esas
PROPERTIES

Esas Properties

Sustainability Report
2024

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Corporate Identity and Sustainability Vision

About the Report

This sustainability report offers stakeholders a comprehensive overview of Esas Properties' sustainability performance for the period between January 1 and December 31, 2024. **Prepared in accordance with the Global Reporting Initiative (GRI) Standards, the report aims to transparently disclose our company's environmental, social, and governance (ESG) performance.**

The report outlines Esas Properties' sustainability policies, strategies, risk management practices, and activities throughout 2024. It covers both our direct and indirect operations, including the sustainability management processes of seven shopping mall operations.

In line with GRI 2-2, GRI 2-3, and GRI 2-4 standards, the report details the scoping, methodology, and data collection processes. Our performance indicators and targets are presented in alignment with our sustainability strategy. In addition, the report includes our alignment with the Sustainable Development Goals (SDGs) and the progress we have made toward them.

As part of our commitment to transparency and accountability, we value stakeholder feedback. **Please share your comments, suggestions, or questions about our sustainability performance by emailing us at [surdurulebilirlik@ esasgm.com.tr].**

Sustainability CEO's Message

Dear Stakeholders,

Sustainability is more than just a goal for Esas Properties—it is one of the cornerstones of our core strategies and business model. On our sustainability journey, we focus not only on the commercial properties in our investment portfolio but also on the investor projects for which we provide asset management services, aiming to expand our sphere of influence. Our mission is to create environmental, social, and economic value across all areas of operation, while contributing to the United Nations Sustainable Development Goals.

Our Net Zero Journey - We are making rapid progress in our decarbonization efforts to meet our 2030 net zero target. Through our renewable energy investments, we now meet 85% of our shopping malls' common area energy needs with solar power. We also conduct regular measurements of our carbon and water footprints and implement reduction projects to continuously improve our performance.

A Great Transformation Imperative - Today, virtually every sustainability report highlights the profound threats facing our world and humanity. We are witnessing disasters unfold even faster than anticipated years ago. Continuing on the current path of economic growth is no longer feasible. Sustainability is no longer a choice or a passing trend; it has become an essential reality that demands a fundamental reshaping of business. In addition to environmental concerns, factors such as geopolitical instability, global inequalities, and rising energy and raw material costs are embedding uncertainty as a constant in the business world. **Yet, these challenges also open the door to new ways of thinking. In this paradigm, sustainability is not viewed as a temporary solution, but as a transformative mindset radically reshaping how we do business.**

Sustainability
CEO's Message

Industry Leadership, Collaborations, and Our Strategic Approach - To help strengthen sustainability practices in the real estate industry, we developed the "Turkish Shopping Salls Ecosystem: A Sustainability Roadmap for the Industry" in collaboration with Ernst & Young and the Council of Shopping Centers (AYD). In partnership with AYD, we also launched the "Shopping Mall Sustainability Index" project to measure and enhance sustainability performance across shopping malls in Türkiye. **Together with our business partners and industry leaders, we continue to develop sustainable business models and make a growing contribution to a low-carbon economy.**

Multi-Stakeholder Workshops and Industry Transformation - We regularly host multi-stakeholder workshops to generate innovative solutions to the challenges facing our industry and accelerate sustainable transformation. In 2023, we organized the "Sustainability Workshop in Shopping Malls," where we discussed industry-specific issues and potential solutions in depth. **These workshops play a key role in generating actionable insights for building sustainable business models and shaping new industry standards with the active participation of investors, public institutions, academics, and industry leaders.**

Our Employees and Corporate Culture - Our sustainability approach extends beyond environmental concerns. We implement a people and culture strategy that aligns with our business goals, centers on employee experience, and supports long-term, sustainable growth. Our strategic priority is to foster an inclusive organizational culture that sees employees as our greatest asset. We aim to nurture a safe, learning-oriented, and creative workplace. Reflecting this approach, we earned the "Great Place to Work" and "Innovation By All" certifications from an independent institution in 2024, and we are proud to be a candidate for Türkiye's Top Employers in 2025. **We also continue to nurture sustainability leaders by offering training and development programs that raise employee awareness and engagement with sustainability.**

We Shape the Future - At Esas Properties, we see sustainability as an integral part of our business model. With the support of our stakeholders, we are committed to building a more livable world. We will continue to lead with pioneering projects, expand our environmental and social impact, and shape our future investments in line with the Sustainable Development Goals. **Our ambition is to help create livable cities and communities through innovative and sustainable initiatives.**

Sincerely,,

Cem Eriç

CEO, Esas Properties

About Esas Properties

Esas Properties, a subsidiary of Esas Holding - Türkiye's largest family-owned investment company - is among the country's leading commercial real estate investment firms. Founded in 2009, Esas Properties develops and manages long-term, value-generating projects through the expertise of its experienced team. With a total investment of Euro 3 billion across domestic and international markets, the company has delivered environmentally responsible office, residential, and shopping mall projects.

To date, Esas Properties has developed seven Burda shopping malls, two office buildings, and two residential projects across Türkiye. The company currently manages a domestic portfolio valued at Euro 737 million, encompassing 274,000 m² in total, including 130,000 m² of office space. Its shopping malls welcome 38 million visitors annually.

As part of its commitment to a sustainable future, Esas Properties also aims to lead by example within the industry. With six solar energy plants installed on Burda Shopping Malls' properties, 90% of the energy used in common areas is sourced from renewables.

Targets for a Sustainable Future

In 2025, Esas Properties aims to expand the use of solar energy systems (SPPs) and broaden the scope of its sustainability projects through continuous improvement and growth strategies, particularly in line with its electronic waste collection goals.

The company's next targets include:

Expanding renewable energy investments by continuing SPP projects on land.

Placing electronic waste collection bins in all shopping malls it develops and manages.

Organizing awareness-raising activities at shopping malls.

Engaging a broader group of stakeholders in the project.

Increasing transparency by digitalizing recycling processes.

The impact of these initiatives will be further amplified through strategic steps such as integrating green energy use and enhancing waste management systems.

With this project, Esas Properties is bringing its vision to life, transforming shopping malls from traditional commercial spaces into centers of social and environmental progress. By continuing to invest in a sustainable future through electronic waste management and other initiatives, Esas Properties is reinforcing its leadership in the industry with projects that prioritize environmental stewardship and social responsibility.

1. Reduce the carbon footprint across the entire portfolio by **2.5%**.
2. Increase rainwater utilization by **2%** across the entire portfolio.
3. Reduce electricity consumption by at least **2%**.
4. Install a **1.2 MW solar power plant**.
5. Reduce natural gas usage by at least **2%**.
6. Conduct detailed energy analyses for all shopping malls.
7. Establish voluntary sustainability sub-working groups focused on environmental and social impact, ensuring each group delivers two projects annually.
8. Engage at least **six NGOs or associations** through partnerships and collaborations.
9. Participate in the independent **GPTW (Great Place to Work) Trust Index** survey and achieve certification with a minimum **score of 65**.
10. Earn **at least two awards** in the field of People and Culture.
11. Raise the Employee Experience score to above **70%**.

Net Zero Emissions Target Plan

Year	Emissions by Year-end (tCO$_2$e)
2024	45.548
2025	42.815
2026	40.082
2027	37.349
2028	34.616
2029	31.884
2030	29.151
2031	26.418
2032	23.685
2033	20.952
2034	18.219
2035	17.081
2036	15.942
2037	14.803
2038	13.664
2039	12.526
2040	11.387
2041	10.248
2042	9.110
2043	7.971
2044	6.832
2045	5.694
2046	4.555
2047	3.416
2048	2.277
2049	1.139
2050	0

Emissions by Year-end (tCO$_2$e)
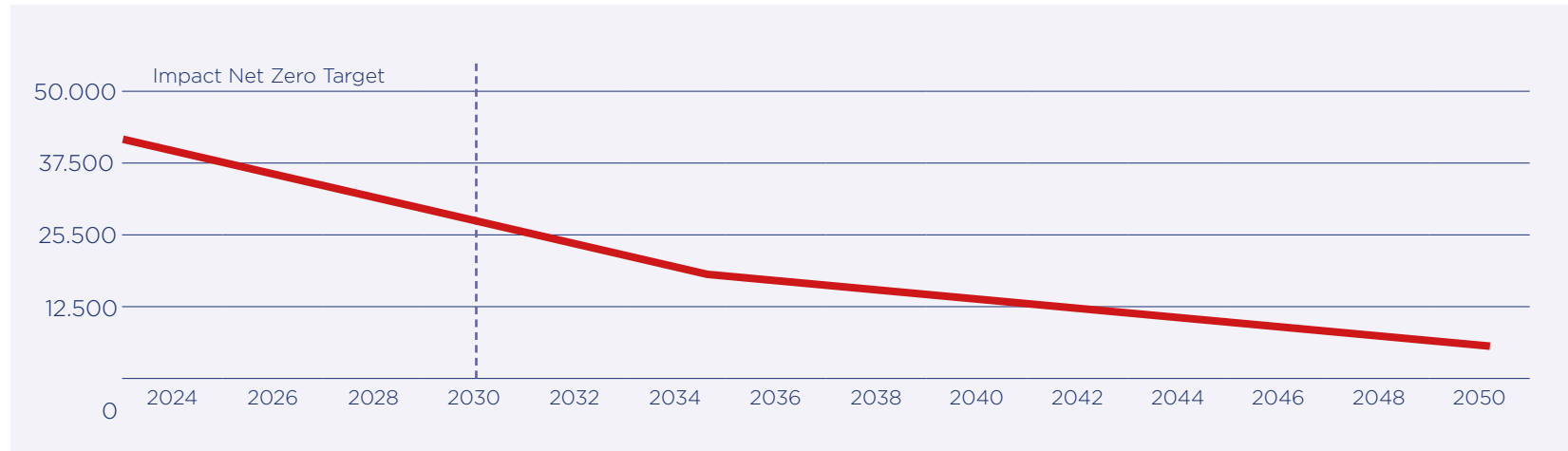
Esas Properties has adopted a two-phase strategy to achieve net zero emissions across the shopping malls in its asset portfolio.

The first phase focuses on eliminating emissions primarily caused by electricity consumption, those within the direct control of our management teams. **Our goal is to achieve net zero emissions by 2030 for all activities within the company's operational boundaries**. This will be accomplished through a combination of energy consumption reduction, increased use of renewable energy sources, and other carbon offsetting measures. The second phase extends through 2050, and addresses emissions generated by external stakeholders, including tenant partners and visitors. In this phase, we will continue to invest in renewable energy and take targeted actions to reduce indirect emissions. In parallel, we will intensify measurement efforts and expand our training, communication, and awareness initiatives to engage all stakeholders, including our solution partners.

