culture and adapting them. By informing our employees about energy conservation, we prevent unconscious consumption. Our heating systems are maintained and monitored periodically. We work to avoid unnecessary energy loss. We attach importance to the environmental training process. In this sense, we aim to raise awareness to increase the day-to-day understanding of ecological sensitivity in our projects.

Sustainability training for our employees

Our environmental training spans environmental awareness and waste management and is given to our newly recruited personnel as part of their orientation. As part of our projects, training to raise awareness of environmental accidents, environmental management in emergencies, chemical disposal processes, environmental risk and measures to be taken, environmental legislation, and waste

management are provided. We support our suppliers and subcontractors, who have a significant impact on our environmental performance, to participate in these training and awareness studies and be an active part of the process. Annual training plans are created at our headquarters, and projects are monitored. We plan Occupational Health and Safety and environmental training following our training plans.

Full compliance with legal processes

We meet the legal requirements in the regions where our projects are located. Besides, we take local people's opinions in the locations where legal requirements are not sufficient on an environmental and social level. Then we evaluate complaints, meet needs and realize expectations. In this way, we work to enhance the quality of service and

establish the compliance process for our customers and stakeholders. At GAP İNŞAAT, all our functions starting from the design stage are managed under sustainability criteria, and continuous improvement studies are carried out. Our sustainability report covers activities that ensure the sustainability of our Company and the stakeholders with which we work. In all our actions, our primary goal is the health and occupational safety of our employees. For this purpose, we carry out continuous improvement and development and perform follow-up, control, and reporting of our applications. We will remain on our sustainability path, accelerating the digitalization of our processes this year in line with our continuous improvement efforts. We will also establish committees to develop GAP İNŞAAT year by year.

Sustainable profitability is the main objective

As GAP İNŞAAT, we have demonstrated a performance based on sustainable profitability since our establishment by successfully reflecting our competitive advantages in our business processes. Taking strength from the confidence created by the Çalık brand, we have delivered a stable growth performance thanks to our work experience across a vast region and the ability to adapt to local conditions. As GAP İNŞAAT, we increased our total assets during the 2020 operating period from TL 6.5 billion to TL 7.6 billion by successfully ensuring business continuity at a time of heightened risk and vulnerability.

We would like to congratulate our employees for their devoted work. We also thank our business partners and stakeholders for their support and for being with us in realizing these studies.

Best regards.



Sustainability Approach

GAP İNŞAAT's 2020 Sustainability Report was prepared by the Sustainability Team of GAP İNŞAAT.

GAP İNŞAAT's 2020 Sustainability Report was prepared by the Sustainability Team of GAP İNŞAAT. Sustainability studies are managed by the Integrated Management Systems Department of GAP İNŞAAT Headquarters.

The Sustainability Team is composed of Company employees working in different units of GAP İNŞAAT under the leadership of the Integrated Management Systems Department. Support was received from sustainability representatives at both the Headquarters and the projects.

GAP İNŞAAT Sustainability Team Members are employees who will reflect different perspectives of the Company, contribute to the spread of the sustainability perspective over time and take an active role on it. The 2020 Sustainability Report, prepared with an Integrated Management Approach, has been completed in the light of a three-stage preparation process outlined below.

Sustainability Reporting Process

Preparation	Reporting	Implementation
Senior manager interviews	Identifying stakeholders	Business and value creation model
Formation of sustainability team	Creation of materiality matrix	Connecting activities with SDG
Researching	Data collection	Transfer of activities
Sustainability	Identifying strategies	Performance and identifying goals

GAP İNŞAAT Sustainability Team
Integrated Management Systems Department (Leader)
Proposal Department
Project Control Department
Purchasing Department
Business Development Department
Corporate Communications Department
Human Resources Department
Budget & Reporting Department
Accounting Department
Project Representatives

FEEDBACK
We aim to publish our GAP İNŞAAT 2020 Sustainability Report on an annual basis and to continuously improve it. For your comments, suggestions and questions in this field, you can contact us by e-mail and through our other communication channels: surdurulebilirlik@gapinsaat.com

Sustainability Material Topics

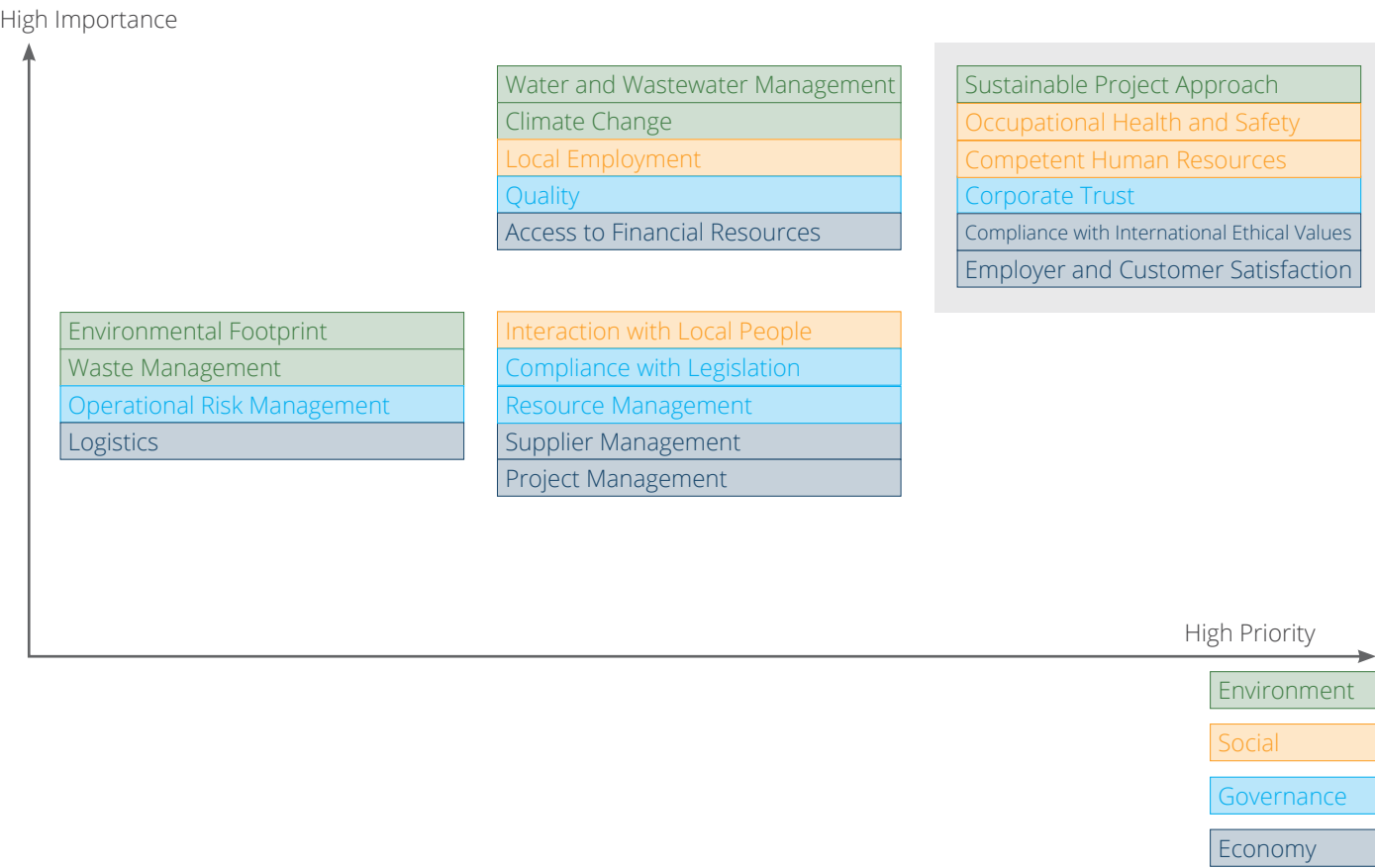
The scope of GAP İNŞAAT 2020 Sustainability Report includes the Company's activities in Turkey as well as its activities in Qatar and Turkmenistan.

Prioritization Study in Line with GRI 2016 Standards and UN Sustainable Development Goals (SDG)
GAP İNŞAAT 2020 Sustainability Report Prioritization Study was prepared taking into account GAP İNŞAAT's corporate goals and stakeholder

priorities in the light of the 2016 Standards, the latest reporting framework of the Global Reporting Initiative (GRI). The data within the scope of the report covers the Company's activities between 1 January 2020-31 December 2020.

The scope of GAP İNŞAAT 2020 Sustainability Report includes the Company's activities in Turkey as well as its activities in Qatar and Turkmenistan.

MATERIALITY MATRIX



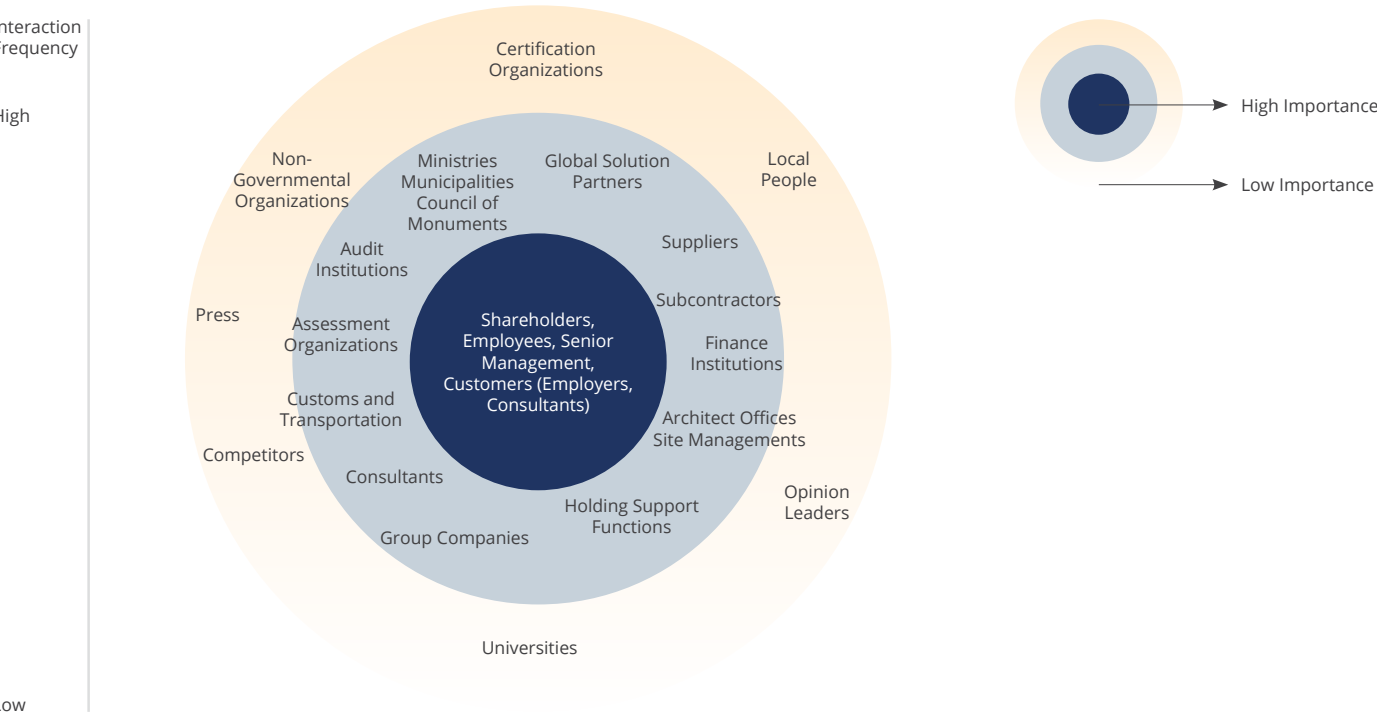
Stakeholders Map

GAP İNŞAAT develops relationships based on mutual interaction and respect with its stakeholders located in its sphere of influence.

GAP İNŞAAT’s stakeholders map covers all natural and legal entities that are affected by the Company’s activities or have an impact on it. Considering

the frequency of communication, GAP İNŞAAT has gathered its stakeholders under three groups. The middle group shows the stakeholders in constant

communication. The second circle includes those groups communicated frequently and the outer circle includes the stakeholders interacted intermittently.



