

**SUSTAINABILITY**



# PREFACE

As Emlak Konut GYO, sustainability and improvement of our performance in related areas have always been among our operational priorities. We have accelerated our related activities in 2021. As the Sustainability Committee, we have taken the first steps of these activities as we determined our sustainability priorities by reviewing industry-specific priorities, megatrends and conjunctural topics. In this context, we are pleased to present to you, our dear stakeholders, a brief summary of our performance in 2021 on these prioritized issues with this report.

Following these activities, we will keep continuing our work to create our Sustainability Policy and Strategy in 2022, as well. The next step of our work will be reviewing and revising our targets and key performance indicators for these targets regarding our priority topics.

We also plan to implement practices aimed at consolidating and spreading the awareness of sustainability throughout our value chain. In

this regard, our committee, which continues its activities with the support of the Board of Directors, will continue to actively implement communication channels to receive feedback from our internal and external stakeholders in order to improve our performance on our sustainability priorities.

Following both national and international standards and implementing necessary requirements is an important issue that will improve our sustainability performance. Thus, we actively follow the agenda in this context and review good practices to implement them in our organization.

We are aware of the fact that sustainability comes with long-term efforts. Our most significant goal is to perpetuate our efforts to establish solid foundations for sustainability in our company. Hereby, we would like to thank all our stakeholders for supporting us on this journey.

**Emlak Konut GYO  
Sustainability Committee**

## EMLAK KONUT IN THE PANDEMIC PROCESS

COVID-19 pandemic and its effects continued to be felt intensely all over the world in 2021. Pandemic reveals the significance of the continuity of resilient ecosystems against possible impacts in the near future. In 2021, we continued to implement the ongoing measures and new measures against the COVID-19 pandemic when necessary.

We complied with all circulars, instructions, information and recommendations of the Presidency, Ministry of Internal Affairs and Ministry of Health in 2021 as well. Our employees were given the option to work from home and our chronically ill and pregnant employees continued to work from home. We followed the vaccination calendars and filiation information of all employees through their HES codes.

In order to protect from the coronavirus, it is very important to maintain social distance, apply hygiene rules and the use of masks, especially in working environments, as well as other measures such as avoiding direct or indirect physical contact with the use of common materials or equipment. In this regard, the measures taken at the construction sites are as follows:

- » Establishing a preparation team to apply the measures taken for hygiene and cleaning, coordinate internal and external communication, and ensure that the emergency plan is up-to-date,
- » In line with the relevant legislation of the Ministry of Health, 'Risk and Control Plan' is created and implemented and new measures are taken.
- » Informing employee representatives and employees about the updated emergency plans,

increasing their awareness through continuous follow-up and training,

- » Identifying workplace-specific hazards related to COVID-19 and developing an additional risk assessment plan or updating the existing one,
- » Evaluating psychosocial risk factors in order to protect the mental health of the employees,
- » Ensuring that the employee sits in the same seat in the shuttles every day by creating a seating list by assigning numbers to the employees,
- » Increasing the number of construction site entry and exit points in order to prevent accumulation, and spreading the starting and ending hours of the work to a certain period, especially in the construction sites with a large number of workers,
- » Putting social distance warning signs at entry points,
- » Setting up non-contact systems in order to reduce the risk of contact.
- » In situations that require visitors to enter the construction site, ensuring the visitors enter the construction site with protective equipment and taking their body temperatures with thermometers, and informing them about COVID-19 and hygiene rules.
- » Providing regular distribution of masks and disinfectants to employees throughout the process

Along with these practices at our construction sites, all hygiene measures and information for common areas such as dining halls and bathrooms have been actively taken, taking into account the requirements of the working order.

## GOVERNANCE AT EMLAK KONUT

As Emlak Konut, we adopt the principles of "Equality", "Transparency", "Accountability" and "Responsibility" as the basic principles for all of our operations in order to continuously improve our corporate governance approach. In this regard, we accept compliance with the "Corporate Governance Principles" and practices of the Capital Markets Board (CMB) as the main management principle. In line with these principles, our main goal is to maintain the sustainability of our operations by increasing the added value we create for our stakeholders.

The highest management structure of Emlak Konut is the Board of Directors. The Board of Directors consists of 7 members, 3 of which are independent members. Our General Manager also serves as an Executive Board Member. The "Sustainability Committee", "Corporate Governance Committee", "Audit Committee", "Nomination Committee" and "Early Detection of Risk and Risk Management Committee" consist of Members of the Board of Directors, and they continue their activities. The Corporate Governance Committee also fulfills the duties of the "Remuneration Committee" and "Nomination Committee".

For more information about our Corporate Governance Committee's Duties and Working Principles, please visit:



[https://www.emlakkonut.com.tr/tr-TR/kurumsal-  
yonetim-komitesi](https://www.emlakkonut.com.tr/tr-TR/kurumsal-yonetim-komitesi)

Emlak Konut Gayrimenkul Yatırım Ortaklığı A.Ş. continues its activities in line with the regulations of the Capital Markets Legislation, Istanbul Stock Exchange Legislation, Turkish Commercial Code and other relevant legislation. Necessary structure are created to adapt to the new obligations brought by the amendments.

Since it is a publicly traded company operating on the stock exchange, it submits data that must be disclosed to the public and that does not contain insider information and trade secrets, for the information of shareholders, investors and stakeholders. In this regard, methods and tools used for the purpose of information policy are the special circumstances disclosures, Financial Statements and Footnotes that are periodically submitted to Istanbul Stock Exchange, Independent Audit Report, quarterly reports, Annual Activity Reports, corporate website, investor and analyst meetings, press bulletins and press conferences.

Emlak Konut Gayrimenkul Yatırım Ortaklığı A.Ş. continues its activities in line with the Personal Data Protection Law No. 6698 and other relevant legislation provisions. Personal data is processed with the express consent in order to carry out transactions such as title deed transactions, notary public transactions, subscription transactions.

