

**YÜKSEL
PROJE**

**SUSTAINABILITY
REPORT | 2024**

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About the Report

➤ **We are delighted to present our 2024 Sustainability Report, our very first report in which we share our sustainability goals, the vision that guides us on this journey, and the projects we have undertaken to achieve these objectives.**

The information presented in this report covers the sustainability practices of Yüksel Proje A.Ş. for the period between January 1, 2024 and December 31, 2024.

We have prepared our report in line with the 'GRI Standards 2021: Core Option'.

In the upcoming years, we will continue to publish our sustainability report on an annual basis.

We highly value your feedback regarding our sustainability efforts and this report. In this regard, we welcome all suggestions, requests, and comments via email at sustainability@yukseproje.com.tr.



A Message from Management



Cemal KARAOĞLU
Vice Chairperson

Dear Stakeholders,

Guided by our motto “Big ideas, innovative minds”, we have been providing services in all technical consultancy services including engineering, design, construction supervision and project management services in nearly 40 countries since 1978.

According to ENR Magazine, we are consistently ranked among the world's top 225 design firms and maintain our position as one of Türkiye's leading exporters in our sector. The year 2024 has been a period where both risks and transformation opportunities coexisted for Yüksel Proje. Economic fragility, political fluctuations caused by regional conflicts, and unpredictable climate-related developments were among the main dynamics that required careful management throughout the year. During this period, we focused on digitalization, low-carbon practices, and engineering solutions centered on social impact, while preserving our corporate values. Our expanding project portfolio, ranging from industrial facilities and transportation structures to water, environmental management and energy infrastructure, has continued to transform our technical expertise into added value across diverse regions. Technical consultancy plays a vital role in the successful delivery of projects within the built environment sector. By lending our expertise to areas such as project management, design, feasibility studies,

quality control, occupational safety, technical supervision, and construction inspection, we ensures the efficient use of all project resources and deliver environmentally responsible, durable, and cost-effective solutions.

As Yüksel Proje, while fulfilling our responsibilities within the sector, we strive to enhance economic prosperity for all our stakeholders, to use resources responsibly with respect for the integrity of the environment, and to eliminate our negative footprint. In 2024, we recognized the need of adopting a holistic perspective regarding our sustainability philosophy and to develop an effective system. With the full support of our management team, we have structured our sustainability vision, set long-term goals, and defined a clear roadmap for how we will achieve our objectives. In the upcoming period, we aim to further structure our sustainability management system by integrating this approach into all our processes and creating more lasting, more inclusive impacts in every area where we provide services. In 2024, we worked to ensure that our sustainability goals were integrated across all units of the company and to make our governance processes more systematic and transparent in line with ESG (Environmental, Social, and Governance) criteria.

We updated our Code of Ethics and introduced a Gender Equality Policy. To promote compliance with ethical principles within the organization and to strengthen

our feedback mechanisms, we launched an ethics hotline that is easily accessible to all our employees and stakeholders.

Our R&D Center ranked 159th nationwide in terms of investment expenditures.

A total of 16 projects were successfully completed throughout the year within the R&D Center, and 8 new projects were initiated.

Under the Horizon Europe program, we contributed to three different projects, taking on the role of coordinator in two of them. In addition, we qualified to receive coordinator support from TÜBİTAK for one project. These developments demonstrate that our R&D processes are recognized not only at the national level but also across Europe, and that our project management capacity continues to strengthen.

Inspired by international standards such as LEED and Envision, we developed our “Project Assessment Sustainability Framework.” In 2024, we comprehensively addressed ESG risks, evaluated these risks under our material topics list, and reviewed them within the scope of our financial prioritization study.

In the field of occupational health and safety, we held a total of nine OHS Committee Meetings throughout 2024.

We provided our employees with a total of 67,161 person-hours of training and strengthened

safety coordination between construction sites and head offices. To reinforce our safety culture, we also launched pilot initiatives.

For Yüksel Proje, the year 2024 was marked by significant steps in energy consumption and management. At our Ankara headquarters, we met 100% of our energy needs from renewable sources, reducing our Scope 2 emissions by 87% compared to 2022.

In 2025, we aim to more effectively integrate the sustainability criteria of our services into our decision-making processes. On the social dimension, we are also working to take more inclusive steps by maintaining positive progress in areas such as public safety and welfare, employee relations, and personal development.

As Yüksel Proje, we remain committed not just to supporting sustainable transformation in the technical consultancy sector, but to being an active implementer of it. We will continue to harness the power of engineering to build vital infrastructure while helping shape a more liveable and balanced future. As an organization, we have achieved many “firsts,” and we will continue to work with this goal in mind throughout our sustainability transformation as well. It is important for us to record all our activities, both current and future, and to approach this as a matter of responsibility. We need to expand our measurement of data

and assess them from a broader perspective. For this purpose, our 2024 priorities will serve as a reference point for assessing our current sustainability approach and performance. We know that achieving sustainability goals is possible not only through environmental and social actions but also through a strong commitment to good governance. Adherence to ethical principles, transparent communication, trust-based relationships with stakeholders, and transformation within our corporate culture are all integral parts of this process.

At Yüksel Proje, we see sustainability as an integral part of engineering, and we integrate this perspective into all our projects. We recognize that climate change is a shared challenge, and we believe that this transformation can only be achieved together. We will continue to work together for a better future for all.

On this journey, we thank all our stakeholders for their contributions and support, and we look forward to receiving your valuable feedback on Yüksel Proje’s first sustainability report.

Highlights

Yüksel Proje ranked **162nd** among the world's top 225 design firms.



Yüksel Proje ranks **2nd** among Türkiye's largest service exporters in its field.



Yüksel Proje's R&D Center ranks **159th** among Türkiye's R&D centers with the highest investment expenditures.



Benin, the United Arab Emirates, Nepal, and the Netherlands were added to our country portfolio.



Corporate sustainability activities were initiated, and a sustainability committee was established.



The electricity for our headquarters is supplied by Yüksel Proje's own Solar Power Plant.



We obtained the Zero Waste Certificate.



The transition to electric vehicles for company cars has begun.



The Sustainability Management System Procedure and Gender Equality Policies were published.



Our Code of Ethics Policy was revised in line with our sustainability goals.



An inventory of sustainable services and projects has been initiated.



A total of **67,161 hours** of training were provided to all employees within the scope of occupational health and safety.



Around **200** employees received technical and administrative training on 19 different topics at the Headquarters.



All employees were informed about sustainability and sustainable practices through training and documentation.



Software development activities are now included in our portfolio of services.



About Yüksel Proje



What We Do

Since 1978, we have been providing in all technical consultancy services including engineering, design, and construction supervision, and project management.

Through our projects in the transportation, infrastructure, superstructure, and energy sectors, we operate across a broad range of industries.

Our Approach

Our success on an international scale is also recognized by ENR (Engineering News-Record). The past 11 consecutive years, we have been listed among the “World’s Top 225 International Design Firms” based on the revenue we generate from international projects. We are also among Türkiye’s largest service exporters. In 2017, we strengthened our focus on innovation by becoming the first company in our sector to establish an R&D Center in headquarters. In 2020, we launched our second R&D Center in Istanbul, where we continue to pioneer projects that are both society and environment friendly. With these R&D Centers, which rank among Türkiye’s largest, we are developing the engineering solutions of the future.

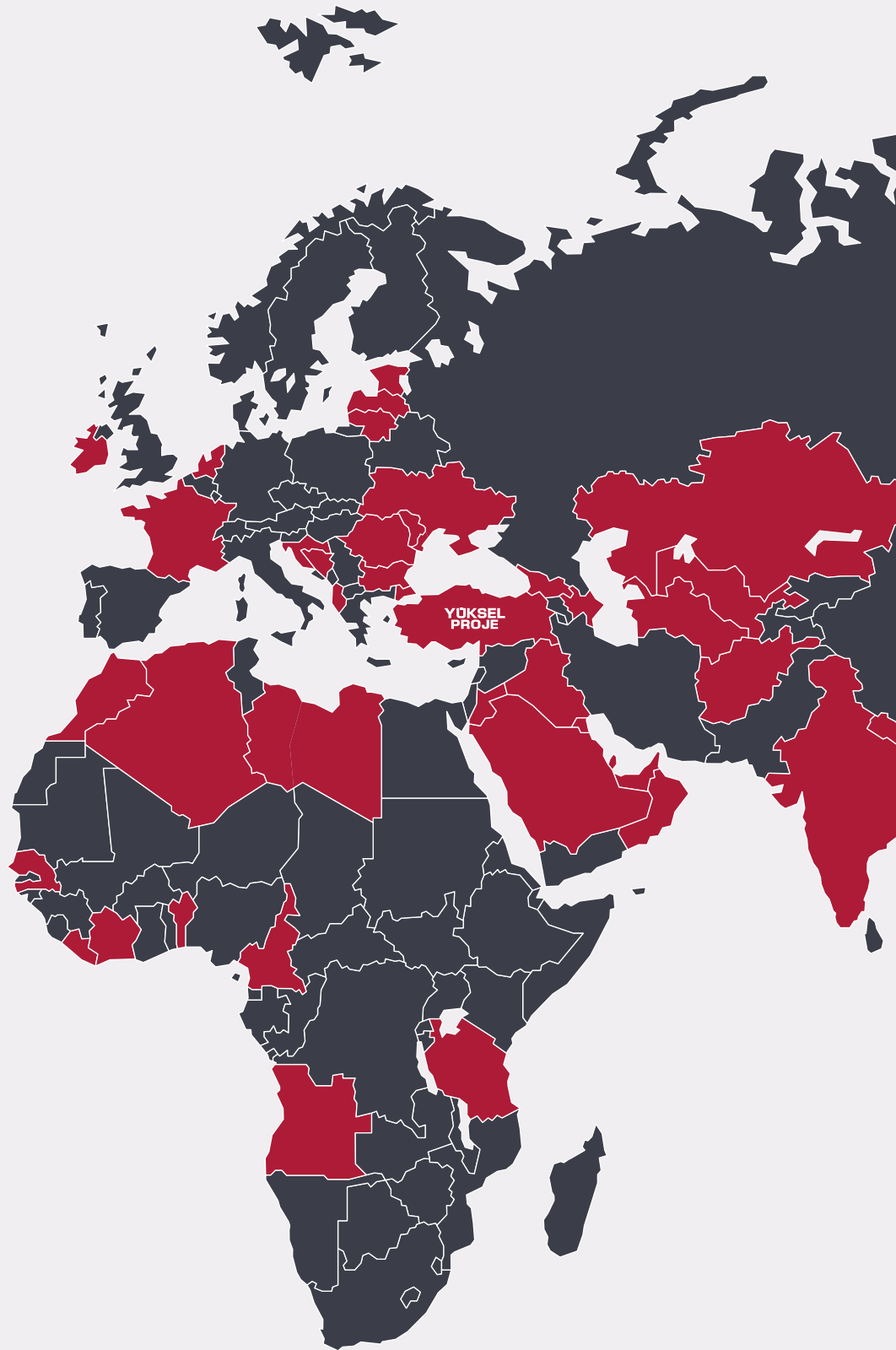
At the core of our management philosophy lies the principle of a “Human-Centered Approach.” We aim to grow together with our stakeholders and add value to our projects with more than 950 employees working across our national and international offices and construction sites.

Our Global Presence

As of the end of 2024, the countries we are active in reached 38.

Throughout the year, we have carried out projects in Türkiye, Azerbaijan, Bosnia and Herzegovina, Algeria, Estonia, Ivory Coast, Georgia, Croatia, India, Iraq, Ireland, Japan, Cameroon, Latvia, Lithuania, Romania, Senegal, Saudi Arabia, Tanzania, Ukraine, the Netherlands, Nepal, Benin, Oman, and the United Arab Emirates.

We maintain long-term partnerships through our country offices in Azerbaijan, Algeria, Bosnia and Herzegovina, Croatia, India, Romania, France, Georgia, Kazakhstan, Uzbekistan, Ukraine and Saudi Arabia.





Our Memberships

➤ We follow global developments closely and take an active role in key industry organizations. Through our representation in international platforms, we continue to represent both our sector and our country in the best possible way on a global scale.

➤ EFCA (European Engineering Consultancy Association)

Within the EFCA Future Leaders Steering Committee - which aims to enhance the engagement of young professionals under the age of 35 in the technical consultancy sector - two of our members, one engineer and one architect, have been representing Türkiye as of 2024.

In the 2020 edition of the annual Future Leaders' Competition, one of our employees received an honorary award.

Our three-person team within EFCA Future Leaders has participated in various events, from general assembly meetings to award ceremonies, bringing together young leaders and industry representatives from across Europe.

➤ FIDIC (International Federation of Consulting Engineers)

FIDIC, the leading global association for the technical consultancy sector, works to establish and implement international standards and contract templates while defining the industry's strategic goals.

Within FIDIC, one of our employees serves as Türkiye's sole representative on both the Future Leaders Council and the Contracts Committee.



➤ **ECTP (The European Construction and Sustainable Built Environment Technology Platform)**

We are a member of the ECTP, which aims to develop new strategies for a more sustainable future in the built environment sector. This platform, which brings together Europe's leading engineering, construction and research organisations, contributes to policies shaped around sustainability, digitalisation and innovation, and we are part of the partnerships that are driving the transformation of the industry.

➤ **TMMMB (Turkish Association of Consulting Engineers and Architects)**

We serve on the 2023-2025 Board of Directors of TMMMB, which acts as Türkiye's representative for FIDIC and EFCA and serves as the umbrella organization for our sector in Türkiye.

Our young employees are also actively involved in the Young Engineers Committee (GEM).

➤ **DEİK (Foreign Economic Relations Board of Türkiye)**

Within DEİK, which works to strengthen the Turkish private sector's international trade and investment relations, we actively participate in all activities and meetings focused on technical consultancy, and we take part in relevant delegations during international visits.

➤ **HIB (Service Exporters' Association)**

We are a member of the HIB committee, which focuses specifically on technical consultancy services within the Association that defines sectoral strategies for service exporters. We actively take part in initiatives aimed at advancing the sector.

➤ **ZMGM (Turkish Society for Soil Mechanics and Geotechnical Engineering)**

As a corporate member of ZMGM, we have 12 individual experts who are also members. As of 2024, one of our qualified professionals has been nominated by the association to serve on two different committees within ISSMGE (International Society for Soil Mechanics and Geotechnical Engineering), becoming one of the few representatives of this community in Türkiye.

➤ **FCIC (The Federation of Consultants from Islamic Countries)**

We actively participate in the activities of FCIC, which aims to develop consultancy services in Islamic countries.

➤ **KAGİDER (Women Entrepreneurs Association of Türkiye)**

At the end of 2024, Yüksel Proje became a Corporate Member of KAGİDER. Through this membership, we aim to take part in projects that support women's entrepreneurship and contribute to gender equality.



Our Awards



Istanbulwide Rail Systems Design
Services Phase 1



Ümraniye-Ataşehir-Göztepe Metro Line



Cendere Viaduct



Kurtköy Metro Station



I'm Istanbul Concept - Sabiha Gökçen
Airport Rail System Line



Istanbulwide Metro Station
Design for Rail Systems



Our Milestones

1978

Yüksel Proje was founded.



1984

First international project: Riyadh-Qassim Transmission Line in Saudi Arabia.

1987

First consultancy services for highway: Gümüşova-Gerede Motorway and Bolu Mountain Passage, enabling safer, more comfortable, and faster travel between Türkiye's two major metropolitan cities, Istanbul and Ankara.

1992

First light rail system project: Ankaray, the first light rail system in Ankara.



First metro consultancy services: Taksim-4. Levent Metro Line in Istanbul.

1996

First wastewater treatment plant project: design and consultancy services for the Çiğli Wastewater Treatment Plant.

2001

Marmaray - one of the world's largest commuter rail systems and immersed tube tunnel projects, which changed Istanbul's known history with archaeological findings during construction and was the subject of numerous documentaries.

2002

Yüksel Proje established its First Asia Office - Afghanistan

2006

Yüksel Proje established its First Africa Office - Libya

2008

First engineering and design services in Europe: Sofia Metro, Bulgaria

2009

Yüksel Proje established its First Europe Office - Bulgaria

First smart building consultancy services: Zorlu Center, Istanbul - a mixed-use project comprising residences, a hotel, offices, a shopping mall, and a performing arts center

2010

Yüksel Proje established its Algeria Office.

