Human Resources Policy

1. Objective

We aim at implementing the fundamental principles of the Human Resources processes of Fiba Yenilenebilir Enerji Holding A.S. in accordance with the vision, mission, strategy, culture and the values of the company.

2. Scope

This policy encompasses all employees of Fiba Yenilenebilir Enerji Holding A.S. as well as the candidate talents, who may, in the future, work within the organization thereof.

3. Our Commitments and Practices as Fiba Yenilenebilir Enerji Holding A.S.

We, as Fiba Yenilenebilir Enerji Holding A.S., act toward the vision of "being the most reliable and the most preferred group in the energy sector", and focus on processes and practices that touch people.
In order to accomplish our goals, we maintain the Recruitment Management, Training, Compensation, Performance Management, Ethical Principles and Disciplinary processes, set forth within this policy, in the form of written procedures, and we act in due diligence to check regularly, and revise when required.
We, as Fiba Yenilenebilir Enerji Holding A.S., ensure fulfillment of "Employee Loyalty Survey" within our organization, considering the importance of identifying the elements increasing expectations and motivation of the employees, in order to strengthen the corporate structure and achieve sustainable success. In this regard, on the basis of outcomes derived from such survey, we give priority to;

- Define the steps and priorities required for enhancing the levels of job satisfaction, corporate belonging and motivation of our employees, and
- Create and actualize improvement plans.

We value diversity of our employees and employee candidates without any discrimination related to race, religion, language, color, ethnicity nationality, gender, marital status, age or disability. We believe that employees with different cultural

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backgrounds create value in collaboration. We implement all Human Resources processes without making any such discrimination.

3.1. Recruitment Policy

We believe that the value attached to human resources and employee satisfaction underlies the success, and aim at bringing the labor force with appropriate knowledge in the company.

We carry out our recruitment processes in such a manner to match candidates, who are capable of adapting themselves to the corporate culture and with proper knowledge and qualifications, with relevant positions.

We prioritize our internal resources for recruitment purposes. In the cases, where we cannot procure the resource out of our existing colleagues; we publicly post our job ads on the recruitment portals stated in our corporate website, and enable all candidates with required qualifications to apply. We adopt an egalitarian approach while evaluating the candidates who apply, and evaluate all applicants transparently without any discrimination related to gender, race, language and religion.

3.2. Training Policy

We, as Fiba Yenilenebilir Enerji Holding A.S., attach importance to supporting the personal and professional development of our colleagues in order to enable them to attain and maintain their goals.

We prioritize the training plans to create value for both the employees and the company and to be associated to the strategic goals of the company.

3.3. Compensation Policy

We consider the scope of work and the structure of the sector while designing the compensation plan for our employees. In the planning process, we pay attention to the provision of competitive and fair compensation.

We periodically participate in independent compensation surveys. Accordingly, we re-assess the compensation and fringe benefits strategies of our company.

Within the organization of Fiba Yenilenebilir Enerji Holding A.S.; we pay regard to the performances of our employees.

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As a part of the Childcare Procedure; we support our female employees in their post-natal process for returning to their business life and provide them with necessary contributions in respect of their childcare efforts.
In order to support the retirement plans of all our employees, we implement the Employer Contributed Private Pension Scheme.

3.4. Human Rights Policy

- We fulfill the rights of all our employees in full compliance with the applicable legislation.
- We pay attention to creating safe working conditions in accordance with the Labor Law, Occupational Health and Safety guidelines and the Social Security Act.
- We fulfill and follow the requirements under the law on protection of personal data. We share the relevant procedure including the legal provisions with all our employees, and submit the explicit consent form required for the processing of personal data.
- We respect our employees' freedom of unionization, right to collective bargaining, and voluntary participation to appropriate social activities with the awareness of social responsibility.
- At Fiba Yenilenebilir Enerji Holding A.S., we strictly do not permit forced labor, child labor, employment of illegal immigrants and of foreigners who do not have work permit, any maltreatment or any act of exploitation.
- As Fiba Yenilenebilir Enerji Holding A.S., we have been a signatory to the United Nations Global Compact as of 21/09/2021; we adopt and support the 10 principles of the Global Compact in the fields of human rights, work (labor) standards, environment and anti-corruption.
- As a company that always stands for equal opportunities, we equally uphold the rights of both female and male employees in all our processes. We implement equal opportunities in all of our business processes. We support gender equality, and ensure that all our employees adopt an egalitarian jargon by means of corporate training programmes.
- In order to maintain the balance of workload between female and male employees, we, as Fiba Yenilenebilir Enerji Holding A.S., follow the guidelines of WEPs (Women's Empowerment Principles), to which became a signatory on 10/06/2019.

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3.5. Ethical Principles, Anti-Bribery and Anti-Corruption Policy

We, as Fiba Yenilenebilir Enerji Holding A.S., pay the utmost attention to compliance with ethical principles.

In addition to the regarding bribery and corruption, we specify other conducts contrary to the corporate culture in detail within the Disciplinary Regulation. Through our Disciplinary Committee, comprised of the General Director, Human Resources Manager and the relevant unit managers, we impose the appropriate legal sanctions to such employees who act in breach of the ethical principles and the disciplinary regulation, in accordance with the relevant provisions of the Labor Code.

4. Enforcement

This policy is hereby issued upon approval of General Director on 14/03/2022. This policy is reviewed regularly on an annual basis, and updated when revisions are required. The up-to-date version hereof is announced to all employees via QDMS, and published on our corporate website for the information of all related stakeholders.

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