



esas
GAYRİMENKUL

100
#EsasımızCumhuriyet



ESAS GAYRİMENKUL SUSTAINABILITY REPORT

ESAS

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ABOUT THE REPORT

We submit through our Sustainability Report our subjects and performance that we focused on with respect to sustainability covering the period from 1st January-31st December 2023 to our stakeholders' opinion.

The scope of our report consists of the operations of **“01 Burda, 10 Burda, 14 Burda, 17 Burda, 39 Burda, 41 Burda and 67 Burda Shopping Centers as well as Aeropark and Esas Plaza”** the asset management of which we perform.

Esas Properties Sustainability Report partakes of **Progression Notice Report of United Nations Global Principles Convention** to which we are a party. The performance data have been assessed on the basis of 2023.

We pay significance to your feedbacks as a part of our corporate culture. You may share with us all your opinions and suggestions with respect to our sustainability activities and reporting works through the address of **surdurulebilirlik@esasgm.com.tr**.



MESSAGE FROM THE MANAGEMENT

Dear Stakeholders,

As Esas Properties, we continue to inspire our sector with our motto of **“We are Here for our World!”** and the projects we realized with our belief for sustainable future. We collect our works under 3 subject titles on the basis of the Purposes of Sustainable Development and say **“We are Here for the society, our environment and our stakeholders”**.

We realized our project of Solar Power Plant (SPP) in 17 Burda, 39 Burda, 01 Burda and 41 Burda Shopping Centers in 2022 after considering the solar efficiency in Turkey and examining the foreign examples as well. We provide 36% of the total electricity consumption in the Shopping Centers where we realized the solar power system with renewable energy. And this means that energy equivalent to the energy consumed simultaneously by 45,000 households, 1,900 tons of waste recycled and 27,900 tons of coal burnt is provided through the system installed. Furthermore, emission of totally 2,960 tons of carbon into the nature is prevented through the energy produced.



Another significant sustainability project of ours is our project of **“Tarım Burda/Agriculture is Here”** which we realized in 41 Burda Shopping Centers in collaboration with Kocaeli Ecological Life Association. We aim at improving the customer experience, supporting sustainability, contributing to recycling, growing good agricultural products, creating awareness in terms of agricultural activity through this recycling based project. Corns, beans and marrows are planted using heirloom without using chemical product and pesticide through the method of Three Sisters in our project commenced with transformation in the terrace area. Furthermore, different plants are grown practically with the visitors. We make the organic wastes produced in the stores, the Shopping Center and the organic market ready for use using the method of Bokashi and we use the cardboards from the stores in the project area using the method of Mulch.

We recycled more than 1,900 tons of paper, cardboard, plastic, glass, mineral oil, cell and accumulator wastes in 2023 within the scope of the recycling works in our Shopping Centers. In addition to these, we participated in the Women's Empowerment Principles **(WEPs)** platform, one of the most important global enterprises targeting at strengthening women for the purpose of enabling them to take place in the economic life in all sectors and at all levels. We realized training workshops with the motto of **“Change your Discourse” in collaboration with YANINDAYIZ Association** in order to raise awareness of our employees with respect to gender equality. We organized these workshops as 16 events in 15 business places located in 12 different provinces of Turkey.

Our targets in these events were transforming the inegalitarian language used in the family, social entourage and business life, containing the concepts of woman-man into a language based on gender equality and progressing from conscience level to action level.

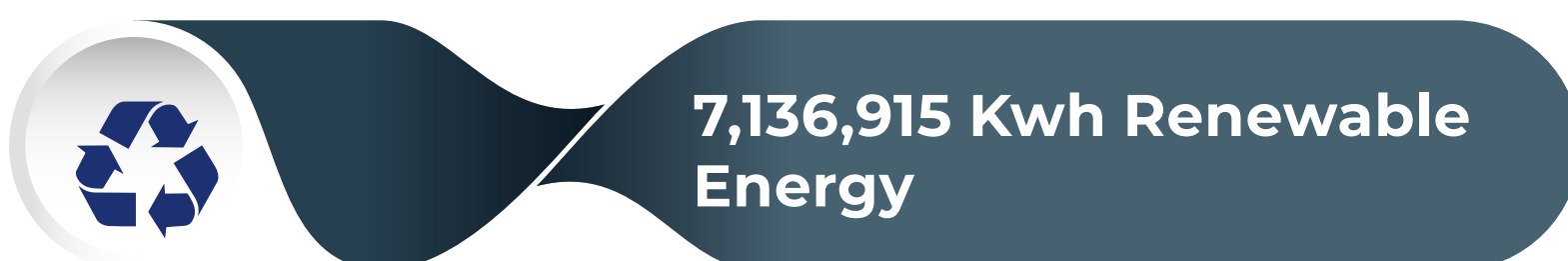
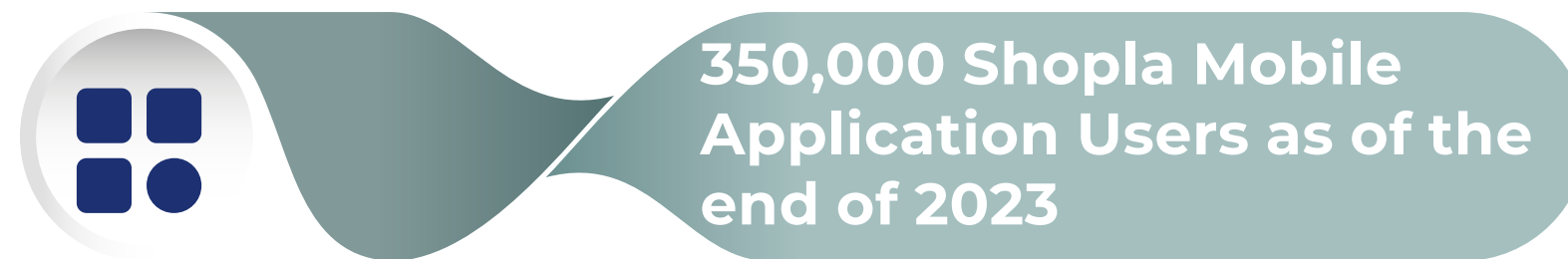
We provided the emergent need aids to the earthquake regions from the very first moment. We realized vital requirements such as health service, sheltering and soup kitchens **in collaboration with AFAD (Disaster and Emergency Management), Red Crescent and local administrations.** We collected the necessities that our citizens wanted to send to the regions in the aid points we created inside our Shopping Centers in coordination with the local administration in the cities we are located. We sent our surplus computers to the organization for the earthquake regions led by SKD Turkey. We performed volunteer coordination for the humanitarian aid activities in **Hatay Expo together with WHR (World Human Relief)**, we sent the volunteer teams consisting of our colleagues to the region.

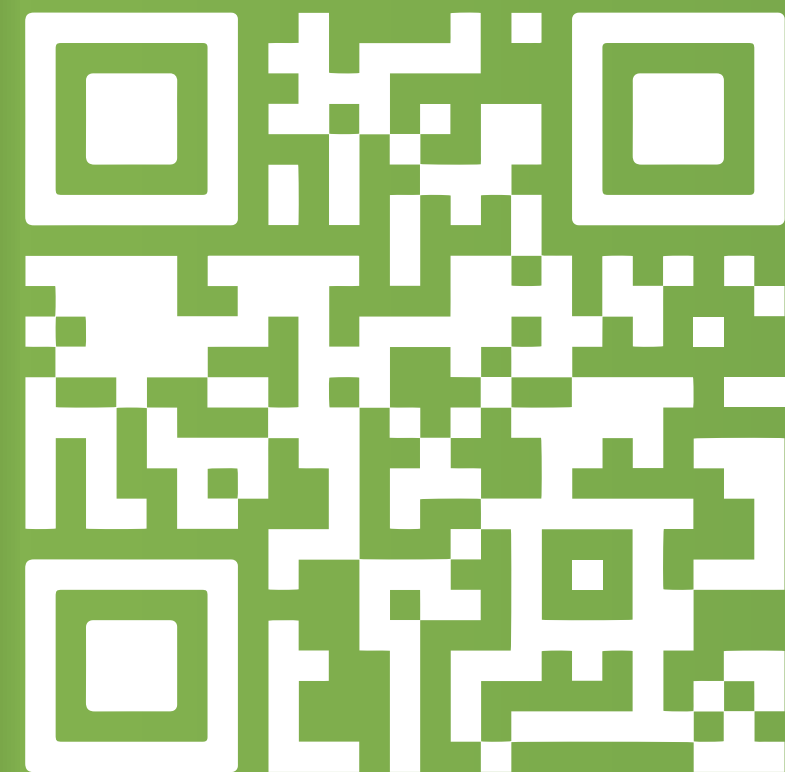
We will continue with the activities that we have realized so far within our perspective of sustainability in the future as well. As Esas Properties, we are happy to share our first sustainability report with you. I thank to all my colleagues and all stakeholders who shoulder responsibility in our activities of sustainability.

Best Regards,

Cem Eriç
CEO

WHAT BECOMES PROMINENT IN 2023





OUR SUSTAINABILITY POLICY

As Esas Properties, we aim at protecting the life rights and natural resources of the future generations in all activities we realized within the scope of our sustainability vision.

We are aware of our role and responsibilities for the purpose of providing a more sustainable world for the future generations. We focus on those United Nations Sustainable Development Purposes within our sphere of influence departing from our value of social sensibility.

We carry on the sustainability activities that we perform with a holistic perspective in harmony with the corporate culture and target at full integration in all fields.

