WORLD OF nurol

"World of Nurol" Turning...

ISSUE 33



Interview
General Manager of
Nurol Teknoloji Selim Baybaş

Nurol Teknoloji
Proven itself in combat conditions in Turkey, Ballistic Ceramic manufacturer and protective solutions leader

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NUROL

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NUROL | CHAIRMAN'S MESSAGE

Dear Readers,

As Nurol Group, we owe our decisive and strong progress in the six sectors in which we have been operating for over 55 years to our adaptation to changing global dynamics and working with our internal and external stakeholders with the principle of "always for the better."

As we all know, one of the most significant concerns facing mankind is sustainability. In today's rapidly changing world, we have taken significant measures to strategically adopt sustainability, which has emerged as a top agenda item for every organization that wants to survive and create value in the future, across all our companies. We will continue to involve all our employees, stakeholders, and our ecosystem in our future initiatives.

We base our corporate strategies on sustainability principles and believe that such principles will lead to a brighter future.

As Nurol Group, the main objective of all our companies since the day they were founded is to minimize the environmental impact of all operations, to improve the quality of life of our employees, consumers, and customers, and to secure them against potential risks. When we look back, we are pleased to see that we have not only created economic value with all the projects we have completed but have also provided social and environmental value to our homeland.



"Supporting education is our top priority in line with the value we place on sustainable social development."

With the members of the Nurol Group Sustainability Committee, we carry out sustainable transformation initiatives in all our companies by regularly evaluating environmental and social sustainability elements. We have been able to quickly adapt to the requirements of our stakeholders thanks to our efforts prioritizing digital transformation and transition to a low-carbon economy.

As Nurol Holding, we prioritize corporate social responsibility initiatives for a better world without straying away from our core business activities, and we continue to provide social benefits, especially through the initiatives we carry out in the field of education.

Together with all members of the Nurol Family, we are a solution partner to all our stakeholders also for social and communal aspects in the best way possible. Additionally, as we implement our projects, we add value to the environment, local economy, and communities in the relevant regions.

I would like to mention some of the successful initiatives we have undertaken as an industry leader in several fields.

Supporting education is our top priority in line with the value we place on sustainable social development. We are confident that the Erol Çarmıklı Anatolian High School opened by TÜMAD in Lâpseki, Çanakkale will raise young people who will shed light on the future. TÜMAD continues to contribute to the development of the region by offering qualified labor force training to the locals through its local employment strategy in line with the principles of sustainable development.

Ejder TOMA, designed and manufactured by Nurol Makine as a completely domestic and national vehicle, took part in providing security for the FIFA World Cup 2022 in Qatar, while Yörük 4x4 protected world leaders during the G20 Leaders' Summit in Indonesia.

The rooftop Solar Power Plant (SPP) we built at Nurol Teknoloji Gölbaşı Campus started to attain environmentally friendly production, achieving a significant portion of the energy required from the sun at low costs at the end of 2022. The "Sen Ol" internship program keeps offering university students the digital age skills they need to build a sustainable future in addition to their professional skills.

With the awareness that renewable energy is the greatest legacy of the future, Nurol Solar continues to work with the engineering expertise required for energy systems.

A sustainable future and zero waste awareness has been ingrained in the corporate culture of all our companies along with technological advancements. The "Zero Waste for the Future" exhibition, which features imaginative works created by children aged 7-14 at FNSS, is a good example of how we have cultivated a sustainability culture from the core.

Nurol Construction once again took its place in the " Engineering News Record (ENR)" list. As part of the "Climate Ambition Accelerator Program" led by the Global Compact, Nurol Construction prioritizes Greenhouse Gas Emissions Management and activities to measure and reduce Scope 1, 2, 3 emissions.

I am pleased to share with you the activities performed by our companies in this new issue, and I would like to thank all our stakeholders and the wonderful Nurol Family for their contributions to our journey.

Kind regards,

Nurettin ÇARMIKLI
NUROL Holding Chairman of the Board

OUR COMMON FUTURE - GREEN GROWTH

While human beings have acted in accordance with nature and shaped their life activities according to environmental conditions for centuries since their existence, this process has been completely reversed with the industrial revolution. This situation has gradually led to the irreversible deterioration of the natural balance of the environment, which is indispensable for all living things. Since the 1950s, technological developments, rapid urbanization and the problems created by population growth have shifted the attention of humanity to the environment and its relations with this environment. By the 1970s, humanity, which had realized the damage it had caused to nature, began to search for new solutions. In these years, the problems of deterioration of ecological balance and pollution of the environment came to the agenda and these problems led to the formation of some environmentalist movements. As of today, environmental problems have become a global problem not only for countries but also for the world.

The current state of our planet is undergoing unprecedented change. It seems impossible to envision the years to come. We are faced with a fragile economy and an out-of-control climate, poverty engulfing half the world, limited natural resources, endangered species, population explosion, hunger, drought, etc. All of these factors increase environmental problems such as air, water, and soil pollution, and brings with it unavoidable and irreparable natural disasters.

The realization of environmental disasters and the discussion of the limits of growth and the emergence of the concept of sustainable development as a result have contributed significantly to the importance of the 1980s on the environment. Environmental and economic problems such as the financial and economic crises that started in the US in the early twentieth century, and the subsequent global financial and economic crises, and climate change have led to the emergence of concepts such as green growth, green economy,



low-carbon economy, sustainable production, and consumption within the framework of sustainable development. Among these concepts, green growth is thought to contribute to environmental sustainability while contributing to economic development, income growth, employment, and poverty reduction. In this respect, it has become inevitable for all countries to use their resources in the most optimal way, in other words, to achieve the highest output by reducing or keeping their inputs constant.

Green growth is a new and different growth perspective that will enable socio-ecological transformation for countries. It is the promotion of economic growth and development on which human welfare is based and the provision of resources and environmental services to ensure the continuity of natural assets. Green growth is a growth process that can be applied according to the changing geographical and environmental conditions of countries, minimizes ecological risks, and considers future generations without harming the environment. In this context, it is increasingly recognized as a way to sustain economic growth and development while preventing environmental degradation, biodiversity loss and unsustainable use of natural resources. Building on existing sustainable development initiatives in many countries, green growth aims to identify cleaner sources of growth, including new green industries, business, and technology development opportunities, while managing the structural changes associated with the transition to a green economy.

Our country should increase its measures without delay, plan its investments and expenditures for green growth based on the sustainability of its natural resources and economic, social, and environmental development in all sectors, create new sources of financing for green growth, and encourage R&D studies for green growth.

Humanity has to protect the ecosystems that support life on earth and create common-sense societies that are at peace with nature and with themselves. Green growth, which is accepted as an important tool both in terms of struggling against climate change and environmental threats and ensuring the balance between environmental protection and economic growth, is expected to increase employment and income by creating new job opportunities through sustainable production practices, changing consumption habits, energy efficiency and the use of renewable energy.

Green growth, which is based on the concern of leaving a livable world to future generations, where economy, environment and society are maintained in a balanced manner, and which is created by an understanding that respects human beings, stands before us as a compulsory path that each of us should follow.

With love and kind regards,

Meral Sarı Ceylan



NUROL | TÜMAD

Special Painting Competition for April 23 Celebrations

The children of the three neighborhoods of İvrindi Değirmenbaşı, Küçükılıca and Karadere were given holiday gifts after the performances of the students at the April 23rd National Sovereignty and Children's Day celebrations.

To emphasize the meaning and importance of April 23rd, a painting competition on "Mining through Children's Eyes" was organized, and students were interviewed about mining.



Foot Health Screening and Ergonomic Working Environment Campaign

In line with the requirements of the Occupational Health and Safety Management Plan, TÜMAD, which always prioritizes protecting the health of its employees, carried out a study to improve foot health, comfort, and ergonomic conditions. The feet of the employees of the İvrindi Mine Site were analyzed with a scanning device consisting of five thousand micro sensors and personalized insoles were distributed. In this way, it is aimed to prevent back and spine disorders by distributing the load of the body along the soles during the shift.



“Hand Safety Campaign” Launched

As part of our continuous improvement efforts in our Occupational Health and Safety practices, a hand safety campaign was launched to increase the hand protection awareness of our employees.

With our project, we printed our handprints on pallets and signed a commitment to “protect our hands while working” under our handprints



Events Organized in Cooperation with Edremit Bay Celiac Association

In line with the requirements of the Community Health and Safety Management Plan, we communicated with the Edremit Bay Celiac Association for celiac patients in the neighborhoods where we work, and received information about the issues that patients should pay attention to. In addition, informative activities on Reconciled Life with Celiac were organized for the patients.

TÜMAD Public and Community Relations Department employees also participate in World Celiac Day events and provide gluten-free products to our stakeholders with celiac disease at different times and small surprises on special occasions such as holidays and birthdays.



Erol Çarmıklı Anatolian High School was Opened

TÜMAD added a new one to its sustainable social development projects in Lapseki District of Çanakkale Province. Erol Çarmıklı Anatolian High School with 16 classrooms and a total area of 6,357 m^2 was built and delivered to the Ministry of National Education in the 2022-2023 academic year. The school has 16 classrooms with a capacity of 34 students each, 1 music room, 1 art room and a library, as well as 1 chemistry, 1 physics and 1 biology laboratory. We are happy to present our school, equipped with the latest technologies from seminar and sports halls to classrooms, to 340 students.



Fidanlar Ağaç Olsun (Saplings Become Trees) Project

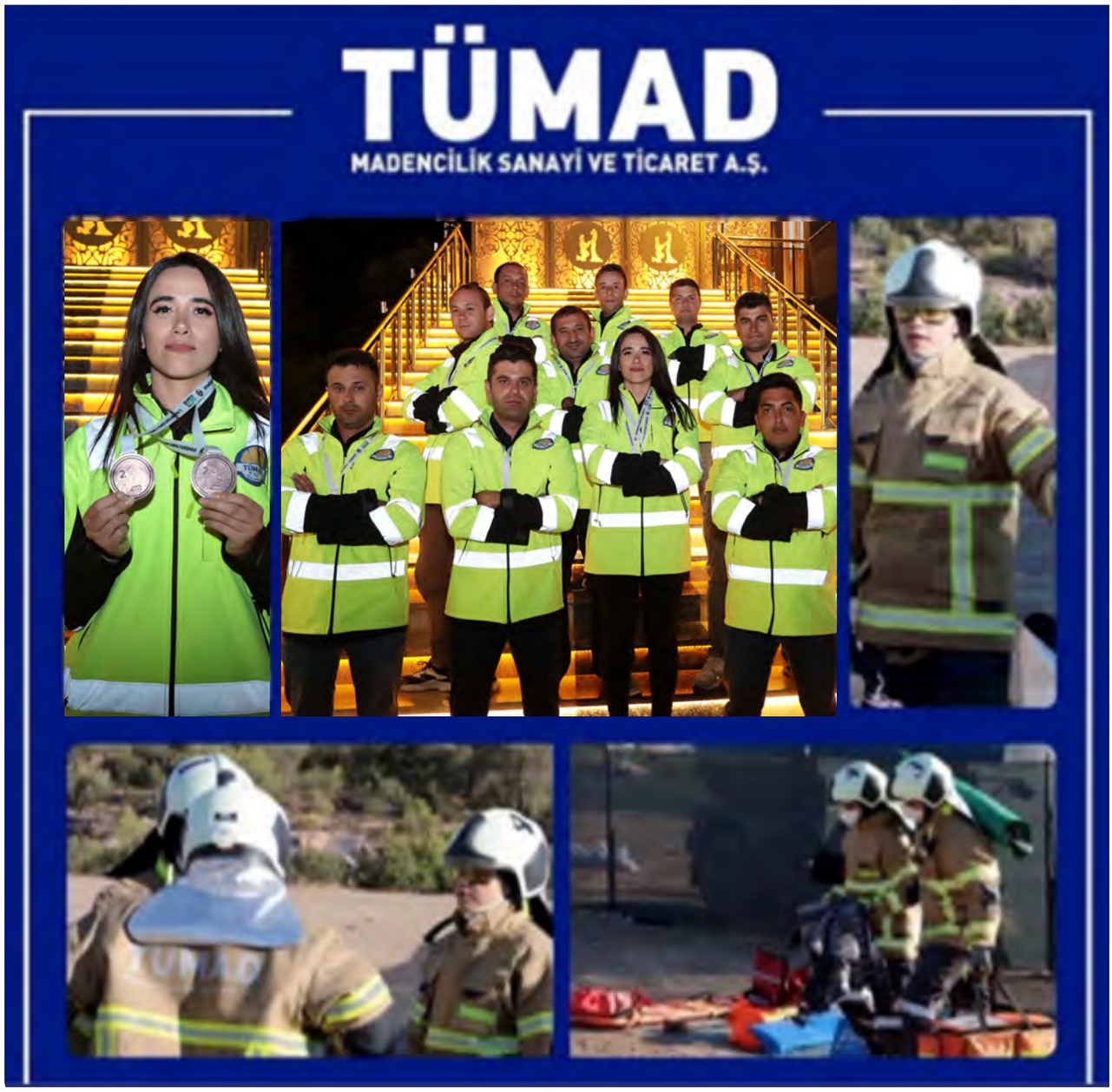
Within the scope of Community Development Projects, cooperation was established with İvrindi and Burhaniye District Directorates of Agriculture to support agricultural production, diversify and improve livelihoods. Following the identification of cultivable-plantable vacant lands in Değirmenbaşı, Küçükılıca and Karadere Neighborhoods with the project, agricultural awareness trainings were completed by the experts of the District Directorate of Agriculture. A total of 15,395 saplings (7,151 walnut, 3,774 chestnuts, 4,470 almond) were distributed to 330 households and planted. Its contribution to household incomes through regular monitoring started to be monitored by TÜMAD Community Relations Department.



Second Inter-Mine Rescue Competition was Held

We participated in the 2nd Mine Rescue Competition organized by the Turkish Miners Association with a team of 9 people from TÜMAD Lapseki and İvrindi Gold Mines to provide trained and ready manpower to support institutions such as AFAD and fire brigade in emergencies that may occur in our country.

Among the new participating mines, we won first place in the “Best New Team” category. Additionally,as the only female rescuer in the competition, our first female rescuer in our team was also awarded the “Competition Special Award” for her success in the modules.



Minister of Industry and Technology Mustafa Varank's Visit to Lapseki Gold Mine

Minister of Industry and Technology Mustafa Varank, Governor of Çanakkale İlhami Aktaş, AK Party Group Deputy Chairperson Bülent Turan, Chair of the Commission on Agriculture, Forestry and Rural Affairs Yunus Kılıç and AK Party Çanakkale Deputy Jülide İskenderoğlu visited our Lapseki Gold and Silver Mine owned by TÜMAD Madencilik A.Ş. on July 27, 2022, and made inspections.



Oğuz Çarmıklı, Vice Chair of the Board of Directors of Nurol Holding, Gürhan Çarmıklı, Member of the Board of Directors of Nurol Holding, and Hasan Yücel, General Director of TÜMAD Madencilik A.Ş. were present during the visit of the esteemed Minister and Distinguished Guests to our Lapseki Gold Mine. Stating that TÜMAD is one of Türkiye's most important gold and silver producers and therefore he wanted to visit the Lapseki Gold Mine during his visit to Çanakkale, Minister Varank said: "TÜMAD Mining is one of the exemplary operations in the world with its world-class production, the measures it takes regarding the environment, and the measures it takes in the production processes. I would like to thank TÜMAD Mining very much. They are doing an exemplary job in both Çanakkale and Balıkesir operations. It is also important that the machines used in these plants are produced by our local manufacturers. I would like to thank our friends for creating such an added value."

