

Promotion and Appointment Policy

This policy has been prepared to support the career development of company employees, increase their motivation, and prepare individuals with leadership potential for positions of strategic and critical importance.

The foundation of the policy is to ensure social justice and equal opportunity within the company through transparent, fair, and objective evaluation processes.

Basic Principles

- **Fairness and Transparency:** Promotion and appointment processes are designed to provide equal opportunities to all employees. Employees are evaluated based on competence, performance, and development potential.
- **Performance and Development Orientation:** Performance evaluations and competency development form the basis for promotions and appointments. Individuals who contribute to the company's values and objectives are given priority.
- **Diversity and Inclusion:** In line with our *Equality, Diversity and Inclusion Policy*, individuals with different talents and perspectives are supported in promotion and appointment processes. In accordance with our diversity principle, special importance is attached to disadvantaged groups, women leaders, and young talents. Gender balance is observed, and evaluations are made objectively and impartially, without any discrimination based on age, ethnic origin, or any other factor.
- **ESG Focus:** In line with the company's commitment to sustainability, social responsibility, and ethical values, employees who comply with ESG regulations and contribute to ESG criteria are encouraged and supported in promotion and appointment processes.

Promotion and Appointment Criteria

The main criteria to be considered for promotion and appointment are as follows:

- **Performance Evaluations:** Employees' performance evaluations are based on the extent to which they achieve the determined targets, their business results, and their contributions to the team.
- **Competence and Skills:** The acquisition of the competencies required for the new position, leadership skills, and technical expertise are taken into consideration. Employees' participation in training programs and their efforts for self-improvement are valued.
- **Behavior and Ethics:** Compliance with the company's ethical rules, teamwork, work ethics, and attitudes toward social responsibility are taken into account. Contribution to and alignment with ESG values are considered important.
- **Career Development Plan:** Each employee's personal career goals and development plans are considered, and appropriate steps are taken to ensure long-term success and sustainable leadership.

- **Manager Feedback:** Feedback received from the employee's senior managers evaluates performance, leadership competencies, and contributions within the team. This feedback serves as an important reference in promotion, appointment, and career development processes.

Promotion and Appointment Process

- **Nomination and Application:** Employees may be nominated for promotion or appointment by their managers, or they may apply for promotion and appointment to their first-line or next-level managers.
- **Evaluation:** Candidates are evaluated objectively through a multi-dimensional process involving performance evaluations, feedback, and competency or aptitude tests. A committee consisting of Human Resources and relevant departments conducts these evaluations.
- **Development and Training Plans:** Before and after promotion and appointment, special training and development programs are implemented for employees. Guidance is provided on leadership development, preparation for new responsibilities, and sustainable business practices.
- **Feedback:** At every stage of the process, employees are given transparent and constructive feedback by their responsible manager(s) and Human Resources. Employees who are not promoted or appointed are provided with development opportunities and guided to increase their chances for future promotion and appointment.