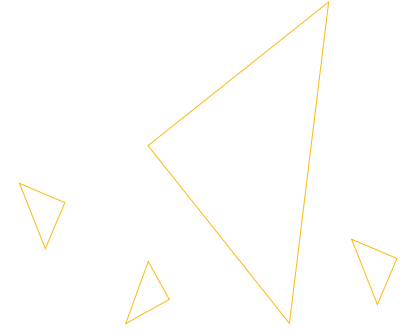


BORUSAN KOCABIYIK FOUNDATION

2021 Annual Report



BORUSAN



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“I have believed all my life that companies exist for people, and people come first.”

1924-2012

”

Asım Kocabıyık
Founder and Honorary
Chairperson

The Group companies, drawing strength from Borusan’s deep-rooted values and corporate culture, create added value in the fields of production, service and industry in collaboration with international partners, each a leader in its sector. Drawing strength from Borusan’s deep-rooted values and solid corporate culture, the Borusan Group companies operate with the aim of contributing to all their customers, employees, business stakeholders, society, the environment and the countries by ensuring advantage at work, quality and convenience in life as well as economic added value.

Borusan Holding sets the rules for guidance and conducts auditing activities on issues that create value for companies and stakeholders and ensure the preservation of the Borusan culture. Borusan Holding operates to increase the value created for shareholders with the strategic leadership, services and audit activities offered to companies. Borusan Holding ensures that the Borusan Group is recognized as a respected, innovative, value-creating and beneficial institution for Turkey.



corporate responsibility



CONTRIBUTION TO SOCIETY

“Borusan considers the contribution to the society as its duty while continuing to grow by creating value for the country.”



As one of Turkey’s leading industrial establishments, Borusan adopts the principle of giving what it receives from the society back to the society. Focusing on corporate social responsibility project in the fields of education, culture and arts, Borusan considers the contribution to the society as its duty while continuing to grow by creating value for the country.

The late Asım Kocabıyık, the Founder and Honorary Chairperson of Borusan, who contributed to the educational and cultural life of the country for many years, founded the Borusan Kocabıyık Foundation as the first step to carry out the activities under a corporate structure.

Adopting the philosophy of “Contribution to Society”, Asım Kocabıyık merged the Asım Kocabıyık Culture and Education Foundation and Borusan Sanat, established in 1997 under the roof of Borusan Kocabıyık Foundation in 2008 within the scope of social responsibility activities. With the establishment of Borusan Contemporary in 2011, the BKF expanded its fields of activity and continued to carry out social responsibility initiatives in the fields of culture, education, women’s empowerment, etc.

**BORUSAN
KOCABIYIK
VAKFI**

education



“

Within the scope of the “Support to Remote Education Project”, the Foundation delivered a total of 4000 tablets and computers to students, aiming to prevent the inequalities of opportunity deepened by the problem of access to remote education that emerged during the pandemic.”

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The Borusan Kocabıyık Foundation expanded its activities and project areas in 2021, taking into account the deepening of the existing problems in education and the inequalities of opportunity caused by the remote education policy during the COVID-19 pandemic quarantine.

Within the scope of the “Support to Remote Education Project”, the Foundation delivered a total of 4000 tablets and computers to students, aiming to prevent the inequalities of opportunity deepened by the problem of access to remote education that emerged during the pandemic.



The Foundation received 3931 applications for the 2021-22 fall and spring academic year scholarship program. Evaluating the magnitude of the need, the Foundation increased both the scholarship quota and monthly scholarship payments in line with the clear and defined conditions of its charter. The new academic year started with 237 scholarship holders.

In addition to providing financial support within the scholarship program, the “**Hep1İZ Support Program**” was launched to help the scholarship holders prepare for business life and to grow as better equipped individuals. With this program, scholarship holders who are financially supported are included in a platform where they can apply for various issues such as psychological support, healthy nutrition, legal counseling and medical information counseling. In addition, the scholarship holders were provided with a membership for storytel.com membership, an audio library program, to enable them to use their time effectively and to gain the habit of reading books. In this context, by evaluating the incoming requests, English education support was provided to students based on the level of the scholarship holders in the Hep1İZ Support Program. Moreover, a mentoring system was also implemented, including volunteers from Borusan employees.



education



Within the scope of the Borusan Music Scholarship, which has reached 38 scholarship holders to date, granting support for overseas education at the graduate level, 11 gifted musician candidates were supported in the 2021-2022 academic year.