We strategically develop the sustainability perspective in business processes on three fundamental axes being economic, social and environmental and target at minimizing our adverse effects and our stakeholders'* adverse effects in this regard.

* Stakeholders; employees, visitors, investors, solution and tenant business partners and shareholders



Environmental;

- Increasing clean and renewable energy use in all our business fields
- Continuously measuring and improving energy efficiency and energy performance
- Minimizing the wastes and waste originated effects and recycling/upcycling the same in all projects within our portfolio
- Implementing principles of cyclic economy in all values and processes we create,
- Reducing the ecological footprint in the work processes particularly including carbon footprint
- Prioritizing sustainable ones in the selection of the products and services procured in the supply chain
- Considering ecological effects in resource use



Social;

- Raising awareness of and supporting our colleagues with respect to sustainability issues
- Offering equal opportunities for our colleagues and candidate colleagues in order to strengthen gender equality
- Developing social projects or joining those projects in order to contribute to qualified training and young employment
- Keeping the team spirit of our colleagues alive within the scope of Human and Culture practices; prioritizing employee experience; developing decent work initiatives with economic, social and human centered management model
- Encouraging our colleagues for healthy and high quality life and offering them new generation working models and opportunities
- Using our resources for social mutualization and solidarity, encouraging our team friends to become volunteer
- Collaborating with the concerned institutions, entities and NGOs for shared purposes and creating synergy together



Governance;

- Providing harmonization of our shared purpose and corporate values with the principles of sustainability
- Providing sustainability in business processes with a holistic approach considering our stakeholders’* expectations and demands
- Allowing for environmental, social and economic impact analyses, risks and opportunities in the Asset Management Services
- Developing value producing projects with respect to sustainability with agility approach
- Constructing sustainable and powerful brand value in our processes of asset management and inspiring the stakeholders in the sector
- Allocating resource for digital transformation and prioritizing innovative technologies in the fields of activity
- Assessing innovative opinions and practices in order to develop sustainability works and incorporating the same in the business processes
- Respecting the legal regulations within the scope of sustainability
- Reporting all activities carried on to our stakeholders in annual periods
- Prioritizing use of sustainable financial resources

* Stakeholders; employees, visitors, investors, solution and tenant business partners and shareholders

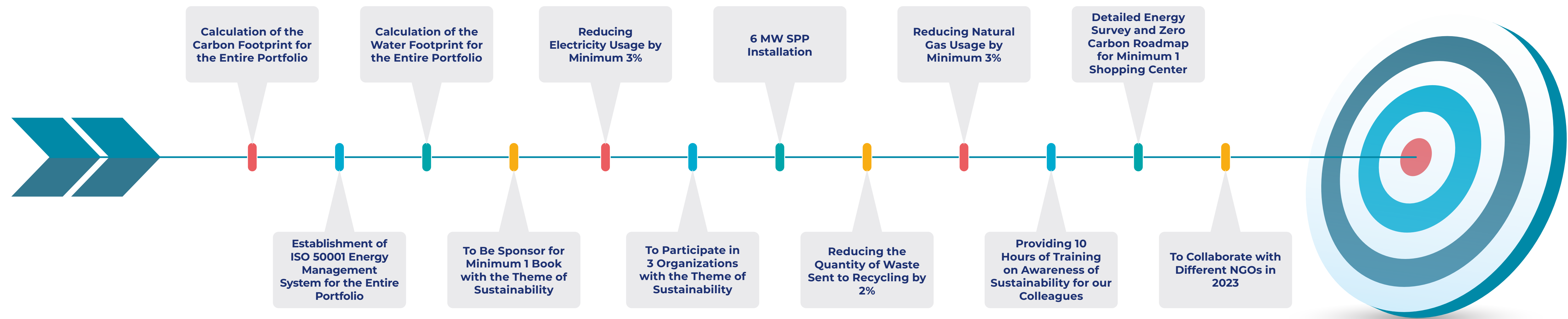
CORPORATE GOVERNANCE

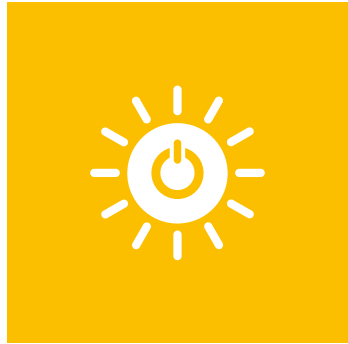
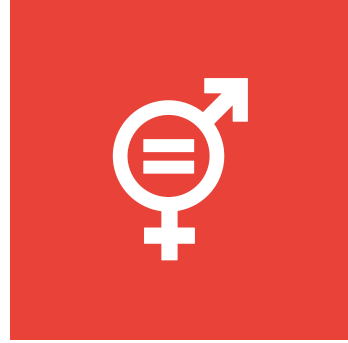
As Esas Properties, we focus on sustainability in all our processes on the basis of our sustainability targets, plan activities consolidating the foundation of a sustainable future and implement the same.

We define our risks with respect to all our processes within this scope, we plan and control the actions necessary to eliminate or mitigate the risks.

We target at continuing to be a company predicating on sustainability together with **“Inspiring”, “Reliability”, “Social Sensitivity” and “Agility”** which are our corporate values.

SUSTAINABILITY TARGETS OF 2023





OUR PRIORITIES

As Esas Properties, we assembled the sustainability committee and determined the spheres of influence in order to realize a more planned and systematic approach in 2023 in our activities under the title of sustainability. As a consequence of those activities, the committee determined the subjects which our company operating in commercial real estate investment and management particularly including shopping centers could influence under the titles of **society**, **our colleagues**, **environment** and **stakeholders** and coincided these subjects with the UN development targets and created our roadmap.

After departing, we assessed in the committee the methods and opportunities which will render us more effective and efficient in this journey and developed and updated the roadmap. We noticed that we created effect higher than what had been stipulated in each update and raised our motivation.

We considered the emergent needs after Maraş earthquake that happened on 6th February and reorganized our targets under the title of society. We increased our resources and joined the emergent and medium term plans.

OF THE UN DEVELOPMENT TARGETS;

Under the title of sustainability for the **society**; we focused on the purpose of **gender equality and sustainable cities and communities**

Under the title of sustainability for **our colleagues**; we focused on the purpose of **decent work and economic growth, healthy and high quality life and responsible production and consumption**

Under the title of sustainability for the **environment**; we focused on the purpose of **accessible and clean energy**

Under the title of sustainability for the **stakeholders**; we focused on the purpose of **partnerships for purposes** and planned our activities of 2023.

We determined the purposes of collaborating with YANINDAYIZ association for the target of Gender Equality,

Researching the opportunities for performance of vertical and horizontal agriculture in the shopping centers for the target of sustainable cities and communities and planning infrastructures which will support mobility,

Realizing employee welfare programs, improving the means of performing sports for the employees, providing trainings of healthy nutrition and healthy living, organizing trainings and seminars in order to allow them to stay distant from stress and anxiety for the target of healthy and high quality life, realizing the practices increasing employee experience and loyalty for decent work and economic growth, taking place in the list of the best employers within this scope,

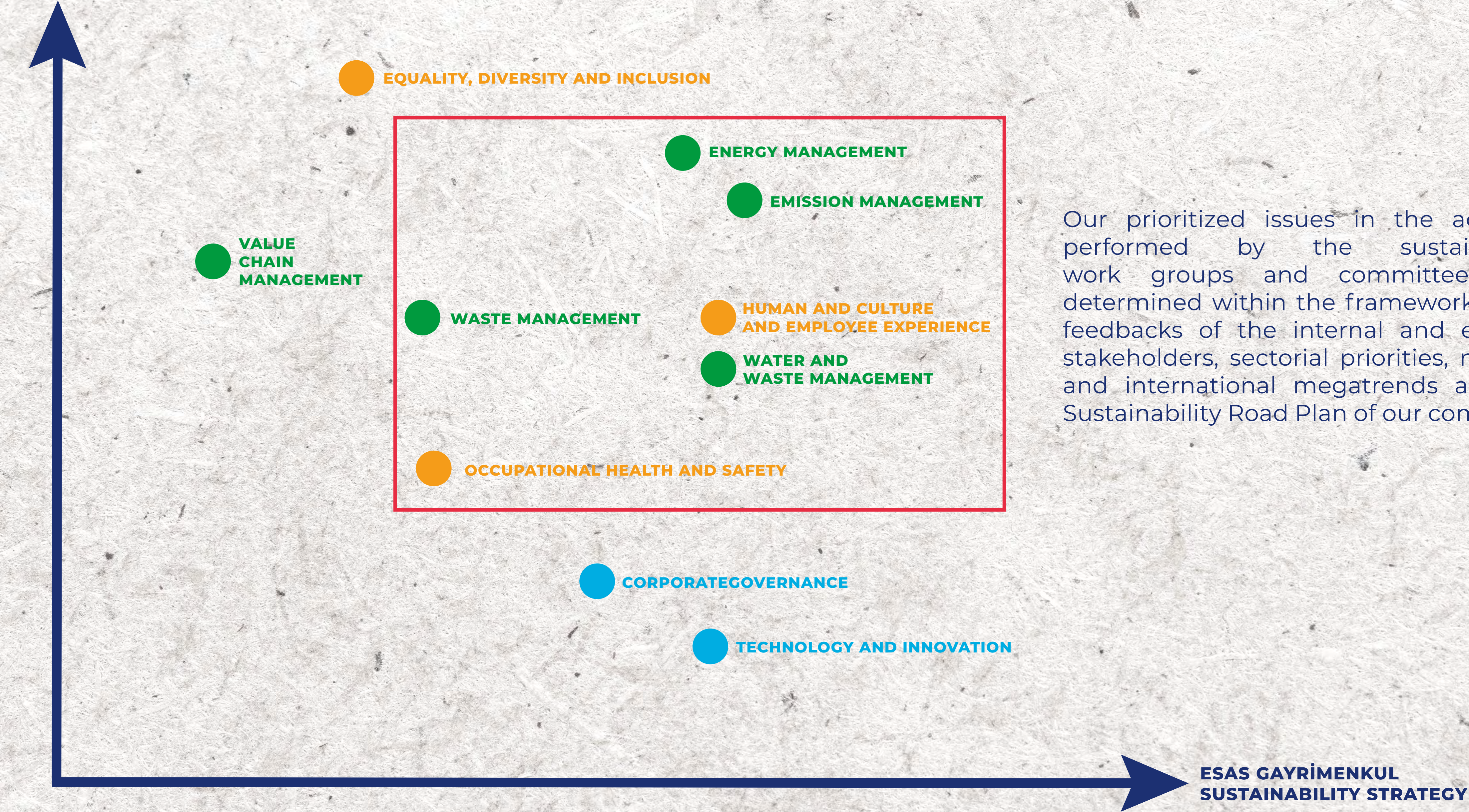
Realizing the practices reducing resource use in our business routines for responsible production and consumption,

