

BATI ANADOLU GROUP OF COMPANIES

HUMAN RESOURCES POLICY

The purpose of Batı Anadolu Group of Companies Human Resources Policy (“Policy”) is to ensure that Batı Anadolu Çimento Sanayii A.Ş. and its subsidiaries over which it has direct and indirect control (“Batı Anadolu Group of Companies”) carry on activities in the cement industry, as well as in ready-mixed concrete, port management, and energy sectors, in order to create sustainable human resources with the awareness of responsible industrialism.

- To find the right person without the distinction of religion, language, race and gender in line with the objectives and strategies of our group companies, placing them in the right job and efficiently continuity of the workforce provide,
- To create a fair and happy working environment for our employees and to implement an accurate career planning by ensuring equal opportunities in their personal and professional development ,
- To create a family of employees who are hardworking, honest and have a strong sense of belonging in accordance with our corporate culture and values,
- To follow all developments related to human resources and to implement all innovations in accordance with the objectives and policies of our group companies,
- To act in accordance with the principles of fair, transparent, objective and accountability in all systems that human resources implements,
- To create human resources structure that acts sensitively towards the environment and society while performing all these things.

"This policy applies to all Batı Anadolu Group of Companies. "

The companies within Batı Anadolu Group of Companies are as follows:

- Batı Anadolu Çimento Sanayii A.Ş.
- Batisöke Söke Çimento Sanayii T. A.Ş.
- Batibeton Sanayi A.Ş.
- Batılıman Liman İşletmeleri A.Ş.
- Ash Plus Yapı Malzemeleri Sanayi ve Ticaret A.Ş.
- Batı Anadolu Enerji Elektrik Üretim A.Ş.
- Batı Anadolu Enerji Toptan Satış A.Ş.