Always prioritizing social benefit and strongly supporting social solidarity in Turkey's fight against COVID-19, Borusan implemented a new project. With the #AskıdaEğitimVar (Education on a Hanger) project launched in collaboration with the Askıda Ne Var (What's on the Hanger) social initiative platform, Borusan aims to support university students who have difficulties in accessing remote education. Under the project, Borusan provided university students with computers, internet

packages, online book subscriptions, mentoring and access to online education platforms so that they can continue their education without interruption, reaching almost 12,000 students. Erkan Kafadar, the CEO of Borusan Holding, and Borusan's senior management also voluntarily supported the project through career conversations with young people.

As Borusan Kocabıyık Foundation, the **#KonumuzSensin** (It's About You) project was designed with the support of the Group companies and the cooperation of the Askıda Ne Var Association, taking into account the increasing problems of university students in terms of accommodation and nutrition. Under this project, food and dormitory expenses of a total of 1,645 students were met for a period of one month.



education



In addition to other supports under various projects, the Borusan Kocabiyik Foundation also donated stationery and clothing as a New Year's gift to 750 disadvantaged children in 2021.

In 2021, more than 18,000 books were donated to the libraries of 139 schools across the country. Thus, the number of books donated to 607 disadvantaged public schools in 70 provinces in Turkey in six years reached 84,000. The books donated to educational institutions at different levels include children's books, world classics, fairy tales, novels, short stories, biographies and poems by local and foreign authors. The initiative continues under a long-term support program.



84

thousand books

The number of books donated to 607 disadvantaged public schools in 70 provinces in Turkey in six years reached 84,000.

To this day, the Borusan Kocabiyik Foundation carried out the construction of Borusan Otomotiv Zehra Nurhan Kocabiyik Primary School, Gemlik Borusan Primary School, Borusan Asım Kocabiyik Technical and Industrial Vocational High School, Kocaeli University Asım Kocabiyik Vocational School of Higher Education and Uludağ University Asım Kocabiyik Vocational School of Higher Education. Moreover, the BKF completed the restoration of Uludağ Faculty of Law, Afyon Faculty of Law, Uludağ University Gemlik Asım Kocabiyik Cultural Center, Asım and Nurhan Kocabiyik Teachers' Lodge, Zehra Nurhan Kocabiyik Girls' Dormitory and Asım Kocabiyik Boys' Dormitory, and the Library of Istanbul University Faculty of Economics. The Borusan Kocabiyik Foundation, deemed worthy of many awards with its construction and restoration projects, continued its support in order to meet the basic needs of these educational institutions and to improve their education levels, on a regular basis or on the basis of their needs, in 2021.



education



Kocaeli University Hereke Asım Kocabıyık Vocational School of Higher Education was merged with Hereke Vocational School of Higher Education and named Hereke Asım Kocabıyık Vocational School of Higher Education during the restructuring of vocational schools in 2019. Continuing its activities stronger than ever, Hereke Asım Kocabıyık Vocational School received the “EFQM Certificate of Recognized for Excellence 4-Star”. In this context, a new educational program, prepared and planned with the Turkish Society for Quality (KALDER), is implemented to help new educators and administrators reach the desired level.

Bursa Uludağ University Gemlik Sungipek Asım Kocabıyık Campus Student Center project, the most important project of 2022, was launched in August 2021 with a joint protocol with the Municipality of Gemlik and Bursa Uludağ University. Thus, when the project is completed, the university will gain lecture halls, library and social center, meeting the needs of the increasing number of students on the campus.

The support granted to the BHS Eco Team project carried out by the students of Borusan Asım Kocabıyık Vocational and Technical Anatolian High School (MTA) continued in 2021. The international student innovation competition, organized by Shell to encourage young people to design innovative energy-efficient vehicles, helps students manufacture vehicles to develop sustainable solutions for the energy needs of the future.

Moreover, the Foundation supported the works of the “4972 Borusan Robotics” and “7444 Ay Yıldız Robotics” teams formed by the students of MTA. The robotic teams, with a mission to participate in national and international robot competitions, have participated in numerous robot competitions in different categories and won many awards.

The Borusan Kocabıyık Foundation continues its membership and cooperation with the Education Reform Initiative (ERG) and the Third Sector Foundation of Turkey (TÜSEV). The Education Reform Initiative, of which the late Asım Kocabıyık was one of the founders, is an independent and non-profit organization that contributes to the structural transformation in education for the development of the child and society by creating quality data, constructive dialogue and common sense from different views. The Foundation is also one of the main supporters of the Third Sector Foundation of Turkey (TÜSEV), established by 23 leading non-governmental organizations, foundations and associations of Turkey to develop the legal, financial and functional infrastructure of the third sector.



education



The Borusan Kocabiyik Foundation continued its efforts to offer and expand Mellow Parenting positive parenting trainings in Turkey, which create behavioral change with the understanding that education plays a key role in ensuring social and individual health and preventing the increasing incidences of physical and psychological violence, neglect and abuse. In 2021, support for trainer and facilitator training was prioritized. The Mellow Parenting trainings were developed with scientifically proven methodologies in

different cultures and in countries with different development levels. By creating training opportunities through online adaptations, the impact and influence of the trainings increased during the pandemic. Moreover, the Borusan Kocabiyik Foundation continues to support the Günyüzü Platform, which aims to support scientific publications and develop joint projects with university students, and help the Platform gain a sustainable and institutional structure.



