

## **AKMERKEZ GYO HUMAN RESOURCES POLICY**

As Akmerkez, we host many “firsts” with carefully considered details for our visitors and guests. We place importance on sustainability, shape our activities with the aim of being one of these “firsts,” and act with a people-centered approach. In line with the Human Resources Policy we have developed, we are committed to:

- Establishing employee feedback mechanisms and adopting a transparent communication approach for sustainable growth,
- Conducting regular performance and feedback meetings with our employees,
- Measuring and managing employee satisfaction and engagement at regular intervals,
- Providing various training opportunities to our employees and suppliers to support their professional, technical qualifications, and personal development, and raising awareness among our employees about our principles,
- Conducting experience, competency, education, and performance evaluations, and determining remuneration, promotion, and appointments based on these factors,
- Implementing an equal pay for equal work policy and avoiding discrimination among our employees,
- Organizing social activities with our employees to enhance the company culture and carrying out community contribution and volunteer activities,
- Respecting the work-life balance and privacy of our employees,
- Sharing our policy publicly through our corporate website and informing all stakeholders through this channel,
- Ensuring that all employees have a role in the effective implementation of the Human Resources Policy, with the responsibility resting with the Sustainability Committee, reviewing the policy and management system at least once a year, and making improvements and updates as necessary,
- Enforcing this policy with the approval of the Board of Directors.

**Akmerkez GYO Board of Directors**