Mine Tour Organizations were Held



As included in TÜMAD's stakeholder engagement plan, mine tour organizations are organized for NGOs, Universities, Public Institutions and Organizations, Press and Media Representatives, and other stakeholders at both of our plants. TÜMAD, which always acts with the principle of transparent and open communication with its stakeholders, organizes numerous mine tour organizations where on-site information about sustainable mining activities is provided.



Breast Cancer Awareness Seminar

Since 2004, the World Health Organization has designated October 1-31, 2022 as Breast Cancer Awareness Month to emphasize the importance of early detection of breast cancer and breast cancer awareness. On Tuesday, October 18, 2022, Dr. Emine ÖZTÜRK gave an awareness training to our female employees in our company by Dr. Emine ÖZTÜRK in order to raise awareness about breast Cancer, which is the most common type of cancer that causes loss of life in women in Türkiye as well as all over the world.



We Organize OHS Trainings for Our Students at Nurettin Çarmıklı Mining Vocational and Technical Anatolian High School

In our school, which is not only the first mining high school in Türkiye but also the first project funded in Europe in the field of mining, students are trained on avoiding and protecting themselves from the dangers they will encounter in mines by using simulation and VR technologies with trainings adapted to the digital environment and designed with virtual reality fiction. In this way, in addition to gaining professional experience, students are instilled with the awareness of a proactive approach to prevent occupational accidents, carry out their activities safely and instill OHS culture while they are still in high school. In addition, Occupational Health and Safety trainings are also supported by TÜMAD Search and Rescue Team (TAK) with face-to-face and practical explanations, and seminars are held to inform students about the importance of search and rescue and how to intervene quickly and safely in possible emergencies.



Cultural Trips with Our Stakeholder Village Women

Within the scope of the International Women's Day events organized every year, TÜMAD organized a cultural trip to Edirne this year in line with the demands of our women living in our stakeholder villages. We all experienced the happiness of our women stakeholders who met the historical, cultural and social texture of Edirne and most of them came to Edirne for the first time.



Junior Miner Presentation

In the children's nursery in Şahinli village, the construction of which was realized by TÜMAD, a profession introduction was held with the title "We Know Our Father's and Mother's Professions" with 9 children receiving education. The importance of mining and environmental cleanliness were explained to our children with the "Junior Miner" presentation made by the Environmental Department and Process Plant Department staffs of the Lapseki Gold Opeariton.





NUROL | TÜMAD

Towards “Zero Accident” Target in Occupational Health and Safety

TÜMAD Lapseki Gold Mine continues its operations with the goal of “zero accidents” and the principle of continuous improvement through its successful occupational health and safety management system.

According to a graph published by the International Council on Mining and Metals (ICMM) which shows the “Lost time accident statistics per 1 million hours”, it ranks high when compared to the leading and large organizations of the world mining sector. We celebrate the success of our employees who see Occupational Health and Safety as an integral part of their work.



Our Activities on Children’s Rights

At the April 23rd National Sovereignty and Children’s Day celebrations in İvrindi Değirmenbaşı, Küçükılıca and Karadere Neighborhoods, after the performances of the students, the children of the three neighborhoods were given holiday gifts. To emphasize the meaning and importance of April 23rd, a drawing contest on “Mining through Children’s Eyes” was organized, and students were interviewed about mining.



Team Work and Communication Training Programs were Organized

To strengthen corporate development and communication between the Head Office and the operations, the “Creating Synergy in Management through Communication” training program for the management team with the participation of 67 people and the “Strong Teams” training program for the Specialist and Engineer team with the participation of 170 people were organized in October.







TÜMAD İvrindi Gold Mine Traffic Week Event

In line with the requirements of the Road and Traffic Safety Management Plan and the Community Health and Safety Management Plan, TÜMAD organized a traffic week event in the villages of Değirmenbaşı, Karadere and Küçükılıca to increase the awareness of local people against road and traffic safety risks. A total of 226 “traffic kits, vehicle fire extinguishers, motorcycle helmets and tractor socket sets” were presented to 127 people, including 16 women, at the event held in three different villages. During the event, TÜMAD’s Road and Traffic Safety expert provided information on the use and storage of the distributed equipment and a training on important issues regarding traffic safety was organized.

Ejder Yalçın 4x4 attended the DVD 2022 Exhibition for the first time in the vehicle category from Turkey.



EJDER YALÇIN

A Show of Force in United Kingdom by Nurol Makina

Nurol Makina, giving the message that it is ready for duty in Europe by participating in the world's important defense industry fairs such as DSEI in the UK and Eurosatory in France, took a new step in the UK.

Ejder Yalçın 4x4 participated for the first time from Turkey in the vehicle category to the DVD2022 Fair held in United Kingdom with the participation of the world's leading land vehicle and equipment manufacturers.

Three Countries Will Start Using Turkish Armored Vehicle NMS 4x4

Tactical wheeled armored vehicle NMS 4x4 participated in exhibitions for the first time in 2 countries in the second half of the year. Nurol Makina Deputy General Manager Dr. Anıl Karel said "As of today, we have made sales to more than 20 countries, and we will add new contracts to these in the coming days,".



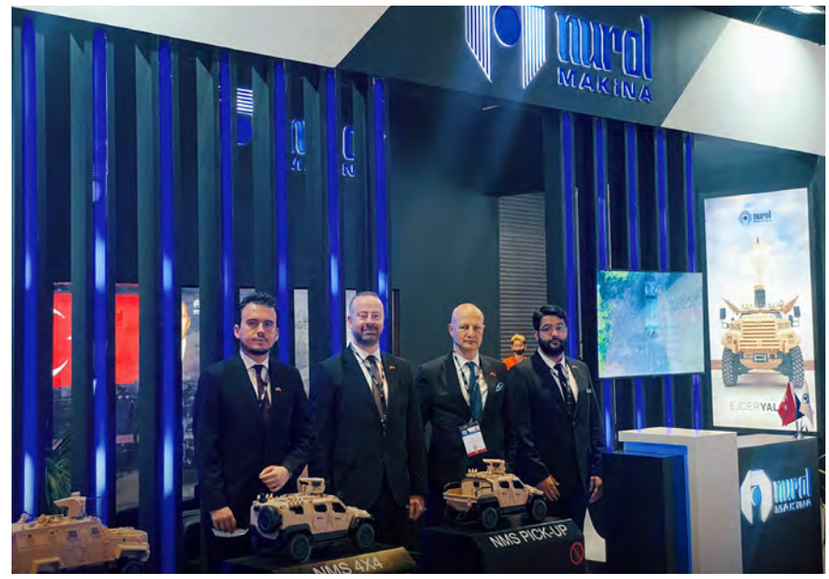



mrol
MAKINA

NUROL | MAKİNA

NUROL Makina participated in ADAS Exhibition for the first time

Nurol Makina participated in the ADAS Exhibition held in the Philippines between 27 - 29 April 2022. Large-scale models of our Ejder Yalçın, NMS and NMS Pickup vehicles were exhibited at the exhibition.



NUROL Makina Participated in Indo Defense Exhibition in Indonesia

Nurol Makina participated in the INDO Defense 2022 exhibition held in Indonesia between 2-5 November. Models of our Ejder Yalçın and NMS vehicles were exhibited at the exhibition. The right-handle drive NMS vehicle took part in the show held by the Indonesian Armed Forces within the scope of the exhibition. Nurol Makina also signed a memorandum of understanding with PT Jala, which operates in the defense industry in Indonesia.





Nurol Makina Attended BSDA Exhibition

Nurol Makina participated in the BSDA Exhibition held in Romania between 18 - 20 May 2022. At the fair, where the Pickup version of our NMS vehicle was exhibited, there was intensive attention by the visitors.

Nurol Makina is at the European Arena

Nurol Makina participated in the DVD 2022 event held in United Kingdom for the first time. During the event held in the open area, Ejder Yalçın gained appreciation of the people who participated in the event in the test area of our vehicle. At the Exhibition, the British Minister of Defense, Rt. Hon. Ben WALLACE MP visited our booth and examined our vehicle.



Nurol Makina Hungary Attended GSOF Symposium

Nurol Makina Hungary participated in the GSOF Symposium held in Budapest between 4-6 October 2022. At the event, our NMS 4x4 vehicle was exhibited in Hungarian camouflage.



NUROL | MAKİNA

Nurol Makina Attended the IADE Exhibition for the First Time

Nurol Makina participated in the IADE Exhibition held in Tunisia between 12-16 October 2022. Our Ejder Yalçın and NMS 4x4 pickup vehicles, which were previously delivered to the Tunisian Army, were exhibited at our stand.





Nurol Makina Hungary Attended IDEB Exhibition

Nurol Makina Hungary participated in the IDEB Exhibition held in Slovakia for the first time. At the aforementioned exhibition, the Mortar configuration of Ejder Yalçın vehicle was exhibited with Rheinmetall's 120 mm Ragnarok system, whose Hungary tests were completed for the first time in the past months.

Nurol Makina Attended Milipol Qatar Exhibition

Nurol Makina participated in Milipol Qatar Exhibition held in Doha, Qatar. Our Ejder TOMA vehicle was demonstrated at the exhibition.



Nurol Makina is at MSPO Exhibition for the first time

Nurol Makina participated for the first time in the MSPO Exhibition held in Poland between 6 - 9 September 2022. Large scale models of our Ejder Yalçın and NMS Pickup vehicles were exhibited at the exhibition.



World Cup Mission to Ejder TOMA

Anti-riot Water Cannon Wehicle (TOMA), a product of Nurol Makina, was used in the security measures at the 2022 FIFA World Cup held in Qatar. In the security of the 2022 FIFA World Cup held in Qatar between November 21 and December 18, within the scope of the security cooperation between Turkey and Qatar, Turkish defense industry products served as the main shareholder, alongside the Turkish police. Nurol Makina, which exports Ejder Yalçın 4x4 Armored Combat Vehicle and NMS 4x4 Tactical Wheeled Armored Vehicle to Qatar, added Ejder TOMA in addition to these vehicles.



Nurol Makina is in Close Contact with Hungary

Nurol Makina, which signed a contract for the export of Ejder Yalçın and NMS 4x4 tactical wheeled armored vehicles in Hungary and established its first organic organization abroad, intensifies its activities in Hungary. The company, which started its activities in Hungary with the contract in 2019, delivered a large number of vehicles in the past period. Nurol Makina introduced different versions of existing vehicles in line with Hungary's demands and needs.



NMS 4x4 Protected World Leaders

Nurol Makina's armored vehicle NMS 4x4 was used in the security measures taken within the scope of the G20 Leaders' Summit held in Indonesia between 15-16 November 2022. Due to the meeting of world leaders, high-level security measures were taken in the region where the summit was held.

Produced by Nurol Makina, the NMS 4x4 performed its first mission in the country at this important event upon the request of BRIMOB, the elite special operations and tactical unit of the Indonesian police. NMS 4x4 is planned to be added to BRIMOB's inventory in 2023



NUROL Solar

Our solar energy studies that we started with research and development activities in 2008, continue meticulously in the light of the experience we have gained in power plant installation over the years, together with our expert personnel. As Nurol Solar, we offer the most economical solution to our customers by considering all the details in our projects with the awareness that renewable energy is the greatest legacy of the future and our competent engineering knowledge required by energy systems.

YDS SPP

We have completed the installation of 10,170 photovoltaic panels on the roofs of Yakupoğlu Deri Sanayi's factory in Akyurt, Ankara. YDS provides energy from a clean and unlimited source, with an installed power of 4,118.85 kWp. With the GES facility we have established; we prevented 2320.27 tons of CO2 emission, which is equivalent to planting 5,645 trees annually.





ORS SPP

We installed Hybrid SPP on the roof of the factory of Ortadoğu Rulman Sanayi operating in the Polatlı district of Ankara, with a power of 2,979.40 kWp, as an Auxiliary Source for the Licensed Cogeneration Production Facility.

With the GES facility we have established, we prevented 1886.33 tons of CO2 emission, which is equivalent to planting 4,590 trees annually.



NUROL Teknoloji SPP

We completed our turnkey Roof SPP project with a power of 974.61 kWp at the Nurol Teknoloji factory in Gölbaşı Oğulbey, where we share the same campus. In this way, by the end of 2022, Nurol Teknoloji will provide an important part of its energy from clean solar source (with low costs) and realize environmentally friendly production. With the SPP facility we have established, we have prevented 926.04 tons of CO2 emissions, which is equivalent to planting 2,253 trees annually.



Solar Istanbul Exhibition

We participated in the Solar Istanbul Fair, which was held at Tuzla Viaport Marina on March 23-26, 2022 and hosted approximately 10,000 visitors. We had pleasant sessions with our stakeholders and investors operating in the solar sector.

NUROL Teknoloji

As Nurol Teknoloji, which continues its journey with the highest quality awareness every day with the heavy responsibility of protecting people, we continue to “protect the good” by offering the most innovative, lightest and most reliable ballistic solutions against the developing and increasing threats in our world every day. In this busy agenda, we are glad to share with you the invitations, award ceremonies, exhibitions and other corporate events that our company attended in 2022.

ADEX Azerbaijan Defense Exhibition

Our company also participated in the Azerbaijan International Defense Exhibition, which was held for the fifth time this year in our brother country Azerbaijan. We successfully exhibited our products that we developed and produced in the field of ballistic ceramic and composite armor systems. We received great interest from many foreign delegations, particularly from our Azeri stakeholders, who participated in the fair.



ADAS
Philippines Exhibition

Our company participated in ADAS 2022, the Asian Defense and Security Fair, held in the Philippines, which is another effective fair in the South Asian region. We introduced our products to our visitors at the exhibition with other Turkish companies participating under the Turkish Defense Industry Presidency. During the three-day fair, we had the opportunity to meet with our stakeholders and host military delegations from different countries.







DSA Malaysia Exhibition

As Nurol Teknoloji, we attended the Defense Service Asia (DSA) Exhibition, which is one of the most effective defense fairs in the Asia-Pacific region, on March 28-31, 2022. We exhibited our innovative ballistic protective products at the exhibition which is held for the 17th time in Malaysia. We had the opportunity to introduce our new and innovative ballistic protective products to visitors from all over the world at the Exhibition, which we participated under the Turkish Defense Industry Presidency.







Aerospace&Defense Review Magazine Award

As a result of the research and evaluation carried out by Aerospace & Defense Review Magazine which is an effective publication in the field of defense industry in the world, Nurol Teknoloji was awarded the Best Ballistic Solution Provider in Europe, among the companies producing ballistic solutions in our sector. We are very proud of this award on behalf of our company and our group.



Aerospace Industry Quality Management System Certificate As 9100 Certificate

We received the Aviation and Space Industry Quality Management System Certificate, As 9100 Certificate. As 9100 Certificate is a quality management system document that is widely accepted in our industry and aims to have standardization for the aerospace industry. Holding an As 9100 certificate will provide our company an important privilege to show and prove that products which reduce the risk and non-recoverable error rates for aircrafts used in the field of air and defense are produced. Having an As 9100 certificate will enable us to perform an effective quality management in order to obtain a trade license and to become a preferred supplier in the sector.