The Borusan Istanbul Philharmonic Orchestra (BIPO) met the music lovers with 11 concerts in its 21st anniversary. The Borusan Quartet gave eight concerts on both sides of the Bosphorus and hosted world-renowned musicians as well as award-winning Turkish virtuosi.

BORUSAN SANAT

Borusan Sanat carries out its musical activities through the Borusan Istanbul Philharmonic Orchestra (BIPO), an ensemble of the best musicians of Turkey, which is on its way to become one of the leading symphonic orchestras in Europe, Borusan Quartet, Borusan Children's Choir, Borusan Music House, Borusan Klasik radio, the home of online classical music, as well as borusansanat.tv, the online platform launched in January 2021 to enable the music aficionados to experience concert online.



Photograph: U. Özge Balkan.

Borusan Sanat also acts as the coordination center for Ertuğ & Kocabıyık Publications, a well-known publishing house publishing distinguished art publications that describe the rich cultural heritage of Anatolia and the recent history of Europe. Borusan Sanat opened the Borusan Music House, a performance stage, in 2010 to reach a wider audience. The venue hosted classical, jazz, world and new music concerts as well as dance performances and contemporary art exhibitions.

culture and arts

The Borusan Istanbul Philharmonic Orchestra (BIPO) welcomed the music lovers with 21 concerts in 2021 with 17 concerts broadcast live on the online radio Borusan Klasik and then at borusansanat.tv. As of October 2021, the BIPO performed four concerts for an audience at Zorlu PSM Turkcell Stage. In addition, borusansanat.tv, a platform that carries the concert experience to digital, broadcast 32 concerts by the Borusan Istanbul Philharmonic Orchestra, Borusan Quartet and Borusan Music House as well as pre-concert talks throughout 2021.

In 2021, the concerts were conducted by Güler Aykal, Patrick Hahn, Sascha Goetzel, Alexander Liebreich, and Domingo Hindoyan. The BIPO also welcomed star soloists such as Katia & Marielle Labèque, Bryce Dessner, Alice Sara Ott, and Pablo Ferrández. Borusan Quartet performed two concerts at Kadıköy Municipality Süreyya Opera in 2021 during the season.

Borusan Sanat continued to offer new experiences to the audience with Borusan Music House in 2021. This year, 10 concerts were organized with an audience. Moreover, there were two concerts without audience, which were broadcast later on borusansanat.tv.





In 2020, Borusan Sanat suspended its physical concerts due to the measures taken against the global pandemic, and implemented a series of projects in order to protect the health of the artists, audience and employees and preserve the artistic level of the orchestra. As part of these projects, the online radio Borusan Klasik continued to broadcast live concerts while various recorded concerts were later published at borusansanat.tv. As of October 2021, Borusan Sanat started to offer concerts at Zorlu PSM Turkcell Stage for an audience with half capacity. Moreover, Borusan Sanat's concerts reached a wider audience, completely free of charge, on Borusan Klasik and borusansanat.tv.

Borusan Sanat also actively used Borusan Klasik radio in line with the conditions of the period. The second of thematic program called "BIPO Marathon" at Borusan Klasik hosted the recordings of the most popular concerts by the BIPO every day between December 29, 2021 and January 2, 2022. The "BIPO Marathon-II" reached the audience with five concert recordings. The thematic program was highly appreciated by the music lovers.

Borusan Sanat also offers the collectible books of Ertuğ & Kocabıyık Publications to book lovers with big discounts before the concerts with an audience. Borusan Sanat participated in the 49th Istanbul Music Festival in 2021 with its BIPO Focus series. The first of these concerts welcomed the Borusan Quartet and the clarinet virtuoso Paul Meyer. In the second event, the BIPO and the world-famous accordionist Martynas Levickis performed a tribute concert to Astor Piazzolla.

Borusan Sanat aims to continue these projects in 2022.



Photograph: U. Özge Balkan.

Borusan Contemporary's website, social media accounts and the "Water Reverie Exhibition Route", which was specially designed for the latest collection exhibition, "Water Reverie", were accessed a total of 101,761 times in 2021.

BORUSAN CONTEMPORARY

Since September 2011 Borusan Contemporary, as an affiliate institution of the Borusan Kocabiyik Foundation, a subsidiary of Borusan Holding, contributes to the cultural life of Istanbul and to society.

