

## Employee Satisfaction Policy

Akfen REIT is aware that ensuring employee satisfaction and development activities in this regard are the basis of corporate sustainability. Employee satisfaction is considered to be a fundamental element of Akfen REIT's human resources policies.

For this purpose:

- Carries out practices aimed at ensuring the continuity of qualified employment.
- In order to ensure the employee's satisfaction in an expanded scope, fair and performance-related wage and premium management is carried out, working conditions are regulated to ensure the employee's well-being at the highest level, and development is supported at all stages.