



Corporate Governance Principles Compliance Rating Report



Educational Volunteers Foundation of Turkey

26 December 2019

Validity Period: 26.12.2019-26.12.2020

LIMITATIONS

This Corporate Governance Compliance Rating Fourth Period Revised Report for the Educational Volunteers Foundation of Turkey, issued by Kobirate International Credit Rating and Corporate Governance Services Inc. has been compiled in accordance with CMB's Corporate Governance Principles, the Laws and the Regulations applicable to the NGO in question, and Corporate Governance Principles Compliance Rating Methodology for Non-Governmental Organizations (Revision 2015 / 2) created by our company based on General Corporate Governance Principles.

The Rating report by Kobirate International Credit Rating and Corporate Governance Services Inc. has been drafted based on 69 documents, information and files sent by the NGO in question, data disclosed to the public on its official web site at www.tegv.org, DRT Independent Audit, Independent Accounting and Financial Consultancy Inc.'s Independent Audit report for 2017 dated 12 April 2018, PwC Independent Audit, Independent Accounting and Financial Consultancy Inc.'s Independent Audit Report for 2018 dated 18 March 2019, as well as our experts' observations and interviews at the NGO in question.

Kobirate International Credit Rating and Corporate Governance Services Inc. has formulated its Ethical Rules according to the Law on Banking, CMB and BRSA regulations on the Operations of Rating Companies, widely accepted ethical rules of international organizations such as IOSCO and OECD, widely accepted ethical customs, and disclosed it to the public through its web site (www.kobirate.com.tr).

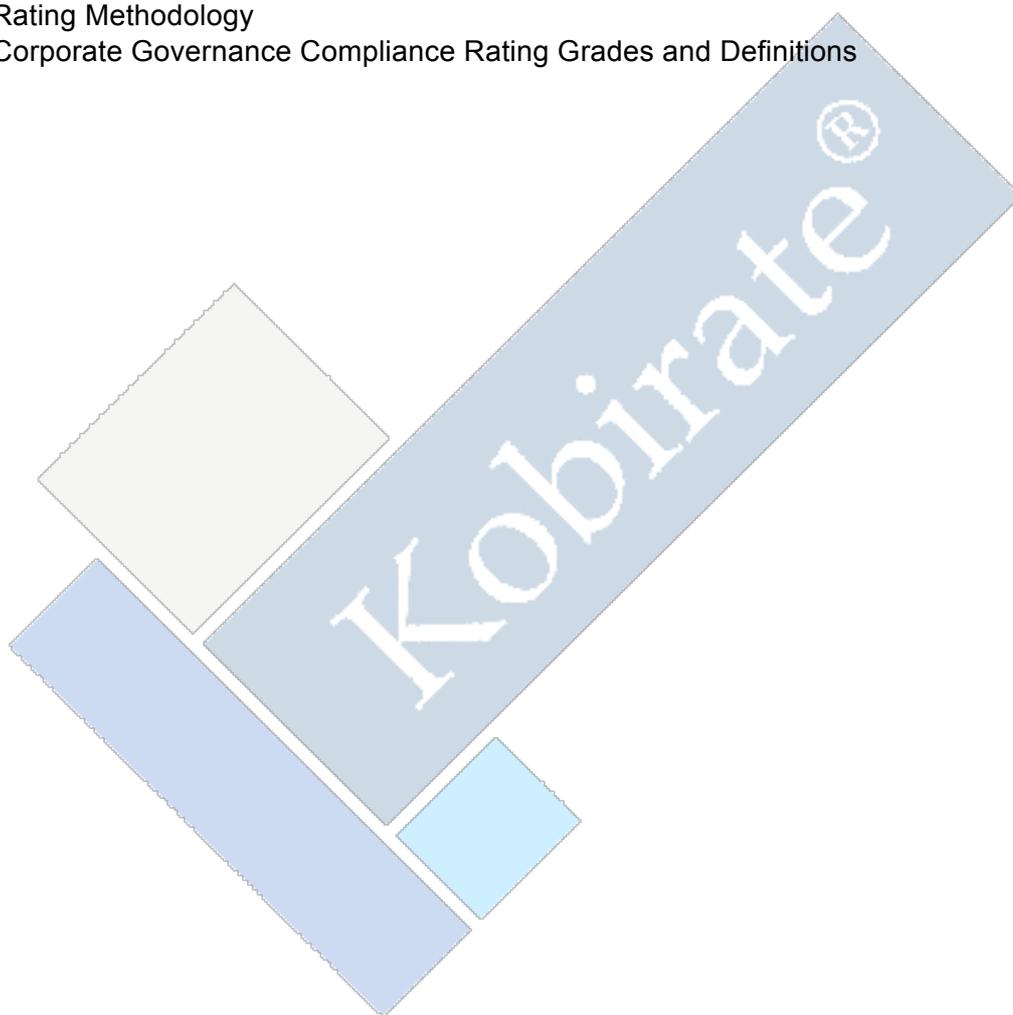
Although Corporate Governance Principles Compliance Rating is an assessment based on various data, in the final instance, it represents the institutional opinion of Kobirate International Credit Rating and Corporate Governance Services Inc. formulated according to the methodology it has disclosed to the public.

The rating grade does not constitute a recommendation to purchase, hold or dispose of any kind of borrowing instrument. Kobirate International Credit Rating and Corporate Governance Services Inc. cannot be held liable for any loss incurred due to investments in the company based on this report.

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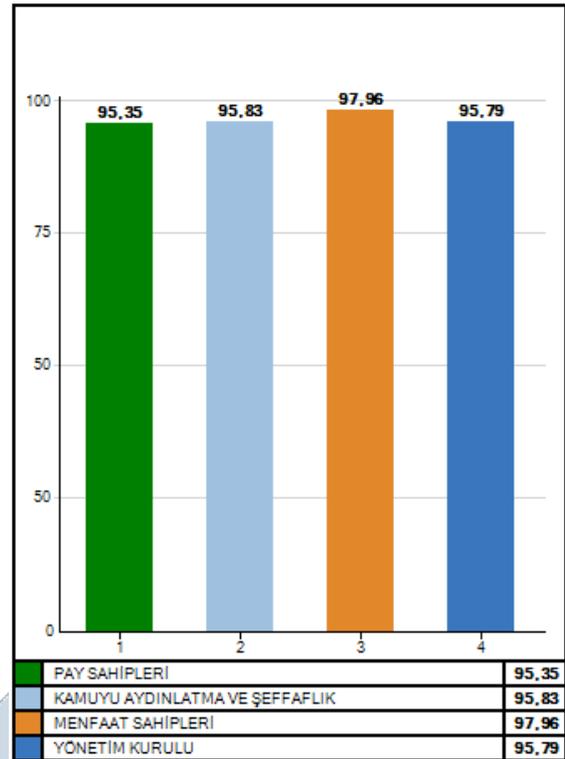
EDUCATIONAL VOLUNTEERS FOUNDATION OF TURKEY

CMB CORPORATE GOVERNANCE PRINCIPLES COMPLIANCE GRADE

9.60

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1. FOURTH PERIOD REVISED RATING RESULTS

Kobirate International Credit Rating and Corporate Governance Services Inc.'s 2019 Corporate Governance Revised Rating for **Educational Volunteers Foundation of Turkey** in accordance with Corporate Governance Principles Compliance Rating Methodology for NGOs (Revision 2015 / 2) is compiled through,

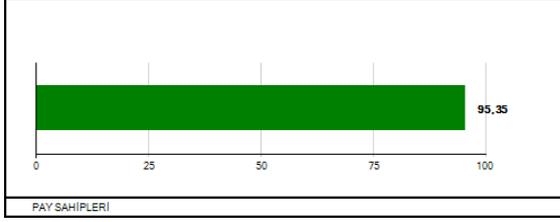
on-site examinations of documents, interviews held with executives and persons involved, official web site of the NGO, DRT Independent Audit Inc.'s 2017 Independent Audit report and PwC Independent Audit, Independent Accounting and Financial Consultancy Inc.'s 2018 Independent Audit Report, as well as interviews at the NGO and other reviews.

As a result of the examination of 302 criteria under the main headings Shareholders, Public Disclosure and Transparency, Stakeholders, and Board of Directors, in accordance with the Corporate Governance Compliance Rating Methodology for NGO's (Revision 2015 / 2) developed by Kobirate International Credit Rating and Corporate

Governance Services Inc, the Corporate Governance Compliance Rating Grade of **Educational Volunteers Foundation of Turkey** for the period 26.12.2019-26.12.2020 has been designated as **9.60**.

This result shows that **TEGV** has achieved a considerable level of compliance with the Corporate Governance Principles, Laws and Regulations applicable to the NGO, and Widely Accepted Corporate Governance Principles, awareness and culture of responsibility for its members, donors, beneficiaries and all other stakeholders is embedded within the NGO, public disclosure and transparency activities are sufficiently developed, rights of stakeholders are protected in a fair manner, many policies and procedures are put into effect to develop a corporate governance approach in the Foundation, and Board of Director's structure and working principles are in full compliance with Corporate Governance Principles.

