



ANADOLU DİDİM CLUB HUMAN RESOURCES POLICY

Our human resources mission is to contribute to the growth and profitability of our company in line with its vision, mission and strategies by increasing employee productivity and creating a qualified, motivated and highly committed workforce, to develop human resources strategies in line with our company's strategies, and to coordinate the implementation of human resources systems in all operations. In line with our human resources mission, our fundamental strategy is to create a workforce that is focused on company goals, works as a team with knowledge, is constantly developing, happy, highly motivated and educated.

Our company's human resources strategy is prepared in line with our vision and mission and is implemented to support our strategic business plans. It is carried out under the following fundamental policies:

- (1) To increase organisational efficiency
- (2) Determining strategies centrally and policies locally,
- (3) Finding the right person for the right job at the right time,
- (4) Maintaining our dynamic structure and being proactive,
- (5) Viewing our human resources as an inimitable element that creates a competitive advantage for our Group.

We place great importance on training at every stage and level in order to prepare our employees for the future. This importance is transparently demonstrated through the systems we have established, and we invest in people.

We strive to provide a better environment for communication, creativity and innovation for our employees within the company, with the aim of increasing their motivation and ensuring their personal development.

It is essential that the decisions taken by our Board of Directors are carefully implemented in the field of activity. The follow-up of these applications is carried out within the framework of the defined Key Performance Indicators, focusing not only on operational performance but also giving equal importance to profitability. The performance targets we set annually for our employees within the framework of these criteria enable our management policies to be evaluated not only qualitatively but also quantitatively based on indicators.

One of the 'company's responsibilities towards its employees,' which is also included in our group's working principles and is applied without compromise, is not to discriminate on the basis of race,



colour, age, nationality, gender or religion in any of our relationships with our employees. We take pride in the diversity and cultural variety of our employees, and while gathering around a common goal, this diversity is seen as a tool for development.

From recruitment onwards, all our employees are afforded equal opportunities in all human resources practices, including training, remuneration, career development and financial benefits. We have not received any complaints from our employees during the period, particularly regarding discrimination.

We consider it our duty to respect and protect the rights of our employees as enshrined in laws and regulations.

A 'Health and Safety Worker Representative' has been elected to represent employees on occupational health and safety issues for white-collar workers. As specified in the Occupational Health and Safety Regulations, the duties and powers of this representative, elected by the workers at the workplace, are as follows:

One or more employees, authorised to participate in health and safety-related activities at the workplace, monitor these activities, request that precautions be taken, make suggestions, and represent employees on similar matters, serve as health and safety worker representatives.

While ensuring a safe working environment and conditions for employees, our company organises General Occupational Health and Safety training courses at regular intervals, which require the participation of all our employees.