Under the title of accessible and clean energy; providing the energy that we consume from renewable energy resources,

Under the title of partnerships for purposes; increasing collaboration with the nongovernmental organizations and sector associations, awareness raising and sponsorship and created plans and projects for implementation of each target in the breakdown and planned how they will be realized.

PRIORITIZATION MATRIX

STAKEHOLDERS



Our prioritized issues in the activities performed by the sustainability work groups and committee were determined within the framework of the feedbacks of the internal and external stakeholders, sectorial priorities, national and international megatrends and the Sustainability Road Plan of our company.

Corporate Memberships, Supported Programs

As Esas Properties, we support many memberships and programs in line with our sustainability targets which we focus on.



**esas
sosyal**

We facilitate the employments of the university students in Anatolia in their process of transition from school life to business life within the framework of the “First Opportunity” program of Esas Social.



YANINDAYIZ

We plan and realize events which could create awareness on our stakeholders with respect to gender equality in collaboration with Yanındayız Association.



AYD
ALIŞVERİŞ MERKEZLERİ VE YATIRIMCILARI DERNEĞİ
COUNCIL OF SHOPPING CENTERS - TURKEY

We inspire our sector in line with the activities we perform with Council of Shopping Centers - Turkey (AYD).



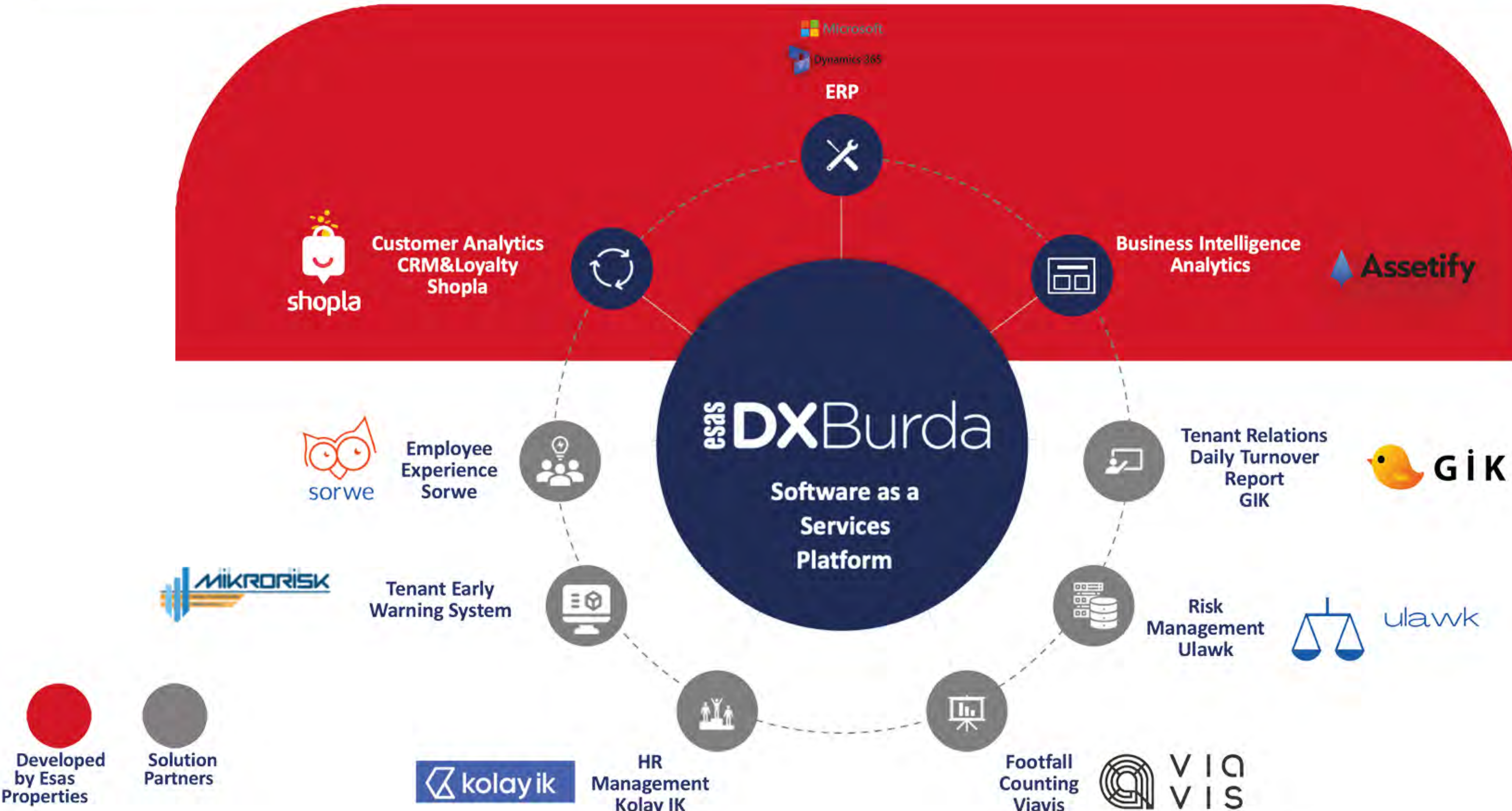
WWF

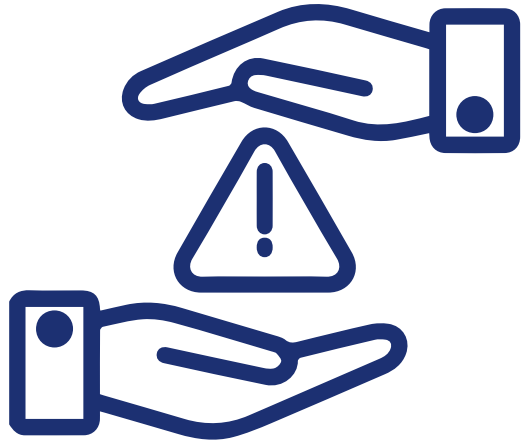
We perform awareness raising activities with respect to waste management and resource consumption in collaboration with World Wide Fund for Nature (WWF) and by means of the Green Office Program.



skdTürkiye

We share various sustainability subjects in the work groups created and exchange opinions with them through membership of Business World and Sustainable Development Association (SKD Turkey).





Risk Management

The risks of strategic level within the entire company are followed by the Risk Management Committee through the risk monitoring inventory. The purpose of this monitoring is detecting beforehand the risks that the company could encounter for achieving its purposes and diagnosing the same early and taking the necessary measures and managing the risk. The risk monitoring inventory contains risks of strategic level in the fields of:



Management and strategic



Financial



Asset management



External factors



Human and technology areas.

Business Ethics, Ethics Board, Manifestos:

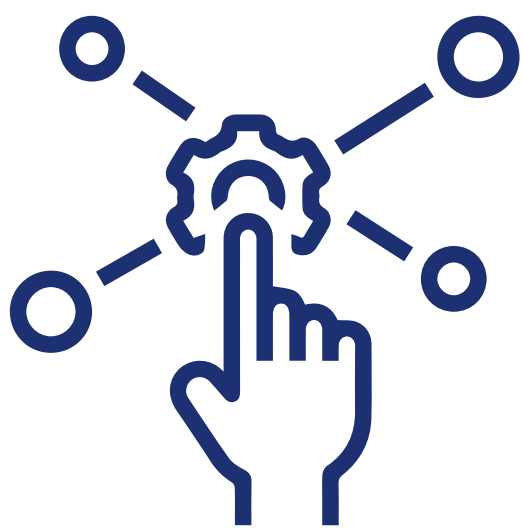


We realize our responsibilities toward all our stakeholders particularly including our colleagues on the basis of the ethical rules we adopt. Respect to the rules of business ethics is one of our most fundamental principles within this scope. We carry on our business processes and relations in Esas Properties under the guidance of Ethical Rules Manifesto grounding on responsibility, trust and equality, confidentiality and compliance with the laws.

Esas Properties “Ethical Rules Manifesto” deals with the issues of behaving in compliance with business ethics, protection of all sorts of company assets and information, struggling against bribery and corruption, taking and giving gifts, employee rights and occupational safety etc. All our employees are expected to protect our values and ethical principles and to act in compliance with the working principles. We expect our business partners within our value chain in addition to our employees to fully respect the manifesto containing the ethical principles.

