

## **ADDITIONAL SUSTAINABILITY REPORT ENHANCEMENTS**

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In addition to the issued Sustainability Report regarding the performance of Akfen REIT's activities between 01.01.2023 and 31.12.2023, in below improvements for sustainability for 2023 period are illustrated in the below items.

### **GENERAL ENVIRONMENTAL PRACTICES**

#### **Environmental Materials Sourcing**

Our ongoing project in Kadıköy, Soğutluçeşme, İstanbul, prioritizes environmentally responsible production operations. We source materials and components from local suppliers, prioritizing sustainable practices, material selection, and recycling. We collaborate with supplier management to ensure environmentally friendly production processes. Many of our suppliers are ISO 14001 certified.

### **GOVERNANCE**

#### **SHAREHOLDERS**

##### **Litigation Expenses**

In consolidated IFRS report under the footnote 25 G&A Expenses, inside Other heading between 01.01.2023-31.12.2023 total litigation expenses is 6,735 TRY.

### **SOCIAL**

#### **DIVERSITY AND INCLUSION**

##### **Employee Satisfaction**

Company employee survey In Dec 2023, Company carried out a corporate employee survey for the one time. 43 employees from 43 head counts performed the survey .A response rate of 100%. At 3.75 (out of 5), the engagement index was considerably better than external benchmarks. The outcome of the survey is included in the target agreement for top management functions.

In shortly Employee Satisfaction Percentage =  $3.75 / 5 * 100 = 75.0\%$ (Employee Engagement Index).



## WORKFORCE HEALTH AND SAFETY

### Gender Pay Gap Percentage

As of 2023

Consolidated Numbers	Number of Females	Number of Males	Average Pay Gap
TOTAL	19	24	0.03%