Below is a brief summary of the main headings of assessment.



In the section of **Shareholders** (Internal and External Stakeholders) the Foundation achieved a grade of **95.35**.

In Non-Governmental Organizations (NGO), shareholders consist of members of the Board of Trustees. As of 26.12.2019, there are 177 people on the Board of Trustees. In this section, it has been determined that TEGV complies and maintains Corporate Governance Principles at a very high level.

The NGO provides equal services, opportunities and means to all members, meeting certain standards and responding to the expectations of social stakeholders.

It has been observed that all members are treated equally in the exercise of their right to obtain and review information. For the purpose of extending members' right to obtain information, all information that may affect the exercise of these rights is presented electronically for the use and information of members.

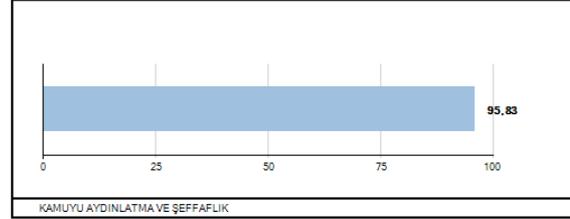
General Assembly meetings are held in accordance with applicable legislation, the NGO's charter and internal regulations. An information file is sent to all members before the General Assembly.

General Assembly meeting minutes are always accessible in written or electronic format. The NGO's official deed does not restrict the members' right to vote at the General Assembly and there is no regulation that suspends the voting right for a certain period of time after becoming a member.

Information, documents and training are provided to external stakeholders so as to help them understand and internalize the goals and principles of the NGO.

The NGO shares experience with other NGOs, creates suitable environments to this end, and conducts effective networking activities.

It would be appropriate if the wages of NGO employees were determined at the General Assembly, allowing members to present their opinions on the matter.



TEGV received a grade of **95.83** for the section of **Public Disclosure and Transparency**.

It was found that, in compliance with the principles, the web site of the Foundation allows members, donors, beneficiaries and stakeholders to access up-to-date information about the Foundation and its activities.

The web site is actively used for public disclosure purposes, and the NGO's web site contains the latest version of the NGO Charter and all the necessary information regarding public disclosure.

The Foundation's **Corporate Governance Principles Compliance Statement** was drafted by the Corporate Governance Committee since three years. The statement also includes the statements of Early Risk Detection and Audit Committees. The Foundation's Corporate Governance Compliance Statement is shared with the public through the Annual Report and the official web site.

The Foundation's Board of Directors formulated a list of principles, which can be defined as a disclosure policy, and shared it with the public through its web site.

In 2018, 38 press releases and in the first 11 months of 2019, 63 press releases were issued by the Foundation to share its activities with

the press, and this represents an increase of 66%. The Foundation uses social media platforms effectively to reach stakeholders. The number of hits **increased by 147%** in the last year, from 38,618,996 to 95,272,545. The bi-monthly e-newsletter is distributed to 115 thousand people, and informs all stakeholders about TEGV's activities.

TEGV sends donors in a timely manner detailed assessment reports regarding the projects that they support.

The NGO's financial statements and their footnotes are drafted by professional accountants and / or CPA in line with applicable legislation and international accounting standards, and are later audited by independent audit companies. The independent external audit of 2018 was performed by PWC Independent Audit, Independent Accounting and Financial Consultancy Inc. In the report dated 18.03.2019, there was no situation where the independent auditor refrained from expressing an opinion, expressed a conditional opinion, or did not endorse.

The Foundation's sensitivity in sharing accurate information with stakeholders and the public in a timely manner led to an **Integrated Annual Report**. This reporting approach, in which achievements as well as risks are stated, strategy and performance indicators are presented in a transparent and comparative manner, and not only past activities but also future strategies are shared, is widely accepted internationally, and is featured in the stock market indices of certain countries. During the drafting of the report, Board of Trustees, Board of Directors, donors, volunteers and friends of education were asked what information they want to see in the Annual Report of TEGV, and the report was drafted by taking these expectations into consideration.

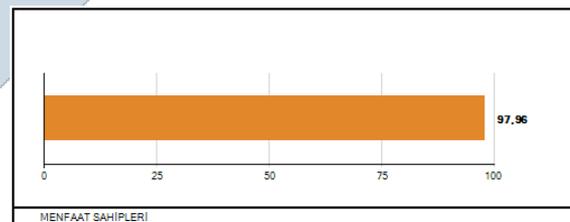
The **Integrated Annual Report** drafted by TEGV for 2018 is in compliance with Corporate Governance Principles and the International Integrated Reporting Framework, created by the International

Integrated Reporting Center (IIRC). With the publication of the 2018 Integrated Annual Report in accordance with the guidelines, the Foundation became a member of "Integrated Reporting Turkey Network" (ERTA).

TEGV's 2018 Integrated Annual Report was deemed worthy of two awards at the Annual Report Competition (ARC), the world's largest international reporting competition viewed as the Oscars of annual reports. The only Turkish NGO to participate, TEGV received a Silver Award among the print reports of all NGOs, and an Honors Award for interior design.

A separate section titled "**Corporate Governance**" is found in the Integrated Annual Report. The Foundation's activities in this field, management committees, duties and responsibilities of the committees, and 2018 activities are shared with the public.

Completion of the Integrated Annual Report and efforts on web site and public disclosure activities are the reasons for the increased grade in this section.



In the section of **Stakeholders**, TEGV achieved a grade of **97.96**.

Individual and corporate members, non-member donors, volunteers, beneficiaries, sponsors, NGO employees and society make up the stakeholders of NGO's.

In this section TEGV achieved a very good level of compliance with Corporate Governance Principles.

It has been confirmed that comprehensive policies are put in place for members, beneficiaries and donors.

Issues concerning employees, such as job descriptions, powers, recruitment, remuneration, performance assessment, leaves and social rights are regulated.

Stakeholders are adequately informed about NGO policies and procedures regarding the protection of their rights.

The Foundation continues to share information in an effective manner with volunteers over **TEGV AKTİF**, and with employees over **TEGVİZ**.

Assistance in the form of money, goods and services received from donors and suppliers is provided to the beneficiaries in a fair manner, without any discrimination based on language, religion, political opinion etc.

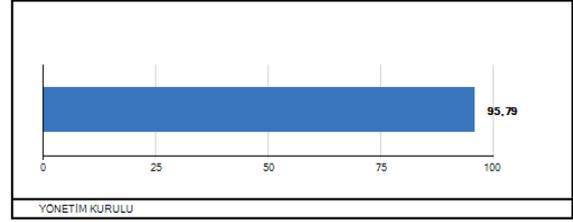
TEGV's revised **Ethical Principles Regulation** was approved by the Board of Directors with decision numbered 20, dated 24 September 2018 and came into force. Ethics Committee Regulation and Ethical Principles Regulation were shared with the public in line with the disclosure policy.

All TEGV employees sign a contract where they commit to uphold the Foundation's values and ethical principles. This document is kept in their personnel file. The behavioral criteria in the contract focus on transparency and accountability in line with the principle of "credibility".

Care is taken to ensure that information about internal and external stakeholders and suppliers is not disclosed without their consent.

With the donors' rights statement published on its web site, the Foundation accepts that all donors have the rights listed therein.

TEGV's compliance with principles in this section was found successful.



TEGV's grade in the **Board of Directors** section was revised as **95.79**.

The number of Board Members is sufficient to conduct productive and constructive work, and set up and operate efficient Board committees.

Board of Directors presents the purpose of the NGO in a clear, informative and motivating way to various stakeholders including members, beneficiaries, volunteers, donors, employees, the media and the public.

Board of Directors has established a risk management and internal control mechanism to minimize the effects of the risks that the NGO faces, and ensured that it operates effectively.

Board Members and executives use the donations received by the NGO in a manner suitable for the purpose, so as to obtain maximum benefit. No unnecessary reduction of NGO's assets or doubtful activities have been observed.

Board of Directors held 10 meetings in 2018 and reached 26 decisions. Board of Directors ensures that General Assembly meetings are held in accordance with legislation and the official deed, and implements General Assembly decisions.

As a principle, Board Members are nominated among candidates with a high level of knowledge and skills, who can contribute to the attainment of the NGO's objectives, who are qualified, and have respectability and recognition in society.

Each member possesses one vote at Board meetings and no Board Member has a weighted vote.

The NGO has formed a sufficient number of committees and working groups to ensure that Board of Directors fulfills its duties and responsibilities in a robust manner, in line with its current condition and requirements.

