



SUSTAINABILITY
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PREFACE

Dear Stakeholders,

Since the day Emlak Konut REIT was founded, we have not only developed leading projects in the industry but also prioritized our responsibilities towards society, the environment, and future generations. In line with this understanding, we have placed sustainability efforts at the core of our corporate strategy and are making every effort to continuously improve our performance in this area.

The year 2023 marked a significant milestone in our sustainability journey. During this period, we took meaningful steps aligned with the goals we set in the areas of environmental, social, and governance (ESG). We reinforced our approach to sustainability across a broad spectrum, ranging from combating climate change and waste management to energy efficiency and employee satisfaction.

All these efforts have supported our vision of developing projects that comply with both national and international standards. Under the leadership of our Sustainability Committee, we conducted field visits, workshops, and analyses, which allowed us to evaluate our current state and lay a solid foundation for the projects we will implement in 2023 and beyond.

In this context, we aim to raise sustainability awareness throughout our value chain, further reduce our carbon footprint, and set an example in the industry through innovative practices.

Our company's sustainability policy not only focuses on minimizing environmental impacts but also aims to enhance social benefits.

While ensuring the efficient use of natural resources in our projects, we turn our environmental sensitivity into concrete actions through practices such as integrating renewable energy systems and implementing zero-waste management. Collaborations with our employees, stakeholders, and customers form the keystone of this journey.

Sustainability, which we view as a long-term commitment, also requires a collective effort.

For this reason, we continue to work together with all our stakeholders to build a more livable world.

We would like to thank all the stakeholders who contribute to our efforts and eagerly look forward to sharing the successes we will achieve in the coming years.

Emlak Konut REIC
Sustainability Committee



GOVERNANCE AT EMLAK KONUT

As Emlak Konut, we adopt the principles of "Equality," "Transparency," "Accountability," and "Responsibility" as the core values for all of our operations with the aim of continuously improving our corporate governance approach. In this regard, we accept complying with the "Corporate Governance Principles" of the Capital Markets Board (CMB) and its practices as a fundamental management principle. In light of these principles, our main goal is to continue the sustainability of our operations by increasing the added value we create for our stakeholders.

The highest governance body of Emlak Konut is the Board of Directors. The Board of Directors consists of 7 members, including 3 independent members.

Our CEO also serves as an Executive Board Member. The following committees, formed by the Board Members, continue their activities: "Sustainability Committee," "Corporate Governance Committee," "Audit Committee," "Nomination Committee," and "Early Detection of Risks and Risk Management Committee." The Corporate Governance Committee also fulfills the duties of the "Remuneration Committee" and the "Nomination Committee."

Emlak Konut Real Estate Investment Company Inc. operates in accordance with the regulations set forth by the Capital Markets Law, the Istanbul Stock Exchange Regulations, the Turkish Commercial Code, and other relevant legislation. Along with monitoring changes in legislation, necessary structures are being established to comply with the new obligations introduced by these changes.

As a publicly traded company operating on the stock exchange, it discloses information that must be shared with the public, excluding insider information and trade secrets, to shareholders, investors, and stakeholders. In this context, the methods and tools used for the disclosure policy include material event disclosures, periodic Financial Statements and Notes submitted to Borsa Istanbul, Independent Audit Reports, quarterly reports, Annual Activity Reports, the corporate website, investor and analyst meetings, press releases, and press conferences. Emlak Konut Real Estate Investment Trust Inc. operates in accordance with the provisions of Law No. 6698 on the Protection of Personal Data and other relevant legislation. Personal data is processed with explicit consent for purposes such as title deed

transactions, notary procedures, and subscription processes to be carried out by the Company.

Emlak Konut Real Estate Investment Company is a legal entity under private law, operating as a Real Estate Investment Trust (REIT) subject to the provisions of the Turkish Commercial Code and the Capital Markets Law, with 51% of its shares publicly traded. When purchasing any real estate or evaluating properties in its portfolio through tender or sale, it fully acts in accordance with private law provisions and its internal regulations/rules.

In this context, the following regulations have been established: "Regulation on Duties, Authorities, and Responsibilities, and Personnel and Discipline," "Information Security Management System Regulation," "Regulation on Procurement and Leasing of Goods," "Regulation on Service Procurement," "Regulation on Construction Works Tender and Contracting," "Regulation on Revenue Sharing Model Project in Return for Land Sale

tender and contracting," and "Regulation on Real Estate Purchase, Sale, Leasing, and Renting." All Company activities are managed and directed with a professional management approach to ensure effectiveness, efficiency, profitability, and quality.

In the implementation of regulations, principles such as transparency, competition, equal treatment, reliability, confidentiality, public oversight, efficiency, effectiveness, and meeting needs under appropriate conditions and in a timely manner are prioritized. In compliance with Capital Markets legislation, an "Audit Committee" has been established to ensure proper oversight of financial and operational activities. Reporting to the Board of Directors, the Committee is responsible for overseeing the Company's accounting system, disclosure of financial information to the public, independent audits, and the operation and effectiveness of the internal control system. It also ensures that all necessary measures are taken for adequate and transparent internal or independent audits.

[To get detailed information about the Corporate Governance Committee Duties and Working Principles:](https://www.emlakkonut.com.tr/en-US/corporate-governance-committee)

<https://www.emlakkonut.com.tr/en-US/corporate-governance-committee>

WORK ETHIC

Our ethical policy is one of the cornerstones of how we should conduct our work throughout all processes of Emlak Konut's operations. The principles within this scope serve as the most important guide for our business structure and our business relationships. We expect all our employees to act within the framework of our ethical principles and to embody exemplary behaviors that elevate these ethical principles. We also expect this set of values we uphold to be embraced by all our stakeholders with whom we have business relationships.



Our Ethical Values

- » Commitment to the Constitution of the Republic of Turkey and Laws
- » Respect for People and Human Rights
- » Reliability
- » Impartiality
- » Transparency
- » Accountability
- » Accessibility
- » Business Ethics
- » Scientificness and Innovation
- » Environmental Sensitivity
- » Customer Satisfaction
- » Privacy of Personal Data
- » Social Responsibility



INTEGRATED POLICY

From the foundation of our organization to the present, with the successful projects we have completed, we aim to carry the "Emlak Konut" brand into the future. Guided by our accumulated knowledge and experience, we embrace a "We"-focused corporate governance approach that acts with the awareness of being a family alongside our personnel.