## BUSINESS ETHICS

Our ethical policy is one of the cornerstones of how we should do our work in all processes of our activities. Our principles in this context are the most important guides of our business conduct and relations. We expect all our employees to act within the framework of our ethical principles and we expect them to implement exemplary behaviours honoring the ethical principles. We expect our stakeholders to accept these values that we have.

### Ethical Values

- » Adherence to Turkish Constitution and Laws
- » Respect for human and human rights
- » Reliability
- » Impartiality
- » Transparency
- » Accountability
- » Accessibility
- » Work Ethics
- » Scientificness and Innovation
- » Environmental Awareness
- » Customer Satisfaction
- » Privacy of Personal Data
- » Social Responsibility



Emlak Konut Gayrimenkul Yatırım Ortaklığı A.Ş. is a private legal entity with 51% of its shares open to the public, operating as a Real Estate Investment Trust, subject to the provisions of the Turkish Commercial Code and the Capital Markets Law. While purchasing any real estate or evaluating the real estate in its portfolio by tender or sale, it acts completely in accordance with the provisions of private law and its own internal regulations/regulations.

In this regard, we have issued "Duty, Authority and Responsibility, Personnel and Discipline Regulation", "Information Security Management System Regulation", "Procurement and Rental Works Regulation", "Service Procurement Works Regulation", "Construction Works Tender and Contract Regulation", "Revenue Sharing in Return for Land Sales, Tender and Contract Regulation" and "Real Estate Purchase, Sale, Rental and Lease Regulation", and all Company activities

are managed within a professional management approach that ensures effectiveness, efficiency, profitability and quality. The implementation of the regulations is based on openness, competition, equal treatment, reliability, confidentiality, public scrutiny, effectiveness, efficiency and meeting the needs on time and under appropriate conditions.

In accordance with the Capital Markets legislation, the "Audit Committee" has been formed to ensure the sound supervision of financial and operational activities. Working under the Board of Directors, the Committee ensures the supervision of the company's accounting system, the disclosure of financial information to the public, the independent audit and the operation and effectiveness of the internal control system, as well as taking all necessary measures to ensure that any internal or independent audit is carried out adequately and transparently.

## RISK MANAGEMENT

The Early Detection of Risk and Risk Management Committee is the most authoritative body of our company in terms of the early detection and evaluation of all kinds of strategic, operational, financial and other risks that may endanger the existence, development and continuation of our company, calculation of their impact and probability, management and reporting of these risks in accordance with the corporate risk-

taking profile, implementation of the necessary measures regarding the identified risks, in decision mechanisms, and taking into account and establishing and integrating effective internal control systems in this direction. The Committee makes recommendations and recommendations directly to our Board of Directors.

For more information about The Early Detection of Risk and Risk Management Committee, please visit:



<https://www.emlakkonut.com.tr/tr-TR/riskin-erken-saptanmasi-ve-risk-yonetimi-komitesi>

## OUR STAKEHOLDERS

Our stakeholders are our most important resource both in determining our main sustainability issues and in improving our performance on these issues. Feedback from

our stakeholders is of particular importance in order to further our sustainability performance. With this understanding, as Emlak Konut, we implement practices that will increase our communication efficiency by improving our communication methods with our stakeholders.

Stakeholder Group	Communication Method	Communication Frequency
Employees	Emlak Konut Bizz Intranet Portal-Meetings	Daily
Customers	Call Center-Corporate Website Individual Applications	When needed
Shareholders	Informative Meetings-Mails	Periodically monthly
Society	Social Responsibility Projects-Meetings	When needed



## SUSTAINABILITY MANAGEMENT AT EMLAK KONUT

Sustainability is an important element of Emlak Konut's way of doing business. In our company, a Sustainability Committee and a working group working under this committee have been established in order to manage sustainability studies more efficiently under a single roof and to carry out studies within the scope of the CMB Sustainability Principles Harmonization Framework, which we comply with. The Committee works directly under the Board of Directors.

For more information about the Sustainability Committee, please visit:



<https://www.emlakkonut.com.tr/tr-TR/surdurulebilirlik-komitesi>

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

1. To establish the sustainability strategy, policy and objectives of our company in the fields of social, environmental and corporate governance; to execute, monitor, audit and review regularly the practices, working principles and management systems; to process and rearrange when necessary and submit them to the approval of the Board,
2. To follow national and international developments on sustainability,
3. To carry out studies in order to integrate sustainability into our company structure and to develop projects in this direction,
4. To review the environmental policy and practices of our company with the relevant managers and/or personnel at regular intervals, to inform the Board of Directors about the decisions taken and the process,
5. Within the scope of combating the climate crisis, to develop projects to reduce carbon emissions in our company's activities and support the transition to a low-carbon economy,
6. To determine and evaluate performance criteria in sustainability practices,
7. To ensure stakeholder participation for sustainability strategy, policy, objectives and practices,
8. To authorize and direct the Sustainability Working Group.

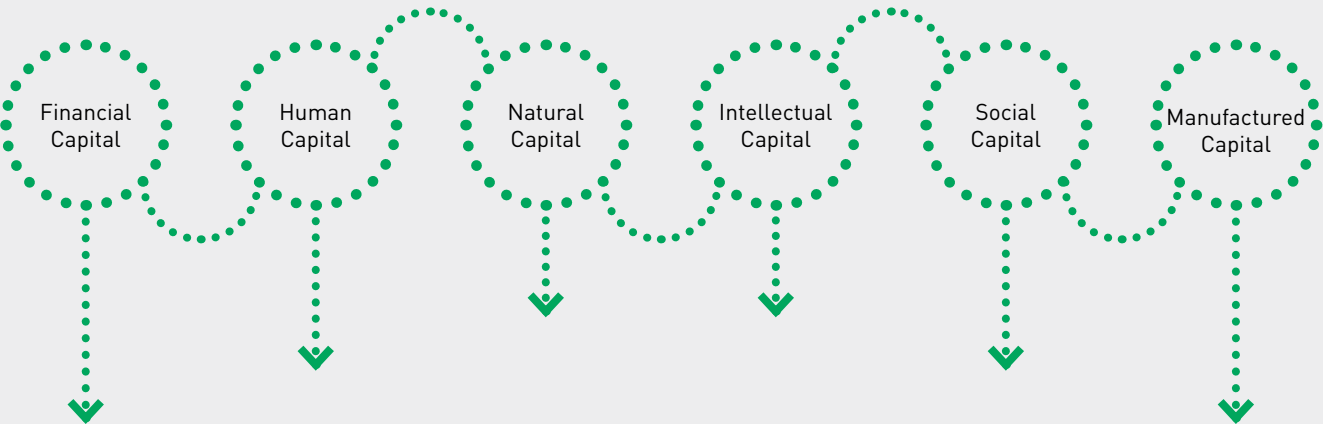
Aiming to implement active stakeholder engagement practices within the scope of all these duties and responsibilities, our committee and working group continue to work on the sustainability strategy in 2021, determining the short-medium-long-term targets, the relevant basic key indicators and reporting the performance in this context. In this context, our company has determined the sustainability priorities as a result of the studies it has carried out in 2021 by reviewing the sector and all the benchmark applications that may be relevant, including the views of internal and external stakeholders. Our priority sustainability issues that emerged as a result of this study are as follows:

