

ÇEKİNO INFORMATION TECHNOLOGIES INC. HUMAN RESOURCES POLICY

Our Human Resources mission is to support the employees of Çekino Information Technologies to work with the highest level of motivation, in alignment with the company's vision, mission, and strategies, while minimizing turnover rates.

In line with our Human Resources mission, our main strategy is based on three core principles:

- Focusing on the career development of our employees,
- Adapting to the changes brought by the requirements of the modern era,
- Ensuring that our organization is focused on employee engagement.

Our company's human resources strategy is prepared in alignment with our vision and mission and is implemented to achieve the goals in our strategic business plans under the following core policies:

- Investing in the development of our employees,
- Creating transparent career paths for our employees and supporting them throughout this process,
- Increasing our employees' potential through appreciation and incentives,
- Keeping up with updates required for adapting to the digital age and implementing them,
- Facilitating cultural change with a participative approach and transparent communication,
- Embedding a goal-oriented mindset at every level of the organization,
- Instilling the awareness that each Çekino employee is responsible for developing their own skills.

In order to prepare our employees for the future, training is prioritized at every stage and level. This emphasis is transparently presented through established systems. In this regard, to strengthen our culture that encourages continuous learning, various technical, managerial, and personal training opportunities are provided. The decisions made by our management are applied with precision to their respective fields. The follow-up of these practices is carried out within the framework of the defined Key Performance Indicators (KPIs), ensuring that not only activity performance but also profitability is taken into account. Under these criteria, the annual performance goals set for our employees allow for evaluation based not only on qualitative measurement of our management policies but also on numerical and objective goals based on indicators.

One of the "company's responsibilities to its employees," which is a core principle and is applied without compromise, is that when conducting any relationship with our employees, no distinction is made based on language, religion, race, age, ethnic identity, or gender.

We take pride in the diversity and cultural variety of our employees, and while we gather around a common goal, we embrace these different perspectives as a source of richness. All human resources practices are designed to nurture, develop, and create equal opportunities for all employees in every area.

At Çekino Information Technologies, we ensure equal opportunities for all employees in every aspect of human resources practices, including recruitment, training, compensation, career development, and provided financial benefits.

Respecting and protecting the rights that our employees have under the law and regulations is one of the most important duties and priorities of the company.

Human Resources personnel, as part of their job description, are responsible for evaluating the requests, complaints, and issues conveyed by employees and following up on the outcomes of these processes in coordination with Senior Management.