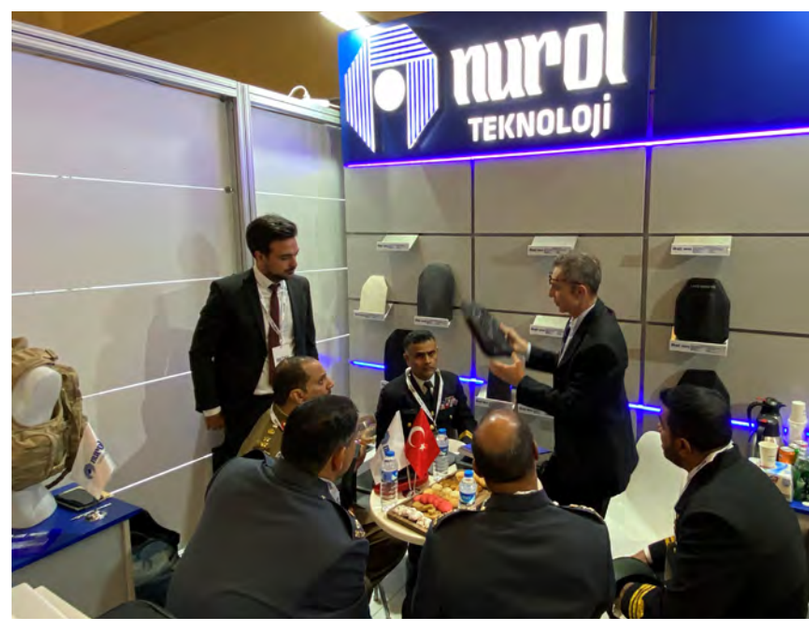
IDEAS Pakistan Defense Exhibition

We participated in the IDEAS Defense Industry Exhibition held in the friendly country Pakistan with our 50m² stand area. We introduced our products that we developed and produced in the field of ballistic ceramic and composite armor systems to the end-users in the region. We received great interest from all our foreign stakeholders participating in the exhibition.



EDEC-Ankara Defense Exhibition

As Nurol Teknoloji, we participated in the SEDEC exhibition held in Ankara, which brought together all international and national players in the fields of Homeland Security, Border Security, Internal Security and Defense Systems. At the exhibition, where delegations from abroad as well as the needy authorities such as the Presidency of Defense Industry, the General Directorate of Security, the Land, Air, Naval Forces and the Gendarmerie were visitors, we introduced our products that we produced with our national and domestic capabilities.



InnovatioNTogether Project Study

Within the framework of our company's development activities, we have implemented the open innovation program called "innovatioN-Together" in order to mutually benefit from the innovative, creative and dynamic ideas of young people. In this framework, we will carry out our studies by coming together in different innovation projects with our friends who are studying at various universities or newly graduated. Within the scope of the opening of the program, we came together to meet and share the working process with our new colleagues who have gone through various selection processes and have been accepted to the program.



MSPO Poland Defense Exhibition

We participated in the MSPO Defense Exhibition, which is one of the most effective defense industry exhibitions of the European continent. We introduced our ballistic protective products that we produce for different platforms, to our end users at this fair held in Poland where Turkey participated as the 'Leading Country'. In addition to many foreign senior delegations, President of Poland Mr. Andrzej Duda also took a close interest and received information about our products, which attracted great attention at the exhibition.



Personal Ballistic Protective Equipment Workshop Held at Gendarmerie and Coast Guard Academy

As Turkey's only ballistic ceramic manufacturer, we participated in the Personal Ballistic Protective Materials Workshop held at the Gendarmerie and Coast Guard Academy in Ankara on March 17, 2022. Important officials from the General Directorate of Security and the Armed Forces also participated in this one-day event, where officials from our company also made presentations and shared our experiences.



INDODEFENCE Indonesia Defense Fair

Together with our sister company FNSS, we participated in the INDODEFENCE 2022 exhibition, which is one of the most important defense exhibitions of the Asia-Pacific region. As the world's leading manufacturer of ballistic ceramic and composite armor systems, we successfully exhibited our products. We received great interest from the visitors attending the exhibition.

2022 “Be You” Internship Program

In October 2020, we launched the first “Be You!” Program, which was designed to enable the university students to gain the competencies they need in the digital age and thus build a sustainable future. In 2022, we continued our internship program, which was carried out in 2021, as well. We have planned a unique internship program that aims to provide about 20 students studying at the engineering faculties of universities in Ankara not only with professional skills but also with the competencies they will need in the digital age. It is also a pride of us that it is the first corporate internship program designed with a social enterprise working for young people.





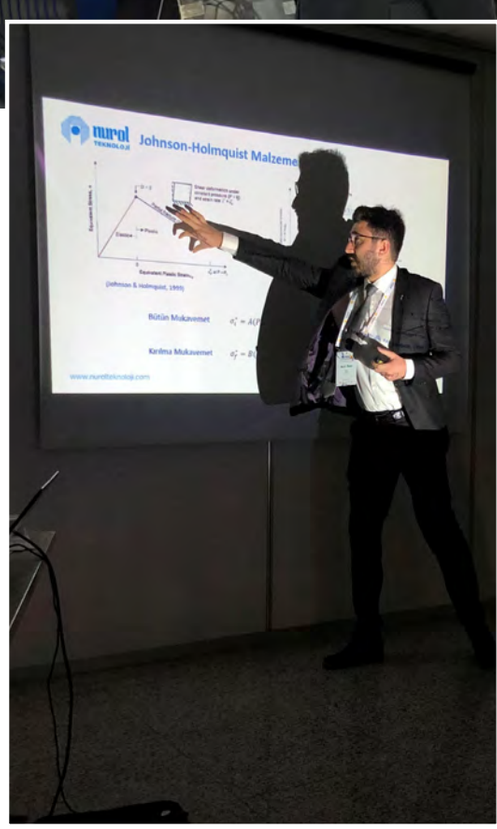
Ukraine Independence Day Reception

Our company sponsored the night that was held at the Ankara Embassy of Ukraine, to support the aid campaign for Ukraine within the scope of the war started by Russia. From the first days of the war, as the Republic of Turkey, we have supported Ukraine in every field. In this context, we have delivered a high number of ballistic protective plates and ballistic protective vests in line with the needs of the security forces in the region, and we still continue to do so.

International Boron Symposium

As the Advanced Technical Ceramics manufacturer of Turkey; we participated in the International Boron Symposium (BORON 2022) held in Istanbul by the Turkish Energy, Nuclear and Mining Research Institution Boron Research Institute in cooperation with the General Directorate of Eti Maden İşletmeleri (Mine Works) and Istanbul Technical University. Our team, who also made an academic presentation in the organization, attracted great attention from the visitors with the advanced technical ceramics they exhibited.







NUROL | FNSS

Fnss Participated ın The Efes 2022 Exercises

EFES-2022 Combined Joint Live Fire Field Exercise, one of the largest exercises organized by the Turkish Armed Forces, was held in Izmir between 31 May and 9 June. While PARS 4x4, AACE, KORKUT Air Defence System Platform and KAPLAN (integrated with Tactical Missile Launching Weapon System [TMLS]) participated in the Live Exercise; KAPLAN Anti-Tank, MAV and PARS IV 6x6 Special Operations Vehicle were showcased in the Defense Industry Exhibition area, which is organized by the Presidency of Defense Industries.

President Recep Tayyip Erdoğan, Minister of Defense Hulusi Akar, President of Defense Industries Prof. Dr. İsmail Demir and Commander of the Turkish Land Forces General Musa Avsever visited FNSS stand and has been informed about FNSS products and services by the CEO & General Manager Mr. Nail Kurt. Delegations of friendly and allied countries participating as observers, various personnel of the Turkish Armed Forces and Aegean Army Command and military students also visited FNSS stand during the exhibition.



29th Industrialization Working Group Meeting Hosted by Fnss

The 29th Industrialization Working Group Meeting, held under the auspices of the Presidency of Defense Industries, was hosted by FNSS on May 26. FNSS have been regularly participating in these meetings since August 2011, which are held every month, together with the Stakeholder Prime Contractors in the EYDEP (Industrial Competence Evaluation and Support Programme) system, under the coordination of the SSB Industrialization Department.

The meeting includes the company presentations audited within the scope of EYDEP, the company presentations that received the highest score for the previous month from EYDEP audit, and the topics that need to be developed within the scope of EYDEP. The members of the Presidency of Defense Industries and the Department of Industrialization, and the representatives of the Stakeholder Prime Contractors; FNSS, Aselsan, TUSAŞ, Roketsan, Havelsan, STM, MKE, TSKGV, Tübitak SAGE, TEI, BMC, InterProbe, TeraCity, Sima Aluminum, Erbab Otomat, TEM Kablo and Elatek Rubber participated to the Meeting.



The 29th Industrialization Working Group Meeting, held under the auspices of the Presidency of Defense Industries, was hosted by FNSS on May 26.



Vocational High Schools Safe Development Program Protocol Signed

FNSS and Gölbaşı Vocational and Technical Anatolian High School signed a protocol for the Vocational High Schools Safe Development Program to be held throughout the 2022-2023 academic year. The program aims to contribute to a healthy society and to seize education-development opportunities by serving the social dimension of the concept of sustainability. Ceremony held in FNSS facilities with participation of Gölbaşı District Governor Erol Rüstemoğlu, Gölbaşı District Director of Education Serap Yılmaz and Gölbaşı Vocational and Technical Anatolian High School Principal Ümmet Kaya.

It is planned that 100 students from Gölbaşı Vocational and Technical Anatolian High School will attend the program, which will primarily focus on electrical and electronic technology, metal technology, and machine and design technology. It is aimed to provide students with a versatile program that includes information not only on occupational health and safety, but also on employee rights and responsibilities, ethical values, teamwork, environmental awareness, CV preparation and interview techniques, which will be conveyed by our experts.

Delivery of Pars Iv 6x6 Has Been Made

The delivery ceremony of the PARS IV 6x6 Special Operations Vehicles, held at FNSS facilities with the participation of President of the Presidency of Defense Industries, Prof. Dr. İsmail Demir. The vehicles are developed within the scope of the 6x6 Mine Resistant Vehicle (MKKA) Procurement Project signed between the Presidency of Defense Industries (SSB) and FNSS.

In the MKKA project, which started in 2019, all mine, IED and ballistic tests of the vehicle were carried out with the user at FNSS facilities, Turkish Armed Forces exercise fields and internationally accredited test centers.

The vehicle completed its 25 thousand kilometers of road test with the user and was tested against high-level mine threats defined in survivability standards, as well as IED and ballistic threats from all directions.



NUROL | FNSS

Zero-Waste For The Future Exhibition

“Zero Waste for the Future Exhibition” was held in order to reinforce and transfer the awareness of a sustainable future and zero waste culture to the children. Creative visual works (models, sculptures, collages, panels, etc.) created by the children of FNSS employees (7-14 age) from waste materials were exhibited between 1-24 June 2022. At the opening ceremony of the event, where the participating children were rewarded, certificates of participation were presented to our employees by FNSS Assistant General Manager, Mr. Douglas Jackson.





FNSS Participated ın Icdda 2022

FNSS Supply Chain Management, Quality Assurance and Business Development teams met with the main industry and SME companies at the Ankara Defense and Aerospace Industrial Cooperation Days (ICDDA) event held at the ATO Congresium between 12-14 October. Naci ÖZER, FNSS Supply Chain, Raw Materials and Subsystems Manager, attended the “Defence Industry Value Chain from Quality Perspective” conference on the first day of the event as an invited speaker.

Itu Solar Car Team Visited FNSS

ITU Solar Car Team became the most successful team in the "Teknofest Robotaksi Passenger Autonomous Vehicle Competition - the Original Vehicle Category," with their Ariba Autonomous II vehicles, sponsored by FNSS. The vehicle successfully completed all tasks on the race track such as following the correct route by reading the traffic signs, avoiding obstacles, passenger loading, reaching to the parking lot and parking in accordance with the rules. The team, which designed all mechanical sub-systems and produced the vehicle in their own workshop, used linen fiber, a completely vegetable material, in the body of the vehicle, which has a composite body and chassis, and contributed to a sustainable future with the solar panels they added to the vehicle.



FNSS Attended SAHA EXPO 2022

FNSS met with the participants at the SAHA EXPO 2022 held at the Istanbul Expo Center between 25-28 October. The FNSS stand attracted great attention, where Supply Chain Management, Quality Assurance and Business Development teams came together with official delegations, main industry representatives and SME companies.



THE KING OF MALAYSIA VISITED FNSS



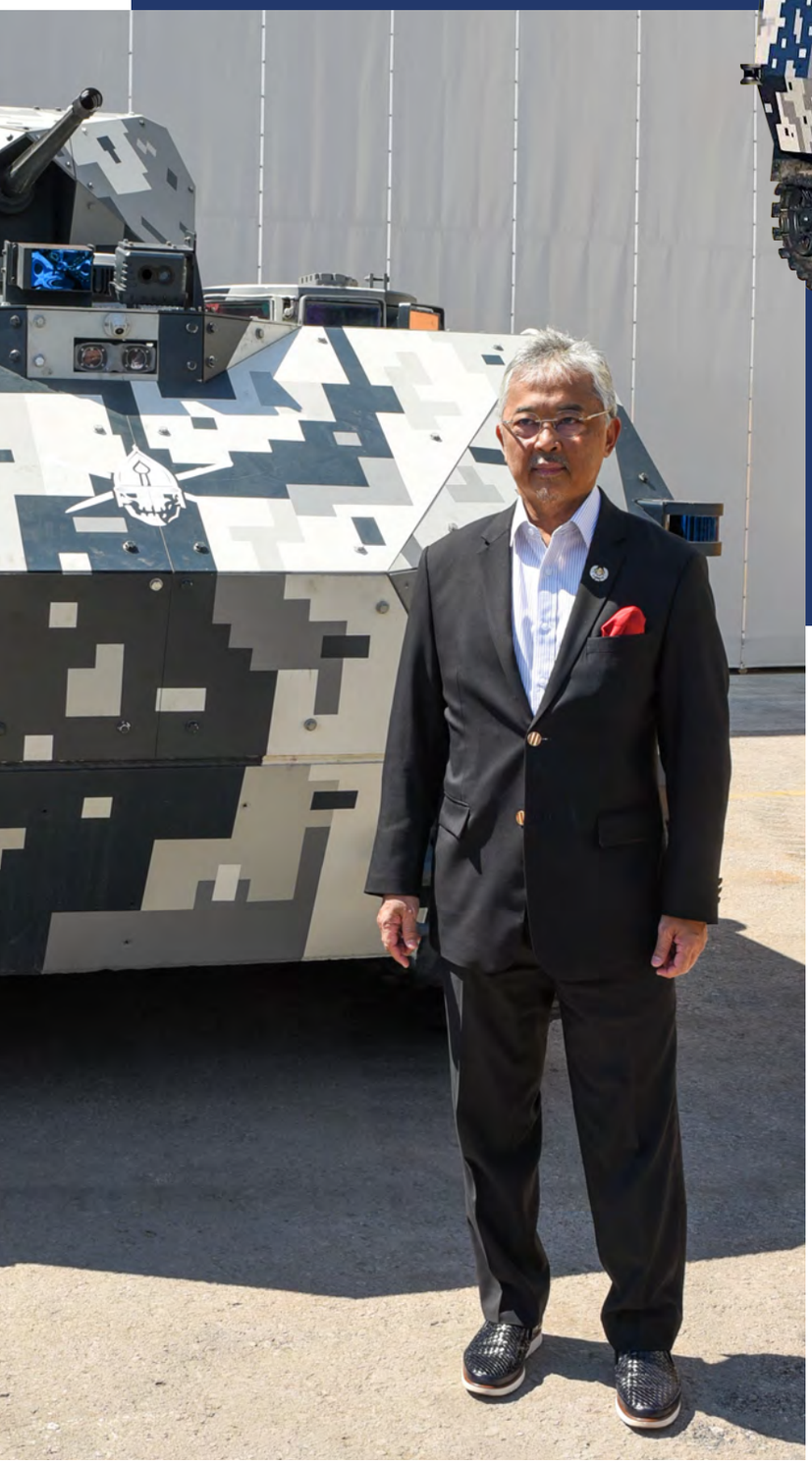
THE KING OF MALAYSIA HIS MAJESTY
Al Sultan Abdullah Ri'ayatuddin
Al Mustafa Billah Şah



AL SULTAN ABDULLAH RI'AYATUDDIN AL MUSTAFA BILLAH SHAH VISITED FNSS

The King of Malaysia, His Majesty Al Sultan Abdullah Ri'ayatuddin Al Mustafa Billah Shah, visited FNSS, together with the Malaysian Minister of Economy, Senator Tengku Datuk Seri Utama Zafrul bin Tengku Abdul Aziz, on 17 August 2022 The King Al Sultan Abdullah came to Türkiye at the official invitation of President Recep Tayyip Erdoğan.