Highlights of 2024

100+ Million Visitors/Year

17 Cities

22 Shopping Malls

20+ Years of Experience

5 Solar Power Plants, 13,2 MW Installed Power

14,5 Million Kwh Renewable Energy

8.900 tCO$_2$e Carbon Footprint avoided

1 Million+ m² **Leasable Area**

4.761 Person x Hours Employee Training

**477.014 Shopla Mobile App Users** as of 2024 year-end

1.250 Tons Recycled Waste

Material Topics

MATERIALITY MATRIX

Material topics were identified by Esas Properties' sustainability working groups and committee in alignment with the company's Sustainability RoadMap. The process was informed by feedback from internal and external stakeholders, industry-specific priorities, and national and international megatrends.
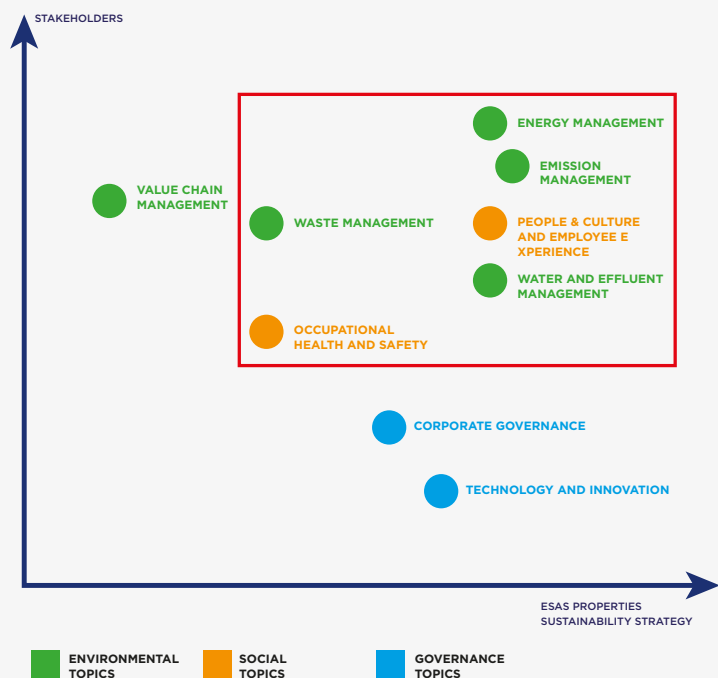
Methodology

Esas Properties' material sustainability topics were determined by taking into account the views of internal and external stakeholders, industry dynamics, national and international megatrends, and the company's long-term strategic objectives. The process included the following considerations:

Stakeholder Feedback: Input was gathered from tenants, investors, employees, customers, and suppliers.

Industry Dynamics: Key sustainability challenges within the property development and retail sectors were analyzed.

Regulations and Standards: National and international sustainability frameworks, including the EU Green Deal and Environmental, Social, Governance (ESG) standards, were reviewed.

Megatrends: Global shifts in climate change, energy efficiency, circular economy, and people-centered work environments were taken into account.

Energy Management: Vital for reducing the carbon footprint and improving operational energy efficiency.

Emission Management: A strategic priority in reaching net zero targets and addressing climate change.

Water and Effluent Management: Focused on sustainable water use and circular economy practices in response to the growing water crisis.

Waste Management: Important for enhancing resource efficiency, reducing waste, and increasing recycling rates.

People & Culture and Employee Experience: Crucial for building a strong employer brand, fostering employee engagement, and supporting long-term corporate sustainability.

Occupational Health and Safety: Essential to ensure the safety of employees and visitors, and to support operational continuity.

Diversity, Equity and Inclusion: Supports equal opportunity for employees and stakeholders while promoting inclusive business models.

Corporate Governance: Integrates ethical values, transparency, and sustainability principles within decision-making processes.

Technology and Innovation: Advances sustainability goals through digital transformation, smart building systems, and innovative solutions.

Value Chain Management: Focuses on promoting sustainability across the supply chain and driving carbon reduction.

Material Topics

1. Energy Efficiency and Carbon Footprint Reduction

We invest in energy efficient systems to reduce the operational energy consumption at our shopping malls, while increasing the use of renewable energy with the aim of reducing our carbon emissions.

2. Waste Management and Circular Economy

Increasing recycling rates and separating waste at source are among our material topics. We aim to minimize resource utilization by integrating circular economy principles into our operations.

3. Water Efficiency and Resource Protection

We reduce water consumption by installing systems that enable water savings in our shopping malls. We aim to minimize our environmental impacts with projects that conserve water resources.

4. Social Contribution and Local Development

We lead projects that create social impact in the regions where our shopping malls are located and create social benefit by opening up space for local producers, artists and NGOs.

5. Inclusion and Accessibility

Adopting the principle of equal access for all, we make our shopping malls more accessible to disabled individuals, the elderly and children, prioritizing practices that increase social inclusion.

6. Social Projects for Children, Youth and Women

We support education and entrepreneurship projects that support the development of children, youth and women and their place in the social sphere and implement projects with high social impact through long-term collaborations.

7. Supporting Culture and Arts

We are transforming our shopping malls into areas where culture and art can reach the public. We introduce our visitors to local artists, cultural events and exhibitions.

8. Disaster Preparedness and Community Safety

We aim to be prepared for disaster risks in shopping malls by prioritizing community safety. We provide a safe environment for our employees and visitors with emergency response plans, drills and training.

9. Supply Chain and Ethical Business Practices

We adopt a sustainable supply chain approach to ensure that all our business partners comply with environmental and social responsibility criteria, and promote fair, ethical and transparent business relationships.

10. Stakeholder Engagement and Transparency

We encourage open communication with all our stakeholders, from visitors to employees. We value feedback and share our sustainability performance transparently.

11. Employee Well-being and Development

We provide a healthy, safe and supportive working experience by prioritizing the holistic well-being of our employees. With programs that encourage continuous development and build a strong talent ecosystem, we help our talent unlock their full potential.

12. Managing Climate Risks

We identify the risks posed by climate change and develop resilient infrastructures, prioritizing measures against climate risks in our strategic plans.

Strategic Management and Governance

Sustainability Policy

At Esas Properties, we aim to protect the rights of future generations and preserve natural resources in every activity we undertake in line with our sustainability vision.

We recognize our responsibilities in building a more sustainable world for the future. Guided by our core value of social sensitivity, we focus on the United Nations Sustainable Development Goals (SDGs) that fall within our sphere of influence.

Taking a holistic approach, we seek full integration of sustainability into all areas of our operations, ensuring alignment with our corporate culture.

Strategically, we embed sustainability into our business processes through three main pillars: economic, social, and environmental. Our goal is to minimize any potential negative impacts, both our own and those of our stakeholders,* while generating long-term value.

Stakeholders: Employees, visitors, investors, tenant and solution business partners, and shareholders.

Sustainability Governance

At Esas Properties, we place sustainability governance at the core of our strategic decision-making processes, aiming to effectively manage our economic, environmental, and social impacts. Our governance structure is built on the principles of transparency, accountability, and stakeholder engagement. We address sustainability governance through three main pillars:

1. Governance Structure and Organization

Our company's governance structure is composed of several committees that ensure balanced representation and oversight. The highest governing body includes the Audit Committee and the Finance & Hedging Committee. The Audit Committee is responsible for reviewing audit findings throughout the year, while the Finance & Hedging Committee monitors market developments and effective cash flow and supports financial decision-making. The committee comprises five executive members and three independent non-executive members, ensuring objectivity in decision-making. Independent members are selected from individuals with no financial ties to the company. The Chair of the Audit Committee is also considered independent due to the absence of financial affiliation. Committee members are appointed for a maximum term of three years, with roles rotating every two years. The current composition includes one female and seven male members, and efforts are ongoing to improve gender balance and overall diversity.

In the nomination and selection process, expertise in sustainability and a commitment to diversity are considered essential. While shareholders nominate new members, input from employee representatives is also incorporated. The selection process prioritizes age and cultural diversity to strengthen independence. The Chairman of the Board of Directors holds no other board roles within the company, and appropriate measures have been taken to prevent conflicts of interest.

Sustainability Governance

2. Sustainability and Impact Management

Esas Properties manages its economic, environmental, and social impacts by fully integrating sustainability goals into its governance processes. The company sets strategic targets, particularly for reducing carbon emissions, and closely monitors the effectiveness and outcomes of its social projects. The head of the Sustainability Committee is responsible for overseeing environmental impacts, while the Senior Director of People and Culture is accountable for managing employee experience, engagement, well-being, and broader social impacts. These managers submit quarterly reports to the governance body to ensure alignment and performance tracking.

The Sustainability Committee also reviews the accuracy and consistency of sustainability reporting. The Internal Audit team prepares annual plans and conducts regular audits to verify the integrity of processes, utilizing automated systems such as ERP tools. A written Code of Conduct manifesto is in place to identify and prevent conflicts of interest. The Ethics Board, which includes an independent legal advisor, plays an active role in ensuring adherence to this manifesto. The board convenes monthly to evaluate reported incidents, make decisions, and report outcomes to stakeholders.

3. Stakeholder Engagement and Performance Managementt

At Esas Properties, we adopt a transparent and accountable management approach by actively incorporating stakeholder input into our governance processes. Employees are encouraged to share their requests and ideas through an anonymous suggestion system. Submissions are reviewed by the Suggestion Committee, which evaluates their alignment with company values and strategies. Viable suggestions are implemented, and constructive feedback is provided for those that are not pursued.

To enhance the sustainability expertise of our governance body, members participate in sustainability conferences annually, and external consultants provide training. The performance of the governance body is assessed on a regular basis, and structural changes are implemented as needed to improve effectiveness.

Our remuneration policies are designed to align with company goals. The bonus system includes targets such as carbon emission reduction, reinforcing accountability in sustainability performance. Compensation practices are benchmarked against market standards to ensure a competitive and fair approach that applies to all employees.

Through ongoing efforts to strengthen sustainability governance, we aim to meet stakeholder expectations and deliver long-term value.

Esas Properties Sustainability Committee: Composition and Operation

The Sustainability Committee at Esas Properties was established to define the company's sustainability strategy, develop relevant projects, and manage implementation processes. The Committee is composed of representatives from six departments, each bringing a distinct area of expertise to address the full scope of sustainability-related issues.

The Committee directly oversees sustainability projects and processes and operates through two dedicated working groups:

- **Environmental Impact Working Group:** Develops and implements initiatives aligned with the company's environmental sustainability goals.
- **Social Impact Working Group:** Manages the company's social impact, designs social responsibility projects, and enhances stakeholder engagement.

These working groups operate under the guidance of the Sustainability Committee and are supported by voluntary participation from employees based in Esas Properties' shopping malls. The groups are structured to ensure that operational processes meet sustainability criteria and to enhance the effectiveness of implementation on site.

Working in close coordination, the Sustainability Committee and its sub-groups voluntarily lead strategic environmental and social sustainability projects. Their goal is to promote sustainability awareness across the organization and to advance pioneering practices within the industry.

Business Ethics, Ethics Board, and Manifestos

At Esas Properties, we uphold our responsibilities to all stakeholders, starting with our employees, through a strong commitment to business ethics. Ethical conduct is one of our company's core principles and serves as the foundation for all our operations. **Accordingly, all decisions, business processes, and relationships are guided by our Code of Ethics Manifesto, which is rooted in the principles of responsibility, trust, inclusion, privacy, and legal compliance.**

The Code of Ethics serves as a key reference for all Esas Properties employees and business partners. The manifesto outlines expectations regarding ethical behavior, protection of company assets and information, anti-bribery and anti-corruption practices, rules governing the giving and receiving of gifts, employee rights, and occupational health and safety. All employees are expected to uphold company values and adhere to these principles in every aspect of their work. In parallel, we require our business partners across the value chain to fully comply with our Code of Ethics.

The Ethics Board is responsible for overseeing the implementation of the Code of Ethics both within and outside the organization. It provides guidance as needed and carefully evaluates all reported incidents, including potential ethical violations. Each case is resolved and documented with written feedback, in line with our commitment to transparency and accountability.

At Esas Properties, we strive to ensure that our Code of Ethics is more than a policy, it is embedded in our daily operations. This approach helps build lasting trust with both employees and stakeholders and reinforces our corporate reputation.

As a key component of our sustainability strategy, the Code of Ethics is managed dynamically to support the company's long-term success and its goal of creating lasting social value.

Risk Management

At Esas Properties, we view risk management as a core pillar of corporate sustainability and apply a comprehensive strategic risk management framework to guide our operations.

Our risk management framework, established in 2020, ensures that all critical risks are systematically monitored and evaluated by the Risk Committee. At the start of each year, risks are identified, assessed in terms of impact, and addressed with corresponding action plans. Risk monitoring is conducted at the end of each quarter, and findings are reported to the committee for review.