The notifications made in the notification channels including the ethical line are assessed and solved by the Board and recorded with written returns.

Internal Audit:



The Committee Responsible for Audit is responsible for taking all measures necessary for sufficient and transparent performance of all sorts of internal and independent audit as well as effective implementation of the internal control system. The Committee carrying on its activities within this scope delivers its opinions with respect to the subjects which it is responsible for to the Board of Directors.

The current internal control system is audited by Esas Properties Internal Audit Department within the framework of the annual internal audit plan particularly including the issues of increasing the effectiveness and efficiency in the activities of the Company, providing reliability with respect to financial reporting and compliance with the laws and regulations and the audit results are reported to the Committee Responsible for Audit. The effectiveness of the activities of internal audit was reviewed by the Committee Responsible for Audit within the year. If required, the opinions of the internal auditor and other directors of the Company have been received by the Committee as well.

The Committee Responsible for Audit of the Company is assembled 4 times at the end of each quarter in 2023. It has been targeted at submitting 7 audit reports to the Committee Responsible for Audit within 2023 account period.



Emission Management

As Esas Properties, we calculated the 2022 Carbon Footprint as 38,800 tonCo₂e, The Carbon Footprint calculated for the first 6 months of 2023 is 20,909 tonCo₂e. The standard of ISO 14064-1: 2018 Calculation and Reporting of the Greenhouse Gas Emission and Reductions at Corporate Level was taken into consideration and categorized in the calculation.

kgCO₂e / m² was used as Emission Density and it was used in GLA, Rentable Area, performance metric calculations. Each Shopping Center was assessed separately. In total, our CO₂e emission rate per averagely 1 m² of rentable area as Esas Properties is 61,46 kgCO₂e in 2023.

In addition to these works, we target as Esas Properties at reducing energy originated carbon emission by approximately 6% and the operation expenses by 3% by putting forward 1 hour the opening times in 14 Burda Shopping Centers in the period of August-October 2023, with our pilot project which is a first in Turkey and in the sector. In other words, we target at reduction equivalent to total emission of 96 TonCo₂/Esd. We aim at attentively sustaining our activities within the scope of the project and raising the awareness of Shopping Center visitors through the sustainability announcements to be made inside the Shopping Center within the period of implementing the project.

Project	Total tonCo ₂ e	Direct Emissions tonCo ₂ e	Electrical Emissions tonCo ₂ e	Indirect Emissions tonCo ₂ e
01 Burda	6.800	134	6.085	563
10 Burda	5.350	705	4.265	510
14 Burda	4.110	545	3.192	371
17 Burda	5.600	699	4.420	470
39 Burda	3.530	471	2.715	337
41 Burda	7.450	589	6.167	691
67 Burda	2.910	128	2.543	237
Aeropark	3.060	543	2.399	111
Esas Plaza	490	15	474	1
Total	39.210	3.826	43.031	3.289



Indirect Emissions

Project	Indirect E. tonCo ₂ e	Category 3 tonCo ₂ e	Category 4 tonCo ₂ e	WTT tonCo ₂ e
01 Burda	566	26	17	532
10 Burda	525	23	9	493
14 Burda	406	38	3	365
17 Burda	474	8	26	440
39 Burda	341	16	11	314
41 Burda	697	53	28	615
67 Burda	243	8	6	228
Aeropark	113	9	2	102

Performance Indicators

Project	Absolute Emission	Visitor kgtonCo2e/man	GLA kgtonCo ₂ e/m ²	Indoor Area kgtonCo ₂ e/m ²
01 Burda	6.780	1,62	124	37
10 Burda	5.313	0,95	129	45
14 Burda	4.107	1,22	121	43
17 Burda	5.588	0,91	157	47
39 Burda	3.521	3,68	127	75
41 Burda	7.447	1,78	136	100
67 Burda	2.908	0,79	133	53
Aeropark	3.052	-	92	55

Project	2021 Water Consumption (m³)	2022 Water Consumption (m³)	2022 Water Consumption (m³)
01 Burda	25.608	33.715	33.162
10 Burda	22.021	38.846	46.797
14 Burda	14.309	19.174	17.282
17 Burda	32.283	43.293	42.614
39 Burda	6.290	8.749	9.695
41 Burda	42.438	55.490	62.200
67 Burda	17.737	25.841	251.191
Aeropark	8.327	13.657	15.133
Esas Plaza	3.197	2.040	1.980

Water Management and Water Footprint

We experience the global effect of the climate crisis more clearly and increasingly every passing day. We have to manage and efficiently use our water sources, we can mitigate the impact of the natural incidents affecting water existence and water sources such as flood and aridity only if we deal with them through effective water management.

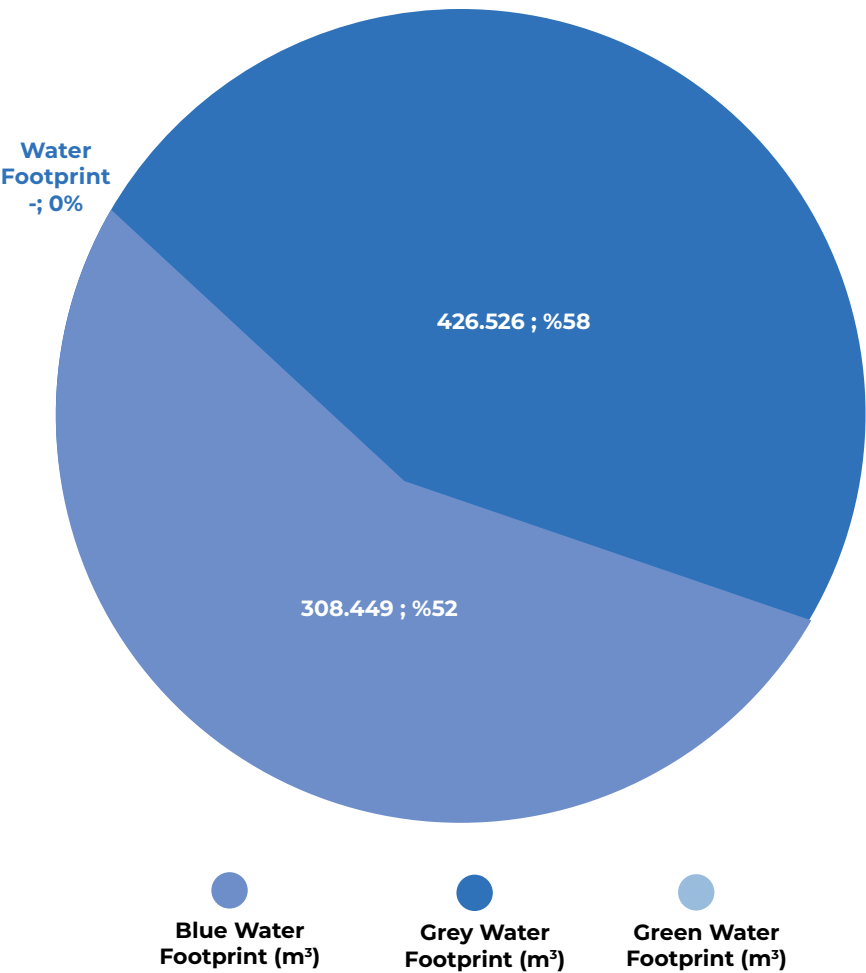
In this context, our priorities include efficient use of water and sources.

Project	Total Water Footprint (m3)	Blue Water Footprint (m3)	Grey Water Footprint (m3)	Green Water Footprint (m3)	Consumption Depending on GLA m2 (m39)	Total GLA m2
01 Burda	123.712	72.083	51.629	-	2,2	56.714
10 Burda	120.131	45.361	74.770	-	2,9	41.204
14 Burda	39.056	26.266	12.790	-	1,1	35.347
17 Burda	98.869	45.294	53.575	-	2,6	38.170
39 Burda	223.136	64.421	158.715	-	3,0	27.854
41 Burda	128.449	55.490	72.959	-	2,2	58.800
67 Burda	40.678	25.800	14.878	-	1,8	22.057
Toplam	774.031	334.715	439.316	-	2,8	280.146
Ortalama m2/m3	2,3					

Water Footprint Calculations

The climate crisis is water crisis at the same time. First of all, it is necessary to calculate the Water Footprint for efficient use of water and protection of sources we calculated our water footprint of 2022 with reference to ISO 14046 Water Footprint and “The water footprint assessment manual”. We calculated our pressure on the water sources and existence as well as the quantity of water we had polluted as Blue, Green and Grey Water Footprint.

We plan to reduce our water footprint through the projects of Rain Water Usage projects which we plan to realize in 2023 -2024.



20 KASIM
NOVEMBER
2023
Swissôtel
The Bosphorus
İstanbul

XIV

AYD
ALİŞVERİŞ
EKONOMİSİ
ZİRVESİ
AYD SHOPPING
ECONOMY SUMMIT

ALİŞVERİŞ MERKEZLERİ SÜRDÜRÜLEBİLİR BİR GELECEK İÇİN HAZIR MI?



Cem Eriç
Esas Gayrimenkul,
CEO & Yönetim Kurulu Üyesi



Ece Sevin
EY Türkiye, Şirket Ortağı, İklim
Değişikliği ve Sürdürülebilirlik
Hizmetleri Lideri

ESAS Properties Leads the Preparation of Sectorial Sustainability Report

“Esas Properties has adopted it as the fundamental philosophy to contribute to development of the sector with its inspiring leader vision.”

