

# İŞ GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş.

## GENDER EQUALITY POLICY

### I. PURPOSE AND SCOPE

The purpose of this policy is to set the fundamental principles for all employees and activities of İş Gayrimenkul Yatırım Ortaklığı A.Ş. (İş GYO) regarding gender equality practices in line with the equality of opportunity and diversity principles set out in the Human Rights and Human Resources Policy.

### II. DEFINITIONS

Gender equality is the ability of individuals to be treated equally in all areas of public and private life, to participate in decisions, to be empowered, to be represented, to develop their personal knowledge and skills, and to make choices, without discrimination on the basis of biological sex, and with equal opportunities and rights. Unlike "equality of sexes", which is defined by innate biological characteristics, "gender equality" aims to equate social roles, which include the roles, responsibilities and expectations of behavior that are learned later and assigned to the sexes by the society.

### III. FUNDAMENTAL PRINCIPLES

1. İş GYO supports gender equality and women's empowerment, under the leadership of its top management, in collaboration with the participative and inclusive studies of different disciplines.
2. İş GYO, pursues gender equality in all of its operations and looks for opportunities to raise awareness. It works to ensure that this approach is adopted by all stakeholders in the value chain.
3. İş GYO adopts equality in its behavior towards all its employees as a fundamental principle. It rejects all kinds of attitudes and behaviors that aim to prevent or destroy the recognition and enjoyment of human rights and fundamental freedoms, and which would mean any discrimination, deprivation or restriction based on gender, directly or indirectly.
4. İş GYO does not discriminate between male and female employees in basic human resources processes such as recruitment, career management, remuneration policy, promotion, performance measurement and evaluation, and cease of employment. It adopts the principle of equal pay for equal work. It applies a transparent and measurable system in remuneration.
5. It organizes training activities on a regular basis to improve the competencies and personal improvement of all its employees, regardless of gender, and supports the professional and personal development of employees through continuous feedback. It organizes awareness training on gender equality for employees.
6. While ensuring the health, safety and welfare of all its employees, regardless of gender, İş GYO takes into account the changing requests and needs of women. It provides rights to leave and fringe benefits to help employees establish a work-life balance, and adopts a family-friendly approach.
7. İş GYO provides women with equal access to senior management and participation in decision-making processes. It strives for a balance between men and women in management roles.
8. İş GYO does not tolerate insinuations, opinions and actions regarding gender-based violence or bullying against its employees, and undertakes to investigate and intervene in every reported, suspected or observed issue.
9. İş GYO supports women's place in economic life and carries out activities for women.
10. İş GYO follows up the declarations of national and international initiatives advocating gender equality, and contributes to increasing gender equality practices by signing declarations that are compatible with its goals and strategies, have a high impact and offer opportunities for development. It aims to establish collaborations and

partnerships with non-governmental organizations, universities and private sector companies for steps to be taken regarding gender equality.

11. İş GYO pays attention to an inclusive positioning, use of language and visuals, where women and men are represented equally, benefit from resources and opportunities equally, assume equal roles, question gender stereotypes in language, and which serve to mainstream gender equality, in its internal and external communications. It demonstrates an attitude towards preventing gender discrimination in marketing and advertising activities.

12. İş GYO regularly shares with the public its activities and data within the scope of gender equality.

#### **IV. AUDIT**

The compliance with the provisions of this policy is audited by the Internal Systems Unit.

#### **V. REVIEW**

This policy is regularly reviewed by the Corporate Governance Committee in line with the changes in requirements and operating conditions, and the necessary updates and changes are approved by the Board of Directors upon the recommendation of the Committee and enter into force.

#### **VI. ENFORCEMENT**

This policy and the changes made in the policy come into force as of the date of approval by the Board of Directors.