Risks are monitored in three categories based on probability and impact:

🔴 **Critical Risks:** Threaten business continuity and require immediate intervention.

🟢 **Medium Risks:** May impact operational processes but are manageable through control mechanisms.

🟡 **Low Risks:** Require monitoring but do not present significant operational or strategic threats.

As of 2024, a total of 25 strategic risks are regularly monitored:

• 5 critical risks

• 14 medium risks

• 6 low risks

Risk Categories

As part of its strategic risk management approach, Esas Properties has defined the following primary risk categories:

Management and Strategic Financial Risks: Risks that may impact corporate governance, investment decisions, and financial sustainability.

Asset Management Risks: Risks associated with the performance, valuation, and management of assets within Esas Properties' portfolio.

External Factors: Risks beyond the company's direct control, including macroeconomic developments, market volatility, climate change, and regulatory changes.

People and Technology Risks: Risks related to human capital, corporate culture, digital transformation, cybersecurity threats, and the integration of technology in operational processes.

At Esas Properties, we embrace a proactive approach to risk management, aiming not only to mitigate potential risks but also to maximize opportunities that align with our strategic objectives.

Disaster and Emergency Response Management

Under the leadership of the Disaster Management Committee, Esas Properties established a comprehensive Life and Business Continuity Management Procedure in 2024. All activities are guided by the principles of safeguarding human life, maintaining operational continuity, and protecting the company's reputation.

In line with our 2025 targets:

- A Business Continuity Management Procedure has been created.

- Emergency Action Plans have been updated across all locations.

- A Special Emergency Directive has been developed specifically for store employees.

Additionally:

- The Crisis Management Plan has been updated, and a Crisis Communication Plan has been introduced to ensure timely and accurate communication during emergencies.

- Business Continuity Plans have been developed for six critical departments.

- To support IT continuity, data redundancy has been established, internet and communication infrastructure at head office has been backed up, and cybersecurity measures have been enhanced.

Maintaining the effectiveness of the Disaster Management Plan through regular awareness training and comprehensive drills remains a top priority for 2025.

To raise awareness among employees and their families about potential disasters, such as fires, earthquakes, floods, landslides, and tornadoes, Esas Properties shares gamified video content. **This content educates employees on what actions to take before, during, and after a disaster, contributing to a culture of preparedness and resilience.**

Stakeholders and Participatory Communication

Stakeholder Communications

Our World

Future Generations

Employees

Phone, email, face-to-face communication, employee experience platform, digital meetings - Continuous

Visitors

Phone, email, digital platforms (social media, website, Google, WhatsApp Business, etc.)- throughout the year

Business Partners

Phone, email, face-to-face communication, digital meetings - Continuous

Tenants and Solution Partners

Phone, email, face-to-face communication, digital meetings - Continuous

NGO Collaborations

Phone, email, face-to-face communication, digital meetings – Often

Sustainability Partnerships

Phone, email, face-to-face communication, digital meetings – Often

Investors

Phone, email, face-to-face communication, digital meetings - Continuous

Shareholders

Phone, email, face-to-face communication, digital meetings – As needed

A Sustainability Roadmap for the Shopping Mall Industry, led by Esas Properties

The study titled "Turkish Shopping Mall Ecosystem: A Sustainability Roadmap for the Industry," led and sponsored by Esas Properties, represents a significant milestone in driving sustainable transformation across the shopping mall industry. Prepared by the Council of Shopping Centers (AYD) and coordinated by Ernst & Young (EY), the report offers a comprehensive analysis of current sustainability practices, identifying both risks and opportunities in the sector. Field surveys and stakeholder interviews revealed that 84% of participants cited high costs as the biggest challenge in implementing sustainability initiatives in shopping malls. However, energy management, occupational health and safety, and waste management emerged as the top sustainability priorities for the industry. In the Turkish SM ecosystem, the total rooftop area suitable for solar power plant (SPP) installation was calculated at 3.2 million m². The total installed capacity potential was estimated at 795 MW. Key Emission Findings from the Survey:

- Emission density in shopping malls - 43 $kgCO_2e/m^2$ based on total area.

- 111 $kgCO_2e/m^2$ based on leasable area.

- 0.7 $kgCO_2e/person$ based on visitor numbers.

The report, which sheds light on the future of the shopping mall industry, emphasizes major risks such as rising costs, evolving consumer and investor expectations, and limited access to financing. On the other hand, it identifies significant opportunities including early compliance with new regulations, access to sustainable financing, and rapid integration of new technologies. To support study findings, 10 focus group discussions were conducted to analyze the current status of the industry and responses from 106 stakeholders were evaluated. The results show that while environmental sustainability is currently the main area of focus, social sustainability is expected to gain greater importance in the short to medium term.

This study provides an important roadmap that guides the sustainable transformation of the shopping mall industry and also affirms Esas Properties' role as a pioneer, not just an investor. By supporting public policies and advancing compliance with international standards, this project presents a forward-looking vision to help shopping malls meet their sustainability goals. Under Esas Properties' leadership, the roadmap strengthens the industry's sustainability perspective and promotes the integration of sustainable practices in both existing assets and future investments.

Esas Properties' Sustainability Leadership and Contributions to the Industry

Esas Properties continues to drive the sustainable transformation of shopping malls through its long-term sustainability vision and strong environmental commitment. In collaboration with AYD, the company has emerged as a leader in energy efficiency and renewable energy use. A major milestone was marked by the "Energy Efficiency and Sustainability in Shopping Malls" workshop held in Istanbul, which brought together industry stakeholders to reduce energy consumption, accelerate the adoption of renewable energy, and promote sustainable business models.

Esas positions sustainability not merely as an investor obligation, but as a long-term value creation strategy. The company fosters collaborative solutions to improve the financing of energy efficiency projects and encourages sustainability agreements between tenants, suppliers, and shopping mall management. In alignment with circular economy principles, Esas implements projects focused on waste management, water conservation, and the expansion of green energy use.

As a forward-looking leader, Esas actively contributes to shaping industry policy and regulatory frameworks by facilitating access to financial resources for renewable energy investments, long-term Power Purchase Agreements (PPAs), expanded tax incentives for green energy use, and regulatory updates to sustainable investments.

Esas Properties also encourages the use of AI-assisted energy management systems by supporting technological solutions that enable real-time optimization in shopping malls. **By developing digital platforms and partnerships to share best practices, Esas and AYD help elevate sustainability awareness and accelerate industry-wide transformation. These strategies not only guide the malls in Esas Properties' portfolio, but also serve as a blueprint for the broader industry.**

The Shopping Mall Sustainability and Energy Index is a comprehensive evaluation model for measuring and improving the industry's sustainability performance by systematically monitoring energy consumption and carbon footprint in shopping malls.

The Index enables the following:

- Establishing a measurable and accountable structure for sustainability performance in shopping malls
- Promoting sustainability awareness among all stakeholders
- Creating effective action plans for energy efficiency and resource management

Key Assessment Areas:

- Energy and water consumption analysis: Regular monitoring and reporting of electricity, water, and natural gas consumption

- Area-based data analysis: Assessing energy usage based on Common Leasable Area (CLA), Common Areas (CA), and Gross Leasable Area (GLA)

- Architectural, technical, infrastructure and climate considerations: Evaluating energy data in light of architectural, technical, infrastructure, and local climate conditions

- Renewable energy use: Installing and tracking solar energy systems (SES)

- Carbon footprint measurement: Calculating annual carbon emissions and tracking changes over time

This index serves as a strategic tool that helps shopping malls achieve their sustainability goals, while also strengthening a culture of transparency, operational efficiency, and environmental responsibility across the industry.

Social Responsibility and Sustainability Approach

At Esas Properties, we view sustainability not only as an environmental responsibility but also as a critical driver for advancing social welfare and promoting equal opportunities. Guided by the principles of equal access and social justice, key pillars of sustainable development, we design and implement projects that support disadvantaged groups and aim to engage diverse segments of society in collaboration with our business partners.

One such initiative is the "Esas Box of Happiness Project," which was developed to help meet the essential needs of disadvantaged children and contribute meaningfully to their education, in line with our commitment to building sustainable cities and communities.

Project Scope and Implementation

The project is designed to provide periodic support to students in underserved schools located in cities where Esas Properties' Burda Shopping Malls operate. In cooperation with Provincial and District Directorates of National Education, a sister school was selected for each shopping mall location, and specially prepared gift boxes were delivered to the students.

In selecting the contents of the boxes, Esas Properties considered not only students' material needs but also their motivation for school, psychological well-being, and ability to actively engage in educational activities.

Social Responsibility and Sustainability Approach

Content and Purpose of Gift Boxes

The gift boxes were thoughtfully designed to meet children's essential clothing and educational needs during the cold winter months, with a focus on seasonal appropriateness and child development:

- Coat, boots, hat, and scarf – Winter clothing support to ensure comfort and protection
- Tracksuit – To encourage physical activity and ease of movement
- Storybook – To promote reading habits and imagination
- Stationery – To facilitate educational access and participation

These items helped children prepare for seasonal conditions while supporting their ongoing learning and development.

Valuable Contributions of Our Business Partners

At Esas Properties, we actively encourage our business partners to engage in social responsibility efforts and align with the Sustainable Development Goals through increased collaboration. Many of our partners supported the Esas Box of Happiness Project, helping extend its reach and impact.

Brands including Ayakkabı Dünyası, FLO, Panço, Günce Kitabevi, Paul Mark, and Toyzz Shop participated as sponsors. With their contributions, the gift boxes were enhanced and delivered to more students.

Widespread Impact of the Project and Number of Children Reached

The project reached 260 children, making a small but meaningful difference in their lives.

The number of students supported with the project:

- 01 Burda SM – 61 students
- 10 Burda SM – 30 students
- 14 Burda SM – 23 students
- 17 Burda SM – 50 students
- 39 Burda SM – 50 students
- 41 Burda SM – 50 students
- 67 Burda SM – 26 students

Our Social Contributions to a Sustainable Future

At Esas Properties, we view sustainability not only as an environmental responsibility, but also as a means to enhance economic and social well-being. We believe that one of the most meaningful ways to invest in the future is by developing long-term, sustainable social projects that support children and young people.

Looking ahead, we will continue to expand our efforts to support education, promote equal opportunity, and foster social development for future generations. Guided by our people-centered sustainability approach, we remain committed to creating lasting value for society, working together with our business partners and stakeholders.

Gender Equality

As part of our sustainability strategy, we continue to support projects that promote gender equality and contribute to building a more inclusive society. One such initiative is the Barbershop Talks, organized at 10 Burda Shopping Mall in collaboration with the YANINDAYIZ Association, which addresses gender equality through an interactive and engaging format.

The event series began at the 01 Burda SM Performance Arts Center on March 22, 2022, and later continued at the Kavacık Office. On May 31, 2024, the first public event took place at Sahne 10, the central gathering space of 10 Burda SM, attracting strong interest from shopping mall visitors, store employees, and the wider community.

The event aimed to spark social awareness by encouraging men to reflect on gender roles and perceptions of masculinity. Discussions also focused on the broader impact of gender equality in both professional and personal life, and the session created an interactive dialogue between speakers and participants.

Goodjob Founding Partner and Brand Consultant Serhan Ok, Esas Properties CEO Cem Eriç and Attorney Hikmet Koyuncuoğlu, Ph.D. from Koyuncuoğlu & Köksal Law were among the expert speakers of the event. Representatives from public institutions, women's associations, professional chambers, academic circles, private schools, and other NGOs in Balıkesir were also invited.