- » Reducing Environmental Footprint
- » Sustainable Buildings
- » Corporate Governance
- » Employee Development and Satisfaction
- » OHS
- » Digitalization
- » Customer Satisfaction and Welfare
- » Contribution to Social Development

We aim to increase the added value we create for our stakeholders with our sustainability management practices day by day. Our most important guide in this journey is our company's corporate management practices, our company strategy and sustainability management practices.



OUR VALUE CREATION MODEL



VISION, STRATEGY AND  
SUSTAINABILITY MANAGEMENT



CRATED VALUE



Ourcomes

Approximately  
**15,000**  
Employees

**3 Billion TL**  
Dividend

Turkey's **biggest**  
and EMEA's **9th**  
biggest **Reit**

**39** Schools,  
**4** Kindergarten  
**5** Health Facility  
**27** Mosques  
**4** Nation's Garden



# ENVIRONMENTAL FOOTPRINT

We manage our operations in an environmentally-friendly way and we try to keep our environmental footprint at minimum levels. We are aware of this responsibility on our part, and we are making maximum efforts to implement innovative practices to improve our environmental performance. In the fight against climate change, one of the

most critical risks of our era, we implement the necessary efficiency studies, taking into account the data specific to our sector. With this understanding, we not only try to make our processes more environmentally friendly, but also implement settlements that consume less natural resources and contribute to making them renewable.

## OUR GOALS AFTER 2022



1. Reviewing and harmonizing our technical documents such as specifications, site list, etc. with the innovations, changes and indirect sanctions to be brought by the Green Agreement and the Paris Climate Agreement
2. Ensuring that the following plans are in compliance with the green building certification guidelines in accordance with the sustainability principles:
  - » the mobilization plans covering the entire region from the construction site to construction management offices and workers' camps in the construction process
  - » environmental management plans that foresee the pollution of the construction site not to be carried beyond the borders
  - » the waste management plans that include processes such as the separation of wastes and bringing them back to circular economy
3. Designing our qualified residences in accordance with the EKB-A Class to include renewable energy systems and building them as almost zero energy buildings (NSEB) in compliance with the greenhouse gas emission targets specified in the Green Agreement and the Paris Climate Agreement
4. Obtaining at least EKB-B Certificate in all of our projects and establishing renewable energy systems where technical and financial feasibility is appropriate,
5. Establishing a zero waste system by determining the locations of the accumulation equipment in all built parcels in accordance with the Zero Waste Regulation.

Ülkemizin kalkınma hedeflerinin doğa ve insan yararının gözetilerek gerçekleştirilmesinde üzerimize düşen sorumluluk kapsamında Çevre, Şehircilik ve İklim Değişikliği Bakanlığı'nın Antalya'da düzenlediği "Yeşil Kalkınma Yolunda Türkiye İstişare Toplantısı"na Emlak Konut GYO olarak katılım sağlayarak katılımcılara sunum yapılmıştır.

Ayrıca, yine Çevre, Şehircilik ve İklim Değişikliği Bakanlığınca Konya Selçuklu Kongre Merkezi'nde düzenlenen ve ülkemizin iklim değişikliğiyle mücadele kapsamında önemli kararların alındığı Türkiye'nin ilk İklim Şurası katılım sağladık.





## WATER MANAGEMENT

The efficient use of natural resources is an increasingly important issue. In this context, we implement projects for the efficient use of water, both in our projects and our practices in our service building.

In our Service Building, rain water is collected in the gray water tanks of the storm water channels, treated and stored in accordance with the physical conditions. Rain water is utilized in all reservoirs in

the building. Approximately 300 tons of water is saved annually as a result of the project implemented since 2016. In addition to this practice, we started using batteries with sensors that are used in all our service buildings for efficient use of water. In 2021, an average of 9,890 m<sup>3</sup> of water was consumed in our service building.



### OUR GOAL UNTIL THE END OF 2023;

- » 10% additional savings from the use of mains water in reservoirs by collecting and treating all waste water in the quality of Gray Water, including air conditioning condensate in buildings, and use the excess water for common area cleaning and garden irrigation,
- » Protecting biodiversity and conserving water by using local or adapted vegetation that requires a certain amount of zero or minimum water in landscape planning,
- » Ensuring 10% additional savings from the mains water by establishing warehouses and systems that harvest rainwater at least 2 times the amount required to be collected as per the regulation, of the rain water falling on the roof area and the hard floors in the parcel, and by using it for cleaning the reservoirs and common areas in rainy seasons, and for landscape area irrigation in dry times,

Contributing to the sustainable management of water resources by reducing the need for network water by 50% in total, by producing buildings where water is used more efficiently and waste is prevented.



Since 2014, approximately 900 million TL has been spent for General Infrastructure investments in our projects, providing direct and indirect benefits to the city's wastewater management. In addition, with the establishment of Gray Water and Stormwater

Harvesting Systems in our projects, the Network Water Requirement has been reduced by 30% on average, and an annual average of 6.5 million TL water savings is achieved with the Treatment of 1,162,500 m<sup>3</sup> Gray Water annually. The financial equivalent of this savings is 6.463.555 TL per year.