CORPORATE MEMBERSHIPS



DEİK
Foreign Economic Relations Board



TABA
Turkish American Business Association



İMEAK
Chamber of Shipping



TMB
Turkish Contractors Association



HİB
Services Exporters' Association



Ministry of Environment and Urbanization Abroad Contracting Association



İTO
Istanbul Chamber of Commerce



TDMMB
Turkish World Union of Architects and Engineers

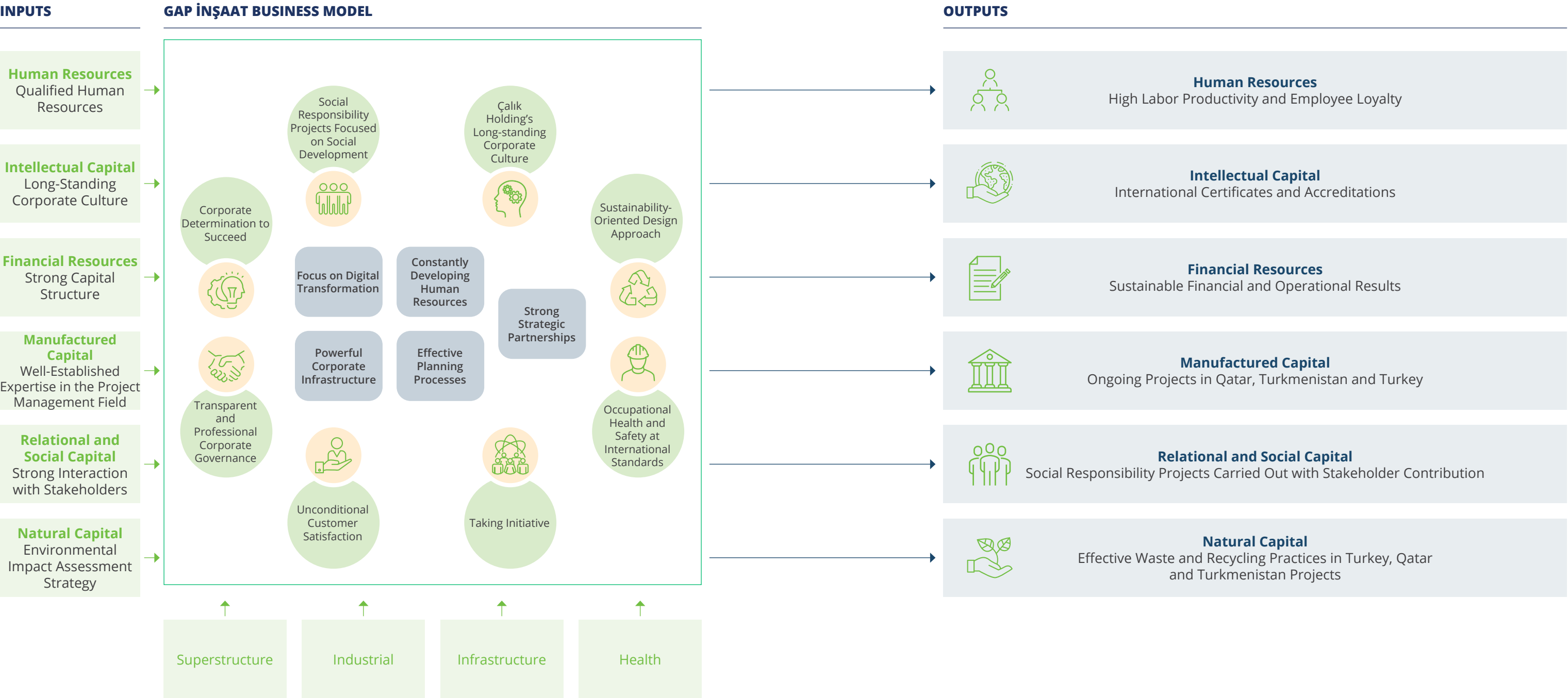
METHODS OF COMMUNICATION WITH STAKEHOLDERS

Stakeholder Category	Communication Methods	Communication Frequency
Public Institutions	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Press Releases, Annual Report, Sustainability Report When Necessary	When Necessary
International Strategic Partners	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Press Releases, Annual Report, Sustainability Report When Necessary	In Collaboration Processes
Financial Institutions	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Press Releases, Annual Report, Sustainability Report When Necessary	In Collaboration Processes
Customers	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Press Releases, Annual Report, Sustainability Report When Necessary	Continuous
Non-Governmental Organizations	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Press Releases, Corporate Social Responsibility Campaigns, Annual Report, Sustainability Report When Necessary	In Collaboration Processes
Universities	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Press Releases, Awareness and Personal Development Trainings, Experiments, Scientific Topics, Academic Studies, Internships When Necessary	In Collaboration Processes
Media Institutions	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Press Releases, Trips for Press Members, Advertising Campaigns, Annual Report, Sustainability Report When Necessary	Within the Framework of the Strategic Communication Plan
Certification Organizations	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Press Releases, Annual Report, Sustainability Report When Necessary	In Collaboration Processes
Çalık Holding Headquarters Service Functions	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Press Releases, Annual Report, Sustainability Report When Necessary	Continuous
Suppliers	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Annual Report, Sustainability Report, Supplier Information Meetings, SRM Systems When Necessary	Continuous
Employees	GAP İNŞAAT Website (www.gapinsaat.com), Mailing; Online and Face-to-Face Meetings, E-Mail, Bulletin boards, Trainings, Ethics notification, Activities for Employee Families, Employee Motivation Activities, Annual Report, Sustainability Report When Necessary	Daily, Weekly, Monthly, When Necessary

Business and Value Creation Model

GAP İNŞAAT created a value creation model that also covers its stakeholders in the light of its integrated management approach. GAP İNŞAAT’s Business Model and Value Creation Approach will form the basis of the Company’s integrated reporting application in the coming period.

GAP İNŞAAT VALUE CREATION MODEL



Business and
Value Creation Model

THE RELATIONSHIP OF OUR MATERIAL TOPICS WITH CAPITAL ELEMENTS AND SUSTAINABLE DEVELOPMENT GOALS

Material Issues	Related UN Sustainable Development Goal	Related Capital Element
Environment		
Environmental Footprint		
Waste Management		
Water and Wastewater Management		
Climate Change		
Sustainable Project Approach		
Social	 	
Local Employment	 	
Occupational Health and Safety	 	
Competent Human Resources	 	
Interaction with Local People	 	
Governance	 	

Material Issues	Related UN Sustainable Development Goal	Related Capital Element
Quality	 	
Corporate Trust	 	
Compliance with Legislation	 	
Resources Management	 	
Operational Risk Management	 	
Economy	  	
Logistics	  	
Access to Financial Resources	  	
Supplier Management	  	
Project Management	  	
Compliance with International Ethical Values	  	
Employer/Customer Satisfaction	  	

Integrated Management Approach

GAP İNŞAAT is steadily increasing its value generation under six key capital elements inspired by the International Integrated Reporting Council (IIRC).



Having successfully completed the Integrated Management Systems certification processes, GAP İNŞAAT is steadily increasing its value generation under six key capital elements inspired by the International Integrated Reporting Council (IIRC). Finding financial success alone insufficient, GAP İNŞAAT successfully maintains the

integrity of its human resources while reducing the environmental impact of its activities, developing its technical infrastructure and intellectual capital, and including its stakeholders in the value chain.

Source	GAP İNŞAAT	Outputs	Created Value
Human Resources	Number of Employees/ Subcontractors, All Trainings Provided for Developments, Benefits Provided, Special Applications, Occupational Health Practices	Employee Satisfaction	We value people and prioritize occupational health and safety. -Trained Workforce
Financial Resources	Wage Policy, Premium Application, Benefits, Tax Contribution, Contribution to the Economy through Supply Chain Management	Stakeholder Satisfaction	We contribute to the economy. Development/Welfare
Knowledge	Certificates, Standards, Awards, Project Experience, Structure-Specific Project Development Competence	Efficiency, Effectiveness in the Use of Resources, Specialized Structures, Technological Infrastructure	We provide long-term resource efficiency by producing effective projects with our knowledge. A Sustainable World
Social Relations	Our Social Responsibility Projects, Users, Our Customers, Stakeholders	Stakeholder Satisfaction	We contribute to the life of the community by taking care of the structure and its surroundings.
Manufactured Resources	Number of Projects, Number of Residence-User Families, Number of Structures, Project m²	Housing and Health Units	We improve the quality of life with living spaces.
Natural Resources	Environmentally Sensitive Projects, LEED, Waste Management, Protection, Development, Renovation of Building Areas, Conversion of these into Usage and Living Spaces	Minimizing Carbon Emission and Consumption in Use (Electricity, Water, Waste) Rates	We minimize negative environmental interaction with environmentally sensitive structures and develop environmental awareness in society. Protection of Cultural Heritage and Environment

Quality Management

GAP İNŞAAT reflects its corporate culture regarding Quality in with its Quality Policy at all its domestic and international locations of operation.

The Quality Policy provides a framework for applying GAP İNŞAAT's continuous and effective quality approach, planned to achieve its strategic goals to all its business processes.

GAP İNŞAAT reflects its corporate culture regarding Quality in with its Quality Policy at all its domestic and international locations of operation. The Policy provides a framework for applying GAP İNŞAAT's continuous and effective quality approach planned to achieve its strategic goals to all its business processes. It is discussed and reviewed under the leadership of the Management at annual Management Review meetings.

Quality Policy

This policy provides a framework for applying GAP İNŞAAT's continuous and practical quality approach, planned to achieve its strategic goals to all its business processes.

As GAP İNŞAAT, we are committed to implementing the following principles to minimize or eliminate the negative impacts that may occur on product quality in the work we do with our employers, employees, subcontractors, suppliers, and other stakeholders:

- To use a process-based approach to this policy with the responsibility of company leaders, managers, and employees, and to establish a basis for long-term business success in all our processes,

- To increase employer satisfaction by meeting the employer, requirements and expectations, to realize profitable growth thanks to feasible services, and to increase the company's competitive capacity by sustainably establishing mutually trusting and harmonious collaborations with employers, subcontractors, suppliers, employees, and other stakeholders,
- To deliver any structures, products, and services compatible with its purpose in accordance with the applicable time, cost, occupational safety, environmental, and quality requirements,
- To apply and develop advanced technologies to be an innovator and pioneer in its sector, and to compete with information and system superiority,
- To document, review with a development-focused approach, meet the requirements of the Quality Management System, and ensure continuous improvement and development,
- To ensure the publication of management systems and controls, and that these are understood by employees,
- To meet all applicable conditions,
- To determine and meet the fundamental principles of Quality objectives to encourage continuous improvement,

- To identify, assess and monitor risk elements and opportunities that may affect the achievement of company goals within the scope of the Quality Management System corporate risk management approach and, where necessary, take actions,
- To ensure that work is done more effectively and efficiently by increasing the competencies and career development of employees through professional and personal development training programs,
- To define and store corporate knowledge, to protect and maintain the corporate culture, to value and protect corporate assets.

This Policy will be reviewed once a year on behalf of GAP İNŞAAT to ensure that it meets the needs of GAP İNŞAAT, announced at all locations of operation, and made available to everyone.

Quality Practices

GAP İNŞAAT aims to consistently ensure more systematic processes and activities over time.

GAP İNŞAAT strives to meet the requirements of the ISO 9001:2015 Quality Management System in Domestic and international of operation. The Company also monitors the Quality performance of subcontractors. It acts transparently to share acquired corporate knowledge with interested parties.

GAP İNŞAAT reviews its processes through internal audits performed periodically to maintain the effectiveness of its Quality Management System. The findings of the Internal Audit are followed up with corrective action systematics. Evaluation and quality standardization studies are realized as part of continuous development activities.

It performs checks to ensure that the subcontractors and suppliers it works with provide appropriate service in terms of quality.

GAP İNŞAAT has established the Quality Management System to improve business efficiency in its projects, continuously advance corporate knowledge and skills, systematically meet customer needs and expectations based upon specific standards, and improve the performance of its processes. The GAP İNŞAAT Quality Management System is compatible with the ISO 9001 standard and was first certified in 2006 when the standard's requirements were met.

Conformity assessments are carried out once a year, and the optimum quality of products and services is maintained globally.

GAP İNŞAAT operates a reliable, transparent, and traceable quality management system and maintains corporate quality standards in all its projects. It considers the needs and expectations of its customers and all other stakeholders, responding to the project contract requirements.

GAP İNŞAAT periodically reviews its corporate processes and activities to maintain them in a more effective, integrated, and systematic structure and keep them up-to-date. It carries out these activities through audits, analyses, and evaluations. The company continues to work on quality standardization within the scope of continuous development and improvement activities.

GAP İNŞAAT's Standard Quality Practices are stated below.



Professional Corporate Management Approach

GAP İNŞAAT, which operates according to Çalık Holding's visionary management approach, takes bold steps into the future by effectively managing its risks and opportunities.

6

Number of Committees Affiliated to the Board of Directors (2020)



Adopting a sound management approach, GAP İNŞAAT stands out among its competitors for its decision quality and effective risk management. As a project-based working organization, the Company produces solutions to problems by performing data-based and risk-based assessments. GAP İNŞAAT, which

has a strong leadership based upon Çalık Holding's visionary management approach, takes strong steps into the future by effectively managing its risks and opportunities. The Company's Board Members, especially the Chairman of the Board Ahmet Çalık, lead the way in all business processes with their deep-rooted experience and expertise.

100%

Complaint Resolution Rate via Ethical Line (2020)



Board of Directors



Ahmet Çalık
Chairman of the Board
Ahmet Çalık was born in Malatya in 1958 and has been a member of a prominent family operating in the textile industry since 1930s. Ahmet Çalık launched his first business initiative in the textile sector in 1981. Ahmet Çalık is currently one of the important players in both Turkish and international economic markets with his investments in 7 sectors including energy, construction, mining, textile, telecom, finance and digital. In 1997, he founded Çalık Holding in order to unite all the Group companies under a single roof. Focusing on projects that benefit society through his visionary investments, Ahmet Çalık is known for his integrity, reliability, strong financial assets and long-term collaborations with international companies throughout his activities in diverse regions of the world. Ahmet Çalık has been honored with numerous awards and honors at home and abroad, especially the Order of State of Japan (Order of the Rising Sun, Gold Rays with Neck Ribbon), the Order of State of Turkmenistan, the Mahdum Guli Award of Turkmenistan, the Gayrat Medal of Turkmenistan, the Ellis Island Medal of Honor, Republic of Turkey Distinguished Service Medal, the Distinguished Service Medal of the Ministry of Foreign Affairs of the Republic of Turkey, and the Outstanding Service Award of TBMM. Ahmet Çalık, Bursa Honorary Consul of the Republic of Kazakhstan, was awarded an honorary doctorate by Matsumoto Dental University and Kindai University in Japan and Tirana University in Albania. Ahmet ÇALIK currently serves as Board Chairman at Çalık Holding and Group Companies.



İzzetiye Keçeci
Board Member
İzzetiye Keçeci graduated in International Relations from Istanbul University's Faculty of Economics in 1997 and began her professional career in the same year at Gap Tekstil, a Çalık Holding company. Subsequently, she held various Human Resources positions at Group companies, and between 2009-2017 she was the Human Resources Director at Çalık Holding. Keçeci, who continued her career as Çalık Holding's Operations Group President as of March 2017, is also a Board Member at GAP İNŞAAT, a Group company. She holds ICF Coaching and NLP Practitioner Certificates.



Mehmet Ertuğrul Gürler
Board Member
Born in 1958, Mehmet Ertuğrul Gürler is a graduate of the Marmara University Faculty of Economics. Gürler, who has 37 years of work experience, worked in various positions in Dow Türkiye A.Ş. from 1987 to 1994, serving as Finance Manager and Board Member. Between 1994-1998, he served as Deputy General Manager and General Secretary at Total Oil Türkiye A.Ş., and in 1998, he joined Çalık Holding A.Ş. as the General Manager. Mehmet Ertuğrul Gürler is currently the Vice Chairman of Çalık Holding, Bank Kombetare Tregtare and Gap Güneydoğu Tekstil. At the same time, Gürler continues his duties as a Board Member at Aktif Bank, ALBtelecom, GAP İNŞAAT, and Gap Pazarlama. He is also the Chairman of the Board at YEPAŞ.