Such initiatives are vital in raising awareness around gender equality and fostering long-term, sustainable transformation within the business world. **Esas Properties remains committed to hosting inclusive and impactful programs in its shopping malls, in collaboration with visitors and business partners.**

- 09.07.2024 – Gender Equality Awareness Training
- 10.12.2024 – Gender Equality Awareness Training
- 20.11.2024 – #WeAreTogether - Violence Awareness Seminar
- NÖBETTEYİZ (We Are On Watch) event with Yanındayız Association on November 25, International Day for the Elimination of Violence Against Women

Esas Properties
Supplier Sustainability Survey

Sustainability is a shared responsibility that requires collaboration at both global and local levels. As environmental and social challenges become increasingly urgent, the business world is being called to adopt more responsible and sustainable practices.

With this understanding, Esas Properties conducted a supplier survey to raise awareness across its supply chain and evaluate sustainability performance. The survey consisted of 36 questions covering environmental, social, economic, and general performance indicators. A total of 33 companies responded to the survey, representing 78% of Esas Properties' supply chain by volume.

The supplier survey included questions in the following categories:

Environmental Sustainability = 9

Social Sustainability = 9

Economic Sustainability = 6

Overall Assessment = 12

Rating Scale

Excellent (130–144 points):

The supplier demonstrates outstanding sustainability performance, fully aligned with environmental, social, and governance (ESG) criteria.

Good (100–129 points):

The supplier shows strong sustainability performance with some areas for improvement.

Moderate (70–99 points):

The supplier demonstrates moderate performance and several areas in need of enhancement.

Poor (36–69 points):

The supplier shows weak sustainability performance and significant non-compliance with ESG standards.

Esas Properties
Supplier Sustainability Survey

	Environmental Subtotal	Social Subtotal	Economic Sustainability	Total
Average Value	21	25	15	90
Max Score	36	36	24	144
Percentage	%58	%70	%64	%62

Survey Findings

Carbon Footprint and Energy Management

- Guidelines for carbon footprint measurement should be provided and renewable energy projects should be encouraged.

- Innovative technologies should be used for energy management and financial support mechanisms should be established.

Innovation and R&D

- R&D investments should be increased for sustainable product development, and collaborations should be encouraged.

- Comprehensive metrics should be defined for performance monitoring.

Waste and Water Management

- Recycling infrastructures should be supported, zero waste practices should be expanded.

- Special incentives and training programs should be offered for water efficiency projects.

Education and Awareness

- Training should be organized to increase employees' sustainability awareness.

- Sustainability leadership programs should be developed for senior management.

Ethics and Stakeholder Engagement

- Audit mechanisms should be established to support implementation of ethical rules.

- Regular communication and reporting processes should be introduced to promote stakeholder participation.

Social Responsibility

- Regular surveys and development programs should be implemented for employee satisfaction.

- Participation in social responsibility projects should be encouraged and the budget allocated for this purpose should be increased.

Collaboration with Global AI for Climate Action:
Data-Driven Sustainable Solutions

At Esas Properties, we support the Global AI for Climate Action initiative, recognizing the critical role artificial intelligence can play in combating climate crisis. In line with our sustainability commitment, we contribute to this global effort by providing operational data to support the development of AI-powered solutions.

By sharing sustainability data from our operations, we help enhance climate modeling processes and support the development of innovative, science-based solutions for mitigating environmental impact. Through this collaboration, we act as an indirect stakeholder in efforts to strengthen the role of AI technologies in reducing environmental footprints across sectors.

This strategic partnership not only drives sustainable transformation within our industry but also aligns with our goal of fulfilling environmental responsibilities on a global scale. Our involvement in the Global AI for Climate Action initiative reflects our commitment to data-driven, technology-focused approaches to climate crisis.

Esas Properties will continue to support innovative projects and expand collaborative efforts to contribute to a more sustainable future.

Industry Leadership in Energy Efficiency: Comprehensive Energy Analyses and Performance Agreements with Siemens

Esas Properties is strategically collaborating with Siemens, a global leader in technology and engineering, to develop a sustainable, efficient, and low-carbon business model based on international standards in energy management.

As part of this partnership, comprehensive energy studies will be conducted across all shopping malls in Esas Properties' portfolio. Using Siemens' advanced technologies and expertise, the project will include detailed analyses of the energy efficiency of existing systems and equipment. Specifically:

• The energy consumption dynamics of each building will be assessed.

• The performance of HVAC (Heating, Ventilation and Air Conditioning) systems, lighting, mechanical, and electrical equipment will be evaluated.

• Energy losses and areas with potential for efficiency improvements will be identified.

• Optimum energy management scenarios will be developed using artificial intelligence and data analytics.

Following these evaluations, the Energy Performance Contracts (EPC) model will be implemented to prioritize projects that offer the highest energy efficiency with the lowest consumption. Under the EPC model:

• Measurable energy-saving targets will be established.

• Investment costs for energy efficiency improvements will be funded through the savings generated.

• Long-term sustainable energy management strategies will be developed.

Through this collaboration, Esas Properties aims to optimize energy use, reduce operational costs, lower carbon emissions, and contribute meaningfully to climate action. **This collaboration with Siemens also seeks to lead the construction of sustainable shopping malls of the future by providing an exemplary transformation in the industry's energy efficiency efforts.**

Supporting NGOs and Associations

Environmental Responsibility and Climate Action

Here for our **World**

Combating Climate Change

At Esas Properties, we recognize our corporate responsibility in addressing climate change and are committed to building a sustainable future. We take decisive action to systematically monitor and reduce our environmental impact.

Each year, we calculate our carbon footprint in line with international standards, covering emissions from activities within our operational boundaries. **This process supports regular tracking of greenhouse gas emissions, identification of reduction opportunities, and transparent reporting. In this context, we remain committed to reaching our net zero emissions target for operational activities by 2030.**

Our climate strategy goes beyond emission reduction. We also implement comprehensive measures to improve energy efficiency, enhance waste management, minimize the environmental impact of gases used in cooling systems, and prevent potential gas leaks through proactive monitoring.

In addition to our internal efforts, we extend our sustainability approach to include awareness-raising and informational activities for our tenants, helping them understand their role in climate action. In doing so, we aim to create more resilient and sustainable living spaces together with our stakeholders.

The table below presents greenhouse gas emissions from projects under Esas Properties' operational control, calculated in accordance with the ISO 14064-1 standard. Only emissions from sources under our direct operational control have been included.

Excluded from these calculations and scope are customer transportation emissions to and from shopping malls, emissions from the usage of fixtures and fixed assets, and embodied emissions from building construction

This boundary-setting approach ensures that the emission data is consistent, comparable, and relevant to our operational control, serving as a foundation for effective emissions management and reduction planning.

Table 1 also shows key performance indicators (KPIs) defined to monitor the environmental performance of our shopping malls more closely and to make comparative assessments. Total emission values have been calculated accordingly:

Total construction area of the shopping mall (gross m2), leasable area (m2), and annual total number of visitors were evaluated by comparing them with operational indicators.

These indicators allow for project-to-project comparisons in terms of emission intensity and support year-over-year performance monitoring. This data-driven approach strengthens our strategic decision-making and reinforces our commitment to climate action.

Property	Category 1 Direct E.	Category 2 Electricity E.	Category 3 Transportation E.	Category 4 Waste E.	Emission Reduction	Total Emissions	Intensity KPI tCO_2e/m^2	Intensity KPI $tCO_2e/Visitor$	Intensity KPI tCO_2e/GLA
01 BURDA	62	5.403	13	9	582	5.487	0,0292	0,0011	94,07
10 BURDA	443	4.387	7	2	NA	4.840	0,0467	0,0009	125,93
14 BURDA	442	3.295	11	2	NA	3.749	0,0430	0,0011	121,01
17 BURDA	419	4.821	13	27	1.750	5.281	0,0325	0,0006	112,00
39 BURDA	356	2.974	11	2	837	3.344	0,0584	0,0008	98,48
41 BURDA	455	6.240	38	19	1.463	6.752	0,0503	0,0006	99,65
67 BURDA	124	2.897	8	2	NA	3.031	0,0593	0,0009	149,34
AEROPARK	207	2.534	12	0	NA	2.753	NA	NA	NA
Esas Plaza	13	527	242	2	NA	784	NA	NA	NA
Total (tCO$_2$e)	**2.522**	**33.080**	**354**	**66**	**4.633**	**36.021**	**0,0456**	**0,0009**	**114,3553**

NA: Not Applicable
E: Emissions

Table 1: Absolute Emissions and KPIs

Combating Climate Change

Category	Category 1 Direct E.	Category 2 Electricity E.	Category 3 Transportation E.	Category 4 Waste E.	Emission A. SPP	Total Emission
(tCO$_2$e)	2522	33080	354	66	8.900	36022
Percentage	7,0%	91,8%	1,0%	0,2%	25%	100,0%

Table 2: Carbon Footprint by Categories

1. Emissions Overview

- Total Emissions: 36,022 tCO$_2$e

- Direct Emissions (Category 1): 2,522 tCO$_2$e - Representing 7% of total emissions, this category includes emissions from direct fuel use, such as fossil fuel consumption in operations.

- Largest Share: Emissions from electricity (Category 2) are the largest source of emissions at 91.8%, showing that operations are largely dependent on electricity consumption.

- Transportation Emissions (Category 3): 354 tCO$_2$e, constituting 1% of total emissions, indicating that transportation-related emissions under Esas Properties' operational control are limited.

- Waste Management (Category 4): 66 tCO$_2$e, constituting only 0.2% of the total, demonstrating that waste is managed regularly and contributes very little to the carbon footprint.

- SPP Emission Reduction: 8,900 tCO$_2$e, which corresponds to 24% of the total carbon footprint, showing that the use of clean energy from solar energy systems contributes to a significant emission reduction.

2. Key Findings and Assessment

Electricity consumption remains the primary source of emissions. This underscores the importance of expanding energy efficiency measures such as LED lighting conversions, smart building management systems, and continued investment in renewable energy. These actions are critical to reducing electricity-related emissions.

Emission reduction achieved through Solar Power Plants (SPPs) is significant. A contribution of 12.9% toward overall emissions reduction marks a meaningful step toward reaching net zero. Further increasing SPP capacity will play a key role in lowering the operational carbon footprint.

Waste management-related emissions are minimal. While this indicates effective current practices, environmental sustainability can be further strengthened by expanding recycling initiatives and waste reduction efforts aligned with circular economy principles.

Transportation-related emissions are limited. Although low in share, emissions in this category can be reduced further through targeted solutions. Increasing the availability of electric vehicle charging stations and promoting the use of public transportation among tenants and visitors will support carbon reduction.

This data highlights both the strengths and development areas of Esas Properties' operational carbon management. By focusing on electricity consumption and accelerating renewable energy investments, the company will be well-positioned to advance effective strategies aligned with its 2030 Net Zero target.

Renewable Energy

Esas Properties continues to take decisive steps toward a low-carbon future by placing sustainable energy transformation at the heart of its business strategy. By expanding the use of renewable energy sources in its operations, the company is both enhancing energy independence and significantly reducing its carbon footprint.

A total of six solar power plants (SPPs)—including four rooftop and two land-based installations—have been implemented within the company's portfolio. These renewable energy investments reduce reliance on fossil fuels and make a meaningful contribution to combating climate change.

The existing grid-connected solar power plants are listed below:

17 Burda Shopping Malls
39 Burda Shopping Malls
01 Burda Shopping Malls
41 Burda Shopping Malls

In addition, a land-type SPP investment was made at 01 Burda AVM using the ESCO (Energy Service Company) model. This innovative financing approach supports both energy efficiency and long-term financial sustainability while advancing Esas Properties' carbon neutrality goals.

Looking ahead, a new solar power plant with a capacity of 1.2 MWp is planned for Esas Plaza in the Kisecik district. Upon completion, this project will raise the company's total installed capacity from 14.2 MW to an annual renewable energy generation capacity of 18.7 million kWh.

