

# İŞ GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş.

## SUSTAINABILITY POLICY

### Article 1

#### PURPOSE AND SCOPE

Acting with a sense of social responsibility since the day it was founded, İş Gayrimenkul Yatırım Ortaklığı A.Ş. (İş GYO) maintains its activities with the mission of building spaces worthy of modern people and modern cities, and gives priority to supporting environmental, social and governance areas and to evaluating relevant risks and opportunities, in line with its objectives of developing projects that are environmentally friendly, sustainable and focused on customer satisfaction. Sustainability policies define the fundamental principles aimed at minimizing the negative environmental and social impacts of the business and other operations of İş GYO and its stakeholders, while maximizing the positive impacts.

The following policies are complementary to the Sustainability Policy.

1. Environmental and Social Impacts Policy
2. Human Rights and Human Resources Policy
3. Anti-Bribery and Anti-Corruption Policy
4. Gifts and Entertainment Policy

### Article 2

#### FUNDAMENTAL PRINCIPLES

İş GYO adopts the following principles regarding sustainability:

1. Takes into account the environmental and social impacts of its operations.
2. Adopts contributing to the transition process to a low carbon economy and taking into account the requests of customers and public for sustainability, regarding both its current portfolio and the projects developed.
3. Evaluates risks and opportunities within the scope of combating climate change, and strives to minimize the effects of its operations.
4. Aims to create a contemporary work environment that respects human rights, where social justice and labor rights are constantly improved, thus increasing the consciousness and awareness of its stakeholders.
5. Rejects all kinds of discrimination that disrupts equality of opportunity, discriminates, excludes or selects people in line with sex, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, political views, disability, social and cultural differences, and aims to eliminate inequalities.

6. Adopts an understanding that is based on the fair sharing of the values it has established with its shareholders, customers, suppliers, employees and other stakeholders.
7. Aims to maintain long-term cooperation with its employees and fosters employee satisfaction, respecting human and employee rights and embracing equality of opportunity.
8. Provides its employees with a healthy and safe workplace in line with the applicable legislation and practices on occupational health and safety, improving its processes with preventive and corrective approaches.
9. Adopts a fair and competitive remuneration and rewarding approach in line with its ethical values and strategic goals.
10. Adopts the training of the qualified workforce required for all managerial and specialist positions at different levels on the basis of equal opportunity.
11. Adopts medium and long-term strategies that take into account the rights and interests of customers, suppliers and business partners, and the public.
12. Always prioritizes a working principle focused on "customer satisfaction".
13. Adopts as a principle to continuously improve sustainability practices and regularly share them with its stakeholders, and to review the implementation processes within the scope of the opinions and suggestions of the stakeholders.
14. Organizes training to internalize sustainability and increase employee awareness on its management.
15. Conducting all its operations with a transparent corporate governance approach by complying with the applicable laws and regulations, İŞ GYO never tolerates bribery and corruption, and punishes these offences in the most severe manner.
16. Employees or representatives of İŞ GYO cannot directly or indirectly request or accept gifts from customers or business partners or suppliers from whom the company purchases goods or services, and cannot act in such a manner that is contrary to the provisions of İŞ GYO's Gifts and Entertainment Policy.
17. Carries out its purchasing and procurement operations in accordance with the Purchasing Regulation and the "Supplier Management Principles" established in accordance with this Regulation and other Company regulations, by considering factors such as professionalism, quality, durability, reliability and cost of the products/services.

### **Article 3**

#### **ROLES AND RESPONSIBILITIES**

1. At İş GYO, it is the Corporate Governance Committee's responsibility to execute the duties within the scope of sustainability practices and the policies established in this respect. The Committee reports to the Board of Directors within the scope of sustainability activities.
2. The sustainability activities within the Company are coordinated by the Investor Relations and Sustainability Department.

### **Article 4**

#### **SUPERVISION/REVIEW**

The Sustainability Policy and other complementary Policies established under this Policy are implemented under the supervision of the Corporate Governance Committee. These Policies are regularly reviewed, at least once a year, by the Corporate Governance Committee in line with the changes in requirements and operating conditions, and the necessary updates and changes are approved by the Board of Directors upon the recommendation of the Committee and enter into force.

### **Article 5**

#### **AUDIT**

Compliance with the principles of the Sustainability Policy and other complementary Policies established under this Policy are audited by the Internal Systems Unit.

### **Article 6**

#### **ENFORCEMENT**

This policy and the changes made in the policy come into force as of the date of approval by the Board of Directors.