

## **AĞAOĞLU AVRASYA GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş. (THE “COMPANY”)**

### **HUMAN RESOURCES POLICY**

Ağaoğlu Avrasya Gayrimenkul Yatırım Ortaklığı A.Ş. (“the Company”), believes that human capital is one of the most important values of the future. We are a large family consisting of individuals who embrace this concept as an expression of looking toward the future with unity of heart and strength, who integrate their own future with that of the institution they work for, and who create value through every task they undertake. Our most valuable asset is our human capital.

We shape our Human Resources policy and processes in line with this understanding. By continuously following our development-oriented core corporate policy, we strive to build a successful workforce with high potential, passion, and commitment.

#### **In this regard:**

- We ensure that our employees within the Company and all its subsidiaries, as well as our other business partners, act in accordance with the Human Rights policy.
- We comply with national and international laws, regulations, and all legal processes related to Human Rights.
- We protect and improve all personal rights and benefits of our employees.
- Regardless of religion, language, race, or color, we provide equal career opportunities for women and men and show zero tolerance for any form of discrimination.
- We evaluate our employees not only for currently open positions but also in line with the Company’s long-term objectives.
- We attach importance to Occupational Health and Safety. By maintaining a high level of safety awareness among all our employees, we strive to minimize potential risks.
- We ensure that our employees benefit equally from remuneration, performance evaluation, training, and career opportunities.
- In our recruitment and selection processes, we act without discrimination and aim to place the right person in the right job, based on candidates’ education, experience, competencies, career goals, and expectations, as well as the qualifications required by the position.
- We seek to ensure fairness through a salary scale structured according to position levels, determined by job and market evaluations.
- We offer training opportunities that support both the professional and personal development of our employees.
- To help them advance their careers, we support our employees by considering all their needs and preparing them for the future.

#### **AĞAOĞLU AVRASYA GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş.**

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- We provide physical, ergonomic, hygienic, and safe working conditions to ensure the active productivity and happiness of our employees.
- We organize events to enhance employee satisfaction and strengthen corporate belonging.
- We carefully protect the personal data of our employees.
- We value our employees' expectations and insights and make efforts to fulfill them.
- We establish mechanisms for resolving employee issues and related complaints and define dispute resolution processes.