Once the last project is completed, the Group's total installed solar power will increase from 14.2 MW to 18.7 million KWH of annual renewable energy generation capacity. Accordingly, the renewable energy usage rate in shopping mall common areas will increase to 100%. The portfolio-wide renewable energy usage rate will reach 85–90%.

Esas Properties also plans to diversify and expand energy investments using the build-operate model and equity financing, playing a leading role in Türkiye's transition to a low-carbon economy. Guided by a holistic sustainability vision, the company integrates renewable energy, energy efficiency, carbon reduction, and environmental responsibility into every aspect of its strategy.

These efforts are projected to prevent approximately 6,000 tons of carbon emissions annually, underscoring the company's critical role in achieving environmental sustainability targets. **Esas Properties will continue to grow its renewable energy investments as part of its commitment to combating climate change and shaping a sustainable future.**

	2024									
	Total	**01 Burda**	**10 Burda**	**14 Burda**	**17 Burda**	**39 Burda**	**41 Burda**	**67 Burda**	**Aeropark**	**Esas Plaza**
Common Area Electricity Consumption (KWH)	16.904.567	3.657.398	2.482.920	2.209.422	2.578.224	1.327.696	1.863.657	1.733.592	496.710	554.947
SPP Power Generation (KWH)	14.020.902	7.242.518	NA	NA	3.331.984	2.096.994	2.096.994	NA	NA	NA
SPP Installed Capacity (MWH)	12	6.35	NA	NA	2.70	1.7	1.7	NA	NA	NA
Estimated SPP Installation m²	52.365	8.00	NA	NA	17.465	18.000	18.000	NA	NA	NA
Estimated No. of Panels (Units)	13.414	1.996	NA	NA	4.956	3.906	3906	NA	NA	NA

NA : Not Applicable

Environmental and Social Contribution Through Recycling of Electronic Waste

As part of its sustainability strategy, Esas Properties continues to promote the efficient use of resources through initiatives that deliver both environmental and social benefits. One such initiative is the collection and recycling of electronic waste (e-waste), supported by the placement of designated collection bins in the company's shopping malls. This project goes beyond waste management and also serves as a social responsibility initiative aimed at supporting education.

Proceeds from the recycled e-waste are donated to the Turkish Education Volunteers Foundation (TGEV) to fund educational projects and help children gain access to improved learning opportunities. In this way, the initiative directly connects environmental sustainability with social impact, supporting the goals of a circular economy.

Environmental and Social Impact of the Project

Total electronic waste collected: **1.8 tons**

Estimated CO_2 emissions reduction: **3.15 tons**

Total reach (visitors + social media): **400,000 people**

This project aims to reduce environmental impact and develop effective waste management solutions while contributing to lasting social transformation. The initiative delivers the following benefits:

- Conserving natural resources: Recycling electronic waste helps minimize the extraction of raw materials, such as those obtained through environmentally damaging mining activities.

- Reducing carbon emissions: The recycling process contributes to emissions reduction, supporting broader efforts to combat climate change.

- Raising awareness on waste management: By engaging shopping mall visitors, employees, and the wider public, the project builds awareness about the environmental impact of electronic waste and the importance of recycling.

- Supporting education: Economic value derived from recycled materials is directed toward children's education, creating tangible social benefit.

Green Route Project

Through the Green Route Project, Esas Properties supports sustainability by encouraging visitors to use bicycles and electric scooters when visiting its shopping malls. Visitors who arrive using these environmentally friendly methods are invited to declare their transportation choice at the information desk, where they receive bicycle equipment as a gift, rewarding sustainable behavior and raising awareness.

The Green Route contributes to transforming individual transportation habits and creating climate-friendly preferences on a social scale. As a shopping mall, we go beyond reducing our environmental impacts and open up space for our visitors to adopt sustainable lifestyles. **The project also creates the indirect effect of reducing urban traffic density. In the times to come, we plan to expand communication and awareness activities so that the initiative reaches more participants.**

Visitors who arrive at our shopping mall by bicycles or electric scooters will win various bicycle equipment gifts when they apply to the information desk at the entrance to state that they use this method of transportation.

Through this initiative, we aim to:

- Reduce carbon emissions by promoting low-emission transportation
- Support sustainable transportation by encouraging the use of bicycles and electric scooters
- Inspire a healthier and more active lifestyle

Electric Charging Stations for Sustainable Transportation

At Esas Properties, we support the transition to sustainable transportation by installing electric vehicle (EV) charging stations across our shopping malls. As electric vehicle use continues to grow, we are expanding our charging infrastructure to meet visitor needs and help reduce carbon emissions.

The charging stations enable visitors to conveniently charge their vehicles while shopping. Offering multiple power levels, the stations accommodate both fast-charging needs and standard charging for longer stays.

This initiative aligns with the sustainability goals of our shopping malls and is an important part of our energy efficiency and environmental awareness policies. This infrastructure provided to electric vehicle users directly contributes to the reduction of carbon emissions and constitutes an important step for a cleaner environment.

Looking ahead, we are evaluating options to power charging stations with renewable energy, including solar-powered systems. This integration will further reduce emissions and contribute to a greener energy mix within our operations.

Charging stations are supported by mobile applications and digital payment systems, allowing users to check station availability and receive directions to the nearest point.

We aim to increase the number of EV charging stations across our shopping malls and promote the broader adoption of electric vehicles. We are working with business partners to support the widespread use of EV infrastructure in line with our shared sustainability goals.

At Esas Properties, we remain committed to implementing environmentally responsible solutions and reinforcing our shopping malls with low-carbon, future-ready transportation systems.

Project	DC Charging Units	AC Charging Units	Allocated Total DC Power	Allocated Total AC Power
01 Burda	4	2	360 KW	44 KW
10 Burda	3	2	360 KW	120 KW
14 Burda	3	2	360 KW	400 KW
17 Burda	4	2	360 KW	44 KW
39 Burda	3	1	600 KW	120 KW
41 Burda	6	2	360 KW	44 KW
67 Burda	3	1	600 KW	200 KW

Corporate Identity and
Sustainability Vision | Material Topics | Strategic Management
and Governance | Stakeholders and
Participatory Communication | **Environmental Responsibility
and Climate Action** | Digitalization and
Innovation | Employees and
Corporate Life | Performance and
Achievements

Water Stewardship and Water Footprint Tracking

Esas Properties recognizes that the climate crisis is closely linked to the global water crisis. As such, the protection and sustainable use of water resources has been identified as a material environmental issue. In response to mounting pressure on water availability, the company has developed robust water stewardship policies and systematically evaluates the impact of its operations on water resources.

To ensure transparency and accountability, Esas Properties regularly calculates its Blue, Gray, and Green Water Footprints and reports water usage in a transparent, traceable manner. These efforts support the company's commitment to optimizing water consumption, improving effluent management, and increasing the use of alternative water sources.

As part of its Sustainable Water Management Strategy, Esas Properties has implemented rainwater harvesting and recycling systems at 01 Burda and 17 Burda Shopping Malls. These systems collect rainwater from rooftops and hard surfaces, filter it, and reuse it, particularly for landscape irrigation and general cleaning, reducing reliance on municipal water and alleviating pressure on groundwater reserves.

Operational water efficiency is further supported by reuse and recovery initiatives, while water consumption is monitored and optimized instantly through building management systems. The company aims to spread a culture of water saving by organizing awareness programs for employees and tenants on water efficiency.

Looking ahead, Esas Properties plans to expand its investments in water stewardship, implement water recovery systems in more locations, and develop innovative solutions to reduce water consumption. The goal is to embed sustainable water management practices across the entire portfolio.

Shopping Malls	Total Water Footprint (m³)	Blue Water Footprint (m³)	Grau Water Footprint (m³)	Green Water Footprint (m³)	Consumption m²
01 Burda	123.557	71.953	51.486	118	2,18
10 Burda	119.858	45.231	74.627	0	2,91
14 Burda	38.783	26.136	12.647	0	1,10
17 Burda	98.723	45.164	53.432	127	2,59
39 Burda	122.863	64.291	158.572	0	3,20
41 Burda	128.176	55.360	72.816	0	2,18
67 Burda	40.405	25.670	14.735	0	1,83
Total	**672.365**	**333.805**	**438.315**	**0**	**2,2**

Digitalization and Innovation

Digitalization and Innovation

At Esas Properties, we recognize that digitalization is essential to ensuring the continuity and resilience of our systems. As technological advancements accelerate, we closely monitor trends and take proactive steps to remain one step ahead of the competition. By leveraging digital tools such as Shopla CRM, ERP systems, Assetify, and our internal communication platform GIK, we enhance the sustainability and efficiency of our business processes.

Shopla

The evolution of e-commerce and shifting consumer behaviors have transformed shopping malls from purely physical spaces into interactive platforms that connect visitors with brands, deliver personalized experiences, and continuously evolve in response to customer expectations.

Modern consumers prioritize convenience, speed, and personalization, while and meeting these expectations requires a shift toward more data-driven, real-time engagement. At Esas Properties, we consider the first step toward a sustainable mall experience to be understanding the visitor and engaging with the right content, at the right time, through the right channel.

Launched in December 2021, Shopla is our mobile experience platform powered by advanced data analytics and integrated with world-leading analytical solutions. It enables us to analyze visitor profiles, behaviors, and preferences-transforming raw data into meaningful insights and personalized experiences.

Using beacon technology, Shopla detects visitor presence, tracks interactions and digital footprints, predicts preferences, and delivers personalized campaigns. In doing so, it creates value not just inside our shopping malls but also in everyday life-with offers that span fuel, transportation, education, and accommodation-positioning Shopla as a platform that aspires to become the city's mobile companion.

Shopla also stands out with AI and image processing technologies, CRM and infrastructure systems enriched with in-depth analytics, and he ability to process large datasets in seconds, meeting user expectations for speed. Our visitors can instantly access opportunities inside and outside the shopping mall.

Beyond functionality, Shopla is a powerful communication platform that helps attract new visitors, deepen loyalty, and create a seamless, intelligent, and connected shopping experience..

Shopla, which combines and processes visitor data (related to profile, visit, behavior, shopping and experience journey) belonging to hundreds of brands in a shopping mall on its own *CDP, inspires with its strong aspects such as experience design, serving the effective use of the workforce with artificial intelligence technologies and interaction with location-based services with the trend analysis and insights it produces.

*CDP : Customer Data Platform

Assetify

Assetify

Developed to rapidly process large volumes of data and generate meaningful insights, Assetify is the first business intelligence platform in the asset management industry to offer end-to-end decision support. With this innovation, Esas Properties continues to inspire the industry and lead with forward-thinking digital tools. Assetify enables the creation of detailed, data-driven reports, helping managers make smarter decisions, use resources more efficiently, and improve operational effectiveness. By uncovering insights from even the smallest or previously overlooked data points, the platform enhances process visibility, ensures transparency, and helps identify problems earlier and more easily. Assetify combines and simplifies complex, siloed data, enabling rapid reporting that once required extensive manual effort. It also improves time efficiency, allowing employees to shift focus from report preparation to higher-value decision-making and interpretation. Furthermore it enables advanced forecasting and scenario analysis through methods such as comparison, estimation, simulation, and modeling.

