

HUMAN RESOURCES POLICY

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The Human Resources Policy, an annex to the Sustainability Policy, has been established to adopt a human-centered, fair, inclusive, and strategic approach to human resources management within Ateş Wind Power, enhance employee engagement, and contribute to the company's sustainable success. The policy is based on employee satisfaction, talent development, equal opportunities, and commitment to ethical values.

The Human Resources Policy applies to all employees, managers, job candidates, interns, and all stakeholders affected by human resources processes within Ateş Wind Power. The policy is implemented across all company factories and guides all HR processes, from recruitment to offboarding.

Within the scope of this policy, Ateş Wind Power accepts, undertakes, and declares the following principles:

- Implement fair and objective recruitment processes; value diversity; enrich corporate culture with different perspectives and competencies, and create an inclusive work environment.
- Offer flexible work models that support employees' work-life balance.
- Support employees' technical and personal development; provide guidance throughout their career journeys.
- Encourage innovative thinking and help employees adapt quickly to changing business and global conditions.
- Prioritize occupational health and safety in all systems and activities; give psychological safety equal importance to physical safety.
- Strengthen team spirit; foster a culture of open communication and collaboration; value employees' ideas and work together toward common goals.
- Promote environmental and social responsibility awareness among employees, contributing to the future of the world.
- Uphold and act according to ethical values collectively.
- Continuously improve HR processes; consider employee feedback to create a more efficient and satisfying work environment.

The Human Resources Policy is integrated into the company's strategies. All HR processes are conducted in accordance with current legislation, international standards, and best practices. Digitalization, continuous improvement, and employee experience-oriented approaches are applied in practice. Training, performance management, recruitment, promotion, reward, and offboarding processes are guided by the policy principles.

The primary responsibility for implementing the Human Resources Policy lies with the Director of Management Coordination, who ensures its execution and reports the results to the Board of Management. All employees and relevant stakeholders are responsible for adhering to the principles defined in this policy. Top Management regularly monitors and evaluates practices under the Human Resources Policy.

This policy is reviewed at least once a year by Top Management and updated according to changes in legislation, strategic objectives, internal/external stakeholder expectations, and implementation outcomes.