

Basic Human Resources Policy

- The basic Human Resources policy is to select, develop, evaluate and manage human resources according to modern criteria and on the principle of equal opportunity for all by combining the needs of the job and the skills and competencies of employees.

- By reducing corporate goals to individual goals and fostering a dynamic, open to innovation workplace, human resources management should improve employee performance. This will support the effective and efficient accomplishment of company goals.

- Profile, high-performance culture, open to change and development for success, motivation, team work, team spirit that believes in social responsibility, human resources and time to properly use and high sensitivity at the same time source.

Human resources are managed with respect, love and compassion for people; healthy, honest, rational, participatory, focused on development and employee satisfaction. There is always a focus on doing better for employees with a fair, transparent, sharing, lean human resources system.

At Akfen REIT

- Diversity and inclusion are valued; it is important that each employee looks at life with tolerance, not just at the level of technical knowledge/education.
- Aware of the success of women in business life, the number of female employees at Akfen REIT is higher than the industry average at all levels.
- At all stages and times, it is the intended goal to maintain a female employee employment rate above 40%.
- The development of all employees is evaluated equally within the framework of "performance management", the necessary supporting work is carried out for their progress.
- The difference in the sector is revealed by the wages and benefits offered to employees. Remuneration and rewarding practices are carried out systematically and objectively for all employees.
- Employees' satisfaction levels are regularly measured, continuously improved and developed.
- The working hours of the employees are planned with flexibility in a way that does not disrupt their business goals. Work and life balance is given importance and observed.
- Arrangements are made to provide programs and work environment where employees can improve themselves, and care is taken to ensure the highest level of physical conditions.
- The volunteering activities of the employees are supported and they are allowed to submit project proposals that will contribute to the society.
- These principles are applied in all processes of HR management.