



ATAKEY PATATES GIDA SANAYİ VE TİCARET ANONİM ŞİRKETİ

HUMAN RESOURCES POLICY

1. OBJECTIVE

The objective of hereby Policy is to determine the principles of the human resources systems and processes of AtaKey Patates Gıda Sanayi ve Ticaret Anonim Şirketi ("**Company**"), in compliance with the regulations to which the Company is subject and the provisions of the Articles of Association.

The mission of the Company's Human Resources is defined as undertaking a strategic role by implementing effective human resources policies in the process of achieving the institution's business goals. Within the ethical values of the Company, in the scope of the "principle of equality", fair behavior is overseen in business relations without discrimination based on language, race, gender, political ideology, religion, sect, sexual orientation, disability, age and similar discrimination.

2. SCOPE AND RESPONSIBILITY

This policy applies to all employees and all parties with whom the Company has a business relationship.

3. GENERAL PRINCIPLES

As of 2024, the Company employs more than 200 people, including field, headquarter and factory employees. In this respect, The Company's approach to human resources is basically based on the principle of investing in people.

The core principles of the Company's Human Resources are; to prioritize people, to allocate the necessary resources for training, to attach importance to the internal promotion system, to constantly improve human resources systems, to pioneer an open communication environment, to develop and use applications at international standards.

The entire promotion process is carried out with a transparent approach within the scope of experience, length of service, performance, competency assessment and career maps.

The Company attaches great importance to education at every stage and at every level.

In this context, the Company has been accepted;

- To adopt the elements of equality, fairness, inclusiveness and diversity,
- Not to tolerate wage gaps between female and male employees,
- To carry out recruitment and placement in accordance with the principle of merit, based on whether the person has the qualifications and skills required by the job,

- To carry out fair employment practices that are free from discrimination in terms of employee remuneration, working hours, occupational safety, promotions, performance evaluation, fringe benefits, training, opportunities, etc.,
- To accept and value the age, religion, race and cultural differences of all stakeholders,
- To provide the necessary tools and environments for employees to express themselves freely,
- To provide a communication mechanism through which employees can submit their complaints and requests,
- To employ employees in suitable positions with their own consent under equal conditions, away from the pressure environment,
- To provide employees with an environment that is free from violence, abuse and bullying, and that respects human rights,
- To attach importance to the training of employees at every stage for their personal and professional development,
- To provide and maintain a healthy and safe working environment for employees,
- To increase the motivation of all employees, to ensure their participation in matters related to their fields, to increase their qualifications, to train and to improve team solidarity,
- To comply with all legal and other requirements to which it is subject regarding occupational accidents, occupational health and safety,
- To make the Human Resources Policy accessible to the public and third parties,
- To announce this committed and implemented policy to all its employees

as Human Resources Policy.

In addition to the principles and bases included in hereby Policy, the Company has a Corporate Social Compliance Policy, which is based on the rules and regulations of the International Labor Organization (ILO) and includes the principles it has adopted as corporate responsibility.

In case of non-compliance with the rules and regulations in hereby Policy, notification, investigation and sanction mechanisms will be operated and all violations within this scope are expected to be reported to the Ethics and Whistleblower Line Channels listed below:

- **Access by e-mail:** tfitabgida@etikhat.com
- **Access via web:** www.ataetikhat.com
- **Access by phone:** 0850 822 3845

4. VALIDITY

Hereby Policy shall enter into force upon the approval of the Board of Directors as of the date of publication and its validity period shall continue as long as the Policy remains in force.

In the event of any discrepancy or conflict between the English and Turkish versions of this Policy, the Turkish version shall prevail.