- "To produce planned, high-quality, and environmentally friendly residential centers with a contemporary urbanism approach, featuring peaceful and safe spaces to live under the assurance of the "Emlak Konut" brand. To protect and look out for all living rights within the framework of the "Universal Declaration of Human Rights" and national laws.
- To consider social values along with customers' preferences and expectations.
- To be within an approach that values historical and cultural heritage as part of our legacy
- As a publicly traded company on Borsa Istanbul, to safeguard the financial and moral rights of shareholders and investors.
- To be solution-oriented with customer feedback, focusing on accessibility, transparency, confidentiality, accountability, and a customer-centric approach.
- To provide safe and secure working environments so that employees under our control can return home healthy and safe.
- To implement measures that prevent potential workplace accidents and occupational diseases.
- To prevent environmental pollution by reducing waste through recycling and disposal when necessary.
- To ensure a livable environment and usable natural resources for future generations by using resources more efficiently and adopting renewable sources.
- To support the procurement of energy-efficient products and services that impact energy performance.
- To promote design activities that consider the improvement of energy performance.
- To ensure the efficient use of energy, raw materials, technology, financial, and natural resources starting from the design processes of production.
- To closely follow developments and innovations in the industry.
- To ensure the availability of knowledge and necessary resources for achieving goals and objectives.
- To enable the development of resource, opportunity, and risk-focused areas based on personnel, within the framework of the Integrated

Management System, and support activities that increase awareness for the benefit of the company.

- To comply with the standards of the Integrated Management System and continuously improve its effectiveness.

The Information Security Policy underwent changes in 2023. In 2024, it was renamed to the Information and Personal Data Security Policy.

INFORMATION AND PERSONAL DATA SECURITY POLICY

Emlak Konut Real Estate Investment Company, in order to ensure the confidentiality of information belonging to shareholders, employees, contractors, customers, and other relevant parties;

- To comply with the requirements of Laws, Standards, and other relevant regulations regarding information security and protection of personal data,
- To carry out activities and responsibilities related to the protection and storage of information assets,
- To ensure safe access to information assets for itself and its stakeholders,
- To identify security risks related to information assets and personal data, and manage these risks systematically,
- To transform personal data and information security into a structure that continuously improves, evolves, and prevents the emergence of new risks,
- To conduct training that will improve employees' technical and behavioral competencies to raise awareness of information and personal data security,
- To continuously review and improve the Information Security and Personal Data Management System,
- Commits to implementing the Information Security and Personal Data Management System as an indispensable part of the corporate culture.

Changes were also made to the Customer Satisfaction and Social Responsibility policies in 2023.

CUSTOMER SATISFACTION POLICY

"With the understanding that "The Customer is Our benefactor";

- To treat customers with respect and care, in line with the principles of fairness, equality, impartiality, confidentiality, and transparency.
- To give importance to customers' suggestions, demands, preferences, expectations, complaints, and satisfactions.
- To resolve and/or satisfy customer complaints as quickly as possible, within the framework of relevant regulations and contracts.
- To consider customer satisfaction as the most effective form of advertising, promotion, and marketing, and to act with this awareness.
- To maintain customer satisfaction at the highest level within the framework of national and international quality standards.

SOCIAL RESPONSIBILITY POLICY

- Acting with the awareness that social responsibilities exist within the context of respecting human beings and human rights.
- Not engaging in discrimination based on language, race, belief, religion, sect, gender, physical disability, etc., among employees, shareholders, customers, and other relevant parties.

- Supporting educational, health, sports, art, and cultural activities both internally and externally.
- Prioritizing sensitivity to human beings, nature, and the environment in the real estate projects developed.
- Implementing all kinds of improvement activities that will minimize the environmental footprint of our operations.

In 2023, new standards were added to the TS EN ISO 9001 Quality Management System, which has been in place since 2005. These are:

- TS ISO 10002 Customer Satisfaction Management System,
- TS EN ISO 14001 Environmental Management System,
- TS ISO 45001 Occupational Health and Safety Management System.

These standards have been combined under the name "Integrated Management System" and have been implemented in our company since 04.04.2023.

On 02-05 May 2023, we have qualified to receive the above certifications after the certification audit conducted by the Turkish Standards Institute.

RISK MANAGEMENT

The most authorized body regarding the early detection, evaluation, calculation of the impact and probabilities of strategic, operational, financial, and other types of risks that could jeopardize the existence, development, and continuity of our company, the management of these risks in line with the corporate risk taking profile, their reporting, taking

necessary precautions regarding identified risks, consideration in decision-making processes, and the establishment and integration of effective internal control systems is our company's Early Detection of Risks and Risk Management Committee. The committee directly provides recommendations and suggestions to our Board of Directors.

For detailed information about the Early Detection of Risks and Risk Management Committee:

<https://www.emlakkonut.com.tr/en-US/the-early-detection-of-risk-committee>

OUR STAKEHOLDERS

Our stakeholders are our most important resource both in determining the main sustainability issues and in improving our performance in these areas. Feedback from our stakeholders is of special importance to advance our sustainability

performance to higher levels. With this understanding, as Emlak Konut, we are implementing practices to improve our communication methods with stakeholders and increase the frequency of our communication.

Stakeholder Group	Communication Method	Communication Frequency
Employees	Emlak Konut Bizz Intranet Portal - Meetings	Daily
Customers	Call Center - Corporate Website Individual Inquiries	As needed
Shareholders	Information Meetings - Email	Regularly, monthly
Community	Social Responsibility Projects - Meetings	As needed

RISK MANAGEMENT

SUSTAINABILITY MANAGEMENT AT EMLAK KONUT

Sustainability is an important aspect of Emlak Konut's way of doing business. A Sustainability Committee and a working group, operating under this committee, have been established to manage sustainability-related activities more effectively under one roof, as well as to carry out activities within the framework of the Sustainability Principles Compliance Framework of the Capital Markets Board (SPK) to which we adhere. The committee works directly under the Board of Directors.

For detailed information about the Sustainability Committee:

<https://www.emlakkonut.com.tr/en-US/sustainability-committee>

The duties and responsibilities of our Sustainability Committee are as follows:

1. To create the sustainability strategy, policies, and objectives in the social, environmental, and corporate governance areas of our company, implement them, monitor, audit, regularly review them, guide them by considering potential risks, and present them to the Board of Directors for approval if necessary.
2. To follow national and international developments on sustainability,
3. To carry out efforts to integrate sustainability into our company's structure and develop projects in this direction,
4. To periodically review our company's environmental policies and practices with the relevant managers and/or personnel and inform the Board of Directors about the decisions made and the process,
5. To develop projects aimed at reducing carbon emissions in our company's activities in the context of combating the climate crisis and support the transition to a low-carbon economy,
6. To define and evaluate performance criteria in sustainability practices,
7. To ensure stakeholder participation in the sustainability strategy, policies, objectives, and practices,
8. To authorize and guide the Sustainability Working Group.

Within the scope of all these duties and responsibilities, our committee and working group, aiming to implement active stakeholder participation practices, continued its work in 2021 regarding the sustainability strategy, determination of short-medium-long term targets, relevant key performance indicators, and reporting performance in this regard.