### PREVENTION OF WATER POLLUTION WITH OIL SEPERATOR SYSTEMS

As part of our operations, 39,812 residences were built between 2014 and 2021. By using Oil Separator Systems in 39,812 Houses in 2021, 137,59 tons/year of oil is seperated;

- » 110 tons of waste oil was produced suitable for biodiesel production, thus contributing to the national economy;

- » With Oil Separator Systems, the harmful effects of waste oil on the environment are reduced by preventing the pollution of 122.3 million tons/year, or in other words, as big as Ömerli Dam every 1.8 years. In addition, 110 tons of waste oil was not sent to the city's infrastructure systems, thus contributing to the reduction of infrastructure maintenance and repair costs.



## ENERGY MANAGEMENT

The importance of energy efficiency in the fight against climate change is increasing day by day. In this regard, as Emlak Konut, we obtained the

Energy Identity Certificate obtained in all our projects until today, pursuant to the Regulation published in 2011. In the projects to be carried out after 2020, we plan to obtain Class A Energy Performance Certificate and aim to construct buildings with maximum energy efficiency.



### OUR GOAL;

Our Goal is to increase energy saving, to use EPD (Environmental Product Declaration) Certified Products, to increase Renewable Energy Usage Share, and to build more Green and Green Buildings with less Greenhouse Gas Effect;

- » By initiating and supporting R&D studies by cooperating with manufacturers to make at least 10 materials or products used in our constructions environmentally friendly, with reduced greenhouse gas effect and EPD certified within the scope of the European Union Green Agreement,
- » By choosing at least 20 environmentally friendly materials or products in our constructions, or by choosing at least 20% of the construction material budget (excluding mechanical, electrical) from construction

materials with 'Environmental Product Declaration (EPD) certification,

- » By making it obligatory to have or buy service from a Green Building Specialist in the staff of our Project Designers and Contractors, with whom we carry out our work from the design stage to the construction,
- » By generating at least 10% of the electrical energy demand of our residential buildings from renewable energy sources,
- » By installing at least 10% of the electric vehicle charging units, which make up 5% of the number of parking lots in residential parking lots, and by planning the entire electricity and data infrastructure according to this capacity.

In our projects that we have completed to date, we have constructed buildings that are 20% more efficient than specified by the legislation and regulations, with Energy Efficient Electrical and Mechanical systems (such as condensing boilers, frequency-controlled pumps, LED lighting fixtures, automation systems, etc) and Roof GES systems that we have installed. Thus, we have prevented the release of 18,900 tons of carbon dioxide to nature annually.

With energy efficiency, we save electrical energy that can be consumed by approximately 14.000 residences in a year. In addition with our solar power plants on the roofs, we produce electrical energy that can be consumed approximately 5.000 residences in a year. We contribute approximately

10.000.000.00 TL to our country's economy every year with our efforts for energy efficiency. In our service building, an average of 10-12.000 KW of electricity is produced annually as renewable energy with our solar energy panels.

Thanks to the efficiency in electric vehicle charging stations, solar power plants, mechanical and electrical systems, we prevent the release of approximately 18,900 tons of carbon dioxide every year, in other words, the amount of carbon dioxide that the forest area, which is about 2 times the size of the Hidiv Palace, clears in 1 year.

We prevent the burning of 408 tons of fuel and the release of 2,433 tons of carbon dioxide to nature every year with electric vehicle charging stations . In addition, our average vehicle fuel consumption is 151 lt per vehicle, and we continue to renew our vehicles as a new generation semi-hybrid.



We save energy equivalent to the annual electricity consumption of **14,000** residences.



With our SPP power plants, we produce energy equivalent to the annual consumption of **5,000** residences.



With energy efficiency projects, we bring **10,000,000 TL** annually to the national economy.



With electric vehicle charging stations, we prevent the use of **408 tons** of fuel and **2,433 tons** of carbon dioxide emission every year.

### Energy Performance Certificate in Buildings:

According to the “Energy Efficiency Law No. 5627” and the “Energy Performance Regulation in Buildings” issued accordingly, it is a document that contains information about the use of energy, prevention of energy waste, at least the energy need and energy consumption classification of the building, insulation properties, efficiency of heating and/or cooling systems. Preliminary reports of the Çekmeköy project have been prepared in this context, and the design of the Avclar Firuzköy project is also prepared within this scope.

### LEED Certification:

It is an environmentally friendly building certification system that has been implemented since 1998 and developed by the American Green Building Council (USGBC). Istanbul Maslak 1453, Andromeda Gold, Metropol Istanbul and Istanbul Finance Center projects have LEED certificates.



