

## **MLP Care Human Resources Policy**

At MLP Care, we consider the value we place on our employees to be an inseparable part of our brand value. Being employee-focused is always one of our strategic priorities. In line with corporate strategies, we develop fair and transparent human resources practices and systems, believing that the most important driving force behind the success of the organization is its human resources, supported by a development-oriented management approach.

- We create the most efficient environment to support the professional and managerial development of our employees, supplemented by professional, personal development, and managerial training. To achieve success, we work with a human resources management approach that is continuously learning and evolving.
- Every member of the MLP Care family is valuable. All managers approach their teams with this understanding. We consider the opinions and suggestions of all employees, creating open communication channels for them to express themselves, and fostering a culture of participation, teamwork, and a sense of camaraderie.
- We pay attention to maintaining a work-life balance for our employees and creating a productive working environment.
- Our goal is to establish a high-performance, development-oriented workforce, where employees are given opportunities to showcase their potential, contribute to the future of the company by creating value, and feel appreciated. We aim to foster a company culture that reflects the spirit of the organization, where fair and transparent leadership is exhibited, employee engagement is high, and employees are happy, productive, successful, and healthy.
- We prioritize employee satisfaction, regularly gather feedback from our employees, and aim to enhance their well-being.
- We aim to serve the welfare of society with individuals who are highly conscious of their responsibilities toward personal, societal, and environmental issues, continuously improving our practices in line with these goals.

## **Recruitment, Training, and Career Development**

- At MLP Care, we believe that the most important driving force behind the organization's success is its human resources. In this context, we make efforts to reach the right talent both among our employees and potential candidates.
- For new hires and position changes, we implement various assessments, such as aptitude, professional knowledge, and competency-based interviews for the specified roles. We consider the performance, knowledge, skills, and experience of employees and candidates during processes such as recruitment, career development, training, compensation, and promotion.
- We implement a structured orientation program as part of our onboarding process.
- We invest in training and development to nurture qualified human resources. For continuous improvement and development, we offer a range of training opportunities tailored to the needs of our employees, enabling them to develop new skills. We provide sufficient motivation and support for our employees to achieve their career goals through courses, seminars, webinars, and other training opportunities. We support this process with leadership development programs, as well as mentoring and coaching when needed, to encourage personal and professional growth and career advancement.

- In our continuously growing and evolving organization, we first evaluate our own employees to meet recruitment needs. We ensure equal career opportunities for all employees by conducting all career movements within established internal procedures. We implement inter-departmental rotation programs to support the development of our employees.
- We collaborate with universities, vocational schools, and relevant institutions for academic partnerships and joint projects to support employment. We establish internship programs, giving students the opportunity to familiarize themselves with the work environment and company culture, aiming to guide them in their career choices.

Our company values contributing actively to the United Nations Sustainable Development Goals, specifically in health and well-being (SDG 3), achieving gender equality (SDG 5), promoting decent work and economic growth (SDG 8), and reducing inequalities (SDG 10).

The effective implementation of this policy is the responsibility of all employees. Senior management will conduct regular audits to ensure compliance with the policy and will make updates as necessary.