First LEED Platinum candidate building project: Zorlu Levent 199, a 40-story smart office tower in Istanbul



2011

First project in Algeria: engineering and consultancy services for the Mostaganem Tramway

2013

Türkiye's first LEED Gold candidate (awarded in 2023) public hospital project: Okmeydanı Training and Research Hospital

First Build-Operate-Transfer consultancy project: Gebze-Izmir Motorway and Osmangazi Bridge, a 426 km highway connecting the Marmara and Aegean regions, reducing travel time from 8.5 hours to 3.5 hours, and featuring one of the world's largest suspension bridges.

2016

Yüksel Proje became Türkiye's top exporter in the technical consultancy sector.

2017

Yüksel Proje established offices in Ukraine and India.

Our company established the sector's first R&D Center, focusing on digital transformation, BIM, design, and engineering analyses.

2018

On our 40th anniversary, we delivered our largest social responsibility project: the ODTÜ Yüksel Proje Lecture Hall, fully funded and donated by the company.

Istanbul Water and Sewerage Master Plan - the city's urban water management planned through 2053.



2019

Yüksel Proje Romania Office established.

Yüksel Proje was the winner in two design categories at the AEC Excellence Awards.

At the A Design Award, receiving two awards in the Architecture, Buildings, and Structure Design category

2020

Yüksel Proje France, Kazakhstan, and Uzbekistan offices are established.

Sustainable, land-based Atlantic Salmon Production and Processing Facility, incorporating water treatment and reuse in Japan.



A smart, user-oriented, and sustainable building complex, designed in accordance with LEED Gold principles, the TOGG Production Facilities Project, Türkiye's first domestic automobile.

2021

Second R&D Center established in Istanbul.

Offices launched in Bosnia and Herzegovina, Croatia, and Azerbaijan.

Operations expanded in 30 countries.

2022

Ranked 122nd among the World's Top Design Firms (ENR).

Completion of the Chardham Railway Project - connecting Hinduism's four sacred temples by rail in the foothills of the Himalayas at elevations up to 3,300 meters.

2023

The largest infrastructure project carried out within Türkiye-EU financial cooperation: Halkalı-Kapıkule Railway, Ispartakule-Çerkezköy Section.

Yüksel Proje Solar Power Plant was commissioned.

Ranked 138th overall among Türkiye's companies with the highest R&D spending, 33rd for women's employment, and 20th for the number of postgraduate and doctoral staff.

2024

Operations expanded in 37 countries.

Corporate Sustainability Management activities launched on March 8th with a "women in business" theme.

Yüksel Proje was listed among the world's top design firms for the 11th time.

Inauguration of two major metro projects in Istanbul.





OUR SUSTAINABILITY APPROACH

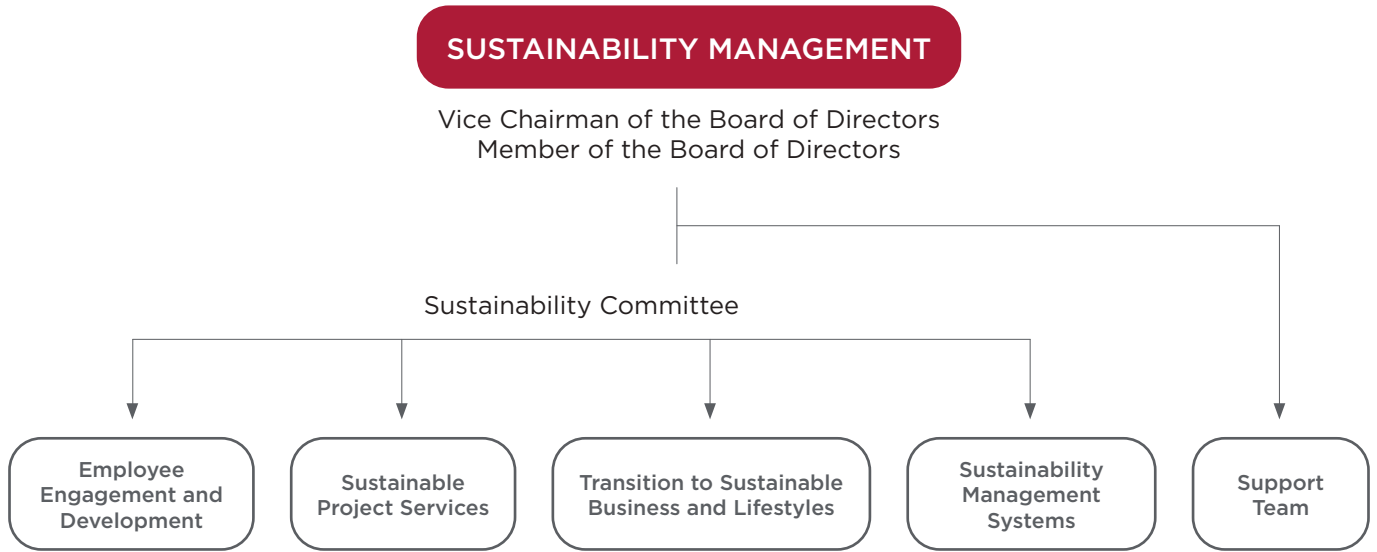
Sustainability Organization

➤ We carry out our sustainability activities in line with our Sustainability Plan, which we established in 2024. This plan covers our 2030 targets across our company’s critical sustainability impact areas, along with our measurement system and review mechanisms to track progress toward these goals.

We conduct our sustainability activities through an organizational structure led by two of our Board Members and supported by representatives from critical business units. Our sustainability planning is overseen by our Vice Chairman of the Board, who provides updates to our Board of Directors every six months and gathers their recommendations and guidance. Within this organizational structure that represents different perspectives, we evaluate and decide on our sustainability strategies at the Board of Directors level the decisions made are implemented by four main committees comprising representatives from engineering

departments, human resources, management systems, operations, finance, and communications. We work together with our third party sustainability consultant in the processes of creating and implementing our sustainability plan.

We track all our sustainability-related initiatives and projects through the Sustainability Management System Procedure within the scope of planning, implementation, monitoring, review, and improvement processes. In this way, we adopt a systematic and measurable approach to achieve our sustainability goals.





Prioritization Analysis

During the reporting period, we conducted a prioritization analysis to identify our key topics and to inform our stakeholders about our activities in line with CSRD and GRI reporting requirements. By applying the double materiality approach, we assessed both our company's impact on the environment and society, and the sustainability-related risks that could affect our business.

Developing the List of Topics:

As the first step of the analysis, we developed our list of topics. To create this list, we took into account feedback received from our stakeholders, the local and international sectoral agenda, and the topics covered by reporting standards.

Evaluation of Topics in Terms of YP's Strategic Objectives:

The list of topics we developed was assessed by our Sustainability Management Team in terms of importance and impact under four categories: Environmental, Social, Well-Being, and Economic. During this evaluation, Yüksel Proje's strategic objectives were also taken into consideration.

Evaluation of Topics from the Stakeholders' Perspective:

We engaged with our stakeholders through a survey. The survey included questions designed to assess stakeholders' current awareness of sustainability and to gather their feedback on various topics in order to identify

our areas for improvement. For the impact prioritization analysis, we received a total of 79 responses from our stakeholders.

On our path towards double materiality, we took the following steps for financial prioritization:

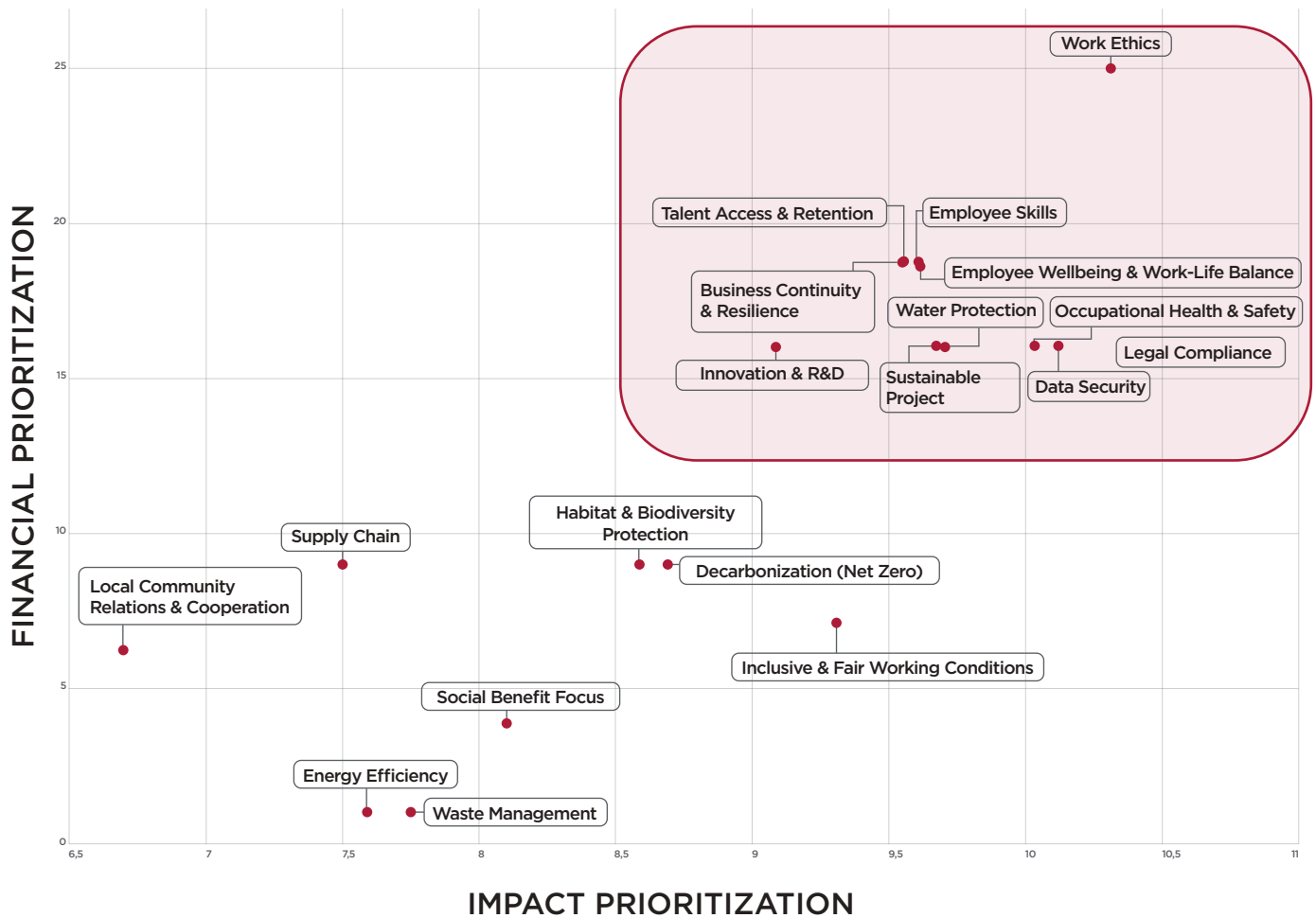
We considered the existing and potential risks associated with our list of topics and, for the short, medium, and long term,

- assessed the likelihood of these risks occurring,
- evaluated the potential impact on our financials should they materialize

Topic	Financial Impact Assessment			Risk Occurrence Probability Assessment		
	Today	Medium Term	Long Term	Today	Medium Term	Long Term
Energy Efficiency	1- very low	1- very low	1- very low	1- very low	1- very low	1- very low
Waste Management	1- very low	1- very low	1- very low	1- very low	1- very low	1- very low
Protection of Habitat and Biodiversity	2- low	3- medium	4- high	2- low	3- medium	4- high
Decarbonization (Net Zero)	2- low	3- medium	4- high	2- low	3- medium	4- high
Water Conservation	3- medium	4- high	5- very high	3- medium	4- high	5- very high
Material Supply	3- medium	3- medium	3- medium	3- medium	3- medium	3- medium
Occupational Health and Safety	4- high	4- high	4- high	4- high	4- high	4- high
Inclusive and Fair Working Conditions	2- low	3- medium	3- medium	2- low	3- medium	3- medium
Access to and Retention of Talent	4- high	4- high	5- very high	4- high	4- high	5- very high
Employee Well-Being and Work-Life Balance	4- high	4- high	5- very high	4- high	4- high	5- very high
Employee Skills	4- high	4- high	4- high	3- medium	4- high	4- high
Focus on Social Benefit	1- very low	2- low	2- low	1- very low	3- medium	3- medium
Communication and Cooperation with Local Communities	1- very low	3- medium	3- medium	2- low	3- medium	3- medium
Business Ethics	5- very high	5- very high	5- very high	5- very high	5- very high	5- very high
Legal Compliance	4- high	4- high	4- high	4- high	4- high	4- high
Sustainable Project Design	3- medium	4- high	5- very high	3- medium	4- high	5- very high
Innovation & R&D	4- high	4- high	4- high	4- high	4- high	4- high
Business Continuity and Resilience	4- high	4- high	4- high	4- high	4- high	4- high
Data Security	4- high	4- high	4- high	4- high	4- high	4- high

Scores are based on a 1-5 scale where 1 = very low and 5 = very high.

» **Development of the Prioritization Matrix:** By evaluating the results of the impact prioritization and financial prioritization together, we created our double materiality matrix.



Yüksel Proje 2030 Targets

Following the impact and financial prioritization analysis, we identified the opportunities and risks related to Yüksel Proje's sustainability transformation and examined their long-term effects. Through our impact analysis, we defined the company's 'ideal sustainability' point.

Based on this ideal point, we used the back-casting method (starting from a future goal and planning backward) to develop Yüksel Proje's 2030 targets.



Energy	Reduce total carbon footprint by 30%
	Reduce emissions from business travel by 30%
	Reduce employee-based emissions by 10%
	Ensure that 50% of company vehicles are electric
Materials & Water	Transition to sustainable materials (recyclable, recycled, or with minimized environmental impact)
	Reduce water consumption
	Reduce water usage per employee by 10%
	Increase the rate of water reuse (the target will be defined at a later stage)
STRUCTURING THE SUSTAINABILITY SYSTEM	
Processes	Digitalize sustainability processes (target to be defined at a later stage)
	Develop a Sustainable Procurement Procedure (short term)
	Define the SMS (completed)
	Launch the Sustainability Management System (SMS)
	Conduct SMS process audits (internal/external)
Employees	Employee Skills Development Technical skills development – as specified in tender requirements, academic, certifications, etc. (ongoing)
	Encourage technical employees to increase their academic qualifications
	Employees' participation in structured and systematic career evaluations (permanent head office staff, project staff)
	Develop and implement mentorship programs
	Employee Engagement (resignation-based + termination) Optimize turnover rate (permanent head office staff, project staff)
	Conduct and improve annual employee satisfaction / engagement measurement
	Reach 90% employee satisfaction
	Increase Employee Participation Establish a social activities & volunteering committee (Short Term)
	Transition to a hybrid working system – for head office and Istanbul (except for roles requiring mandatory on-site work)



Include local development and well-being indicators in every project and operation (targets covering the entire value chain, from project evaluation to implementation)

Community

Develop at least 2 social and environmental responsibility projects / organize events annually

Take biodiversity requirements into account; ensure 100% compliance with legal standards and encourage practices that go beyond compliance

Develop project methodologies from a sustainability perspective (target will be detailed at a later stage)

Sector

Create stakeholder collaboration (around the sustainability agenda); participate in at least 10 events each year for this purpose

Attend 5 meetings annually with European companies and organizations such as FIDIC, EFCA, and ECTP

Measurement of electronic waste and setting targets

Eliminate paper waste (sent for disposal) (internal and external)

Waste Management

Eliminate paper usage (except for legal and mandatory requirements)

Ensure 100% recycling of organic waste

Obtain Zero Waste Certificate – Istanbul Office

Services

Ensure that the sustainability perspective is reflected in all proposals and services - 100%

Achieve a share of 30% for sustainable project services within total revenue

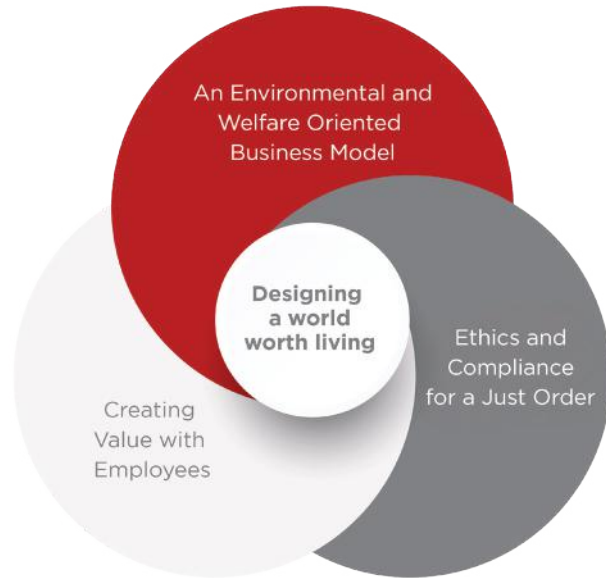
Sustainability Vision

At Yüksel Proje, our sustainability approach is rooted in our core values.