Ali İhsan Kuralkan
Board Member
Ali Kuralkan graduated from the Department of Electronic Engineering at Eastern Mediterranean University and obtained an MBA degree in International Management and an INSEAD diploma in Telecommunications Marketing. Having started his professional career in Belgium, he worked at Alcatel-Lucent for around 14 years. Following his tenure as Commercial Director at Alcatel-Lucent, he led the Middle East Europe Region service provider at Cisco Systems and served as the Central Asia General Manager. Between 2012-2018, he served as Netaş General Manager of International Markets, and finally, as CEO of MTH Technologies B.V. Ali Kuralkan has been General Manager and Board Member at Çalık Digital since October 2020.



Mustafa Fatih Genç
Board Member
Fatih Genç completed his bachelor's degree in the Civil Engineering Department of the Middle East Technical University in 1978. He worked at various levels at STFA Construction Group for more than 34 years, ultimately holding the position of General Manager. He was later appointed General Manager at Içtaş & Astaldi partnership, IC Içtaş Executive Board Member and Taca Construction Saudi Arabia Country Manager. Fatih Genç, who crossed paths with STFA Construction Group again in 2017, acted as a Project Management Committee Member in Kuwait. Since 2019, he has been a Board Member of Çalık Enerji and GAP İNŞAAT.



Orhan Gündüz
Board Member
Orhan Gündüz received 2 separate bachelor's degrees with honors at Bilkent University from the Department of International Relations in 1993 and Business Administration in 1995. In 2001, he completed his MBA program in Finance, General Management, and Strategy at Northwestern University Kellogg School of Business in the USA. Gündüz started his professional career at PwC company and continued as a Manager at JPMorgan Chase Bank in the USA, Senior Credit Portfolio Manager at Deutsche Bank Turkey, and Credit Portfolio Manager at Lehman Brothers, respectively. He simultaneously served as CFO and General Manager at Akfen REIT between 2008-2012, as General Manager at Galataport Port Management and Investments between 2013-2015, and at Eczacıbaşı Property Development and Investment between 2016-2020. Since 2020 Orhan Gündüz has been serving as a senior manager responsible for property investments at Çalık Holding companies, and as a Board Member of GAP İNŞAAT.

2020		
Name - Surname	Organization Definition	Position Definition
AHMET ÇALIK	BOARD OF DIRECTORS	CHAIRMAN OF THE BOARD
İZZETİYE KEÇECİ	BOARD OF DIRECTORS	MEMBER - REPRESENTATIVE OF THE BOARD
MEHMET ERTUĞRUL GÜRLER	BOARD OF DIRECTORS	MEMBER - REPRESENTATIVE OF THE BOARD
ALİ İHSAN KURALKAN	BOARD OF DIRECTORS	BOARD MEMBER
MUSTAFA FATİH GENÇ	BOARD OF DIRECTORS	BOARD MEMBER
ORHAN GÜNDÜZ	BOARD OF DIRECTORS	BOARD MEMBER

Committees of the Company

GAP İNŞAAT Audit Committee was established taking into account the knowledge and experience of our Board Members and other committees were established to continue their activities in various processes with the aim to report to the Board.

Name of the Committee - Board

Audit Committee
Disciplinary Board
OHS Board Committee
Performance Monitoring Committee
Interview Committee
Purchasing Committee

Audit Committee

Mustafa Fatih Genç	Board Member	Chairman
Saim Üstündağ	President of the Audit Group	Member
Ayşe Nilüfer Türkçü Hıra	Director	Member
Veysel Şahin	Board Member	Member

The Audit Committee oversees the operation of GAP İNŞAAT’s accounting and reporting systems in line with applicable laws, rules and regulations, the operation and effectiveness of the public disclosure of financial information, the independent audit and internal control systems. The Committee convenes at least four times a year, to be at least once every three months, and the results of the meeting are attached to the minutes and submitted to the Board of Directors.

Code of Ethics and Compliance Policy

GAP İNŞAAT prepared the Code of Business Ethics and Compliance Policy to guide the behavior of its employees in the business world.

Organization Structure of Ethics Committee

GAP İNŞAAT’s business approaches are shaped by the “Çalık Holding Code of Business Ethics and Compliance Regulation” prepared for Çalık Group. The Company adopts a business approach based on creating value for its stakeholders in all regions it operates. While carrying out its activities with this perspective, GAP İNŞAAT takes care to make its customers satisfied, to contribute to the development and growth of the country and regions in which it operates, to provide products and services at international standards and quality, and to be fair to all stakeholders.

Our business-related values include the concepts of fairness, agility, work from the heart, people oriented, reputation, sustainability and innovation. The Company and its employees take care to fulfill their responsibilities to the laws, customers, other employees, shareholders, suppliers, subcontractors, business partners, stakeholders, competitors, society, humanity and the Company. Employees are expected to act according to common values and described definitions of behavior when performing their work and operations.

Ethical Rules are the rules that draw the line and prevent negative behavior of people in the Company or society. The body of ethical rules is not only the separation of right from wrong, but also the determination to do what is ethical.

The Ethics Committee is a superstructure and was established within Çalık Holding A.Ş.

The Ethics Committee is formed of the following personnel:

President - Çalık Holding Audit Group President
Member - Çalık Holding Operations Group President
Member - Çalık Holding Director of Legal Department

Holding’s Financial Relations and Strategic Planning Group President and the Chief Financial Officer are substitute members.

A substitute member should attend the meeting instead of a member who cannot attend due to a force majeure or a meeting about an employee of the same department.

It is expected that the work and operations of employees comply with this regulation. Disciplinary penalties included in the Disciplinary Penalties and Implementation Regulation are applied by the Ethics Committee after violations of the Rules of Ethical Conduct.

“Zero Tolerance” in Legal Compliance and Anti-Corruption

All activities of GAP İNŞAAT are against bribery and all kinds of corruption. All employees and all third parties acting on behalf of GAP İNŞAAT are obliged to comply with the anti-corruption rules and the legal requirements of the countries in which they do business, including the Republic of Turkey. These requirements include laws and regulations on corruption and bribery such as the Turkish Penal Code No. 5237 (TCK), the Law No. 5549 Regarding Prevention of Laundering of Crime Revenues, and the Misdemeanors Law No. 5326.

Code of Business Ethics and Compliance Regulation Basic Guide

GAP İNŞAAT successfully managed the work of the Ethics Committee in the 2020 operating period in matters such as conducting investigations into unethical actions notified, updating the Code of Business Ethics and Compliance Regulation, providing Ethics and Compliance trainings to employees, raising awareness about the Ethical Line.

Code of Ethics and
Compliance Policy

GAP İNŞAAT carries out effective risk management and internal audit activities with the responsibility of being a company that carries out international operations.

Communication Channels for
Stakeholder Expectations and
Suggestions

GAP İNŞAAT accepts stakeholder suggestions and expectations regarding ethics through the following communication channels

- <https://etik.calik.com/> website
- E-Mail Address: etikhat@calik.com
- 0 212 3065878 Ethical Communication Line
- Çalık Holding Notification Officer, Büyükdere Cad. No: 163 34394 Zincirlikuyu Şişli – İstanbul-TURKEY

Effective Internal Audit Practices

GAP İNŞAAT carries out effective risk management and internal audit activities with the responsibility of being a company that carries out international operations. It is essential that the internal audit of the Company is carried out by a more independent and senior authority, and therefore, the audit and investigation activities related to corruption issues that may occur in companies, including GAP İNŞAAT, are conducted by the Holding Audit Group Presidency. However, acts of corruption are prohibited and subject to certain sanctions in all internal procedures, especially labor contracts. In addition, it is stated as a mandatory provision that employees of the company should refrain from actions that will be considered

corruption in accordance with national legislation and the legislation of the operating country.

As of the end of 2020, risks such as operational, strategic, compliance, reputation and reporting were regulated separately in various internal procedures within GAP İNŞAAT, and work for a Risk Committee directly reporting to the Holding's Board and a Risk Management Policy continues in 2021.

Ethical Decision Making

GAP İNŞAAT employees should follow the following stages to make ethical decisions when performing their duties:

1. Getting to know the event, decision or issue:

- Have you been asked to do something you think might be wrong?
- Do you know of any illegal and immoral behavior, attitude of any Employee?
- Do you know the relationship of the Code of Business Ethics with the decision/action you will take?

2. Deciding on the business steps to be followed:

- Review all relevant events and information.
- Plan the most accurate business steps.

3. Testing your decisions:

- List the questions that you need to consider.
- Check the compliance of your decision with Company's values.
- In order not to violate the Codes of Business Ethics in their decisions and actions, employees should ask themselves the following questions:
 - Does my decision seem right to me?
 - Is my decision compatible with the Codes of Business Ethics?
 - Is there a legal barrier?
 - Can they have negative reflections on myself or the Group?
- Who else can the decision and action affect?
- Is there an alternative decision or action that will not conflict with the Codes of Business Ethics?
- Consult with interested parties.

Risk Management Policies Aimed at Preventing Conflict of Interest

Conflict of interest refers to any kind of material or non-material advantage and any personal interest thereof which will or might hinder employees from fulfilling their duties in an impartial manner.

The Ethics Committee and the GAP İNŞAAT Disciplinary Board conduct examinations, audits and investigations on the issues notified to them under the procedures governing their fields and the imperative provisions of public legislation.

It is essential for employees to avoid all kinds of activities that may give rise to conflict of interest.

The Ethics Committee and the GAP İNŞAAT Disciplinary Board conduct examinations, audits and investigations on the issues notified to them under the procedures governing their fields and the imperative provisions of public legislation.

The ways to be followed described in the regulations for the communication of these issues are as follows:

- Notification at the Ethical Line
- Notification to the Holding Compliance Manager or the Company Compliance Officer
- Notification to the relevant manager
- Notification directly to the Ethics Committee

According to the Company's Procedures, all kinds of conflict of interest are prohibited, and it is recorded that actions will be taken otherwise as per the provisions of the Code of Business Ethics and the Compliance Regulation as well as the Disciplinary Penalties and Implementation Regulation.

Accepting or Offering Gifts

GAP İNŞAAT has strict rules regarding the relations of its employees with external stakeholders such as customers and suppliers. In this context, employees cannot accept any gifts, income, aids, entertainment, special discounts or commissions for their self-interest that may affect their impartiality, decisions or behaviors. Non-cash offers such as free holidays, discount vouchers, gift vouchers from customers and suppliers should also not be received as they are considered gifts. However, in the events where it is considered that the rejection of gift offers from customers and suppliers is not in accordance with commercial traditions and customs, the amount of the gift received cannot exceed EUR 150. If the gift exceeds EUR 150 equivalent or is estimated to exceed as its value is not known, the relevant manager and the Company's Compliance Officer should be informed and the gift should be delivered to the Human Resources Department for registration as company's fixture. In determining the amounts mentioned, the total values of gifts received directly or indirectly from the same natural or legal person in a

calendar year are taken into account together. Employees may offer or accept entertainment or dinner to or from individuals provided these are in accordance with the customs of trade. Employees should not accept cash or borrow money, regardless of its amount, from suppliers, rivals or customers and should not have covered their travel expenses, event expenses, and similar payments. No mutual debt relation can take place between employees as well.

Protection of Business Secrets and Confidentiality

The Company's employees are obliged to protect confidential information, information that has not yet been disclosed, personal rights and information of employees within the framework of "confidentiality agreements" signed with third parties as well as intellectual property rights of the Company. They cannot use or share them for the benefit of themselves or third parties. These obligations continue indefinitely, even if the employee's relations with the Company end.

Code of Ethics and Compliance Policy

Employees fully comply with the competition rules and laws in the countries where they operate, and do not compromise on the principle of honesty and integrity in competition.

The company's employees pay attention to the protection of confidential information, including those belonging to suppliers, customers and stakeholders, regardless of whether it is related to the task they perform or not. Being aware that confidential information is the property of the Company and should remain within the organization, employees take care to share it with authorized persons only within their authority, for the purposes of the Company, in cases required by work and where legally mandatory. Passwords, user IDs, authorizations and other similar identifiers that are used to access the information systems of the company must be kept confidential and may not be disclosed to anyone other than authorized users or taken out. It is the employees' own responsibility to be aware of all policies related to the secure management, distribution, transportation, storage or destruction of confidential information.

Political Activities

Demonstrations, propaganda and similar purposeful activities are not allowed within the boundaries of workplaces with regard to political activities. Company resources (such as vehicles, computers, e-mail) cannot be allocated to political activities.

Unfair Competition

Employees fully comply with the competition rules and laws in the countries where they operate, and do not compromise on the principle of honesty and integrity in competition. It is very important to be fair in relations with suppliers and subcontractors and to treat them with integrity and respect. The company selects the companies it works with by considering criteria such as performance, price, technical and financial competence and quality. Employees may not provide services to a third party for a fee and, in particular, may not enter into competition with the Company contrary to their loyalty debt, as long as the service relationship continues.

A noncompetition provision in accordance with the "Legislation of the Republic of Turkey" and/or the "Relevant Legislation in the Country of Operation" should exist in the Business Contracts or other written contracts concluded between the Company and employees.

Media Relations and External Communication

Media relations must be managed with a clear and transparent communication model. Corporate messages, information and statements

must not be misleading. The company must be equally distanced from media organizations and have equal relationships with these organizations. Any financial or sectoral information requests from the media must be responded by authorized employees under coordination of the Corporate Communications Department. The communication with the media should be in writing. Only authorized persons can communicate about the company's policies, practices and procedures again under the coordination of the Corporate Communications Department. Making a statement to any broadcasting organization, conducting an interview, participating as a speaker in seminars, conferences, etc., is subject to the approval of the Company's senior managers. No personal gain from these activities can be obtained in any way.