By exhibiting the Borusan Contemporary Art Collection, which has a history of 30 years, in Yusuf Ziya Pasha Mansion, also known as "Perili Köşk" (Haunted Mansion), one of the iconic structures of Istanbul, the Foundation introduced a unique art institution to the cultural scene of Istanbul.



Sculpture: Jamie Salmon, *Asım Kocabiyik*, 2017. Borusan Contemporary Art Collection. Photograph: Hadiye Cangöğçe.
Wall installation: Jerry Zenuik, *Istanbul Wall Painting*, 2007. Borusan Contemporary Art Collection. Photograph: Hadiye Cangöğçe

Active for 10 years with sustainable programs such as exhibitions, events and educational activities that include New Media art and site-specific installations, Borusan Contemporary continued to meet with the art audience through digital platforms in 2021 despite the challenging conditions of the COVID-19 pandemic.

culture and arts

In 2007, Yusuf Ziya Paşa Köşkü was leased and renovated by the Borusan Group. The Group uses the building as its headquarters. As the building was designed as an office space, exhibition areas and training rooms were integrated into the office infrastructure, thus providing the audience with an interesting corporate art center experience. Borusan Contemporary's main activities consist of preparing selections from the artworks in the Borusan Contemporary Art Collection and temporary exhibitions focusing on the New Media art, organizing events with guest curators and artists included in the collection, increasing the recognition of Turkey's natural and cultural heritage at international level with the regular commissions to artists, supporting the fields of art writing and contemporary art theory and publishing in these fields to create the memory of art in Turkey; and organizing educational programs for children.

Borusan Contemporary hosted various digital presentations in 2021. Borusan Contemporary's website, social media accounts and the "Water Reverie Exhibition Route", which was specially designed for the latest collection exhibition, "Water Reverie", were accessed a total of 101,761 times in 2021.



For the first time, a 360 degree virtual exhibition tour was created for the Water Reverie exhibition, which was experienced by the audience through various digital presentations in March 2021. This tour was supported by the "Digital Audio Guide" prepared in Turkish and English. The virtual exhibition tour was made available to the audience on the website of Borusan Contemporary, which was used as an exhibition space. In 2021, Borusan Contemporary's website was visited 23,768 times.

Frank Thiel, *Perito Moreno #01*, 2012-2013. Borusan Contemporary Art Collection.
Photograph: Hadiye Cangöke.

culture and arts

In addition, a desktop experience inspired by South Korean photographer Boomoon's work titled Bosphorus Fish Play No. 8, exhibited in the Water Reverie exhibition, was presented to the audience on the exhibition page on the website. The presentation was experienced 749 times. The "Digital Exhibition Guide" prepared specifically for the exhibition and offered on the exhibition page was used for a total of 1,349 times.

The virtual reality experience, inspired by the same work of Boomoon, was made available to the audience on Borusan Contemporary's YouTube account to be experienced on a desktop or with virtual reality glasses. The presentation was visited 986 times. Another presentation based on Bosphorus Fish Play No. 8 was a projection installation projected under the balconies on the exterior of Perili Köşk. The installation was able to be enjoyed by those passing by Perili Köşk and played an important role in bringing the exhibition to the public space.

In addition to the projection installation on the exterior of Perili Köşk, the presentations in the public space were expanded with the video selection displayed in parallel with the exhibition on a screen placed in the showcase of Borusan Music House building on Istiklal Street, and the "Water Reverie Exhibition Route" mobile app supported by Augmented Reality technology specifically for the exhibition.

Works from the exhibition were digitally hidden along the coastline between Kuruçeşme Park and Emirgan Woods, and were presented to be experienced by the audience on this route through the application. The application available for iOS and Android has been downloaded 844 times on iOS devices.



Markus Weggenmann, *Painting #294*, 2007. Borusan Contemporary Art Collection. Photograph: Hadiye Cangökçe.

culture and arts

Finally, a bilingual exhibition book, in Turkish and English, was published for the exhibition Water Reverie, which was mostly transferred to digital media. Along with the photographs documenting the placement of the works, Edip Cansever's poem that inspired the exhibition was presented to the readers in English for the first time with this publication.

As part of its collaborations with cultural institutions, Borusan Contemporary presented a selection of collections called Moving Memories at the Cocoon by CIF art center located in Fişekhane of the Contemporary Istanbul Foundation. The exhibition, including 17 works from the Borusan Contemporary Art Collection, was open to visitors between May 27 and August 12, 2021.

In addition, Borusan Contemporary participated in the Contemporary Istanbul art fair between 1-6 June 2021 with Kathrin Stumreich's installation titled Sovereignty

In cooperation with Hisar Schools, a collection exhibition titled the Breath of the World was open to visitors between September 6, 2021 – January 30, 2022, in the cultural center of the school, especially for students and parents.