We shape our business models and our relationships with all stakeholders, starting with our employees, in line with these values, and we act in accordance with the strong corporate culture these values foster.

An engineering approach that contributes to environmental and societal well-being and aims to make people's lives easier is one of the most important elements of this corporate culture.

Our motto, "Designing a world worth living" captures this very perspective and defines the framework of Yüksel Proje's sustainability approach through its focus on an An Environmental and Welfare Oriented Business Model, Creating Value with Our Employees, and Ethics and Compliance for a Just Order.



➤ An Environmental and Welfare Oriented Business Model

A business model focused on the well-being of communities and the people living within them; one that protects the integrity of the environment, conserves resources and habitats, designs innovative approaches through advanced technology and R&D investments, delivers global value for the built environment, and aims to generate sustainable income and profit.

➤ Creating Value with Employees

An organizational culture that protects and develops its greatest asset, its human capital, and places diversity, inclusiveness, and safety at the forefront for its employees.

➤ Ethics and Compliance for a Just Order

A value-driven approach that operates with accountability, transparency, fairness, integrity, and loyalty to its principles in all business relationships, and that never compromises on these under any circumstances.





CORPORATE GOVERNANCE

Organizational Structure

➤ For 46 years, we have operated with engineering ethics as a top priority. While applying the most effective and efficient engineering solutions in our projects, we also shape our corporate governance approach in line with our ethical values, stakeholder-focused mindset, and innovative perspective.



The highest governing body of our company is the Board of Directors. The Board consists of the Chairman, the Vice Chairman, and three members.

Reporting to the Board of Directors, our President is at the center of company management. Reporting to the President, five Vice-presidents oversee the management of technical, financial, and administrative structures, while certain support units are managed directly by the President.

We carry out our sustainability activities within the scope of our Sustainability Management System and execute our projects under the leadership of our Vice Chairman of the Board, with the participation of employees representing various departments.

Through our organizational structure, we put our strategic decisions into action swiftly and reinforce our commitment to engineering excellence with our corporate governance approach.



ETHICS & COMPLIANCE FOR A JUST ORDER



Business Continuity and Resilience (Risk Management)

At Yüksel Proje, we are committed to strengthening our business continuity and resilience approach to ensure the uninterrupted operation of our activities and to enhance our adaptability to dynamic internal and external conditions.

We carry out resilience-focused initiatives across a broad range, from project planning processes and financial risk management to contract strategies and risk management in international markets.

In 2024, we evaluated ESG risks under our list of material topics and reviewed them as part of our financial prioritization study. In the coming period, we will

work to manage our risk activities under a unified framework.

Within our current structure, we analyze potential risks and assess opportunities in our projects in accordance with ISO 9001, ISO 14001, and ISO 45001 standards.

Risks and opportunities are identified and managed by taking into account various factors such as:

- Organizational changes
- Legal regulations
- Customer feedback
- Environmental factors
- Internal and external audits

We use methods such as brainstorming, internal analysis, reviews of historical data, and process analyses to identify risks. To assess the probability and impact of risks, we apply the 5x5 matrix model.

When determining the risk level, we use the formula: **“Probability * Impact (Damage - Loss) = Risk Value = Risk Level.”**

Based on this calculation, we classify and manage risks accordingly.

Probability (Likelihood) Matrix Value	Probability (Likelihood) Definition	Rating Level
5	Almost Certain	The risk event has occurred many times.
4	Likely	The risk event has occurred in similar sections/processes. The conditions are highly suitable for occurrence.
3	Possible	The risk may occur only under certain conditions. The conditions may be suitable for occurrence.
2	Unlikely	The risk event may occur only under very specific conditions. The conditions are not suitable for occurrence.
1	Rare	Very low probability of occurring, risks involving exceptional circumstances.

Impact (Damage-Loss) Matrix Value	Impact (Damage-Loss) Definition	Rating Level
5	Critical	Very significant financial loss; severe loss of reputation in the eyes of the public and customers; long-term loss of competitive advantage; prolonged negative coverage in national/international media; irrecoverable time loss.
4	Major/High	Significant financial loss; loss of trust among a group of customers; temporary loss of competitive advantage; short-term negative coverage in national/international media; significant information loss; considerable time loss.
3	Medium	Moderate financial loss; slight drop in market share; minor but negative information loss; short-term negative coverage in national media; short-term time loss.
2	Minor/Low	Low or insignificant financial loss; no information loss; time loss easily tolerable.
1	Insignificant	Impacts at a negligible level that would not result in loss of reputation.

We address our corporate risks across four dimensions:

- Human capital risks
- Operational risks
- Risks arising from contractual obligations
- Financial risks

To ensure that our projects meet their budget, timeline, and quality targets, we adopt a comprehensive planning and time management approach. To make our processes more efficient:

- We build a pool of experts and employ experienced teams within our organization.
- We analyze workload capacity to ensure balanced task distribution.
- We prepare clear and detailed contracts to safeguard project processes.
- We maintain coordination through regular communication and reporting mechanisms.

As a company operating internationally, we apply strategic risk management approaches to ensure sustainable growth in this area:

- We conduct detailed country analyses before entering new markets.
- We regularly assess risks in the countries where we currently operate.
- We analyze political, economic, and legal risks and take strategic actions accordingly.

- We review collection risks and tax regulations to minimize financial risks.
- We establish strong partnerships with local business partners to manage operational risks.

To minimize risks in the area of “contracts,” which play a critical role in the safe and effective management of our projects:

- We conduct detailed reviews of employer contracts.
- We ensure compliance with company standards in subcontractor and partnership agreements.
- We manage risks proactively during the contract implementation phase.
- Where standard contract templates are used, we provide process management and expertise to strengthen legal safeguards and reduce negotiation times.

To maintain our financial stability:

- We analyze critical financial risks such as exchange rate fluctuations, inflation, interest rates, and liquidity management.
- We prepare regular financial risk reports and share them with the Board of Directors.
- We develop data analytics-based risk management systems.
- We assess international sustainable financing models and derivative instruments. Through this proactive approach, we detect financial risks at an early stage and take effective measures.

Through the projects we undertake, we build strong partnerships with international financial institutions. We have extensive knowledge of the regulations and procedures of the institutions that finance our projects. In projects funded by these organizations, we manage processes not only by addressing technical requirements but also by considering financial, environmental, and social risks. These institutions include:

- World Bank (WB)
- European Bank for Reconstruction and Development (EBRD)
- European Union (EU)
- European Investment Bank (EIB)
- Asian Development Bank (ADB)
- African Development Bank (AfDB)
- Agence Française de Développement (AFD)
- Asian Infrastructure Investment Bank (AIIB)
- Japan International Cooperation Agency (JICA)
- German Development Bank (KfW)
- Islamic Development Bank (IsDB)
- International Development Association (IDA)

For 2025, we will continue to analyze the risks and opportunities associated with ESG (Sustainability) and include these assessments in our next report.

Business Ethics and Legal Compliance



➤ Since the day we were founded, we have conducted our activities in line with the highest ethical standards and in full compliance with legal regulations and international standards. Our ethical values form an indispensable foundation for long-term success and sustainability.

Our Ethics Committee actively works to promote ethical business conduct and ensure legal compliance in all partnerships, both within and outside the company. In 2024, our ethics policy was updated in line with sustainability principles, and the committee membership was revised.

The Ethics Committee consists of the Ethics Committee Chairperson (President) nominated by the Board of Directors, a Board Member, the Finance Manager, the Human Resources Manager, the Quality Systems Manager, the Legal Advisor, and the Coordination Officer.

It works in coordination with the Disciplinary Committee and provides guidance when necessary.

The Committee convenes at least once a year, except in extraordinary circumstances.

Prior to each meeting, the agenda is shared with participants by the Coordination Officer.

The Committee Chairperson presents up-to-date information on the company's ethics-related activities and recommendations during Board of Directors meetings.

OUR ETHICAL VALUES AT YÜKSEL PROJE IN “7 PRINCIPLES”



INTEGRITY

We base our business activities and relationships on integrity, expecting the same level of sensitivity from our employees and all parties we collaborate with to ensure we take the right steps.



TRUST

We engage in open communication with our stakeholders and demonstrate trustful and principled behavior that respects the principle of fairness toward the environment, society, and humanity within our sphere of influence during our activities.



EQUALITY AND INCLUSIVITY

Ensuring equality creates the conditions necessary for individuals to realize their full potential. We do not tolerate discrimination based on gender, sexual orientation, marital status, ethnic origin, age, religion, sect, language, socio-economic status, health status, or disability. We manage diversity effectively and ensure that all individuals are equally supported.



COMMITMENT AND SOLIDARITY

We are dedicated to our responsibilities and strive to carry out our work in solidarity, aligned with the welfare of society and the values of our institution.



SUSTAINABILITY

While striving to enhance economic well-being for all our stakeholders, we also respect the integrity of the environment, use its resources responsibly, and work to eliminate our negative footprint. Our goal is to create a positive social impact in all the societies and communities we serve.



INNOVATION

We prioritize not only the generation of new ideas but also their transformation into practical solutions. Our focus lies in ensuring that these ideas contribute meaningful value to society or the economy through our services.



CONFIDENTIALITY

We ensure the effective use of information while safeguarding its confidentiality, integrity, and accessibility through proper methods of sharing. Beyond merely meeting legal requirements, we regard confidentiality as an integral element of our corporate identity and brand.

➤ **We support our commitment to ethical business conduct by providing an ethics hotline that all employees and stakeholders can access safely and with confidence. Reports made via the ethics hotline are handled by the Ethics Committee with full respect for confidentiality and security.**

In principle, our reporting mechanisms are operated effectively and conveyed to management through the relevant committees and units, with prompt evaluations followed by clear feedback.

As a company, it remains one of our top priorities to maintain a clear and uncompromising position on this issue. No notifications were received through our ethics hotline in 2024. In 2025, we plan to promote our ethics hotline more actively to both internal and external stakeholders.

Matters related to conflicts of interest are clearly defined in our Ethics Policy, and the Ethics Committee is responsible for managing such cases. If a conflict of interest is reported, the Ethics Committee holds an extraordinary meeting to reach a decision and refers the case to the Disciplinary Committee if deemed necessary.



Summary of Cases Referred to the Disciplinary Committee

Year	Total Number of Topics Reviewed
2018	4
2019	1
2020	2
2021	2
2022	5
2023	1
2024	0

In line with the provisions set out in our Human Rights Policy:

- We operate with a zero-tolerance principle for child labor. We are committed to the “Convention on the Rights of the Child” and firmly reject child labor. To ensure compliance with international minimum age requirements, we verify the age of all employees hired in our operations, approaching this issue not only from a legal standpoint but also with a strong sense of ethical responsibility.
- We respect all employees’ rights to form and join trade unions of their choice and to engage in collective bargaining, and we act in full compliance with UN conventions and international labor standards.

✉ **Contact:** etik@yukseproje.com.tr

Data Security

➤ **We regard data security as an integral part of our business processes. We act with the responsibility to protect the sensitive data of our employees and external stakeholders; we take measures in line with international data security standards to ensure confidentiality, accuracy, and completeness of data, and to prevent risks such as corruption, alteration, or deletion by implementing access restrictions.**

To ensure data security, we apply both physical and software-based security measures.

We use an integrated approach that combines physical safeguards such as locked server rooms and security cameras with software-based solutions including encryption, antivirus programs, and firewalls.

We apply user authentication and authorization processes to prevent unauthorized access. Through strong passwords, multi-factor authentication (MFA), and role-based access control (RBAC), we ensure that users can access only the data they are authorized to view.

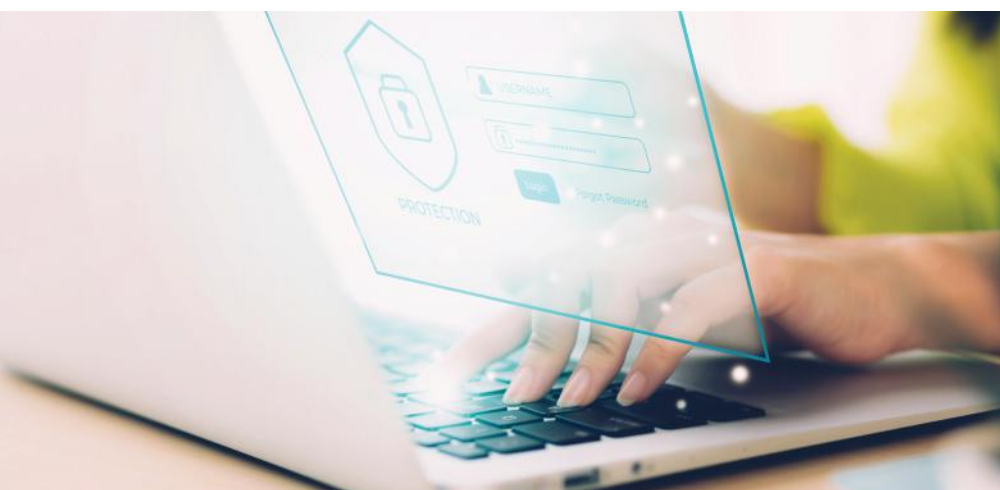
We use strong encryption techniques during data transfer and in storage areas to ensure that sensitive information can only be read by authorized individuals.

We conduct periodic backup processes to mitigate the risk of data loss and corruption, and we ensure our business continuity through rapid and effective data recovery mechanisms.

To maintain network security, we continuously monitor network traffic and protect it against external threats using firewalls, virtual private networks (VPN), SSL/TLS encryption, and intrusion detection/prevention systems (IDS/IPS). We monitor security incidents in real time and respond quickly to identified threats. By analyzing potential security breaches, we continuously improve our processes. We regularly scan and audit our systems for security vulnerabilities, detect potential threats, and take proactive measures. We keep our systems and software up to date by applying the latest security patches to prevent known vulnerabilities from being exploited.

We organize regular training sessions to increase our employees' digital security awareness and run awareness programs to prevent security breaches that may arise from human error.

To protect sensitive data, we apply masking and anonymization techniques to ensure that personally identifiable information is stored securely.



A red-tinted background image showing several hands of different skin tones cupping a small green plant with several leaves. The hands are positioned around the base of the plant, suggesting care and growth.

AN ENVIRONMENTAL AND WELFARE ORIENTED BUSINESS MODEL

Sustainable Project Design/Management

The technical consultancy sector plays a critical role in ensuring that sustainable solutions are delivered throughout a project's entire lifecycle. With this awareness, we approach our work by implementing design and consultancy practices that balance economic, social, and environmental values.

We address elements such as energy efficiency, carbon emissions reduction, efficient use of natural resources, resilience, creating social benefit, and cost optimization through a holistic

approach. While managing the production and consultancy processes of our projects, we base our work on our project planning, time management, and quality standards.

Project Title	Strategic Area	Project Objective
Sustainable Project Services Portfolio Development Project	Growth and Development Pathway	PHASE 1 / PLANNING: To create a sustainable services portfolio by assessing existing services against sustainability criteria, transforming them, and developing a plan to position new services (including the scope of Ethics and Compliance).

Main Project Title	Sustainable Project Services Portfolio Development Project	
Sub-Project/Initiative Title	Completed Activities	
Identifying Yüksel Proje's Sustainability Solution Partners	We defined the concepts of "corporate sustainability" and "sustainability in technical consultancy" for Yüksel Proje and conducted a study to identify our solution partners and the areas in which we work together.	
Assessing Yüksel Proje Employees' Competencies in Sustainability	Through a survey, we aimed to assess our employees' competencies related to sustainability principles. This work helped us understand our personnel's existing knowledge on sustainability and supported us in shaping the steps we will take in the future.	
Establishing the Project Evaluation Sustainability Framework	Based on LEED and Envision criteria and aligned with our sustainability goals, we developed the "Project Evaluation Sustainability Framework."	
Evaluating Our Key Projects Within the Sustainability Framework	We evaluated 6 of our projects within the Sustainability Framework, considering social, environmental, and economic criteria: I. Prof. Dr. Cemil Taşcıoğlu City Hospital – Okmeydanı – LEED Gold II. Zorlu Levent 119 – LEED Gold III. TOGG MTP Social Facilities Building – LEED Gold IV. Uttarakhand, India's Chardham and Chardham Yatra Rail Connection Design Services (Gangotri and Yamunotri) V. Istanbul Drinking Water and Sewerage Master Plan VI. Marmaray – Bosphorus Tube Crossing Railway	

The year 2025 will be a year in which we review our projects in line with our sustainability philosophy and goals. We will share more information on this in our upcoming reports

At the outset of each project, we conduct a needs analysis and define roles and responsibilities. We plan required resources, identify necessary equipment and software, and recruit expert teams when needed, while preparing the task distribution and detailed work schedule, we assess risks and take preventive measures. We also establish a communication matrix between the project team and other stakeholders.