His Majesty Al Sultan Abdullah was welcomed at FNSS by The Minister of National Defense Hulusi Akar, Nurol Holding and FNSS board member Gürol Çarmıklı and FNSS executives. The King of Malaysia His Majesty Al Sultan Abdullah, closely examined FNSS's Tracked and Wheeled armoured vehicles and was briefed with the company's projects and activities. Within the scope of the presentation, FNSS's over 20 years of efforts to strengthen Malaysian local defence industry and contribution to Malaysian Armed Forces deterrence were marked. FNSS together with its local partner Deftech are the number one supplier of Malaysian Army for the Armored Combat Vehicles. Following the Malaysian ADNAN ACV programs completed between 2000-2010,the ongoing AV-8 GEMPITA 8x8 Wheeled Armored Vehicle Program, which was signed in 2011 are carried out jointly at Deftech facilities in Pekan, Pahang.





The King Al Sultan Abdullah came to Türkiye at the official invitation of President Recep Tayyip Erdoğan.



"FNSS has a long history in Malaysia and has been the pillar of Malaysian and Turkish defence industrial cooperation for many years. I sincerely believe FNSS's existence in Malaysia will continue for many more years to come with such a proven and successful background in the country." said FNSS board member Gürol Çarmıklı.

After the presentation at the company's test site, an armoured vehicle demonstration was held. The visit was completed with a lunch given at FNSS in honour of His Majesty Al Sultan Abdullah. This visit has a special meaning for FNSS in terms of the long-term reliable cooperation in defence between Malaysia and Turkey.

NUROL | FNSS

100th Anniversary Visit

On the 100th anniversary of the Battle of Sakarya and the Great Offensive, FNSS visited the battlefields where our ancestors fought to save the homeland with the consciousness of national unity and solidarity, and commemorated our heroic martyrs in the positions where Turkish Republic was won.





Award To FNSS From The Social Security Institution

Every year, the Social Security Institution rewards companies in Turkiye that act in accordance with the Social Security regulations, manage their incentive processes appropriately and make their payments on time. According to the 2021 evaluations made in this context, FNSS;



- Timely and accurate submission of Monthly Service Statements,
- Compliance with R&D and other incentive laws,
- Acting in accordance with SSI and Employment Agency regulations,
- Making the necessary notifications about the incentives coming under various laws within the legal period and paying them regularly in the current accrued months,
- No fines due to job entry and exit notifications,
- In the last 5 years, there has been no employee notice and complaint, audit and inspector review about the workplace,
- FNSS was deemed worthy of this award by fulfilling the criteria that the rest reports such as medical leave and work accident are less than the ratio of the working personnel

As FNSS, we continue to carry out our activities in accordance with the certification and the relevant regulations of public institutions to which our processes depend.

The Contract Has Been Signed For The “Depot Level Maintenance And Repair Facility” Project To Be Implemented by FNSS In Oman

Within the scope of the Armoured Personnel Carriers (PARS III) and Integrated Logistics Support supply contract signed between FNSS and the Ministry of Defence of the Government of The Sultanate of Oman on September 20, 2015, for which FNSS has accepted the Industry Participation and Offset obligations; On July 3, 2022, “Depot Level Maintenance and Repair Facility Contract” was signed between the Ministry of Finance of the Government of The Sultanate of Oman and FNSS.



In 2020, FNSS delivered 172 PARS III 6x6 and 8x8 vehicles, in 13 different variants, to the Royal Army of Oman, and brought the Integrated Logistics Support capabilities necessary for the maintenance of the vehicles throughout their lifecycle to the end user. In order to advance these capabilities, it has been mutually agreed to provide a Depot Level Maintenance and Repair Facility' to the Royal Army of Oman, within the scope of the Industry Participation and Offset obligations of the current project. FNSS will carry out the architectural design and construction of the facility and will provide the supply of all necessary machinery and equipment and commissioning within the facility. More over FNSS will be responsible for the establishment of the infrastructure that allows the facility to be expanded within the framework of additional needs.

Once the facility, which will be located in the Sultanate of Oman, starts its operations, the Royal Army of Oman personnel will be trained to operate the facility. FNSS will provide on-site inspection and consulting services, and also transfer the technical and managerial knowledge to the Oman Army for the operation of the facility. In this context, FNSS will provide PARS III Depot Level Maintenance and Repair Technical Documentation, prepare PARS III Depot Level Maintenance and Repair Interactive Electronic Technical Manuals (IETM) and conduct necessary trainings. In addition, the project also aims to develop the capabilities of local Omani companies to produce spare parts for the defence industry.



With the "Oman Depot Level Maintenance and Repair Facility", which FNSS will implement with its experience in technology transfer and knowledge gained over 30 years, the Royal Army of Oman will gain a fully equipped and advanced maintenance facility with the option of expansion, which can also be used for future modernization requirements. On the other hand, it will be ensured that PARS III vehicles can be used more effectively and as a deterrent in the battlefield throughout their life cycle. With this project, FNSS will also contribute to supporting and developing the national industry of the Sultanate of Oman, strengthening small and medium enterprises in the country, and creating training and employment opportunities.

"Depot Level Maintenance and Repair Facility Contract" was signed between the Ministry of Finance of the Government of The Sultanate of Oman and FNSS.



NUROL | BNA

BNA Completed the Engineering Support Contract for Turkish Aerospace Turkish Fighter (TF-X) Aircraft Fuel System.



After completing the Fuel System Design and Development Support Service for TF-X Aircaft, BNA is in discussions with Turkish Aerospace for being the local equipment provider for TF-X Fuel Sub-System Equipments.

BNA - Nurol BAE Systems Air Systems Inc. has started delivery of HURJET Aircraft Cockpit Control Panels for Turkish Aerospace.

BNA has delivered first development units for the HURJET Jet Trainer and Light Attack Aircraft's cockpit control panels. During the program, BNA will be delivering 100 Sets of Control Panels.



BNA - Nurol BAE Systems Air Systems Inc. has attended to IADE 2022 Tunisia International Defence and Aviation Fair.

BNA attended to IADE 2022 Defence and held in Enfidha-Hammamet Airport and Congress Center with Nurol Makina. Electric VTOL UAV BNA Alesta CV of BNA has been exhibited with significant interest of organization participants. Ambassador of Turkish Republic to Tunisia Çağlar Fahri Çakıralp, Turkish Aerospace Chairman of Board of Directors Rafet Bozdoğan and high ranking Land and Air force commanders of region countries were among the distinguished BNA stand visitors.





BNA - Nurol BAE Systems Air Systems Inc. attended to HURJET Aircraft Program Supplier meeting hosted by Turkish Aerospace Industries Inc. in 8 September 2022.

BNA attended to the Turkish Aerospace HURJET training aircraft Supplier Meeting as the supplier company of HURJET's cockpit control panels. General Manager Prof. Dr. Temel Kotil and Vice President of Aircraft Prof. Dr. Atilla Doğan briefly provided information about the ongoing status of HURJET program

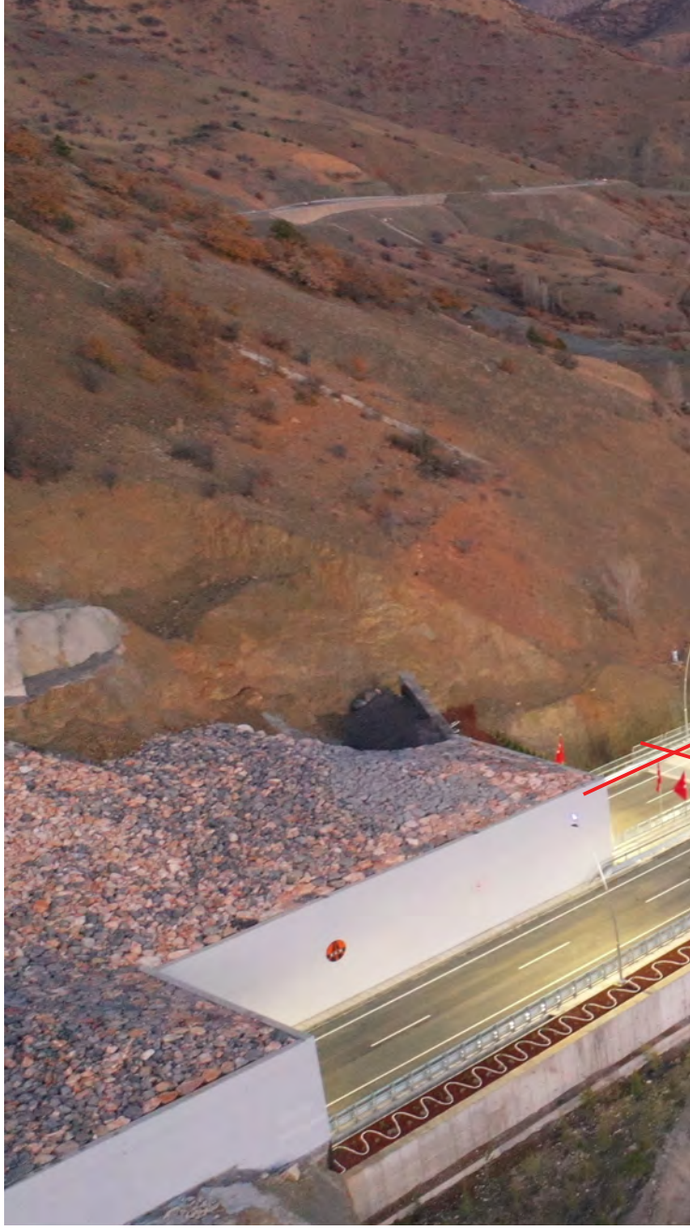
BNA - Nurol BAE Systems Air Systems Inc. and Turkish Aerospace has signed an Engineering Support Contract for the Avionic Systems of Turkish Fighter (TF-X)

In the project, BNA will provide Engineering Support Services to Turkish Aerospace for the Integrated Modular Avionics Architecture of Turkish Fighter Aircraft.



NUROL | CONSTRUCTION

Eğiste Hadimi Viaduct



Our pride project, Eğiste Viaduct, which has great importance in connecting Central Anatolia to the Mediterranean without interruption, was opened on November 26 2022 with President Recep Tayyip Erdogan's live link and Minister of Transport and Infrastructure Adil Karaismailoğlu's valuable participation.





1.3 km in length, 27 m in width and 166 m in height.

Standing out as Turkey's longest and highest balanced cantilever bridge with a length of 1.3 km, a width of 27 m and a height of 166 m, the project also took its place among the world's tallest balanced cantilever viaducts.

We would like to extend our thanks to all our colleagues who contributed to the realization of the Eğiste Viaduct Project, which will shorten the current route by 4.4 km and save time and fuel, and wish the project to be beneficial for our country.



BSI Recertification Audit Completed Successfully

Nurol İnşaat carries out its production activities at the highest quality level. Employees' occupational health and safety, the environmental protection we borrow from future generations without exception, and the continuous improvement of the working environment are the objectives of the primary aim for Nurol İnşaat.

Nurol İnşaat has ISO 9001 Quality, ISO 14001 Environment, and ISO 45001 Occupational Health and Safety Management Systems certificates for many years. It completed the re-certification audit carried out by the British Standards Institution (BSI) in its head office and projects in line with these purposes in August 2022. The management updated the system certification period for three years.


bsi.

Tescil Sertifikası

İş Sağlığı ve Güvenliği Yönetim Sistemi - ISO 45001:2018

Aşağıda ismi ve adresi verilen kuruluş: Nurol İnşaat ve Ticaret A.Ş.
Nurol Plaza, Büyükdere Caddesi
No:255 Kat:19, Maslak,
Sarıyer
İstanbul
34485
Türkiye

no' lu sertifikaya sahiptir; OHS 717409

ve aşağıda belirtilen kapsamda ISO 45001:2018 gerekliliklerine uygun olan bir İş Sağlığı ve Güvenliği Yönetim Sistemi uygulamaktadır.

Yurt içi ve yurt dışı her türlü inşaat projelerinin yatırım, tasarım ve yapımına yönelik genel müteahhitlik hizmetleri

BSI adına:

Theuns Kotze, Managing Director Assurance - IMETA

Belgelendirme tarihi: 2018-10-09
Son basım tarihi: 2022-10-07

Son Belgenin Geçerlilik Tarihi: 2022-10-11
Son geçerlilik tarihi: 2025-10-10

Sayfa: 1 / 1

making excellence a habit.

Importance of Correct Breathing and Correct Breathing Techniques Seminar

We wanted to draw attention to the issue of correct breathing, since many negative situations such as fatigue, weakness, distraction, headache, insomnia are related to our ability to breathe correctly. Psychologist Selen İşcan, who works as a Psychologist and Breathing Coach at the American Hospital, explained the importance of correct breathing in our lives and correct breathing techniques to Nurol İnşaat head office employees.





21 March Down Syndrome Awareness Day

To draw attention to the 21 March Down Syndrome Awareness Day, on Friday, 18 March, the managers of the Turkish Down Syndrome Association, individuals with down syndrome, and Nurol İnşaat head office employees came together in the Training and Event Hall. In this meeting, individuals with Down syndrome shared their acquaintance with the association and their transition to business life with Nurol İnşaat employees. After our pleasant meeting, a competition was held. Our participant friends were divided into four groups, and an individual with Down syndrome was assigned to each group as the chief. The team that built the longest structure out of stick pasta became the winner of the competition..

NUROL | CONSTRUCTION

Nurol Construction was ranked 129th, in the list of Top 250 International Contractors



Engineering News Record, ENR Magazine, has been published The Top 250 International and Global Contractors Lists for 2021. Nurol Construction was ranked 129th, in the list of Top 250 International Contractors.

Nurol Construction was ranked 237th in the list of Top 250 Global Contractors of the same magazine.

19 August World Photography Day Contest

We organized a competition in our head office for the 19th of August, World Photography Day. We asked our colleagues for a nature photograph taken by them. The requested photographs were again submitted to the votes of the central office employees. Işılay Gündüz's photo was chosen first. Işılay was given two tickets from the famous Japanese Jazz artist Hiromi's concert in Istanbul.



Nurol Construction Has Received ISO 39001 Road Traffic Safety Certificate!

Nurol Construction, which carries out occupational health and safety as an essential part of its business during its activities, has established the ISO 39001:2012 Road Traffic Safety Management System to bring its practices in continuous improvement and road traffic safety to international standards. At the end of the audits, it received the Road Traffic Safety Management System Certificate and added a new one to its Integrated Management Systems. Nurol İnsaat aims to provide road traffic safety and prevent traffic accidents by eliminating risks in construction sides and transportation roads. Also, it wants to improve the road traffic safety system by all national and international requirements thanks to the ISO 39001 Road Traffic Safety management system. Nurol İnsaat will continue to take pioneering steps with the pride of being one of the few companies that have received the ISO 39001 certificate in the sector.



TUSAŞ B1070 Test Building

The B1070 Test Building Project, the construction of which was undertaken by Nurol İnşaat, was tendered by Turkish Aerospace Industries, Inc. (TUSAŞ) on 19 July 2022. The contract was signed on September 8 2022 and construction of the project, which is located in TUSAŞ's Kahramankazan campus, started.

