

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

STAKEHOLDER POLICIES

1. STAKEHOLDERS

Ağaoğlu Avrasya Gayrimenkul Yatırım Ortaklığı A.Ş. defines the procedures and principles for protecting the rights of its stakeholders. Stakeholders include the Company’s shareholders, employees, customers, creditors, suppliers, public institutions, intermediary organizations, analysts, potential investors, the sector, non-governmental organizations, and other individuals, institutions, or interest groups related to the Company’s operations.

2. PROTECTION OF STAKEHOLDERS

The Company safeguards stakeholders’ rights in accordance with relevant legislation and contractual agreements. Relationships are formalized through written agreements whenever possible. In cases where stakeholders’ rights are not explicitly regulated by law or contract, their interests are protected in good faith while also considering the Company’s rights, resources, and reputation.

In situations where conflicts of interest arise among stakeholders, or when a stakeholder belongs to multiple interest groups, the Company follows a balanced approach to ensure that each right is protected independently. The policies established for the protection of stakeholders are published in detail on the “Policies” section of Ağaoğlu Avrasya Gayrimenkul Yatırım Ortaklığı’s corporate website.

3. STAKEHOLDER INFORMATION

The Company adheres to principles of equality, accuracy, and impartiality when informing shareholders and stakeholders. In line with public disclosure and transparency principles, it strives to ensure stakeholders have timely and complete access to information. External communications are conducted via the corporate website and the Public Disclosure Platform (PDP), while internal communications are supported through Company portals and dedicated applications.

All announcements and disclosures are designed to be timely, accurate, complete, understandable, and easily accessible, while also protecting the Company’s rights and interests. Stakeholders are informed through special circumstance disclosures, minutes of general meetings, annual and interim activity reports, financial reports, the Public Disclosure Platform, and the Company website. Evaluation and information meetings are also held to ensure employees are informed about the Company’s objectives and activities.

4. STAKEHOLDER PARTICIPATION IN MANAGEMENT

The Company’s Articles of Association do not include provisions for stakeholders’ participation in management. However, to ensure minority shareholders’ and other stakeholders’ rights are

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safeguarded, members are present on the Board of Directors. Employee expectations regarding the Company and management are collected through Employee Satisfaction Surveys, and suggestions for improving working conditions are evaluated.

Additionally, internal communication and briefing sessions are held to gather employees' improvement suggestions. Periodic coordination meetings involve all middle and senior management to collect and evaluate opinions during decision-making processes. The Company's management system allows employees to provide input, propose improvements, and participate in corrective actions. Meetings with customers, suppliers, unions, and potential or existing investors are also held. Shareholders' participation rights in management are protected in accordance with relevant legislation and the Articles of Association.

5. HUMAN RESOURCES POLICY

Human Resources processes are carried out under the General Manager's supervision by the Human Resources Department. The HR Department identifies and addresses employee-related issues and communicates employee requests and complaints to senior management. Job descriptions, individual objectives, performance criteria, and remuneration are determined by the Company's management and communicated to employees.

Equal opportunity principles are applied during recruitment, and criteria are set in writing according to job titles. Training, assignment, and promotion decisions take into account both objective performance data and the Company's interests. Training plans are prepared to support employees' personal and professional development, and employees participate in internal and external training, courses, panels, and similar activities in line with an annual training plan.

A safe, ergonomic, and high-standard working environment is provided for employees, and efforts are continuously made to improve conditions based on social and technological needs.

6. RELATIONS WITH CUSTOMERS AND SUPPLIERS

The Company takes all necessary measures to ensure customer satisfaction in the marketing and sale of services within its business scope. Quality standards are maintained, and compliance is strictly monitored. Customer requests regarding purchased goods and services are evaluated by the relevant departments, and customers are informed accordingly. The Company ensures the confidentiality of customer and supplier information in accordance with commercial, personal, and private data regulations.

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