Personal Data Privacy

Employees are obliged to comply with the "Personal Data Protection Law," the published "Çalık Group's Policy on the Protection and Processing of Personal Data," the "Information Systems Instruction Manual" and the rules, processes, procedures related to the use of technology and the requirements specified in the related application instructions.

Connections with SDG

GAP İNŞAAT, with its successful international operations, contributes to the development of international trade, to the increase in exports of developing countries, and to the creation of a fair and open trade system that benefits everyone and is based on universal rules and is equitable.

GAP İNŞAAT supports the UN Sustainable Development Goals (SDG)...

GAP İNŞAAT, which positions itself as a global citizen, supports the United Nations Sustainable Development Goals. In this context, the Company supports the purpose of "Industry, Innovation, and Infrastructure (9)," "Partnerships for the Goals (17)," and with its successful international operations, it contributes to the development of international trade, to the increase in exports of developing countries, and to the creation of a fair and open trade system that benefits everyone and is based on universal rules and is equitable.



A modern office interior with large glass windows and people walking. The office is bright and airy, with a high ceiling and large windows that offer a view of a city skyline. Several people are walking through the office, some in business attire. The office is furnished with desks, chairs, and a large conference table. The overall atmosphere is professional and dynamic.

Social

Occupational Health and Safety

Occupational Health and Safety & Environmental Policy is a framework for GAP İNŞAAT’s employees all over the world to achieve the best Occupational Health and Safety & Environment (OHSE) performance.



GAP İNŞAAT reflects its corporate culture on Occupational Health and Safety with its OHSE Policy. Our policy is a high-level document that guides GAP İNŞAAT management systems and applications as a commitment of the Management to occupational health and safety. It is discussed and reviewed under the leadership of the Management in Management Review meetings held each year.

Occupational Health and Safety & Environmental Policy
GAP İNŞAAT is committed to acting according to the following principles as well as implementing these principals in order to minimize or eliminate the possible negative impacts on customers, employees, subcontractors, suppliers and other third parties together with environment and goods during its activities.

Purpose

This policy is a framework for GAP İNŞAAT’s employees all over the world to achieve the best Occupational Health and Safety & Environment (OHSE) performance.

Commitment

As one of our core values, we are committed to performing at an exceptional level in protecting our employees and the environment. Keeping our employees and the environment safe is the most important indicator of success. We try to be the best in all our projects and in our operating countries.

To take our OHSE program further, we are committed to:

- Proceeding from the principle of “Zero Accident,” ensuring healthy and safe working conditions so that those who enter the GAP İNŞAAT site are not injured and their health is not impaired due to our activities, and also planning their activities in such a way as to ensure the protection of the environment
- Setting Occupational Health and Safety & Environment targets in line with the “Zero Accident” principle and ensuring their follow-up
- Implementing a highly effective OHSE management system that provides continuous review and improvement
- Assuring that risks and opportunities in the workplace are proactively identified and managed
- Appropriately satisfying employer requirements and all Occupational Health and Safety & Environment rules and regulations in sectoral, local, international and national levels
- Developing a safety culture with high awareness where our employees accept the safety of themselves and others as a responsibility
- Improving our goals of pollution prevention, protection of natural resources and environmental sustainability
- Setting and satisfying assertive OHSE performance goals to promote continuous improvement
- To ensure that our employees and stakeholders work together in consultation to continuously improve the OHSE performance
- Being aware of and reward those that contribute to excellent OHSE performance
- Trying to make GAP İNŞAAT the preferred supplier globally as it has safely conducted its construction and contracting work

The commitment of GAP İNŞAAT’s leaders, management and employees to this policy is the basis for a safe and environmentally friendly workplace, operational excellence and long-term business success.

Expectations

Safety and the Environment are our core values and the key to our success. We want everyone to be with us on our journey to continuously improve the “Zero Accident” culture dedicated to health, safety and environmental excellence.

For this purpose, we want:

- Our leaders, managers and employees to demonstrate their commitment in their decisions and practices to ensure that everyone arrives home safely each day.
- Our employees to adopt occupational health and safety and environmental protection as a core value at work and outside the workplace.
- Every employee to be committed to ensuring the safety of himself and his colleagues.
- To incorporate GAP İNŞAAT’s life protection principles into our business planning and implementation.
- To identify and manage risks and opportunities in the workplace proactively and aggressively.
- To train and prepare our employees so that they have the knowledge, skills, competencies and equipment needed to work safely.
- If the work activities cannot be carried out safely or the conditions, behaviors in the activity are unsafe, to stop the work until it is made safe.
- As changes may cause risks and opportunities, to take action to mitigate the negative impacts and/ or to evaluate the opportunities by reviewing the results of the changes, if necessary.
- All employees to get over safety, health and environmental incidents quickly, to report unsafe conditions and at-risk behaviors to their managers immediately and to work diligently to solve the problem.

Our OHSE expectations will be realized with the leadership shown, compliance with legal and other requirements, and the participation of GAP İNŞAAT personnel. This Policy will be reviewed once a year to ensure that it meets the needs of GAP İNŞAAT and will be made available to everyone.

Occupational Health and Safety Practices

GAP İNŞAAT has always procured the resources necessary for construction sites and workplaces by investing in safe equipment and establishing safe working environments, believing in the zero-accident goal and adopting the approach for prevention of occupational diseases. The Company organizes regular OHS trainings and emergency management drills, encourages all stakeholders to contribute to the OHS system and aims to increase awareness of OHS. Foreseeing potential emergencies and accidents in terms of OHS, GAP İNŞAAT employs a risk-based thinking system and places importance on emergency risk assessments, developing corrective actions to minimize risks and following preventive approaches. The Company has identified all risks as well as environmental and social impacts of all incidents that may occur during business activities.

GAP İNŞAAT strives to fulfill the legal legislation requirements in Turkey and in every country where it operates, as well as to meet the requirements of ISO 45001:2018 Occupational Health and Safety Management System. The Company also monitors the OHS performance of subcontractors. It acts transparently on sharing the acquired corporate knowledge with interested parties.

GAP İNŞAAT reviews its Occupational Health and Safety Management System with internal audits performed periodically. The findings obtained after the Internal Audit are followed up with an corrective action systematics. Evaluation activities and OHS standardization studies are continued within the scope of continuous development activities.

It conducts checks to ensure that its subcontractors and suppliers provide appropriate services on OHS.

Occupational Health and Safety

The Qatar Special Forces Integrated Training Center (QTC) Project conducted by GAP İNŞAAT in Qatar achieved a zero-accident figure with 1 million hours by the end of 2020 and received plaques and congratulations from the employer.

Occupational Health and Safety Statistics

	2018	2019	2020
Total Working Hours	20,301,406	7,609,029	3,771,067
Lost Time Injury Frequency Rate (LTIFR)	0.039	0.053	-
Total Recordable Injury Frequency (TRIF)	0.089	0.184	0.212
Number of Accidents Resulting in Death	-	-	-

Occupational Health and Safety Committee

GAP İNŞAAT convenes an OHS Committee on a monthly basis at its center and projects and receives the opinions of its employees on OHS issues through employee representatives.

Apart from the committees, OHS meetings are regularly held at the time intervals determined by each project. Sub-contractor OHS officers are also ensured to participate in these meetings.

Audits for Suppliers

GAP İNŞAAT acts within the framework of legal compliance in all its business processes. GAP İNŞAAT, which carried out a large number of projects in CIS countries, the Middle East and the Gulf regions up to date, never allows child labor to be employed in sub-employer staffs. The Company is against discrimination based on religion, language and race among its local and foreign employees and offers equal opportunities to all its employees.

Occupational Health and Safety Practices Implemented on Project Basis

Qatar

The Qatar Special Forces Integrated Training Center (QTC) Project conducted by GAP İNŞAAT in Qatar achieved a zero-accident figure with 1 million hours by the end of 2020 and received plaques and congratulations from the employer. Comprehensive training packages were created for 67 employees working at the employer’s side. As part of the training; Microsoft Office, Autodesk Programs, PMP Programs, IT and Security trainings were provided. Besides, an IPMT training package was created for five engineers of the employer. In this package, engineers were trained on a rotational basis in certain departments of the construction site.

GAP İNŞAAT, which has been carrying out construction-contracting works of public projects in Turkmenistan for a long time, has not compromised on occupational health and safety during the 2020 activity period.

Active measures were taken within the scope of the studies carried out in conjunction with the COVID-19 pandemic. The measures were closely monitored by the Chairman of GAP İNŞAAT Board.

Turkmenistan

GAP İNŞAAT, which has been carrying out construction-contracting works of public projects in Turkmenistan for a long time, has not compromised on occupational health and safety during the 2020 activity period. The occupational health and safety practices implemented by the Company during the 2020 activity period are as follows:

- The necessary regulations and measures were taken in accordance with the rules of the Ministry of Health of Turkmenistan for the working environment.
- The new building in which the Company moved in 2016 was designed in a modern way and its ambient arrangements (lighting, ventilation, heating and cooling, etc.) were carried out smoothly. These systems were selected to consume minimum energy.
- Work seating arrangements and working environment suitability were improved.
- As part of the fight against the COVID-19 pandemic, studies were carried out and measures were taken.



- On March 8, Women’s Day, bonus payments were made to women personnel within the legal framework established by the State of Turkmenistan.

Child Labor Audits for Suppliers

In Çalık Holding and Group Companies Code of Business Ethics and Compliance Regulation, there are strict sanctions against the possibility of employing child labor at suppliers.

In addition, documents containing these issues have been published under the heading of Code of Conduct. Çalık Denim, one of the group companies, has published its procedure on the issue on its corporate website in 2020, and it is expected that the other company will also take steps in this direction in 2021.

Qualified Human Resource Management

As GAP İNŞAAT Human Resources, we aim to leverage our competitive advantage with our qualified workforce in the ever-changing business world.



1%

Labor Turnover Rate



2,211

White-Collar Annual Training per Person (total hours)



GAP İNŞAAT formulated its Human Resources Policy and Practices based on the values of Çalık Holding. Utmost attention is paid to ensuring that each employee adopts the values of Çalık Holding and all Group companies in each step taken: fairness, a people-oriented approach, reputation, working from the heart, innovation, agility, and sustainability.

Our Human Resources Policy

As GAP İNŞAAT Human Resources, we aim to leverage our competitive advantage with our qualified workforce in the ever-changing business world.

We act with the values of “fairness” and “people orientation” of Çalık Holding. We focus on performance management and career and backup plans to provide equal job opportunities to all employees.

With “agility,” another value of Çalık Holding, we comply with the labor and social security laws of Turkey, as well as of all the countries where we operate. We create organizations that can swiftly adapt to the demands of other countries and provide local employment.

In addition, we adopt corporate business principles that provide an essential roadmap for Çalık Holding to advance through sustainable growth.

On principle, we ensure that today's realities are understood, and that preparation is made for potential future scenarios. We thus continue to build solid and dynamic structures.

We define our corporate business principles as follows;

- An open business approach based on transparency
- A creative, efficient, and effective business management
- An environment of effective communication and continuous training
- Innovative and formative business values
- Up-to-date use of technology
- Customer-oriented work approach
- A working environment based on amiability and respect
- Business processes that are sensitive and respectful to the beliefs and core values of society

Human Resources Processes

GAP İNŞAAT ensures sustainable labor productivity with its professionally executed human resources processes.

The primary human resources processes carried out by GAP İNŞAAT are as follows:

Recruitment Process

GAP İNŞAAT aims to recruit a qualified workforce that is highly qualified, comprising experts in their fields, and one with experience on international platforms, having worked on projects of a similar scale in its respective countries of operation and Turkey. In this context, ongoing recruitment activities are carried out per the Company's basic processes and procedures. In addition, these activities are carried out following the obligations stated in the relevant regulations and laws. Considering the laws of the operating country and those of Turkey, based on the principle of superiority, processes are created on a country basis to protect all employees' legal rights. In addition to human resources interviews, second interviews in the recruitment process are conducted with interview committees according to their areas of technical/expertise. Relevant procedures determine the conduct and composition of the interview committees.

English tests and similar applications are performed as an assessment method for candidates whose interviews are deemed successful. Recruitment can vary globally depending on the employment processes for foreign employees of the operating country, concerning Turkish, local, and foreign national personnel. Turkish employees are the priority; then, considering the criteria sought by the operating country, recruitments are made from the international workforce. Recruitment platforms are used to reach candidates through placed advertisements.

An orientation training program is prepared within the framework of the orientation procedure for recruited employees. The orientation program aims to accelerate newly recruited employees' adaptation to the Corporate culture, working environment, processes, and practices and foster their maximum contribution and loyalty to the Company. During the orientation process, the new employee is assigned a mentor. Orientation training begins with the presentation of the group promotional film, the group promotional presentation, the Smiling Faces of Çalık film, and the Company's promotional presentation by the Recruitment Officer. After that, the Company's intranet and social media accounts are shared with the employee, along with the Company organization chart.

The employee then completes the Occupational Health and Safety training conducted online due to the COVID-19 pandemic and participates in scheduled department visits. A new employee is greeted with a “welcome” kit at their desk on the first working day.

Dynamic Performance Management

Performance Management is a mechanism that aligns individual goals and performance with the Company's goals and strategies to bring the vision and mission to life. The aim is to make all processes compatible with the requirements of a rapidly changing world compared to previous years, perform better every year per the Company's strategies and vision, annually review employee competencies, and achieve excellence in all processes with improving performance. At the end of each year, interim assessments and reviews are evaluated to estimate the goals and performance levels of the coming year. The results obtained by the Company together with employees are reviewed by the Board as the Company performance, and a Company report

card is created. Employees work with the principle of superior performance in processes that will bring added value to the Company's results through their performance. The Performance Management System operates through the ÇalıkZone system, a Digital Human Resources Platform. Within GAP İNŞAAT, where all human resources processes have been digitalized, performance results constitute an input of talent management processes. Talent management reviews the digital platform for all the employees every year, and the platform is updated with the new positions by high and normal potential. All information of the employees (training attended, certificates received, projects they worked on, language knowledge, etc.) is kept in the talent management module and monitored by the Senior Management. In parallel to the talent management processes, employees' knowledge, skills, and qualifications are developed with their personal development plans each year.