The project consists of a steel construction test building with a height of 60 m and a closed area of 14,258 m^2 and a reinforced concrete administrative building. The Test Building project is scheduled to be delivered in November 2023, according to the contract.



NUROL | CONSTRUCTION

We Are Familiar with Being a Woman Social Entrepreneur in Turkey and KIZLAR SAHADA Project

As Nurol İnşaat family, we discussed the advantages and disadvantages of being a female social entrepreneur in Turkey with Kiraz Öcal, the founder of the KIZLAR SAHADA Platform, which was created to break gender stereotypes in our Seminar on Social Entrepreneurship. The founding partner of the KIZLAR SAHADA Project, which was created to break gender stereotypes and empower women and girls of all ages through football, told us the details of the project and how to become a woman entrepreneur in Turkey.



Nurol İnşaat - UNGC Climate Ambition Accelerator Program

Nurol İnsaat carries out its activities in line with OHS-E policies and sustainability principles; develops its works with the perspective of continuous improvement to balance social, economic, and environmental sustainability. As Nurol İnsaat, we performed in the "Climate Target Acceleration Programme" organized under the leadership of the Global Compact in May 2022, intending to draw a roadmap for science-based targets. Nurol İnsaat focused on Greenhouse Gas Emissions Management, Scope 1, 2, and 3 emissions measurement and reduction activities in the six months of the program. Participants evaluated the factors that motivate companies to set science-based targets, and the challenges and opportunities they bring were in the program. At the end of the program, Nurol İnsaat aims to draw a roadmap and clarify its targets for emission management.



UNGC Sustainable Development Goals Accelerator Program

Nurol Construction improves its improvement efforts for Sustainable Development Goals day by day. It has attended the Sustainability Development Goals Accelerator Program. The program will last for six months, in September 2022, which encourages and supports setting ambitious and realistic corporate goals and acceleration of the completion of SDGs into business processes. At the end of this program, it aims to create an intense and faster improvement in sustainable development goals and maintain progress with more confident steps about sustainability.



NUROL | CONSTRUCTION

The Fourth of Nurol YES Sustainability Report is published

Nurol İnsaat cares about the value of the projects it realizes in society and the system, and takes major steps day by day to ensure that this value is sustainable. In this sense, Nurol İnsaat signed the UN Global Compact (UNGC) in 2017 and became involved in the world's most inclusive sustainability platform. The fourth of the Nurol YES Sustainability Report, which is prepared by the Global Reporting Initiative (GRI) Standards and reflects its performance about sustainability since 2018, was published on 5 June 2022, World Environment Day. Approach, policy, practice, performance, and targets regarding material issues had received in reporting. Nurol İnsaat adopts and implements sustainability as a business model at all stages, from its management style to its relations with its stakeholders. As an institution that develops every year by the principle of continuous improvement, leads change, respects human rights and ethical values, and has made all these a way of doing business, it walks towards its goals with a perspective that supports the field of sustainability.



Yusufeli Dam Bridges Replenishment Works

Yusufeli Dam Bridges Replenishment Project, the construction of which was undertaken by Nurol - Gülsan Ordinary Partnership, was tendered by the General Directorate of Highways on 28 June 2022, and the contract was signed on 27 July 2022. Site delivery was made on August 9 2022, and construction started. The project, whose completion time is 500 days, is planned to be completed on December 22 2023 according to the contract.



The steel deck weight of the 685-meter-long bridge, to be built in Yusufeli district center, is around 8,000 tons in total.

NUROL | BAE

Southern Riyadh in Abu Dhabi City 4th Phase Infrastructure Project

As Nurol UAE, on an area of 965 hectares of housing project under development, we perform all infrastructure works such as sewage, storm water, high voltage and low voltage wiring, green field irrigation, clean drinking water, telecommunications, green space landscape, road asphalt, walkways, pavement and vehicle parking areas, street / street lighting, traffic control signaling and monitoring / control systems.



Construction of pavements, borders, walkways, and preparation works for road lighting and landscape areas.





Asphalt construction works ongoing in the RCS Project:





Aruni
Restaurant & Bar

With its unique atmosphere Aruni Restaurant & Bar, adds a contemporary and innovative interpretation to Turkish Cuisine with its international menu, while offering breakfast, lunch and dinner from a completely different window. With its charming winter garden, it offers our guests a luxurious and stylish alternative in the city center at the cold weather.



Fitness
On Demand

We offer a unique sports experience with the Fitness On Demand program, which is installed on the TVs of our renovated rooms. Fitness on Demand, where our guests can exercise with professional trainers without needing any equipment in their rooms during their stay, combines sports and comfort.



The Clubhouse
Jazz Bar

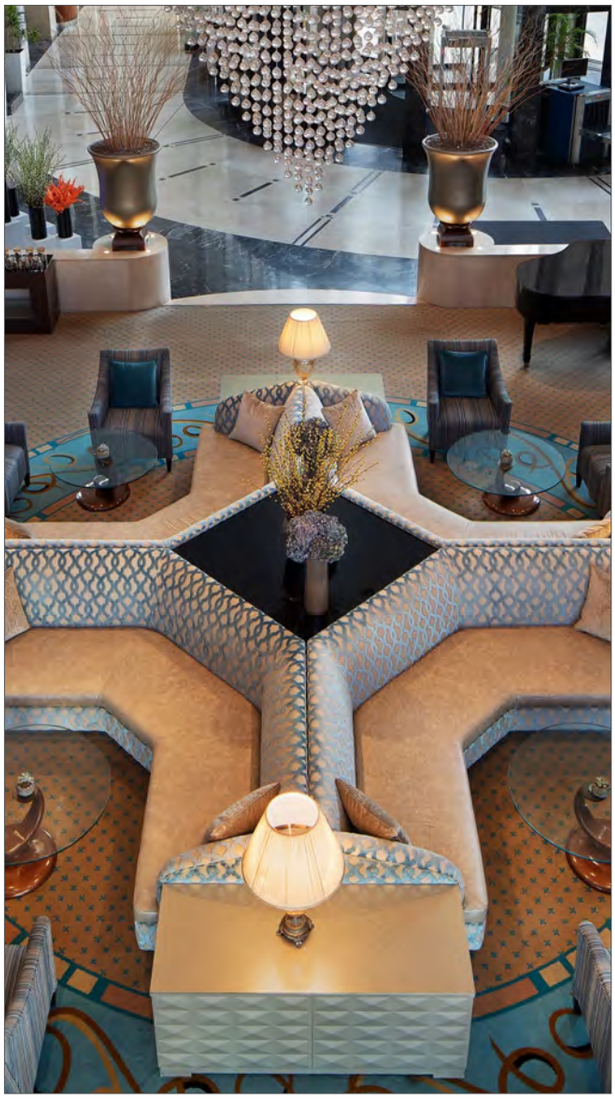
With the renewed repertoire of Somel Trio, we invite you to a musical feast that will fill your soul every Friday and Saturday at The Clubhouse Jazz Bar. While our guests enjoy jazz music, get ready for a gourmet journey with our signature cocktails and mocktails!



Golf Simulation

Continue your golf pleasure without interruption with the best facilities provided by technology at Sheraton Ankara Health Club. Golf Lounge, with its different simulation programs and equipment, serves all golf lovers throughout the season. Golf lovers will not feel the effect of the cold weather.





Lobby Renovation

In the renewed Sheraton Ankara Hotel & Convention Center area, our guests can follow their work and make meetings at an elegant and comfortable area with its rich menu content. Our guests can relax and have good time with piano concerts in our comfortable and stylish seating area.

Pool Renovation

Our indoor pool was technically renewed and a Ultra Viole (UV) system has been installed. Thanks to our new system that destroys all microbiological harmful substances, our guests who come to the Health Club can enjoy our sunlit pool with a panoramic glass ceiling without any hygiene-related questions in their minds.



Breast Cancer Awareness Month

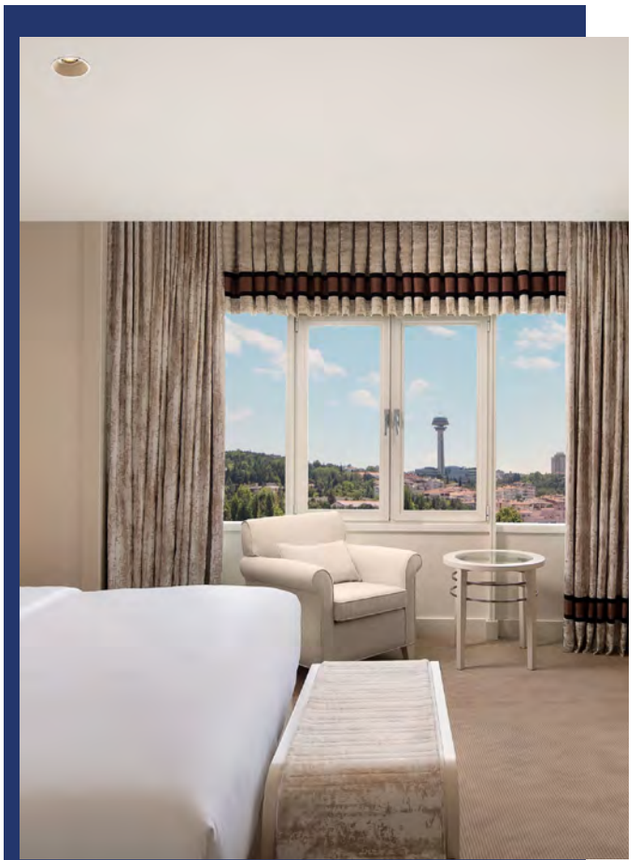


On October 12, as part of “Breast Cancer Awareness Month”, Koru Hospital General Surgeon Assoc. Spec. Dr. Vahit Onur Gül, trained Sheraton Ankara Hotel & Convention Center & Lugal, A Luxury Collection Hotel employees. The symptoms of breast cancer and the importance of early diagnosis were mentioned in the seminar, to raise the awareness of our employees.

Online Magazine

Press Reader, which offers more than 7300 newspapers and magazines from 120 countries in 60 languages, brings the agenda together with our valuable guests by providing instant access to the agenda from all over the world.





Oda Renovasyonu

Her zaman daha iyi bir misafir deneyimi sunmayı hedefleyen Sheraton Ankara, renovasyonu tamamlanan 306 odası ile 1 Ağustos 2022 tarihi itibariyle misafirlerimize hizmet vermeye başladı.

The Guide Dogs Association

We care to be a part of the society we live in as Sheraton Ankara Hotel & Convention Center. As a part of the social responsibility project, we donated to the Guide Dogs Association for every iftar meal served at Brasserie One Reataurant during the month of Ramadan.

REHBER KÖPEKLER DERNEĞİ



New Coffee Machines

Lugal, A Luxury Collection ve Sheraton Ankara Premium Odalarına yeni konulan Nespresso ve Sheraton Ankara Classic Odalarında bulunan Tchibo marka kahve makinaları ile misafirlerimiz tüm odalarımızda eşsiz bir kahve deneyimi yaşayabiliyorlar. Ustalıkla kavrulmuş taze kahvenin akılda kalan kokusu, odalarımızda misafirlerimizin deneyimine sunulmaya hazır.

Turkish Education Foundation

Within the scope of social responsibility, we made donation to the Turkish Education Foundation in order to support the education of young people, for every meal served at Brasserie One & Aruni restaurants throughout November.



NUROL | SHERATON BATUMI

Associates Appreciation Week

In May 2022, at Sheraton Batumi Hotel we celebrated Associates Appreciation Week to give thanks and recognition to our employees. During the week each day in the staff cafeteria, the hotel team was provided with live stations and an open buffet thematic lunch based on a particular country's cuisine: Georgian, Turkish, Indian, Italian, and Fast Food. The cafeteria was decorated according to the specific country to create an authentic ambiance that was highlighted with the most popular music in order to, even more, elevate associates' moods. During the week team was thanked for their continuous dedication, hard work, and loyalty to the hotel and for their efforts in guest recognition and satisfaction.



Town Hall Meetings

Once every quarter Sheraton Batumi Hotel is organizing a so-called Town Hall, an all-employee gathering where each and every department head is sharing with the team departmental achievements and future plans in order to fulfill common goals. During the meeting, the hotel's success is celebrated with a lively reception and celebration cake.



Brilliant Dollar

As of September 2022, we have implemented the associates' incentive program -Brilliant Dollar for rewarding individuals demonstrating outstanding commitment and creating ultimate interactions with internal and external customers, exceeding their responsibilities and being acknowledged by our guests and associates.

Within this program heads of departments can recognize those associates displaying exceptional behavior, performance, and spirit to serve our guests by giving them Brilliant Dollars. Associates that collect in total 3 Brilliant Dollars per month will be given a monetary incentive with the salary.

Pink October

In October 2022, which is known as Pink October - Breast Cancer Awareness Month, we have organized a special event called to drive attention to the importance of early diagnosis and have our input in increasing awareness in this subject.



Season Closing Celebration

In October 2022 at the outdoor poolside Jasmine Restaurant, we organized a High Season Closing event for our dedicated employees in order to express our appreciation for their efforts and continuous support in the hotel's successful operation.



Housekeeping Appreciation Week

In September 2002 the hotel celebrated the annual and traditional Housekeeping Appreciation week in order to recognize our precious housekeepers who we believe serve as the backbone of the hotel and hospitality industry. We have organized welcome coffee breaks and funny activities for the housekeeping team in order to make them feel how valued they are and create positive vibes for them.



Iv. Slow Cheese Festival

IV. Slow Cheese Bodrum Cheese Festival took place in Oasis Bodrum on April 7th-10th. Delicious and local cheese varieties produced in different regions of Anatolia with geographical indications were presented to the visitors. During the festival; consumer educations, book signing events with cheese-themed authors, and cheese making workshops, which it is difficult to reach real food nowadays was done by experts.









April 23 Children's Festival

April 23 National Sovereignty and Children's Day was celebrated with the most colorful, fun and enthusiastic moments in Oasis Bodrum. At the festival, which took place on April 22-23-24, children experienced the holiday of their dreams to the fullest with special shows, show groups, workshops, exhibitions and surprise gifts.



Ayna Band Concert

The legend of Turkish rock music, "AYNA", met with their fans in Oasis Bodrum with their beautiful nostalgic songs. Enshire theirselves in their fans's heart with their lyrics and compositions, AYNA, gave their fans a night full of music in Oasis Square with their unforgettable songs such as Akdeniz, Ölünce Sevemezsem Seni, Severek Ayrılanlar, Anlatmalıymış Meğer that everyone loved to listen.



Open Air Cinema

Oasis Bodrum Open Air Cinema met with movie lovers free of charge at Oasis Square on every Thursday, Friday and Saturday at 21.00. Oasis Bodrum, that offers dozens of films from adventure to thriller, from romantic comedy to animation, offered enjoyable and unforgettable moments to its visitors free of charge.



Hatay Days

Oasis Bodrum hosted the Hatay Days Festival, which introduced the local and traditional flavors of Hatay, between 19th-20th-21st of August. The opening took place with the participation of Mersin Deputy Ali Mahir Başarır, Former Minister İmren Aykut, Hatay Mayor Assoc. Dr. Lütfü Savaş and Bodrum Mayor Ahmet Aras. Delicious local products of producers from Hatay were presented to Bodrum residents. During the event, workshops, free treats and the making of local products were conveyed by experts.





Among the famous tastes of Hatay; pumpkin borani, hummus, pepper with walnuts, oruk, pumpkin dessert, kunefe, Hatay cheese, pomegranate syrup, olive oil, tomato paste and many other products took their place at the festival.