AYD and EY prepare Sectorial Sustainability Report consisting of 2 phases with the claim and sponsorship of Esas Properties. The report which deals with the current condition of the Shopping Center sector in the 1st phase, determines the maturity level, reveals the risks and opportunities, researching the good practices in the World and deals with the effects of the legal regulations was presented in AYD Shopping Economy Summit held on 20th November 2023 in Swissotel The Bosphorus Istanbul and simultaneously at digitalnetworkalkas.com by Cem Eriç, Esas Properties CEO & Member of Board of Directors and Ece Sevin, EY Turkey Company Partner, Leader of Climate Change and Sustainability Services to the sector stakeholders. It is targeted at determining the sector targets and creating the roadmap in the 2nd phase of the report.

Zirveye katılım ve sponsorluk olanakları için / For registration and sponsorship opportunities

Alkaş – E. satis@alkas.com.tr **T.** (0212) 284 86 50 • **AYD – E.** ayd@ayd.org.tr **T.** (0212) 353 54 74

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This hybrid event is organized by



tarafından düzenlenmekte olup, eş zamanlı
and broadcasted simultaneously on



'ta yayınlanmaktadır.



ALİŞVERİŞ MERKEZLERİ VE YATIRIMCILARI DERNEĞİ
COUNCIL OF SHOPPING CENTERS - TURKEY

1 Saatte Dünya Değişir!



A First in Turkey from Esas Properties: 14 Burda Shopping Center shall be opened 1 hour later for less carbon footprint

Esas Properties targets at reducing energy originated carbon emission by 6% and operation expenses by 3% by putting forward 1 hour the opening times in 14 Burda Shopping Centers in the period of August-October 2023, with the pilot project which is a first in Turkey and in the sector.

Esas Properties, one of the leading real estate investment companies of Turkey realizes a completely new sustainability project in 14 Burda Shopping Center realized in Bolu. Esas Properties targets at reducing energy originated carbon emission by 6% and operation expenses by 3% by putting forward 1 hour the opening times in 14 Burda Shopping Centers in the period of August-October 2023, with the pilot project which is a first in Turkey and in the sector.

In other words, a reduction equivalent to totally 96 TonCo2/Esd of emission is targeted at. Esas Properties attentively sustaining its activities within the scope of the project aims at raising the awareness of Shopping Center visitors through the sustainability announcements to be made inside the Shopping Center within the period of implementing the project.

What is the saving to be obtained with the project equivalent to?

Esas Properties which developed the sustainability perspective in the real estate properties it develops and manages on three fundamental axes being economic, social and environmental and target of continues its works with the target of minimizing our adverse effects and our stakeholders' adverse effects in this context. Esas Properties targets at a reduction equivalent to totally 96 TonCo2/Esd of emission through the project of "The World Changes in 1 Hour". In other words; it is planned to obtain saving equivalent to 1-day electricity consumption of 24,673 households, emission caused by 29 tons of electronic materials, emission originated from use of 31 tons of plastic, emission originated from use of 117 tons of paper, average vehicle drive of 906,415 km, emission originated from production of 5,65 pieces of new vehicles, emission caused by 24,020,000 e-mails, emission caused by 164 tons of domestic wastes and carbon dioxide which 4.414 trees absorbs from the atmosphere in 1 year.

BUSINESS LIFE

EMPLOYEE RIGHTS, DIVERSITY AND INCLUSION (Our Human Power)

We target at creating a safe business environment which prioritizes employee and human rights, supports diversity for our colleagues, our most important power in achieving our sustainability targets.

Religion, language, ethnicity, gender, age, disability condition, political view, physical disability or similar reasons are excluded from the scope of assessment in our practices toward Human and Culture department (recruitment, training, promotion, inter-departmental transfer, waging etc.). We regard all our colleagues as humans and involve them in all processes through the approach of “for all”.

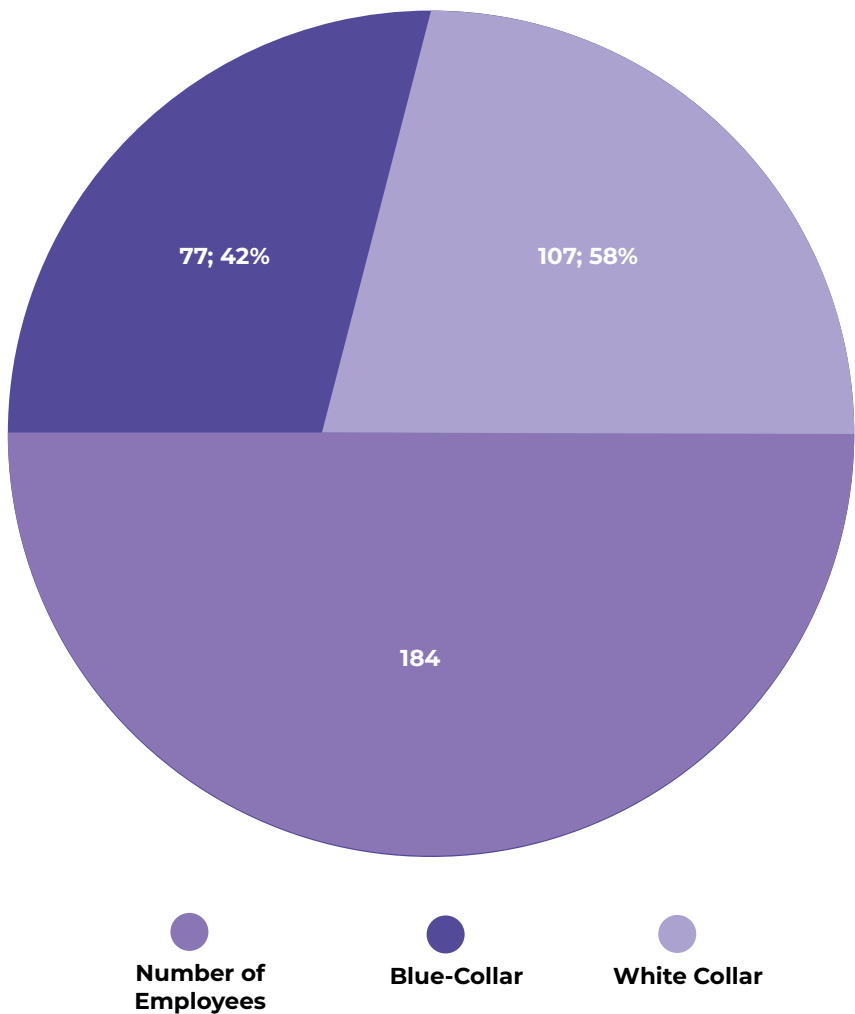
We prioritize justice and equity through the wage scale created in line with the grades of roles. We do not permit child labor and forced labor under any circumstances.

CorporateWelfare Program

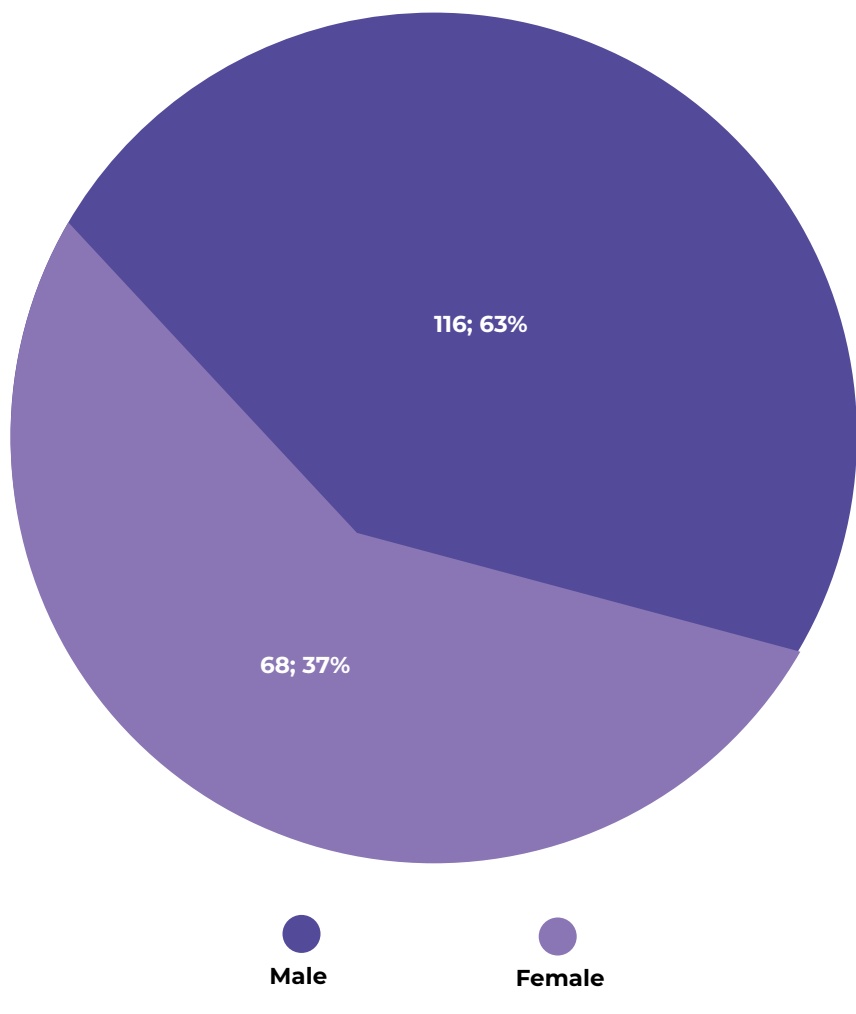
Our target of health and high quality life for sustainable societies is the starting point of our #SeninleBirlikteYiyiz (#WeAreWellWithYou) corporatewelfare program. Our program consists of services which will allow the employees to receive support from experts in the fields they need in order to provide their business life balances, to be physically healthy and to feel well in mental and psychological terms.