As a result of the **Supervisory Board's** efforts, in 2018, it was confirmed that there were no conflicts of interest between the Foundation and its management, public agencies and organizations, and other NGOs; the internal control system operated in a functional manner; the financial statements and their footnotes were accurate and reliable; there was no major lawsuit filed against the Foundation and / or by the Foundation; there were no lawsuits filed against the Board of Directors and executives regarding the activities of the NGO.

Early Risk Detection Committee has completed the establishment of a "Corporate Risk Management" system in 2019. Within the scope of the three-month project, an effective control system has been installed.

169 risks were identified and a risk inventory was formed as a result of workshops, senior management efforts, and expert opinions. Control activities, risk-response strategy, preventive actions and those responsible, and detection actions and those responsible were identified for specific risks. As a result of these efforts, as of 30.06.2019, the first "Corporate Risk Management Monitoring and Follow-Up Report" report was published.

The Corporate Governance Committee was restructured in 2018-2019, in order to raise awareness about Corporate Governance Principles across TEGV and help internal stakeholders embrace these efforts, the web site and annual report were restructured as per public disclosure requirements, and the 2018 annual report was edited as an Integrated Annual Report.

The structuring and operation of the Board of Directors, committees and working groups in accordance with the Corporate Governance Principles constitute the rationale behind the grade increase in this section.

An area of improvement in this section would be an increase in the number of female Board Members.

2. INFORMATION ON THE NGO AND CHANGES WITHIN THE LAST YEAR

A- NGO PROFILE



NGO's Name : Educational Volunteers Foundation of Turkey
NGO's Address : Acıbadem Cad. Rauf Paşa Hanı Sokak No: 42 34660
Acıbadem / İstanbul
NGO's Telephone : (0216) 290 70 00 PBX
NGO's Fax : (0216) 492 32 33
NGO's Web Site : www.tegv.org
NGO's Date of Establishment : 23 JANUARY 1995
Location of NGO Head Office : İSTANBUL

NGO's Area of Activity : Despite its indisputable role in public education, the state faces difficulties fulfilling this duty due to lack of resources and certain structural problems. Volunteering organizations, private sector and the public must act in such a way as to enhance the state's efficiency in this vital area. They must share responsibility by providing support, setting examples, and resolving shortcomings. The raison d'être of the foundation is to support the primary education provided by the state.

The objective of TEGV is to provide educational programs and activities to help primary school level children become citizens loyal to the basic tenets of the Republic, who are rational, prudent, self-confident, creative, pacifist, respectful of different beliefs and thoughts, and who do not discriminate based on gender, nationality, religion or language in human relations.

TEGV's original educational programs are implemented by volunteers at Educational Parks, Learning Units, and Mobile Firefly Learning Units across the country.

NGO Representative in Charge of Rating:

Didem BİLGİN
Plan and Project
Manager

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(0216) 290 70 00

Brief History of the NGO

Educational Volunteers Foundation of Turkey (TEGV) believes that “the precondition for seeing bright faces in Turkey’s future is to provide best education to children today” and by its raison d’être, the Foundation aims to provide educational programs and activities to help primary school children become citizens loyal to the basic tenets of the Republic, who are rational, prudent, self-confident, creative, pacifist, respectful of different beliefs and thoughts, and who do not discriminate based on gender, nationality, religion or language. Its values are 1-Credibility, 2-Volunteerism and Solidarity, 3-Innovation, 4-Respect for Diversity, 5-Responsibility and its manifesto is EDUCATION EMPOWERS! EDUCATION IS AN OPPORTUNITY! EDUCATION IS A RIGHT.

TEGV was founded on 23 January 1995 by a group of industrialists, executives and academics, led by **Suna Kırac**, to “support the primary education provided by the government.”

TEGV was founded by a 55-member Board of Trustees who believe that the main reason for some of the major issues that Turkey faces is lack of education, and that it will not be possible to reach the level of contemporary civilization without resolving this issue.

Focused on providing “out-of-school education” support to primary school students, TEGV has become the most extensive NGO in its field of activity. In 2009, Council of Ministers declared TEGV as a foundation allowed to collect donations without prior approval. Since its foundation, TEGV has provided educational support to children across Turkey with over 7000 corporate and 660 thousand individual donors, and tens of thousands of volunteers.

In the Activity Year 01.01.2018-31.12.2018, TEGV provided educational support to 190,667 children (50% girls-50% boys) with the support of **9241 volunteers**. Children received a total of **3,209,161 hours of education** at the activities they attended. In the same period, volunteers were offered **136,819 hours of training** to support their volunteerism efforts. Data on children's and volunteers' education hours, and access to digital platforms over the years are given in the table below. In the 2019 activity year, 184,939 children received 3,420,560 hours of training with the support of 8,510 volunteers.

CHILDREN'S EDUCATION HOURS	Year 2017	Year 2018
Education hours for children	3,391,557	3,209,161
Training hours for volunteers	135,896	136,819
Access to ALGO Digital Platform	101,387*	259,602
Social Media Hits	34.9 Million	38.6 Million

*The platform was launched in November 2017.

As of 26.12.2019, there are 177 people sitting on TEGV Board of Trustees, and as of 30.09.2019, TEGV has 148 employees.

Under the leadership of the Board of Directors, TEGV drafted the **2019-2021 Strategic Plan**. A project team was created for the systematic follow-up of this process to plan the next three years of TEGV, and the project started in March 2018. With the 23 March 2018 Workshop, and meetings held by the Board of Directors, TEGV's Mission and Vision were revised and Strategic Goals and Main Strategies were updated. Due to the management team's sensitivity for organizing the process in a participatory way, all employees participated in surveys and workshops at certain stages. The Annual Meeting gathering employees was held with the theme

“Strategy 2021” and efforts were evaluated by Board of Directors at regular monthly meetings.

The five main categories determined under TEGV's Strategic Plan for 2019-2021 are as follows.

Increasing the Number of Children: TEGV tries to develop new channels to reach children in line with the vision of “Being an NGO that is accessible to every child,” and aims to reach children who cannot come to TEGV, through new digital applications. TEGV also strives to provide services to more children with the development of its mobile education model

Highly Committed Stakeholders: TEGV's stakeholders empower the Foundation to implement its activities. TEGV aims to provide continuity in the resources provided by donors, to provide more effective communication with trustees, and to strengthen its international relations.

Sustainable Financial Structure: It is of strategic importance that TEGV, which has succeeded in being active for 24 years, continues to do so for many years to come. Thus, operational and financial sustainability is the priority of strategic objectives. TEGV aims to diversify national and international channels, to strengthen its fixed assets, and to decrease expenses by improving productivity in order to ensure financial sustainability.

Efficient and Productive Processes: “Productivity” has a special focus in the new strategic plan period just as it did in the previous one. As TEGV strives for constant progress and improvement, it aims to ensure that children receive maximum benefit from activity locations and that there are strong volunteer governance and efficient communication activities. In the New Strategic Plan period, TEGV will work on extending its unique education model on digital platforms

New Generation HR and IT Infrastructure: In order to improve the efficiency and productivity of activities, TEGV aims to strengthen its technology and human resources infrastructure, and implement next-generation digital applications in the field of education and in technical infrastructure. Improving employees' competence and commitment to the Foundation and maintaining team spirit are among the most important subjects of focus in the new strategy period.

TEGV's activities in the last decade and progress over the years are summarized below.

2009 TEGV is designated by the Council of Ministers as a foundation that has the right to collect donations without prior approval. Number of Fireflies reached 19, and results of TEGV's second public opinion survey “Lifelong Volunteerism and Achievements” were presented at December 5th World Volunteers Day Conference. Istanbul 2010 “Our Home Istanbul” project was launched and the “You Have Never Seen Them Like This” event was organized. Adım Adım (Step by Step) supported TEGV, and a one-month April 23rd Campaign was held.

2010 At Turkey Public Relations Association's (TUHID) Public Relations Awards, TEGV won the Golden Compass Award for the “You Have Never Seen Them Like This” concert. A record was broken in Beyaz Show with a promise of 4.7 million TL in donations. Under Istanbul 2010 European Capital of Culture scheme, the first thematic Firefly Culture Truck Trailer became active, in cooperation with European Capital of Culture Agency. The first thematic web site, Our Home Istanbul, was established and TEGV celebrated its 15th anniversary.

2011 Sevgi-Erdoğan Gönül Education Park was opened in Şanlıurfa, and after the Van

earthquake, 9 Fireflies were sent to the region. TEGV's activities were brought to seasonal agricultural workers' camps via Fireflies, and TEGV joined the Hürriyet Train. 6th World Volunteers Day Conference was organized and "Fun, Learn, Hygiene" Event was launched with Unilever. For the first time, a TEGV program entered the National Education curriculum.

2012 TEGV joined European Voluntary Service and started to send volunteers. TEGV Culture Truck set off from Istanbul to Macedonia, and held activities in Skopje. The truck delivered TEGV's Education Programs to Macedonian children for 3 months. Fireflies covered 112,214 km in 12 years and reached 720,098 children, and their number rose to 23.