Ogün Sanlisoy Concert

Oasis Bodrum, that one of the biggest supporters of culture and art in Bodrum, offered enjoyable summer nights to music lovers with its open-air concerts.

Ogun Sanlisoy's cult songs such as "Saydım, Bilmece, Hadi Beni Güldür Biraz, Pencere" met with the visitors at Oasis Square.

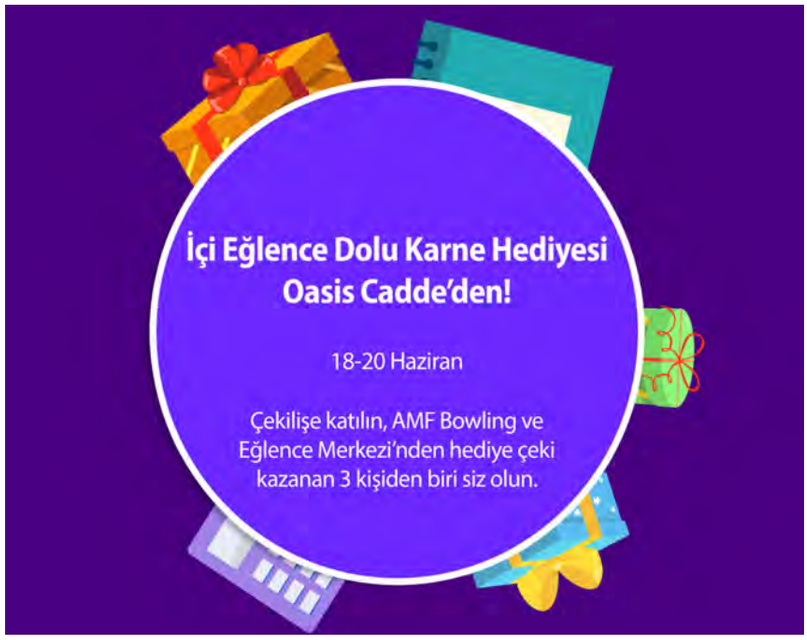


Open Air Iftar Meals!

Through the giveaway raffles run by the social media accounts of Oasis Cadde, 12 followers won an iftar meal for two at Kuşhane, Pizza Si Bella and Poker Burger each week in Ramadan.

All the participants had to do was to tag their friends with whom they wished to enjoy their meal, in the comments under the giveaway post shared on Oasis Cadde's social media account, and indicate their preferred restaurant.

Thanks to the raffles that sparked great interest and attracted a huge number of participants, Oasis Cadde gave away iftar meals to 48 couples in total.



Oasis Cadde Offered Report Card Gifts Filled With Fun

With their amazing report cards to show off and well-deserved fun at the beginning of the summer break, 3 students won AMF Bowling and Entertainment Center gift cards at the end of a giveaway ruffle run by the social media account of Oasis Cadde. The students had a great day starting their summer break at Oasis Cadde.

Open Air Cinema 2022

It was a cinema feast, where people had a chance to see the most popular movies in the big white screen on the warm summer nights. At the Open Air Cinema featuring a gigantic white screen located in the midst of greenery, guests of Oasis Cadde not only got to watch the movies, but also the stars...

Organized for the fourth time, this year's Oasis Cadde Open Air Cinema welcomed film-lovers with 44 movies over July, August and September.

Throughout the summer, the cinema offered the viewers a wide selection of movies at the themed events called "Adventure Tuesdays", "Laughter Wednesdays", "Trail Mix Thursdays", "Little Ones' Fridays" and "Fantasy Saturdays" each week. The viewers enjoyed the movies and their popcorn at the movie nights - a free event, open to everyone.

The movies "Encanto", the winner of "Best Animated Feature" award and "Dune", the winner of "Best Sound, Best Production Design, Best Cinematography, Best Visual Effects, Best Original Score, Best Film Editing" awards at the 2022 Academy Awards, were very well received and appreciated by the viewers who showed up at the movie nights.



Oasis Cadde's Treat For Children As Mid-Term Break Gifts!

Oasis Cadde remembered to treat students during the mid-term break. At the end of a giveaway ruffle run by the company's social media account, 4 students received gift cards they can spend at AMF Bowling and Entertainment Center. After collecting their gift cards from the Oasis Cadde information desk, the winning students had a memorable mid-term break by spending their time at AMF Bowling and Entertainment Center.

Our New Stores

Yatsan, Biollia, Beyruty Restaurant, Mirandus, Carvak, Koçtaş







NUROL INTERVIEW

Selim Baybaş
General Manager of
Nurol Teknoloji

Could you please tell us about yourself?

I was born in 1974 in Ankara and completed my secondary education at Ankara Anatolian High School. Due to my interest in physics and mathematics, I attended Hacettepe Nuclear Energy Engineering Department of my own choice and graduated with a good degree. I could have continued to study abroad, there were various opportunities. However, I chose to study for an MBA at Bilkent University with a merit scholarship.

I know that you started your business life in a different field other than your university education. Why?

We should not look at them as very different fields. I have always been interested in financial engineering, which includes derivative instruments and financial risk management. In short, we can call it the development of management strategies using similar mathematical models and techniques that we use in engineering. Afterwards, I found myself in the heart of banking, where I wanted to be. The adventure that started abroad with an internship at a foreign bank continued in 2000 as an FX Dealer in Istanbul in Finansbank Treasury Department. While I was there, I received an offer from Daimler Chrysler. To tell you the truth, changing jobs and leaving the world of finance was never on my mind, but I found myself in the heart of the real sector at DCAG. I was included in the International Executive Development Program and thus spent about six years in different managerial positions on the Germany-Turkey axis. This period, which lasted until mid-2006, was a very useful period for me, during which I progressed in my career.

You return to Turkey again, this time with a transfer to one of the group companies of a very large holding company. Could you please give us some information?



Sabancı Holding wanted to grow and brand its subsidiary Temsa Global in the international arena. After working as a domestic director in Adana for two years, I returned to Turkey as an expat, working as the Head of International Customer Services at Temsa Europa NV and Country Director at Temsa Austria GMBH. There I had the opportunity to meet and work with the surviving founders of Sabancı Holding. Under the roof of Sabancı Holding, I had the opportunity to learn and perceive the working processes and culture of a Turkish family holding.

In 2010, you had to return from abroad and you have always lived in Istanbul until you started Nurol. How come?

Yes, due to my father's illness, I could not wait for my contract to expire so I resigned and returned home at the end of 2010. My father's health problems, which had been present before, had become more severe and I wanted to be with him during this process. I am glad I did so. Because after a very short period of six months, we unfortunately lost my father in mid-2011.

You continued your professional life with another Holding in Turkey. Can you tell us how it happened?

I was interested in businesses that I could look at from a broader perspective and work closely with shareholders in line with my experience and knowledge.

It was with this expectation that I was given the management role where I could be effective in the processes of transforming and improving companies. Although the female shareholders in the management of Izmir-based İnci Holding had gained an important place for themselves in the male-dominated automotive supply industry sector by working as managers, they needed restructuring due to certain problems. We completed the transformation story that we started in line with the goal of institutionalization while preserving family values in about four years. Thus, between 2010 and 2014, I served as a member of the Holding's Executive Board and subsequently as the Chairman of the Board of Directors of Group Companies, where we acquired companies and signed important partnerships. These processes, which I went through at the age of 36, have certainly been of great benefit in terms of my career.

In the meantime, you also had the opportunity for both domestic and international education in the following periods. What would you like to say about these?

As you said, education has no age. In order to keep up with the developments in the globalizing world, it is necessary to constantly renew, update and increase your knowledge. In this sense, I attended academic programs at Harvard University, INSEAD and Sabancı University.

Can you tell us about the times when you established your own company? What were the fields you were involved in?

Naturally, in our forties, we started working towards the goal of focusing on our own investments. My partner and I developed a new business model and established a strategic consulting platform. This company is still in operation. also founded Sunflower, a renewable energy company in 2015, which attracted a lot of interest from investors and was acquired by an important local group.

You are returning to your professional life. How did this happen?

Towards the end of 2015, I could not refuse the offer. I initially served as an independent member of the Board of Directors and then as Chairman of the Board of Directors, Managing Director and CEO until mid-2019 within the scope of executive activities in Doğan Holding's publicly traded companies. Here, I think I have completed what I will do in terms of transformation in 3-4 years.

In 2019, the story of your arrival in Ankara and our Company Nurol Technology began. How did this encounter take place? Could you please tell us about it?

I was already acquainted with the Çarmıklı Family in Istanbul. We are from Arhavi on my mother's side. We have a common background. During our conversations, the problems at Nurol Teknoloji were mentioned. My first observation was that the situation could be much worse than what was described. I have always implemented solution-oriented systems in the face of problems in the companies I have worked for and established business models that will ensure not only profitable growth, but also sustainable growth on a healthy structure. I saw Nurol Teknoloji as a company that is exactly in line with this goal. When I was asked to lead Nurol Teknoloji, I could not have had any other choice, as bonds of the heart are more precious to me than anything else. I said to myself, ***"I'm going to Ankara and I'm going to create a global company from there!"*** Happily, we are on a journey to fulfill such an opportunity. I would like to thank our esteemed founders who have always supported us in making this process a reality.



I'm going to Ankara and I'm going to make a global company out of it



Can we get information about Nurol Technology Company?

We are a Nurol Holding company established in 2008 with entirely domestic capital in order to produce ballistic ceramics that Turkey and the world need and to use them in personal ballistic protection, ballistic armoring of vehicle platforms and structural ballistic protection applications.

Nurol Teknoloji is a company that can produce ballistic ceramics such as Boron Carbide, Silicon Carbide, Alumina, Titanium Diboride, Tungsten Carbide, which are produced in very few countries in the world in the field of powder metallurgy and advanced technical ceramics production, and transform them from raw materials to the final end product with its technology and know-how. We are a company that offers fast, reliable and cost-effective solutions to customer demands and exports its products to many countries around the world. In addition to personal protection products such as ballistic protective plates and ballistic protective shields, which we produce in three production facilities located in Ankara, we design, develop and produce new generation armor systems for all vehicle platforms, including air, land and sea. In addition, in the field of structural armoring, we are also successfully operating in the field of manufacturing and armoring other ballistic protected operational products such as building armoring, armored guard posts, visor sets and armored containers with cutting-edge technology.

Our company, which primarily offers solutions in line with the needs of Turkish Security Forces, produces advanced technological ballistic ceramics and hybrid ballistic protective armors that have proven themselves in combat conditions required by all friendly and allied countries around the world.





What was the first thing you did when you came to Nurol Teknoloji?

Naturally, the first thing I did was to assess the human resources. You can build facilities, factories and make investments with millions of dollars. But if there are no people, none of this means anything. It is the people who will manage them, make the plans, execute the programs, control the costs, use the machines. No failure can be blamed on the manager alone. We cannot say that the general manager is solely responsible for the failure of companies, we need to look at it as the joint responsibility of other unit managers and the individuals who make up the team. For this reason, we examined our employees and prepared for a long marathon together by re-establishing and restructuring our team.

In our factories located in Ankara, we currently have a total of nearly 400 qualified white-collar and specialized blue-collar employees.

Could you tell us about your short and long term plans for this exciting journey?

As of now, I think we have completed the first period, which I call Phase 1. This was to restore the company to a sustainable healthy structure. Our priority was to do this by rebuilding trust and reputation with increased brand value. In the past three years, I can say that we have not only increased the profitability of the company, but we have also realized our goal of making it sustainable.
I can say that our preparations for the transition to Phase 2 are complete. If you are moving towards a global claim, you need to have a brand accordingly, you need to have a say in the world market with a different product of your own. We are rapidly progressing towards achieving this. We can now say that we are unrivaled in Turkey with a market share exceeding 90%. We have set ourselves a period of 2-3 years to achieve this on a global scale, both organically and inorganically.

When we say Phase 3, we should think of a company that can now produce its own new technologies. In business strategy, there is a concept we call “S Curve”. We liken the slow start of every new business, followed by its rapid rise and then slowing down to reach maturity to the letter “S”. Change and innovation are perhaps the only constants of the world we were born into. I believe that as a natural consequence of change, as in everything that touches human beings, we must always be in pursuit of the new and the better in our business world. For this reason, we must be a company that creates new S’s, new jobs, has S fields and nurtures them. Our Chairman of the Board of Directors, Mr. Nurettin Çarmıklı, said to me when I took office: ***“You can make this company operational, you can produce and make a profit, but you make me your own product that no one else has made that you can market abroad, that’s what matters to me!”*** This is exactly my dream of creating a global company from Ankara. With the encouragement and support of our Board of Directors, we are working for this with all our strength as a team. In a short period of time, we have gone from 20% capital efficiency to 90%. We want to be an executable and saleable place of ideas and we are on this path.



The plaque of appreciation from the Ukrainian Ministry of Defense for the life-saving ballistic protective products we sent to those in need in Ukraine.

What would you like to say about Nurol Teknoloji’s export activities?

We closely and actively follow NATO tenders and tenders in allied countries, both at home and abroad. We continue to take the right export steps in a way that will make a difference with our high production capacity and experience in ballistic products.

We have exported our personal protective products to NATO member countries such as Italy, Germany, Poland, Belgium and European countries. In our neighboring geography, we have delivered large quantities of ballistic protective plates and vests to the needy in Ukraine during the war that has been going on since the beginning of this year, and our shipments are still ongoing. In the certificate of appreciation we received from there, there was a message of thanks for the life-saving ballistic protective products we sent to those in need in Ukraine, confirming the spiritual dimension of our work for us. This made us very happy.

In addition, we have delivered and continue to deliver ballistic plates, ballistic hand shields and vehicle platform armors to end users in the Far East and Middle East. Increasing our export volume is one of the most important goals of our company. This year, I can say that we have tripled our export figures compared to previous years. In this way, we are making a significant contribution to the economy of our country, and we will continue to do so in the coming years.

R&D is a must for a technology company. Can we get information about it?

Nurol Teknoloji has been an R&D-oriented company since the day it was founded. Many of the products we have brought to the market have succeeded in being the first in their field.

These achievements were made possible through a serious R&D process. We have structured our entire organization and processes in the field of R&D in a way to sustain these achievements in the coming period. At the beginning of 2021, after



“You can make this company operational, you can produce and make a profit, but you make me your own product that no one else has made that you can market abroad, that’s what matters to me!”

Nurettin Çarmıklı

the approval of our Ministry of Industry and Technology, we gained R&D center status and aimed to achieve a certain ratio in our expenditures. In line with this goal, we are adding new ones to our initiatives in the field of R&D by developing strategic collaborations with the leading academic institutions of our country.

In addition to Nurol Teknoloji, which operates in the Defense Industry field, you are also the General Manager of Nurol Solar. Could you give us brief information about Nurol Solar and its activities?

Operating since 2013 in the field of renewable energy, Nurol Solar offers environmentally friendly and cost-effective solutions for solar energy systems by adhering to the Nurol tradition and values of more than half a century, constantly developing in its field, making it its main goal to be the best, planning and implementing the future. We are aware that renewable and sustainable energy is the greatest legacy of the future and we have the competent engineering knowledge required by energy systems.

A few months ago, we installed a solar energy system with a power of approximately 1 MW on the roof of our Nurol Technology production factory in Gölbaşı. This way, we provide 17% of our monthly electricity consumption from the sun. We aim to implement GES systems like this in all Nurol companies in the coming period.

With the ever-increasing need for energy, the prevalence and importance of solar energy systems are also increasing. We strive to offer a viable energy solution to organizations/companies with high energy consumption in every sector and at every scale. We are proud of every project we carry out and continue to follow every step.