Career Management Open to Continuous Development

Employees

The career management process aims for employees to achieve career goals, strengthen the Company's image, increase motivation and loyalty, and ensure compliance with the organizational culture.

Universities

GAP İNŞAAT, which aims to provide employment opportunities to young talented university graduates, carries out a New Graduate Recruitment Program that is repeated every two years, and in which it participates together with Çalık Holding and Group companies. Young new graduates are placed in appropriate positions, whether at home or abroad.

Qualified Human Resource Management

To increase employees’ in-house motivation, their birthdays are celebrated, and the celebration of newborn children is shared with all Company employees in a personalized mail design.

The development of human resources and efficient work execution is crucial to the competitiveness of GAP İNŞAAT. Within this framework, training activities are carried out for the development of human resources.

Wage Management

Wage Management at GAP İNŞAAT is determined and implemented based on providing, protecting, rewarding, and motivating the human resources required for the Company’s sustainable success. As a basic principle, the wage policy is established in confidentiality and specific to individual companies. The recruitment wages and wage increase rate of existing employees are adjusted through this policy. Though a wage increase occurs once a year during the period determined by the Company, it has multiple criteria. Within the framework of internal/external developments, term performance notes, and the promotion/assignment process, the process is completed by notifying the employee upon the determination of the Human Resources Department with the Qualification Managers of respective Departments and final Board approval.

Effective Internal Communication Processes

Effective internal communication applications are being implemented within GAP İNŞAAT. To increase employees’ in-house motivation, their birthdays are celebrated, and the celebration of newborn children is shared with all Company employees in a personalized mail design. On official days, the occasion is shared by Company employees through mail featuring a day-specific design, and relevant posts are made at the Company’s social media accounts.

Continuous Training Activities

The development of human resources and efficient work execution is crucial to the competitiveness of GAP İNŞAAT. Within this framework, training activities are carried out for the development of human resources. Training needs analyses are carried out to increase the competencies of our employees, whereby training plans are prepared for the coming year. In line with the training needs analysis, new training and development programs are devised and discussed with specialized training institutions.

Training is discussed under two titles of personal and professional development. The primary training provided to employees by GAP İNŞAAT is as follows:

- Recruitment and On-Job Training
- Orientation Training
- Technical Training
- Sustainability Training
- Occupational Health and Safety Training

Due to the pandemic in 2020, digitalization has been the operative tool. The incidence of face-to-face work has been kept to a minimum, and distance learning has been carried out centrally at our domestic and international locations.

TRAINING STATISTICS

Istanbul	2018	2019	2020
White Collar Annual Training (Total Hours)	120	262	2,211.5
Blue Collar Annual Training (Total Hours)	-	-	-

Turkmenistan	2018	2019	2020
White Collar Annual Training (Total Hours)	124	60	42
Blue Collar Annual Training (Total Hours)	2,896	550	362

Qatar	2020
OHS Trainings (Total Hours) - White Collar	5,809
Technical Training (Total Hours) - White Collar	10,195

2020 - Istanbul Head Office and Projects	Duration Hours	Number of Participants	Person Hours
Process Identification Training	2	24	48
Basic Disaster Awareness Training	4	84	336
Integrated Management Systems Training	24	12	288
Project Request Management Training	2.5	23	57.5
Occupational Safety Training	12	72	864
Occupational Health Training	4	64	256
What is Digital Transformation	1	51	51
Industry 4.0 Technologies and Application Areas	1	55	55
Corporate Sustainability Certificate Program	40	4	160
Pwc (International Financial Reporting Standards)	18	1	18
Ethics and Compliance Information Trainings	1.5	52	78
Total	110	442	2,211.5

APPLICATIONS FOR INCREASING EMPLOYEE LOYALTY

GAP İNŞAAT provides its employees with a package of benefits, social security benefits for employees abroad, internal communication activities, special day celebrations in order to make employee loyalty sustainable.

Human Resources Profile

Total Number of Employees
2,091 (Blue+White Collar)

Labor Turnover Rate

2018	2019	2020
6%	5%	1%



Community Investments

GAP İNŞAAT conducts its community investments in its operating regions through its social impact management policy.

TL 1 million
Education and Health
Donation Amount (2020)



TL 157,902.26
Turkmenistan
Educational
Scholarships (2020)



TL 775,972.32
Health Donation
(2020)



Social Impact Management Policy
GAP İNŞAAT adopts systematic policies based on continuous development in all areas and carries out its social impact on its stakeholders through its Social Impact Management Policy. This policy has the following goals for projects initiated after the tenders received:

- Employers and customers to carry out projects in accordance with their specifications and laws and thus develop positive relations with social groups,
- To ensure that risk areas are determined in advance in relations with social groups and that risks in these areas are managed with stakeholder participation,
- To record complaints made about projects on a regular basis and notify corrections and improvements related to complaints to interested parties in writing,
- To develop awareness of social responsibility among GAP İNŞAAT employees and subcontractors, to establish good relations with social groups, and to contribute to societies.

The strategy developed by GAP İNŞAAT within the scope of the social impact management policy stipulates

- establishing good relations with the local people,
- developing good relations with local institutions and organizations,
- informing project employees regularly about fire, safety and health issues,
- working with local organizations at the levels possible in procurement processes,
- realizing business processes and buildings in accordance with the standards specified by the customer in the specifications,
- providing solutions by active monitoring of complaints and compensating damages and losses caused.

The following approaches for the management of social impacts have been established.

Issue	Suggestions
Effective Implementation of Project Social Impact Governance	<ul style="list-style-type: none">• Having Up-to-Date Information about the Communities Living in the Operating Region and Their Problems• Strengthening Relations with Local Communities During the Project• Informing Employees about Issues on Local Communities
Use of Local Workforce in the Operating Region	<ul style="list-style-type: none">• Cooperating with Local Communities on Business Opportunities in Projects• Giving Priority to the Groups Most Affected by Projects in the Recruitment Processes• Carrying Out Opportunities to Benefit from the Local Workforce in a Fair and Impartial Manner
Using Local Organizations Located in the Operating Region in Procurement Processe	<ul style="list-style-type: none">• The Capacity to Fulfill Goods and Services Planned to be Procured from Local Organizations and Evaluation of Capacity in Terms of Expected Standards• Informing Companies that Are Found Adequate about the Goods and Services That Will Be Needed within the Scope of the Project and their Procurement Conditions• In Case Price, Quality, Reliability, Timely Delivery Conditions are Met Supporting of Local Organizations First
Training and Development of the Local Workforce	<ul style="list-style-type: none">• Providing Orientation Trainings for Project Employees• Providing the Necessary Trainings on Issues Such as Environmental Awareness, Health, Safety, Fire
As Part of the Project, Protection of Roads in the Region and Prevention of Accidents	<ul style="list-style-type: none">• Development of Standards to Prevent Possible Disruptions That May Occur Due to Construction Machinery and Heavy Equipment, by Inspecting Roads Before the Start of the Project• Determination of Alternative Routes in Cases Such as Excavations where Activities Intersect with Existing Roads
Prevention of Work Accidents and Working with Zero Accident	<ul style="list-style-type: none">• Providing Regular OHS Trainings• Realization of Regular OHS Trainings• Effective Implementation of OHS Practices and Audits by Including Them in Daily Job Descriptions of Employees and Ensuring Their Control
Providing the Continuity of the Economic and Social Life of the Local People	<ul style="list-style-type: none">• Encouraging Stakeholder Participation in Risk and Opportunity Areas by Analyzing the Economic Activities of Local People• Identification and Implementation of Strategies for Possible Risk Areas
Prevention of the Risk of Possible Conflicts with the Local People	<ul style="list-style-type: none">• Effective Management of Work Sites• Informing Employees About the Local Culture of the Operating Region and Taking Measures to Prevent Possible Non-compliances

Community Investments

GAP İNŞAAT, which donated TL 1 million during its 2020 activity period, realized TL 775,972.32 of this amount as in-kind and device aids to hospitals.

GAP İNŞAAT participated at MIPIM, one of the world's leading property organizations, organized in Cannes, France and in Cityscape Fair organized in Qatar/ Dubai with the Taksim 360 Project under the roof of BIG.

GAP İNŞAAT DONATION POLICY

GAP İNŞAAT, which made donations mainly in the field of education in the past periods, has made donations in the field of health due to the COVID-19 pandemic during its 2020 activity period. The Company, which donated TL 1 million during its 2020 activity period, realized TL 775,972.32 of this amount as in-kind and device aids to hospitals.

ACTIVITIES THAT PROTECT THE REGION AND HISTORY

Taksim 360

Taksim 360 Project, which reflects GAP İNŞAAT's experience and expertise in the field of property development, is located in the Beyoğlu District of Istanbul. Focusing on carrying the historical heritage of Beyoğlu to the future, a large number of historical buildings are being preserved, restored and transferred to the future.

Taksim 360 Project participated in the "Beyoğlu Investors Group," which consists of investors investing in Beyoğlu and was established with the aim of protecting Beyoğlu's values and bringing the region to national and international platforms. Regular communication and promotion activities of the project and the Beyoğlu Region at home and abroad were carried out under the roof of BIG. The Company participated at MIPIM, one of the world's leading property organizations, organized in Cannes, France and in Cityscape Fair organized in Qatar/Dubai with the Taksim 360 Project under the roof of BIG.

Turkmenistan

GAP İNŞAAT, which was carrying out EPC projects in Turkmenistan for a long time, continued to create positive social impact on its stakeholders during its 2020 activity period. Works purchased from local artists were evaluated in completed projects and thus, art was supported. The amount of scholarships that the Company gives to Turkmen students is as follows:

2018: TL 107,676.78

2019: TL 161,371.20

2020: TL 157,902.26

AN INNOVATIVE STEP FROM GAP İNŞAAT IN THE STRUGGLE AGAINST COVID-19: A SPECIAL AIR CLEANING APPLIANCE

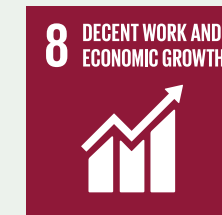
GAP İNŞAAT, which attaches great importance to innovation and digital transformation, produced a special air cleaning appliance in the process of COVID-19 pandemic with the approach of "smart and livable cities." The Company, which has international experience in the field of health technology equipment as well as in the construction of health facilities, donated 36 special air cleaning appliances it manufactured to 32 hospitals that are under significant burden in the struggle against COVID-19. GAP İNŞAAT will continue to strongly support the Turkish health system's struggle against the COVID-19 pandemic in the coming period as well.

Connections with SDG

GAP İNŞAAT, which makes community investments in its operating regions, carries out social responsibility activities in its operating regions in line with Quality Education (4) and Decent Work and Economic Growth Goal (8).

GAP İNŞAAT Supports the Sustainable Development Goals

GAP İNŞAAT, which positions itself as a corporate citizen, supports the United Nations Sustainable Development Goals. The Company, which makes community investments in its operating regions, carries out social responsibility activities in its operating regions in line with Quality Education (4) and Decent Work and Economic Growth Goal (8).



Environment



Waste Management

GAP İNŞAAT carries out all its activities paying attention to the environmental impact with the aim to leave a more beautiful world for the future.

GAP İNŞAAT believes that waste management policy is a prerequisite for the struggle against global climate change and protection of the life cycle.

GAP İNŞAAT, which creates effective natural resource management strategies, carried out effective waste management activities in its operating regions in 2020. The Company believes that waste management policy is a prerequisite for the struggle against global climate change and protection of the life cycle.

GAP İNŞAAT has defined waste categories as follows:

- Hazardous Waste
- Non-Hazardous Waste
- Harmless Waste

Waste Management Applications

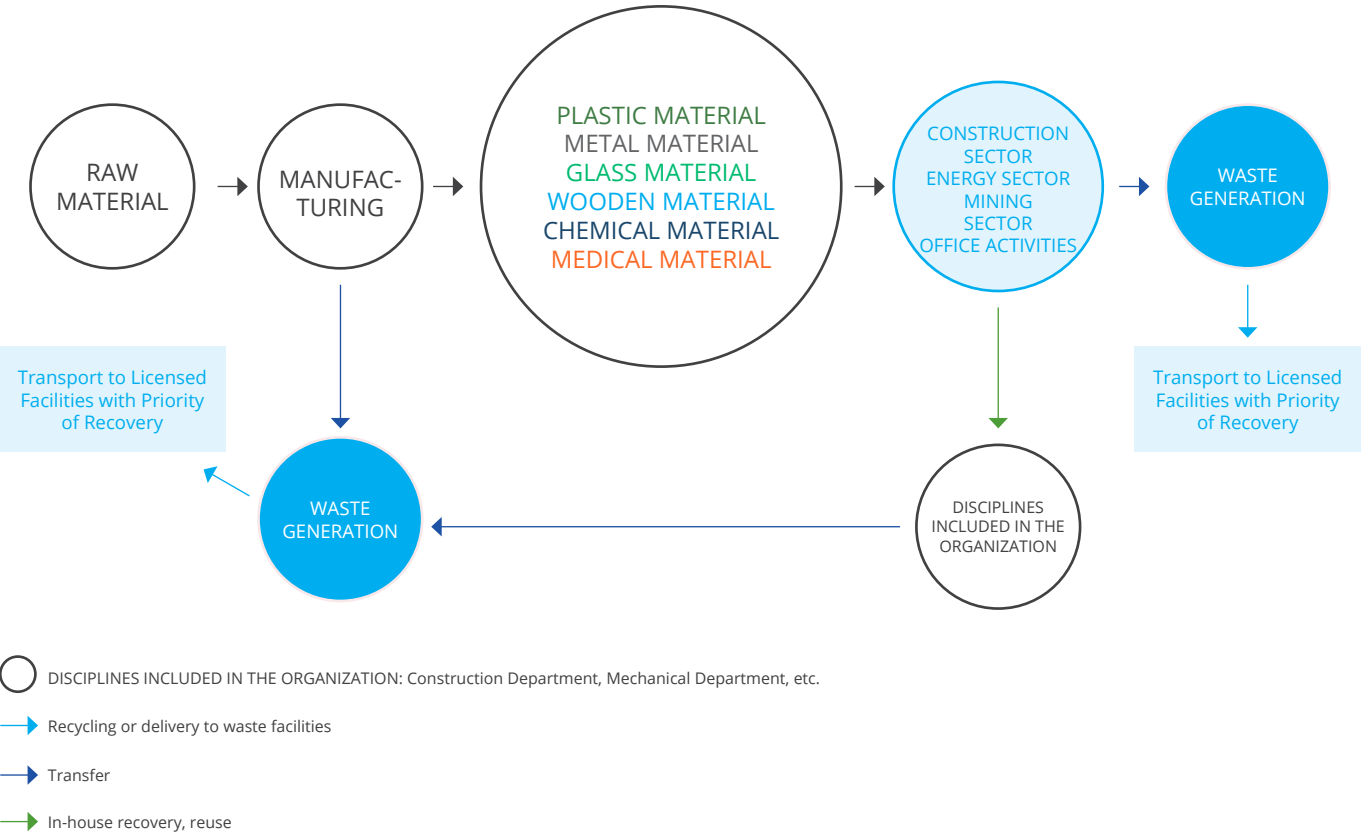
GAP İNŞAAT carries out waste management in the light of the following principles.

