

ATU Diversity, Equity and Inclusion Policy

ATU values the differences of the people it works with and provides a working environment where everyone is respected and feels a sense of belonging. It commits to ensuring equal opportunities in all its processes.

Recruitment, placement, development, training, compensation, and promotion decisions are made based on the employee's qualifications, performance, skills, and experience.

In this system, where performance and contributions to organizational success are recognized, cultural diversity and equal opportunities are encouraged we strive to recruit, develop and sustain open-minded talents with diverse backgrounds and experiences and who respect diversity.

ATU aims to create an environment where employees feel valued and safe, and free to create and innovate. Ensuring gender equality, combating prejudices brought about by the concept of sexism, and strengthening the position of women in business life are among the focus areas of ATU.

ATU observes the balance between male and female employees. It pays special attention to pursuing strategies that promote the employment of women in managerial positions. In order to encourage women's participation in the workforce and to facilitate work/life balance and working life, ATU offers opportunities and implements practices for women.

ATU participates in national and international initiatives and cooperation platforms aimed at women's empowerment in order to ensure that women can take part in economic life in all sectors and at all levels. It actively supports the work of these platforms.

Equal Opportunity and Diversity in Recruitment

Our Recruitment Policy is based on diversity, equality and inclusion. It acts on the principle of valuing people and knowledge, objective evaluation and equal opportunity. It enables the evaluation, selection and recruitment of employee candidates based solely on their professional skills and qualifications, regardless of their age, gender, sexual orientation, race, color, language, religion, philosophical and political views, disability status, ethnic origin.

It also supports a fair recruitment process through objective measurement and evaluation practices based on competence and ability. It emphasizes our zero tolerance policy against all forms of discrimination and observes equal opportunity. Under all circumstances, ATU

Management is committed to ensuring that at least 30% of the Company's employees are women.

Inclusion and Diversity in Training, Career Development and Talent Management

ATU adopts an inclusive stance in its leadership culture and management approaches. It provides opportunities for training and career development that meet the needs of all employees, and develops and implements programs to help them realize their potential.

It takes into account the opinions and suggestions of all employees and creates platforms where they can voice their opinions by supporting a participatory culture.

It invests in training and development and establishes collaborations in order to train qualified human resources for the sector. Equips its employees to manage diversity and inclusion.

It also provides training and conducts various programs for employees to develop inclusive communication and behaviors that encourage open-mindedness towards different perspectives, free from the influence of prejudices and judgments.

Inclusion and Diversity in Wages and Benefits

Our Company offers its employees a fair, competitive and inclusive remuneration policy and continuously improves its benefits packages in this direction.

Our remuneration policy is constantly updated in order to compete with other leading companies in the market. In this way, it manages to retain existing team members while attracting talented employees. Salary levels, determined in line with market research, aim to reflect the value of employees and ensure their financial satisfaction.

In line with the principle of inclusiveness, the remuneration and benefits policy adopts an approach to ensure that every employee feels equally valued. Equal opportunities for employees of different genders, races, ages, disabilities, sexual orientations or cultural backgrounds is one of the most important priorities of the company. Transparency in remuneration and career development processes is supported by fair evaluation systems.

Diversity and equality not only strengthen employees' sense of belonging, but also bring creative and innovative perspectives to our company. Accordingly, the benefits policy is diversified to suit different employee needs. Opportunities such as flexible working hours,

remote working options and private health insurance are offered in a way that adapts to the living conditions of each employee.

Communication Approach

Encourages open, fair, non-violent forms of communication and adopts an egalitarian communication policy. It encourages diversity of opinion, creates communication channels where employees can express their opinions and suggestions and supports participation.

It contributes to creating a more socially inclusive communication environment by adopting the principles of empathy and respect, honesty and openness, equality and justice, cooperation and solidarity, flexibility and openness. It aims to make everyone feel that their feelings, thoughts and needs are important by creating a communication environment where everyone can express themselves, be listened to and understood. It aims to create a fairer and more egalitarian society by encouraging the participation of people from all segments of society.

Resolution of Non-Compliance acts with the Policy

At ATU, any situation or suspicion that is considered to be in violation of ethical values and principles, policies and procedures or legal regulations is reported through the Speakup Line.