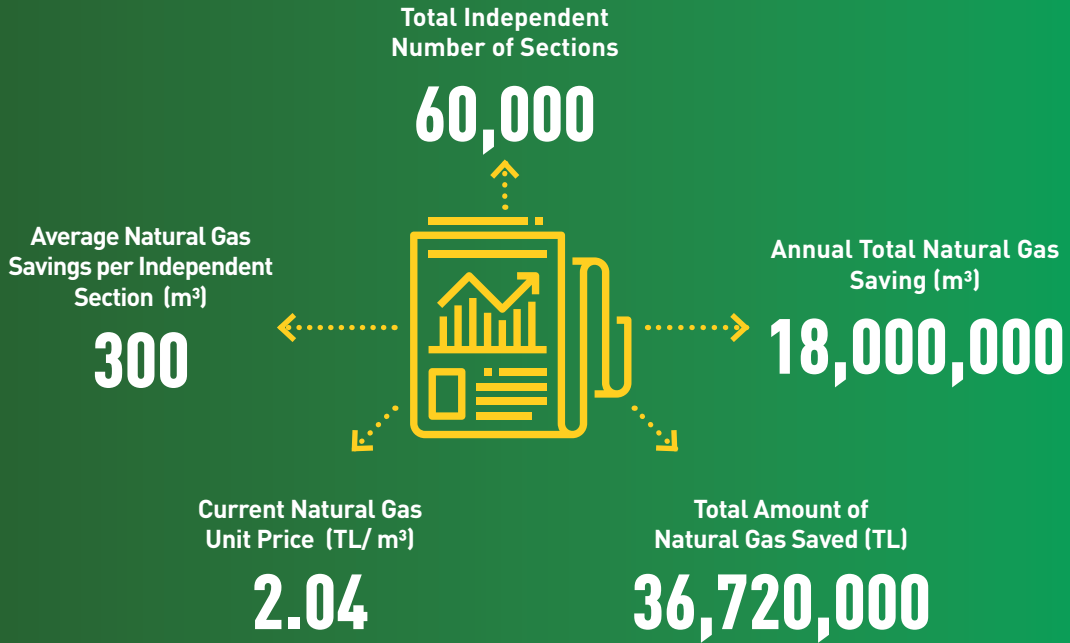
## EMISSION MANAGEMENT

Climate change is the most critical risk threatening humanity now and in the near future. In this regard, the business world should actively monitor and minimize all of the risks of climate change in all operations. In Turkey, efforts in this direction are increasing day by day. As Emlak Konut, we aim to carry our performance to higher levels by showing full legal compliance in this regard. As a result of this understanding, we produced

60,000 independent sections between 2014 and 2021 in accordance with the relevant regulations, standards, science and art rules in force, and performed heat and sound insulation in these buildings.

According to the data of IGDAS, it is stated that 300 m<sup>3</sup> of savings per independent section is achieved for fuel (heating - hot water) on a yearly basis in a 12-month period between October and April, which are the months that 10-year natural gas consumption is the highest.

### Contribution of Thermal Insulation in Buildings to the Economy on an Annual Basis



Considering that an average of 300 m<sup>3</sup>/year natural gas consumption per Independent Section has been saved as of 2021, the value of the savings we have created corresponds to a total of 18,000,000 m<sup>3</sup>/

year. With this saving, 36,720,000,00 TL has been contributed to the national economy on an annual basis.

## WASTE MANAGEMENT

Our company has been supporting the Zero Waste project since January 2019. As part of this project, hazardous and non-hazardous wastes are separated and collected in our temporary storage area in the parking lot. These wastes are collected by the relevant municipality periodically. In addition, our organic wastes generated in our cafeteria are separated and composted in the Compost Machine in our temporary storage area. The compost product is used as fertilizers in our garden landscapes. We received a Zero Waste Certificate



# ZERO WASTE

on 06.10.2020 as a result of our activities. In all of our projects, we create infrastructure for waste management such as Garbage Room, Garbage Shot, waste separation systems, etc. and deliver it to the management in the buildings.

### OUR GOAL UNTIL THE END OF 2023;

is to contribute to the circular economy by establishing environmentally friendly waste management systems in our construction sites and in the buildings we will produce

- » By establishing zero waste systems in all of our ongoing and upcoming projects,
- » By being leader in the sector by establishing a

zero waste system in every 50 projects that we have completed and delivered,

- » By ensuring the recycling of recyclable wastes such as packaging, metal, glass, etc,
- » And by making it mandatory in our technical specifications and contracts to compost organic wastes (dining hall wastes, etc.) to obtain fertilizer.



### From 2019 Until Today



**30,818**  
Kg Paper



**7,962**  
Kg Glass



**5,062**  
Kg Plastic



**1,019**  
Kg Metal

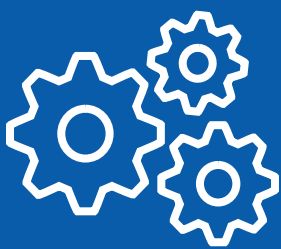
waste A total of **45,533 Tons of Recyclable Waste** were collected.

### In 2021, only with the Zero Waste System we have established in our company building;

- » **6.3 tons of raw materials** were saved from metal and glass recycling,
- » With the separation of waste paper, **210 trees were prevented from being cut**,
- » With the recycling of waste plastics, approximately **4,000 liters of oil consumption** is prevented,

and the release of 2.440 kg of Greenhouse Gas Emission to nature has been prevented.





# WORK LIFE

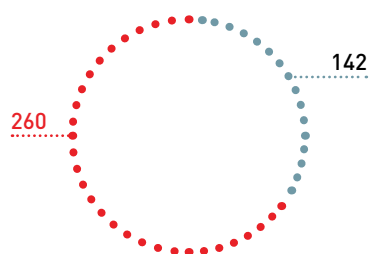
Our employees are the architects of the success we have achieved and will achieve in the future. It is among our primary responsibilities to provide our employees with a working environment where they can work in peace and safety, and to provide opportunities that will contribute to their development and competencies. In this regard, we give high importance to fully meet the fundamental rights of our employees. We show zero tolerance to any form of discrimination. We pay great importance to equal pay; age, gender and other factors do not have any influence in remuneration of our employees.

The benefits we provide to our employees are private health insurance, performance bonus,

premium, maternity grant, death support, marriage grant, postgraduate/doctoral education/foreign language assistance, game room, gym, male/female hairdresser, dietitian, occupational physician, shuttle service, travel subsistence, cafeteria, and prepaid meal cards.

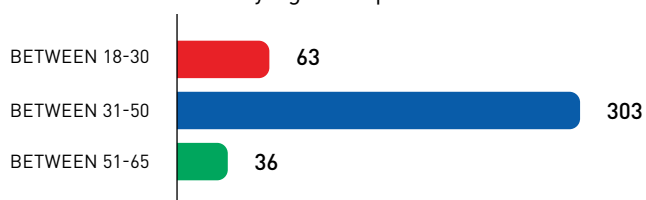
We do not allow any kind of child labor in our operations. We expect these principles to be accepted in our value chain, and we take these elements into consideration in our business relations. In this context, we make sure with contracts that our suppliers are not allowed to employ uninsured workers, children or force employees to work in bad conditions.