For the 212 Photography Istanbul festival, held between October 1-11, a photo selection compiled from the Borusan Contemporary Art Collection and titled Another Apocalypse is Possible, was exhibited at the festival venue in Akaretler Sıra Evler.

In 2021, two children's workshops were organized online and published on Borusan Contemporary's YouTube account. The workshops titled "I'm Making My Artist Robot" and "Stencil Workshop" organized for April 23 National Sovereignty and Children's Day were viewed 3,978 times.



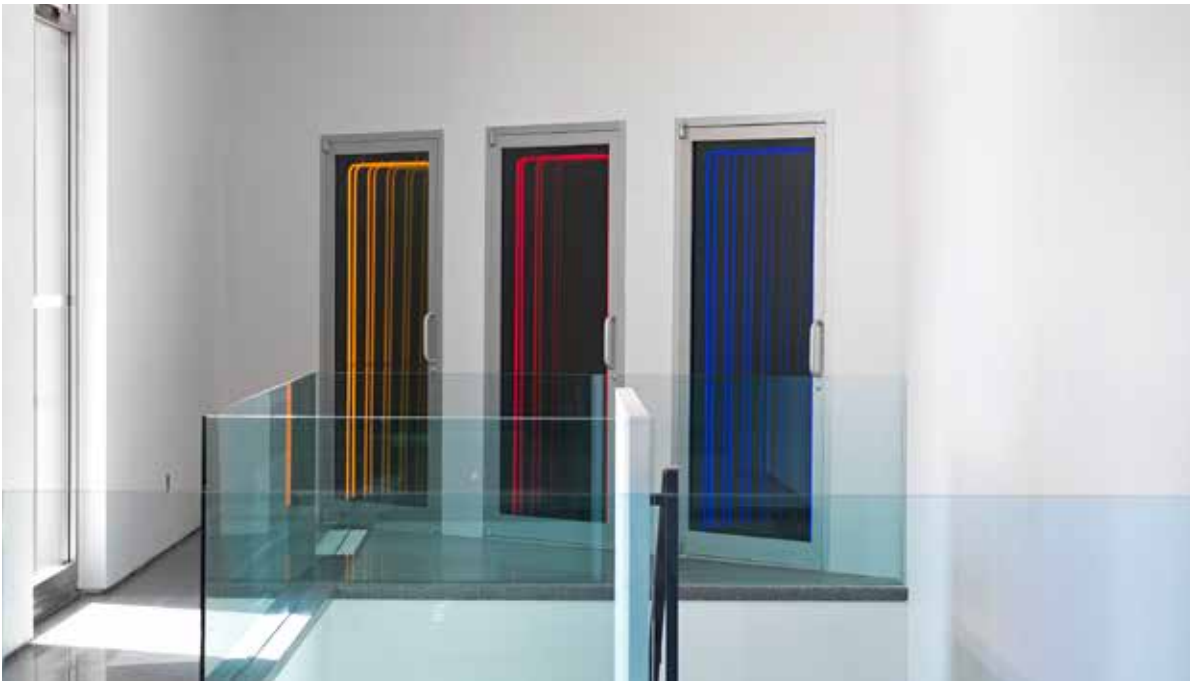
Tatsuo Miyajima, *Counter Skin in Recklinghausen*, 3, 4, 5, 6, 9, 2008. Borusan Contemporary Art Collection. Photograph: Hadiye Cangökcü.

culture and arts

Launched in July 2018 in order to create new ideas on New Media Art by Borusan Contemporary, Borusan Contemporary Blog continued to expand with new contents and reached 34,722 art readers with 21 contents in 2021. Thus, the blog has reached a total of 134,100 art readers since its launch. Borusan Contemporary Blog regularly features texts focusing on collections and exhibitions, readings of artworks, and interviews with artists and curators. With the aim of contributing to the development of Media Art literacy, Borusan Contemporary Blog is designed to develop artistic and curatorial perspectives as well.

Borusan Contemporary's temporary and collection exhibitions (Üvercinka, Bill Viola: Impermanence, Universal Everything: Fluid Bodies, Mika Tajima: Æther and a selection from the Borusan Contemporary Art Collection) on Google Arts & Culture platform and Borusan Contemporary Art Collection works were accessed by 40,692 people in 2021.

Moreover, the Borusan Contemporary Art Collection commissions numerous local and foreign artists to create new artwork. Through the commissions for creating projects and artworks, the eminent international representatives of contemporary art create artworks that will illuminate, document and promote the discussion of Turkey's cultural heritage and current problems. These artworks provide opportunities for cross-cultural transition and reinterpretation, developing a new perspective to cultural assets with historical value.