In this context, in 2021, the committee reviewed all applicable benchmarking practices of our sector, and through the works that included the opinions of both internal and external stakeholders, identified the sustainability priorities.

The priority sustainability topics identified as a result of this study are as follows:

- » Reduction of Environmental Footprint
- » Sustainable Buildings
- » Corporate Governance
- » Employee Development and Satisfaction
- » Occupational Health and Safety (OHS)
- » Digitalization
- » Customer Satisfaction and Well-being
- » Contribution to Social Development

With our sustainability management practices, we aim to increase the added value we create for our stakeholders day by day.

On this journey, our most important guide is our company's corporate governance practices, company strategy, and sustainability management practices.

Internal regulations such as policies, procedures, and guidelines related to ESG have been prepared and communicated within the company.

ESG policies established by Board of Directors Decision have been disclosed to the public.

Additionally, developments achieved throughout the year have been presented to the Board of Directors. Efforts to determine key performance indicators and verify the results obtained continue within the scope of the ESG Working Group's activities. Information meetings and training programs regarding ESG policies and practices have been organized for employees.



OUR VALUE CREATION MODEL

VISION, STRATEGY, AND SUSTAINABILITY MANAGEMENT



CREATED VALUE



OUTCOMES



OUR ENVIRONMENTAL FOOTPRINT

We manage our operations in an environmentally respectful manner, striving to minimize our environmental footprint to the lowest possible levels. With the awareness of this responsibility, we make every effort to implement innovative practices to improve our environmental performance. Considering the specific data of our sector, we undertake necessary efficiency efforts to combat climate change, one of the most significant risks of our era. With this approach, we aim to make our processes more environmentally friendly and realize residential areas that consume fewer natural resources, promote renewable solutions, and contribute to sustainability.

OUR GOALS

1. Reviewing and aligning our technical documents such as specifications, area lists, etc., with the innovations, changes, and indirect sanctions brought about by the Green Deal and the Paris Climate Agreement.
2. Ensuring that all the processes, including mobilization plans covering the entire region from construction sites to construction management offices and worker camps, environmental management plans to prevent construction site pollution from spreading outside the site borders, and waste management plans involving waste segregation and reintegration into the circular economy, are in compliance with sustainability principles and green building certification guidelines during the construction phase of our projects.
3. Designing our qualified residential buildings with renewable energy systems to be in compliance with the EKB-A Class standard and producing them in the Nearly Zero Energy Building (NZEB) class, in line with the greenhouse gas emission targets specified in the Green Deal and the Paris Climate Agreement.
4. Ensuring that all of our projects receive at least the EKB-B Certificate and installing renewable energy systems in places where the technical and financial feasibility is appropriate.
5. Determining the locations of collection equipment in all developed parcels and establishing a Zero Waste system in compliance with the Zero Waste Regulation.

In order to improve our sustainability performance, work has begun to obtain, adapt, and implement the TS EN ISO 14001:2015 - Environmental Management Systems, TS ISO 10002:2018 Customer Satisfaction Management System, and TS ISO 45001:2018 - Occupational Health and Safety Management System standards certified by the Turkish Standards Institute (TSE).



WATER MANAGEMENT

The importance of efficiently using natural resources is increasingly growing. In this context, we are implementing projects to ensure the efficient use of water both in our projects and in our service building. In our service building, rainwater is collected in the greywater tanks of rainwater channels, treated, and stored according to the physical conditions. Rainwater is utilized and evaluated in all reservoirs in the building. Since the implementation of the project in 2016, approximately 300 tons of water savings are achieved annually. In addition to this application, sensor faucets are used throughout the entire service building to ensure efficient water usage.



With the greywater systems we have implemented over the past 9 years

Water savings of **36,984,698 TL** have been achieved from **53,398** residences in 2023

OUR GOAL BY THE END OF 2024 IS

- » To collect and treat all wastewater, including air conditioning condensate, and store it in reservoirs without exception, using the excess for common area cleaning and garden irrigation, thus achieving an additional 10% water savings in municipal water usage.
- » To conserve water by using local or adapted plants that require little or no water at all in landscaping planning, while preserving biodiversity.
- » To implement rainwater harvesting systems, collecting at least twice the amount of rainwater required by regulations from roof areas and hard surfaces on the parcel, using the harvested water for reservoirs and common area cleaning during rainy seasons, and for landscaping irrigation during dry periods, thus achieving an additional 10% water savings in municipal water usage.

"Thus, our goal is to reduce the need for municipal water by 50%, producing buildings where water is used more efficiently, waste is prevented, and contributing to the sustainable management of water resources."

PREVENTING WATER POLLUTION WITH OIL SEPARATOR SYSTEMS

With oil separator systems used in 51,147 residences completed between 2014 and 2023 within our operations, we ensured that 141 tons of waste oil was made suitable for biodiesel use in 2023, preventing the contamination of 157 million liters of water annually.



ENERGY MANAGEMENT

The importance of energy efficiency in combating climate change is increasing day by day. In line with this, as Emlak Konut, we have been obtaining Energy Performance Certificates for all our projects since the regulation issued in 2011. Starting from 2020, we have aimed for maximum energy efficiency by planning to obtain A-Class Energy Performance Certificates for our implemented projects.

OUR GOAL

- » By collaborating with manufacturers and supporting R&D efforts to ensure at least 10 materials or products used in our constructions are environmentally friendly, with reduced greenhouse gas effects and certified with EPD under the European Union Green Deal.
- » By using at least 20 materials or products with "Environmental Product Declaration (EPD)" certification or environmentally friendly branded or certified products, or by selecting at least 20% of the construction material budget (excluding mechanical and electrical) from EPD-certified building materials.
- » By requiring that our Project Authors and Construction Contractors working on our projects have Green Building specialists on their teams or hire such specialists throughout the design and construction process.
- » By producing at least 10% of the electricity demand for our residential buildings from renewable energy sources.
- » By installing electric vehicle charging stations at least 10% of the total parking spaces in residential parking areas and planning all electrical and data infrastructure accordingly.
- » The goal is to increase energy savings, use products certified with EPD (Environmental Product Declaration), increase the share of renewable energy usage, and build greener, low greenhouse gas impact, and green buildings.

In the last year, with energy efficiency practices, we saved the electricity consumption of approximately 14,980 residences in one year, contributing 49,885,400 TL annually to the national economy.

By the end of 2023, with our solar power plants, we produced electricity equivalent to the annual consumption of about 4,740 residences, contributing 15,781,400 TL annually to the national economy.

- We save the electricity consumption of 14,980 residences annually.
- With our solar power plants, we produce the energy consumed by 5,000 residences annually.
- Through energy efficiency projects, we contribute 10,000,000 TL to the national economy annually.
- With electric vehicle charging stations, we prevent the consumption of 408 tons of fuel and the emission of 2,433 tons of carbon dioxide into nature every year.