Within the scope of our time management system, we prepare the work schedule and delegate tasks to the team through the project manager.

We identify priorities and monitor compliance with resource cost planning through the "Work Monitoring Program," while using time tracking tools to oversee project progress. When potential delays are identified, we implement measures such as allocating additional resources or revising the work schedule, and we keep our stakeholders informed.

At the end of 2024, we conducted a competency survey to assess our employees' competencies regarding sustainability principles. This effort not only helped us understand our personnel's current level of knowledge on sustainability but also supported us in shaping the steps we will take in the future accordingly.

A total of 219 people participated in the survey. Of the participants, 90 were technical staff with a master's degree and 12 were pursuing doctoral studies. Through the survey results, we aim to identify areas that need improvement, address any gaps, and further strengthen our strong points to maximize our contribution to projects.

Based on the survey results, it was observed that our employees have a very positive and receptive attitude toward sustainability and are open to developing themselves in this area. In particular, it was found that they are eager to participate in training and awareness-raising activities.

We also identified that the research topics and thesis contents of our technical specialists with master's, doctoral, or professional degrees are directly or indirectly focused on areas related to sustainability. This indicates that our technical team has a solid foundation in sustainability and that they can further enhance this knowledge through their technical training and project experience.

In this context, as Yüksel Proje, we will continue to invest in training and development programs to enhance our employees' competencies in sustainability, ensure they stay up to date with the latest approaches in the sector, and support them in integrating these practices more effectively into our projects.

Sustainability Criteria Preliminary Study on Rating Systems

In 2024, we began a detailed review of sustainability rating systems specifically developed for building and infrastructure projects, and we participated in relevant training programs.

In particular, sustainability certifications and green project rating systems are internationally recognized assessment tools that are widely used in many countries. These systems aim to determine the compliance of buildings and infrastructure projects with environmental, economic, and social sustainability criteria, with the goal of reducing the projects' ecological footprint, increasing energy and water efficiency, and minimizing environmental impact.

In this context, we closely follow and aim to integrate a variety of sustainability tools - especially these international certification systems - into our practices to adopt the best sustainability practices in the projects we deliver.

The adoption of these systems ensures that our projects are not only compliant with environmental standards but also more efficient and effective in terms of generating long-term economic value, achieving energy savings, and enhancing quality of life.



Selected Projects Marmaray

Marmaray Project, of which we are a partner, is a 76.6 km railway system that strengthens transportation between the Asian and European sides of Istanbul.

The project includes a 13.6 km tunnel running beneath the Bosphorus with its 43 stations, making urban transportation easier and providing uninterrupted railway service between Asia and Europe. As an electric transportation system, Marmaray achieves 20–25% lower carbon emissions and improves air quality by reducing road traffic in Istanbul. In addition, careful measures were taken to protect the ecological balance, and recycled materials were used.

Marmaray has facilitated access to public transportation for people live in Istanbul, reduced traffic congestion, and contributed to economic development. It has also created employment and supported Istanbul's position as an international trade hub.

The project was financed through transparent and sustainable means international funding support. Its safety measures were reinforced with earthquake-resistant engineering solutions.

Marmaray preserved cultural heritage by uncovering significant archaeological discoveries without damaging Istanbul's historical fabric, ensuring these are passed on to future generations. As a result, the project stands as a model of environmental, social, and cultural sustainability.

Renewable Energy Generation

Through our subsidiary Elam Enerji, we generated 10,590 MWh of renewable electricity in 2024 with our solar power plant, which was established in 2018 on an area of 181,895 m² in Şanlıurfa.

Our project supports Türkiye's energy transition process. Thanks to its generation capacity, the plant indirectly contributes to preventing approximately 9,000 tons of CO₂e emissions each year. Although we do not directly consume this energy in our own operations, through this investment we contribute to the wider adoption of clean energy production and help reduce the share of greenhouse gas-intensive energy sources.



Quality Management

Our company's quality policy aims to create lasting value by adopting the principles of excellence, customer focus, investment in human capital, continuous improvement, environmental and social responsibility, and occupational health and safety — all through a sustainability-oriented approach.

We carry out all our activities in full compliance with legal regulations and international standards. We aim to create value for our clients and fully meet their expectations.

By evaluating risks and opportunities, we strive to maintain the highest level of customer satisfaction. We regularly collect and analyze customer feedback and use it to optimize our processes.

We place the safety of our employees above all else. With an approach that encourages continuous improvement and innovation, we invest in technology, our employees, and our business processes.

We continuously improve our processes by promoting training and regular internal audits. Within the scope of our Integrated Management System, we implement quality control processes in line with international standards to manage quality effectively.

Our Integrated Management System Certificates

- ISO 9001:2015 – Quality Management System Certificate
- ISO 14001:2015 – Environmental Management System Certificate
- ISO 45001:2018 – Occupational Health and Safety Management System Certificate

Our certificates are accredited by TÜRKAK and UKAS and hold international validity.

Since our establishment, we have carried out soil and rock mechanics tests in accordance with TS EN ISO/IEC 17025 requirements. Since 2015, our Yüksel Proje A.Ş. Soil and Rock Mechanics Laboratory has been accredited by TÜRKAK and authorized by the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye.

In the consultancy and supervision services, as well as in the design and engineering activities we carry out nationally and internationally, we support our quality control processes with comprehensive management plans.

We prepare and implement a Quality Plan, Environmental Management Plan, and Occupational Health and Safety Management Plan for all our projects.

➤ In 2024:

We updated our management system documentation by revising 23 documents and creating 9 new ones.

We reviewed all our processes through internal audits to ensure compliance with standards and implemented corrective actions for any nonconformities in a timely manner.

We successfully completed our ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 audits with zero nonconformities, thereby maintaining the continuity of our certifications.

We analyzed the feedback obtained from customer satisfaction surveys and took the necessary actions. In the project-based surveys we conducted, we included 21 questions across 4 main categories and asked participants to rate their satisfaction on a scale from 1 ("Poor") to 4 ("Very Good").



Project Document Control Activities

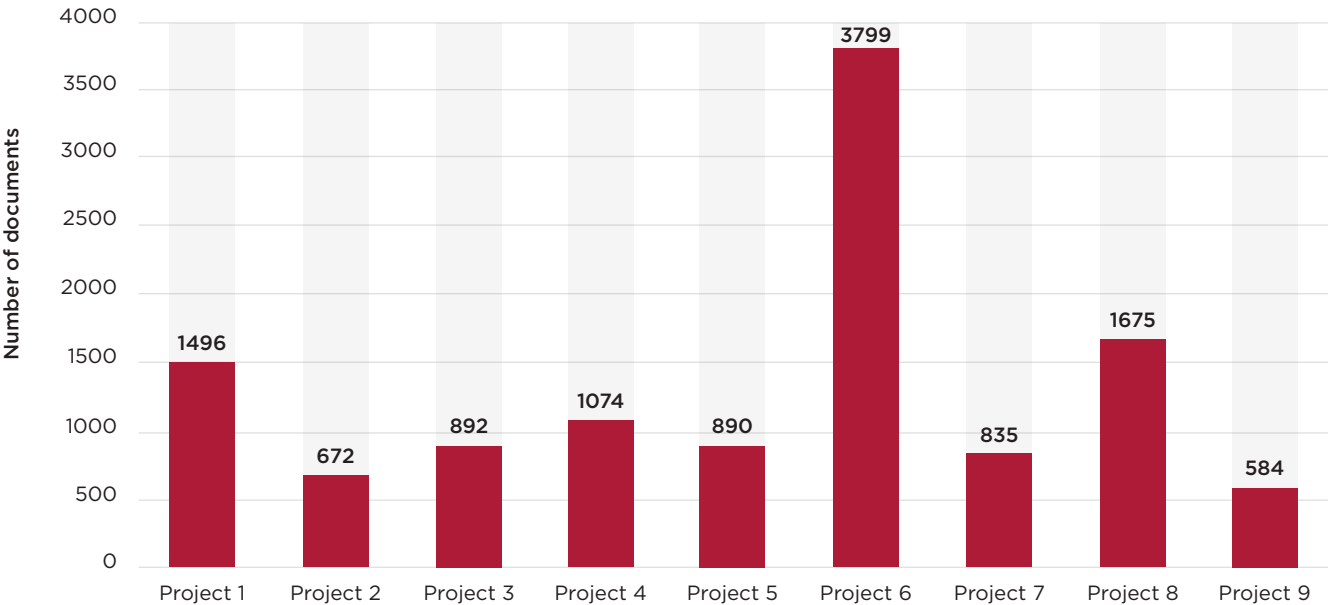
A total of 11,917 digital documents were produced across 9 pilot projects, each of which underwent a quality control process.

This approach has delivered both environmental and operational benefits, such as:

- Ensuring standardized documentation across projects,
- Reducing paper consumption,
- Lowering archiving costs,
- Increasing data accessibility, and
- Decreasing the carbon footprint.

The quality control activities carried out within the project focus on the presentation quality of documents and drawings. In this context, elements such as document titles, coding, formats, and visual layouts are checked to ensure that the outputs delivered to the client are complete, consistent, and aligned with corporate standards. In this way, while the technical outputs of the design process are preserved, the presentation quality of the documentation is maximized.

Project Document Distribution Chart



Procurement and Supplier Evaluation

We manage our procurement and supplier management processes effectively through custom in-house software solutions. This system enables us to manage our procurement activities within a centralized structure and increase efficiency across all stages, from supplier selection to material sourcing.

When defining our procurement policies, we prioritize environmental factors, occupational health and safety (OHS) requirements, and quality standards.

We design our processes not only with a focus on cost and operational efficiency but also to fulfill our environmental and social responsibilities.

In supplier selection, we consider the environmental and social impact as much as the quality and

cost-effectiveness of the work. We expect prospective suppliers to meet at least one of the following criteria:

- Technical competence
- Certifications (such as TS EN ISO 9001, TS EN ISO 14001, TS EN ISO 45001, TS EN ISO/IEC 17025, TS EN ISO/IEC 17043, TS EN ISO/IEC 17020, service qualification certificate, TSE certificate, CE certificate)
- Compliance with sustainability criteria (environmentally friendly products, carbon footprint, sustainable products and services, etc.)
- References

Innovation & Research and Development

Yüksel Proje R&D Center

We received the title of the first R&D Center in our sector in 2017 and launched our second R&D Center in Istanbul in 2020. The outputs of our R&D Center include projects produced through advanced engineering analyses covering engineering, architecture, and design topics, as well as design and software registrations, master's and doctoral theses, and academic publications.

At our R&D Center, we support the academic development of our employees, provide an equal working environment, and offer opportunities to develop new software and applications. We also carry out practices aimed at enhancing our analysis and testing capabilities.

Women make up 35% of the Yüksel Proje R&D Center workforce; 52 of our employees hold a postgraduate degree, and 9 hold a doctoral degree.

At our Yüksel Proje Ankara R&D Center, we have completed 86 projects with full approvals from the Ministry of Industry and Technology over the past five years, while our Istanbul R&D Center has prepared 10 projects

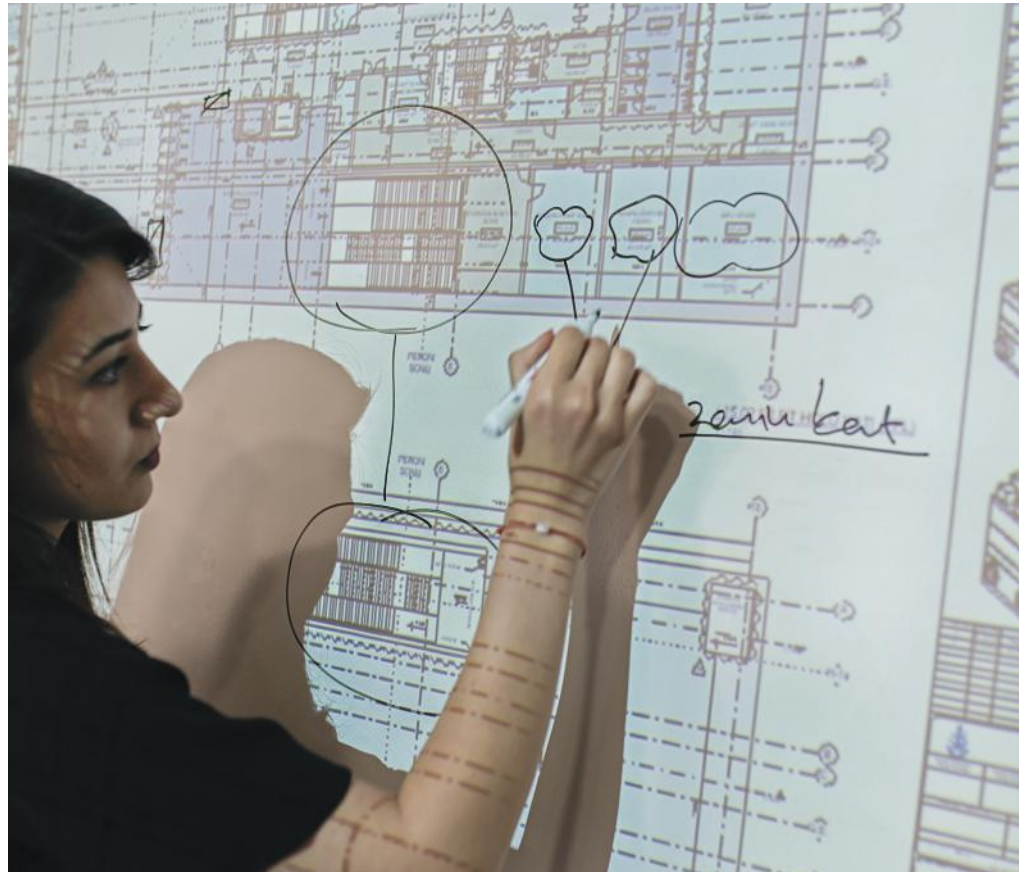
to date. In 2024, we completed 16 R&D projects within our R&D Center and launched 8 new projects.

Among the projects completed in 2024 are "Development of Shared Electric Bicycle Systems for Sustainable Transportation" and "A Dynamic Model-Supported Methodological Approach for the Integration of Sustainable Urban Drainage Systems into Existing Conventional Systems." New projects launched include "Sustainability in Transportation Projects in Türkiye: Evaluation with the Envision Rating Tool."

According to Turkishtime's 2024 report "Türkiye's Largest Companies by R&D Expenditure - 2023":

- We rank 159th among the largest 250 companies with a Ministry of Industry-approved R&D Center.
- We rank 49th in female employment.
- We rank 43rd in the number of design registrations.
- We rank 23rd in the number of master's and doctoral-level personnel.

As Yüksel Proje R&D Center, we have collaborated with 14 universities on various projects to date.



Our Horizon Europe Initiatives

Horizon Europe, the European Union's largest research and innovation program, is a strategic initiative that promotes sustainability-focused solutions. The program supports projects that contribute to global goals such as combating climate change, resource efficiency, carbon-neutral cities, and the circular economy.

As Yüksel Proje, we actively take part in Horizon Europe projects with our expertise in engineering and infrastructure, focusing particularly on digital twin technologies and water management. This process supports our alignment with environmental, social, and governance (ESG) criteria, helps us adopt best practices in the sector, and contributes to our integration into the EU's green transition policies. The innovative solutions we

develop within the scope of Horizon projects accelerate sustainable engineering approaches and strengthen our competitiveness in the global market.

Among our long-term goals is to develop data-driven and scalable solutions in the fields of sustainable built environments and water management, and to play an active role in the standardization of these solutions. In 2024, we contributed to three projects under Horizon Europe, taking on the role of coordinator for two of them. We also qualified to receive coordinator support from TÜBİTAK for one project.

Moreover, under the TÜBİTAK 1004 - Center of Excellence Support Program, we contributed to sustainable energy and innovative engineering solutions by participating in ODTÜ-GÜNAM's project on solar energy and solar panels.



R&D in the Engineering Sector

Based on the understanding that integrating the digital transformation process into cities, neighborhoods, and transportation infrastructures can lead to a more sustainable environment that uses smarter tools, we are making the necessary investments not only in ongoing engineering projects and products but also in areas such as water resources management, energy resources management, and digital twin technologies.