Within this scope, we offer through our employee support line and 7/24 for the employees and their families the services of medical support, psychological support, financial consultancy support, legal consultancy, veterinary consultancy, technological consultancy, newborn consultancy, healthy nutrition, garden plant consultancy.

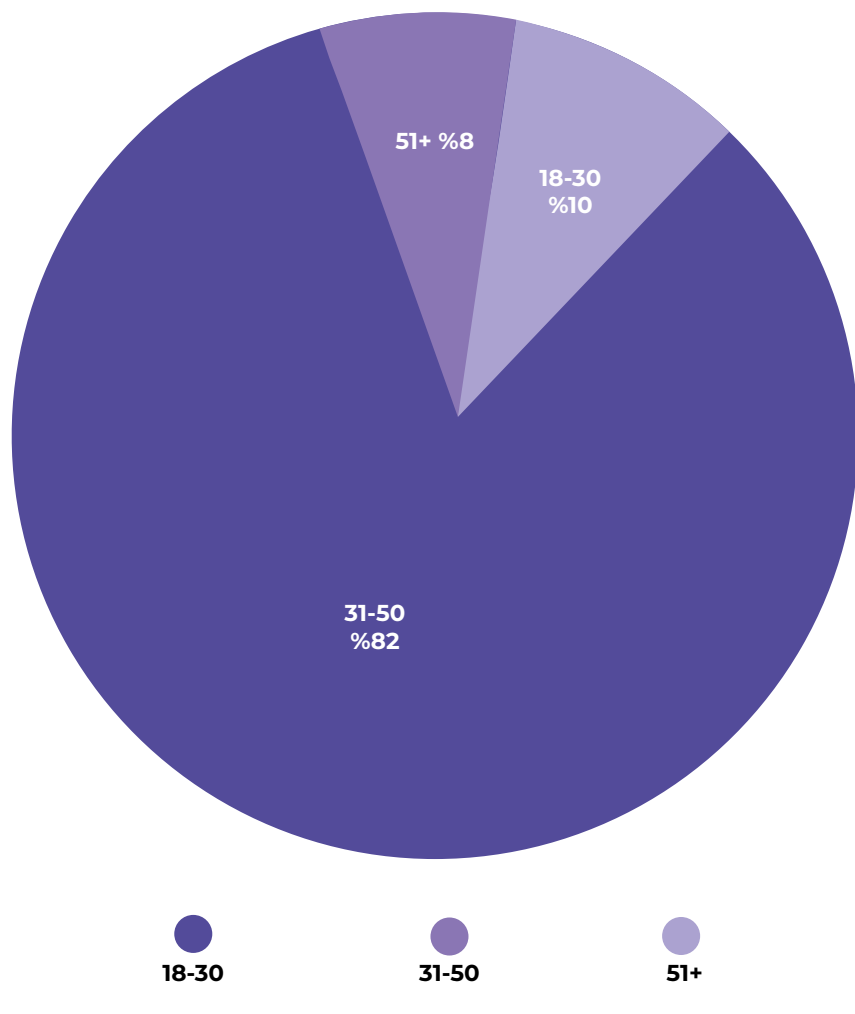
Employee Status Distribution



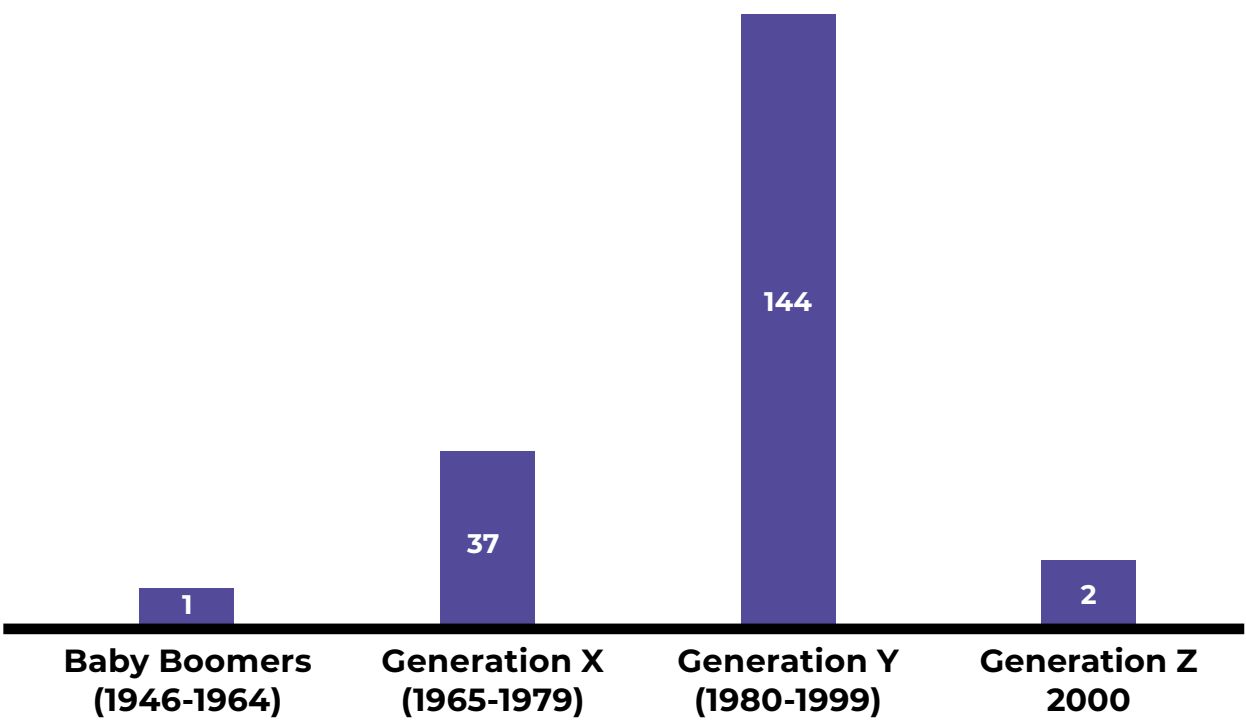
Employee Rate on Gender Basis



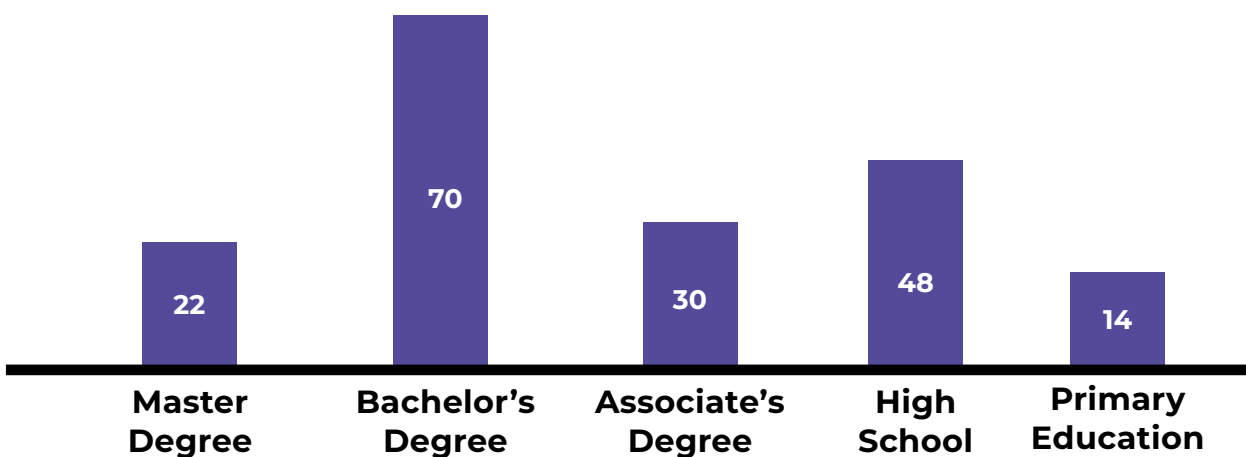
Distribution According to Age Group



Distribution According to Generations



Number of Employees According to Education Level



Employee Support Line

Total Number of Files 88

Number of Incoming Calls 110

59%



41%



User Demography

78% Employee
13% Spouse
2% Sibling
% Mother, Father and Child

Using Rate According to Number of Employees: %29.3

Employee Satisfaction

As our strategic priorities, under the title of **“decent work and economic growth”** included in the United Nations Development Purposes, we measure the effect of the initiatives we realize focusing on our colleagues’ suggestions, focus group works and increasing our colleagues’ experience and loyalty arising within the framework of interaction platforms, using different methods.

We biennially apply a satisfaction survey via the employee experience platform at the end of the year and measure NPS (recommendation score) every year. Furthermore, we apply 12-dimension pulse measurements at different frequencies within the year. Thus, we use the employee experience score arising at the end of the year in all measurements as the key success indicator. Our NPS score is higher than the standards both in the sector and compared to the companies performing this measurement and it is a significant indicator that the company is recommended to their close entourage by our colleagues as well as high satisfaction.

We follow on monthly basis the results found to be relatively low in the cockpit measurements and collaborate with enterprises and departments for applications involving the employees in order to realize improving activities.

Two half-day focus group work targeting at improving the ÇMA and GPTW results was performed with employees of all levels from all our enterprises in 2023. The results of the activity were assessed and actions determined as fast gain were realized.