**Number of Employees  
by Gender**



■ TOTAL NUMBER OF FEMALE EMPLOYEES  
■ TOTAL NUMBER OF MALE EMPLOYEES

**Number of Employees  
by Age Groups**

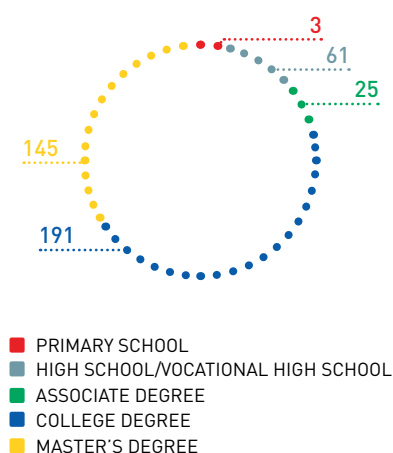


**Number of employees  
by Employment Contract**

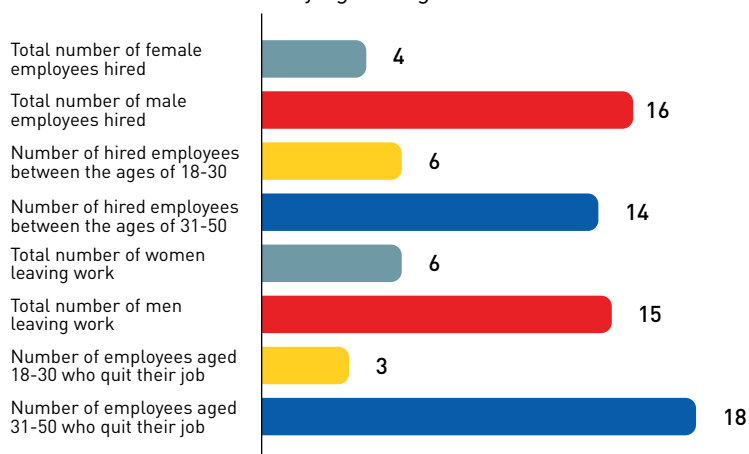




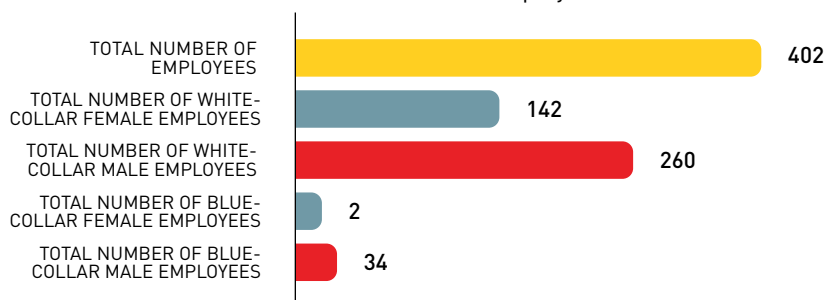
### Number of Employees by education level



### Employees hired / leaving by age and gender



### Number of Blue Collar-White Collar Employees



## EMPLOYEE TRAINING AND DEVELOPMENT

We give great importance to creating a working environment that our employees can improve themselves. Creating an environment where our employees can work safely is one of our important goals. By applying this understanding in our training and development approach, we aim to keep the awareness and knowledge level at the highest level by providing 8 hours of Occupational Health and Safety Training to all our employees. We also provide first aid training and other necessary training for emergencies.

The trainings we provided in 2021 are as follows:

- » Labor Law Practices, Social Security Systems, Personnel Services and Payrolls, Termination of Contracts
- » M-FILES Training
- » Information Security Training
- » Occupational Health and Safety Training
- » First Aid Training

In the reporting period, we provided 5,324 hour\*person trainings to our employees.

## EMPLOYEE SATISFACTION

Employee satisfaction is of particular importance to ensure the sustainability of our business. Therefore, we measure the satisfaction of our employees periodically and evaluate their suggestions. As a result of the feedback we received in 2021, we changed the shuttle hours, activated the corporate portal, and organized activities to increase the motivation of our employees.

We have an employee recommendation system, where we receive feedback with open-ended questions through the Employee Satisfaction/Loyalty Survey and through the Corporate Intranet portal. During the reporting period, we conducted an electronic satisfaction/loyalty survey to 400 employees, in which we used multiple choice and open-ended answering methods. 215 employees participated in the survey and the participation rate was 53.75%.

## OCCUPATIONAL HEALTH AND SAFETY

We carry out systematic and scientific studies in order to ensure that our employees work safely and to prevent conditions that may harm their health during the execution of our operations.

We proactively detect possible dangers or non-conformities and take corrective and preventive actions thanks to the field control at all our locations. In order for our occupational health and safety approach to become a part of our culture,

we attach great importance to the training of our employees, the effectiveness of the working environment, efficient management of resources, continuous improvement of processes, and analysis of possible risks and opportunities. We implement the Contractor and Visitor HSE Procedure in order to provide a safe working environment for the employees of subcontractors. We apply the Risk Assessment Procedure in order to evaluate the hazards and risks and to complete the necessary controls and measures. There is an Occupational Health and Safety Committee in our General Directorate consisting of 11 members, 4 of which are employee representatives.

### THE BASIC ELEMENTS OF OUR UNDERSTANDING OF OCCUPATIONAL HEALTH AND SAFETY ARE AS FOLLOWS :

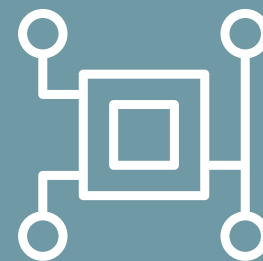


- » To prevent accidents with loss of labor or workdays,
- » To achieve zero accident target
- » To ensure a 100% rate for the use of personal protective equipment by employees
- » To prevent potential risks in the workplace.
- » To ensure planned and timely maintenance of the equipment to eliminate occupational health and safety risks,
- » To prevent potential risks in the workplace.

Occupational safety practices and their successful management play a significant role in protecting our stakeholders, employees and assets. For this reason, we carry out audits with programs that will cover the applied and related studies. Occupational safety management is an integral part of our Code of Business Conduct, our risk management and internal controls. In addition to the audits and controls we carry out, we organize occupational health and safety trainings

to increase the awareness of our employees on occupational health and safety. In this context, 8 hours of basic occupational health and safety training is given to each of our employees. In addition to these training sessions, we organize additional updating trainings every 3 years.