2013 "Good Life Training Program" and "Bernard Van Leer Firefly" Education Program were initiated with KIPA, and Local Volunteer Meetings were held. TEGV Communication Platform - Chatter was launched. Under the EU Financial Support Program and Democratic Citizenship and Human Rights Education Grant Program, "Support Workshops for Volunteers" was launched and MobileKids Traffic Firefly TEGV was created in cooperation with Mercedes-Benz Türk.

2014 With the support of Istanbul Development Agency, in order to help primary school children access plastic arts, Dream Wanderer Firefly started its activities. TEGV joined the executive board of National Volunteerism Committee, a strategic advisory body promoting the recognition, strengthening and expansion of volunteerism. TEGV was added to Harvard University curriculum as case study. On the 100th anniversary of Turkish Cinema, TEGV organized the concert Films Through Songs, where actors performed the songs of unforgettable movies.

2015 Based on the high quality Search Conference, which drew ample participation, a three-year Strategic Plan was drafted for the first time in Turkey for many years. On December 5th World Volunteers Day, 'Sustainable Development' activities were organized jointly with AÇEV, ÖSGD (Association of Private Sector Volunteers), TEMA, TOG, UGK (National Volunteerism Committee) and UNV (United Nations Volunteers) in Turkey. The second edition of Nirun Şahingiray International Forum was held with the participation of UN Evaluation Group Chair, Harvard University Faculty Members, international experts and leaders of the industry. After many years, a "TELETHON" was organized to invite viewers to support education. SMS donations and other donations collected throughout the night secured support for the education of 80,000 children.

2016 This was a year when TEGV was appreciated at national and international levels. Due to its consistent participation in the Istanbul marathon for collecting donations, Istanbul Metropolitan Municipality Sports Inc. granted TEGV "Vodafone 37th Istanbul Marathon Incentive and Loyalty Award". Sabancı University gave "The Most Sensitive Navy Blue Award" to TEGV, designated the NGO of the year by students' votes. Educational Volunteers Foundation of Turkey was awarded by Vefa High School the "Honor Award" for Kemal Sunal -a graduate of the school-, thus granting it the biggest award under its "Culture and Art Awards" organization. TEGV also became the first NGO to join United Nations Global Compact network's Turkey Board of Directors.

2017 TEGV launched its new informatics project algodijital.com in cooperation with Google.org, aiming to help children learn about coding and master basic digital skills. The third edition of the biennial Nirun Şahingiray International Forum, held in memory of Nirun Şahingiray, was held on 25 November 2017 at Kadir Has University, in partnership with Ashoka Turkey. TEGV volunteer and donor Ahmet Uysal became the first Turk to run a marathon at the North Pole.

2018 Tekirdağ Süleymanpaşa Fibria Learning Unit was opened as TEGV's 39th Learning Unit, sponsored by Fibria. Under the Run for Education Project, Ahmet Uysal achieved an important success by running 1645 km from Köyceğiz to Artvin, for TEGV children.

TEGV is a member of Global Compact and holds WWF's Green Office Certificate.

Brief Information on the Activities of the NGO

TEGV conducts all of these education efforts in its fixed and mobile locations across Turkey, through its original educational programs, with immense support from volunteers.

Education Parks: As of 2018, TEGV has **9 Education Parks** in 7 regions, namely İstanbul Bakırköy Ferit Aysan Education Park, Eskişehir Atatürk Education Park Ali Numan Kırış Activity Center, Van Feyyaz Tokar Education Park, Ankara Semahat-Dr. Nüşret Arsel Education Park, Antalya Suna-İnan Kırış Education Park, Samsun Metropolitan Municipality Education Park, Gaziantep Metropolitan Municipality Education Park, İzmir Çiğli Education Park and Şanlıurfa Sevgi-Erdoğan Gönül Education Park. Education Parks have all the spatial and technological amenities required for a versatile educational support. Indoor areas, activity rooms, workshops where hundreds of children can receive educational support, and multi-purpose meeting rooms constitute the activity areas of Education Parks. In outdoor areas, there are sports fields and green spaces. Children participate in sports activities such as basketball and volleyball. With a capacity of around 3,500 children, education parks have an enclosed area of 1,000-1,500 square meters and an outdoor area of 10,000-20,000 square meters.

Learning Units: Learning Units have an average area of 150-300 square meters, an average of three to four activity rooms, and standard infrastructure for basic educational and computer activities. There are **38 Learning Units** in **33** provinces.

In locations without Education Parks or Learning Units, TEGV reaches children through mobile education units called **Firefly Learning Units**. The Foundation has **24 Firefly Mobile Education Units serving 71 activity locations**. Mobile education units were first launched after 1999 Marmara Earthquake within the scope of Hope 2000 Buses project in order to ensure that children continue their education without interruption. Then these vehicles were developed into "Fireflies". All over Turkey, in cooperation with the Ministry of Education, Firefly Learning Units continue their activities in two different models: thematic and standard. Standard Firefly Learning Units consist of an Information and Technology Area with 12-16 computers, and a Free Activity Area for activities in mathematics, science, reading and arts. In Thematic Fireflies, there is an activity room structured according to the specific theme of the Firefly. In addition to the activity areas, all Fireflies have a living space which the Firefly Manager inhabits. Standard Fireflies each have an annual capacity of approximately 2,400 children, while Thematic Fireflies have an annual capacity of around 1,500 children.

EDUCATION AT TEGV:

TEGV conducts education efforts in its fixed and mobile locations across Turkey, through its original educational programs and with immense support from volunteers. The most important part of TEGV's mission is to enable children become individuals who continue to learn throughout their lives, and acquire the skills necessary to become happy and successful individuals in their educational, professional and social life.

TEGV'S LEARNING PRINCIPLES:

TEGV's learning approach rests on two basic principles. In TEGV, these principles are taken into account in all kinds of education / learning activities conducted with children, volunteers and stakeholders.

1- Active Learning

Active learning is a learning process where the learners assume responsibility, have the opportunity to make decisions and changes concerning various aspects of the learning process and employ their mental skills through complex instructional processes.

Active learning as an educational approach is based on the following principles.

- The child is an active subject in the learning process.
- Every child's learning skills can be improved.
- Individual and cultural differences are taken into account in learning. Knowledge and skills are structured on past experience.
- Active interaction with the environment is important in learning.
- Tasks and activities (what you have the child do) are key.
- Methods and techniques applied in active learning encourage children to cooperate with other children in the learning environment and become active.

At TEGV, it is essential to design and implement learning environments and tools, programs and activities in line with this active learning approach.

2- Voluntary Participation

At TEGV, the learning process is a process where all the participants learn. Educational activities at TEGV are planned and implemented in a way that encourages volunteers, families and other stakeholders, especially children, to learn interactively. Voluntary participation in the process is essential.

AREAS OF DEVELOPMENT:

TEGV comes together with children from two different age groups in the development ladder. The first group is in middle childhood, the period between the ages 6-12, while the second group is in adolescence, which starts from the age of 13 and extends to the age of 16, when the 8th grade is completed. The latter is the upper limit for children to come to TEGV. TEGV's Education Programs are designed and implemented in consideration of the development dimensions of children, its target audience. The development of children is supported on 4 different dimensions. Each of these dimensions is related to the others.

Psychomotor / Physical Development The physical development dimension refers to the physical growth and maturation process of the child. Through educational programs and sports activities, TEGV aims to support the physical development of children, which is closely related to their physical health and well-being. **Social Development** TEGV strives to offer a protective, supportive and thriving social environment to children and young people, owing to the great impact of positive experiences on the social development of children. This dimension includes skills related to transferring information to others, interpreting information from others, and responding appropriately. Social skills are also important for effective interpersonal communication: positive communication with peers and adults, understanding social cues and showing empathy, respect for others, self-confidence, self-presentation, communication, conflict resolution, reconciliation, cooperation, solidarity, group work, adaptability, leadership and citizenship skills. **Cognitive Development** Cognitive development encompasses all processes related to individuals' obtaining and configuring information, and using it appropriately. It develops through experience, social transition, maturation and equilibrium. This skill area includes knowledge and skills for the development of thinking, reasoning and similar mental abilities: attention, perception, memory, reasoning, analysis, critical thinking, decision making, setting goals, creative thinking, problem solving, literacy of information and communication technologies, planning and organization, strategic thinking, critical thinking, and obtaining in-depth knowledge. **Emotional Development** All processes related to the perception and interpretation of emotions,

defined as the impression that a certain object, event or individual creates in one's inner world, fall under this dimension. The emotional dimension is closely related to social and cognitive dimensions, and skills related to communication are placed under this dimension. **Values Development** In line with its mission, corporate and ethical values, and as an NGO, TEGV believes that social reconciliation, sense of unity, protection of cultural heritage and nature will be nurtured through a values education, and offers structured activities for children and volunteers: environmental awareness, respect for diversity, justice, equality, respect for human and children's rights, art, culture, ecology, peace.

