

## Gender Equality Policy

Akfen REIT undertakes to comply with the 5th objective of the Sustainable Development Goals, "Gender Equality" and the International Labor Organization (ILO) principles of gender equality in working life.

In this context;

- There is no gender discrimination in business processes.
- Care is taken and made sure that men and women have equal rights in decision-making processes.
- Efforts are made to increase awareness and awareness about gender equality at all stages of the value chain, especially among employees.
- Promotions, appointments or dismissals are carried out according to the performance of employees, their fair work is ensured on equal terms.
- A safe working environment is provided away from all kinds of harassment, violence and threats.
- In the distribution of work and duties, it is treated equitably and fairly.