

DOĞUS GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş.

Policy on Stakeholders

A stakeholder is a person/ corporation directly and/ or indirectly involved in and affected positively or negatively affected by the business operations of the company.

Accordingly, a stakeholder may be an employee, customer, creditor, supplier of the Company as well as a non-governmental organization.

1. Protection of Stakeholders

During the performance of the business operations, the company makes great efforts to protect the rights of all the stakeholders as regulated under the respective legislations and mutual agreements and, provides sufficient amount of information in connection therewith. In case it is found out that any right of the stakeholders under the protection of the respective legislations and agreements is breached, then the company shall immediately and effectively take all corrective actions to ensure that such rights are still under protection.

In case of the rights of the stakeholders not regulated under the pertinent legislations and agreements, the benefits of the stakeholders shall be in good faith safeguarded considering the rights, abilities and reputation of the company. The company takes a leading role to resolve any possible disputes that may arise between the company and the stakeholders. In case of conflicts of interest between the stakeholders or in case a stakeholder is included in more than one group of interests then, the company shall follow a balanced policy as much as possible as to protect the respective rights and, aims to safeguard all rights separately from each other.

It is expected that the benefits of the company and the stakeholders are within the same direction. The company's management shall take actions to prevent any possible conflict of interest.

2. Information to Stakeholders

The stakeholders are sufficiently informed of the policies and procedures of the company regarding the protection of their rights also through the corporate web site.

In accordance with the public disclosure and transparency principles, a structure shall be established to allow the stakeholders to reach such information in due time and complete manner.

In addition, the corporate portal established by the Dogus Group as an intercompany sharing system is available to all the employees.

The information policy is made available at our web site (www.dogusgyo.com.tr).

The company makes great efforts to ensure that the rights of the stakeholders regulated under the pertinent legislations and mutual agreements are protected and, provides sufficient amount of information in connection therewith.

The respective authorized personnel may contact the stakeholders under the scope of the information policy. Other than these personnel, no employee is allowed to answer to such questions and requests for information addressed from outside the company.

The company focuses on the identification, development and support of basis competence areas in this respect. In addition, the company polices, specifications and agreement are within such information shared with the suppliers.

The company considers the understanding of establishment of open and honest communication with the employees as the basic of the policy of the Human Resources Policy. Accordingly, such applications are created with the support of the Dogus Holding Human Resources Department to Enforcement Date: 27.06.2016

Date and Number of the Resolution of the Board of Directors: 27.06.2016 / 441

DOĞUS GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş.

Policy on Stakeholders

increase and enhance the level of satisfaction and productivity of the employees. The employees are informed of and asked for their opinions on the policies, strategies, targets and the activities performed to enhance the working life and environment.

3. Support for Participation of the Stakeholders in the Management of the Company

Considering the free float rate of the company, we keep open such channels that ensure the participation of the stakeholders in the management of the company in principal the employees, without interrupting the company's activities within the scope of a management understanding transparent, honest and accountable.

We attempt to develop such models to support the participation of the shareholders in the company's management, in principal the employees, without interrupting the company's activities.

Any transaction not in compliance with the pertinent legislations and not ethically correct as communicated by the stakeholders are arranged in the form of a report by the Investors' Relationships Department for the submission of the same to the Corporate Governance Committee.

Meetings are held presided by the general manager on a weekly basis with the participation of the line managers for the purpose of establishing a coordination. Opinions and recommendations of the employees about the business operations of the company are reviewed and deliberated at such meetings.

All claims and problems of those with whom the company is in a relationship due to the respective lease agreements are communicated by the respective department to the senior management of the company for solution oriented efforts.

A system called "Employee Satisfaction Survey" has been created by the Dogus Group to ensure efficient participation of the employees in the decision processes. The results of this survey held once a year to obtain opinions of the employees are assessed by the company's management and, the employees are informed accordingly. This system allows the company's management to assess the opinions and recommendations for enhancing and improving the working conditions of the employees and, consider those found to be feasible in determining the respective policies of the company.

4. Human Resources and Training Policy

The main target is to keep a sufficient number of personnel and ensure that they are working in such areas that are the most appropriate to their knowledge and experience in line with the vision and mission of the company and the Dogus Group and according to the then-current needs.

It is a principle that personnel with such skills and training required by the business operations of the company during the recruitment process.

The company is at all time attentive to the motivation and loyalty of the employees.

Opportunities for training to increase and enhance the knowledge and skills of the personnel are always sought to create and provide an effective training plan. An environment is established for continuous training and self-development, employees are treated equally in respect of training and promotion, and they are granted opportunities to participate in such training programs to increase and enhance their knowledge, experience and skills.

Enforcement Date: 27.06.2016

Date and Number of the Resolution of the Board of Directors: 27.06.2016 / 441

DOĞUS GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş. **Policy on Stakeholders**

The employees are treated fairly and, trainings are main focus to increase and enhance the knowledge, skills and abilities of the employees.

Fair remuneration and awarding applications are carried out.

It is important to plan and develop the careers of the employees in line with the requirements of the organization.

The employees are honored by means of monitoring and assessing their performances. Their promotions are supported. They are criticized considering their personal rights.

The working environment offered to the employees is designed to deliver a reliable and comfortable infrastructure to ensure the employees work under the most productive manner.

The employees are informed of the financial situation of the company, remunerations, career, training, healthcare and other matters relating to them.

The employees are under protection against various risks by means of health and life insurances.

There is no discrimination in respect of races, religious, languages and genders and, our employees are equally treated.

The employees are not within a labor union due to their number. The rights of the personnel to establish or become a member of associations provided that they obtain approvals.

For such situations that may cause interruption in the management due to changes to the positions held by the managers, a succession plan is available to identify future managers.

A compensation policy has been created for the employees, which is made available through the corporate web site.

A representative is appointed to carry out the relationships between the employees and the company.

5. Relationships with Customers and Suppliers

The company takes all actions to maintain the customer satisfactions in the marketing and sales of the goods and services within the scope of its business operations.

In parallel with the changing world's conditions, the company plans and maintains the environmentally consciousness, respecting the rights of customers, suppliers and employers as well as the offering of quality services.

All requests from customers with respect to the goods and services offered are assessed and, they are accordingly informed.

We maintain the confidentiality for the information of customers and suppliers under the scope of trade secrets.

It is a principle that we establish such relationships with customers and suppliers free from unfair advantages and in compliance with the terms and conditions of the respective agreements.

6. Codes of Conduct and Social Responsibility

The company carried out its business operations in line with the codes of conducts disclosed through its corporate web site (www.dogusgyo.com.tr).

Enforcement Date: 27.06.2016

Date and Number of the Resolution of the Board of Directors: 27.06.2016 / 441