We received 84% score from the trust index and were selected as “wonderful business place” by Great Place to Work, an accredited institution performing corporate culture in 2022 with the participation and intuitions of all our colleagues. This result confirmed the impact and effectiveness of all our activities as well as the power of our employer brand of **#Birlikteyiz (#WeAreTogether), #SeninleBirlikte (#TogetherWithYou)**. Furthermore, we were entitled to receive the award of Best Employers of Turkey in the 4th rank in the category of 100-250 employees among 50 companies in 2023 through the “culture audit” application performed with the Human and Culture department.

Additionally, we were entitled to receive award in the category of **“Great Place to Work for Millenials”** in the assessment performed considering accumulation of the age distribution of our colleagues mostly on Generation Y and their satisfaction scores.

We were awarded again in the 2nd rank in the category of 100-249 employees with the theme of “Innovation by All” as a consequence of the culture audit performed by Great Place to Work and we were entitled for certification. The basis for our entitlement for this award is supporting and realizing our colleagues’ new ideas by the directors comprehensively. (such as value creating suggestions, agile team practices, realization of the suggestions)

Those four awards we received as a consequence of the practices adopted by the top managers and our colleagues in our process of culture transformation is a first in our sector and inspired the other actors in the sector as well.

Our awards affected strengthening of our employer brand both for facilitating acquisition of new talents and keeping the existing talents.

Our suggestion committee examines the suggestions of our colleagues at the end of each quarter and assesses and realizes the same within the scope of the company’s strategies of that year, company values, compliance for all and budget.

We assess twice a year our colleagues’ value creating suggestions of that half year implemented. We ensure realization of new ideas with the support of the directors. We perform internal communication to ensure that the best practices are role model for all colleagues and to increase visibility of and appreciate the owners of such suggestions within the company and we award our concerned colleagues.



CONTRIBUTION TO SOCIAL DEVELOPMENT

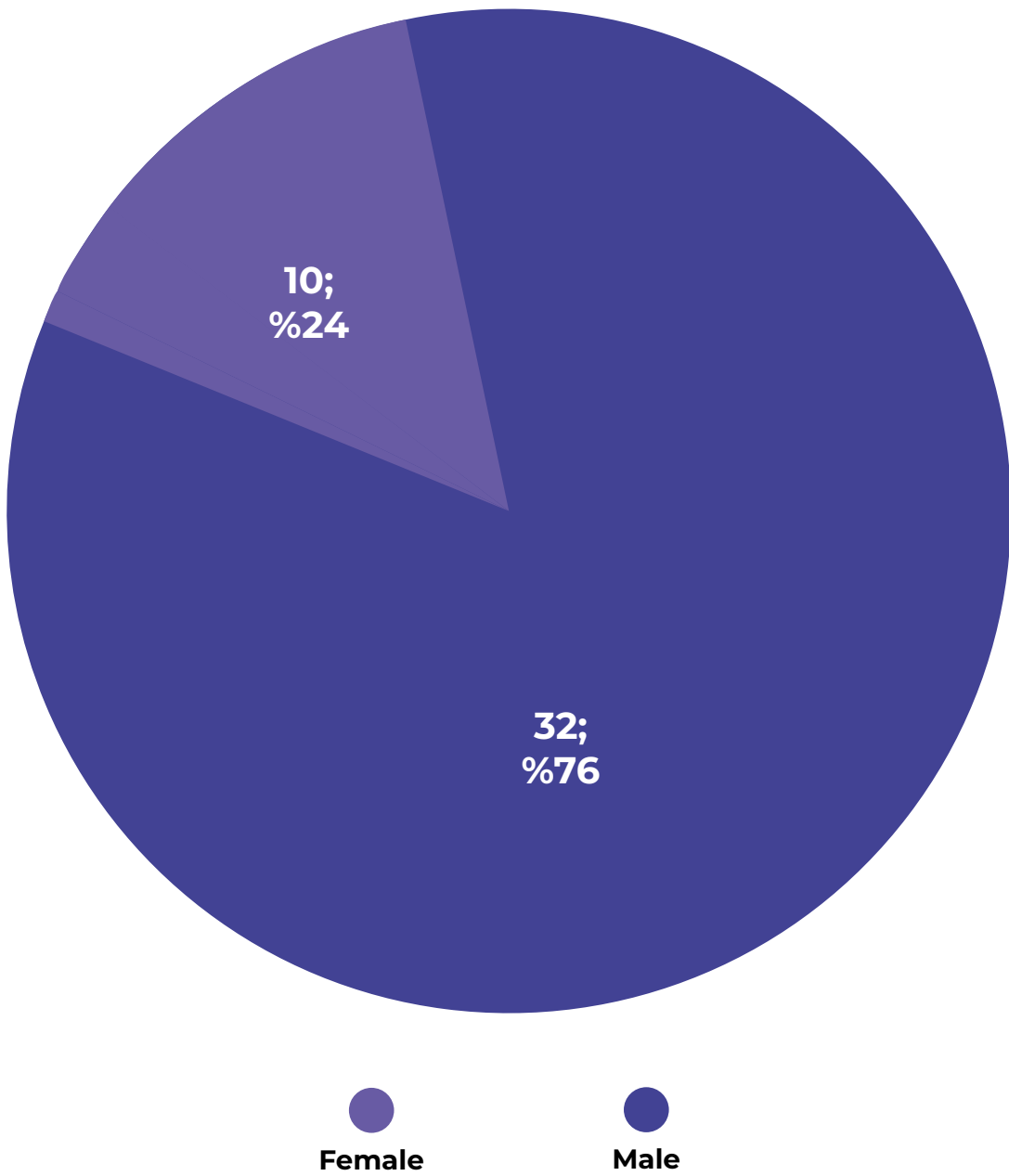
We pay high value for producing and implementing projects which will provide benefit for the society in the light of the social sensitivity value of our company. Our employer brand of #Birlikteyiz #SeninleBirlikte covers for us all members of the society whom we can support as the discourse at the same time. We work for creating positive effect in economic, environmental and social areas within the society we live in under the roof of “Social Sensitivity”, one of our four fundamental values and within the framework of the principles of sustainability.



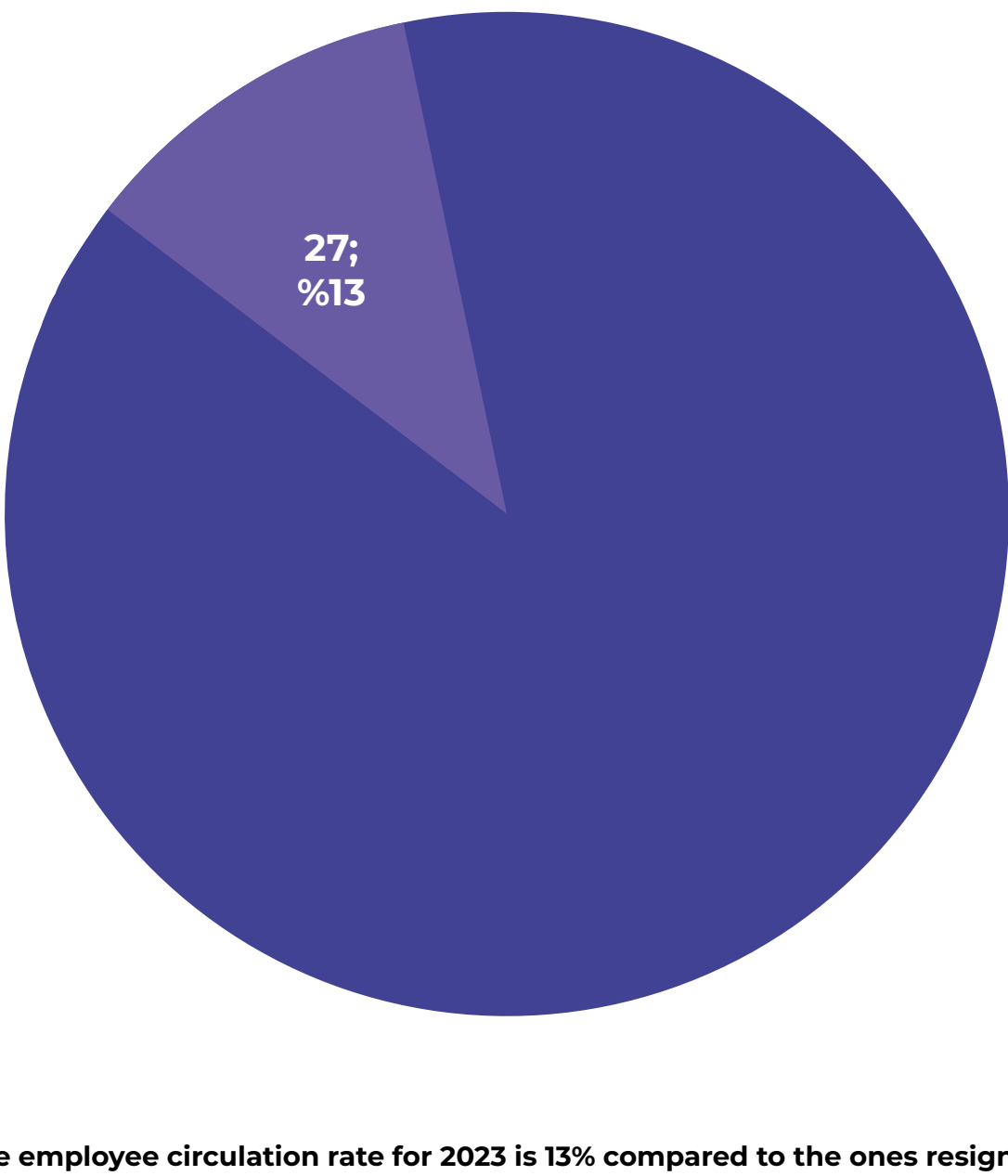
- Sustainable Development Association (SKD) offers the opportunity of one-year work experience for a new graduate young person within the scope of the first opportunity program of Esas Social and we sponsor this investment.
- We provide mentorship support for two of the young persons prepared for the business life in collaboration with Esas Social for one year and we perform interview simulations in the processes of work search for minimum 4 participants participating in the program.
- We created a volunteer team of 4 persons for the earthquake region with WHR (World Human Relief), one of the strong NGOs and allowed participation in the volunteer teams in Hatay Expo for 5 days each. We awarded our volunteer colleagues with Favor Envoy Packages.
- We sponsored 500 lunch packages for 250 persons for two days in Hatay School Report Festival for earthquake victim children and volunteers by means of Buradayız Hatay Derneği (We Are Here Hatay Association).
- We undersigned Women’s Empowerment Principles (WEPs) under the roof of United Nations.
- We provided scholarship for 4 earthquake victim university students by means of Buradayız Hatay Derneği.
- We organize awareness trainings and workshops of gender equality for the employees in collaboration with YANINDAYIZ Derneği (WE ARE WITH YOU Association). We renew the workshops in mixed groups when new persons are recruited. We reached all our colleagues through the events we performed in 13 provinces in 2022. We realized 6 events in 2023. We realized Violence Awareness training on the day of Combating Violence Against Women.
- We supported the activities carried on by AÇEV in order to contribute to the welfare of women in the disaster region on 8th March World Women’s Day.
- We donate 15% of the gift budget we give to the employees to NGOs and support them as well. Those NGOs include Maya Foundation, Koruncuk Foundation, Sosyal Ben.
- We ran in 45 Istanbul Marathon in collaboration with KEDV with our running team consisting of our volunteer colleagues to the benefit of women who lost their houses and whose businesses were damaged in the earthquake.
- We gifted notebook with upcycling theme to all our colleagues within the scope of the 100th Anniversary of Republic by means of KEDV Vakfı İşletmesi Nahl for the purpose of encouraging participation of earthquake victim women in business life.

