

TÜRKİYE HALK BANKASI A.Ş. HUMAN RESOURCES POLICY

The principles below are taken into account with respect to the human resources practice of Türkiye Halk Bankası A.Ş.

- Give importance to and respect the individuality of the personnel and protect their material and moral rights.
- Provide a working environment that is safe and appropriate to the nature of the work carried out.
- Provide a working environment and the opportunities to establish social relationships that will increase personnel's eagerness and ability to work.
- Provide personnel with fair and equal opportunities to work, progress, and develop in line with their abilities.
- Inform the personnel about matters of concern to them in a timely manner, and maintain open channels of communication to make it easy for personnel to express their views and opinions to management.
- Ensure that personnel perform their jobs with awareness of costs and in accordance with the principles of productivity and profitability.
- Encourage personnel to think creatively and to come up with new ideas to improve their work.
- To adopt as a principle the appointment of personnel from within the Bank as much as possible, filling the vacancies accordingly, promoting personnel on the basis of their skills, success, educational background, and length of service, for the purpose of preserving the Bank's corporate culture and identity.
- Evaluate personnel on the basis of objective and equitable criteria.