In the projects we have completed so far, we produced buildings that are 20% more energy-efficient than the regulations and standards, by using energy-efficient electrical and mechanical systems (condensing boilers, frequency-controlled pumps, LED lighting fixtures, automation systems, etc.) and establishing rooftop solar power systems. Thus, we prevented the emission of 18,900 tons of carbon dioxide into nature annually.



We save the amount of electricity energy consumed by **14,980** houses annually.



We produce the amount of energy consumed by **5,000** houses annually with our solar power plants.



Through energy efficiency projects, we contribute **10 million TL** annually to the national economy.



With electric vehicle charging stations, we prevent the burning of **408** tons of fuel and the release of **2,433** tons of carbon dioxide into nature each year.

Energy efficiency studies, measurements, and KPIs created.

Looking at the energy-related efforts:

- The types of energy used in the company building have been determined; electricity, natural gas, and diesel.
- The energy consumption of the last 3 years has been calculated; the reference lines for electricity and natural gas have been found; the year 2022 has been designated as the reference year for electricity and natural gas.
- Significant energy uses (machines that have the greatest impact on the building's total energy consumption) have been identified; these are 8 machines that use 4% or more of the total energy.
- An energy team has been established; regular meetings are held every 3 months to evaluate the company's energy performance.

Energy Performance Certificate in Buildings:

According to the "Energy Efficiency Law No. 5627" and the "Energy Performance Regulation for Buildings" issued under it, the document includes information about the building's energy needs, energy consumption classification, insulation characteristics, and the efficiency of heating and/or cooling systems, in order to ensure the efficient and effective use of energy and energy resources, prevent energy waste, and protect the environment. Preliminary reports for the Çekmeköy project have been prepared within this scope, and the design of the Avcılar Firuzköy project is also being carried out within this scope.

LEED Certification:

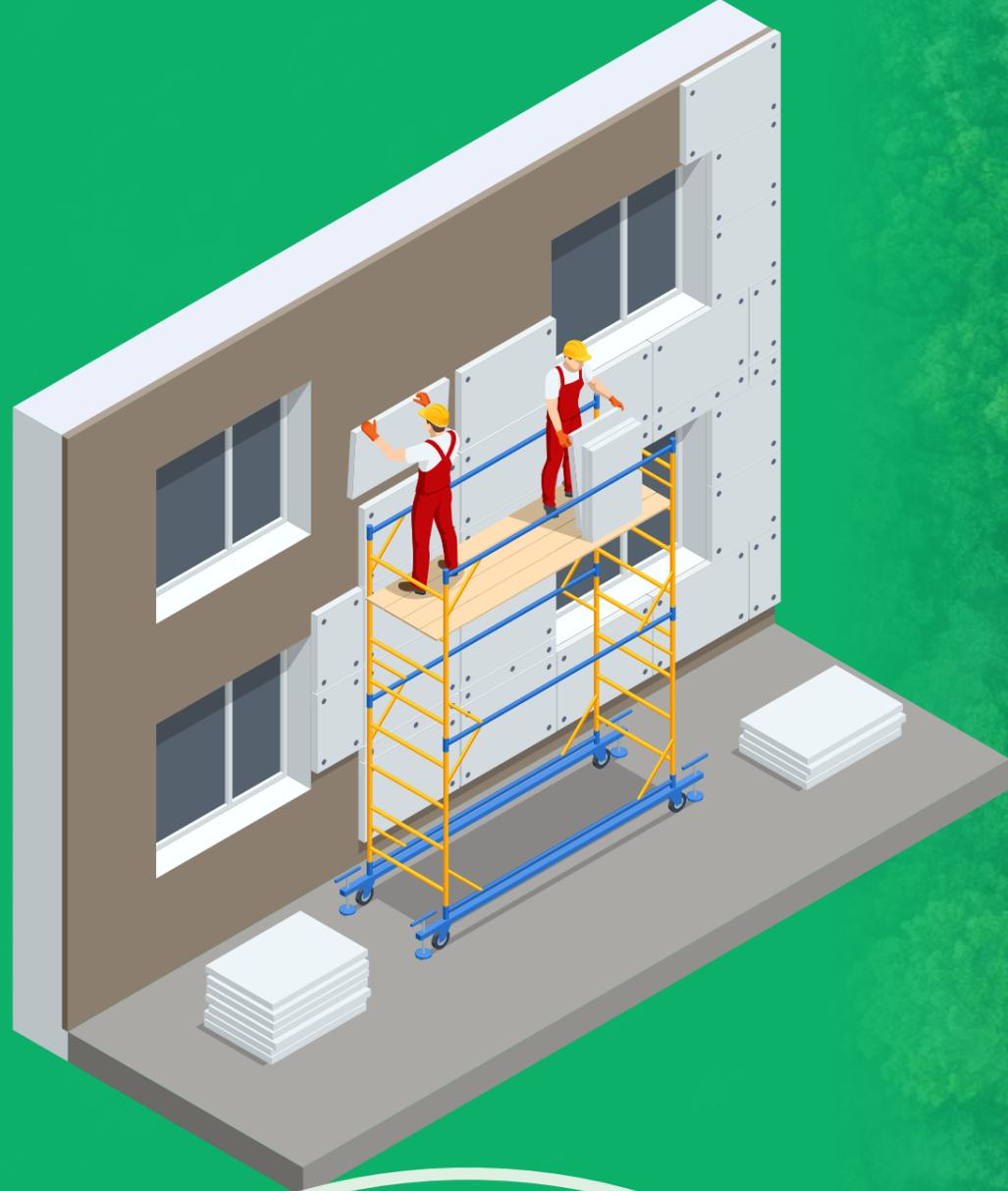
is an environmentally friendly building certification system that means leadership in energy and environmental design. The LEED certification system, developed by the U.S. Green Building Council (USGBC) and implemented since 1998, is recognized worldwide. The projects of Istanbul Maslak 1453, Andromeda Gold, Metropolis Istanbul, and Istanbul Finance Center are LEED certified.



EMISSION MANAGEMENT

Climate change is currently and in the near future one of the most significant risks threatening humanity. In this context, climate change risks should be actively monitored in all operations of the business world, and risks should be minimized accordingly. Efforts in this direction are increasing day by day in our country as well. As Emlak Konut,

we aim to raise our performance to higher levels by fully complying with the law in this regard. By the end of 2023, we installed electric vehicle charging stations along with the infrastructure, preventing the use of 100,220,000 liters of fossil fuels and the emission of 301,000 tons of carbon dioxide into nature.



By the end of 2024, we estimate that the total natural gas savings will be 45,863,400 m³/year, assuming an average consumption saving of 300 m³/year per unit for 152,878 independent units. With this savings, we will contribute 255,917,772 TL annually to the national economy.



