ATU Diversity, Equity and Inclusion Policy

ATU values the differences among the people it works with and provides a working environment in which everyone is respected and feels a sense of belonging. It is committed to ensuring equal opportunities across all its processes. Decisions regarding recruitment, placement, development, training, remuneration and promotion are based on employees' qualifications, performance, skills and experience. Within this framework, which recognizes performance and contributions to organizational success, cultural diversity and equal opportunity are encouraged. ATU works to attract, develop and retain open-minded talent from diverse backgrounds and experiences who respect diversity.

ATU aims to create an environment in which employees feel valued and safe and are free to express their creativity and innovative ideas. Promoting gender equality, addressing gender-based prejudice and strengthening the position of women in working life are among ATU's key focus areas.

ATU seeks to maintain a balance between female and male employees. It places particular emphasis on strategies that increase the employment of women in management positions. To encourage women's participation in the workforce, support work–life balance and facilitate working life, ATU provides opportunities and implements initiatives for women.

ATU participates in national and international initiatives and support platforms dedicated to empowering women and enabling their participation in economic life across all sectors and at all levels. It actively supports the work of these platforms.

Equal Opportunity and Diversity in Recruitment

- ATU's Recruitment Policy is founded on diversity, equity and inclusion. It is guided by respect for people and knowledge, objective assessment and equal opportunity. Candidates are assessed, selected and recruited solely on the basis of their professional skills and qualifications, regardless of age, gender, sexual orientation, race, color, language, religion, philosophical or political views, disability status or ethnic origin.
- ATU supports a fair recruitment process through objective assessment practices based on competencies and skills. It maintains zero tolerance for all forms of discrimination and upholds equal opportunity. Under all circumstances, ATU Management commits to ensuring that women account for at least 30% of the company's workforce.

Inclusion and Diversity in Training, Career Development and Talent Management

- ATU adopts an inclusive approach to its leadership culture and management practices. It provides training and career development opportunities suited to the needs of all employees and develops and implements programs that support them in realizing their potential.
- ATU considers the views and suggestions of all employees and fosters a participatory culture by providing platforms through which they can express their opinions.
- ATU invests in training and development and establishes partnerships to develop qualified talent for the sector. It enables employees to gain competence in managing diversity and inclusion.
- ATU provides training and various programs to help employees remain open to different perspectives and develop inclusive communication and behaviors free from prejudice and preconceptions.

Inclusion and Diversity in Remuneration and Benefits

- ATU offers employees a fair, competitive and inclusive remuneration policy and continuously develops its benefits packages accordingly.
- ATU continually updates its remuneration policy to remain competitive with other leading companies in the market. In doing so, it seeks to attract talented employees and retain existing team members. Salary levels determined through market research aim to reflect employees' value and support their financial satisfaction.
- In line with its commitment to inclusion, ATU adopts a remuneration and benefits approach designed to ensure that every employee feels equally valued. Providing equal opportunities to employees of different genders, races, ages, disability statuses, sexual orientations and cultural backgrounds is among its key priorities. Transparency in remuneration and career development is supported by fair assessment systems.
- Diversity and equity strengthen employees' sense of belonging while bringing creative and innovative perspectives to the company. Accordingly, benefits are tailored to different employee needs. Flexible working hours, remote working options and private health insurance are among the benefits offered with consideration for employees' circumstances.

Communication Approach

- ATU encourages open, fair and non-violent forms of communication and adopts an equitable communication approach. It supports diversity of thought, establishes channels through which employees can share their views and suggestions, and encourages participation.
- By embracing empathy and respect, honesty and openness, equity and fairness, cooperation and solidarity, flexibility and open-mindedness, ATU contributes to a more socially inclusive communication environment. It aims to ensure that everyone feels their emotions, thoughts and needs matter by fostering an environment in which people can express themselves, be heard and be understood. By encouraging participation from all segments of society, it seeks to contribute to a fairer and more equitable society.

Reporting Non-Compliance with the Policy

- At ATU, any situation or suspected conduct believed to violate ethical values and principles, policies and procedures, or legal requirements is reported through the Speak Up Line.