

AKMERKEZ GAYRİMENKUL YATIRIM ORTAKLIĞI ANONİM ŞİRKETİ

Diversity and Equality of Opportunities Policy

Our Company firmly believes diversity is a value that should be fostered and continuously nurtured with its approach that different ways of thinking complement each other and lead to better decisions.

Our Company uses its best endeavors to create a working environment where equal opportunities and equitable treatment for all our employees is promoted, adopting a knowledge, skills, experience, competency based and performance-oriented approach without making any gender discrimination and based on the philosophy that diversity within the corporation is a richness. Based on this approach, we mainly focus on and work towards how to strengthen diversity of all kinds without making any discrimination for language, race, ethnicity, gender, political ideology, philosophical belief, religion, sect and similar grounds, sexual orientation, family responsibilities, age, health reasons and any kind of similar discrimination and in this context, our Company give utmost care;

- To attach importance to diversity in recruitment and to provide equal opportunities to all those who are in equal or similar circumstances or situations;
- To treat equally and to provide equal opportunities for personal development at all employee levels;
- To execute promotions based on qualifications and merits;
- To focus on a gender-balanced talent management;

In this process, we firmly believe that the Diversity and Equal Opportunities Policy is the key success factor in the performance of the Company. Acting with the awareness that ensuring diversity and gender equality in the workplace and taking the advantage of the existing workforce and talent pool to the maximum extent possible have a critical importance both for the interests of shareholders and economic growth, our Company is well aware of the fact that the sustainable success in the increasingly globalized world economy can be achieved through by;

- Developing gender-neutral approaches for recruitment, training, development and competence management processes,
- Developing ideal management staff,
- Implementing management systems that can be continuously improved,
- Cooperating with non-governmental organizations and general public,
- Ensuring fair representation of employees in the organization based on gender equality,
- Ensuring that female board members hold more seats than as recommended by corporate management principles of the Capital Markets Board

In order to strengthen the position of women in decision-making mechanisms, it is aimed to increase the proportion of female members in the Board of Directors at least 25% which is also a recommendation in the corporate governance principles regulations of the Capital Markets Board. Compliance with the legislation is essential in the election of a Member of the Board of Directors.

The Board of Directors reviews the current situation and progress towards this objective on an annual basis.