



Human Resources Policy

Akkök Group endeavors to create a climate where our employees feel securely connected and take pride in their work, thus perpetuating this culture for future generations.

While striving to enhance Human Resources processes and practices that support Akcoat's vision, strategy, and objectives in a sustainable, fair, innovative, transparent, and forward-thinking manner, we:

- **Establish an environment where employees feel secure and generate innovative ideas with our fair and consistent management approach.**
- **Ensure that our company takes pride in its business results due to the contributions of employees.**
- **Foster teamwork to create the necessary environment for collective success.**
- **Encourage our employees to continuously seek innovation and develop the necessary skills to achieve it.**

- Assume responsibility for development, evaluate learning opportunities, and foster success by learning from each other.
- Recognize and value our differences as our strength.
- Respect human rights, avoiding all elements that do not comply with human rights, such as child labor, forced labor, and human trafficking.
- Move forward by providing feedback through open communication, thus continuously evolving.
- Acknowledge and reward good work.
- Develop backup plans for our employees, enhance their competencies, and prepare them for critical positions.
- Ensure that the right employee is in the right position according to their competencies.

We manage all our processes with our values of "Sincerity and Honesty", "Respect for the Environment and Humans", "Excellence in Service", "Transparency", "Accountability", "Sense of Responsibility" and "Equality".

Human Resources Mission and Vision Statement

Mission: To make our organization a sustainable and global team player with the ability to work with different cultures, by "continuously developing our employees" with the understanding of "People First".

Vision: To ensure that our company is an ideal workplace for employment and growth, and a model employer preferred by everyone.

(Date of Enactment: 02 December 2022)