Assetify's capabilities include: Reducing reliance on technical experts by offering intuitive, user-friendly interfaces that make complex analysis accessible to all users; revealing trends and insights that cannot be easily captured through traditional numerical or textual data alone, with powerful data visualization capabilities; Integrating raw data across departments, presenting it through consolidated dashboards for both operational and managerial reporting. Many analyses for different purposes performed using different methods have been displayed as a whole on summary screens and dynamic analyses have been conducted. Assetify data can provide operational and managerial reports from our investor business partners to our tenant business partners with accessible insights and high-level visibility from a single platform with a proactive monitoring perspective. With Assetify, an average of 50% improvement has been achieved by considering the rates that vary according to reports in complex business processes, together with data collection, data storage, data analytics, information management, decision-making and interpretation. Proactive benefits have been achieved in terms of gaining positive momentum in profitability as a result of detecting the risk before it occurs and taking action with the scenario models created by current simulation modules based on historical and data characteristics.

Microsoft Dynamics 365

Esas Properties has implemented Microsoft Dynamics 365 to consolidate and integrate all business systems under a single, unified platform. This end-to-end solution optimizes processes, increases operational efficiency, and ensures seamless data flow across departments. By standardizing data and enabling all units to speak the same "data language," the platform ensures data consistency and compatibility, making reporting and analysis more reliable and insightful. With Dynamics 365, core business processes—including warehouse and stock management, maintenance, HR, budgeting, purchasing, expense tracking, and external system integrations—have become fully manageable within a single ecosystem. The use of Dynamics 365 Finance & Operations (F&O) ERP has enabled fast and reliable access to data, supporting more informed, timely, and strategic decision-making. Key outputs include Asset Management reports (Assetify VY) via Power BI, HR analytics, demographic and cost reports (Assetify HR), and comprehensive financial and operational reports integrated across business units

As an industry-first, Esas Properties has developed a holistic solution that spans from operations to strategic management reporting. The integration of the Asset Management module in Dynamics 365 with our in-house Assetify platform, built on Power BI, provides a complete toolset that addresses both operational and managerial needs in asset management. This success was made possible through collaborations with our solution partners DMR and Momentum DataLab, and by combining Esas Properties' in-depth real estate expertise with world-class product knowledge.

Our digital transformation strategy leveraged Microsoft's comprehensive ecosystem, using globally recognized tools to build a system that brings together all supporting functions—Financial Affairs, Finance, Budgeting, Maintenance, Purchasing, HR, and Marketing—under one robust, scalable umbrella.

The primary gains of this system:

- Data Deduplication.
- Company Consolidation.
- Workflows.
- Mobility.
- Multi-Language Support.
- Department Communication
- Automation.
- Cloud Technology.
- International Standards.
- Reporting Infrastructure.
- Controlled Registration.

Employees and Corporate Life

Decent Work and Economic Growth

- In our ongoing Great Place to Work® (GPTW) journey that began in 2022, we once again demonstrated our strong workplace culture by achieving an 82% score in the 2024 GPTW evaluation.

- We were proud to receive the Innovation By All™ award, which recognizes our commitment to building a culture of learning, embracing innovation, and encouraging employee participation in new ideas and practices.

- To support the economic well-being of our employees, we implemented mid-year salary increases and took further steps to elevate the employee experience.

- As part of our Employee Experience Focus Group Studies, we established two voluntary groups based on development areas identified through the 2022 GPTW and Employee Satisfaction Survey (ESS). With insights gathered during workshops, we identified root causes and created an action plan, which was shared with senior leadership. As of 2024, 83% of these action items have been implemented.

- Our most recent Employee Engagement Survey yielded a 78% result, demonstrating strong team spirit, collaboration, leadership, innovation, and development culture across the organization.

- Our Net Promoter Score (NPS) stood at +53, highlighting the trust our employees place in the company and their willingness to recommend it as a great place to work.

- Keeping employee experience at the center, we achieved a 79% Employee Experience score in our internal assessments.

- We continue to strengthen our people-focused practices through structured onboarding processes, including: First Day Greetings, Welcome Boxes, and structured orientation programs.

- We launched the Reverse Mentoring Program.

- With the "Buddy" system, we assigned buddies who guided our new teammates for a month during the onboarding of 27 new employees.

Employee Rights, Diversity and Inclusion
(Our Workforce)

Male Female Employees by Year — Esas HO Total Male Employees Esas / HO Total Female Employees

Blue-Collar Female Male — Female Employees % / Male Employees %

White-Collar Female Male — Female Employees % / Male Employees %

Employee by Age — -30 Years / 30-50 Years / +50 Years

Employee Trainings — Blue-Collar / White-Collar

Senior Executives — Female Employees % / Male Employees %

Employee Departures — Male / Female

New Employees — Female / Male

Employees by Tenure — 0-5 Years / 5-10 Years / +10 Years

At Esas Properties, we are committed to protecting employee rights, cultivating an inclusive work environment, and building a safe, fair, and equitable workplace culture. Our employees are the foundation of our sustainable growth, and we strive to ensure that every individual is respected, In all our People and Culture processes, we embrace and celebrate individual identities and differences. **Our practices are built on fairness, transparency, and the principle of equal opportunity for all.**

Across all process of our People and Culture Department, including recruitment, training, promotion, interdepartmental transfer, and compensation, we do not tolerate discrimination based on religion, language, ethnicity, gender, age, disability, political views, or physical differences. We assess employees as individuals and integrate them into our organization in accordance with our core value: "equal opportunities for all."

Fair Wage Policy and Employee Rights

Our remuneration system is designed to be transparent, fair, and aligned with the responsibilities and levels of each role. We are firmly committed to wage equality and fairness across the organization. Esas Properties adopts a zero-tolerance policy against child labor and forced labor. We uphold human rights principles in every aspect of our operations and ensure that all employees benefit from safe, respectful, and just working conditions.

Employee Development and Talent Management

At Esas Properties, we implement a comprehensive talent management strategy designed to attract top talent, foster employee loyalty, and maximize performance. Under the umbrella of our employer brands #Birlikteyiz (#WeAreTogether) and #SeninleBirlikte (#BetterTogether)—we offer a wide range of practices that support both the professional and personal development of our employees.

Our approach includes training and development programs, leadership development initiatives, coaching, and mentoring, all aimed at helping employees unlock their potential and reach their career goals. To make development opportunities more accessible, we offer a blended training model that includes both online and face-to-face learning options. We also encourage participation in industry development programs to support continuous learning and the enhancement of professional competencies.

Practices Supporting the Development of Our Employees

- **Orientation Programs:** Every new employee receives structured orientation training to ease their transition into the company. Through our "Buddy" initiative, they are paired with a current employee for their first month to support adaptation to the culture and business processes.

- **Reverse Mentoring:** This program brings together employees from different generations to exchange perspectives, promoting two-way learning and strengthening cross-generational collaboration.

- **Internal Promotion and Career Development:** In line with our organizational growth goals, we prioritize internal talent for open positions. A systematic, year-end evaluation process, including promotion committees, ensures fairness and transparency.

- **Competency and Performance Management:** We conduct annual reviews of employee competencies and performance to identify high-potential individuals for critical roles. This enables us to minimize external hiring and foster internal career progression.

- **Interdepartmental Mobility and Career Development:** We support internal mobility to allow employees to diversify their expertise and pursue career paths across different functions.

- **Serving in New Projects:** Employees are regularly invited to participate in new projects, providing opportunities to broaden their knowledge, strengthen competencies, and assume more active roles within the organization.

At Esas Properties, we are committed to building a work environment that enables employees to realize their full potential, supports long-term career growth, and reflects a sustainable, future-ready talent management model.

Employee Training

	2022	2023	2024

Blue-Collar | White-Collar

By Age

-30 Years | 30-50 Years | +50 Years

Senior Executive

Female Employees % | Male Employees %
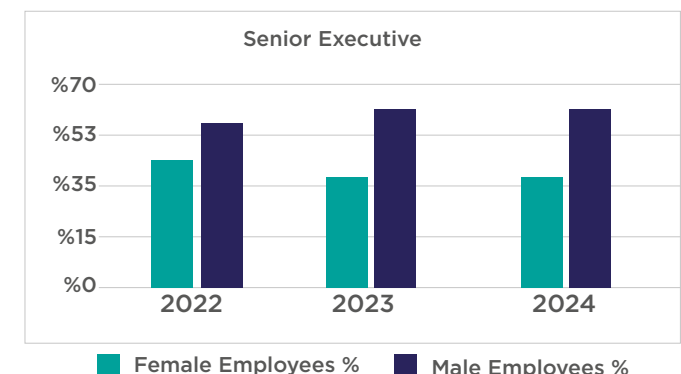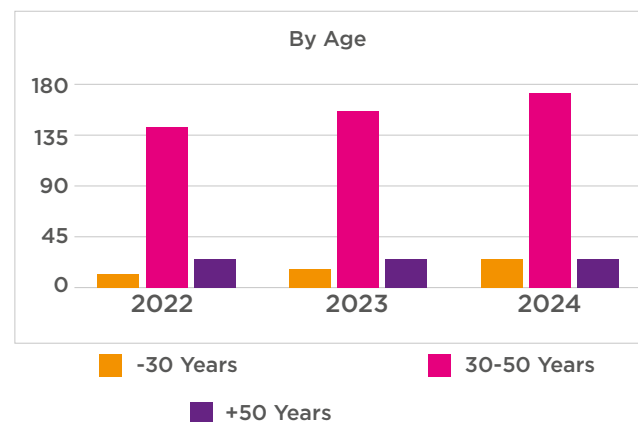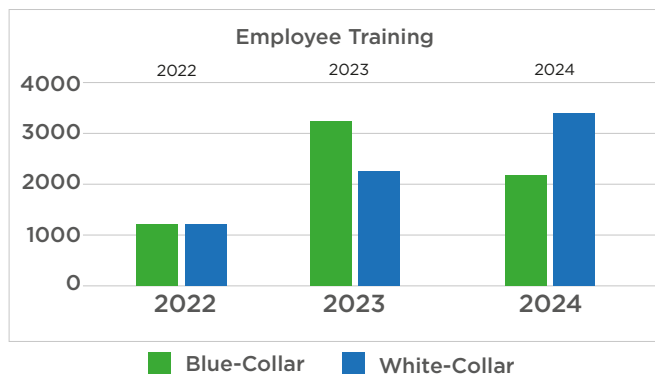
Corporate Well-Being Program: #BetterTogether

At Esas Properties, we believe that a society made up of healthy and happy individuals lays the foundation for a sustainable future, and we implement a comprehensive corporate well-being program that supports the physical, mental and social well-being of our employees.

Our **#BetterTogether** program consists of services that help our employees maintain a healthy work-life balance, provide expert support, and strengthen them physically, mentally and psychologically.

Accordingly, we offer the following services to our employees and their families through the 24/7 Employee Support Line:

- **Medical Consultancy:** Access to health-related guidance for employees and their families
- **Psychological Support:** Expert assistance for mental health and stress management
- **Financial Consultancy:** Support for personal finance and budgeting
- **Legal Consultancy:** Guidance on employee legal rights
- **Veterinary Consultancy:** Services for employees who are pet owners
- **Technological Consultancy:** Support on digital tools and technology use
- **Newborn Consultancy:** Resources for new parents on child care and health
- **Healthy Nutrition:** Dietitian-backed guidance for healthier living
- **Gardening & Plant Consultancy:** Support for connecting with and sustaining natural life

Additionally, we held various #BetterTogether webinars on current topics:

Path to Happiness - Self-Compassion and Well-being Seminar.

Personal and Family Budget (Expenditure Management) Webinar.

Psychological Security - How to Protect Our Mental Health Webinar.

Happy Hour events in January - February - April - June - September.

Within the scope of our Corporate Wellness Program:

We held six sessions of "Start the Day with Desk Exercises."

We carried out 3 and 6-month on-site individual measurements within the scope of the Corporate Wellness Program.

We organized 10 competitions through the Corporate Wellness Program. We presented gift certificates to the first 3 coworkers who won the competition. In 2024, 30 employees received gifts.

We shared 12 blog posts titled "Esas Wellness Corner" featuring wellness content every month.