As Yüksel Proje, we are committed to completing our digital transformation quickly and effectively and providing these solutions to our partners. We actively participate in European Union-funded projects. We pursue participation in international consortia, particularly within Green Deal Programs.



Cihan Kayhan
Vice President
(Engineering and R&D)



Digital Transformation & BIM

- > Existing Condition Modeling
- > Design Development
- > Site Mobilization
- > Model-Based Progress Tracking
- > Design Coordination
- > Preparation of Design Documents
- > Record Modeling
- > Virtual Project Modeling
- > Phase Planning Activities



Engineering Analyses

- Radio Coverage Analysis <
- High/Low Voltage Simulation <
- CER Power Analysis <
- Acoustic Analysis <
- CCTV Visualization Simulation <
- Lighting Simulation <
- Vibration Analysis <
- Passenger Simulation <
- Emergency Evacuation Simulation <
- CFD/Fluid Dynamics Analysis <
- Signaling System Design <
- Tunnel Ventilation Simulation <

R&D Activity



Software Development

- > In-House Software Development
- > Cloud-Based ERP Solutions
- > CAD Automation Software Development
- > BIM Support Tools
- > Over 2,500 Active Users
- > Software Solutions for Project Management



Design

- Concept Design <
- Interior Design <
- Visual Design <
- Rendering (Visualization) <
- Animation (VR & AR) <
- Virtual Reality <

In-House R&D Incentives

Within the scope of our R&D Center, we published the Procedure for Encouraging Academic and Technical Activities

in 2019 to support the academic and technical activities of our employees.

Through this system, we encourage our employees to

contribute to R&D projects, continue their academic and technical development, and produce innovative solutions.

Year	Award Category	Award Recipients	Total Number of Award Recipients
2021	Design Registration	4	16
	R&D Project	8	
	International Paper	2	
	International Article	2	
2022	Master's Degree	4	23
	Doctorate	2	
	R&D Project	14	
	International Paper	3	
2023	Master's Degree	4	11
	Paper	1	
	R&D Project	5	
	Article	1	
2024	Master's Degree	2	13
	R&D Project	11	

To support this goal, we reward and encourage our colleagues who demonstrate activity in the following areas:

- Completing a master's and/or doctoral degree
- Presenting papers or having them published at international congresses, seminars, symposiums, conferences, or workshops
- Publishing articles in national and international peer-reviewed journals
- Authoring books
- Obtaining design, utility model, or patent registrations
- Winning awards in international professional competitions
- Participating in R&D projects approved by the Ministry of Industry and Technology
- In addition, we support our employees pursuing master's and doctoral studies by offering flexible working conditions to help them advance their academic work.
- With this incentive mechanism, we aim to build a sustainable R&D ecosystem that promotes scientific research and technical development.

Digital Data Management

Our vision for digitalization - which is an important part of our sustainability strategy - is to move all our business processes to a digital environment that is measurable, traceable, and transparent, while minimizing paper consumption.

➤ In-House Digital Systems

By combining our technical expertise with our software capabilities, we manage our processes internally and externally in the most efficient way possible. We develop in-house software solutions for technical needs, including BIM support tools, CAD software, automation solutions, and management software for our R&D and Design Centers. Our core in-house software system, YPNet, enables the digitalization of our processes.

➤ As of 2024, our software team has updated 11 in-house software systems, developed 2 new ones, and launched 2 external software solutions - one of which was delivered under the Istanbul Metropolitan Municipality BimiST project.

We are working to ensure that both our domestic and international offices share a common digital infrastructure and to achieve maximum automation by fully leveraging technological advantages.

➤ BIM Support Tools

In projects that use Building Information Modeling (BIM), we develop BIM support tools to accelerate all processes throughout the project lifecycle. We transfer our experience in BIM applications to these support tools, helping to overcome the challenges that may arise during the transition to BIM implementation.

Zemin ve Deprem Parametreleri	
Yerel Zemin Sınıfı	2A
PGA	0.519
Free(Fa)	1.2
Fs	1.5
fs	0.211
Ts	20
Q's	32
Q's	40
β	22
αs	K2H2O20142
Rem (m)	250
Kazı (m)	520
İk Vikiör	
Düvar Geometrisi	
Donatılar	

SONUÇLAR	
Kayma Emniyeti	
Statik Durum	854.61 kN < 480.76 kN ✓
Sismik Durum	1299.88 kN < 1283.83 kN ✓
Devrim Emniyeti	
Statik Durum	1.39 m < 2.7 m ✓
Sismik Durum	4.14 m < 2.7 m ✓
Zemin Sertifikaları	
Statik Durum (m)	94.55 kN/m² < 9 kN/m² ✓
Statik Durum (maks)	489.38 kN/m² < 250 kN/m² ✓
Sismik Durum (m)	0 kN/m² < 9 kN/m² ✓
Sismik Durum (maks)	-805.64 kN/m² < 520 kN/m² ✓
Eğilme Donatı Kontrolü	
Temel-Üst	261.86 kNm < 1921.94 kNm ✓
Temel-Akt	261.86 kNm < 503.63 kNm ✓
Perde-Üst	268.99 kNm < 3978.96 kNm ✓
Perde-Ort	268.99 kNm < 9 kNm ✓
P.K. - Güç	261.86 kNm < 480 kNm ✓
H.K. - Akt	261.86 kNm < 9 kNm ✓
Minimum Donatı Kontrolü	
Temel-Üst	261.86 kNm < 916.7 kNm ✓
Temel-Akt	261.86 kNm < 916.7 kNm ✓
Perde-Üst	268.99 kNm < 916.7 kNm ✓

DÜVAR GEOMETRİSİ	
DONATILAR	
UYARILAR • Devrim Emniyeti (Statik Durum) 1.09 m < 2.7 m - için güvenli tarafta kalınması için partitane limitlerinin tamamen karşılanması koşuluyla koyulur.	

Through tailored software solutions, we also automate technical workflows and offer a range of tools for specific needs - for example, a drilling information system, reinforced concrete wall software, and software for geological and geotechnical site investigations.

➤ R&D Centers Management Software

We have developed an integrated software system to meet all the process tracking and reporting needs of our R&D and Design Centers.

This system enables comprehensive tracking across a wide range of areas - from personnel attendance control to project management, cost management, and inventory management. In addition, processes such as incentive tracking and timesheet management are managed effectively through these systems.

➤ Cloud-Based / In-House ERP Solutions

Through cloud-based and server-based ERP solutions, we manage all our enterprise resources efficiently. By offering solutions in areas such as project management, human resources management, and financial and accounting management, we optimize our business processes.

➤ Human Resources Digital Management

All personnel records, leave processes, training records, and check-in/check-out tracking for all employees are managed through our ERP platform, ensuring that processes are handled quickly, efficiently, and automatically. This approach not only enhances employee satisfaction but also increases efficiency in human resources management.

➤ Digitalization in Process and Financial Management

Our procurement, tendering, budget management, and project processes are managed in an integrated manner within our ERP system, which increases efficiency and transparency across these workflows.

Our financial operations are monitored through real-time reporting systems in digital environments, helping to accelerate our decision-making processes.

➤ Document Management Systems

With our web-based document management system, which offers industry-specific features, we identify, track, archive, and query all information, files, and documents within the organization.

Thanks to its flexible structure, we can apply different document management strategies on a project basis, track all revisions and historical records, and effectively manage project workflows and task assignments through these systems.

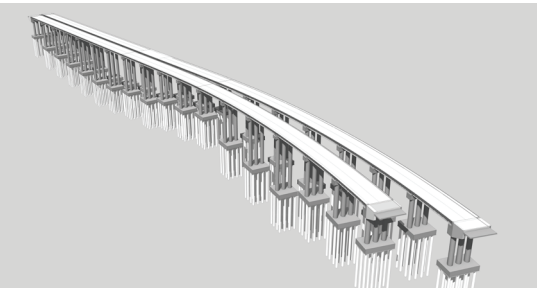


Selected Practice Archive and Documentation System

Through the “Library Search Program” accessible via YPNet, we have digitized 9,456 out of 10,642 books, standards, specifications, and similar documents, achieving approximately 88% digitalization. Except for documents that must be kept in physical form, all documents added in recent years are stored digitally, enabling easy access to information. With the Document Control Program developed by our Yüksel Proje Software team, we provide digital access to documents such as drawings, reports, official letters, and contracts related to ongoing and completed projects.

Currently, this program holds 17.9 TB of data and approximately 4,870,000 files actively. In addition, by including stakeholder organizations in this program, we create shared workspaces within the data system in line with obligations, making collaboration more efficient. In this way, we ensure effective digital document management at every stage of our projects.

Digital Transformation and BIM



In the built environment sector, we play a central role in Building Information Modeling (BIM) processes, undertaking various roles across a wide range of projects from transportation structures to industrial facilities. We are actively involved in areas such as design BIM activities, design consultancy, construction supervision, construction BIM activities, BIM consultancy, as well as basic BIM training and software training.

With BIM technology, we optimize the design, built environment, and management processes of buildings and infrastructure projects.

This technology enables all stakeholders, including architects, engineers, contractors, and investors, to collaborate on a common platform, thereby increasing efficiency in project processes, reducing errors, and allowing for more accurate cost analyses.

By minimizing environmental impacts, optimizing economic costs, and enhancing social collaboration, BIM also supports the sustainable management of structures throughout their entire lifecycle.

As part of our BIM processes, we carry out the following activities:

- Existing Condition Modeling
- Design Development
- Site Mobilization
- Model-Based Progress Tracking
- Design Coordination
- Preparation of Design Documents
- Record Modeling
- Virtual Project Modeling
- Phase Planning Activities



Selected Project Istanbul-Wide Rail System Design Services Phase 1

In the first phase of this 60 km project, the innovative techniques used were intended to serve as a model for subsequent stages. By integrating 20 engineering disciplines into the BIM platform, we achieved time and cost advantages during the design process.

Thanks to BIM-based software, we generated rapid design alternatives and assessed environmental impacts through analysis and simulations. We established a BIM infrastructure to calculate the carbon footprint and designed all information models within the BIM environment. In this way, we managed the entire process with a data-driven approach. Additionally, with the BIM work carried out in this project, we won the AEC Excellence Award.



Water Conservation

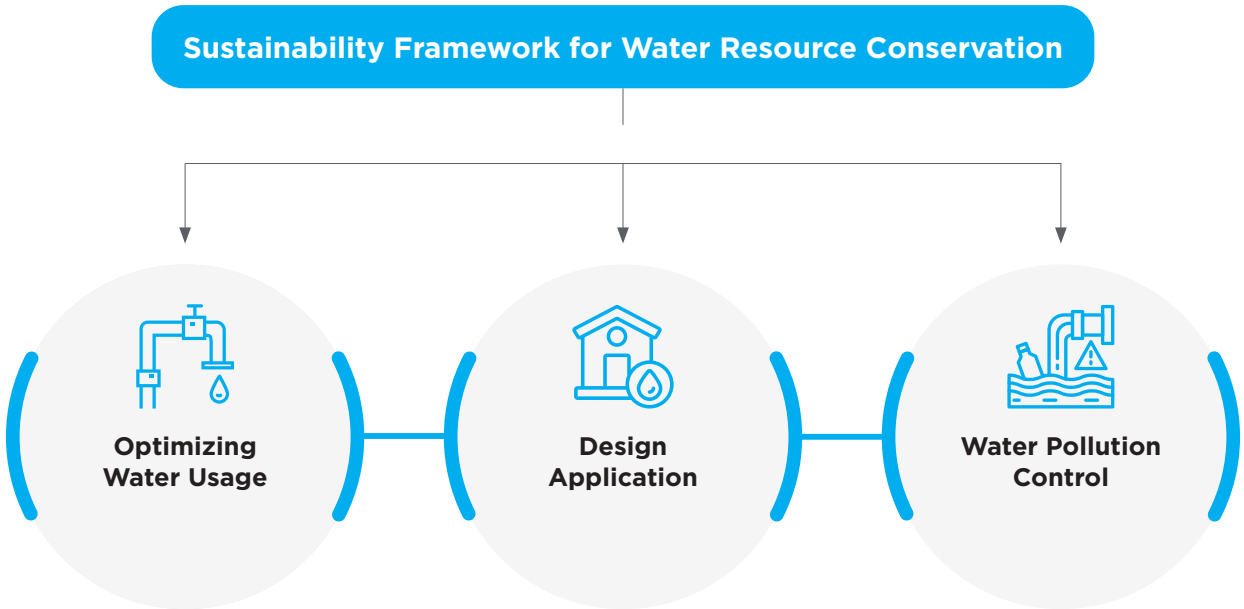
We view the strategies and practices we implement in water management as part of a vision that aims to meet and protect not only today’s needs but also those of the future.

Both in our company operations and across our projects, we support modern methods and technologies to increase water

savings and ensure the efficient use of water, applying integrated water management approaches.

The framework we follow for the protection and sustainable management of water resources summarizes the key steps and guiding principles that we focus on throughout this process.

Illustratively, through the integrated urban water management planning carried out under our “Sustainable Cities” projects, we address cities’ water needs with a holistic approach and ensure the efficient use and management of water.



Optimizing Water Usage

In optimizing water use, we improve water use efficiency and reduce waste through modern technologies and integrated water management practices. By using Smart Water Management Systems and sensor-based monitoring, we optimize water usage and prevent unnecessary consumption.

Design Application

We carry out projects that support the sustainable use of water resources through infrastructure development and innovative solutions. In urban infrastructure, we significantly reduce water losses through methods such as leakage detection systems and pressure management.

Especially in agricultural projects, we achieve significant water savings by employing techniques such as drip irrigation and water harvesting. Within the scope of water supply projects, we aim to increase water efficiency through smart meters and water distribution network management systems.



Selected Projects

Sustainable Cities, Integrated Urban Water Management Planning

In these projects carried out in the cities of Kahramanmaraş, Kayseri, and Malatya, the goal was to implement a holistic and integrated water cycle management system to meet the cities' water needs, while also integrating rainwater management and water recycling systems.

In this way, both the conservation of water resources and the efficiency of infrastructure systems in these cities have been improved.

Water Pollution Control

To control water pollution, we apply advanced treatment processes and conduct environmental impact assessments to minimize pollution and ensure the protection of natural resources. In this context, we rigorously carry out environmental impact assessment

processes and develop control mechanisms in compliance with environmental regulations.

In our industrial and urban infrastructure projects, we design and implement wastewater treatment plants to minimize negative impacts on water resources. We adopt strict policies and innovative methods

in our projects to prevent water pollution. Through biological and chemical treatment systems, we prevent water contamination and enable recycling. Additionally, to reduce the pollution load in industrial zones, we develop systems in line with the zero-discharge principle.



Selected Projects

Bursa Wastewater Treatment Plants Project

In this project, which was implemented for wastewater and solid waste management across Bursa, domestic wastewater for approximately 2,650,000 equivalent population is treated. The wastewater treatment plants, with a total capacity of 327,500 m³/day and a flow rate of 351,200 m³/day, use advanced biological treatment technologies to remove nitrogen and phosphorus. In addition, the Hamitler Solid Waste Leachate Treatment Plant prevents soil, groundwater, and surface water pollution by treating highly polluted leachate from the solid waste landfill site. These projects are of great significance for Bursa's environmental sustainability and public health.

Energy Consumption & Management

We carry out energy-efficient solutions both in our company buildings and across our projects.

