

## **HUMAN RESOURCES POLICY**

Vestel contributes to the employment in Turkey by steadily expanding its workforce and by investing in qualified human resources.

Vestel is aware that having qualified human resources is the key factor for providing quality services to its customers and for maintaining and enhancing its leading position in design and technology.

Accordingly, Vestel manages its human resource processes with comprehensive procedures, which encompass all the legal requirements, training processes and needs and meeting of such needs, performance measurement and reward system, career development and planning, promotion, termination of employment and compensation.

One of the main objectives of Vestel's Human Resources Policy, which aims to achieve sustainability by giving priority to employees, is to make Vestel a preferred company for employment. Towards this goal, Vestel:

- pays attention to the needs of its employees in order for them to succeed,
- observes justice and equality of opportunity among its employees by balancing their expectations with those of the Company,
- supports its employees and contributes to their development by providing training programs on a regular basis,
- follows and evaluates the performance of its employees and encourages and rewards their success,
- Provides career development and planning for vertical and horizontal promotion.

At Vestel, new developments in the area of human resources management are closely followed up, assessed and implemented. Intra-company duty backups are carried out on a periodic basis in order to achieve sustainability. At Vestel, it is essential to give priority to in-house human resources in meeting personnel needs.

Vestel's human resource applications are shaped by the principles of increasing employees' sense of belonging, internalization of corporate culture, employee engagement and building employee loyalty and long term cooperation.