Group sessions (Pilates, Zumba, Yoga, Fitness) continued throughout the year as part of Studio by Mac Events.

At Esas Properties, we are committed to protecting and enhancing our sustainable workforce by continually developing initiatives that strengthen the well-being of our employees physically, mentally, and socially.

Employee Health and Workplace Safety

At Esas Properties, we view employee health and workplace safety among our core corporate responsibilities. Accordingly, we implement occupational health and safety (OHS) initiatives in all our workplaces and Kavacık Office in compliance with applicable laws, regulations and international standards, and work meticulously to mitigate risks.

As part of preventive health and safety measures:

• We renew expiring first aid certifications of our employees through training programs delivered by accredited institutions.

• Technical teams are provided with work-appropriate clothing and personal protective equipment (PPE) in compliance with applicable regulations. Regular field inspections are conducted to ensure adherence to safety standards.

• OHS Board Meetings are held four times a year with the participation of the employer representative, Labor Relations and Remuneration Manager, OHS specialist, workplace physician, building managers and employee representatives.

• Emergency response plans are reviewed and updated at least once a year, Field inspections are conducted at regular intervals and possible non-conformities are quickly resolved.

• Periodic check-ups, occupational health and safety trainings and drills are implemented in line with annual OHS plans.

• We increase the safety awareness of our employees with awareness and training processes after workplace accidents and take actions to prevent recurrence. We report all workplace accidents to the relevant institutions and ensure that they are recorded.

• Employer representatives are appointed in all our workplaces and these representatives are equipped with the necessary authorities and responsibilities. Similarly, workplace physicians and OHS specialists are appointed through external Joint Health and Safety Unit (OSGB) contractors.

At Esas Properties, we are committed to continuously enhancing our practices to safeguard the health, safety, and well-being of all employees through both preventive and corrective measures.

	Total	01 Burda	10 Burda	14 Burda	17 Burda	39 Burda	41 Burda	67 Burda	Aeropark	Esas Plaza
ESAS Properties Employees	196	13	13	13	11	13	14	11	12	96
Total Annual Working Hours	385.961	32.539	28.943	29.901	24.691	27.819	32.060	25.263	26.697	158.050
Fatal Accidents	-	-	-	-	-	-	-	-	-	-
Total Recorded Accidents	4	-	-	1	-	-	-	-	-	2
Number of Lost Time Accidents	5	-	-	-	-	-	-	-	-	3
Injury Rate (IR)**	10	-	-	33	-	-	-	-	-	13
Lost Day Rate (LDR)	13	-	-	-	-	-	-	-	-	19
OHS Training Hours	-	-	-	-	-	-	-	-	-	212
Employees Taking OHS Training	-	-	-	-	-	-	-	-	-	57
Occupational Disease Ratio %	-	-	-	-	-	-	-	-	-	-

Donations and Collaborations

We continued to be a corporate supporter of Esas Sosyal in 2024.

Women's Labor Evaluation Foundation (2023 ongoing term)

Business and Sustainable Development Council (2024 new term)

The People and Culture team mentored two young people throughout the year.

• With the 115 Welcome Boxes presented to new employees, a donation was made to the relevant NGO for each box. NGOs we supported in 2024: **Community Volunteers Foundation (TOG), Turkish Education Association (TED), Hope Foundation for Children with Cancer (KAÇUV).**

• To support gender equality, we organized awareness training for new employees in collaboration with the Yanındayız Association.

• For the Feast of Sacrifice holiday in 2024, 99 Care Packages donated by Esas Properties employees were delivered to the affected families in the earthquake region in cooperation with **"BURADAYIZ HATAY ASSOCIATION" .**

• Donations were made to TED and TEV on behalf of 12 coworkers who ran the 46th Istanbul Marathon on November 3.

• The New Year's gifts received were donated to Darüşşafaka Society pursuant to the decision of the Ethics Board.

• A corporate sapling donation was made to the Tema Foundation on behalf of 14 coworkers who are Sustainability Gesture Champions.

Performance and Achievements

Awards and Certifications

YEARS	WINNER	AWARDS AND CERTIFICATIONS
2015	AeroPark	Leed Gold Certification
2019	67 Burda AVM	Marcom Awards (3 platinum, 1 gold)
2019	41 Burda AVM	Marcom Awards (2 platinum, 2 gold)
2019	41 Burda AVM	Leed Gold Certification
2019	39 Burda AVM	Marcom Awards (2 platinum, 1 gold)
2019	39 Burda AVM	Leed Gold Certification
2019	17 Burda AVM	Marcom Awards (1 platinum, 1 gold)
2019	17 Burda AVM	Leed Gold Certification
2019	14 Burda AVM	Marcom Awards (1 platinum, 1 gold)
2019	14 Burda AVM	Leed Gold Certification
2019	10 Burda AVM	Stevie International Business Awards (1 Gold and 1 Bronze Stevie)
2019	10 Burda AVM	Leed Gold Certification
2021	01 Burda AVM	MIPIM – First Prize – Best shopping mall Category
2021	01 Burda AVM	Leed Gold Certification
2021	Esas Properties	Fast Company Most Innovative Companies (Shopla)
2022	Esas Properties	Stevie International Business Awards – Gold Stevie (Mobile Site & Application Category) (Shopla)
2022	Esas Properties	Marcom Awards (1 platinum) (Shopla)
2022	Esas Properties	Great Place To Work
2023	Esas Properties	Great Place To Work - Türkiye's Top Employers Best Medium (100-249 employee category)
2023	Esas Properties	Great Place To Work - Best Workplaces for Millennials (100-249 employee category)
2023	Esas Properties	Great Place To Work - Best Workplaces for Innovation by all (100-249 employee category)
2024	Esas Properties	Great Place To Work - Best Workplaces for Innovation by all (100-499 employee category)
2024	Esas Properties	Great Place To Work
2024	Esas Properties	Fast Company Most Innovative 50 Companies (Shopla / AI)

Environmental Performance Indicators

2024										
	Total GJ	**01 Burda**	**10 Burda**	**14 Burda**	**17 Burda**	**39 Burda**	**41 Burda**	**67 Burda**	**Aeropark**	**Esas Plaza**
Electrical Energy Consumption (GJ)	78.499.718	15.315.332	10.221.703	7.598.886	10.682.111	6.647.958	14.563.871	6.445.670	5.799.812	1.224.375
Offsite Energy Consumption (GJ)	361.419.340	68.918.994	48.042.005	31.155.433	49.137.712	36.563.769	66.993.805	27.716.381	27.259.117	5.632.123
Renewable Electric Energy (GJ)	14.020.902	7.242.518	0	0	3.331.984	1.349.406	2.096.994	NA	NA	NA
Natural Gas Energy Consumption (GJ)	1.234.994	44.654	312.415	236.709	117.779	77.587	223.736	41.103	181010,47	NA
Total Energy (GJ)	455.174.954	91.521.499	58.576.123	38.991.028	63.269.586	44.638.720	83.878.406	34.203.154	33.239.940	6.856.498
Energy Intensity (GJ /m²)	0,940	0,920	1,062	0,898	0,954	0,924	0,841	0,981	NA	NA
Water Consumption	26.691	27.983	32.242	15.914	35.934	7.262	46.057	21.448	NA	NA
Water Intensity (usage m²/GLA)	0,702	0,518	0,801	0,461	1,057	0,267	0,810	0,996	NA	NA
Total Waste Quantity (Kg)	3.953.050	525.073	929.155	94.505	1.300.611	114.510	893.620	87.910,2	5780,1	1885
Paper, Cardboard (Kg)	1.357.210	473.552	94890	74.155	261.615	111.910	262.145	73.290	4255	1398
Plastics (Kg)	34.033	19.203	2.575	1.100	6.908	2.580	0	955	625	87
Glass (Kg)	39.122	28.890	1.948	1.250	4.669	0	0	1.465	900	0
Biodegradable Waste (Kg)	2.509.112	3.423	829.742	17.150	1.027.397	0	619.200	12.200	0	0
Total Hazardous Waste (tons)	12.324	5,3	0,45	0,85	22	20	12275	0,20	0,01	0,4
Total Non-hazardous Waste (tons)	2.116.016	525,1	929155	93655	1300,5	114490	881.715	87.910	5780	1485

2024										
	Total	**01 Burda**	**10 Burda**	**14 Burda**	**17 Burda**	**39 Burda**	**41 Burda**	**67 Burda**	**Aeropark**	**Esas Plaza**
Common Area Electricity Consumption (KWH)	16.904.567	3.657.398	2.482.920	2.209.422	2.578.224	1.327.696	1.863.657	1.733.592	496.710	554.947
SPP Power Generation (KWH)	14.020.902	7.242.518	NA	NA	3.331.984	1.349.406	2.096.994	NA	NA	NA
SPP Installed Capacity (MWH)	12	6,35	NA	NA	2,70	1,1	1,7	NA	NA	NA
Estimated SPP Installation (m²)	52.365	8.000	NA	NA	17.465	8.900	18.000	NA	NA	NA
Estimated No. of Panels (unit)	13.414	1.996	NA	NA	4.956	2.556	3.906	NA	NA	NA

NA : Not Applicable
GJ : GigaJoule

Environmental Performance Indicators

2024										
	Toplam	**01 Burda**	**10 Burda**	**14 Burda**	**17 Burda**	**39 Burda**	**41 Burda**	**67 Burda**	**Aeropark**	**Esas Plaza**
Total Water Consumption (m³)	296.823	48.635	48.716	33.711	41.396	9.104	67.870	28.907	14.544	3.941
COD (m³)	494,7	333	567	296	455	1185	454	173	NA	NA
Harvested Rainwater (m³)	245	118	NA	NA	127	NA	NA	NA	NA	NA
Water Footprint (m³)	672.365	123.557	119.858	38.783	98.723	122.863	128.176	40.405	NA	NA

COD: Chemical Oxygen Demand
NA : Not Applicable

Property	Category 1 Direct E.	Category 2 Electricity E.	Category 3 Transportation E.	Category 4 Waste E.	Emission Reduction SPP	Total Emissions	Intensity KPI tCO_2e/m^2	Intensity KPI tCO_2e/Visitor	Intensity KPI tCO_2e/GLA
01 BURDA	62	5.403	13	9	582	5.487	0,029	0,001	94,07
10 BURDA	443	4.387	7	2	NA	4.840	0,047	0,001	125,93
14 BURDA	442	3.295	11	2	NA	3.749	0,043	0,001	121,01
17 BURDA	419	4.821	13	27	1.750	5.281	0,033	0,001	112,00
39 BURDA	356	2.974	11	2	837	3.344	0,058	0,001	98,48
41 BURDA	455	6.240	38	19	1.463	6.752	0,050	0,001	99,65
67 BURDA	124	2.897	8	2	NA	3.031	0,059	0,001	149,34
AEROPARK	207	2.534	12	0	NA	2.753	NA	NA	NA
Esas Plaza	13	527	242	2	NA	784	NA	NA	NA
Total (tCO_2e)	2.522	33.080	354	66	4.633	36.021	0,046	0,001	114,355