Project Title		Strategic Area		Project Objective	
Transition to Sustainable Work and Lifestyles Project		Investment in Future Opportunities - Growth and Development Pathway - Acquiring New Skills and Competencies		PHASE 1 / By the end of 2024, introduce the YP Sustainability Program to employees Launch at least 10 initiatives and actions	
Main Project Name		Transition to Sustainable Business and Lifestyles Project			
Sub-Project / Initiative Name	Description of Sub-Project / Initiative	Objective / Purpose	Start Status	Completed Activities	
Zero Waste Certificate Acquisition	Apply for documentation to record, systematically control, and track our waste separation.	To certify our activities and ensure our sustainable initiatives lead the way for improvement.	Zero waste certificate not yet obtained.	* Research on the zero waste management system * Preparation of required documents completed * Coordination with all relevant units carried out * Application submitted * Certificate obtained	
Zero Waste Training for Employees	General awareness training on waste separation, recycling, and the concept of zero waste.	Ensure all employees are knowledgeable about zero waste and demonstrate necessary sensitivity.	No prior training has been provided on this topic.	* Training content prepared * YP online training platform used to deliver training * Awareness sessions organized	
Replacing Outdoor Facade & Landscape Lighting with Energy-Efficient Systems (warehouses, blocks, etc.)	Switch to efficient lighting systems.	Achieve energy savings with efficient lighting units.	Old and inefficient lighting currently in use.	* Existing units counted and needs determined * Budget and planning submitted for approval * Approved systems implemented	
Basic Sustainability Training & Survey	Share corporate sustainability activities with employees.	Raise awareness and gather ideas / suggestions.	Has not been provided yet.	* A one-hour online presentation held in November * Follow-up survey and feedback collection done	
Electric Vehicle Purchase	Accelerate conversion of existing fleet to electric vehicles.	Aim to have 50% of the fleet electric by 2030.	1 electric vehicle currently in fleet.	* Inventory of current vehicles completed * Vehicles to be replaced identified * Budget planning done * Proposal submitted to management for approval.	
Disposal of Soil and Rock Waste to Excavation Sites (feedback from survey used)	Evaluate laboratory waste disposal processes.		Previously done irregularly.	* Area opened for waste collection	
Internal Periodic Sustainability Bulletin	Use one of our main communication tools to share sustainability updates systematically.	Share change journey with employees and stakeholders, increase awareness and participation.	Trainings, bulletins, and social media used.	* Primarily prepared as an interview-based bulletin and shared with all employees	

With the support of our employees and our engineering expertise, we aim to reduce energy consumption and minimize our environmental impact. In line with this goal, in 2023 we transitioned to sensor-based and low-energy lighting systems in three blocks of our headquarters and in common outdoor areas. Additionally, to increase the number of electric vehicles in our fleet and to provide convenience for our employees, we installed an EV charging station in 2024 and added one electric vehicle to our fleet.

As part of our contracts, we clearly defined our flight criteria and communicated them to our stakeholders. In this way, we aim to reduce our Scope 3 emissions by minimizing non-essential flights

➤ **Since 2023, we have been sourcing 100% of the electricity consumption of our Ankara headquarters from renewable energy sources. Located on a 7,600 m² site in Polatlı (Ankara), our solar power plant generates approximately 1,050 MWh of electricity annually using 1,456 panels.**



Selected Projects

TOGG MTP Social Facility Building - LEED Gold

The TOGG Gemlik Campus is a complex covering 275,150 m² where Türkiye's first domestic electric car is produced, comprising 17 buildings. Designed to meet LEED Gold standards, the campus stands out as an environmentally friendly and sustainable building complex. The Social Facility Building has achieved high performance in areas such as energy efficiency, water management, and user comfort, prioritizing environmental awareness and sustainability. With its eco-friendly design and innovative solutions, the project serves as a model for future sustainable buildings.

- Rainwater management and natural landscaping help protect water resources and maintain ecological balance.
- Landscaping incorporated local vegetation to minimize water use and preserve native biodiversity.
- The use of low-VOC (Volatile Organic Compound) materials and advanced air quality strategies enhance indoor environmental quality.
- The campus offers sustainable transport options, including access to public transportation, bicycle parking areas, and electric vehicle charging stations.

Waste Management

Under our waste management system, we focus on minimizing waste and ensuring responsible disposal practices.

In our headquarters, we separate paper, plastic, glass, batteries, and oil waste, and deliver them to licensed recycling centers.

In 2024, our Ankara location earned the Zero Waste Certificate.

To ensure that our employees adopt the Zero Waste System - an approach based on circular management - and to further improve our practices, we use internal communication networks. In 2024, we provided Zero Waste Training to our employees for the first time through the YP training platform.

Additionally, to raise awareness about the management of hazardous waste, we increased the number of battery collection boxes in our offices to make access easier.



Beyond simply reducing waste, we set annual targets aligned with our operational goals to promote efficient resource use. This approach helps us minimize our environmental impact and take significant steps toward achieving our sustainability goals. In this way, we view waste management not just as an environmental issue but as an integral part of a broader sustainability and efficiency strategy.

Our system aims to protect the environment and reduce operating costs by optimizing processes for recycling, reusing, and disposal processes. In addition, by continuously monitoring the effectiveness of these systems, we can better respond to future environmental challenges and fulfill our social responsibility.



Serap Semizoğlu
Quality and Management
Systems Manager



CREATING VALUE WITH EMPLOYEES



➤

Our human resources approach is based on aligning our employees’ competencies and skills with the requirements of the job, while upholding the principles of transparency, fairness, and equal opportunity in all HR practices.

We aim to create an innovative and dynamic work environment that maximizes employee performance and ensures that individual goals are aligned with corporate objectives. In this way, we contribute to achieving our company’s strategic goals effectively and efficiently.

As a company, we treat all our employees equally and maintain a fair approach to everyone, regardless of ethnicity, language, religion, gender, age, or other differences.

We promote diversity in every area where we operate, value different perspectives, and support our employees in expressing their unique ideas. We believe that a work environment shaped by diverse perspectives strengthens commitment and enhances productivity.

In our recruitment processes, we maintain an equal and impartial approach to all candidates, conducting evaluations solely based on competencies and skills while ensuring a fair selection process in line with our ethical principles.

Providing equal opportunities to everyone working in our company and fostering a human-centered work culture are among our top priorities. In 2024, we shared our Gender Equality Manifesto with our employees to communicate our policy on this issue. We also revised our Code of Ethics and updated it in line with our sustainability vision and goals.

Project Title		Strategic Area		Project Objective	
Employee Engagement and Happiness Project		Gaining New Skills and Competencies		PHASE I / Define the skills needed to deliver Sustainable Project Services; define impact indicators for engagement	

Main Project Title		Employee Engagement and Happiness Project			
Sub-Project / Initiative Name	Definition of Project/ Initiative	Project / Initiative Objective / Goal	Initial Status	Completed Activities	
Creation of Diversity, Equality and Inclusion Policy / Review of Related Policies	To support people with different backgrounds, experiences and perspectives working together and to form strategies that value this diversity. Diversity and inclusion are not just an ethical obligation but a strategic approach that increases business success.	The goal is to create a workplace culture that supports individuals from diverse backgrounds and to organize programs and activities that promote gender equality. In the first phase, it is planned to develop a policy and procedure on this subject.	There is currently no independent diversity, equality, and inclusion policy in place, although it is mentioned as an article in the Code of Ethics.	Review and Revision of the Code of Ethics	
				Preparation of the Gender Equality Policy / Declaration	

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Workforce Competency

Training Programs

At Yüksel Proje, our training and development programs are designed to enhance employees' competencies and, in doing so, contribute to overall company performance.

We offer both technical and personal development training programs to help our employees strengthen their skills and capabilities.

These trainings are organized as annual planned programs based on performance evaluation results. In addition, we regularly hold technical training sessions in line with our employees' requests. Through the YPNet Training and Activity Tracking System, our employees can submit training requests and access all training processes.

As part of our training programs, online OHS (Occupational Health and Safety) trainings are also regularly assigned and monitored. At the end of each training, we collect feedback from our employees to assess how beneficial the training has been for them and to identify their areas for improvement. This enables us to make data-driven decisions to further develop and update our training programs. In addition, we effectively carry out performance evaluation and feedback processes to monitor our employees' development and track their progress.

Yüksel Proje Orientation and E-Learning Training Scope

- Company Culture and Dynamics Training
- Occupational Health and Safety (OHS)
- ISO 9001, 14001, 45001, 14064 Trainings
- Labor Law - Onboarding Training

- Environmental Awareness Training
- Quality and Management Systems Training
- Documentation Training

Some of the training topics regularly offered under our company's annual training plan include:

- Occupational Health and Safety Training
- Problem Solving and Decision Making
- Coping with Uncertainty and Stress Management
- Developing Management and Leadership Skills
- Time Management and Techniques
- Team Building in the Workplace
- Professional Communication Skills
- Management Systems Trainings
- Customized Technical Trainings (e.g., FIDIC, Autodesk)



2024	28 trainings	209 people
2023	16 trainings	186 people
2022	25 trainings	161 people

In 2022, 2023, and 2024, a total of 69 training sessions were held in both technical and non-technical fields, with 556 employees participating. The participant profiles are diverse and include group managers, assistant

group managers, engineers and architects at various experience levels, technical draftsmen, drivers, and kitchen staff from many different job functions. Feedback is collected from all participants through surveys,

and training programs for the following periods are planned in line with this input. All training processes are regularly updated to support employee development in the most effective way.

Training Title	Suggestion/Comment
Stress Management Training	"The trainer's energy, knowledge, and experience enabled participants to be actively involved in the training. For this reason, it was a dynamic, enjoyable, and effective training."
Stress Management Training	"I think the stress management training helps individuals gain awareness about their own positive and negative behaviors both at work and socially, and supports them in identifying stress sources and coping with situations that may otherwise be perceived as negative."
Problem Solving and Effective Decision Making Training	"I believe that this and similar trainings contribute to professional life and promote interdisciplinary socialization within the company. I hope they will continue."
Problem Solving and Effective Decision Making Training	"The issues addressed during the training could be more specific. Solutions could be shared based on problems that may occur in a project company so that the transfer of knowledge is faster, clearer, and more memorable for participants."
Problem Solving and Effective Decision Making Training	"I enjoyed the second part, which focused on practice, much more than the theoretical part at the beginning of the training."
Time Management Training	"Examples were given from sales/marketing and other sectors. The number of examples related specifically to construction could be increased during the training."

These feedbacks are regularly analyzed by the Human Resources department and used to improve the training programs. In this context, trainers with industry experience are prioritized in the selection process. The training content is enriched with practical examples and case studies. Prior to each training, meetings are held with the trainers to share the participant profile and expectations, ensuring that the content is tailored accordingly. Feedback collected after the trainings is periodically reported and guides continuous improvement efforts. All training processes are regularly updated to support employee development in the most effective way.



➤ Performance Evaluation

At our company, we conduct a competency-based performance evaluation once a year. Employees are assessed according to criteria defined for each position, based on sets of “Core, Functional, and Managerial” competencies. We ensure that employees carry out self-assessments of their performance in conjunction with their supervisors, peers, and subordinates. Through this process, we reveal managers’ perspectives on employees’ performance via the Performance

Management System, and we compare employees’ self-assessments with evaluations made by others about them. Additionally, the performance review process strengthens communication between the employee and their direct supervisor.

The Performance Management System aims to increase employees’ contributions to Yüksel Proje, identify their strengths and areas for improvement, and determine their training needs. During

feedback meetings conducted by supervisors, employees’ competencies are recognized and areas for development are communicated to them, providing opportunities for individuals to grow in line with their career goals. At our company, talent development involves designing customized development plans that are informed by performance evaluations. We identify the strengths and areas for improvement within each business unit and create targeted development pathways to address these needs.



“We believe that our employees - whom we see as the most valuable resource of our organization - feeling happy, valued, and secure makes a significant contribution to their individual success and, in turn, to our corporate success. For this reason, we focus on creating arrangements that help maintain work-life balance, foster a positive work culture, and provide opportunities for growth.

This year, as the Human Resources team, our primary focus was employee engagement. By listening to our employees’ voices, we have developed practices that strengthen their sense of belonging. In this context, for the first time this year, we also appointed employee representatives through an election in which all employees participated. By involving our colleagues more actively in decision-making processes, we are fostering a participatory and transparent corporate culture.

Additionally, in line with the gender equality policy we prioritized this year, we reviewed our recruitment, promotion, and employee development processes and focused on adopting inclusive language and practices at the corporate level. In the upcoming period, we aim to further strengthen our fair, equitable, and supportive policies for all our employees. We remain committed to our vision of being an organization that learns and grows together with its people.”



Esen Yurdakul
Human Resources
Manager

Accessing and Retaining Talent

↗ Internship Programs

We build bridges with university students and support young talents on their career journeys. We participate in career days organized at schools and collaborate with universities to promote workplace cooperative education and internship programs. Students who perform successfully during their internships are offered opportunities to work part-time or as junior engineers either after graduation or during their studies.

As part of our university collaborations, we carry out joint projects especially with Engineering Departments and take an active role in events such as Career Days.

Over the past five years, we have welcomed a total of 173 short- and long-term interns, mainly from Middle East Technical University (METU), Hacettepe University, TOBB University, Gazi University, Istanbul Technical University, and Ankara University. Of these students, 11 joined our company after their internships and continued their careers at Yüksel Proje.

As part of our collaborations with universities, we make a point of participating in career day events. We meet with students to answer their questions, share information about our activities, and offer guidance on job application processes.

↗ Inclusivity

At Yüksel Proje, we act within the framework of “equality,” which is one of the most fundamental human rights, in all our processes. Our diversity and inclusion policy aims to provide equal opportunities to every individual, regardless of gender, nationality, race, religion, or other factors. Our vision for diversity and inclusion is to create a culture where differences are embraced as a source of richness, every individual feels valued, and continuous development is encouraged.

In line with this vision, we set strategic goals and develop practices to ensure the sustainable success of both our employees and our company. We do not allow any gender-based discrimination in our recruitment, promotion, or salary policies. In addition, we actively support our female employees in representing the company and provide them with opportunities to do so. These policies demonstrate our commitment and dedication to diversity and inclusion.



Employee Well-Being and Work-Life Balance

For employees whose job responsibilities are suitable for remote work and who wish to do so on a voluntary basis, we offer the option to work remotely. Since 2023, a total of 137 employees have taken advantage of this opportunity.

At the same time, we also offer:

- Advance leave arrangements
- Birthday leave
- Leave for parents on their child's first day of school
- Supplementary health insurance
- Shuttle services
- Happy hour events
- Social support payments and assistance for occasions such as marriage, holidays, or bereavement
- Opportunities to connect with senior managers via certain activities

We place special emphasis on the comfort of our workspaces and social areas, particularly at our head offices, and we continuously work to improve them.

In our main cafeteria, meals are prepared using fresh, seasonal ingredients sourced from local producers. Menus are created with careful attention to employees' preferences.

The Cafeteria Committee regularly conducts surveys to gather feedback on preferences, suggestions, and complaints - all of which are taken into consideration. To support this, we have also set up a dedicated email address for employees to share their input easily.

In 2024, we established a Nursing Room at our Ankara location and made it available for our female employees returning from maternity leave.

We also conduct employee satisfaction surveys annually and share the results with senior management.

Employee Information Activities

We regularly publish internal newsletters that cover company activities as well as projects our employees wish to share. Through these newsletters, we also organize in-house competitions and reward initiatives to encourage participation.

In addition to our long-running photography competition, we held an idea competition in 2023, which received strong participation. The winner of this competition proposed an internal awareness campaign focusing on carbon footprint and environmental issues.

Based on this idea, we launched the "Green Bulletin" in September and placed informative notes in elevators, meeting rooms, and common areas.

Studies conducted on specialized technical topics are also shared with other employees. Following the 2023 earthquake, we prepared and distributed an earthquake bulletin featuring content developed by various technical departments. Such updates help promote the flow of information among employees and strengthen collaboration within the company.



Occupational Health and Safety

At Yüksel Proje, as stated in our Integrated Management System Policy, we recognize occupational health and safety as an indispensable element in all areas of our operations. In line with this, we carry out all activities in compliance with relevant legal regulations and standards.

We organize training programs to raise and strengthen our employees' awareness of occupational health and safety. By conducting timely and accurate risk analyses, we identify and eliminate hazards in advance. In this way, we are committed to ensuring safe and healthy working conditions.

In compliance with legal regulations, our OHS professionals and other designated personnel (such as employee representatives and support staff) carry out hazard and risk analyses using the Kinney Hazard and Risk Assessment Form and keep these assessments up to date.

To ensure our employees work in a safe environment, we prioritize eliminating hazards at their source. When this is not possible, we implement engineering controls (equipment and machine safety), administrative measures (safety policies and procedures, training, information sharing, and inspections), the use of personal protective equipment (PPE), emergency plans and drills, first aid training, and pre-employment and periodic health checks, all of which are applied effectively to safeguard our employees.



➤ OHS Committees

Within our organization, an OHS Committee has been established to ensure that occupational health and safety matters are effectively assessed and managed in a coordinated manner. This committee includes the employer's representative, employee representatives, administrative personnel, the workplace physician, and OHS specialists.

In 2024, a total of nine OHS Committee meetings were held. During these meetings, 62 topics related to OHS activities were discussed and resolved. Actions were taken on 36 of these topics, with five classified as major issues requiring special measures and actions.

