



İNŞAAT SANAYİ TURİZM VE TİCARET A.Ş.

GENDER EQUALITY POLICY

We, as Makyol Insaat, regard gender equality as an integral part of sustainable growth and corporate development. We believe that ensuring the equal, fair, and effective involvement of women and men in working life enhances corporate performance, employee commitment, and social welfare.

Accordingly, our objective is to adopt an equitable, inclusive, and fair approach throughout our operations, to make gender equality an integral part of our corporate culture, and to continually improve our performance in this field through measurable indicators.

To achieve this objective, we, as the Senior Management, commit to adhering to the following principles:

Uphold the principle of gender equality in recruitment, appointment, career development, compensation, and employee benefits processes and adopt the principle of equal pay for equal work,

Take all necessary measures to prevent any form of discrimination, harassment, mobbing, and violence within the working environment and implement a zero-tolerance approach,

Promote practices aimed at increasing women's involvement in the workforce, fostering their career development, and enhancing their representation in leadership positions,

Organize training activities to raise awareness of gender equality and foster the development of a corporate culture accordingly,

Comply with the applicable national legislation and international standards throughout our operations,

As the employees of Makyol Insaat, it is our shared responsibility to create and maintain an equitable, fair, and inclusive working environment.

*Arzu ABAS ÇEBİ
Member of the Board of Directors*