Iván Navarro, *Shortcuts*, 2005. Borusan Contemporary Art Collection. Photograph: Hadiye Cangökçe.

culture and arts

The Borusan Contemporary Art Collection was represented in the Art In The Times of Ecological Disruption, prepared for publication in 2021 by the International Association of Corporate Collections of Contemporary Art (IACCCA), with Edward Burtynsky's Oil Fields #19A & #19B (2003) and Rice Terraces #3A & #3B, Western Yunnan Province, China, Diptych (2012). The publication can be downloaded free of charge from the IACCCA website.

Borusan Contemporary continued its activities in 2021 and presented its collection works to the art lovers through digital presentations and collaborations with other cultural institutions.

It is a rare occasion to witness corporations willing to share their headquarters with the public. Borusan Contemporary opens the doors of Perili Köşk to art lovers on weekends, thus proving the importance bestowed on transparency by the Borusan Group. In this direction, Borusan Contemporary works to reopen the exhibition spaces to physical visits in March 2022.

Aware of the importance of culture and arts in society, the Borusan Group aims to improve the interest of public on arts and expand their access to culture through Borusan Contemporary.



Ruby Anemic, *No Guts No Glory*, 2013. Borusan Contemporary Art Collection. Photograph: Hadiye Cangöke.

women's empowerment



Since 2012, Borusan has considered the solution of gender inequality as a priority social responsibility area. To this end, the Holding develops internal corporate policies to support its female employees and eliminate gender discrimination. Borusan also carries corporate activities to provide infrastructure and financial support to increase women's participation in professional life.

As one of the signatories of the UN Women's Empowerment Principles (WEPs), Borusan was invited to become a member of the UN Women's Empowerment Principles Leadership Group in 2015. The group consists of members including academics, international non-governmental organizations, labor organizations, women's organizations and business world representatives. Borusan is proud to be the first Turkish company to join the Group.

MY MOM'S JOB IS MY FUTURE

"My Mom's Job Is My Future" is one of the important projects launched by Borusan to ensure women's empowerment.



Research shows that childcare is one of the biggest obstacles against women's employment in Turkey and the world. "My Mom's Job Is My Future" is a long-running project carried out to meet this need. The project is carried out in collaboration with the Ministry of Family and Social Policies, and the Ministry of Science, Industry and Technology.

Under the project, crèches and daycare centers for children aged 0-6, each with a capacity of 75 students, are constructed under the name "Borusan Neşe Fabrikası" (Borusan Joy Factory) in organized industrial zones throughout Turkey. Under the project, the Borusan Joy Factories are opened in Adıyaman, Afyonkarahisar, Malatya and Balıkesir. In 2020, Borusan supported the construction of an annex to the crèche of the Joy Factory in Balıkesir. In 2015, the "My Mom's Job Is My Future" project received awards in the social responsibility category in the TİSK awards and the Golden Compass Public Relations Awards organized by the Turkish Public Relations Association.

women's empowerment



BORUSAN PROJECTS SUPPORTING GENDER EQUALTY

Borusan established the “Equal Borusan – Social Equality Platform” in November 2015 to adopt and embrace gender equality at the corporate and individual levels. The platform aims to obtain concrete results for a wide range of gender equality issues from human resources policies to communication and awareness. The Equal Borusan Platform published the “Guide to Avoid Discriminatory Language and Behaviors in the Work Place” in collaboration with the Gender and Women’s Studies Research Center at Kadir Has University. The guide particularly included discriminatory expressions and behaviors based on gender common in everyday business life. Gender discriminatory expressions in workplace such as “like a man”, “smart like a man”, “miss manager”, “woman’s job”, “man’s job” as well as condescending expressions regarding age and generation differences such as “dinosaur”, “old-fashioned”, “newbie”, “new born”, “Y-generation” were included in the guide along with their non-discriminatory equivalents. The initiative also included specially-designed posters displayed in offices and other Borusan working environments. Moreover, a video titled “Love Begins with Language,” featuring Borusan employees, was prepared and published on the Borusan corporate website on February 14, 2017 for Valentine’s Day to draw attention to the issue of gender discrimination in the workplace.

The “Call out Sexism” campaign followed this project in 2018. To this end, a video was released on March 8, International Women’s Day. The video published with the hashtags “Love Begins with Love” and “Call out Sexism” drew attention to sexist language and behaviors as well as issues caused by a culture of sexism. The campaign was also used to attract attention to common sexist expressions such as “This is not a woman’s job,” “Are you a feminist?” and “What don’t you wear make-up?”



women's empowerment



GENDER GLASSES

As Borusan, we attach great importance to gender equality. We aim for a world where gender equality is ensured and women and men are fully equal and stand side by side. We established the Equal Borusan platform in 2015 for this purpose.