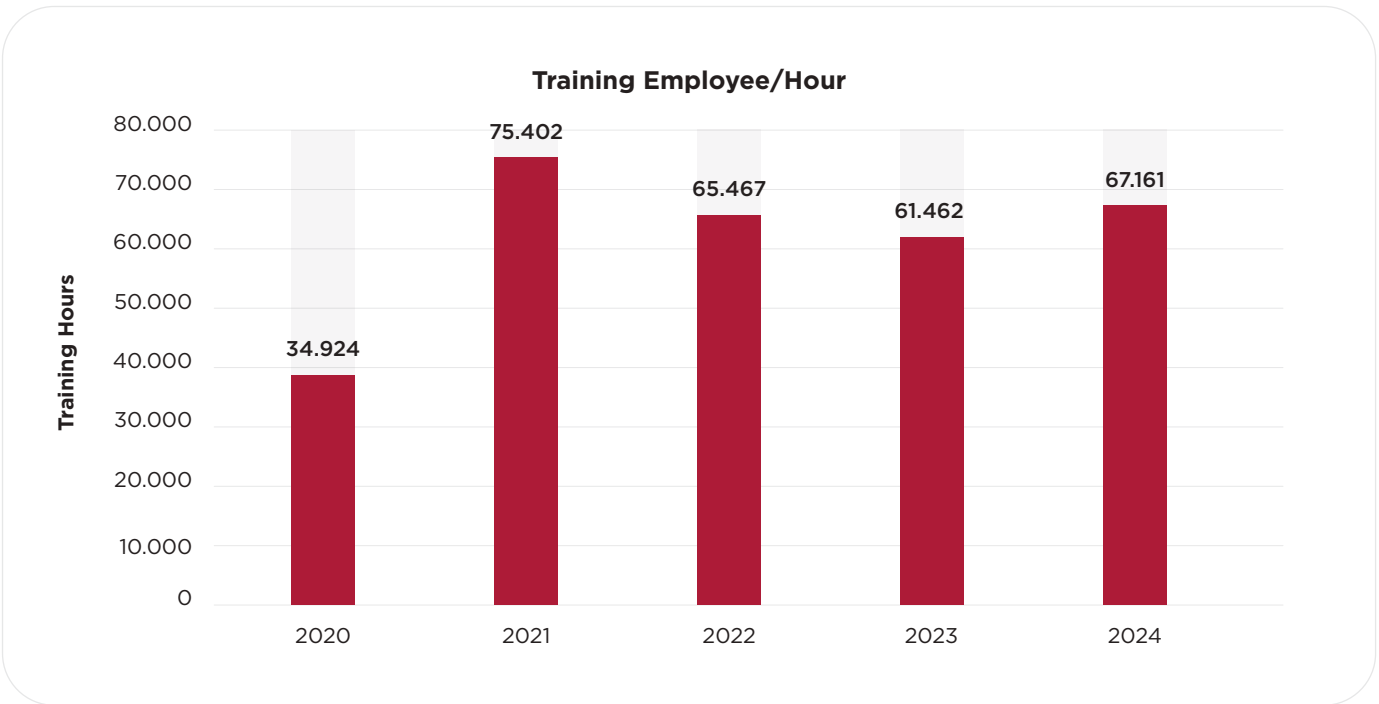
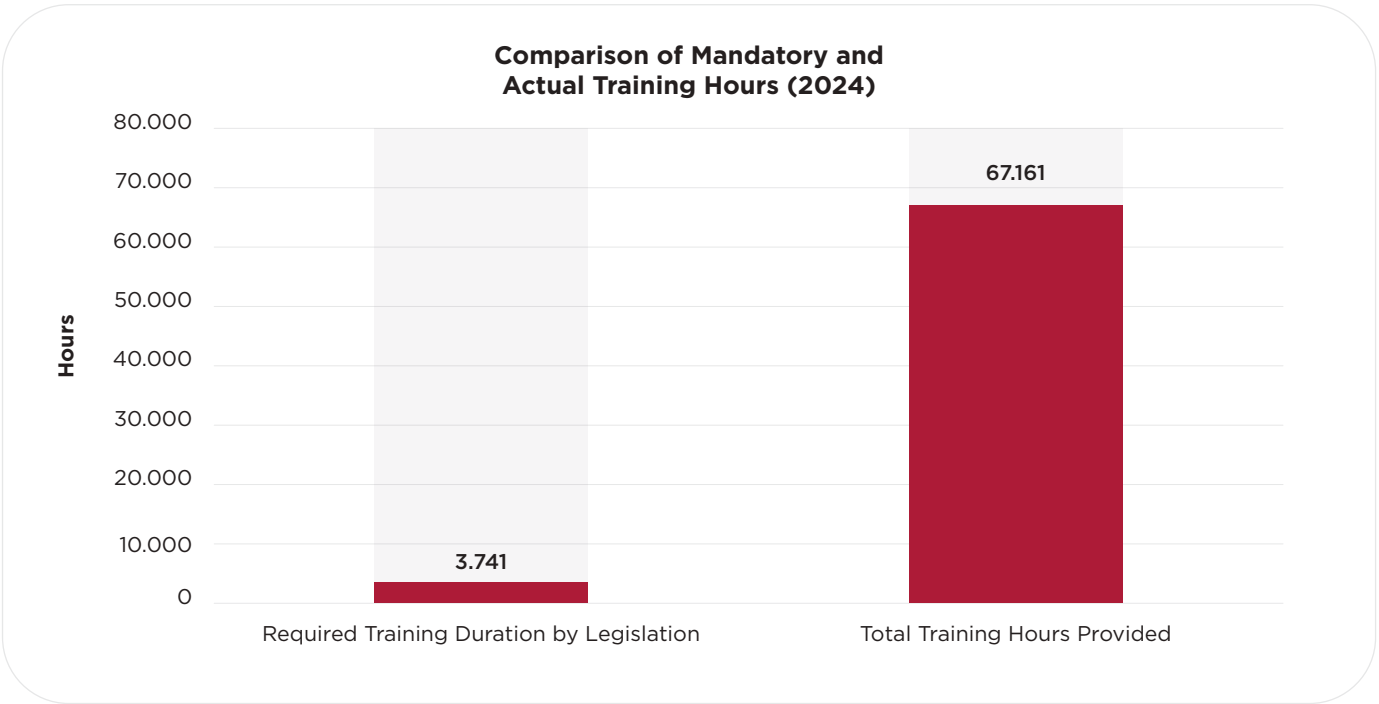
➤ Training and Awareness

To prevent occupational accidents and diseases and to ensure that our employees work in a safe and healthy environment, we prepare an annual OHS Training Plan. We deliver these trainings both remotely and in person. Our remote trainings are conducted via YPNet.

➤ Some of the trainings provided

- Orientation for New Employees – All Staff
- Basic Occupational Health and Safety Training – All Staff
- Employee Representative and Support Staff Training
- OHS Committee Training
- Toolbox Trainings – All Staff
- First Aid Training
- Risk Assessment and Emergency Training
- Fire Safety Training and Drill
- Hygiene Training
- Remote Working Training
- Working at Heights Training
- Traffic Safety Training – All Staff
- Near-Miss Awareness Training

The Toolbox trainings we carry out within the scope of OHS are delivered to all employees each month via our software system, covering the topics determined for that month. These trainings are assigned to all employees on a monthly basis and are regularly monitored and implemented.



Monitoring and Reporting of Workplace Accidents

When a workplace accident occurs, employees or witnesses must immediately report the incident to their managers or the OHS team using an Accident/Incident (Injured Person) Report and an Accident/

Incident Witness Statement. The reported workplace accident must be notified to the Social Security Institution (SGK) no later than three working days after the accident. An Accident/Incident Investigation Report is prepared by the OHS Specialist and the relevant managers. The location where the accident

occurred is examined, and a comprehensive report is prepared detailing the circumstances, causes, consequences, and the measures taken. Following the accident, a Corrective Action Request is issued to address any nonconformities, and the implementation of these actions is closely monitored.

Comparative Table of Accident Frequency and Severity Rates

Year	Total Number of Workplace Accidents	Total Lost Days	Accident Frequency Rate	5-Year Average Accident Frequency Rate	Accident Severity Rate	5-Year Average Accident Severity Rate
2024	7	37	2,52	1,67	0,12	0,08
2023	7	0	2,31		0	
2022	3	61	0,93		0,17	
2021	6	30	1,8		0,081	
2020	3	22	1,21		0,053	

*This table covers the headquarters and construction sites in Türkiye.

How We Manage OHS in Offices and Construction Sites

With the aim of protecting the health and safety of employees working in our offices and on construction sites, our policies and procedures are available on our internal intranet system, YPNet. Within this framework, Occupational Health and Safety (OHS) management in our offices and sites is ensured through OHS professionals (Occupational Safety Specialists and Workplace Physicians). In construction sites where there are no assigned OHS professionals, support is provided by the OHS professionals from our head office. As of 2024, we have 15 occupational safety personnel and 9 family physicians working across our headquarters and construction sites.



Safety Coaching and Good Practice Pilot Study for Safety Culture

Fostering a positive safety culture, we integrate professional coaching practices into our safety culture approach. Within this framework, we examine values, awareness, emotional intelligence, teamwork, and leadership dimensions in the field of occupational health and safety (OHS).

Method:

We aim to enhance employees' OHS awareness through technical practices and interactive competitions.

Key Findings:

- 72% of employees indicated that they associated their personal values with safety awareness for the first time.
- 89% of participants recognized that their values directly influence their perception of safety at work.
- 75% of employees stated that their emotions have a direct impact on safety-related decisions.
- 89% of participants emphasized that teamwork is effective in strengthening safety awareness.
- "Health, Family, Safety, and Doing the Right Thing" were identified as the top four values that employees prioritize in OHS.

Action Steps from the Pilot Study:

- We organize similar training programs each year as part of this project.
- We aim to strengthen team cohesion and trust through social events or team activities held twice a year.
- We are making the "Safety Observation/Recommendation Platform" more visible and encouraging employees to share suggestions and ideas for improvement.
- Once a year, the "Best Safety Leader" practices are selected and recognized with certificates and incentive awards.

Results Achieved:

Coaching sessions focused on individual values and collective responsibilities encouraged employees to actively contribute to the safety culture. The use of personal protective equipment (PPE) has become a value-driven behavior rather than merely a rule or obligation.

Elif Öztürk

*Istanbul Airport MRO Project
Class A Occupational Safety Specialist*

Social Benefit

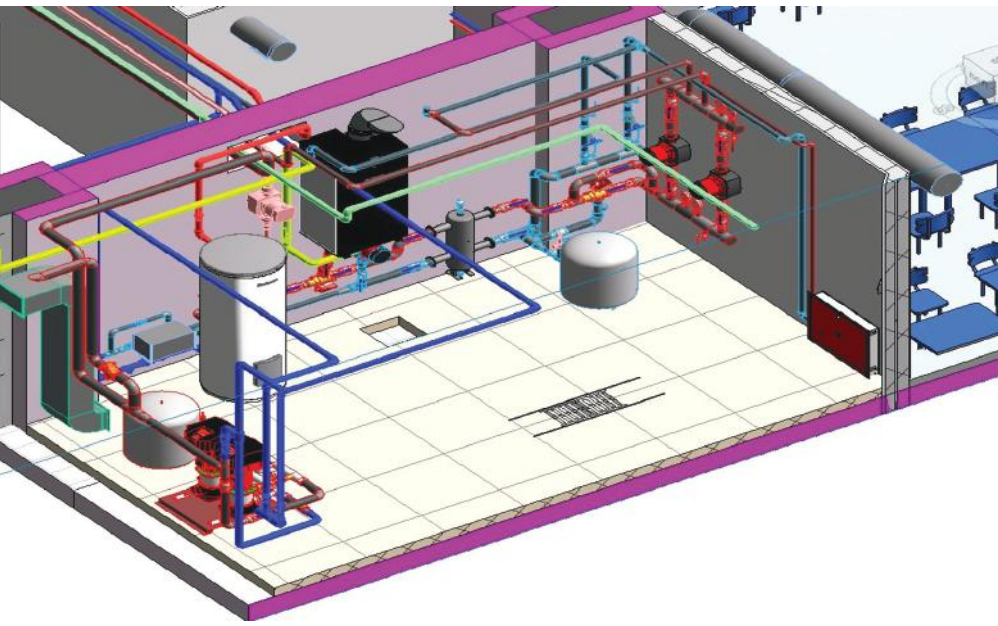


Yüksel Proje Lecture Hall

As an engineering company, supporting education and leaving a lasting contribution for future generations is one of our key priorities. In 2018, as we celebrated our 40th anniversary, we initiated this project with the idea of creating an engineering complex at METU (Middle East Technical University) where students could benefit from enhanced educational facilities.

With the significant support of our employees, many of whom are METU alumni, the lecture hall was fully funded with our own company equity and donated to the university. The 1,850-capacity building is named the Yüksel Proje Lecture Hall.





➤ Kadıköy Hasan Ali Yücel Nursery School Social Responsibility Project

Within the scope of Kadıköy Municipality's sustainability and zero-carbon goals, we signed a goodwill protocol with Kadıköy Municipality and started providing support with mechanical and electrical-electronic system designs as well as 3D modelling. The design work, carried out with the "nearly zero" principle, includes improvements such as low energy consumption, energy monitoring systems, enhanced thermal insulation, increased efficiency, the use of heat pumps, underfloor heating, and solar energy systems.

Additionally, through our projects, we aim to benefit society and local communities in the areas where we operate, increasing our positive social and environmental impact.

➤ Engagement with Local Communities

In many of our projects, we assess social and environmental impacts and place great importance on mutual stakeholder dialogue.

For instance, within the scope of the "Kilis-Adıyaman-Mardin Drinking Water and Sewerage Project Consultancy Services," we conducted neighbourhood-based field visits in Mardin to evaluate the project's environmental and social impacts. During these visits, interviews and surveys were carried out with local residents, including households, schools, and businesses along the project line, to gather feedback on complaints and satisfaction. Complaint mechanisms are also established for our projects, and all complaints are regularly reported.



Yüksel Proje Publications

We prepare various publications to share the engineering expertise we have accumulated over many years. The fourth book in the series prepared by our Board

Member Prof. Dr. Orhan Erol and our Geotechnical Services managers was published in 2023. Our books are distributed free of charge to anyone in academia and the private sector who requests them, and their digital

versions are also available on our website. expected to make a significant contribution to revitalizing tourism by supporting the region's social and economic development.



<https://www.yukselproje.com.tr/en/innovation/publications>

Selected Projects

Chardham and Chardham Yatra (Gangotri and Yamunotri) Railway Connection Design Services in Uttarakhand, India

The project aims to connect the four sacred temples of Hinduism (Gangotri, Yamunotri, Badrinath, and Kedarnath) in the Uttarakhand region of India via a railway network. The railway line has a total length of 281 km and is designed to operate at a speed of 100 km/h. The project includes 55 bridges, 52 tunnels, and 20 stations. By accelerating access for both local residents and tourists, the project aims to provide a safe and comfortable transportation alternative.

The project is intended to improve the quality of life for the local community by enhancing transportation infrastructure while minimizing environmental impacts. Currently, access to the Chardham region is only possible via long road journeys. This railway line will make travel to the region and the sacred temples more accessible, promoting environmentally friendly transportation. During the project, environmental impacts were carefully assessed, and excavation management plans were implemented to ensure these impacts were minimized.

Environmental risks such as noise, landslides, and floods were thoroughly evaluated, and mitigation measures were implemented. In addition, the project has created job opportunities for the local community and prioritized training and skills development initiatives. Alternative routes and life-cycle cost analyses were conducted, with the final route selected based on environmental, economic, and safety criteria.

The project will continue to be monitored through an environmental quality monitoring plan, and regular inspections will be carried out to protect water resources. Furthermore, by operating on electric power, the railway will eliminate air pollutant emissions. This project is expected to make a significant contribution to revitalizing tourism by supporting the region's social and economic development.





CLOSING REMARKS

➤ **At Yüksel Proje, we view engineering not merely as the act of constructing structures but as a holistic approach that serves sustainable development and aims to add value to nature, people, and the future. We see our engineering activities as a transformative tool that safeguards environmental integrity, enhances social well-being, and is grounded in strong ethical principles.**

In this first sustainability report, we have shared the wide range of activities we carried out throughout 2024 - from corporate governance to occupational health and safety, from R&D initiatives to zero-waste practices, and from social responsibility projects to our environmental performance.

In line with our vision of “Building a world worth living in,” we regard our sustainability goals not merely as commitments but as fundamental pillars of our corporate culture. Guided by our 2030 vision, we will continue to work resolutely - in close collaboration with all our stakeholders - to build a more inclusive, low-carbon, and climate-resilient future.





APPENDICES

Stakeholder Relations

Strong stakeholder relations and sustainable partnerships form the foundation of our success. We engage with a broad network of stakeholders — from local authorities and international financial institutions to our employees and diverse segments of society. This engagement not only contributes to the success of our projects but also enables us to enhance our social, environmental, and economic impact.

