



PEKER GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş. HUMAN RESOURCES POLICY

1. SCOPE

This human resources policy sets out the principles regarding the recruitment processes and social rights to be granted to the personnel within the scope of the relevant regulations of Peker Gayrimenkul Yatırım Ortaklığı A.Ş. (“Company”).

2. PURPOSE

As a company, our main expectation in recruitment processes is to build a working environment consisting of individuals who are compatible with our corporate culture and all departments and colleagues who are part of this culture, and who care about their professional and personal development at least as much as their primary duties.

The basic principles of our human resources policy is to

- Ensuring high efficiency with high motivation,
- Creating equal opportunities and offering every opportunity to our colleagues in career planning and personal development stages,
- Building solid and robust teams by hiring the right people for the right positions,
- Conducting a promotion policy based on merit, performance and competence,
- Ensuring that our colleagues who are motivated to create value find the right support,
- Employing happy, motivated and proactive colleagues who are qualified to represent our Company not only within the organization but also in their social lives.

Issues such as recruitment conditions, career guidance and promotion conditions, monetary arrangements and social benefits are presented to employees in detail and clearly in the Company's Human Resources Regulation. All decisions taken regarding employees are carried out within the Human Resources Department within the framework of the aforementioned regulation.

3. BENEFITS GRANTED TO EMPLOYEES

All kinds of facilities are provided for employees to participate in the trainings and organizations they need for their professional and social development, taking into account the balance between social and business life.

It is recognized as the fundamental responsibility of employees to develop themselves and their work, and to create value. Our Company has adopted the responsibility to provide all employees with the necessary opportunities and guidance in order to ensure that they are fully informed in their areas of expertise and to use this knowledge to improve themselves and their work.

In the Company's human resources practices, employee training and development activities are associated with its strategic goals and priorities.

4. SELECTION AND PLACEMENT PROCESS

In our recruitments, we aim to reach the right target group for all positions and select the most suitable candidate. It is aimed to recruit candidates who are suitable for the corporate culture, believe in open communication and continuous development, have corporate belonging, customer and result-oriented candidates. In addition, in our experienced recruitments; candidates are expected to have the education, knowledge, experience, certificates and competencies required by the position.

We also aim to recruit people with a high level of education, who are open to innovation and change, who have entrepreneurial skills, who are dynamic, who have the potential to develop themselves and their business, who can work in a team, and who will adopt and embrace company values. The main principle in recruitment processes is to give equal opportunity to those who have the competencies required by the job and who will adopt and maintain the company values without any discrimination or privilege.

Our personnel selection processes;

- Application
- Review
- Interview
- Evaluation
- Job offer

5. GENERAL TERMS AND CONDITIONS FOR RECRUITMENT:

Provided that Article 30 of the Labor Law No. 4857 is reserved, the personnel who will take office in our Company must have the following qualifications;

- Being over 18 years of age,
- For male candidates, to have done military service or to be postponed for at least one year or to be exempted from military service,
- Not having a health problem that prevents him/her from performing his/her duties,
- Not being under compulsory service commitment to any institution or organization,
- Having the knowledge, experience, experience and, if necessary, certificates required by the position.

6. CAREER PLANNING

In transfers to higher positions, criteria such as knowledge, experience, performance and possession of relevant competencies required by the job description are taken into consideration within the framework of the waiting periods specified in the Human Resources Regulation.