APPROACH TO EDUCATION MODELS:

TEGV conducts all of these education efforts in its fixed and mobile locations across Turkey, through its own educational programs and with immense support from volunteers. The most important part of TEGV's mission is to enable children to become individuals who continue to learn throughout their lives, and acquire the skills necessary to become happy and successful individuals in their educational, professional and social life. Education programs and educational activities for children and volunteers are developed and coordinated by expert advisors and TEGV's Education Experts, and coordinated by Education Programs. These programs are delivered to children and volunteers through specially trained volunteers.

LONG-TERM EDUCATION PROGRAMS:

ALGO DIGITAL Designed to strengthen the basic digital skills of children, Algo Digital Project invites children to the world of informatics. The project, launched with the support of Google.org, aims to contribute to the development of children's skills in problem solving, algorithmic thinking, block-based coding / programming, digital literacy and digital citizenship. **Grades:** 2-8. grades **Duration:** 10 weeks: 1 day per week, 90 Minutes **Place:** TEGV Activity Locations

LET'S LEARN TOGETHER Primary school 1st grade is important not only because it is the beginning of a long academic journey, but also because it is children's first experience with school and classroom. To support the needs of this age group, TEGV implements the education program Let's Learn Together, which aims to develop skills that play an important role in the development of 1st grade children. The program supports the development of children's language and communication, cognitive, self-management, cooperation and group work, motor and artistic skills. **Grades:** 1. grade **Duration:** 10 weeks: 1 day per week, 90 Minutes **Place:** TEGV Activity Locations, Ministry schools

DRAMA WORKSHOP Drama Workshop Education Program was created to underpin the multidimensional development of children in a workshop environment. Drama techniques such as role-play, improvisation, games and dramatization are used in the program. The aim is to help children develop verbal or physical expression, creativity, problem solving, self-confidence, communication, comprehension and listening skills. Upon request, the program is applied in primary schools for 2-4 weeks. **Grades:** 2-8. grades **Duration:** 10 weeks: 1 day per week, 90 Minutes. **Place:** TEGV Activity Locations

DREAMS WORKSHOP Dreams Workshop is a program focusing on plastic arts disciplines. The program aims to develop children's and volunteers' life skills such as creativity, teamwork, problem solving, self-confidence, communication and responsibility, through fine arts. Curriculum consists of two and three-dimensional techniques such as painting, sculpture, printing, waste material, recognizing and introducing artists. Upon request, the program is applied in primary schools for 2-4 weeks. **Grades:** 1-8. grades **Duration:** 10 weeks: 1 day per week, 90 Minutes. **Place:** TEGV Activity Locations

LEARN SCIENCE WITH FUN EDUCATION PROGRAM Through the Learn Science With Fun Education Program, TEGV endeavors to help children become individuals who understand the

stages of scientific processes, establish causal relations, have the necessary knowledge and skills to use a laboratory, and have a positive approach towards science. In Learn Science With Fun, science is considered as a process to be explored not only by a community specializing in a branch of science, but by everyone starting from the first years of education. Upon request, the program is applied in primary schools for 2-4 weeks. **Grades:** 2-8. grades **Duration:** 10 weeks: 1 day per week, 90 Minutes. **Place:** TEGV Activity Locations

KID'S BOX ENGLISH EDUCATION PROGRAM Developed with the support of **Cambridge University Press**, Kid's Box English Program aims to improve children's motivation to learn a new language, and to improve their English reading-understanding-speaking-writing skills with the joy and excitement of learning. In addition, it enables children to become conscious about inter-cultural communication, understand and share common values, and reinforce what they have learned in the school environment. **Grades:** 2-8. grades **Duration:** 10-16 weeks: 1 day per week, 90 Minutes. **Place:** TEGV Activity Locations

LEARN MATH WITH FUN EDUCATION PROGRAM Learn Math with Fun, consisting of interesting and entertaining activity and materials for children, aims to provide children the basic mathematics knowledge and skills. It also aims to help children develop a positive attitude of children towards math and reduce their anxiety towards this subject. With thought exercises, station work, cubes, colorful visuals, examples from daily life, geometric objects and stories children love mathematics, and learn by having fun. **Grades:** 2-8. grades **Duration:** 10 weeks: 1 day per week, 90 Minutes. **Place:** TEGV Activity Locations. Upon request, the program is applied in primary schools for 2-4 weeks.

I READ I PLAY EDUCATION PROGRAM I Read I Play Education Program consists of interdisciplinary exercises aimed at developing children's creative thinking skills. The program, conducted with the support of Yapı Kredi since its inception, is implemented in special rooms called Reading Islands designed in accordance with the targeted achievements. Upon request, the program is implemented in primary schools for 2 weeks. The activities at school consist of reading and writing practices, and nurture children's reading culture and literacy skills. **Grades:** 2-8. grades **Duration:** 10 weeks: 1 day per week, 90 Minutes. **Place:** TEGV Activity Locations.

SKILLS FOR LIFE WITH SPORTS TEGV and **Allianz Turkey** have joined forces to organize the event Skills for Life With Sports, aiming to support the multi-dimensional development of children by enhancing their movement competence, self-confidence, active participation, bonding and character development through sports and group activities, discussions, self-evaluation, and examination of successful athletes' experiences. The program is designed to provide basic movement skills and games to develop these for the age group 7-9, and basic movement skills as well as a sports experience enriched with activities selected from athletics, gymnastics, korfbal, bocce, orienteering and rugby for the age group 10-12. With exercises in sports awareness, skill development methods, goal setting, planning, leadership, sports morality, empathy and self-confidence organized over the weeks, children's knowledge in and attitude towards sport will be deepened. **Grades:** 2-7. grades **Duration:** 10-16 weeks. **Place:** TEGV Activity Locations.

DESIGN FACTORY In this program where children learn together and in practice, they get to learn about maker instruments (3D printers, 3D design pens, electronic cards, sensors, motors, recycling materials, etc.) and at the end of the process, utilize these to formulate solutions for real life problems. Here is the philosophy of the Design Factory education program, a new generation learning environment for children spreading across the world: "Build, share, give, learn, play, join, support and change. Produce instead of consuming!" **Grades:** 2-8. grades **Duration:** 10 weeks: 1 day per week, 90 Minutes. **Place:** TEGV Activity Locations with Maker Labs.

BACK TO SCHOOL PROJECT - SEASONAL AGRICULTURAL WORKERS

With the support of the **Dutch Consulate**, an intensive basic reading, mathematics and life skills program has been designed to help the primary school age children of seasonal agricultural workers in Şanlıurfa compensate for the time they are away from school. Şanlıurfa TEGV Education Park has planned for 2019/20 academic year, activities for more than 2000 children in the Firefly Learning Unit located in a Primary School in Şanlıurfa and in the Harran Koyunluca Region in April-July 2020. The education programs vary between 36 and 72 hours in duration. Under this project, training programs for volunteers, as well as 3 teacher seminars, 3 family seminars and 3 Back to School festivities are organized to cover every location where there is need.

SHORT-TERM ACTIVITIES:

In addition to these 10-week training programs, TEGV organizes 90-minute Short-Term Activities aiming to raise children's awareness in many areas such as arts, hygiene, reading, mathematics and social values. These are short-term activities of 2 hours designed and implemented to help children acquire knowledge, awareness, attitude and values in different fields. Short-term activities are designed on subjects where children can acquire awareness in a single activity, and are supported by effective visuals and interactive tools; in order to create the biggest impact in a short duration, further learning is supported by objects and educational tools such as booklets, visuals and badges given to children.

These activities consist of original education programs whose objectives and contents are compatible with the grade and age of children, designed by consultant specialists and TEGV experts. Short-term activities are implemented at TEGV locations, and Ministry schools. Short-term activities take place in 4 main categories: "Starting From One', 'For a Better World', Sponsored Activities and others, numbering 36 in total.

Activities consist of the following: Environment Yesterday-Today-Tomorrow; Mathematics around Concepts; Mathematics and Numbers; Mathematics and Time; Seasons; I'm in Traffic; Space and Sky; Creative Thinking; Creative Reading; Discrimination; Peace; Children's Rights; Ecology; Human Rights and Democracy; Gender; Oral and Dental Health; Algo Digital- Digital Explorers; Algo Digital- My Code Name; Fun, Learn Hygiene; Invisible Child; Documentary-Cinema Hour; Garden Games; Educational Box Games; Volunteerism; Welcome Hour; Self Confidence and Creativity; Completing Paintings; Art - Marbling; Art-Eva; Magic Paint; I'm Safe at TEGV - Disaster; I'm Safe at TEGV - Earthquake; I'm Safe at TEGV - Fire; Sowing Hope Harvesting Happiness; Day Trips.