On March 5, 2020, in parallel with the Equal Borusan Commitment, we launched the Gender Glasses program. With the program, we set targets for female employment and female manager ratios, presenting the Gender Glasses as a guide. The main aim of the program is to evaluate the institutional processes in terms of gender equality implications and to question the perspective deeply.

As part of the Gender Glasses program, Borusan provides nursery and care assistance to its female employees. We provide a monthly net support of TRY1,000 to all our female employees, including the factory, field and office, who have children aged 0-66 months. This amount, which covers all Group companies, will be increased every year in line with the inflation rate.

Moreover, we increased the legal maternity leave from one week to two weeks for all our male employees in order to strengthen the support given by fathers to mothers during the birth and to allow them to spend more time with their children.



women's empowerment



BORUSAN GROUP WOMEN LEADERS SUPPORT PROGRAM

The Borusan Group launched the “Women Leaders Support Program” to ensure gender equality, support leader development, and to support inspiring leaders with determined policies at all levels. With the project, under the Leadership Faculty, it is aimed to ensure that women leaders become better equipped and climb the administrative ladder by breaking the glass ceilings, to encourage the coexistence of different perspectives and to increase the representation of women in the senior management.



During the program, four different development modules were presented via the online platform. Two group coaching sessions were planned to reinforce the learned information and implement the planned actions. A total of 28 people participated in the project, launched to support inspiring women leaders at all levels. Almost 90% of the participants were satisfied with the program. Under the program, 504 hours of development investment support was provided to women leaders.

women's empowerment



BORUSAN GENDER EQUALITY AND DOMESTIC VIOLENCE GUIDE

As part of our gender equality projects, we launched a strong communication campaign to raise awareness in this area on the 25th of November, the International Day for the Elimination of Violence against Women. To this end, we published our Borusan Gender Equality and Domestic Violence Guide. The guide contains research-based data and important, vital information. As Borusan Group, we defined support mechanisms covering all our companies.

On the 25th of November, the International Day for the Elimination of Violence against Women, with the film “Can’t Talk”, shot as part of the Open Your Eyes campaign, the common problem of many women who are subjected to psychological, physical, sexual or cyber violence in all parts of society and who cannot express their experiences was discussed. While reminding once again how difficult it is for a woman who is subjected to violence to express what’s happening and ask for help, everyone was invited to raise awareness on this issue. The Equal Borusan Workshops were designed to improve equality in all areas of life. The workshops aim to increase both individual and institutional awareness of diversity and equality and to create a more inclusive culture. In the workshops held for Borusan leaders, the Equal Borusan committee members and human resources teams, the focus was on evaluating HR processes with an perspective of equality and diversity. Recruitment, promotion and development processes were discussed and development action plans were created. The satisfaction rate of the employees who have participated in the workshops to date is 94%. In addition to these works, as of June 1, 2021, one week has been added to the legal one-week Paternity Leave, increasing the total leave period to two weeks. Fathers with newborns can combine this leave with the legal period, if they wish, or they can use it whenever they want within one month from birth. Moreover, all employees with children aged 0-6, regardless of gender, are provided with special discounts for their children’s education or development programs in certain kindergartens or nurseries/day care homes.

Throughout 2021, the BKF continued to work to ensure that women live on equal terms with men, in both their business and personal lives. Firstly, the “Life is Equal” event, broadcast live on the Solidarity Support Platform, was held on March 8, International Women’s Day. The Life Is Equal event welcomed many women who followed her dreams, fought for this cause and achieved success, such as , Göksu Üçtaş Şanlı, who won the silver medal in the European Gymnastics Championship, Selin Rudar Kapak, one of the youngest pilots of Turkey, Nisan Ak, one of the youngest female conductors of Turkey, and Lale Orta, the first female referee with FIFA license. Saying “Our dreams, rights, responsibilities and jobs are equal”, the women shared their challenges, excitement, dreams and hopes with the participants.

women's empowerment



Borçelik, a Borusan Group company, launched the “No Job too Tough for Women” project to emphasize that women can perform any job in the male-dominated heavy industry. Thus, Borçelik pioneered a first by employing women in the flat steel industry. Under the project, female applicants received technical trainings such as overhead crane operator certification program as well as 250-hour comprehensive trainings like personal development and mentor-mentee program. As a result of the program, 26 women who completed trainings were employed in different jobs, and Phase 2 studies of the “No Job too Tough for Women project started.

In order to prove that women can work and be successful in the metal industry, one of Borusan's fields of activity, and to increase the rate of women employees, On-the-Job Training Programs organized in cooperation with the Turkish Employment Agency (İşkur) were offered to high school graduate female candidates. Moreover, the social areas at Borusan Mannesmann factories were made suitable for women. The initiative aims to increase the rate of women employees to 10%. To this end, the rate of women employees increased to 6% 2018 from 3% in 2017.

