



HUMAN RESOURCES POLICY

As Kuzuflex Metal San Tic A.Ş.;

• We aim to employ human resources that are open to innovation and change, dynamic, constantly aiming for self-improvement and care about ethical values, and to keep employee satisfaction and motivation high.

This policy covers employees, managers, contractors and business partners.

In the selection of human resources that our company needs, regardless of religion, language, race, gender, marital status, physical disability, region, etc.;

✓ *Has knowledge and skills in the competencies that meet the requirements of the position,*

✓ *Has high development potential,*

✓ *Will adopt and live the values of our company and care about ethical values,*

✓ *We recruit from candidates who are over the age of 18, by observing the principle of equal opportunity.*

• *Our priority is our internal resources, namely our company employees. We carry out effective career management with training and competency management systems that increase the personal and professional competencies of our employees.*

• *We manage performance evaluation with fair, transparent, concrete and measurable criteria.* • *We determine our wage policy in line with our employees' competencies, performance, economic data and sectoral trends, regardless of religion, language, race, gender, marital status, physical disability, region, etc.*

• *We manage performance evaluation with fair, transparent, concrete and measurable criteria.*

• *We determine our wage policy in line with our employees' competencies, performance, economic data and sectoral trends without discrimination of religion, language, race, gender, marital status, physical disability, region, etc.*

• *We implement reward & suggestion systems in order to share and reward the successes of our employees in improvement and development.*

In this context, our personnel turnover rate for 2025 has been determined as 2%

The number of reported violations has been defined as a maximum of 5 for 2025.

These principles are regularly updated by the sustainability team and all changes made are communicated to the relevant parties.

You can contact us at info@kuzuflex.com for all your questions and complaints.

KUZUFLEX®
www.kuzuflex.com



Hüseyin AKDEMİR
CEO

**FLEXIBILITY
BRING
SUSTAINABILITY**