CLUB ACTIVITIES:

These are activities designed to enable children to carry out in-depth studies individually or as a group, and to come up with a product / performance in their areas of interest. Clubs can be opened in topics which the children demand, as well as in topics where they have a special interest and / or skills. These events are designed by volunteers and cover various fields such as environment, theater, music, media, photography, folk dances, arts and sports. **Grades:** 2-8. grades **Duration:** 2 hours a week for 4 or 10 weeks. **Place:** TEGV Activity Locations

SUMMER ACTIVITIES:

The aim of summer activities is to ensure that children spend their summer days efficiently and do not forget what they have learned during the semester. To this end, TEGV organizes activities where children's needs are at the center, they can take an active part in, an active learning approach is adopted, they learn with fun and have the opportunity to explore different topics. Summer activities consist of club activities, short-term summer activities, excursions, and events and seminars attended by parents as well. Short-term summer activities in areas such as art, sports, nutrition, music and science are designed to offer children different skills and attitudes, and devised in conformity with the summer period. **Grades:** 1-8. grades **Duration:** 6 weeks. **Place:** TEGV Activity Locations

THEMATIC FIREFLY PROGRAMS;

1- SCIENCE FIREFLY EDUCATION PROGRAM

The Science Firefly Education Program aims to help primary school children grow up as individuals who think in a scientific manner, solve problems, and develop a positive attitude towards science, by providing them scientific thinking skills. Designed to help children explore science, make observations, wonder, ask questions and conduct experiments based on the daily events around them, the program aims to enhance their inquiry, research, creative, analytical and critical thinking, problem solving and experimentation skills, and scientific perspective. The program starts with a one-day Volunteer Training Program, and afterwards the volunteers meet with the children and start to implement the program proper.

Grades: 2-8. grades **Duration:** 12 hours. **Place:** TEGV Science Firefly

2- DREAM WANDERER FIREFLY EDUCATION PROGRAM

The Dream Wanderer Firefly Education Program aims to help primary school children enhance their artistic knowledge and skills, and develop a positive attitude towards arts. The Dream Wanderer Firefly, supported by **Alta Mane Foundation**, enables children to get to know various artists and works, learn about basic concepts in art, and have fun with art activities where they learn many different techniques. You can obtain more detailed information about Dream Wanderer Firefly and the virtual exhibition of children's works at www.dusgezgini.com **Grades:** 1-8. grades **Duration:** 12 hours. **Place:** TEGV Dream Wanderer Firefly

3- MERCEDES MOBILE KIDS TRAFFIC FIREFLY EDUCATION PROGRAM

Mercedes Mobile Kids Traffic Firefly Education aims to increase traffic knowledge and awareness among elementary school children, and to help them acquire concepts, skills and attitudes related to traffic rules. The program is brought to children at a thematic Firefly learning unit, designed around traffic-related concepts and supported by technology, thus providing a creative, innovative, fun and effective learning environment. The program covers basic traffic concepts, focus in traffic, traffic rules, crossing the street, and special situations in traffic, and aims to enhance the competence, knowledge and skills of children in these subjects. **Grades:** 2-8. grades **Duration:** 6 hours. **Place:** TEGV Mercedes Mobile Kids Traffic Firefly

4- DESIGN WANDERER FIREFLY

Built around content based on collaborative and active learning approach, Design Wanderer Firefly Education Program helps children to learn about maker tools (3D printers, 3D design pens, electronic cards, sensors, motors, recycling materials, etc.). At the end of the program, children develop a project where they explore solutions to problems they encounter in real life. Designed in accordance with the concept of Maker Labs, this thematic Firefly learning unit provides children with the philosophy of "Build, share, give, learn, play, join, support and change. Produce instead

of consuming!” **Grades:** 2-8. grades **Duration:** 12 hours. **Place:** TEGV Design Wanderer Firefly

SCHOOL SUPPORT ACTIVITIES:

School Support Activities in Mathematics, Science, Turkish, English and Social Sciences are basically designed to help children better grasp the subjects they learned in school, especially in areas where they need to improve. As such, the activities are designed according to the school curriculum. **Grades:** 2-8. grades **Duration:** 1 - 2 hours a week for 4 or 10 weeks. **Place:** TEGV Activity Locations

MONITORING-EVALUATION EFFORTS:

In each education program being implemented, monitoring and evaluation studies are conducted to observe the knowledge, skills and attitudes that the program provides children with. As such, various qualitative and quantitative data are collected, analyzed and reported to relevant stakeholders to evaluate children's and volunteers' acquisitions and competences.

TEGV'S COLLABORATIONS:

Ministry of National Education aims to carry out efforts in scientific, social, cultural, artistic and sports issues for developing a sense of self-confidence and responsibility among students, and help them create new interests and skills, by means of compulsory courses in primary education, elective courses and leisure time activities. Ministry of National Education attaches importance to the contribution of social and cultural activities such as arts, sports and music to the academic success of children, and thus encourages cooperation with other institutions in this regard. In order to support these activities and render them effective, a cooperation protocol has been signed by MNE and TEGV to ensure that the former's primary education institutions in TEGV's regions of activity benefit from TEGV's amenities, programs and volunteer activities.

UN Global Compact is “the world's biggest corporate citizenship volunteerism initiative.” Global Compact is a voluntary initiative that promotes sustainable development and good corporate citizenship practices. It consists of a set of principles based on universally accepted conceptions. The aim of the Global Compact initiative launched in 2000 is to ensure progress on ten universal principles such as human rights, labor standards, environment and anti-corruption. As of 2007, in addition to 3000 companies from nearly 100 countries, 700 international non-governmental organizations have joined Global Compact. TEGV, in order to leave a better and sustainable world for children, continues to diversify its efforts within the framework of the Global Compact that it signed in October 2007.

Adım Adım (Step by Step) Initiative consists of amateur athletes working as professionals in various companies and institutions. The aim is to bring people and institutions in need together with people and institutions which would like to help, by means of sports activities. Amateur athletes participating in these sporting events in Turkey and various countries around the world, announce, before and after the events, the NGO they want donations for, and so the sports event provides benefits to the society. The runners of the Adım Adım (Step by Step) Initiative ran to support the Foundation in the Runtalya and Eurasia Marathons in 2011, and helped build a TEGV Firefly with donations of close to 2000 individuals.

National Volunteerism Committee is a strategic advisory body working to enhance awareness about volunteerism, and to empower and spread volunteerism efforts. As a founding member, TEGV supports the NVC, along with 30 other institutions. NVC was first established in 2012 as a UN initiative. Three main targets were set: highlighting the contribution of volunteerism to society, involving volunteers in policies and strategies, and

enhancing strength and variety of volunteerism efforts. The committee was established officially at a meeting that took place at UN's Ankara office on 24 April 2013.

TEGV VOLUNTEERS:

"Volunteerism consists of activities carried out by individuals of their own free will and with a motivation not based on pecuniary gain, to benefit individuals and / or other living beings outside of their family or immediate community," according to UNV's State of the World's Volunteerism Report.

Educational Volunteers Foundation of Turkey draws its force from thousands of volunteers, who deliver education to children and support the Foundation in offices, excursions and meetings, working in activity locations across Turkey and joining forces with TEGV for a future illuminated with education. TEGV provides the volunteers with the opportunity to support education as an Education Volunteer, Trainer Volunteer and / or Support Volunteer, depending on their knowledge, skills, experience and preferences. **Education Volunteer** works voluntarily at education programs / activities that take place at TEGV locations all over Turkey or at schools in accordance with the Cooperation Agreement with the Ministry of Education. **Training Volunteer** is selected from among volunteers with at least two years of volunteerism work behind them and delivers training to volunteers. **Support Volunteer** provides support for the Foundation in areas other than education. Within this category are Communication Volunteers, Fundraising Volunteers, Office Volunteers and Project Volunteers. In order to become a TEGV volunteer one has to be over 18, have at least a high school diploma, embrace the Foundation's goal, vision and mission, and possess the professional, educational and personal skills and characteristics to ensure a positive contribution to the events and activities of the Foundation. TEGV volunteers support efforts to raise tomorrow's enlightened adults by dedicating their labor, time, knowledge and experience to children in awareness of their social responsibility. They don't only support children's education, but also contribute to raising social awareness by setting examples of active and responsible citizenship.

PUBLICATIONS AND SOCIAL MEDIA

TEGV publishes **Reports, Studies, Corporate Publications, Books and News Stories** in order to support the development of and raise awareness about education and NGOs in Turkey. These publications aim to strengthen bonds with all stakeholders and to help them access TEGV's efforts. The publications are made available to the public through the Foundation's web site.