Breastfeeding rooms were renewed at Borusan Mannesmann, thus making the breastfeeding rooms in factories more hygienic, more comfortable and safer for working mothers who gave birth and returned to work. In addition, with the project “This is the Equality Field”, it is aimed to increase the number of women employees in the factories. To this end, a candidate pool was created in order to meet the staff needs of the production and quality departments in the Gemlik factory with women employees. In the Halkalı factory, women employees were hired for the vacant positions in the quality department.

In Borusan Automotive Group, priority was given to women candidates during the Service Consultant employment process. With this vision, 50% of the Service Consultant position that was open was filled with women candidates. Moreover, in order to support works on equality within the company, the “Women Got the Key” project was implemented and seven female technicians started to work within the Borusan Automotive Group.



women's empowerment



Borusan Holding operates microfinance branches to support female entrepreneurs. The first Microfinance Branch was opened in 2009 in Afyonkarahisar, the birth place of the late Asım Kocabıyık, the Founder and Honorary Chairperson of Borusan, before his passing away. The second Microfinance Branch was opened in 2013 in the Gemlik district of Bursa, which houses a large industrial campus and the port of Borusan Holding.

The two microfinance branches established by Borusan provided a total of TRY8 million in loans to 3,500 women active in various business lines from bakery to hairdressing, from food to handcraft.

Thanks to the strategy prepared in 2021, Borçelik carried out the communications for the projects implemented in gender equality since 2015 and the actions implemented since January 2021. Borçelik successfully communicated special days such as Women's Day, Mother's Day, Father's Day, and 25 November the International Day for the Elimination of Violence against Women, increasing the visibility of its works and raising awareness on gender equality. Within the scope of work-life balance support, maternity packages were distributed to employees who gave birth in 2021 and who were pregnant. Awareness events were organized with various stakeholders. Under the BUIKAD Punctuation Project launched by the Bursa Businesswomen and Executives Association (BUIKAD) to prepare female students for business life, trainings, online interviews and department presentations were held with the support of volunteer employees by meeting with 31 female students. At Youthall – Inspiring Women Career Summit, Hafize Çetinel, member of the Executive Board and leader of Equal Borusan Borcelik Committee, talked about the works carried out in this field. With the Optimistic Older Sister Collaboration, a box including olives, olive oil and olive soap produced by the women's cooperatives in our region was prepared as part of the 2022 New Year's gifts, supporting women's cooperatives and local producers.

volunteering



BORUSAN OCEAN VOLUNTEERS

As an institution that has prioritized social benefit and has made it an integral part of its corporate culture, we attach great importance to volunteering activities. With this approach, we have been working with thousands of volunteers for 12 years under the umbrella of the Borusan Ocean Volunteers Platform. In line with our sustainability focus areas (people, climate and innovation), we reach those in need and try to build a society we want to live in. We shape our volunteering activities according to the needs of our society.

After the tragic forest fires in 2021, we increased the scope of our afforestation efforts. With the power of unity, we established the Borusan Wildlife Support Fund. We granted a support of TRY700,000 in order to relieve the pain of the fire disaster to some extent and to meet the needs of non-governmental organizations in the region. With the Social Market project, we supported three villages damaged in the fire and met the needs of the villages from the local tradesmen. We are working to contribute to providing psychosocial support to 90 people who participated in fire extinguishing activities with the Help To Those Who Help project.

Under the leadership of Borusan Mannesmann, one of our group companies, the Borusan Ocean Volunteers prepared a special fairy tale book for children. As a result of seven-month work, we prepared a book titled "Tales from Borusan", which were all written by the employees of the Group companies, and donated 300 books to the Bütün Çocuklar Bizim Association (All Children are Ours).

Within the scope of the Zero Waste Blue Project at Borusan Port, we launched the Bottom Cleaning project in order to reduce the pollution on the seabed and to prevent the pollution on the coastline through awareness raising activities. As a result of the work carried out in the Gulf of Gemlik 2700 kg of waste was collected and sent to licensed waste collection companies.

With the participation of Borusan EnBW Energy sustainability volunteers, the Lilium Martagon Sultan Lily Biodiversity project planted flower bulbs in 2021. Moreover, within the scope of the Bird House and Bat Perches project, the houses and perches, which were prepared by Gönen Chamber of Commerce Vocational and Technical Anatolian High School students, were painted by Borusan EnBW Enerji employees as determined by ornithologists. The aim of this project is to increase bird and bat populations in forest areas, thus balancing the insect population thanks to these species that feed on insects that damage trees and helping trees stay healthy.

