

CEO LETTER OF COMMITMENT TO GENDER EQUITY

We, at MAKREA Enterprises, guided by our core values and driven by the principles of equality and inclusivity, proudly affirm our commitment to advancing gender equity within our organization and across our broader community engagements.

Core Commitments:

- › **Diverse Talent Utilization:** We pledge to harness the broadest pool of talent, ensuring that women and men have equal opportunities to contribute to and benefit from our company's endeavors.
- › **Sustainable Practices:** Our operations will continue to reflect our commitment to corporate responsibility, with a strong emphasis on sustainable and equitable practices.
- › **Reflective Corporate Culture:** We strive to model behaviors within our company that mirror the equitable society we envision for our employees and their families.
- › **Support Economic and Social Equality:** We are dedicated to encouraging economic and social frameworks that provide equitable opportunities for all genders, positively impacting our communities and fostering sustainable development.
- › **Adherence to the Women's Empowerment Principles:** We wholeheartedly support the Women's Empowerment Principles and commit to their seven steps as a roadmap for our actions in the workplace, marketplace, and community.
- › **Transparency and accountability:** We will maintain transparency and accountability in our practices, regularly reporting our progress towards gender equity to our stakeholders and the public.

At MAKREA Enterprises, we believe that the equitable treatment of all genders is not only a moral imperative but also essential for our business success. We are committed to being leaders in women's empowerment, recognizing that a commitment to gender equity strengthens our company, supports our communities, and leads to sustainable business practices.

We invite all our partners, stakeholders, and community members to join us in this vital endeavor.



Hermann Makoundy
Chief Executive Officer