Here are some TEGV publications:

- **E-newsletter on civil society and education published every three months,**
- **Colorful Pencils Newspaper launched as a communication platform for I Read I Play Program,**
- **Donors Bulletin sent to donors digitally once every two months,**
- **Annual Reports of the Foundation,**
- **Independent Audit Reports of the Foundation,**
- **Global Compact Progress Reports,**
- **TEGV Volunteerism Study Reports,**
- **TEGV Magazine,**
- **TEGV Impact Study,**
- **'School Life from the Eyes of Children' Research Report.**
- **January 2019-July 2019 Semester Education Report**
- **2018 Integrated Annual Report**

TEGV's 15. Anniversary promotion book including the biography of Founding Trustee Nirun ŞAHİNGİRAY was published under the title “**The Man Who Outgrew His Shell: One Child Changes, Turkey Flourishes**”. TEGV utilizes social media actively and interacts with tens of thousands of people over **Facebook, Twitter, YouTube, Instagram and Whatsapp**. TEGV reached 39 million interactions on the social media in 2018.

DONATIONS AND PRODUCTS

Celebrating its twenty-fourth anniversary, TEGV ensured that 190,667 children participate in its activities at 71 education locations consisting of 9 Education Parks, 38 Learning Units and 24 Fireflies as of the end of 2018. Since its establishment, TEGV has reached more than 2,731,916 children, empowering them with education and preparing them for a better life. TEGV conducts these activities with Volunteers, Donations and Sponsors.

Since its inception, TEGV has given education support to 2.7 million children across Turkey with over 7,000 corporate donors, 660 thousand individual donors and tens of thousands of volunteers. As of the end of 2018, a total of 21,819,513 TL was collected from 25,454 donors.

TEGV receives donations in the form of donations with debit card, bank transfer, internet banking, SMS, sales of products with its logo, sponsorships, and joint projects with sponsors. TEGV's statement on donors' rights is available on its web site.

Educational Volunteers Foundation of Turkey, Honorary President

Full Name	Title
Suna KIRAÇ	Hon. President

**Board of Directors and Supervisory Board as of
25.11.2019
Board of Directors**

Full Name	Title
R. Oktay ÖZİNCİ	Chairman
Prof. Levent KILIÇ	Vice Chairman
Cengiz SOLAKOĞLU	Board Member
A. Ümit TAFTALI	Board Member
M. Özalp BİROL	Board Member
Melda GÖĞÜŞ	Board Member
Alp ÖĞÜCÜ	Board Member
Prof. Sami GÜLGÖZ	Board Member
H. Hüsnü OKVURAN	Board Member
Ali GÜRSOY	Board Member
Şirzat SUBAŞI	Board Member

Educational Volunteers Foundation of Turkey Executive Board

Full Name	Title
Cengiz SOLAKOĞLU	Executive Board President
R. Oktay ÖZİNCİ	Executive Board Member
A. Ümit TAFTALI	Executive Board Member

Educational Volunteers Foundation of Turkey Supervisory Board

Full Name	Title
Nevzat TÜFEKÇİOĞLU	Supervisory Board Member
Fusun AKKAL BOZOK	Supervisory Board Member
Kemal UZUN	Supervisory Board Member
Aka Gündüz ÖZDEMİR	Supervisory Board Sub. Member
Nadir ÖZŞAHİN	Supervisory Board Sub. Member
Mustafa DANDİK	Supervisory Board Sub. Member

Educational Volunteers Foundation of Turkey High Advisory Board

Full Name	Title
Prof. Yılmaz BÜYÜKERŞEN	High Advisory Board Member
Prof. Üstün ERGÜDER	High Advisory Board Member
Yılmaz ARGÜDEN	High Advisory Board Member

**Educational Volunteers Foundation of Turkey
Corporate Governance Committee**

Full Name	Title
Oktay ÖZİNCİ	Corporate Governance Committee President
Cengiz SOLAKOĞLU	Corporate Governance Committee Member
Özalp BİROL	Corporate Governance Committee Member

**Educational Volunteers Foundation of Turkey
Corporate Audit and Risk Management Committee**

Full Name	Title
H. Hüsnü OKVURAN	Audit Committee President
Şirzat SUBAŞI	Audit Committee Member
Oktay ÖZİNCİ	Audit Committee Member

Educational Volunteers Foundation of Turkey Ethics Committee

Full Name	Title
Prof. Levent KILIÇ	Ethics Committee President
Prof. Sami GÜLGÖZ	Ethics Committee Member
Ali GÜRSOY	Ethics Committee Member

Working Groups

Education Working Group

This working group, established upon a decision by the Board of Directors, operates within the framework of the main strategic plan of the Foundation to establish the Education Strategy and Education Model, and to evaluate efforts in the light of international and national developments in education. The members of the working group are Board Members R. Oktay Özinci, Prof. Levent Kılıç and Prof. Sami Gülgöz.

Communication Working Group

This working group, established upon a decision by Board of Directors, operates to determine the communication strategy of the Foundation, establish the communication plan and manage the Foundation's brand. Members of the working group are M. Özalp BİROL, Deniz MUKAN, Sait TOSYALI, İpek URALCAN, Özlem ŞİRİN, Muge TURAN

Fundraising Working Group

This working group, established upon a decision by Board of Directors counts Board Member Oktay ÖZİNCİ among its members. The working group is active in determining the Foundation's fundraising strategy and developing new models of funding. Members of the working group are Oktay ÖZİNCİ, H. Hüsnü OKVURAN, Alp ÖĞÜCÜ, Sait TOSYALI, İpek URALCAN

Educational Volunteers Foundation of Turkey Executives (Head Office)

Full Name	Title
Sait TOSYALI	General Manager
Gürkan SERTELLER	Information Technologies Manager
Devrim UYGAN	Education Programs Manager
Onur BENÖN	Internal Audit Manager
Emine COŞKUN	Human Resources Manager
İpek URALCAN	Business Development Manager
Evrin MEMECAN	Finance Manager
Didem BİLGİN	Plan and Project Manager
Bülent BELİN	Field Operations Manager

Educational Volunteers Foundation of Turkey Commercial Enterprise

TEGV Commercial Enterprise was established in 1996 to buy and sell products and services that generate income for the Foundation. It is a subsidiary of TEGV, which holds a 99.9% stake. The commercial enterprise is engaged in printing and distributing primary school textbooks approved by Ministry of Education's Education and Training Board, printing New Year and Holiday Greeting cards, producing and selling wedding paraphernalia and books. The commercial enterprise is not consolidated in the financial statements. Foundation management runs the Commercial Enterprise, but their formal commercial relationship is almost non-existent. It generates income for the Foundation, but turnover and income volumes are rather low.

Simpar Otomotiv Inc.

Simpar Otomotiv Inc. is a distributor of electrical equipment for certain automotive brands. It is run by the Board of Directors elected by the Foundation, but there is no official commercial relationship between the company and Foundation. TEGV holds a 99.9% stake.

Educational Volunteers Foundation of Turkey - Comparison of Select Financial Indicators for the 12th months of 2017 and 2018

(THOUSAND TL)	2017/12	2018/12	Change %
Total Current Assets	100,093	101,886	1.79
Total Fixed Assets	11,302	13,275	17.45
Total Assets	111,395	115,161	3.38
Total Short Term Liabilities	3,201	2,717	-15.12
Total Long Term Liabilities	3,993	4,702	17.79
Total Donations	13,464	20,243	50.34

Source: Educational Volunteers Foundation of Turkey 2018 Independent Audit Report

(THOUSAND TL)	2017/1 2	2018/1 2	Change %
Total Revenues from Activities	28,468	33,930	19.18
Total Expenses from Activities	28,544	34,348	20.33
General and Administrative Expense	3,699	4,040	9.21
Net Surplus for the Period	3,494	76	-

Source: Educational Volunteers Foundation of Turkey 2018 Independent Audit Report

B- Changes in the Foundation within the Last Year

i. Changes to the Official Deed:

No changes were made to the Foundation's official deed within the last year.

ii. Corporate Governance Compliance Progress:

In the rating report based on the assessment of the 2018 activities of Educational Volunteers Foundation of Turkey, the Foundation's Corporate Governance Compliance Rating had been designated as **9.46**. As of 26.12.2019, the Foundation's Corporate Governance Compliance Rating has attained **9.60**. It has been observed that the Foundation's Board of Directors and Management make intense efforts for the advancement of Corporate Governance.

iii. Policies and Regulations:

During our period of analysis, there was no change in the Foundation's policies shared with the public. In 2018, updates were made in Human Resources Regulation, Ethical Principles Regulation, Travel and Expense Regulations, Authorization and Approval Matrix in accordance with current day conditions.

iv. Information on Management, Committees and Organization:

In 2019, R. Oktay Özinci became the Chairman of the Board. In 2019, Arzuhan Doğan Yalçındağ resigned from her position as Board Member, and was replaced by Alp Öğücü. Corporate Governance Committee held three meetings, on 20 May 2019, 23 September 2019, and 28 January 2019. The next committee meeting is scheduled for 23 December 2019. Audit and Risk Committee held three meetings on 24 December 2018, 20 May 2019 and 21 October 2019. There was no change in the committees' members. In order to disclose to the public TEGV's efforts within the scope of Corporate Governance Principles Compliance, a **"CORPORATE GOVERNANCE PRINCIPLES COMPLIANCE STATEMENT"** was drafted and published in the 2018 Integrated Annual Report.

