



EMPLOYMENT POLICY

As ERNAMAŞ, we place great importance on our relationship with our employees, recognizing that our success is driven by the contributions and efforts of each individual. We are dedicated to cultivating a workplace where employees feel valued, capable, and empowered to perform at their best, by fostering an open and inclusive environment rooted in Universal Human Rights. Our Employment Policy, aligned with these principles, encompasses the following key elements:

- Comparable terms and conditions
- Working and living conditions
- Freedom of association
- Fair and acceptable working hours
- Grievance mechanisms
- Adherence to legal standards and ERNAMAŞ requirements
- Talent development opportunities
- Commitment to equal opportunities and gender equality
- Strict prohibition of forced and child labor

• COMPARABLE TERMS AND CONDITIONS

We structure our employees' wages based on the principle of "Equal pay for equal work." We provide equal rights to employees with comparable skills, knowledge, and competence levels who perform similar tasks. We do not implement different wage policies based on gender or race for employees performing essentially the same type of work.

• WORKING AND LIVING CONDITIONS

We are dedicated to creating a safe and healthy work environment by minimizing factors that could lead to occupational accidents, diseases, and health risks, while actively raising awareness. We believe that workplace injuries, occupational diseases, and environmental and safety-related accidents are preventable, and we strive to reduce them to zero. We are committed to maintaining a work environment that is safe, legally compliant, and free from violence, harassment, exploitation, bullying, and other unsafe or destructive conditions. We treat all our employees with equality and fairness, regardless of their work location. We are committed to ensuring a decent standard of living for our employees and their families. We aspire to create a work environment where everyone can perform at their best, innovate, and grow. We believe that rest and leisure time are fundamental rights, and we are committed to fulfilling conditions such as vacation pay, the right to family life, maternity leave, and similar

benefits. The diverse lifestyles of our employees reflect our commitment to embracing diversity. Our flexible working hour arrangements help employees balance their personal, family, and work lives, allowing them to plan their free time more effectively. In our recruitment process, we prioritize unemployed candidates who meet our search criteria.

- FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

We respect our employees' right to organize under a trade union, in accordance with the country's laws, and without fear of retaliation, harassment, or intimidation. When employees are represented by a legally recognized union, we engage in constructive dialogue, negotiation, or consultation with their chosen representatives. We fully respect our employees' right to collective bargaining.

- WORKING HOURS AND OVERTIME

We strictly adhere to laws and industry standards regarding minimum wages, working hours, overtime, and additional benefits. We ensure that working hours are organized in compliance with these standards or legal requirements. Employees, whether hired directly or through a third party, are limited to a maximum of 12 hours per day, including overtime, or the legal limit, whichever is lower. Employees working six consecutive days are entitled to one full day of rest. Any exceptions due to work continuity, such as seasonal demands, must be approved by the Human Resources Director.

- GRIEVANCE MECHANISMS

The most effective channels for employees to report complaints are the ERNAMAŞ suggestion system or the periodic OHS meetings. Employees who wish to communicate complaints or report rule violations can do so confidentially, with their information kept secure. The OHS Board is responsible for establishing a resolution process for all complaints, providing relevant training, and ensuring thorough investigations are conducted.

- ADHERENCE TO LEGAL STANDARDS AND ERNAMAŞ REQUIREMENTS

All our processes, working conditions, and Human Resources practices fully comply with local laws and regulations.

- TALENT DEVELOPMENT OPPORTUNITIES

We offer training and learning opportunities to help our employees reach their full potential. We provide career advancement opportunities to support skill development, ensuring employees feel connected to their roles, valued for their contributions, and motivated to grow with ERNAMAŞ.

- COMMITMENT TO EQUAL OPPORTUNITIES AND GENDER EQUALITY

All our employment practices, including recruitment, placement, promotion, transfer, rotation, dismissal, administrative leave, compensation, remuneration, social benefits, and training, are conducted without discrimination and are based on ability, performance, and experience. We uphold equality of opportunity and treatment to prevent discrimination based on race, color, gender, sexual orientation, gender identity, religion, political opinion, nationality, social status, ethnicity, disability, age, or any other factor unrelated to job performance. Ignorance and inaction are not acceptable grounds for discrimination.

- STRICT PROHIBITION OF FORCED AND CHILD LABOR

We are committed to preventing any form of forced or compulsory labor and to eliminating the use of child labor. We ensure that all working conditions are voluntary and comply with the minimum working age requirements established by laws and regulations. We are dedicated to upholding human rights in all our practices and do not tolerate discrimination. This policy is an integral part of the ERNAMAŞ Code of Business Ethics.