



PEKER GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş.

COMPANY POLICY ON STAKEHOLDERS

1. SCOPE AND BASIS

This Company policy on stakeholders (“Policy”) has been prepared in accordance with the Capital Markets Law No. 6362, Turkish Commercial Code No. 6102, Corporate Governance Communiqué No. II-17.1 (“Communiqué”) and the relevant regulations of the Capital Markets Board (“CMB”).

2. DEFINITION

Stakeholders are individuals, institutions or interest groups such as shareholders, investors, employees, creditors, customers, suppliers, trade unions, governmental organizations and various non-governmental organizations that have an interest in the achievement of the Company's objectives or activities.

3. PROTECTION OF STAKEHOLDERS

In its transactions and activities, the Company pays utmost attention to protect the rights of all stakeholders regulated by legislation and mutual agreements and adequate information is provided on these issues. If it is realized that the rights of stakeholders protected by legislation and contracts have been violated, corrective measures are taken effectively and expeditiously to ensure that rights are restored.

In cases where the rights of the stakeholders are not protected by legislation and mutual agreements, the interests of the stakeholders are protected within the framework of the rules of good faith and by taking into consideration the opportunities, rights and reputation of the Company. The Company plays a leading role in resolving and settling any disputes that may arise between the Company and stakeholders. When conflicts of interest arise between stakeholders or when a stakeholder is involved in more than one interest group, a balanced policy is followed as much as possible in terms of protecting the rights held, and it is aimed to protect each right independently of each other.

The Company has adopted the principle of facilitating the use of mechanisms such as compensation provided to stakeholders by the relevant legislation, and a compensation policy for the Company's employees has been established and disclosed to the public on our corporate website www.pekergyo.com.

The interests of the Company and stakeholders are expected to be aligned. The Company management takes measures to prevent any conflict of interest.

4. INFORMING STAKEHOLDERS

Stakeholders are adequately informed about the Company's policies and procedures regarding the protection of their rights through the corporate website.

In line with the principles of public disclosure and transparency, a structure is created to ensure that stakeholders have access to timely and complete information. In addition, information is accessible to all employees through the corporate portal established by the Company as an internal sharing system.

The disclosure policy is available on our website www.pekergyo.com.

In its transactions and activities, the Company pays utmost attention to protect the rights of all stakeholders regulated by legislation and mutual agreements and adequate information is provided on these issues.

Stakeholders may be contacted by persons authorized under the disclosure policy. Our employees other than these persons cannot respond to questions and information requests from outside the Company.

The Company adopts open and honest communication with its employees as the basis of its Human Resources Management policy and establishes practices to increase employee satisfaction and productivity. The Company's policies and strategies, targets, activities to improve working life and working environment are communicated to employees and their opinions are sought on these issues.

5. SUPPORTING STAKEHOLDERS' PARTICIPATION IN COMPANY MANAGEMENT

Taking into account the public float of our company, channels are kept open to enable stakeholders, especially our employees, to contribute to the management of the company in a transparent, honest and accountable management approach that will not hinder the company's activities.

Transactions reported by stakeholders that are contrary to the relevant legislation and ethically inappropriate are prepared and reported by the Investor Relations Department to be forwarded to the Corporate Governance Committee. When the Corporate Governance Committee deems appropriate, it conveys the matter to the Board of Directors.

Under the chairmanship of the General Manager, weekly meetings are organized with the participation of company department managers to ensure coordination. In these meetings, opinions and suggestions of employees regarding company activities are evaluated.

Our shareholders exercise their right to participate in the management of the company by attending the general assembly meetings.

The demands and problems of real and legal persons with whom the Company has a relationship as a result of lease agreements arising from the contract are communicated to the senior management of the company by the relevant department and solution-oriented studies are carried out.

Effective participation of employees in decision-making processes is ensured through the "Employee Satisfaction Survey" system created by the Human Resources Department. The results of the survey, which is conducted once a year to obtain the opinions of employees, are evaluated by the Company management and announced to employees. Through this system, the suggestions of the personnel for the improvement of work and working conditions are evaluated and the suggestions deemed feasible are taken into consideration in determining the Company's policies.

6. HUMAN RESOURCES AND TRAINING POLICY

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.

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.

The basic principles of our human resources policy is

- Ensuring high productivity 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.
- All kinds of facilities are provided for employees to participate in the training and events they need for their professional and social development, taking into account the balance between social and business life.
- Care is taken to plan and develop the careers of employees in line with the needs of the organization.
- Employees are honored by observing and evaluating their performance, their promotions are supported, and their personal rights are respected in criticism.
- Employees are informed about the company's financial status, remuneration, career, training, healthcare and other issues that concern them.
- There is no discrimination based on race, religion, language or gender among our employees and they are treated equally.
- There are no trade unions in terms of the number of Company employees. Personnel are not restricted in their right to establish or become members of associations with permission.
- The Company has established an employee compensation policy and disclosed it to the public on the corporate web site.
- There is no practice of appointing a representative to carry out relations between employees and the Company.

7. RELATIONS WITH CUSTOMERS AND SUPPLIERS

The Company takes all kinds of measures to ensure customer satisfaction in the marketing and sales of its goods and services within its field of activity.

In parallel with the developing world conditions, our company continues its activities by planning and planning its activities within the framework of environmental sensitivity, respect for customer, supplier and employee rights, beyond providing quality service.

Customer requests regarding the goods and services purchased are evaluated by the relevant departments and customers are informed. Our company pays attention to the confidentiality of customer and supplier information within the scope of trade secrets.

It is essential to establish good relations between our Company and its customers and suppliers, free from unfair benefits, and to comply with the terms of the agreements made.

8. ETHICS AND SOCIAL RESPONSIBILITY

The Company conducts its activities within the framework of the Ethical Principles disclosed to the public through its website (www.pekergyo.com).

The Company is sensitive to its social responsibilities and complies with environmental, consumer and public health regulations and ethical rules. The Company supports and respects internationally recognized human rights. In all its activities, the Company is sensitive to the needs of society, taking into account future generations. It aims to provide donations and social assistance in areas such as training, healthcare, environment, sports, culture and arts.