

## EBEBEK MAĞAZACILIK ANONİM ŞİRKETİ HUMAN RESOURCES POLICY

As EBEBEK Mağazacılık A.Ş., we operate as a leading company in our sector together with our barents, employees, suppliers, and partners, and we adopt practices aimed at enhancing employee satisfaction.

- We embrace the **Universal Declaration of Human Rights**, and within this framework, respect for human rights is internalized and made an integral part of our corporate culture.
- At ebebek, teamwork is essential. We value each team member both collectively and individually. No form of mobbing, abuse, or pressure is tolerated. We create a calm and peaceful working environment that prioritizes employee motivation. In order to ensure a safe and healthy workplace, mandatory training required by law is provided, and awareness-raising and educational activities are carried out. All legal measures and regulations are strictly followed, with due regard to ergonomic working conditions.
- Equality is a fundamental principle, applied both to candidates and employees, and is underpinned by a strong sense of fairness. From the recruitment process through the entire ebebek experience, no discrimination is made on the basis of belief, sect, language, race, nationality, color, political or philosophical opinion, gender, sexual orientation, ethnic origin, union activity, age, disability, pregnancy, military service, social class, or marital status. Employees are made aware of the importance of preventing discrimination, and corrective action is taken if any violation is identified.
- Employees are treated fairly in all business matters. Market conditions, economic indicators, and changes in labor legislation are closely monitored. A fair wage scale is maintained, and additional benefits are designed to support employees and maximize their well-being. When determining compensation and benefits, personal performance and merit are taken into account. Employee motivation and retention of key positions are also prioritized.
- We emphasize positive communication among employees. In this regard, various internal and external activities are organized to ensure interaction between team members from different departments.
- We respect employees' work-life balance. ebebek is highly sensitive to family and health matters and evaluates related employee requests with fairness and equality.
- The development of employee skills and potential is supported as part of our corporate culture. Financial or direct educational support is provided for postgraduate studies, foreign language learning, and professional training, thereby enhancing employee competencies and performance.
- Employee satisfaction levels are regularly measured and monitored.
- ebebek does not employ child labor. In employer-employee relations, all legal regulations regarding working life are observed, and sustainable organizational structures and systems are established to ensure compliance.

- Forced labor, modern slavery, and all forms of exploitation are strictly prohibited. Full compliance with applicable laws is ensured in this regard.
- Employees' legal rights to association and unionization are respected, and necessary permissions are granted in line with contractual obligations where applicable. No discrimination is tolerated in these matters or in any other aspect of employer–employee relations. The obligation to treat employees equally is observed at all levels.
- In line with the **KVKK “Personal Data Protection Law”**, various technical and administrative measures are taken. The personal data of all relevant data subjects are protected. To ensure ongoing compliance, mandatory legal training is provided, and periodic awareness activities and educational programs are organized.
- This Policy is published and shared transparently with all stakeholders, who are duly informed.

This Policy enters into force upon the approval of the Board of Directors.

We adopt and implement the **Solution-Oriented Leadership Principles**, which support our Human Resources Policy and define the fundamental qualities expected of our employees.