

HUMAN RESOURCES POLICY

Our human resources policy is based on the principles of creating a workplace environment in which employees perform their jobs confidently and of maximizing the effectiveness of their contributions to business processes by providing employees with continuous training and development opportunities.

In line with this and in order to realize our company's strategies and ensure our company commands a market position that distinguishes it from its competitors, our human resources management objectives are to mobilize our human resources' knowledge, skills, and competencies; to accordingly develop appropriate systems; and to create a workplace environment that encourages employees to proactively support the company's business results.

- Seeking to constantly improve our employees' competencies and work-related knowledge and skills, we strive to create an employee profile of individuals who are innovative and open to change, who believe in the possibility of constantly improving both themselves and all of our organizational processes as well as in being customer-focused, and who are capable of giving the company a competitive edge.
- Knowing that a workplace environment in which employees are able to freely express their ideas and suggestions leads to employee loyalty and happiness, we act accordingly.
- The factors that keep employees' motivation, their eagerness to work, and their loyalty and commitment high are their compatibility with corporate culture, their love for the workplace environment, and their self-identification with the company. To achieve this, we plan and carry out activities for all of our personnel within the framework of our employee relations policy.
- In line with the principle of creating a workplace environment in which employees can perform their jobs confidently, we provide equal and equitable development, promotion, and appointment opportunities for everyone and we make sure that employees are able to express their ideas freely.
- In order to maximize the effectiveness of employees' contributions to business processes we devise and employ systems that encourage employees to willingly make initiative contributions to continuous improvement and problem-solving processes.

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General Manager

