

HALK GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş.

STAKEHOLDER POLICY

Stakeholders include individuals, entities or interest groups like employees, creditors, customers, suppliers, unions, various non-governmental organizations, that are interested in achieving the Company's targets or in its activities.

1. Protection of Stakeholders

Our company pays the utmost attention to protect the rights of all stakeholders regulated by legislation and mutual agreements in its transactions and activities, and provides necessary information on these issues. Our company provides required opportunity for the stakeholders to be able to use the mechanisms such as compensation provided.

Where the stakeholder rights are not protected by legislation or mutual agreements, stakeholders' interests are protected in the framework of the rules of goodwill by considering the rights, opportunities and reputation of our Company.

Halk GYO plays a leading role in resolving and settling disputes that may arise between our company and stakeholders. In addition, where conflicts of interest arise between stakeholders, or a stakeholder is involved in more than one interest group, an extremely balanced policy is followed to protect the rights possessed, and it is aimed that each right is protected independently of each other.

2. Informing the Stakeholders

Open and honest communication channels have been established between our company and stakeholders, and it is important for the company that all stakeholders can obtain information on matters that concern them.

Stakeholders are adequately informed about our Company's policies and procedures through the Halk GYO corporate website regarding the protection of their rights. In line with public disclosure and transparency principles, a structure has been established to enable stakeholders to access information in a timely and complete manner. The disclosure policy can be accessed from the corporate website of our Company (www.halkgyo.com.tr)

Stakeholders are able communicate with authorized persons in our Company within the scope of the disclosure policy. Our employees, other than authorized persons, do not respond to questions and information requests from outside the Company.

Halk GYO considers the understanding of establishing open and honest communication with its employees as the basis of its Human Resources policy. Practices are created to increase employee satisfaction and productivity within the framework of human resources practices. The company informs its employees about issues such as policies, strategies and targets, and activities carried out to improve the working life and environment, and seeks their opinions on these issues.

3. Supporting the Participation of the Stakeholders in the Corporation's Management

Our company tries to ensure the participation of stakeholders, especially employees, in the management, in a transparent, honest and accountable management approach, in a way that does not disrupt the company's activities. This is also included in the Company's internal regulations.

Activities reported by the stakeholders that are in violation of the legislation and unethical, are processed by the Investor Relations Department to be reported to the Corporate Governance Committee. Matters deemed appropriate by the Corporate Governance Committee are conveyed to the Board of Directors.

4. Human Resources Policy

The Human Resources policies implemented for the Company to perform its activities in the best way are based on the principles summarized below.

- To carry out the activities to be carried out by the Company with the optimum number of personnel in order to achieve its objectives,
- To provide all personnel with the environment and conditions where they can use and develop their talents, professional development and skills,
- To select and assign personnel with competence appropriate to the nature of the job,
- To value and respect the personality of the personnel, and to ensure that their material and moral rights are protected,
- To make an environment open to communication at all levels permanent,
- To have personnel who adopt the company culture and corporate values and comply with the Ethical Principles,
- To provide a safe working environment suitable for the nature of the task,
- To ensure that the personnel work with cost awareness in accordance with the principles of efficiency and profitability,
- To encourage the personnel to think creatively and produce new ideas that will improve the operations.

5. Relations with customers and suppliers

Our company takes any and all types of measures to ensure customer satisfaction in the marketing and sales services it performs within the scope of its field of activity.

The requests of the customers regarding the matters falling within the scope of our Company's field of activity are met promptly, and the customers are informed about the delays, if any, without waiting for the deadline.

Quality standards are complied with in the activities and it is ensured that the standard is maintained. For this purpose, a certain guarantee of quality is provided.

It is aimed to ensure the confidentiality of information regarding customers and suppliers within the scope of trade secrets.

6. Relations with Investors

Investor relations tools are used to provide comprehensive and accurate information to all stakeholders with a fair, transparent, responsible and accountable management approach in order to create sustainable value for all shareholders of the company.

The basic working principles of the Investor Relations Department include providing rapid feedback to stakeholders, transparent, consistent and timely information, and keeping the information available on the Company's website up-to-date is essential. The Investor Relations Department is familiar with the company's strategies within the framework of the Company's corporate vision and aims to ensure sustainable shareholder satisfaction by communicating these strategies with the most effective methods.

7. Ethical Rules and Social Responsibility

The company conducts its activities within the framework of ethical rules disclosed to the public through its website (www.halkgyo.com.tr)