

# HUMAN RESOURCES POLICY

As Özgörkey Holding, we base all our business processes on the principle of "Caring for Our Business, Caring for Our Environment, Caring for Our Employees, and Caring for the Future". We conduct all our employee-oriented and value-creating human resources activities based on our Human Resources Policy, which we have created in line with these principles.

- Özgörkey Holding ensures that all employees work under equal conditions and in a fair and peaceful environment.
- Under the principle of equality, characteristics such as religion, language, race, creed, gender, political opinion, national and social origin, age, disability and sexual orientation are not taken into account and discrimination is not practiced in all human resources practices such as recruitment, placement, training, compensation, performance management, promotion, talent management, etc.
- Each Özgörkey employee has the right to express his/her opinions in a free working environment. We create spaces for employees to express their views and take care to protect the balance between work and private life.
- Özgörkey Holding and its subsidiaries know that ensuring gender equality and increasing the representation of women in decision-making processes is crucial for sustainable growth and business performance. Care is taken to create equal opportunities for female employees at all levels.
- Özgörkey Holding stands completely against all attitudes and behaviors that may harm human dignity, such as corporal punishment, physical/psychological pressure, insult, and ill-treatment. In all of its operations, the company prioritizes the prevention of human rights abuses, such as discrimination, child labor, and forced labor, and acts with a sense of social responsibility.
- Özgörkey Holding employees have the right to freedom of association and collective bargaining; employees are not forced to give up the idea of unionization. It ensures that labour relations are determined, supervised, and developed and that the related practices in the companies are carried out in coordination.
- Özgörkey Holding supports the development of its employees' skills and competencies in written and verbal communication. It ensures close cooperation with educational institutions for the professional and personal development of employees. Employees are encouraged to participate in personal, technical, and vocational training programs per their development needs.
- Özgörkey Holding has a corporate culture in which all employees feel valued and respected, are humane and constructive, open to cooperation, transparent and clear communication, and teamwork are effective.
- Özgörkey Holding is responsible for realizing all group companies' human resources practices under labor law and legislation.
- Providing a healthy and safe working environment for its employees and creating a strong safety culture are among the most fundamental values of Özgörkey Holding. Activities are carried out to promote a sustainable occupational health and safety culture and raise awareness in all processes.
- Özgörkey Holding strives to provide a work environment that respects human rights following international standards, where employees can develop themselves, express their opinions freely, and not be subjected to discrimination.
- Based on mutual respect in all its relations, Özgörkey Holding strives to act in accordance with human rights in its relations with its employees, customers, business partners, competitors, and the communities in which it operates to encourage them to be sensitive in this regard and to prevent human rights violations.