Ethics Committee held four meetings as of end-November 2019. With a decision of the Board of Directors dated 25 June 2018 and numbered 13, Ali GÜRSOY has been appointed as a member of the Ethics Committee Membership, to replace Nesteren Davutoğlu who had resigned.

The Foundation's Independent External Audit for 2018 was conducted by PWC Independent Audit Inc. and no negative opinions were reported. **Independent Audit Report** was shared with the public on the web site and in the Annual Report.

TEGV's "Values" Study With a study conducted in 2018, "TEGV's Values" were updated. In this study designed to determine TEGV's values, ensure their internalization, and organize all activities in accordance with these values, expertise support was received from a specialized organization for methodology. Based on the results of the surveys, a series of workshops involving the entire TEGV Management Team were organized and TEGV's values were reformulated as follows:

TEGV's Values:

Credibility
Volunteerism and
Solidarity
Innovation
Respect for Diversity
Responsibility

v. Other

Below are some of the awards granted to TEGV since its foundation, in chronological order:

- 1999** II. Turkey Foundations Council - Foundation of the Year
- 1999** YOSAG New Phenomenon Art and Activity Group - Best Foundation
- 2001** LDP Young Dolphins - Best NGO of the Year
- 2001** Platin Magazine - Social Responsibility Award
- 2001-2002** Istanbul Governor's Office Environment Education and Action Project - Achievement Award
- 2002** Golden Spider - Best NGO Web Site
- 2002** YA-PA - NGO Caring for the Education of Children
- 2003** Özel Ortadoğu Education Institutions - Best NGO of the Year
- 2003** Golden Spider - Best NGO Web Site
- 2003** Kariyer.net - 'Respect for Humans First' Award
- 2010** International Union of Turkish Medical Students - Most Successful NGO
- 2011** Ncomputing - Go Green Innovation Awards & Case Study
- 2012** Golden Spider - Best NGO Web Site
- 2013** Golden Spider - Best NGO Web Site
- 2014** TBV "Information is My Business Project" - ICT Stars Awards
- 2014** Harvard Business School - TEGV Measurement Evaluation System Case Study
- 2016** Istanbul Metropolitan Municipality Sports Inc. Vodafone 37th Istanbul Marathon Press Incentive and Fidelity Awards / NGO Category
- 2016** Sabancı University NGO of the Year - Most Sensitive Navy Blue Award
- 2016** Vefa High School - Kemal Sunal Culture and Art Awards - Honor Award
- 2017** Corporate Governance Association - NGO with the 2nd Highest Corporate Governance Rating
- 2018** Corporate Governance Association - NGO with the 2nd Highest Corporate Governance Rating
- 2019** ARC Awards International "Best Printed NGO Annual Report - 2nd Prize"
- 2019** ARC Awards International "Best NGO Annual Report Interior Design - Honors Award"
- 2019** Corporate Governance Association - NGO with the 2nd Highest Corporate Governance Rating

3. RATING METHODOLOGY

Corporate Governance Compliance Rating is a system which audits whether or not an organization's management structure and management style, regulations for shareholders and stakeholders and processes of transparent and accurate disclosure are in accordance with the modern corporate governance principles, and then assigns a grade corresponding to the given situation.

In 1999, OECD Corporate Governance Principles were approved at the OECD Meeting of Ministers and published. Since then, these principles have been regarded as international references for decision-makers, investors, shareholders, companies and stakeholders throughout the world. The principles were revised in 2002 and updated. OECD continued to work on upgrading Corporate Governance Principles in 2014-2015.

Capital Market Board (CMB) has assumed corporate governance-related efforts in Turkey. CMB established its Corporate Governance Principles first in 2003, and later revised these in 2005. Recently, CMB revised the Corporate Governance Principles in December 2011 / February 2012 with the Communiqué Series: IV No: 56 and Series: IV No: 57. Finally, the latest version was issued with the Communiqué numbered II-17.1 dated 3 January 2014.

The principles are grouped under four main headings, namely: Shareholders, Public Disclosure and Transparency, Stakeholders and Board of Directors.

Aside from CMB, BRSA has issued Regulation on Banks' Corporate Governance Principles in the Official Gazette dated 01.11.2006 and numbered 26333, outlining the rules to be upheld by Banks.

Kobirate International Credit Rating and Corporate Governance Services Inc. (Kobirate A.Ş) conducts Corporate Governance Rating with a system based fully on CMB's Corporate Governance Principles (SPKKYİ). In this system,

companies are analyzed under four main headings: Shareholders, Public Disclosure and Transparency, Stakeholders and Board of Directors.

In this analysis, the full compliance of workflow and analysis technique with Kobirate Inc.'s Ethical Rules is evaluated.

During this analysis, 302 different criteria are examined in order to measure the NGO's compliance with Corporate Governance Principles. These criteria have been converted into Corporate Governance Rating Question Sets exclusive to Kobirate Inc., and the answers to these questions are received electronically from NGOs.

The answers are checked by experts and analysts through an examination of documents and data, and a report complete with results is submitted to the Kobirate Corporate Governance Rating Committee for the final decision.

The sub-sections designated by Capital Market Board in Corporate Governance Principles are evaluated over 100 points. The weights of these sub-sections, as determined by CMB, show their impact on Corporate Governance Compliance Rating:

- Shareholders 25 %
- Public Disclosure & Transparency 25%
- Stakeholders 15 %
- Board of Directors 35 %

Section grades are transferred to a scale of 10, and the main Corporate Governance Compliance grade is calculated.

The grade to be assigned to the NGO ranges between 0-10. In this scale, a grade of "10" means excellent, full compliance with CMB's Corporate Governance Principles; while grade "0" means that there is no compliance with CMB's Corporate Governance Principles in the existing weak structure.

4. KOBIRATE INTERNATIONAL CREDIT RATING AND CORPORATE GOVERNANCE SERVICES INC. CORPORATE GOVERNANCE COMPLIANCE RATING GRADES AND DEFINITIONS

GRADE	DEFINITIONS
9-10	<p>The NGO has achieved a substantial compliance with Corporate Governance Principles issued by the Capital Market Board. Internal control systems are established and operational. Any risks to which the NGO might be exposed are recognized and controlled effectively. Rights of members are protected in a fair manner. Level of public disclosure and transparency is high. Interests of stakeholders are safeguarded fairly. The structure and work conditions of the Board of Directors are in full compliance with Corporate Governance Principles.</p>
7-8,9	<p>The NGO has complied considerably with the Corporate Governance Principles issued by the Capital Market Board. Internal control systems are in place and operational, although some improvements are required. Potential risks which the NGO may be exposed to are identified and managed. The rights of the members are safeguarded fairly. Public disclosure and transparency are at high levels. Rights of stakeholders are protected fairly. The structure and working conditions of the Board of Directors are in compliance with Corporate Governance Principles. Some improvements are needed in order to achieve compliance with Corporate Governance Principles even though they do not constitute serious risks.</p>
6-6,9	<p>The NGO has complied moderately with Corporate Governance Principles issued by the Capital Market Board. Internal Control systems have been established at a moderate level and are operational; however, improvement is needed. Potential risks that the NGO may be exposed to are identified and managed. Although the rights of members are safeguarded, improvement is needed. Even though public disclosure and transparency activities are conducted, there is need for improvement. Rights of the stakeholders are safeguarded, but improvement is needed. Some improvement is required in the structure and working conditions of the Board.</p>

GRADE	DEFINITIONS
<p style="text-align: center;">4–5,9</p>	<p>The NGO shows minimal compliance with the Corporate Governance Principles issued by the Capital Market Board. Internal control systems are in place at a minimum level, and are not full and efficient. Potential risks that the NGO is exposed to are not properly identified and are not yet under control. Substantial improvements are required to achieve compliance with Corporate Governance Principles in terms of members' and stakeholders' rights, public disclosure, transparency, the structure and working conditions of the Board.</p>
<p style="text-align: center;">< 4</p>	<p>The NGO has failed to comply with Corporate Governance Principles issued by the Capital Market Board. It has also failed to establish its internal control systems. Potential risks that the NGO might be exposed to are not identified and cannot be managed. The NGO is not responsive to the Corporate Governance Principles at any levels. There are major weaknesses concerning the rights of members and stakeholders, in public disclosure and transparency and in the structure and working conditions of the Board.</p>

