

## Fair Remuneration Policy

Akfen REIT is aware that corporate sustainability depends on the implementation of a fair wage policy. For this purpose:

- Reducing the upper/lower tier income gap
- Ensuring a living income

Are considered as a fundamental element of Akfen REIT's human resources policies.

Within the scope of these policies, in the sustainability of Akfen REIT's operations; an equality policy in all Human Resources management that starts with the recruitment process, and provides equal opportunities to everyone within the framework of the constitution and all relevant laws, regardless of language, race, color, gender, political opinion, belief, religion, sect, age, physical disability and similar characteristics, is implemented.

The performance and career development of employees at all levels is managed and supported by established Human Resources systems.

All employees enjoy equal rights within the framework of the principles set out in the working conditions and all other provided facilities, social benefits.