In this context, as of the beginning of 2023, we have preserved approximately 180,000 trees since day one with a total installed capacity of over 100 MW, a significant portion of which has been installed in the recent period, and we have prevented over 6,000 tons of CO2 emissions, ensuring our contribution to nature with the projects we have carried out.

We know that you have started structuring in line with the goal of branding abroad. What are you doing in which countries?

Our **Nurol Teknoloji USA** company was established in 2022. God willing, we will start our activities in our office as of January 23, 2023. First of all, there is a very big and important fair in Las Vegas, USA, and we will be participating. We will share our experience and capabilities with end users and other manufacturers. We already have a lot of meeting requests. We are eagerly waiting. We are also looking for inorganic opportunities in Europe.

You came back to Ankara from Istanbul after many years. Did you find it easy to adjust to life?

Since I started work, I have been in Ankara during the week and usually in Istanbul on weekends because my family lives in Istanbul. I can say that my biggest shortcoming is being away from the social circles I belong to. Of course, I am very busy and I don't have much free time for myself. I like to be around people and get to know people. Think about it, about 8 billion people live in the world and when we look at the history of homo sapiens, that is, thinking human beings, it is estimated that more than 100 billion people have lived since the earliest history we can go back to in the light of scientific data. Billions of people, each one different. Isn't that very exciting?

Humans are marvelous beings. First, they tried to understand the physical reality, which is the visible side of the cosmic design in the universe, and based on the data they obtained from the-



re, they set out to search for the truth that They think lies beyond it. In addition to the macro universe described by classical physics, the discovery of the existence of a micro-scale universe with different characteristics is extraordinary. However, this world of atoms and subatomic particles, which can be explained by the laws of quantum physics, is the basis of everything. Indeed, quantum mechanics is increasingly permeating everything in the world and bringing technological innovations to our lives. I could talk about this for hours.

Can you tell us about your hobbies? How do you unwind?

This may sound like a cliché answer, but I spend a lot of time reading. I do many different kinds of reading. I always try to evaluate what I read in terms of meaning. We are the sum of what we read. I also love book shopping and gifting books. We organize book reading days at certain intervals in our factory. We all gather together and evaluate the book we have read. We use these as case studies. In business life, there is a master-apprentice relationship, even though it is not very accepted. Sharing is very important. I can say this: S***hare forty things you know and find the forty-first one together!***

What does sports mean to you?

I am a Fenerbahçe Congress member.
Unfortunately, I have not been able to keep an interest even as a spectator in recent years. I am a professional swimmer, although I can't do it much due to time constraints. In line with my goal of adding something new to my life every two years, I have been practicing Aikido since the beginning of this year and I am preparing for my brown belt.

You look quite fit despite not being able to do sports. Can we say that you don't have much of a passion for food?

I'm actually a professional culinary graduate from the Academy of Culinary Arts. I cook quite well and I love to eat different dishes from different cuisines.



What about music?

Music is one of my interests, I am a good listener. You can't do without music. It sets and changes your mood. I can't play an instrument, but I am interested in electronic music in particular. I have some of my own music equipment at home and I can say that I am an amateur DJ in the sense that I add my own interpretation to songs.

Son söz olarak ne söylemek istersiniz?

I am 1 year away from 50. As people get older, they experience both sadness and happiness in life, as an immutable rule of life. Money, prestige, status, all of them are really temporary. Health is the most temporary and fragile of all. I believe that we should live fully aware of this reality, and as we get older, this belief turns into a way of life.

So far we have swam freestyle, but now we know the lane we are going in day by day!

And I would like to state clearly that thank God ***"I am in the happiest period of my life."***

On behalf of our readers, I would like to thank Selim Baybaş, General Manager of Nurol Teknoloji, for taking the time out of his busy agenda to answer our questions sincerely and candidly.

Meral Sarı Ceylan

Share forty things you know and find the forty first one together!

Bna Is Fully Localized!

Nurol BAE Systems Hava Sistemleri A.Ş.'s ("BNA") 49% shares owned by BAE Systems were taken over by Nurol Holding as of November 21, 2022. In this context, the new title of our company, which has become 100% owned by Nurol Holding, has been changed to Nurol Kontrol ve Aviyonik Sistemleri A.Ş.

Alistair Castle, General Manager of BAE Systems Türkiye, stated that the proposed divestment of their shares in BNA is in line with their strategy to grow their advanced combat air capabilities business in the Turkish market, that they have always had a good working relationship with Nurol and that they will continue to explore opportunities to work together in the future.

Gürol Çarmıklı, Member of the Board of Directors of Nurol Holding A.Ş., stated that they are always open to collaborations with BAE Systems, and that he believes that their cooperation in the past with a good working understanding will enable new joint opportunities.

BAE Systems is a key supplier in the TF-X cooperation project with the Turkish Aerospace Industry, which continues to play a key role in the strategy to develop the Turkish market in the long term.



Nurol Holding Motivational Event

As Nurol Holding Family, we organized a motivational event curated by Ceyda and Eda Çarmıklı where we experienced “Perceiving Life” with dear İrem Orhon, “Developing with Change” with Zeynep Aydoğan and “Staying in Balance” with Çiğdem Eren Kiziroğlu. We started our journey of development with balance and harmony for sustainability in our lives.



Granfondo: 21 August 2022

As Nurol Family, we pedaled for environmental, economic and social sustainability and a healthy future by sponsoring Granfondo Capital, one of the Granfondo Cycling Races, which was first organized in Türkiye in 2015 and has been run in Istanbul, Izmir and Bursa so far.





NEWS FROM OUR COMPANIES

NKolay Marathon

As the Nurol Family, we ran the NKolay Marathon with Make-A-Wish to realize the dreams of children between the ages of 3-18 who are struggling with life-threatening diseases.

We pedaled as Nurol Family for social sustainability and a healthy future.





“Emine Saadet Çarmıklı Kindergarten” opened.

The “Emine Saadet Çarmıklı Kindergarten” built by Nurol Holding in Ataşehir, Istanbul was handed over to the Istanbul Metropolitan Municipality in January to serve students.





20th Backgammon Tournament

We held the 20th edition of our Backgammon Tournament, which we took a short break due to the pandemic process and missed very much. We would like to thank our very ambitious competitors again, our guests who came to support us, the Sheraton Ankara Hotel and Fırın Sanatı employees who hosted us perfectly, and of course our esteemed Patrons who gave us the opportunity to organize this beautiful event.



From left to right:
Mehmet Buyurgan – Nurol İnşaat (Second),
Kerim Kemahlı – Nurol Holding (Champion),
Berk Şeşenoğlu – Nurol Holding (Third)

Nurol İnşaat Continues Circular Economy Activities

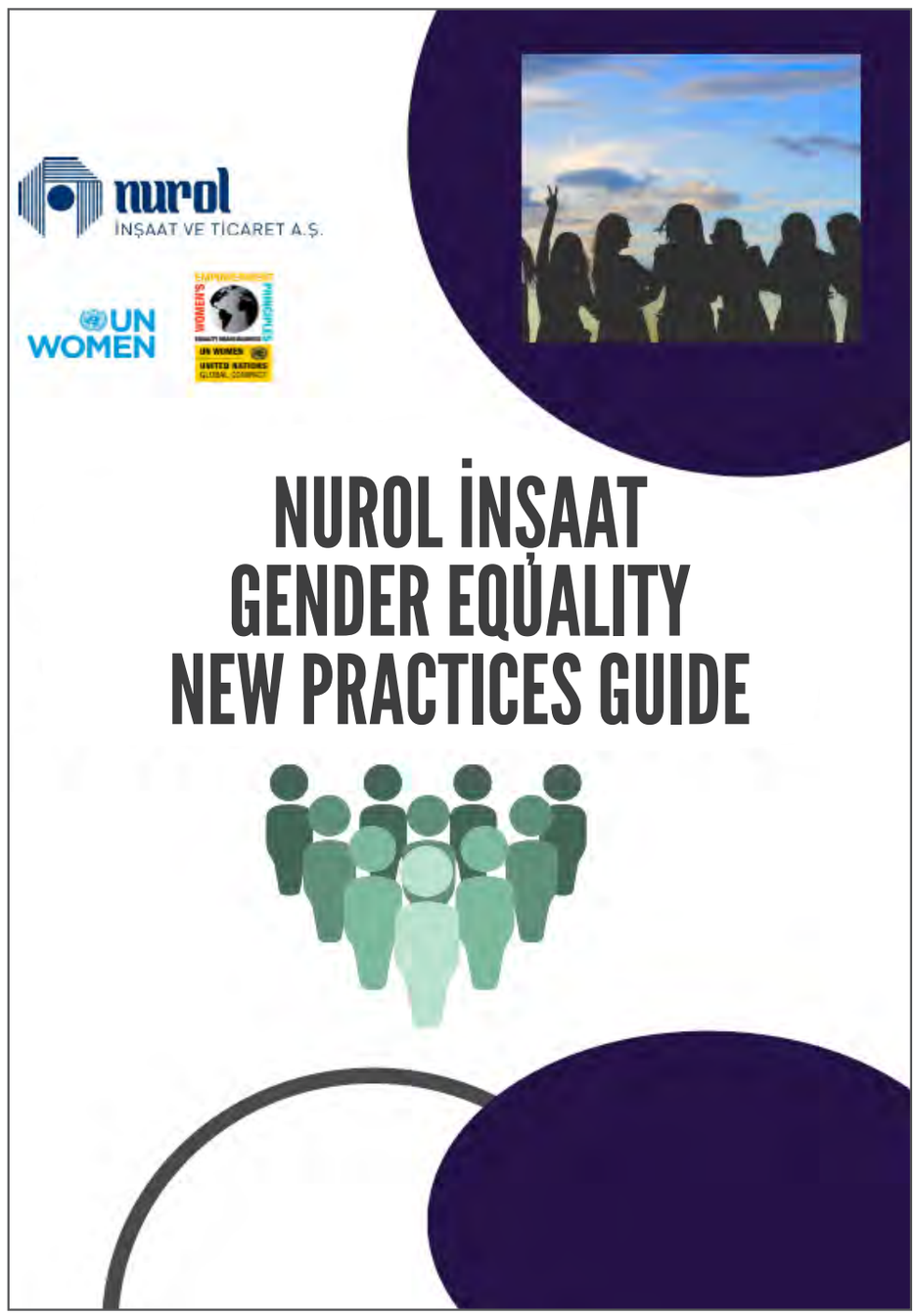
Within the scope of the Türkiye Circular Economy Platform (TDEP), which is carried out by the Business Council for Sustainable Development (BCSD Türkiye) and of which Nurol İnşaat has been a member since 2019, Nurol İnşaat and Gölpazarı Municipality came together to both utilize idle materials and support eco-tourism activities. Nurol İnşaat donated approximately 10 different types of bricks such as blend bricks, wedge bricks, barbecue bricks, press bricks from its facilities to be used in the construction of the planned "Learning Center and Exhibition Area Project".

In line with the circular economy's principle of utilizing an out-of-use material by preserving its current function as much as possible, this collaboration between Nurol İnşaat and Gölpazarı Municipality has prevented resource consumption and waste generation by recycling idle materials into the economy in the most efficient way possible.



Nurol İnşaat Continues to Take Steps in Gender Equality

In 2020, Nurol İnşaat, which signed the Women's Empowerment Principles and became a member of the 30% Club with the representation of General Manager Mr. Nurettin Akdeniz, continues its efforts to increase the representation and leadership of women at all levels in the business world with the "Gender Equality Guide". The guide includes details of the work carried out for each of the following topics: Recruitment-Promotion-Remuneration, Pregnancy-Birth-Motherhood, Work-Private Life Balance and Experience Gaining Mentoring Practices. Nurol İnşaat aims to continue its developmental practices in this area and emphasizes on every platform that it addresses gender equality at the level of human rights.



We Planted 220 Thousand Strawberry Seedlings



As TÜMAD, transforming the economic contribution we create into social responsibility projects that create value for the local people in the region is among our top priorities.

TÜMAD, which continues its activities at international standards in a way that respects nature, people and the environment, has added a new one to the Sustainable Community Development Projects carried out to increase the level of welfare and quality of life in the regions.

Balıkesir Metropolitan Municipality Rural Services Department, Havran Municipality and TÜMAD Mining in cooperation with Balıkesir Metropolitan Municipality Rural Services Department, Havran Municipality and TÜMAD Mining launched the 'Strawberry Scented Fields' project in order to revive the strawberry production in Çakırdere Village of Havran District of Balıkesir Province, which was done in the past but started to be forgotten due to economic impossibilities in recent years.







Yücel Yılmaz, Mayor of Balıkesir Metropolitan Municipality, who went down to the field and helped the seedlings meet the soil personally, said, “First of all, I would like to thank TÜMAD Mining facility officials. If there is movement, there is abundance. They brought the movement here and the abundance follows.” Within the scope of the Sustainable Community Development Project, 220 thousand strawberry seedlings were planted in Çakırdere Village of Havran District under the leadership of TÜMAD Mining in cooperation with Balıkesir Metropolitan and Havran Municipalities to benefit 44 households. The profit obtained from the project between May 15 and November 15, 2022 was 546,093 Turkish liras and a total of 41,655 kilograms of strawberries were produced.

In addition to increasing agricultural production and individual farming, the Strawberry Scented Fields Project enabled the whole village to produce strawberries, increasing the village’s market share. At the beginning of 2022, an agreement was reached with an industrial organization on wholesale purchase as a village. 220 thousand strawberry seedlings contributed to both Çakırdere and Balıkesir economy with the added value they created.

On-the-Job Training / Vocational Training

TÜMAD Mining prioritizes local employment in its community relations approach, which is kept active for the benefit of the region in accordance with the principles of sustainable development. In line with TÜMAD's local employment policy, qualified labor force training is provided in order to contribute more to the local people, taking into account the needs of the society. As a result of the shortage of qualified intermediate staff in our stake-holder neighborhoods in the immediate vicinity, the growing young population and increasing job demands, the idea of training young people emerged. In this direction, 20 young people living in the region completed the theoretical knowledge they acquired in public education courses with a year-long practical operator training at the construction machinery.





Nurettin Çarmıklı Mining Technical and Vocational Anatolian High School

Nurettin Çarmıklı High School, which differs from other high schools in the region with its thematic high school feature, continues its education with 234 students. Offering internship and employment opportunities to its students, Nurettin Çarmıklı Mining Vocational and Technical Anatolian High School, one of the most important examples of public-private sector cooperation, has achieved great success in a short time. In our school, which is the 51st R&D Center of our country and the first project funded in the field of mining in Europe, students will be trained on avoiding and protecting themselves from the dangers they will encounter in mines by using simulation and VR technologies with trainings adapted to the digital environment and designed with virtual reality fiction. Nurettin Çarmıklı Mining Vocational and Technical High School, whose foundation was laid in 2018 within the framework of the protocol signed with the Ministry of Energy and Natural Resources and the Ministry of National Education in order to meet the need for intermediate staff in the mining activities carried out in the region, was completed in 2019 and put into service.

Türkiye's First Mining Anatolian High School and İvrindi Gold and Silver Mine inaugurated with a Grand Ceremony

Our Sustainability Activities Continue at Full Speed at Sheraton Hotel

In our Health Club, guests were informed about the use of towels and awareness was raised about detergent and water consumption. The "Water is Life, Don't Waste It" campaign was also implemented on the use of towels in our rooms.

"Disposable" paper cups in our staff cafeteria were replaced with glass cups, and our work and rest areas were included in our sustainability activities.







By removing the plastic water bottles in our rooms, we minimized plastic consumption in our Complex, which has 396 rooms in total.

By replacing the printed “compendiums” in our rooms with digital directories, we reduced paper usage and printing costs.