Stakeholder Group	Communication Method	Frequency
Investor Public Institutions	Email, Phone, Website, Meetings, Surveys, Legal Requirements	Continuous
Public Institutions - Other Ministries	Legal Requirements, Website, Email, Phone	As Needed
Public Institutions - Local Authorities	Email, Phone, Website, Meetings, Surveys, Legal Requirements	Continuous
Internal Stakeholder (Shareholders & Top Management)	Email, Phone, Meetings	As Needed
Internal Stakeholder (Employees)	Email, Internal Communication Channels, Trainings, Meetings, Surveys, Orientations, Competitions, Social Activities, Company Announcements, Company Internal Bulletins, Annual Performance Reviews	Continuous
Private Sector Employers	Email, Phone, Website, Meetings, Surveys, Legal Requirements	Continuous
International Credit Institutions	Legal Requirements, Website, Email, Phone	As Needed
Banks	Legal Requirements, Website, Email, Phone	As Needed
Subcontractors/Sub-suppliers	Legal Requirements, Website, Email, Phone, Meetings	Continuous
Certification - Audit Bodies	Legal Requirements, Website, Email, Phone, Meetings	As Needed
Competitors	Email, Phone, Website	As Needed
Financial Institutions/ Insurance Companies	Legal Requirements, Website, Email, Phone	As Needed
Suppliers	Legal Requirements, Website, Email, Phone	As Needed
Universities	Email, Website, Phone, Meetings	As Needed
Industry Associations	Email, Website, Phone, Meetings	As Needed
Local Communities	Email, Website, Phone, Meetings	As Needed
Media	Email, Website, Phone, Meetings	As Needed

We maintain open, transparent, and continuous two-way communication to understand our stakeholders' expectations, assess risks, and develop joint solutions. Every step of our projects is planned and managed with a responsive approach that takes stakeholders' needs into account. In this context, we make use of various tools and platforms to ensure stakeholder participation, operate feedback mechanisms, and deepen our collaboration.

Activities Supporting Our Sustainability Efforts:

Activity Name	Date	Activity Description	Stakeholder Groups Involved
International Women's Day	8 March	Sustainability and International Women's Day gathering	Headquarters employees
		Sharing the gathering on social media	Social media followers
		Distribution of symbolic gifts for women in the earthquake zone	All employees
Stakeholder Analysis Survey		Sustainability stakeholder analysis	All employees
Internal Newsletter	March, June, September, December	3 issues with sustainability news pages	All employees
		Sharing Ispartakule-Çerkezköy Railway Project sustainability news with employees (March Issue)	All employees
		Sharing UN Women's Empowerment Principles (March Issue)	All employees
		Biodiversity expert's update on Ispartakule-Çerkezköy Railway Biodiversity Monitoring Studies (June Issue)	All employees
		Tree donation to Tema Foundation alongside prize vouchers for mini competition winners in the newsletter	Employees who participated in the competition
	August-September	Announcement of Zero Waste Certificate via internal channels and social media, plus a related interview published in newsletter	Employees + Social media followers + Website visitors
	September	Publication of an article in TM Magazine's special issue on "Sustainability and Technical Consultancy"	TM Magazine target audience (technical consultancy, architecture, contractors, local governments)
Internal Sustainability Training	November	Basic sustainability training for all employees	300+ employees
		Sharing the training on social media	Social media followers
	December	Internal sustainability newsletter (sharing survey results and responses to frequently asked questions)	All employees

Environmental Indicators				
Energy Consumption		2023	2024	
Total Electricity Consumed (kWh)		505,572.22	515,291.8	
Total Renewable Energy Produced (kWh)		190,000	443,652.60	
Natural Gas (m²)		73,780.00	84,045.00	
Diesel (lt)		68330.3	51558.45	
Gasoline (lt)		16772,91	19118,68	
Personnel Shuttle (Diesel) (lt)		16848	16848	
Flights		Domestic: 949 flights International: 519 flights	Domestic: 1,074 flights International: 226 flights	
2024 Emissions		2023 Emissions		
Scope 1 Total Emissions (tCO2e)		342,024	Scope 1 Total Emissions (tCO2e) 362,200	
Scope 2 Total Emissions (tCO2e)		34,315	Scope 2 Total Emissions (tCO2e) 151,159	
Scope 3 Total Emissions (tCO2e)		549,904	Scope 3 Total Emissions (tCO2e) 425,344	
		926,243	938,704	
Water Consumption (m³)		2022	2023	2024
Ankara		4.336	4.790	4.110
Istanbul		387,48	378,18	307,11
		2022	2023	2024
Ankara	Waste Paper (kg)	675	2050	1830
	Waste Batteries (kg)	13	13	10
	Waste Plastic (kg)		40	255
	Waste Glass (kg)		20	35
	Waste Metal (kg)			43
	Waste Oil	865	1900	1350
Istanbul¹	Waste Paper			53,4
	Waste Batteries			3
	Waste Plastic			7,9
	Waste Glass			39,2

¹Waste measurement in the Istanbul Regional Office started as of May 2024.

Social Indicators				
	Working Population	2022	2023	2024
Headquarters Office	Female	115	107	106
	Male	360	340	328
Consultants & Abroad	Female	100	109	117
	Male	401	378	417
Intern	Female	51	26	18
	Male	70	33	23
		2022	2023	2024
Blue Collar	Female	0	0	0
	Male	20	20	19
White Collar	Female	215	216	223
	Male	741	698	726
	Employee Age Distribution	2021	2022	2023
	Under 35 years	454	352	377
	35-55	435	474	469
	Over 55 years	87	108	122
	Education Level	2022	2023	2024
	Graduate & Doctorate	127	130	129
	Bachelor's Degree	582	554	586
	Associate Degree	92	96	104
	Primary Education	175	154	149
Engineering-Architecture- Other Technical Fields Distribution	Civil Engineering	308	289	304
	Geology Engineering	61	57	57
	Map Engineering	13	16	23
	Electrical Engineering	59	48	57
	Mechanical Engineering	37	39	38
	Environmental Engineering	18	15	15
	Architecture	59	46	54
	Other Engineering Fields	26	45	37
	Technician	206	220	152

OHS	2022	2023	2024
Lost Workday Severity Rate Due to Accidents	61	0 ¹	37
Accident Frequency Rate ²	0,93	2,31	2,52
Accident Severity Rate ³	0,17	0	0,12
Fatal Accident Rate	0	0	0
Standard Occupational Accidents	3	7	7

1. No lost days occurred as a result of the actual workplace accidents.

2. The Accident Frequency Rate has been calculated using the following formula:

$$\text{Accident Frequency Rate (AFR): } \frac{n}{\sum \text{Workforce (Employee Hours)}} \times 10^6$$

n: Total number of workplace accid

$\sum$ Workforce (Employee Hours): Average number of workers×Number of days×Daily working hours

3. The Accident Severity Rate has been calculated using the following formula:

$$\text{Accident Severity Rate (ASR): } \frac{n}{\sum \text{Workforce}} \times 10^3$$

n: Total number of lost days

$\sum$ Workforce (Employee Hours): Average number of workers×Number of days

Accident Frequency and Severity Rates are calculated based on working hours in line with ILO standards. The daily working time is considered as 9 hours.

GRI 1: FOUNDATION 2021

Yüksel Proje A.Ş. Sustainability report has been prepared in accordance with the GRI Standards Core option requirements for the period 1 January 2024-31 December 2024.

GRI Standard	Explanation		Relevant Title and Page
GRI 2: General Disclosures 2021	GRI 2: General Disclosures 2021		
	Organization and Reporting Practices		
	2-1	Details of the organisation	About Yüksel Proje (06-14)
	2-2	Organisations included in sustainability reporting	About the Report (02)
	2-3	Reporting period, frequency and contact information	About the Report (02)
	2-4	Restatement of information	There is no restated statement for the previous period's report.
	2-5	External Audit	No external audit was received on the report.
	2.Employees and Operations		
	2-6	Activities, value chain and other business relationships	About Yüksel Proje (06-14)
	2-7	Employees	Value with Employee (52) Employee Skills (53) Employee Well-being and Work-Life Balance(57) Social Indicators (72)
	2-8	Non-employee workers	Value with Employee (52) Accessing and Retaining Talent (56)
	3.Governance		
	2-9	Management structure and composition	Organisation Structure(24)
	2-11	Chairperson of the highest governance body	Organisation Structure (24)
	2-12	The role of the highest governance body in overseeing the management of impacts	Corporate Governance Organisation Structure(24) Sustainability Organisation (16)
	2-13	Delegation of responsibility for managing impacts	Corporate Governance (23) Sustainability Organisation (16)
	2-14	The role of the highest governance body in sustainability reporting	Sustainability Organisation (16) Prioritisation Analysis (17)
	4.Strategy, policies and practices		
	2-22	Statement on sustainable development strategy	Sustainability Vision (22)
	2-23	Policy commitments	Business Ethics and Legal Compliance (29-31)
	2-24	Execution of policy commitments	Business Ethics and Legal Compliance (29-31)
	2-25	Processes for mitigating negative impacts	Business Continuity and Resilience (Risk Management) (26-28) Stakeholder Relations (68-69)
	2-26	Mechanisms for raising suggestions and concerns	Stakeholder Relations (68-69)
	2-27	Compliance with laws and regulations	Business Ethics and Legal Compliance (29-31)
	2-28	Our Memberships	Our Memberships (09-10)
	5.Stakeholder Engagement		
	2-29	Stakeholder engagement	

GRI Standard	Explanation		Relevant Title and Page
GRI 3: Material Topics 2021	GRI 3: Material Topics 2021		
	3-1	Process of Identifying Priority Issues	Prioritisation Analysis (17-19)
	3-2	Priority Issues List	Prioritisation Analysis (17-19)
	Business Continuity and Resilience		
GRI 3: Material Topics 2021	3-3	Management of the priority issue	Business Continuity and Resilience (Risk Management) (26-28)
GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	Business Continuity and Resilience (Risk Management) (26-28)
	Business Ethics		
GRI 3: Material Topics 2021	3-3	Management of the priority issue	Business Ethics and Legal Compliance (29-31)
	Legal Compliance		
GRI 3: Material Topics 2021	3-3	Management of the priority issue	Business Ethics and Legal Compliance (29-31)
	Innovation & R&D		
GRI 3: Material Topics 2021	3-3	Management of the priority issue	Innovation & R&D (39-42)
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and supported services	Innovation & R&D (39-42)
	Employee Skills		
GRI 3: Material Topics 2021	3-3	Management of the priority issue	Employee Skills (53-55)
GRI 404: Training and Education 2016	404-1	Average annual training hours per employee	Employee Skills (53-55)
	Employee Well-being and Work-Life Balance		
GRI 3: Material Topics 2021	3-3	Management of the priority issue	Employee Well-being and Work-Life Balance (57)
	Accessing and Retaining Talent		
GRI 3: Material Topics 2021	3-3	Management of the priority issue	Accessing and Retaining Talent (56)
	Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety (58-61)
	403-2	Hazard identification, risk assessment and accident investigations	Occupational Health and Safety (58-61)
	403-5	Employee trainings on occupational health and safety issues	Occupational Health and Safety (58-61)
	403-7	Prevention and mitigation of occupational health and safety impacts directly related to labour relations	Occupational Health and Safety (58-61)
	403-9	Work-related accidents	Occupational Health and Safety (58-61) Social Indicators OHS (73)

GRI Standard	Explanation		Relevant Title and Page
	Data Security		
GRI 3: Material Topics 2021	3-3	Management of the priority issue	Data Security (32)
	Sustainable Project Design/ Management		
GRI 3: Material Topics 2021	3-3	Management of the priority issue	Sustainable Project Design/ Management (34-38)
GRI 204: Procurement Practices 2016	204-1	Ratio of Payments to Local Suppliers	Quality Management (37-38)
GRI 306: Waste 2020	306-1	Waste Generation and Waste Related Significant Impacts	Waste Management (50)
	306-2	Management of Significant Waste-Related Impacts	Waste Management (50)
	306-3	Waste Generated	Waste Management (50) Environmental Indicators.(71)
	306-4	Unrecycled waste	Waste Management (50)
GRI 306: Waste 2020	302-1	Energy consumption within the organisation	Energy Consumption & Management (48-49) Environmental Indicators (71)
	302-5	Energy Related Reductions	Energy Consumption & Management (48-49) Renewable Energy (36) Environmental Indicators (71)
GRI 305: Emissions 2016	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Energy Consumption & Management (48-49) Environmental Indicators (71)
	305-2	Indirect energy greenhouse gas (GHG) emissions (Scope 2)	Energy Consumption & Management (48-49) Environmental Indicators (71)
	Water Conservation		
GRI 3: Material Topics 2021	3-3	Management of the priority issue	Water Conservation (46-47)
GRI 303: Water and Effluents 2018	303-4	Water Discharge	Water Conservation (46-47) Water Consumption -Environmental Indicators (71)
	303-5	Water Consumption	Water Conservation (46-47) Water Consumption -Environmental Indicators (71)

Field	2030 Goals	SDP
ENERGY	Emission Reduction - Reduce total carbon footprint by 30% - Reduce emissions from business travel by 30% - Reduce employee-based emissions by 10% - Ensure that 50% of company vehicles are electric	 
MATERIALS & WATER	Sustainable Material Use - Transition to sustainable materials (recyclable, recycled, or with minimized environmental impact) - Reduce water consumption - Reduce water usage per employee by 10% Water Reuse - Increase the rate of water reuse	     

Field	2030 Goals	SDP
PROCESSES	Digitalisation and Automation - Digitalize sustainability processes (*target will be detailed at a later stage) Sustainable Procurement - Develop a Sustainable Procurement Procedure (short term) Sustainability Management System - Defining the process (completed) - Conduct of the Sustainability Management System - SYS-Process control (internal/external)	   

Field	2030 Goals	SDP
EMPLOYEES	Employee Skills Development: • Technical skills development – as specified in tender requirements, academic, certifications, etc. (ongoing) • Encourage technical employees to increase their academic qualifications • Employees' participation in structured and systematic career evaluations (permanent head office staff, project staff) • Develop and implement mentorship programs Employee Engagement • (resignation-based + termination) Optimize turnover rate (permanent head office staff, project staff) • Conduct and improve annual employee satisfaction / engagement measurement • Reach 90% employee satisfaction Increase Employee Participation • Establish a social activities & volunteering committee (Short Term) • Transition to a hybrid working system – for head office and Istanbul (except for roles requiring mandatory on-site work)	     

Field	2030 Goals	SDP
COMMUNITY	• Include local development and well-being indicators in every project and operation (targets covering the entire value chain, from project evaluation to implementation) • Develop at least 2 social and environmental responsibility projects / organize events annually • Ensure that at least 25 students are supported through scholarships each year. • Take biodiversity requirements into account; ensure 100% compliance with legal standards and encourage practices that go beyond compliance	TARGET 1-2 REDUCE POVERTY BY AT LEAST 50% TARGET 15-5 PROTECT BIODIVERSITY AND NATURAL HABITATS
SECTOR	• Develop project methodologies from a sustainability perspective (*target will be detailed at a later stage) • Create stakeholder collaboration (around the sustainability agenda); participate in at least 10 events each year for this purpose • Attend 5 meetings annually with European companies and organizations such as FIDIC, EFCA, and ECTP	TARGET 9-1 DEVELOP SUSTAINABLE, RESILIENT AND INCLUSIVE INFRASTRUCTURES TARGET 17-6 KNOWLEDGE SHARING AND COOPERATION FOR ACCESS TO SCIENCE, TECHNOLOGY AND INNOVATION TARGET 17-16 ENHANCE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

Field	2030 Goals	SDP
WASTE MANAGEMENT	• Measurement of electronic waste and setting targets • Eliminate paper waste (sent for disposal) (internal and external) • Eliminate paper usage (except for legal and mandatory requirements) • Ensure 100% recycling of organic waste • Obtain Zero Waste Certificate - Istanbul Office	 
SERVICES	• Ensure that the sustainability perspective is reflected in all proposals and services - 100% • Achieve a share of 30% for sustainable project services within total revenue	  

Legal Disclaimer

The Yüksel Proje Sustainability Report has been prepared entirely on a voluntary basis, in accordance with GRI reporting standards, for Yüksel Proje stakeholders and without any legal obligation.

The purpose of this report is to raise awareness on sustainability and to present Yüksel Proje's position on this matter. The information forming the basis of this report has been compiled from publicly available sources and/or provided by the relevant departments within Yüksel Proje.

This report is intended for informational purposes only and does not constitute a legally binding offer, guarantee, or commitment.

For constructive feedback, suggestions, or questions, please feel free to contact us at:
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