We also prepared an emergency plan within our company, and we update it periodically and when necessary, we formed up emergency teams and provided necessary trainings.



# DIGITALIZATION

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

As of November 2020, we started using the new Document Management System (M-Files), to minimize the circulation of printed documents throughout our company. In addition, while every incoming and outgoing document was printed out by the directorates before, starting from November 2020 we are keeping them in the digital environment, and they are only printed out and made available when needed. We analyzed the numbers of the 20 printers with the highest printouts in the company, and found out a total of 78,750 sheets of paper (A4 and A3) were used less than the annual averages even when the

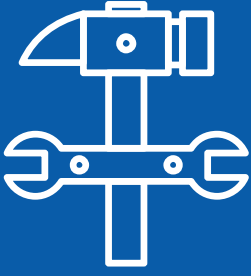
company's activities increased compared to the previous period. This paper saving also affects the printer consumables and the amount of electricity consumed by the printers.

Nearly half of the 400 computers used throughout the company are laptops and the other half are desktop computers. As a result of the adjustments made, computers that are not used or that are left on at the end of the working day, switch to energy saving mode to reduce electricity consumption. Same adjustment has been made to approximately 50 printers and photocopiers in order to achieve the same energy savings. In addition, when computers switch to lock screen mode, we inform our employees about environmental sensitivity through images on their screens.

## CUSTOMER SATISFACTION

We give particular importance to customer satisfaction for the sustainability of our services. We aim to improve our services and processes continuously in line with the feedback we receive from our customers. With this understanding,

we strive to measure customer satisfaction with different communication methods. Our customers are provided with products and services and we conduct a survey called the "Customer Satisfaction Measurement and Evaluation Procedure" as part of the agreements we have with them. In addition, we receive and evaluate customer complaints, requests and suggestions through the "Call Center" service.



# CONTRIBUTION TO SOCIAL DEVELOPMENT

Contributing to the development of our country and society is among our main sustainability priorities. We implement projects to increase social welfare in line with the needs of the society.

## NATION'S GARDENS

As Emlak Konut, we added value to Istanbul by building the first nation's gardens. With nation's gardens that allow cities to breathe, everyone has access to green areas, from the age of 7 to 70.

### Başakşehir Nation's Garden - A Unique Living Space of 360,000 Square Meters

Başakşehir Nation's Garden is one of the first nation's gardens of Istanbul with its social and cultural areas, and is a city park where Istanbul meets green, with its biological pond that hosts the natural ecosystem, its fragrance and thematic garden, 6 km walking and cycling path, and social facilities that bring together people of Istanbul of all ages. In addition to the 42 thousand square meter grassland, which will host many cultural and artistic activities, the project includes Nation's Tea House (Millet Kiraathanesi), 15,600 square meters of biological ponds, scent gardens, camellias and a total of 5,570 trees of 24 different species.





### **Hoşdere Nation's Garden - Perfect Harmony of Blue and Green in the Center of the City**



Hoşdere Nation's Garden, which was built on the basis of sustainability, is the second natural, activity and tranquility point of Başakşehir and it is established on an area of 142 thousand m<sup>2</sup>, surrounded by water on 3 sides, a mosque for 4,000 people, 75 thousand m<sup>2</sup> of green space, 7.400 m<sup>2</sup> of biological pond, energy-generating solar panels and charging station, bicycle and walking paths, picnic areas, thematic and fragrance gardens. Hoşdere Nation's Garden, one of the social meeting centers of our nation, produces its own resources; presents it gracefully back to nature what it takes from nature.

### **Halkalı Nation's Garden - Healthy Living Place of Küçükçekmece**

Halkalı Nation's Garden with an area of 98 thousand square meters, offers all the beauty of nature together with sports, entertainment and playgrounds. In addition to 40 thousand square meters of forest, 1,600 meters of bicycle path, approximately 4 thousand meters of walking path, kite greenland and adventure parks; Halkalı Nation's Garden, which also contains 4 thousand 483 trees, is the meeting point of Küçükçekmece residents from 7 to 70.



### **Ayazma Nation's Garden - Where Nature Is A Visual Feast!**



Ayazma Nation's Garden, is as big as 41 thousand m<sup>2</sup> area which is approximately the size of 6 football fields, and 31 thousand square meters of which is protected as a green area, enriched with sports, picnic and playgrounds, and offering an insatiable visual feast with its viewing terraces. It offers more than a city park without harming the natural valley view.



## PLANTS IN NATION'S GARDENS

Nation's gardens, where Istanbulites come together in social and cultural areas, are gardens with endemic trees. In addition to endemic species, many kinds of trees, herbaceous plants and shrubs meet the visitors in the National Gardens.

### AĞAÇLAR



*Picea excelsa*



*Cupressocyparis leylandii* 'Spiral'



*Chamaecyparis obtusa* 'Bonsai'



*Abies nordmanniana*



*Picea pungens* ball



*Cupressus arizonica* 'Tige'

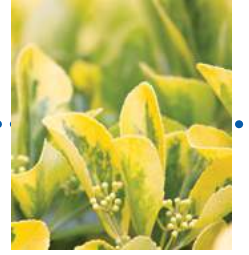


*Ilex bonzai*

### ÇALILAR



*Abelia grandiflora*



*Euonymus japonica*



*Chrysanthemum jasuda*



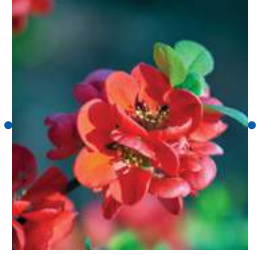
*Pittosporum tobira*



*Rosa meiland*



*Buxus sempervirens* ball



*Chaenomeles japonica*



*Cornus alba* 'Sibirica'