NUROL | QUALITY MANAGEMENT GROUP QUALITY ACTIVITIES

As Nurol Quality Management Group, we act with the aim of developing a culture of excellence with a holistic quality approach in all areas, professionalizing management units, and promoting sustainable development and excellence.

We continue to move forward on our journey of excellence by sharing and disseminating our best practices through trainings, workshops and meetings in order to create awareness of creativity and corporate culture, to produce solutions beyond customer expectations and requests, to transform change, and to put forward trends that shape the future. In this context, we held our Integrated Management System "Quality management, environmental management and occupational health and safety management" basic information and awareness trainings with TÜMAD, and "AQAP 2110 (Allied Quality Assurance Publications) standard awareness trainings, which includes NATO's quality requirements for design, development and production, and current situation review and evaluation" meetings with Nurol Makina.

Integrated management systems are based on and governed by quality management principles. Both NATO standards and other international quality standards are based on quality management system principles. In order of importance, these principles consist of seven management principles: "customer orientation, leadership, employee commitment, process approach, improvement, evidence-based decision making and relationship management". If we briefly explain these principles:

The principle of customer orientation will ensure that the trust of customers and related parties (our internal and external stakeholders) is earned and success is sustained. Focusing on understanding and exceeding all customer expectations (now and in the future), increasing customer value, increasing customer satisfaction and loyalty, increasing business volume, increasing revenue and market share, and actively managing communication with our customers and stakeholders to achieve sustainable success.



TÜMAD Integrated Management Systems (Quality Management, Environmental Management, OH&S Management) standard information awareness training



NUROL MAKİNA AQAP 2110 NATO Quality Assurance requirements standard information awareness training

Through the leadership principle, leaders play a leading role in ensuring unity of purpose and direction, enabling employees to achieve their goals and participate. This will balance strategies, policies, processes and resources. In this way, leaders will, on the one hand, ensure that employees are trained and authorized with the necessary resources to act responsibly, encourage them and draw them into the process, and on the other hand, increase effectiveness and efficiency.

Increasing employee satisfaction, freely sharing knowledge and experience in groups/teams, setting creative and innovative goals, recognizing and appreciating learning and development with the contribution of employees at all levels, and ensuring effectiveness and efficiency are only possible with the principle of employee engagement. Employees are the essence of companies.

Principle of process approach; It is important for improving process performances and understanding the results. It is imperative that the requirements of interested parties are understood and fulfilled. Access to effective and sustainable process performance can only be achieved by monitoring, controlling, analyzing and evaluating processes and their interactions, and managing the resources, risks and opportunities that will affect all process outputs. A desired outcome becomes more efficient when activities and related resources are managed as a process

The principle of Improvement gains importance in terms of being prepared for internal and external risks, creating new opportunities, increasing innovation activities and maintaining the current performance level of companies. Improvement activities are supported at all levels in our companies.

Effective decisions are based on evidence, data analysis and information. The principle of evidence-based decision-making and evidence-based data analysis will ensure objective and reliable decision-making, which will improve the decision-making process in our companies and ensure the ability to achieve targets. Stakeholders and companies are interdependent, stakeholders will have a great impact on the performance of companies and therefore need to be managed very well.

With the principle of relationship management, mutual understanding of goals and values for sustainable success today and in the future, identifying and turning associated risks into opportunities, and balancing short-term gains with long-term considerations will be achieved. In this way, a mutually beneficial relationship will increase the ability of both parties to create value.

As Nurol Quality Management Group, we believe that we will carry our achievements into the future with these management principles and “Sustainable Development and Excellence”. With all our perfectionist practices, we will continue to create value as the driving force of awareness and sustainable excellence in our companies

Zeynep KAREL
Engineer, MSc.



We started with the Ayşe Gürpınar, Nazım Mammadov Exhibition, one of the most beautiful exhibitions in Ankara.

Post Corona Art Days

he 2021-2022 season was the first season of normalization after Corona. People were still hesitant to enter galleries or other art spaces. But the 2022-2023 season was of course more active and more productive. Nurolatölye also started its work during this period. We returned to these art-filled days that we missed so much. Our June exhibition was the exhibition of our three young artists, Nurgin Çetin Almalı, Burak Erim, and Selmani Baki Kocaispir. We are happy to host such three young mixes and allow more young artists to benefit from our gallery.





Ayşe Gürpınar, Nazım Mammadov Exhibition

We started this season on October 8 with the Ayşe Gürpınar, Nazım Mammadov Exhibition, one of the most beautiful exhibitions in Ankara this year. The exhibition of these two academics from Erciyes University was a really successful exhibition.

Nurol Atelier Exhibition

We closed the last semester with the Nurolatölye Exhibition, a Nurolsanat classic. Nurolatölye, with its history of more than 10 years, has gained the quality of a school and has ceased to be a hobby atelier. This was our goal when we started. Our atelier studies, which we carry out in two groups a week with our teacher, painter Hüseyin Yıldırım, culminate at the end of each year in June with a year-end exhibition with a selection of the artworks produced during the year.

NUROL | ART CALENDAR

Işıl Özışık Exhibition

On November 5th, we opened the exhibition of Işıl Özışık, the doyen of watercolor, who has been holding her courses and painting exhibitions in our gallery for years. We opened the exhibition of 30 precious watercolors without Işıl Özışık, who still had to be careful due to Corona and could not come back from America.



Aynadaki Sırlar (Secrets in the Mirror) Exhibition

After the December 7th exhibition, the last exhibition of this year will be 'Secrets in the Mirror' curated by Prof. Mutlu Başkaya, Head of Ceramics Department at Hacettepe University Faculty of Fine Arts. More than 30 esteemed artists made special productions for this exhibition, and we are very proud to host this exhibition.

Instagram Art Chats

In the meantime, we continue our art conversations on Instagram on behalf of Nurol Art Gallery.

Some of the first guests of this season were Tamer Levent, Ceramic artist Pınar Baklan; writer, philosopher Ümit Yaşar Gözüm, Art Historian Dilek Karaaziz Şener. These conversations are archived and uploaded to Nurolsanat YouTube to ensure their permanence.







ACTUAL

4 AGREEMENTS FOR LEADERS



Don Miguel Ruiz's book "The Four Agreements", in which he presents the Toltec wisdom teachings, is an excellent reference book for everyone, as well as an important roadmap for leaders. In short, the sages tell us the following: Choose your words carefully, take nothing personally, make no assumptions and always do the best you can.

A leader does not exist solely on his or her accomplishments. Leadership is about how you use these four agreements and how you walk the path to success. Let's take a look at how these four agreements are used by leaders in the business world.

A thought experiment with empathy as a start

Empathy is what we need the most to answer this question. So, who should we empathize with first? Of course, with those whose lives the leader directly touches every day; that is, with team members. Because a leader deserves the title of leader not by being a leader in his/her own eyes, but by being perceived as such by his/her team members. To understand and define the characteristics of a good leader, I invite you to a thought experiment where we look at the world through the eyes of a young team member.

Imagine yourself as a young and enthusiastic team member trying to climb the first steps of your career. You have creative ideas, original research and a bright window to open to the team. You also have a team leader who really knows what he or she is doing and has excelled in his or her time. You want to communicate with him/her and introduce him/her to your ideas, learning new things along the way. This thought motivates you. But the leader whose success you look up to is also quite strict. He orders you around and ignores your ideas. It is inevitable that over time you will feel discouraged and your creativity will be stifled. In such an atmosphere, you realize that you don't have the opportunity to take steps to realize your potential. Let's think of it this way: the leader you look up to cares about you and your ideas. You can see that when you are critical, it is taken seriously and the work is directed according to your criticism. There is no doubt that there is an atmosphere of sincerity and transparency. Such an atmosphere will give you a good reason to wake up every morning. When you go to the office or sit in front of the computer at home, you know that you are stepping into a world where you can share your creativity and perspective. With the confidence that this realization brings, your inspiration will continue to shine instead of fading.

I assume you imagine two different scenarios where you work with a strict leader and an inspiring leader. I highly recommend such thought experiments for leaders. By imagining, you can create an insight where you observe yourself from the outside. Without further ado, let's move on to the formula for a good leader that will help you start your day more than coffee...

Every leader is a good speaker, a good leader listens well! Leaders who still adopt rigid attitudes and lack flexibility will inevitably struggle to respond to the needs of their teams. A healthy leader-team relationship can be achieved where there is active listening and critical voices. The spirit of empathy needed to create such an environment also requires flexible approaches. In a rigid environment, the team will find it difficult to articulate their problems and needs. Team members feel that they are real subjects of their work in a space where their voices are heard. Work is enriched when team members bring their own perspectives to the table. Team members can see details that the leader cannot see, but if the leader does not listen to them, there is little point. Similarly, the team will of course have needs that the leader is not aware of. Maintaining team spirit and a sense of belonging can only be achieved if these needs are heard by the leader. A leader who listens to the team without prejudice understands the team. In this way, he/she finds solutions to all problems, both visible and hidden, and responds to the needs.

Being open to criticism is a virtue

In an environment where the polyphony of the team is palpable, criticism of the leader may naturally arise. A leader who is trapped in his or her own window will avoid taking constructive criticism seriously. A good leader, however, knows that there is always more than one window. Criticism that comes from a sincere place is actually an opportunity for the leader to recognize himself/herself and avoid making the same mistakes in the future. We know that every human being makes mistakes. Leaders can also make wrong decisions and give wrong directions. Mistakes are not the end of the world. They are an opportunity for development and a test for creativity. A leader who takes the team's ideas into consideration and listens carefully to their criticism has the chance to see the creativity of the team and learn from his/her own mistakes. A leader who is open to criticism paves the way for transparency and open communication. He/she gets to know himself/herself and his/her team better. He/she demonstrates his/her difference by showing the courage to take responsibility and apologize. This courage strengthens the relationship of trust.

A unique combination of empathy and sincerity

If the leader is able to listen to the team and find solutions to the team's problems, this shows that the leader is truly empathetic.
Yes, listening to the team can only be possible by paying attention. But to really hear the team's voice and understand what they bring to the table requires the ability to see the world through the eyes of each team member. And this is only possible with empathy. By keeping empathy at the center, the leader also keeps the feelings and thoughts of his/her teammates at the center. Thus, he/she ensures that the team spirit always remains at a high level. A leader who keeps the team spirit alive creates an atmosphere of mutual understanding and co-production. In this way, the team solves the difficulties they face hand in hand. The sincere spirit required for efficient division of labor, multi-faceted approach and creative brainstorming is established.

Strong ethics for fair and professional conduct

We understand that a good leader must be transparent, kind, sincere and open-minded. These qualities, in the absence of a specific ethical framework, will not make a good leader, but a friend who will stand by you through thick and thin. A good leader should provide and act according to certain ethical frameworks. This ethics consists of both personal ethics, which the leader does not hesitate to follow, and work ethics, which he or she creates in the workplace.

While personal ethics may vary from person to person, there are certain values that a good leader must embrace. First of all, a good leader sets an example with an altruistic attitude. He/she prioritizes the well-being of the team and team members over his/her own interests. By the work he/she does, he/she shows that he/she cares about the good of the world and is an exemplary person. He/she enlightens his/her environment with his/her positive attitude and honesty. The ethics that the leader brings to the workplace are based on justice and transparency. They prioritize honesty and justice within the team. This work ethic draws clear boundaries in terms of business life and the quality of work done, and intersects professionalism with sincere team spirit.

In summary, a good leader is someone who combines empathy and sincere spirit with strong ethical values. He/she builds trust, keeps the team spirit alive, and manages to be an inspiring figure with a stance that is as strong as it is gentle. He/she knows that he/she is both a teacher and a student. He/she is a good listener as well as a good speaker, a person with whom everyone can express themselves comfortably. While he/she focuses on the result, he/she does not neglect the process. He/she listens to criticism and has the courage to apologize when necessary.

Arzu Deniz AKSOY
Taken from Harvard Business Review Türkiye's blog post dated December 20, 2021.

ACTUAL

Plogging:
Running to Protect the Environment

When the calendars showed 2016, a trend emerged in Sweden



Environmental pollution, which reaches serious dimensions day by day, causes the society to show more and more sensitivity to this issue. Environmental pollution is sometimes seen as plastic bags, plastics or wrapping paper, sometimes as ozone-depleting sprays, polluted water carrying hazardous wastes, and sometimes as gases and toxic fumes rising from the chimneys of our homes and workplaces. Today, many activists and environmental volunteers are making efforts to prevent this pollution. While many measures are taken for this purpose, events and activities are organized to raise environmental awareness and mobilize people. “Plogging”, a new addition to these activities, has turned into a trend in a short time and has become an activity practiced by many people today.

In Which Country Did Plogging Originate?

When the calendars showed 2016, a trend emerged in Sweden. The name of this trend was known as plogging. This concept, which comes from the combination of the Swedish words plocka upp (to lift) and jogga (to run), basically means cleaning up garbage while running. Thanks to people's respect and love for nature, this type of exercise has become a way of life. The movement started in Sweden and then spread across the continent and then the world.



How to Plogging?

Plogging is an easy activity that is good for both your health and the environment. There are no rules for plogging. You just need to pay attention to the plogging tips.



You can use a backpack or fanny pack to carry your belongings easily.

- First of all, it is recommended to pay attention to hygiene when plogging. For this, first of all, do not forget to use a garbage bag, latex gloves, disinfectant and mask to help you fulfill hygiene conditions.
- You can choose comfortable clothes as you will be cleaning the environment while jogging and brisk walking.
- You can use a backpack or fanny pack to carry your belongings easily.
- If you are plogging for the first time, you can start with your immediate surroundings. Acquaintances or neighborhood residents who see you may want to accompany you. This way, you can inspire everyone and clean up the area where you live.
- If you are able to bend, squat, run and walk, plogging can become a very active sport for you.
- At the end of the day, don't forget to take a shower and take care of your personal hygiene.
- You can separate the collected garbage into different bags as glass bottles, paper waste and plastic waste.
- Thanks to these tips, your great contribution to the ecosystem will be returned to you in the form of a long and healthy life.

ACTUAL

Benefits of Plogging

Plogging, which allows you to combat environmental pollution while doing sports, has many benefits. Thanks to plogging, which gives you the ability to move the body functionally, your body will be shaped and your flexibility level will increase. Plogging offers you the opportunity to burn more calories than a normal run thanks to the movements of bending and getting up. It is known by everyone that doing sports leads to the secretion of happiness hormone. With plogging, you will be doing sports and doing an eco-friendly activity at the same time, so the happiness hormone secreted will satisfy you even more. Going out of the areas you have cleaned and drawing new dirty routes will help you change your focus. In addition, the half-hour plogging activity will help you get away from the stress of everyday life and give you a chance to rest your mind for a short while.



What is the Link between Plogging and Environmental Health?

We harm ourselves by not disposing of environmental waste in the garbage bin. When garbage is in the garbage bin, but on the footpath or under trees, it directly affects the health of living things. Here's how we can explain the amazing link between environmental health and plogging:

- It takes a long time for waste to disappear in the natural environment. However, this time passes in the healthiest way thanks to the garbage reaching the waste treatment plants.
- Living creatures in the natural environment lose their lives due to the garbage thrown by humans. Plogging is practiced to prevent this loss of life and to support the natural system.
- A plogging event in Sweden brought 700 children together to collect almost 1.5 tons of garbage in an average of 20 minutes.
- Plogging can help raise awareness and give rest areas, jogging paths, picnic areas and gardens an attractive cleanliness.

As Jane Goodall said, "You cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of difference you want to make." Increasingly popular around the world, plogging offers you the opportunity to protect your environment while protecting your own health. This activity, which is also supported by non-governmental organizations, is practiced in many countries and is becoming a trend.



"What you do makes a difference, and you have to decide what kind of difference you want to make."

Jane Goodall

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