HUMAN RESOURCES POLICY

At CCN Holding, we position our People and Culture function as a strategic business partner that supports our corporate strategy and directly contributes to our goals for growth, efficiency, and sustainable success.

The primary objective of our Human Resources Policy is to establish a common management approach to human resources processes across all our Group companies, ensure standardization in practices, and manage these processes in a fair, transparent, measurable, sustainable manner and in full compliance with applicable legislation.

Accordingly, we aim to operate with a competent, high-performing workforce that embraces our corporate culture and is committed to continuous development, while creating a preferred, reliable, inclusive working environment that supports the development of our employees.

Our Human Resources Practices

We take a holistic approach to our Human Resources practices across the following key areas:

- Strategic workforce planning and organizational development
- Recruitment and talent acquisition
- Onboarding and employee experience
- Career and talent management
- Performance management
- Training, development, and leadership development
- Compensation, benefits, and rewards
- Human Resources systems, digitalization, and HR analytics
- Payroll, personnel administration, and legal compliance
- Employee relations, ethical compliance, and corporate culture

Our Core Principles

- In all our recruitment, career, promotion, role change, and development processes, we base our approach on competency, performance, potential, experience, alignment with corporate values, and equal opportunity principles.
- We support our employees in accessing development opportunities throughout their career journeys, realizing their potential, and making sustainable contributions
  to our organization.

- Through our performance management processes, we ensure that corporate objectives are accurately cascaded into team and individual objectives, and foster a work culture that encourages high performance, makes feedback a natural part of development, and makes achievements visible.
- We evaluate performance results in an integrated manner as part of development, career, compensation, reward, and organizational decision-making processes.
- In compensation and benefits management, we adopt a fair, transparent, and competitive approach based on internal equity, market competitiveness, role responsibilities, performance, competency, and sustainability.
- We develop total rewards practices that support our employees' contributions and are aligned with corporate objectives.
- Under CCN Academy, we provide training and development programs that support our employees' professional, technical, managerial, and personal development, and promote continuous learning, leadership development, and the development of digital competencies.
- Through our Human Resources systems and analytics approach, we regularly monitor workforce planning, employee mobility, training, performance, employee engagement, organizational efficiency, and cost indicators, and manage our decision-making processes in a data-driven, measurable, and predictable manner.
- We conduct all our human resources processes in full compliance with national legislation, corporate procedures, ethical principles, and our corporate values.
- We aim to build and sustain a strong corporate culture based on trust, respect, transparency, inclusion, and continuous development.