WASTE MANAGEMENT

Since January 2019, our company has been supporting the Zero Waste project as part of our waste management efforts. Under the Zero Waste project, hazardous and non-hazardous waste are separated and collected in our temporary storage area in the parking lot. The stored waste is picked up by the relevant municipality at regular intervals. Additionally, organic waste generated in our cafeteria is separated, and natural fertilizer is produced in the compost machine located in our temporary storage area. The produced natural fertilizer is used in our garden landscaping. As a result of these efforts,



our company received the Zero Waste Certificate on October 6, 2020. In all of our projects, we create infrastructure for Waste Management, including Trash Rooms, Trash Chutes, and Waste Separation Systems, and hand them over to the Site Management.

- » Zero Waste systems have been installed at the construction sites of our ongoing projects, and their monitoring is ensured.
- » During the construction process, the recycling of recyclable waste (packaging, metal, glass, etc.) and the composting of organic waste (cafeteria waste, etc.) to produce fertilizer is

- made mandatory in our technical specifications and contractor agreements, and their monitoring is carried out.
- » A waste management system sensitive to the environment is established at our construction sites and in the buildings we will produce, contributing to the circular economy.



Since 2019


42,098 kg
of paper


13,014 kg
of glass


7,200 kg
of plastic


1,254 kg
of metal

waste have been collected, totaling **64,820** tons of recyclable waste collected."

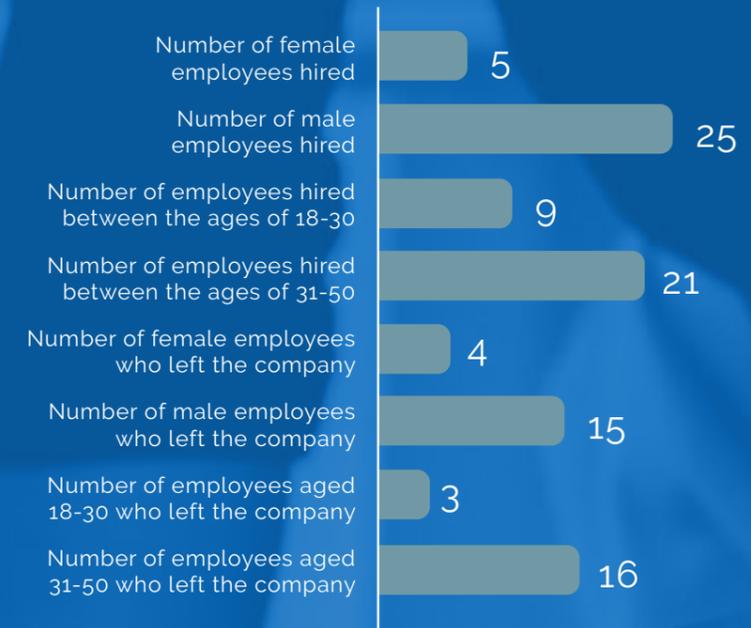
Only with the ZERO WASTE SYSTEM established in our company building, during the period from January to December 2023;

- Energy savings of 215,869.43 kWh from the recycling of all waste.
- Reduction of 8,088.81 kg of greenhouse gas emissions from the recycling of all waste.
- Savings of 7 tons of raw materials from the recycling of metal and glass.
- Prevention of cutting 717 trees through the separation of waste paper.
- Water savings of 1,180.56 m³ through the separation of waste paper.
- Prevention of approximately 17,892.16 liters of oil consumption through the recycling of waste plastics.

WORK LIFE

Our employees are the architects of the success we have achieved and will achieve in the future. In this context, providing a working environment where our employees can work in peace and security, and offering opportunities to contribute to their development and competencies, is one of our primary responsibilities. In this regard, we ensure that our employees' basic rights are fully provided. We do not allow any form of discrimination such as age, gender, etc., in the remuneration of our employees. The benefits we provide to our employees include private health insurance, performance bonuses, bonuses, birth assistance, death assistance, marriage assistance, postgraduate/doctoral education/foreign language assistance, a game room, a gym, a men's/women's hairdresser, a dietitian, workplace health services, transportation, travel assistance, cafeteria, and meal card applications. In our operations, we absolutely do not allow forced, compulsory, or child labor. We expect these principles to be respected throughout our value chain and take them into account in our business relations. In this regard, we do not allow our suppliers to employ workers without insurance, use child labor, or employ workers under poor conditions under the contracts made with our company.

Employees Hired Terminated by Age and Gender



Blue Collar - White Collar Employee Count



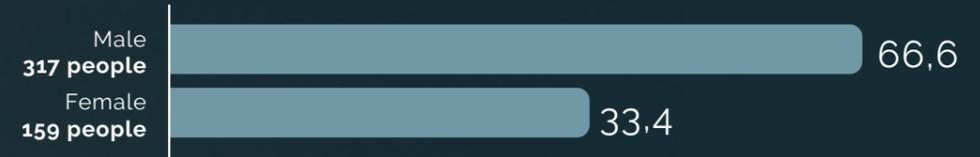
Personnel Education Status



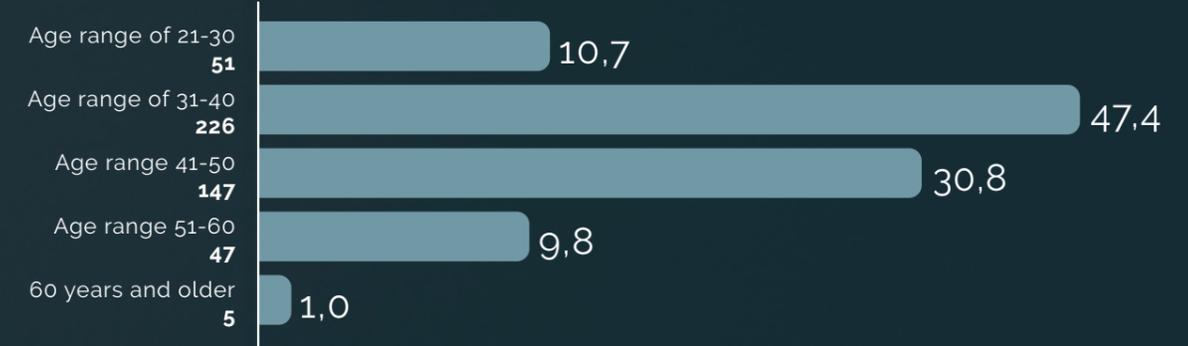
Total number of people
476 people



Gender Distribution



Age Distribution



Total number of people
476 people

EMPLOYEE TRAINING AND DEVELOPMENT

We are committed to creating a work environment where our employees can develop themselves. Creating an environment where our employees can work safely and securely is one of our key objectives. We implement this approach in our training and development strategy by providing

all employees with 8 hours of Occupational Health and Safety Training to maintain high levels of awareness and knowledge. We enhance and expand this approach by updating it with first aid training and necessary emergency preparedness programs.