SOCIAL INDICATORS

Total Number of Employees Recruited

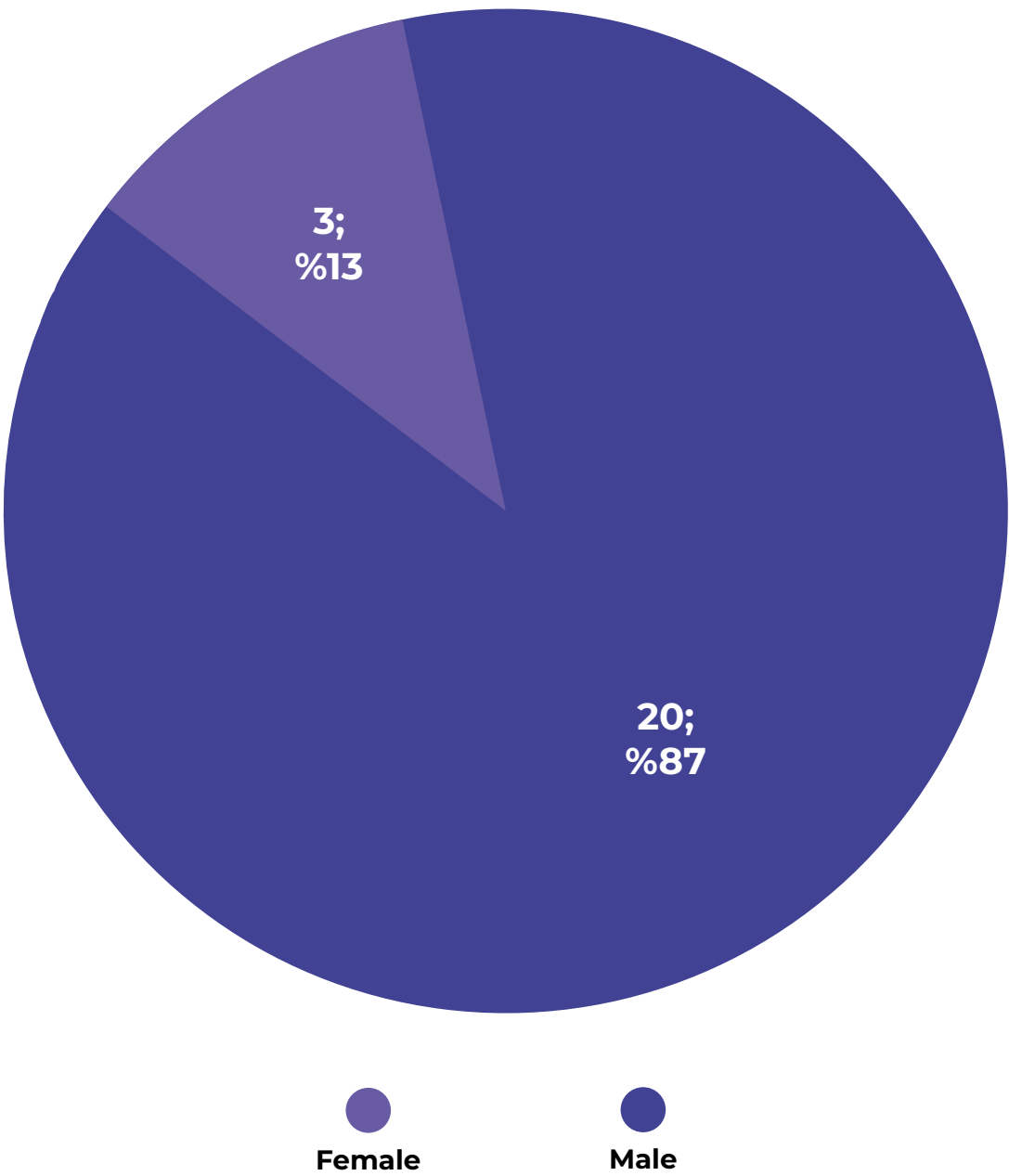


Employee Circulation Rate

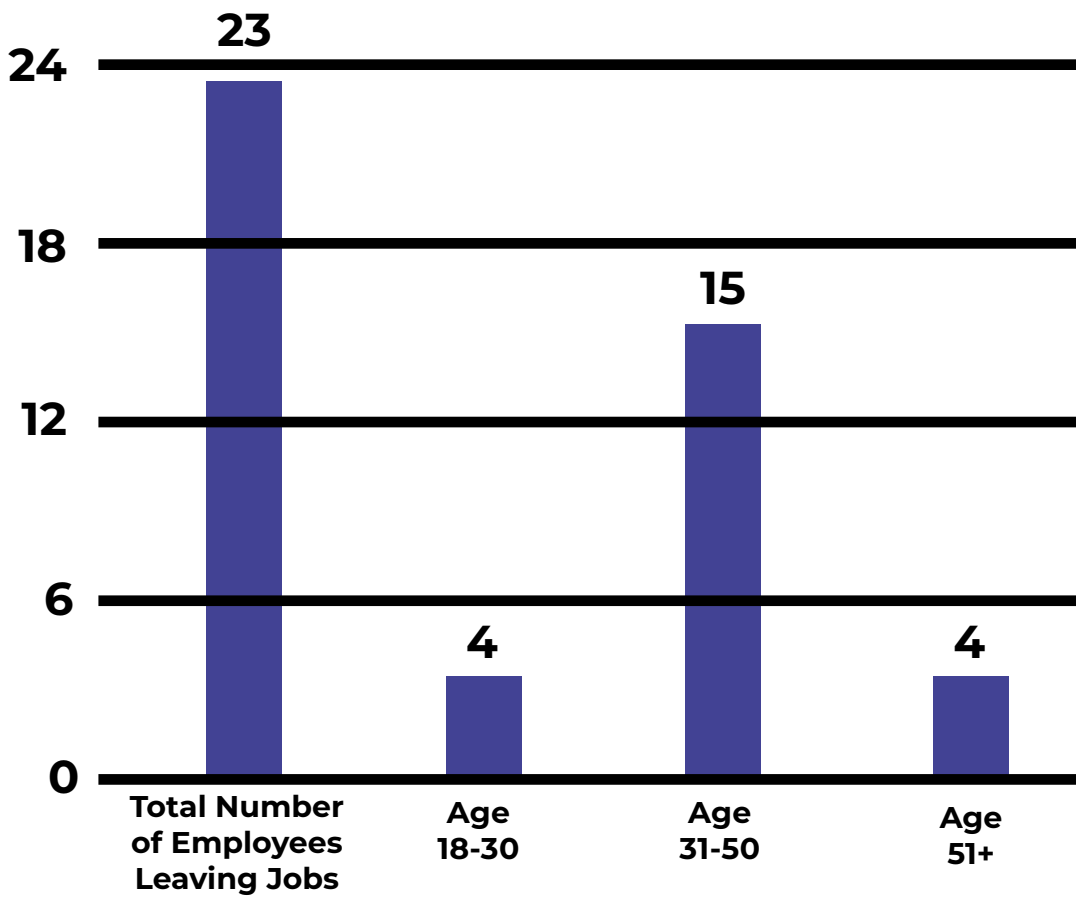


*The employee circulation rate for 2023 is 13% compared to the ones resigning.

Resigning Employees



Number of Resigning Employees on Age Basis



Nongovernmental Organizations Worked with





Please do not hesitate to contact us for your feedbacks related to the report:

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