- Listing of wastes by creating a waste management matrix
- Striving to use hazardous substances, including chemicals and petroleum products, to a lesser extent in order to minimize the amount of hazardous waste
- Reducing waste and carrying out disposal in the following scope
 - Ensuring the disposal or reduction of waste with the selection of appropriate procedures or technologies
 - Ensuring the reuse of materials
 - Recycling of materials for reuse where possible

- Recycling of possible types of fuel for reuse
- Wastewater (After it was brought to an acceptable state.) will be discharged in accordance with the legal legislation
- Transporting waste in accordance with the relevant waste transportation inspection and control regulations
- Classifying all resulting wastes as hazardous or non-hazardous, parsing all hazardous or non-hazardous wastes
- Carrying out waste disposal only by the appointment of competent persons
- Informing the customer about the waste disposal zones,
- Assessing possible impacts before starting the transportation of harmless or non-hazardous waste to be given to third parties for reuse or disposal
- Making all liquids appropriate to standards before discharge and disposing of them
- Disposing of all solid waste after it is brought into compliance with the standards of western countries
- Following the “Procedure for Preventing Leaks” in order to prevent the spread of all debris, dangerous liquids (For example; oil, diesel fuel and chemicals.)



ENVIRONMENTAL LIFE CYCLE



Waste
Management

GAP İNŞAAT successfully implemented a waste management in the project it carried out in Qatar by parsing 2,500 m³ of waste as hazardous waste, waste oils, contaminated waste, and medical waste.



GENERAL WASTE MANAGEMENT

ISTANBUL HEADQUARTERS

Waste Data-Istanbul				
Total	2017	2018	2019	2020
Hazardous Waste (kg)	-	-	17,455	6,325
Non-Hazardous Waste (kg)	200	520	395	2,035
Waste Water Statistics (m³)				
Waste Water Quantity (m³)		6,000	9,000	4,800
Waste Quantities				
Hazardous Waste (battery, waste oil, toner, etc.)	1 medical waste bucket		17,455 kg	6,325 kg+ 1 medical waste bucket
Medical Waste	1 medical waste bucket	1 medical waste bucket		1 medical waste bucket+40 kg
Contaminated Waste	-	-	-	-
Waste Filter	-	-	-	-
Waste Oil	-		150 kg	-
Mixed Non-Hazardous Waste (domestic and integrated waste)		520 kg	395 kg	2,035 kg
Waste Recycling				
Recycling		NA	NA	NA
Recovery		NA	NA	NA
Disposed Of by Licensed Waste Companies		NA	NA	NA

NOTE: Since the statement described as “1 medical waste bucket” is not clear, it was not taken into account in the total.

WASTE MANAGEMENT APPLICATIONS AS PART OF PROJECTS

TURKMENISTAN

GAP İNŞAAT achieved the following waste management activities as part of its projects in Turkmenistan.

Food: The food waste from the projects and the headquarters were collected in separate garbage cans and taken away regularly to be given to the animals every day.

Other garbage: Paper and plastic garbage was parsed as much as possible and collected in different garbage cans. It was placed separately in the garbage containers section outside. The garbage was taken away by the municipal vehicle.

Medical waste: Materials like syringes, needles in these areas were first disinfected with disinfectant material such as “Superbenziden” and then collected in black bags. It was taken away with other bags by the municipality at the collection time. Information has been received that new regulations on the parsing of this type of medical waste are being worked on and also that the process for their disposal is continuing.

Waste Water Statistics (m³)			
Waste Water Quantity	2018	2019	2020
ASG Çoğanlı Baza	38,154	41,581	39,123
ASG MRK Kamp	9,909	8,443	6,325
ASG Administrative Building	6,000	6,000	6,000
ASG EST+OT2	Well water, no meter was used.		
Waste Quantities (tons)			
	2018	2019	2020
Non-Hazardous Waste	110.5	178.5	195.5

QATAR

GAP İNŞAAT successfully implemented a waste management in the project it carried out in Qatar by parsing 2,500 m³ of waste as hazardous waste, waste oils, contaminated waste, and medical waste.

Waste Water Statistics (m³)		2020
Waste Water Quantity		3,276.4 m³
Waste Quantities		2020
Hazardous Waste (battery, waste oil, toner, etc.)		
Medical Waste		2,700 gram
Contaminated waste		40 kg
Waste Filter		60
Waste Oil		6,750 liters
Mixed Non-Hazardous Waste (domestic and integrated waste)		4,588.5 m³
Waste Recycling		2020
Recycling		NA
Recovery		NA
Disposed of by Licensed Waste Companies		NA

TAKSİM 360

As part of the Taksim 360 Project, GAP İNŞAAT successful achieved waste management applications within the framework of full compliance with the laws.

Effective Air Quality

Workplace environment measurements of GAP İNŞAAT’s headquarters are carried out at least once a year with relative humidity measurements at periods deemed necessary by the Occupational Safety Specialist.



GAP İNŞAAT, which positions itself as a corporate citizen, makes great efforts to prevent air pollution caused by its activities. Workplace environment measurements of the Company's headquarters are carried out at least once a year with relative humidity measurements at periods deemed necessary by the Occupational Safety Specialist. The Administrative Affairs Department did not conduct a study on this issue since values did not exceed the limit.

- The measures to combat air pollution in the project regions of the Company are as follows:
- The use of technological and modern construction equipment and materials,
 - Regular daily, weekly and monthly maintenance of equipment,
 - Replacement of worn, loose or unstable machine parts that cause vibration,
 - Installation of high-quality silencer(s) on motorized equipment,
 - Keeping the machine parts well lubricated to reduce friction,
 - Erecting acoustic enclosures and barriers around generators,
 - Planning activities that will create noise pollution to be carried out within the most appropriate time frames.

Effective Water Management

GAP İNŞAAT first examines the water condition of its operating regions in order to benefit from water resources in these regions.

Water is needed for operations in the construction process and for dust prevention activities. In this context, GAP İNŞAAT first examines the water condition of its operating regions in order to benefit from water resources in these regions. After the examination, the quantity of water that may be used is determined. After determining the quantity of water that may be used, mutual agreement is reached through negotiations held between the local people and public institutions. After the water use right agreement and permit procedures are completed, water is used. There is absolutely no water intake from the fishing areas.

GENERAL WATER CONSUMPTION INDICATORS

Istanbul Headquarters			
Water Consumption Indicators (m³)	2018	2019	2020
Quantity of Water Used (Mains, Groundwater)	8,340	11,400	6,000

Qatar			
Water Consumption Indicators (m³)	2020		
Quantity of Water Used (Mains, Groundwater)	12,216 m³		

Taksim 360			
Water Consumption Indicators (m³)			
Quantity of Water Used (Mains, Groundwater)	2018	2019	2020
Sales Office Old	539.00	327.00	-
Construction Site	11,480.00	6,256.00	7,441.00
360-361-1	2,399.00	2,640.00	1,294.00
385-386	-	-	552.00
Total	14,418.00	9,223.00	9,287.00

Turkmenistan			
Water Consumption Indicators (m³)			
Quantity of Water Used (Mains, Groundwater)	2018	2019	2020
ASG Çoğanlı Baza	38,154	41,581	39,123
ASG MRK Kamp	9,909	8,443	6,325
ASG Administrative Building	6,000	6,000	6,000
ASG EST+OT2	Well water, no meter was used.		

Effective Noise Management

GAP İNŞAAT carries out studies to determine the noise condition of the construction site environment before the construction process begins.

Workplace environment measurements of GAP İNŞAAT's Headquarters are carried out at least once a year with noise measurements at periods deemed necessary by the Occupational Safety Specialist.

Construction activities emit noise into the environment. For this reason, keeping the resulting noise pollution under control allows the Company to eliminate or reduce disturbance to the environment. GAP İNŞAAT, which carries out activities with this awareness, makes studies to determine the noise condition of the construction site environment before the construction process begins. All stakeholder groups located near the construction zone are identified and communicated with. Workplace environment measurements of GAP İNŞAAT's Headquarters are carried out at least once a year with noise measurements at periods deemed necessary by the Occupational Safety Specialist. The Administrative Affairs Department of the Company did not conduct a study on this issue since values did not exceed the limit in 2020.

The Company's activities aimed at preventing noise pollution in its operating regions are as follows:

- The use of technological and modern construction equipment and materials,
- Regular weekly and monthly maintenance of equipment,
- Replacement of worn, loose or unstable machine parts that cause vibration,
- Installation of high-quality silencer(s) on motorized equipment,
- Keeping the machine parts well lubricated to reduce friction,
- Erecting acoustic enclosures and barriers around generators,
- Planning activities that will create noise pollution to be carried out within the most appropriate time frames.

NOISE CONTROL APPLICATIONS AS PART OF TAKSİM 360 PROJECT

The Taksim 360 Project is located in the central Beyoğlu District of Istanbul. In order to prevent noise pollution caused by construction in the project, regular frequency measurements and controls are carried out. In addition, with use of acoustic glasses throughout the project, it is aimed to be minimally affected by the noise of the city after the completion of the project.



Taksim 360

Effective Energy and Emission Management, Global Climate Change

GAP İNŞAAT takes advantage of the latest developments in construction technology to improve energy efficiency.

GAP İNŞAAT maintains its efforts to be able to minimize its negative impacts on the environment and climate.

Focusing on leaving a more livable world for the next generations, GAP İNŞAAT realizes a minimum level of energy consumption in its activities. It maintains its efforts to be able to minimize its negative impacts on the environment and climate. The Company takes advantage of the latest developments in construction technology to improve energy efficiency.

CARBON EMISSION INDICATORS
GAP İNŞAAT carbon footprint calculations cover 4 selected facilities of the organization. The greenhouse gas emissions released during the activities, which included GAP İNŞAAT Headquarters, Turkmenistan Aesthetic Center Hospital Project, Qatar Special Forces Integrated Training Center Project and Taksim 360 project, were calculated as the total carbon dioxide equivalent.

The calculation also includes greenhouse gas emissions from GAP İNŞAAT activities in 2020 (Scope-1) and Energy Indirect (Scope-2).

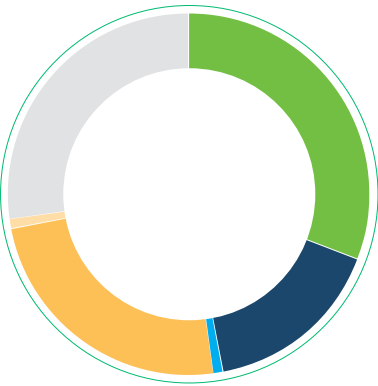
While the greenhouse gas emissions from GAP İNŞAAT’s activities are evaluated within the scope of “Scope-1 direct greenhouse gas emission,” the greenhouse gas emissions caused by energy consumption due to electricity consumption supplied from outside have been evaluated within the scope of “Scope-2 energy indirect greenhouse gas emissions.”

Scope-3 “other indirect greenhouse gas emissions” were excluded from the scope in the 2020 reporting period.

Scope-1 emissions account for about 54% of total emissions.

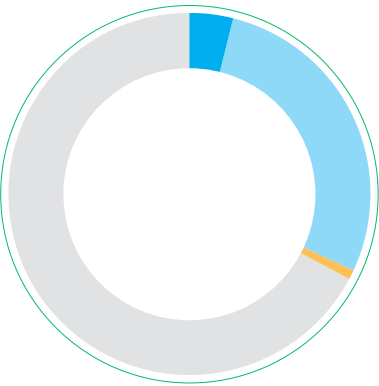
Greenhouse gas emissions from fuel consumption, refrigerants and fire extinguishers within Scope-1 emissions constitute a large percentage of GAP İNŞAAT carbon footprint in 2020. Scope-1 emissions for 2020 are 1,333.51 tons in terms of CO₂ equivalent.

Istanbul Headquarters



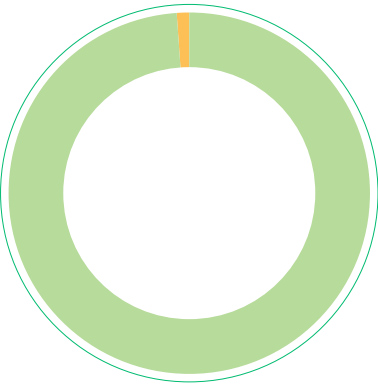
Fixed Burning - Natural Gas	31%
Fixed Burning - Propane	0%
Fixed Burning - Generator/Diesel	0%
Mobile Burning - On Road/Diesel	16%
Mobile Burning - On Road/Gasoline	1%
Mobile Burning - Off Road/Diesel	0%
Leakage Emissions/Cooling Gas Leaks	24%
Leakage Emissions/FES Gas Leaks	1%
Electricity Purchased	27%

Turkmenistan Aesthetic Center Hospital Project (EST)



Fixed Burning - Natural Gas	0%
Fixed Burning - Propane	0%
Fixed Burning - Generator/Diesel	0%
Mobile Burning - On Road/Diesel	0%
Mobile Burning - On Road/Gasoline	4%
Mobile Burning - Off Road/Diesel	28%
Leakage Emissions/Cooling Gas Leaks	1%
Leakage Emissions/FES Gas Leaks	0%
Electricity Purchased	67%

Qatar Special Forces Integrated Training Center Project (QTC)



Fixed Burning - Natural Gas	0%
Fixed Burning - Propane	0%
Fixed Burning - Generator/Diesel	99%
Mobile Burning - On Road/Diesel	0%
Mobile Burning - On Road/Gasoline	0%
Mobile Burning - Off Road/Diesel	0%
Leakage Emissions/Cooling Gas Leaks	1%
Leakage Emissions/FES Gas Leaks	0%
Electricity Purchased	0%

Taksim 360 Project



Fixed Burning - Natural Gas	12%
Fixed Burning - Propane	0%
Fixed Burning - Generator/Diesel	0%
Mobile Burning - On Road/Diesel	13%
Mobile Burning - On Road/Gasoline	9%
Mobile Burning - Off Road/Diesel	0%
Leakage Emissions/Cooling Gas Leaks	0%
Leakage Emissions/FES Gas Leaks	0%
Electricity Purchased	66%

Effective Energy and Emission Management,
Global Climate Change

Focusing on leaving a more livable world for the next generations, GAP İNŞAAT realizes a minimum level of energy consumption in its activities.