Trainings and Their Contents (person*hours)

» An awareness presentation on the management systems used in our company (Quality, Occupational Health and Safety, Environment, Customer Satisfaction) is sent to employees via email.

» An awareness presentation on the Information Security Management System implemented in our company is sent to employees via email.

EMPLOYEE SATISFACTION

Employee satisfaction is critical to the sustainable success of our company. With this understanding, we value the opinions and suggestions of our employees and continue to create open communication environments. To enhance employee satisfaction and engagement, we offer

suggestion systems through our corporate intranet portal and other communication channels. In the coming periods, we aim to contribute to the development of our human resources by continuing measurement and analysis studies related to employee satisfaction.

OCCUPATIONAL HEALTH AND SAFETY

We implement systematic and scientific measures to prevent health hazards that may arise during our operations and ensure the safety of our employees.

Through regular site inspections at all our locations, we proactively identify potential hazards or non-compliance issues and take corrective and preventive actions. We prioritize employee training, workplace efficiency, resource management, continuous improvement of processes, and analysis of potential

risks and opportunities to ensure that our occupational health and safety approach becomes a part of our culture. To ensure a safe working environment for subcontractor employees, we implement the Contractor and Visitor HSE Procedure. We also apply the Risk Assessment Procedure to evaluate hazards and risks and ensure that necessary controls and measures are implemented. Our headquarters has an Occupational Health and Safety Committee consisting of 11 members, including 4 employee representatives.

THE CORE ELEMENTS OF OUR OCCUPATIONAL HEALTH AND SAFETY APPROACH ARE AS FOLLOWS:

- » Prevent accidents that cause workforce and workday losses in workplaces
- » Achieve the zero accident target
- » Ensure that 100% of employees use personal protective equipment in necessary workplaces
- » Ensure planned and timely maintenance to eliminate health and safety risks from equipment
- » Prevent the occurrence of potential risks in workplaces

Occupational safety practices and effective management play a crucial role in protecting our stakeholders, employees, and assets. Therefore, we conduct audits and programs covering the applied and related activities. Occupational safety management is an integral part of our work behavior rules, risk management, and internal controls. In addition to the audits and controls we carry out, we organize occupational health and safety training to increase our employees' awareness and knowledge levels on the subject. In this context, every employee receives 8 hours of basic occupational health and safety training. Additionally, update training is provided every three years.

An emergency plan is developed within our company, updated periodically and as needed, emergency teams are formed regularly, and necessary training is provided.

As part of its sustainability efforts, Emlak Konut REIC maintains integrated measurements and monitoring across all operational work sites. We make maximum

effort to conduct effective audits that prevent all accidents, occupational diseases, environmental damages, and non-conformities, ensuring continuous improvement and development. To comply with all relevant legal regulations and applicable standards, occupational health and safety risks are proactively managed. All measurable occupational health and safety goals will be regularly monitored and shared transparently with all stakeholders within the scope of sustainability efforts.

In 2023, the actual working hours in our ongoing construction sites amounted to 162,000 hours. The occupational health and safety indicators for the same period are as follows:

- Accident Frequency Rate: **12.327**
- Accident Severity Rate: **21,4**
- Number of Occupational Accidents: **2.129**
- Lost Workdays: **3.469**



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DIGITALIZATION

We actively use the benefits of digitalization in our daily operations, making our processes more efficient and achieving significant savings.

As of November 2020, the company transitioned to the new Document Management System (M-Files), reducing the circulation of printed documents across the company to a minimum. Furthermore, since that date (November 2020), copies of all incoming and outgoing documents have been kept digitally, and only when needed, printed versions are produced and made available.

Emlak Konut Real Estate Investment Company continues its digitalization efforts without slowing down, aiming to achieve goals related to operational efficiency and reducing environmental impacts. In

this context, the transition from the M-Files program to the Trustee program has been made to improve document management processes. The new system has accelerated workflows and electronic signature processes, providing both time savings and enhanced operational efficiency.

Our digitalization efforts continue to contribute to savings in paper consumption, printer consumables, and energy usage. Additionally, optimizing the energy-saving modes of electronic devices such as computers and printers increases environmental awareness across the company. In the upcoming periods, we will continue working on strengthening our technological infrastructure and minimizing our environmental impacts.

CUSTOMER SATISFACTION

Customer satisfaction is of special importance for the sustainability of our services. Based on the feedback we receive from our customers, we aim to continuously improve our services and processes. With this understanding, we strive to measure our customers' satisfaction levels using different communication methods. We provide products

and services to our customers within the scope of the contracts agreed with them, and surveys are conducted within the framework of the "Customer Satisfaction Measurement and Evaluation Procedure." Additionally, customer complaints, requests, and suggestions are received and evaluated through the "Call Center" service.



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CONTRIBUTION TO SOCIAL DEVELOPMENT

Contributing to the development of our country and society is one of our core sustainability priorities. We implement projects aimed at improving the welfare of society in line with its needs.

PUBLIC GARDENS

As Emlak Konut, we are adding value to Istanbul with the first completed Public Garden. With these public

gardens, where cities can breathe, we are bringing greenery to everyone, from 7 to 70.

A Unique Living Area of 360,000 Square Meters Başakşehir Public Garden

With its biological pond that hosts a natural ecosystem, its fragrance and thematic gardens, 6 km of walking and cycling paths, and social facilities that bring together people of all ages from Istanbul, Başakşehir Public Garden is a city garden where Istanbul meets nature. As one of Istanbul's first Public Gardens, Başakşehir Public Garden offers social and cultural spaces. The project includes a 42,000 square meter event meadow, a People's Reading Hall, a 15,600 square meter biological pond, fragrance gardens, pavilions, and 5,570 trees in 24 different species, as well as hosting various cultural and artistic activities



The Perfect Harmony of Green and Blue in the Heart of the City Hoşdere Public Garden

Hoşdere Public Garden, created based on sustainability principles, spans 142,000 square meters. It features a mosque with a capacity of 4,000 people, surrounded by water on three sides, a 75,000-square-meter green area, a 7,400-square-meter biological pond, energy-producing solar panels and a charging station, bicycle and walking paths, picnic areas, and thematic and fragrance gardens. It serves as the second nature, activity, and relaxation spot in Başakşehir. Hoşdere Public Garden, one of the social gathering centers of our nation, generates its own resources and delicately gives back to nature what it takes from it.



The Healthy Living Area of Küçükçekmece Halkalı Public Garden

The Halkalı Public Garden, with an area of 98,000 square meters, offers a blend of nature's beauty with sports, entertainment, and play areas. It features a 40,000 square meter grove area, a 1,600-meter bike path, approximately 4,000 meters of walking paths, a kite meadow, and adventure parks. In addition, the garden is home to 4,483 trees, making it a central gathering spot for people of all ages in Küçükçekmece.