*Cortaderia selloana*



*Gaura Lindheimeri*



*Salvia*



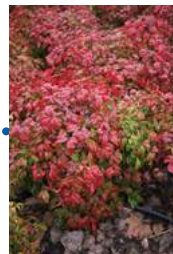
*Rosa rugosa*



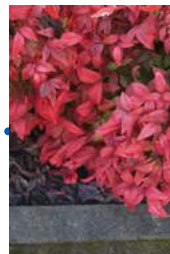
*Mahonia media*



*Ilex x altaclerensis lawsoniana*



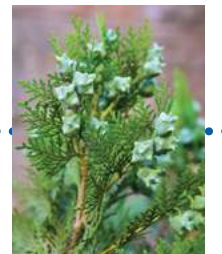
*Nandina domestica*



*Nandina domestica* 'Fire Power'



*Thuja occidentalis* 'Danica'



*Thuja occidentalis*



## OTSU BITKİLER



Agapathus africanus



Carex bronze



Carex elata



Yucca filamentosa



Agapathus africanus



Erica carnea



Euryops pectinatus



Lavandula angustifolia



Stipa tenuissima



Thymus vulgaris

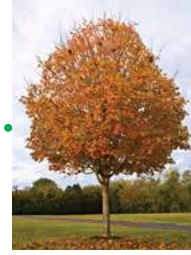


Rosmarinus officinalis

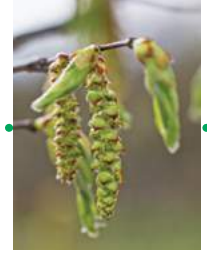


Santolina chamaecyparissus

## YAPRAKLI AĞAÇLAR



Acer saccharum



Carpinus betulus



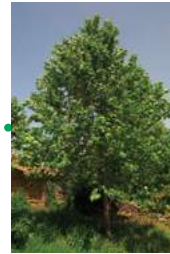
Acer platanoides 'Crimson King'



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



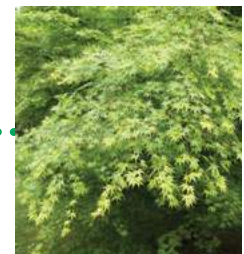
Rhus glabra



Magnolia grandiflora  
'Pyramidalis'



Acer palmatum  
'Dissectum' 'Pyramidalis'



Acer palmatum



## Emlak Konut Bizim Mahalle- ATA SPORTS CENTER

Ata Sports Center, which will host traditional Turkish sports such as archery, javelin, wrestling, as well as Olympic sports such as basketball, tennis, volleyball, boxing, squash, taekwondo and swimming, is designed to appeal to people of all ages from 7 to 77. Established on an area of 25.147 m2 in order to support an active life, this center is located adjacent to the 98.000 m2 Halkalı National Garden.



## Emlak Konut Bizim Mahalle- KÜLLİYE

Emlak Konut Bizim Mahalle Religious Facility and Kulliyeh Project, whose design decisions were taken with the urban design project, and designed in accordance with the needs of the project planned to be developed in the surrounding area and the region, will come to life on an area of 21,205 m2. In this project, which was inspired by the historical city walls in its architecture, besides the main function of the mosque, the library, museum, soup kitchen, tea garden, areas for women and youth were designed together.



With our Emlak Konut Sports Club, we aim to both open up a space for young athletes and contribute to Turkish sports. Our club was established as Emlak Konut Sports Club Association in 2017, within the scope of a social responsibility project under the sponsorship of the Emlak Konut GYO A.Ş. It has been serving Turkish Sports with its registered brand and logo since its establishment. Our aim is not only to train successful sportspeople on the path that started out as the biggest social responsibility project of Emlak Konut GYO A.Ş.; but also to train young athletes who are strong in humanity, beneficial to the society, self-confident and who can represent the Turkish identity in the best way in every field in the world. In line with this goal, our club, which initially started its activities in the basketball branch, has a total of 15 teams and 224 licensed athletes between the ages of 9 and 18 in our girls' and boys' infrastructure, as well as a Women's Basketball A team that competes in the Turkish Women's Basketball 1st League.

Our Sports Club carries out its training and activities in two gyms located in Bayrampaşa district of Istanbul. After its establishment, all the sports and social areas where activities are carried out have been readjusted in a way to provide a professional discipline to our infrastructure athletes. Thus, we aim that our athletes and personnel will be able to compete with the infrastructures of other successful countries. Since its establishment, our club has appeared in national teams, local leagues and Turkey Championships in every generation, especially in girls.

The main subject of our mission and vision is to have athletes at the level of national teams by training athletes from the infrastructure. Based on this ambition, our club has been the club that sent the most athletes with a total of 15 athletes in the girls category to the Youth National Teams in the 2019-

2020 season. At the same time, by sending 1 male athlete to the Men's Youth National Teams, our club became one of the few clubs that sent players to the national teams in both categories. After our club's first national success in youth infrastructure in 2018, it became one of the clubs that contributed the most to the country's basketball in the following seasons. Our team, which won the undefeated Istanbul Championship in the U16 Girls A League, which ended before the pandemic period, is among the most successful teams in the youth girls category, finishing 3rd in the U18 Girls A League, despite competing in the same generation in the upper league. More than half of the athletes in its squad are National Athletes, and our team took part in the Women's Basketball Youth League, sponsored by Garanti BBVA, which was organized for the first time in 2021.

Our Women's Basketball A Team, which was established in 2018 with the support of the players trained by our club from the infrastructure, was promoted to the Turkish Women's Basketball 1st League at the end of the season, from the Women's Regional Basketball League in 2018. Our A Team, with its 6 infrastructure players in the 2019-2020 season and its staff aiming to reach the top league, has completed the ranking of the unfinished season among the top 2 due to the pandemic. Our A team, which started the season with 4 athletes born in 2004, who were included in the A team from our infrastructure in the ongoing 2020-2021 season, won the 2020-2021 Season Women's Federation Cup, with its current experience and strong planning.

Our company will continue to offer young athletes from all over Turkey to the service of the country by maintaining its corporate and strong structure in the field of sports, and will continue to achieve greater success with the slogan "From Infrastructure to the Future".