GAP İNŞAAT GREENHOUSE GAS RESULTS, 2020				
Category	Emission Type	Emission Source	Location	tons CO ₂ eq
Scope 1 Direct Greenhouse Gas Emissions	Fixed Burning	Natural Gas	Headquarters	273.10
			EST Project	0.04
			QTC Project	-
			Taksim 360	32.38
	Fixed Burning	Propane	Headquarters	-
			EST Project	0.36
			QTC Project	-
			Taksim 360	-
	Fixed Burning-Generator	Diesel	Headquarters	3.14
			EST Project	0.76
			QTC Project	252.69
			Taksim 360	-
	Mobile Burning - On Road	Diesel	Headquarters	144.02
			EST Project	0.17
			QTC Project	-
			Taksim 360	35.29
	Mobile Burning - On Road	Gasoline	Headquarters	6.53
			EST Project	36.55
			QTC Project	-
			Taksim 360	24.63
	Mobile Burning - Off Road	Diesel	Headquarters	-
			EST Project	300.77
			QTC Project	-
			Taksim 360	-
Leakage Emissions	Cooling Gas Leaks	Headquarters	206.97	
		EST Project	8.69	
		QTC Project	1.74	
		Taksim 360	0.43	
Leakage Emissions	Fire Extinguishing System Gas Leaks	Headquarters	5.25	
		EST Project	0.00	
		QTC Project	0.00	
		Taksim 360	0.00	
Subtotal				1,333.51
Scope 2 Energy Indirect Greenhouse Gas Emissions	Electricity Purchased	Headquarters	236.07	
		EST Project	712.26	
		QTC Project	-	
		Taksim 360	174.45	1,122.78
Subtotal				1,122.78
GRAND TOTAL				2,456.29

GENERAL ENERGY CONSUMPTION INDICATORS

İSTANBUL HEADQUARTERS				
Electricity Consumption Indicators (kwh)		2018	2019	2020
Electricity Consumed		2,280,000	2,287,331	1,627,679
Fuel Consumption Indicators (m³)		2018	2019	2020
Fuel Consumed				
Natural Gas		1,380,000	1,250,000	1,300,000
Diesel (lt)		101,651.36	44,559.54	48,782
Gasoline (lt)		-	-	6,371
QATAR				
Electricity Consumption Indicators (kwh)		2020		
Electricity Consumed		786,780		
Fuel Consumption Indicators (m³)		2020		
Fuel Consumed		697.23		
TAKSİM 360				
Electricity Consumption Indicators (kwh)				
Electricity Consumed		2018	2019	2020
Sales Office Old		77,140.74	58,892.16	21,235.74
Construction Site		795,884.18	493,928.30	47,367.82
Sales Office New		-	5,101.46	305,682.68
Total		873,024.92	557,921.92	374,286.24
Natural Gas Consumption Indicators (kwa)				
Natural Gas Consumed		2018	2019	2020
360-361-1		210.29	36,095.79	120,288.38
Sales Office Old		73,267.89	65,580.36	-
385-386		-	-	39,873.68
Dining Hall		172,617.11	11,211.99	
Total		246,095.29	112,888.14	160,162.06
TURKMENISTAN				
Electricity Consumption Indicators (kwh)				
Electricity Consumed		2018	2019	2020
ASG Çoğanlı Baza		1,624,504	1,585,244	1,506,323
ASG Administrative Building		1,092,923	1,071,160	1,011,896
ASG YAN		550,744	1,490,862	552,674
ASG EST+OT2		55,362	937,651	1,152,652
Fuel Consumption Indicators (m³)				
Fuel Consumed		2018	2019	2020
Diesel Consumption (liter)				
ASG MRK Use		518,518	343,142	483,814
ASG EST+OT2		17,623	366,672	26,430
Gasoline Consumption (liter)				
ASG MRK Use		50,968	63,214	110,913
ASG EST+OT2		1,080	10,279	105
Gas Consumption Indicators (m³)				
Gas Consumption		2018	2019	2020
ASG Çoğanlı Baza		176,000	175,560	177,520
ASG MRK Kamp		no gas	no gas	no gas
ASG Administrative Building		223,152	221,850	223,500
ASG EST+OT2				

Effective Energy and Emission Management, Global Climate Change

GAP İNŞAAT was awarded the LEED GOLD Certificate with the office block of the Taksim 360 project.



LEED CERTIFICATION PROCESSES...

GAP İNŞAAT, which carries out all its projects according to international environmental standards, was awarded the Leed Certificate with the office block of the Taksim 360 project. The LEED BD+C (Building Design + Construction) Gold certificate, which covers new building or large renovation projects, is a pioneer in its field in Turkey.

BIODIVERSITY

A Pioneering Project in the Protection of Biodiversity: Turkmenistan Bird Island Project

GAP İNŞAAT, which carries out all its activities in the light of environmental impact assessment, built and completed the Turkmenistan Seaport Project worth USD 1.5 billion, with an environmentally friendly approach. In the project built

according to eco-friendly port standards, the nesting areas located on the birds' migration route were turned into a special bird sanctuary as a sign of respect for nature. The artificial island of 3.1 million m², built so that migratory birds can fly free, is an exemplary project for transferring biodiversity to future generations.

Connections with SDG

GAP İNŞAAT, which positions itself as a global citizen, supports the Sustainable Development Goals.

GAP İNŞAAT Supports the Sustainable Development Goals

GAP İNŞAAT, which positions itself as a global citizen, supports the Sustainable Development Goals. Operating with the aim to leave a more livable world for next generations, the Company carries out all its activities paying attention to the environmental impact. In this context, the Goal of Climate Action (13) is actively supported.



The background is a complex digital collage. On the left, there's a green-tinted image of a stack of Euro coins. Overlaid on this and the rest of the image are various financial graphics: a line graph with multiple peaks and valleys in white and yellow, a bar chart with several vertical bars of increasing height in green and blue, and floating numerical values like '+0.45', '-0.25', '+0.20', '+0.95', and '+4.81%'. The right side of the image features a dark blue city skyline at night, with illuminated windows and structures. The overall color palette is dominated by greens, blues, and yellows, creating a high-tech, financial atmosphere.

Economy

Value Added Economic Performance

GAP İNŞAAT successfully ensured business continuity during the 2020 operating period, at a time of greater risk and vulnerability, increasing its total assets from TL 6.5 billion to TL 7.6 billion.

6.4%

Turkish Construction Industry
2020 3rd Quarter Growth Rate



1.8

TL billion
Total Revenues



The global construction sector, which had achieved a growth rate of 2.6% in 2019, posted growth of just 0.5% at the end of 2020 due to the COVID-19 pandemic. Considering that the global economy contracted by 5% due to the pandemic, it turns out that the construction sector performed relatively successfully that year. Despite pressure on workforce productivity and procurement processes arising from the pandemic, publicly funded projects, in particular, have been a driving force behind the momentum of the global construction sector. The leading issues in the Global Construction Sector in 2020 were “smart cities,” “innovation,” “digital transformation,” and the addressing of climate change and sustainability. Turkish Construction-Contracting companies, which have experience in developing and implementing projects across diverse geographies, successfully completed many international projects despite

the COVID-19 pandemic. The goal of securing new projects worth USD 20 billion per year, set before the outbreak as part of foreign contracting services, was not achieved due to pandemic-related measures and their widespread economic impact. According to the data of the Ministry of Commerce, in 2020, the sector undertook 299 projects abroad, amounting to USD 14.4 billion.

The Turkish construction sector, which had been experiencing a contraction since 2018, resumed a growth trajectory in the third quarter of 2020. According to Turkish Statistical Institute (TÜİK) indicators, the Turkish construction sector achieved a growth rate of 6.4% as of the third quarter of 2020. This sectoral growth momentum resulted from the economic revival that began over the summer with the normalization steps and attractive mortgage loans.¹

¹ https://www.tmb.org.tr/arasirma_yayinlar/tmb_bulten_ocak2021.pdf

Project Management Approach Focused on Sustainable Profitability

GAP İNŞAAT, with expertise in infrastructure, superstructure, energy, and health projects, has secured project management deals worth USD 6.34 billion since its establishment.



GAP İNŞAAT has demonstrated a performance based on sustainable profitability since its establishment by successfully reflecting its competitive advantages to its business processes. Taking strength from the trust created by the Çalık brand, the Company displays a stable growth trajectory thanks to work experience across vast geography and adapting to local conditions.

GAP İNŞAAT, with expertise in infrastructure, superstructure, energy, and health projects, has secured project management deals worth USD 6.34 billion since its establishment. GAP İNŞAAT carries out large-scale projects and predominantly works with domestic and foreign public organizations. The company steadily increases its added value from its synergy with prestigious international brands like Mitsubishi and EWE.

Unconditional Customer Satisfaction as the Main Priority

GAP İNŞAAT manages its customer relationships based on mutual interest and respect.

By the end of 2020 and in full compliance with national laws and international sectoral regulations, GAP İNŞAAT had paid nearly TL 21.5 million in taxes (Value Added Tax, Stamp Duty, Years of Construction Withholding, Wages and Other Withholdings, and Social Insurance Premiums).

Adopting Çalık Holding's principle of unconditional customer satisfaction, GAP İNŞAAT manages its customer relationships based on mutual interest and respect.

The Company considers creating value for customers, increasing customer satisfaction, and establishing an environment of long-term trust in its customer relations one of its primary goals. Accordingly, it treats the people and organizations it works with honestly, fairly, respectfully, and in good faith. The Company and its employees, who fulfill their legal obligations on time, conduct business relations with companies within legal obligations.

GAP İNŞAAT, which had increased its total assets to TL 7,645 million as of the end of 2020, operates according to the principle of unconditional customer satisfaction with the motto "Value for people, value for the future." GAP İNŞAAT adopts an integrated management approach to EPC and property development, monitoring the latest industry trends, engineering techniques, and consumer behavior, as well as the global environmental agenda. In particular, it keeps abreast of efforts to tackle climate change and implements improvements in business processes where necessary. By the end of 2020 and in full compliance with national laws and international sectoral regulations, GAP İNŞAAT had paid nearly TL 21.5 million in taxes (Value Added Tax, Stamp Duty, Years of Construction Withholding, Wages and Other Withholdings, and Social Insurance Premiums).

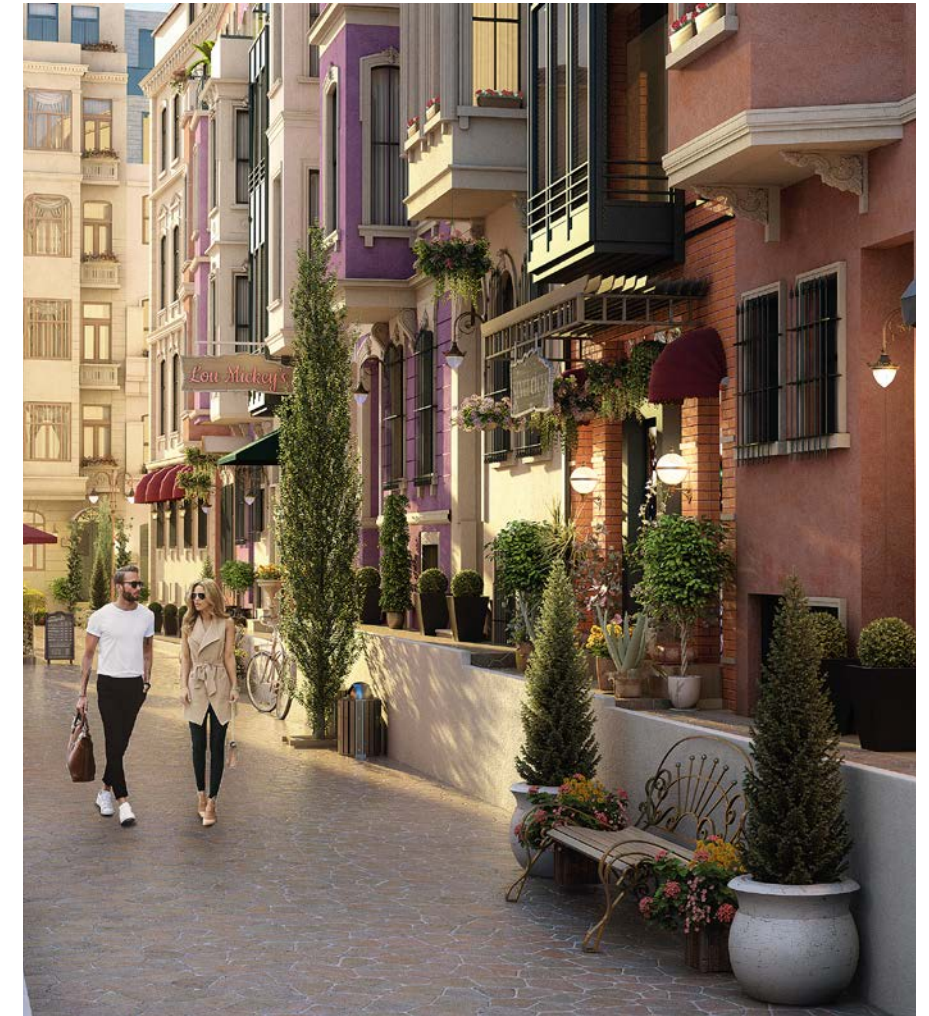
A strong contribution to community welfare

GAP İNŞAAT, renowned for its timely projects realized at predictable costs, adds momentum to the sustainable development of its operating regions. With ongoing projects in countries including Qatar, Turkmenistan, and Turkey, GAP İNŞAAT provides vital support to local employment and the economy with its local supplier policy. The Company, which operates

in EPC, also undertakes management, training, and maintenance services on completion of the construction process, notably in projects such as hospitals and seaports. GAP İNŞAAT "builds the projects of the future today" thanks to its know-how and innovativeness and trains the human resources of hospitals to which it provides technological equipment.