A Visual Feast of Nature! Ayazma Public Garden

Covering an area of 41,000 square meters, approximately the size of 6 football fields, with 31,000 square meters of green space preserved, Ayazma Public Garden offers a rich combination of sports, picnic, and play areas, along with viewing terraces that provide an unforgettable visual feast. The garden offers more than just a city garden, preserving the natural valley appearance without any damage.

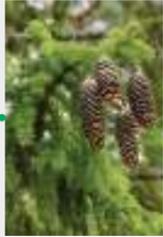


PUBLIC GARDEN PLANTS

Public gardens, where Istanbul residents come together in social and cultural spaces, include gardens with endemic species of trees. In addition to endemic

species, a variety of trees, herbaceous plants, and shrubs are also present in public gardens, meeting with their visitors.

TREES



Picea excelsa



Cupressocyparis leylandii 'Spiral'



Chamaecyparis obtusa 'Bonsai'



Abies nordmanniana



Picea pungens ball



Cupressus arizonica 'Tige'



Ilex bonzai

BUSHES



Abelia grandiflora



Euonymus japonica



Chrysanthemum jasuda



Pittosporum tobira



Rosa meiland



Buxus sempervirens ball



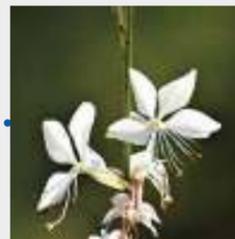
Chaenomeles japonica



Cornus alba 'Sibirica'



Cortaderia selloana



Gaura lindheimeri



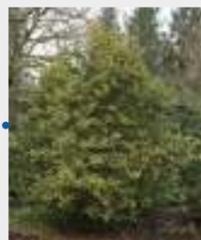
Salvia



Rosa rugosa



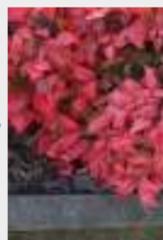
Mahonia media



Ilex x attackerensis lawsoniana



Nandina domestica



Nandina domestica 'Fire Power'



Thuja occidentalis 'Danica'



Thuja occidentalis

HERBACEOUS PLANTS



Agapathus africanus



Carex bronze



Carex elata



Yucca filamentosa



Agapathus africanus



Erica carnea



Euryops pectinatus



Lavandula angustifolia



Stipa tenuissima



Thymus vulgaris



Rosmarinus officinalis

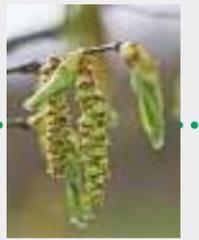


Santolina chamaecyparissus

DECIDUOUS TREES



Acer saccharum



Carpinus betulus



Acer platanoides 'Crimson King'



Fraxinus excelsior



Prunus serrulata 'Kanzan'



Platanus acerifolia



Liriodendron tulipifera



Tilia pallida



Catalpa bignonioides



Quercus robur



Quercus palustris



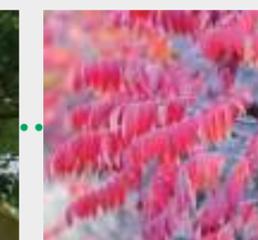
Quercus suber



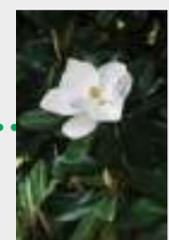
Magnolia grandiflora 'Tige'



Platanus acerifolia hispanica



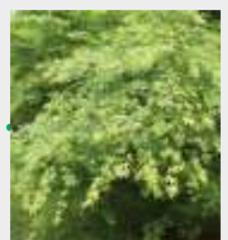
Rhus glabra



Magnolia grandiflora 'Pyramidalis'



Acer palmatum 'Dissectum' 'Pyramidalis'



Acer palmatum

Emlak Konut Bizim Mahalle **ANCESTOR SPORTS CENTER**

The Ancestor Sports Center, which will host traditional Turkish sports such as archery, javelin, and wrestling, alongside Olympic sports like basketball, tennis, volleyball, boxing, squash, taekwondo,

and swimming, is designed to appeal to people of all ages, from 7 to 70. Built on an area of 25,147 m², this center is located next to the 98,000 m² Halkalı Public Garden



Emlak Konut Bizim Mahalle **SOCIAL COMPLEX**

The Emlak Konut Bizim Mahalle Religious Facility and Social Complex Project, designed in accordance with urban design decisions made through the urban design project and tailored to the needs of the surrounding area and the planned project, will be built

on an area of 21,205 m². Inspired by the historical city walls in its architecture, this project includes not only the mosque as the main function but also a library, museum, soup kitchen, tea garden, and spaces designed for women and youth, all integrated together.



EARTHQUAKE IMPACTED AREAS

Emlak Konut REIC. actively participates in the reconstruction and revitalization efforts in the areas affected by the earthquakes that occurred on February 6, 2023. In this context, construction has started for 21,921 housing units in Adiyaman, and project works for 4,000 housing units are ongoing.

In Hatay, the 600 Evler Site, which was severely damaged by the earthquake, is being rebuilt with solid foundations using hundreds of bored piles after conducting ground surveys. In this project, elevators produced with domestic and national technology, the Emlak Konut Elevators, are being used.

On International Women's Day, Emlak Konut REIC, EKA, EPP, and Emlak Konut Sports Club created 300 women's solidarity packages. Additionally, our company donated three packages for each female employee to the women living in the temporary housing areas we have built.

ACTIVITIES IN THE EARTHQUAKE IMPACTED AREAS

AID IN KIND

We continue our efforts, which we started on the first day of the earthquake, to help repair the damages and heal the wounds

978.000
Humanitarian
Aid Materials

300
Construction
Machines

400
Personnel

CASH AID

We believe that by acting in unity and solidarity, we will overcome these difficult days. In order to look towards the future with hope alongside our citizens affected by the earthquake, we are providing

1 Billion TL

in cash aid. Together with our contractors, we say **#TurkeyOneHeart** and work to serve our nation.

NURDAĞI DISTRICT DISASTER AREA TEMPORARY LIVING SPACES

An approximately **13,000-person** temporary living area designed as a whole with children's play areas

a kindergarten, school, mosque, sports areas, social facilities, and a healthcare facility.



İSLAHIYE DISTRICT DISASTER AREA TEMPORARY LIVING AREAS

Approximately **9,500-Person**
Temporary Living Area

Designed as a Whole with Children's Playgrounds, Kindergarten, School, Mosque, Sports Fields, Social Facilities, and Health Facilities.



ADİYAMAN PROVINCE DISASTER AREA TEMPORARY LIVING AREAS

Approximately **7,300-Person**
Temporary Living Area

Designed as a Whole with Children's Playgrounds, Kindergarten, School, Mosque, Sports Fields, Social Facilities, and Health Facilities.