E: Emissions
NA : Not Applicable

Social Performance Indicators

	Total 2022	Total 2023	Total 2024	01 Burda	10 Burda	14 Burda	17 Burda	39 Burda	41 Burda	67 Burda	Aeropark	Esas Plaza
ESAS Properties Employees												
Esas GM Total Employees	165	173	196	12	12	13	11	13	13	10	12	100
Esas GM Total Male Employees	104	107	116	10	9	8	8	8	11	7	10	45
Esas GM Total Female Employees	61	66	80	2	3	5	3	5	2	3	2	55
Total Subcontractor Employees			**519**	**74**	**71**	**49**	**78**	**38**	**79**	**51**	**25**	**54**
Subcontractor Total Male Employees			318	55	43	26	49	16	47	41	22	19
Subcontractor Total Female Employees			201	19	28	23	29	22	32	10	3	35
Full-time Employees	**165**	**173**	**196**	**12**	**12**	**13**	**11**	**13**	**13**	**10**	**12**	**100**
Female Employees	104	107	116	10	9	8	8	8	11	7	10	45
Male Employees	61	66	80	2	3	5	3	5	2	3	2	55
Part-time Employees												
Female Employees												
Male Employees												
Total White-Collar	**93**	**103**	**127**	**4**	**4**	**4**	**3**	**3**	**5**	**3**	**3**	**98**
Female Employees %	59%	57%	57%	50%	75%	75%	67%	67%	40%	67%	33%	56%
Male Employees %	41%	43%	43%	50%	25%	25%	33%	33%	60%	33%	67%	44%
Total Blue-Collar												
Female Employees %	8%	10%	12%			22%	13%	30%		14%	89%	100%
Male Employees %	92%	90%	88%	100%	100%	78%	88%	70%	100%	86%	1	36
Total Senior Executives												
Female Employees %	45%	38%	37%									44%
Male Employees %	55%	62%	63%	100%	100%	100%		100%	100%	100%	100%	56%
Employees by Age Groups												
30 Years	6	9	19	1	1	1	0	4	0	0	1	8
30–50 Years	142	157	173	11	10	11	11	9	11	8	9	82
+50 Years	19	18	20	0	1	1	0	0	2	2	2	10
Female Employees Taking Maternity Leave	**4**	**6**	**3**			**1**		**1**	**1**			
Male Employees Taking Paternity Leave	**3**	**6**	**4**	**1**		**1**	**1**				**1**	
Employee Trainings Total	**2594**	**5331**	**5513**	**270**	**438**	**274**	**353**	**485**	**263**	**376**	**399**	**2655**
Blue-Collar	1282	3229	2125	165	338	162	249	416	119	287	345	2655
White-Collar	1312	2102	3388	105	100	112	104	69	144	89	54	44

Social Performance Indicators

	Total 2022	Total 2023	Total 2024	01 Burda	10 Burda	14 Burda	17 Burda	39 Burda	41 Burda	67 Burda	Aeropark	Esas Plaza
Female	797	1804	2444	91	95	137	112	172	64	109	80	2.611
Male	1797	3527	3069	179	343	137	241	313	199	267	319	1.584
Employee Trainings Total Hours	**4230**	**4761**	**5448**	**219**	**299**	**175**	**255**	**213**	**256**	**253**	**256**	**3.502**
Blue-Collar	730	2048	998	68	151	85	126	120	89	152	186	21
White-Collar	3499	2713	4450	150	148	90	130	93	167	101	70	3.502
Female	1832	2727	2894	110	179	99	165	126	214	141	220	1.639
Male	2398	2034	2554	108	120	75	90	87	42	112	36	1.884
Ideas from the Recommendation System	**70**	**175**	**70**									
Implemented Suggestions	29	87	43									
Employees Undergoing Performance Appraisal	**76**	**87**	**172**	**10**	**11**	**12**	**11**	**10**	**12**	**10**	**10**	**86**
Blue-Collar			64	7	8	9	8	7	7	7	9	2
White-Collar	76	87	108	3	3	3	3	3	5	3	1	84
Female	36	40	101	8	9	8	8	7	10	7	8	36
Male	40	47	71	2	2	4	3	3	2	3	2	50
Employees by Tenure	**165**	**173**	**196**	**12**	**12**	**13**	**11**	**13**	**13**	**10**	**12**	**100**
0–5 years	107	101	115	8	6	2	4	8	8	3		72
5–10 years	57	70	76	4	6	11	7	5	5	7	5	26
10 years and longer	1	2	5								3	2
Interns		**3**	**3**								**1**	**2**
Disabled Employees	**3**	**2**	**4**									**4**
Employee Turnover %	**12%**	**13%**	**16%**	**74%**	**17%**	**8%**		**33%**	**16%**		**40%**	**23%**
New Employees												
Female	44%	27%	50%	13%	100%	100%	100%	40%		50%		
Male	56%	73%	50%	88%				60%	100%	50%	100%	38%
Employees Leaving the Company												
Male	56%	87%	52%	90%		100%		50%	100%		80%	25%
Female	44%	13%	48%	10%	100%			50%			20%	75%

Economic Performance Indicators

2024 Economic Performance Indicators	Value
Generated and Distributed Direct Economic Value (TL million)	2.493
Taxes Paid to the State (TL thousand)	680.328
Total Assets (TL million)	33.536
Loans (TL million)	7.633
Net Period Profit (TL million)	3.832
Shareholders' equity (TL million)	21.954
CAPEX (TL million)	18
Donations, Sponsorships, Social Investments and CSR Projects Spending (TL thousand)	806

GRI Content Index

Statement of Use	Esas Properties has reported in accordance with the GRI Standards for the January 1, 2024 – December 31, 2024 period.	
GRI 1 Standard	**GRI 1: Foundation 2021**	
GRI STANDARD	**Disclosure Name**	**Location**
GRI2 :General Disclosures (2021)	2-1 Organizational details	About Esas Properties, p. 7
	2-2 Entities included in the organization's sustainability reporting	About the Report, p. 4
	2-3 Reporting period, frequency and contact point	About the Report, p. 4
	2-4 Restatements of information	No restatements of information have been issued.
	2-5 External assurance	External assurance has not been obtained.
	2-6 Activities, value chain and other business relationships	About Esas Properties, p. 7
	2-7 Employees	Social Performance Indicators, p. 55
	2-8 Workers who are not employees	Social Performance Indicators, p. 55
	2-9 Governance structure and composition	Governance structure and composition, p. 14
	2-10 Nomination and selection of the highest governance body	Governance structure and composition, p. 14
	2-11 Chair of the highest governance body	Governance structure and composition, p. 14
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance structure and composition, p. 14
	2-13 Delegation of responsibility for managing impacts	Governance structure and composition, p. 14
	2-14 Role of the highest governance body in sustainability reporting	Governance structure and composition, p. 14
	2-15 Conflicts of interest	Business Ethics, Ethics Board and Manifestos, p. 18
	2-16 Communication of critical concerns	Business Ethics, Ethics Board and Manifestos, p. 18
	2-17 Collective knowledge of the highest governance body	Governance structure and composition, p. 14
	2-18 Evaluation of the performance of the highest governance body	Governance structure and composition, p. 14
	2-19 Remuneration policies	Governance structure and composition, p. 14
	2-20 Process to determine remuneration	Governance structure and composition, p. 14
	2-21 Annual total compensation ratio	Economic Performance Indicators, p. 57
	2-22 Statement on sustainable development strategy	CEO's Message, p. 5
	2-23 Policy commitments	Business Ethics, Ethics Board and Manifestos, p. 18
	2-24 Embedding policy commitments	Business Ethics, Ethics Board and Manifestos, p. 18
	2-25 Processes to remediate negative impacts	Risk Management, p. 19
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Communication, p. 22
	2-27 Compliance with laws and regulations	No fines or sanctions were imposed within the reporting year.
	2-28 Membership associations	Barber Shop Talks, p. 27
	2-29 Approach to stakeholder engagement	Stakeholders, p. 22
	2-30 Collective bargaining agreements	No collective bargaining agreements have been signed.

GRI Content Index

Statement of Use	Esas Properties has reported in accordance with the GRI Standards for the January 1, 2024 – December 31, 2024 period.	
GRI 1 Standard	**GRI 1: Foundation 2021**	
GRI STANDARD	**Disclosure Name**	**Location**
GRI 3: Material Topics (2021)	3-1 Process to determine material topics	Material Topics, p. 12
	3-2 List of material topics	Material Topics, p. 12
GRI 302: Energy (2016)	3-3 Management of material topics	Industry Leadership in Energy Efficiency, p. 31
	302-1 Energy consumption within the organization	Environmental Indicators, p. 53
	302-2 Energy consumption outside of the organization	Environmental Indicators, p. 53
	302-3 Energy intensity	Environmental Indicators, p. 53
	302-4 Reduction of energy consumption	Environmental Indicators, p. 53
	302-5 Reductions in energy requirements of products and services	Environmental Indicators, p. 53
GRI 305: Emissions (2016)	3-3 Management of material topics	Combating Climate Change, p. 30
	305-1 Direct (Scope 1) GHG emissions	Environmental Indicators, p. 53
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Indicators, p. 53
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Indicators, p. 53
	305-4 GHG emissions intensity	Environmental Indicators, p. 53
	305-5 Reduction of GHG emission	Environmental Indicators, p. 53
	305-6 Emissions of ozone-depleting substances (ODS)	Environmental Indicators, p. 53
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Indicators, p. 53
GRI 303: Water and Effluents (2018)	3-3 Management of material topics	Water Stewardship and Water Footprint Tracking, p. 40
	303-1 Interactions with water as a shared resource	Water Stewardship and Water Footprint Tracking, p. 40
	303-2 Management of water discharge-related impacts	Water Stewardship and Water Footprint Tracking, p. 40
	303-3 Water withdrawal	Environmental Indicators, p. 53
	303-4 Water discharge	Environmental Indicators, p. 53
	303-5 Water consumption	Supplier Sustainability Survey, p. 28
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	Supplier Sustainability Survey, p. 28
	308-1 New suppliers that were screened using environmental criteria	Supplier Sustainability Survey, p. 28
	308-2 Negative environmental impacts in the supply chain and actions taken	Employee Rights, Diversity and Inclusion, p. 46
GRI 401:Employment (2016)	3-3 Management of material topics	Social Performance Indicators, p. 55
	401-1 New employee hires and employee turnover	Social Performance Indicators, p. 55
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Performance Indicators, p. 55
	401-3 Parental leave	Social Performance Indicators, p. 55

GRI Content Index

Statement of Use	Esas Properties has reported in accordance with the GRI Standards for the January 1, 2024 – December 31, 2024 period.	
GRI 1 Standard	**GRI 1: Foundation 2021**	
GRI STANDARD	**Disclosure Name**	**Location**
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Occupational Health and Safety, p. 49
	403-1 Occupational health and safety management system	Occupational Health and Safety, p. 49
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p. 49
	403-3 Occupational health services	Occupational Health and Safety, p. 49
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, p. 49
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p. 49
	403-6 Promotion of worker health	Occupational Health and Safety, p. 49
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p. 49
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, p. 49
	403-9 Work-related injuries	Occupational Health and Safety, p. 49
	403-10 Work-related ill health	Employee Development and Talent Management, p. 47
GRI 404: Training and Education 2016	3-3 Management of material topics	Employee Development and Talent Management, p. 47
	404-1 Average hours of training per year per employee	Employee Development and Talent Management, p. 47
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development and Talent Management, p. 47
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Responsibility and Sustainability Approach, p. 25
GRI 413: Local Communities (2016)	3-3 Management of material topics	Social Responsibility and Sustainability Approach, p. 25
	413-1 Operations with local community engagement, impact assessments, and development programs	Gender Equality, Barber Shop Talks, p. 27
	413-2 Operations with significant actual and potential negative impacts on local communities	Gender Equality, Barber Shop Talks, p. 27
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	Supplier Sustainability Survey, p. 28
	414-1 New suppliers that were screened using social criteria	Supplier Sustainability Survey, p. 28
	414-2 Negative social impacts in the supply chain and actions taken	Supplier Sustainability Survey, p. 28
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	Disaster and Emergency Response Management, p. 20
	416-1 Assessment of the health and safety impacts of product and service categories	Disaster and Emergency Response Management, p. 20
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Incidents of non-compliance have not occurred.

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PROPERTIES

Thank You!