Sustainability of architectural texture is the primary objective...

As part of the Taksim 360 Project, the structures and facades that have survived are preserved using restoration techniques. This practice ensures the maintenance of the original architectural integrity. In addition, all registered facades within the project are preserved by suspension and restoration techniques and reconstruction, per decisions taken by the Renovation Board. The objective is to maintain the original early 20th-century texture of the street. The renovation is done using creative models for energy and water efficiency. Careful consideration is given to fire, earthquake and building safety, and the use of daylight, landscaping, and lighting design. Care is also taken to ensure that renovated buildings are environmentally friendly. The project's objective is to achieve harmonious results from diverse disciplines. These include avoiding noise pollution from mechanical and electrical installations and the use of environmentally-friendly technologies and materials in the buildings. Furthermore, with this approach built into the architectural design, all hand-drawn works at the buildings and quality building elements within are to be preserved in warehouses for reuse, with faithful reproductions of those not suitable for reuse being produced. The aim is to reuse original materials in situ. Therefore the wrought iron doors, balustrades, and buttress elements present in the certified buildings and valuable building elements such as plaster decorations, marble inscriptions, and wall panels will be stored in warehouses for reuse. Rigged bricks obtained from the demolition of masonry buildings were also kept for reuse as building elements in new



buildings. All rubble resulting from the demolition works in the area is used by waste management company ISTAC in rehabilitation areas as a recovery material. All iron and steel materials obtained from demolition are passed and sent for recycling. Necessary precautions are taken during the construction process by methods such as washing-watering-silt fence enclosure to prevent damage to the city center and surrounding streets.

As the Taksim 360 Project is located in a protected area, it falls outside the scope of parking regulations. However, the aim is to establish an indoor car park that will be sufficient for the use of each independent unit to the extent possible.

Parking spaces are reserved near the entrances for low-emission vehicles, disabled persons' vehicles, electric cars, and bicycles. shower/dressing areas are provided in the parking lots. The buildings' roof areas are designed as green-open terraces. In the landscape, environmentally friendly plants that are most compatible with prevailing climatic conditions and require less water are used. While the project area is being renovated, the aim is to use techniques that maximize energy and water efficiency. Low-energy outdoor lighting technologies that highlight architectural elements and are appropriate for the character of the historical buildings are used.



Responsibility in the Supply Chain

The Supplier Life Cycle (SLC) module and the Supplier Offer Module, which enable GAP İNŞAAT’s purchasing and supply chain to be managed more effectively, were made available on the Çalık Supplier Portal.

Social criteria in supplier selection

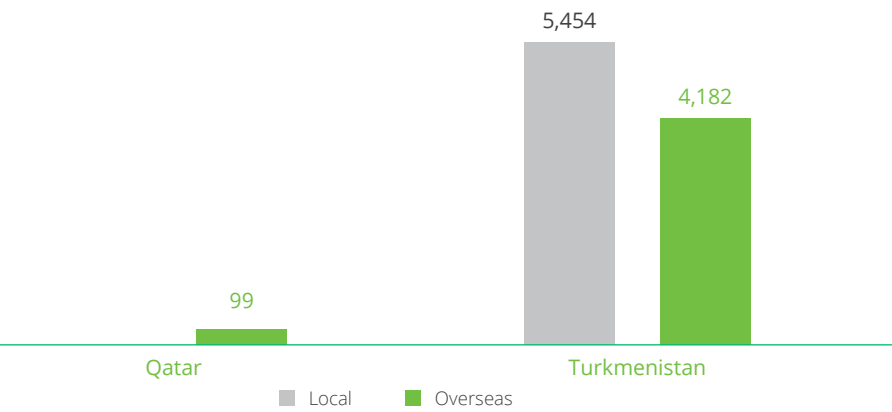
GAP İNŞAAT, which positions itself as a corporate citizen, expects its business partners to show sensitivity in supplier selection regarding anti-corruption, compliance with human rights, non-employment of child labor, employee rights, and the environment. In this context, the Company assists its suppliers with “best practices” and carries out active inspections at project construction sites.

The Supplier Life Cycle (SLC) module and the Supplier Offer Module, which enable GAP İNŞAAT’s purchasing and supply chain to be managed more effectively, were made available on the Çalık Supplier Portal. In addition, the Supplier Life Cycle (SLC) Program has been implemented to optimize purchasing processes. The use of E-tender has begun in most purchasing processes, and the targeted 2021 e-tender ratio of at least 50% on a volume basis is set as a Key Performance Indicator (KPI).

Relations with suppliers in international projects

As of the end of 2020, GAP İNŞAAT, which has been carrying out projects in Turkmenistan and Qatar as part of foreign projects, has achieved strong synergy with its suppliers. Having completed a total local purchasing rate of 8% at the EST-OT2 and YAN projects in Turkmenistan, GAP İNŞAAT has conducted regular audits to ensure that suppliers operate per the laws of Turkmenistan and the values of Çalık Holding. The Company’s local purchasing rate in Qatari projects was 92%. Following regular meetings with suppliers of Qatari origin, the Company added Occupational Health and Safety (OHS) and good faith articles to the contracts.

Local/Overseas Purchase Table



	Local	Overseas	Total	Percentage of Local Purchase
Qatar	1,206	99	1,305	92%
Turkmenistan	5,454	4,182	9,636	57%
EST-OT2/YAN	256	2,772	3,028	8%



GAP İNŞAAT and its subsidiaries, which carry out projects in Turkmenistan and Qatar, and Turkey as of the end of 2020, realize all their business processes by leveraging robust logistics capabilities. GAP İNŞAAT and its subsidiaries conduct their logistics activities per construction deadlines, with maximum economy and attention to human health, and all product shipments conform to established regulations.

Headquarters positioned as the logistics management office

International transportation of all projects by GAP İNŞAAT is carried out by the headquarters logistics department. Logistics teams work in coordination with the

headquarters logistics department at each construction site. While transportations are monitored via the SAP TM module, the details of each transport (details of loaded materials, daily location information, loading/unloading, customs entry/exit dates) can be accessed through this system. Since this system is accessible to those demanding transported materials and the construction site team at any time, employees benefit from greater efficiency and convenience with significantly reduced correspondence traffic between departments. With this system, performance monitoring of GAP İNŞAAT’s logistics activities is done. Reports can be obtained on a year-by-year basis.

92%

Local Purchasing Rate (Qatar)



57%

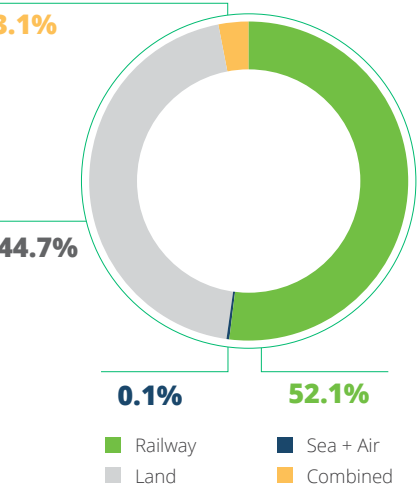
Local Purchasing Rate (Turkmenistan)



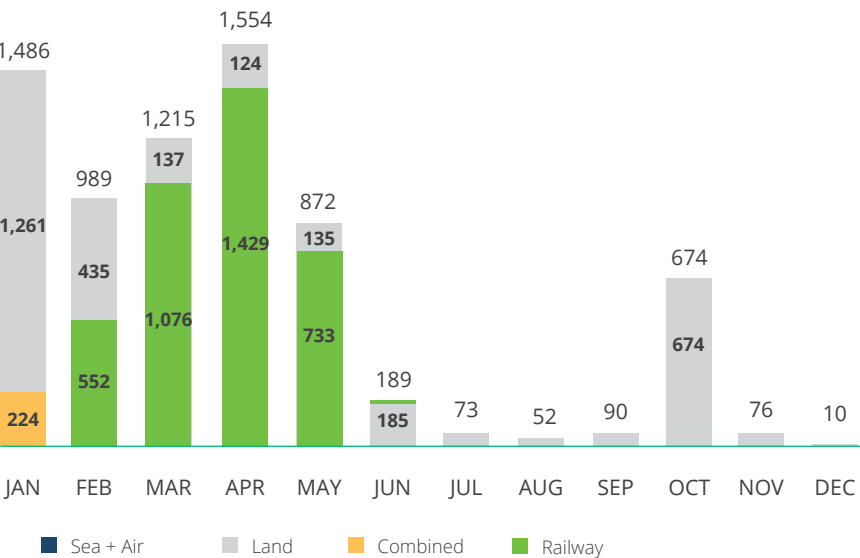
Responsibility in the Supply Chain

WEIGHT-BASED ACTIVITY RATES FOR 2020

Weight (Tons) Distribution Chart by Transport Type



Weight (Tons) Distribution Chart



7,281 tons
Total Quantity of Material Shipped in 2020

The main goal: To grow the supply chain
GAP İNŞAAT carries out its logistics activities comprising the processes of purchasing services, products, and equipment, in line with its ethical principles and the Sustainable Development Goals of the United Nations. GAP İNŞAAT, executing its procurement processes to high-quality standards, is continually growing its value chain. GAP İNŞAAT considers suppliers in all its operating regions as its stakeholders. It requires those suppliers to work per its corporate values and ethical principles. This practice ensures occupational health and safety, and environmental protection both at the construction site and during operation phases.

It is also of great importance for the sustainability of GAP İNŞAAT's corporate reputation that suppliers work to GAP İNŞAAT's values.

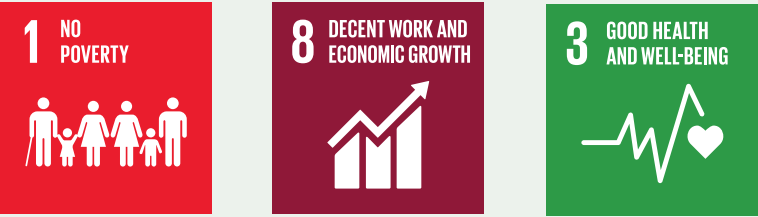
GAP İNŞAAT, which carries out activities in the fields of EPC and property development, considers three factors when carrying out its projects. Firstly, it pays attention to bringing materials to the project site at the right time with the proper planning. Secondly, bulky materials and equipment are transported to the construction site with minimum impact on the environment.

Connections with SDG

GAP İNŞAAT successfully carries out all its activities in accordance with the Decent Work and Economic Growth (8) goal of the UN Sustainable Development Goals (SDG).

GAP İNŞAAT supports the UN Sustainable Development Goals (SDG)...

GAP İNŞAAT, which positions itself as a global citizen, supports the UN Sustainable Development Goals (SDG). In this context, the Company successfully carries out all its activities in accordance with the Decent Work and Economic Growth (8) goal of the UN Sustainable Development Goals (SDG). GAP İNŞAAT contributes to local development and employment in its operating regions in the light of the sustainable growth strategy. The Company, which supports the Goal of No Poverty (1), strives with all its might to provide Good Health and Well-Being (3) within its organizational structure and in its operating regions.



Future Outlook

While pursuing continuous development, GAP İNŞAAT is determined to undertake new pioneering projects in Turkey and international markets over the coming period with its expertise in property development and EPC. In this undertaking, the Company is spurred on by the visionary management approach of its principal shareholder Çalık Holding. The Company, which has undertaken many projects in different geographies from the Russian Federation to Turkmenistan, Qatar, and Iraq to date, will take bold steps towards the future by building on its strong commitment to sustainability. The Company, ever faithful to its managerial, environmental, economic, and social responsibilities, will effectively continue to manage vulnerabilities, risks, and opportunities in global markets in the coming period accordingly. GAP İNŞAAT has been on the ENR 250 List of the world's largest contractor companies since 2006, and in the future, it will continue its march to the top of that list with value added projects. Furthermore, GAP İNŞAAT's human resources will continue to lend momentum to the overall development of the Turkish construction-contracting sector.

Abbreviations

GAP İNŞAAT:	GAP İNŞAAT Yatırım ve Dış Ticaret A.Ş. and all its subsidiaries
QTC:	Qatar Special Forces Integrated Training Center Project
GOP:	Gediktepe Gold Mine Oxide Project
EPC:	Engineering, Procurement, Construction
OH:	Occupational Health and Safety
OHSE:	Occupational Health and Safety-Environment
TÜRKAK:	Turkish Accreditation Agency
UKAS:	UK Accreditation Service
KVKK:	Law on Protection of Personal Data
SDG:	Sustainable Development Goal
ENR:	Engineering News Record
LEED BD+C:	LEED (Leadership in Energy and Environmental Design) Building Design and Construction
IIRC:	International Integrated Reporting Council
EST-OT2:	Aesthetic Center Hospital and Parking Area Project
EST:	Aesthetic Center Hospital
YAN:	Burn Treatment Hospital Project
SAP TM Module:	SAP Transport Management Module
SLC:	Supplier Lifecycle Management Module
SRM:	Supplier Offer Management
CIS Countries:	Commonwealth of Independent States
TÜİK:	Turkish Statistical Institute
MIPIM:	International Building Construction Fair
BIG:	Beyoğlu Investors Group
TSE:	Turkish Standards Institute

GRI

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