NURDAĞI DISTRICT DISASTER AREA COMMERCIAL UNITS

154 Commercial Units in
2 Separate Areas

Planned to include Car Dealership Market, Café, Bank, and Notary.

COMMERCIAL UNITS IN KAHRAMANMARAŞ PROVINCE DISASTER ZONE

83 Commercial Units



HATAY ANTAKYA DISTRICT DISASTER AREA TEMPORARY LIVING SPACES

Approximately
5,500-Person
Temporary Living Area

AREA
120,000 m²
896 Units



KAHRAMANMARAŞ PROVINCIAL DISASTER AREA TEMPORARY LIVING SPACES

Approximately
8,800-Person
Temporary Living Area

AREA-1	AREA-2	AREA-3	AREA-4	AREA-5
12,000 m ²	42,500 m ²	19,000 m ²	18,500 m ²	26,700 m ²
117 Units	500 Units	230 Units	215 Units	402 Units

TOTAL 118,700 m² | 1,464 UNITS



MALATYA PROVINCE DISASTER AREA COMMERCIAL UNITS

In 2 Separate Areas
454 Commercial Units



EMLAK KONUT SPORTS CLUB

With our Emlak Konut Sports Club, we aim to guide young athletes and contribute to Turkish sports. The club was established under the sponsorship of Emlak Konut GYO A.Ş. in 2017 as part of a social responsibility project, and it has been serving Turkish sports with its registered brand and logo since its founding year. As the largest social responsibility project of Emlak Konut GYO A.Ş., our goal is not only to raise successful athletes but also to develop strong-willed, socially responsible, confident, and capable young athletes who can represent Turkish identity in every field. In line with this goal, our club started its activities in basketball and currently has 12 teams—8 girls' teams and 4 boys' teams, ranging in age from 9 to 18 years, competing in leagues. These teams have 210 licensed athletes—156 girls and 54 boys—along with a "Mini C Team" of 30 athletes, created through scouting, who do not compete in leagues. Additionally, our Development Team, composed entirely of athletes developed from our youth programs, competes in the Turkish Women's Basketball League, and our A Team competes in the ING Women's Basketball Super League.

Besides sporting activities, in response to the devastating earthquake in Hatay on February 6, our club collected all necessary materials, including textile goods, hygiene supplies, baby food, and other essentials, and promptly sent them to the affected regions. Moreover, the coaches and athletes of our club have supported Emlak Konut GYO A.Ş.'s relief efforts.

Our sports club conducts training and activities in the sports hall located in Bayrampaşa district. Since its inception, all sporting and social facilities have been revamped to provide professional discipline for our infrastructure athletes. This enables our athletes and staff to compete with successful international programs. Since its founding, our club has continuously contributed to Turkish sports, with athletes participating in national teams, local leagues, and Turkish championships, especially among girls. In collaboration with the Istanbul Governor's Office, 15 of our coaches were assigned to train nearly 100 children across 20 schools in Bayrampaşa, Gaziosmanpaşa, and Esenler districts. Our coaches also follow the Talent Scanning Program organized by the Ministry of Youth and Sports, helping us annually discover and bring talented athletes to our club and Turkish sports.

Among the talented female athletes we've brought to the club, 16 of them are receiving 100% scholarships at Okyanus College.

Additionally, for 5 athletes who play in the Development Team and BGL Team, we offer accommodation at club houses within Emlak Konut A.Ş. for athletes whose families live outside the city. Our club also provides financial support to 16 athletes from underprivileged backgrounds.

With the primary mission and vision of nurturing athletes from the grassroots level to reach national team standards, our club has sent 12 athletes to national youth teams in the 2023-2024 season. In 2024, Berfin Sert, born in 2004 and trained in our infrastructure, was invited to the European Championship qualifiers as part of the A National Women's Basketball Team's candidate squad. Since achieving its first national success in 2018, our club has continued to contribute to national basketball in the following seasons.

In 2024, our U14 Girls team remained undefeated to become the Istanbul champions, and our U18 Girls team reached the final of the Turkish Championship. Our Basketball Youth League Girls team also reached the final. Our all-infrastructure-based Development Team played in the Turkish Women's Basketball League playoffs. Additionally, two of our athletes, who came from our youth program, now play in the Turkish Women's Basketball League, one in the ING Women's Basketball Super League, one in the Turkish Insurance Basketball Super League, and one in the U.S. at Louisiana State University Eunice.

In 2018, our Women's Basketball A Team was founded with support from our infrastructure athletes. In the same year, it achieved promotion from the Women's Basketball Regional League to the Turkish Women's Basketball League. In the 2019-2020 season, the team, with six infrastructure athletes, completed the season in the top two despite the pandemic interrupting the season. In the following 2020-2021 season, with the inclusion of four 2004-born athletes from our infrastructure, the A Team won the 2020-2021 Women's Federation Cup and played in the Playoff finals of the Turkish Women's Basketball League. In the 2021-2022 season, aiming for promotion to the Super League, the team played in the Federation Cup final and, with 29 wins from 30 league matches, became the Turkish Women's Basketball League champions, earning a spot in the Basketball Super League.

In the 2022-2023 season, our team, competing in the ING Women's Basketball Super League

for the first time, aimed for Playoff participation and European competition. The team, which included four 2005-born athletes along with those trained from our youth system, completed the regular season in 5th place,

qualifying for the Playoffs and European competition. In the 2023-2024 season, our club made its first appearance in the EuroCup Women, the second-largest European competition, representing Turkey.



OUR COMMITMENT

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and aims to transparently present our environmental, social, and governance (ESG) performance to our stakeholders. The GRI framework allows us to measure our impacts on sustainability issues, report these impacts in line with international standards, and guide our continuous improvement processes.

In this report, we have aimed to address the most critical issues in the areas of environment, social impact, and governance, and to communicate our company's sustainability performance transparently. We are committed to expanding, detailing, and supporting our performance indicators with stronger metrics in future reports.

In the coming years:

- **Deepening Materiality Analysis:** We plan to increase alignment between the issues prioritized by our stakeholders and our company goals, and to elaborate on the results of this alignment in more detail.
- **Enhancing Performance Indicators:** We aim to provide content supported by more numerical data, including industry comparisons, and fully comply with the GRI Standards.
- **Strengthening Stakeholder Engagement:** By establishing more extensive interactions with stakeholders, we will place their expectations and feedback at the core of our processes.
- **Audit and Verification:** In future reports, we will ensure that our data undergoes third-party verification processes to further enhance our transparency.

With our commitment to continuous improvement, we will continue aligning our reporting standards with international best practices. This approach will not only strengthen our principles of transparency and accountability but also enable us to create value together with our stakeholders in our sustainability journey.

72nd year
EMLAK
KONUT

TRUST
Along 72 years

Contact: yatirimciiliskileri@emlakkonut.com.tr



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