



BOARD DIVERSITY POLICY

AKFEN GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş. (AKFEN REIT) BOARD DIVERSITY POLICY

As AKFEN REIT and since our first establishment we are utilizing every plausible opportunity to grow and strengthen our brands. Within this endeavour an essential part of our DNA is to strengthen our people as well to enhance our agile organization. Differences in geographical background, skills, ethnicity, race, gender and culture are the main ingredients of our success story.

We've embedded diversity and equality under the headline of adherence to global human rights for all members of our company in our ethical codes (published publicly) which embodies the fundament of our modus operandi and underlines the importance of it.

This perspective is applied on all levels of our organization starting on board level.

Our board and the selection of its members based on this core values of diversity and equality is a constant and day to day objective on all decisions.

We strongly believe that the value of organizational empowerment lies in the benefits that diversity and equality brings with it.

The board supports the idea of having neutral input based on external competent consultancy if and when needed.

This policy is also in correlation with article 4 of annex 1 of the "Communiqué on Corporate Governance" published in the Official Gazette dated January 3rd 2014 with the registration number 28871. Thus, in accordance with the provisions of the relevant legislation and the Company's Articles of Association, the Company's Board of Directors consists of 9 (nine) members. Pursuant to the CMB's Communiqué on Corporate Governance no. II-17.1, the number of independent members in the Board of Directors, which should consist of at least 5 (five) members, shall not be less than one third of the total number of members, and 3 (three) of the Company's Board Members are independent members.