

	HUMAN RESOURCES POLICY	Document No:	KYİ.PL006
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1. PURPOSE AND SCOPE

The purpose of VBT Yazılım A.Ş.'s Human Resources Policy is to explain the values and principles it takes as a reference in Human Resources management. VBT Yazılım A.Ş. Board of Directors members, all managers and employees are obliged to act in accordance with this policy.

2. POLICY

We believe that sustainable growth can be achieved with the contribution of our employees, In order to create a happy team who is highly loyal to the company, committed to our ethical values, open to learning and development, goal-oriented, respectful to each other we try to provide;

- A suitable environment that can contribute to the personal and professional development of employees,
- A workplace environment suitable for sustainable development,
- Seeing individual differences as human resource wealth and exhibiting an equal and fair approach to all employees,
- Evaluating the performance of employees by measuring them with objective criteria,
- Providing equal opportunities in the training and development of employees,
- Rewarding high performance,
- Supporting the development of those who perform below expectations by providing accurate and constructive feedback,
- Developing approaches that strengthen employee motivation and loyalty,
- Providing a work environment where the balance between work and private life is observed,

All candidates are given equal chances during the selection and recruitment process, without making any distinctions based on nationality, language, religion, race and gender. In selecting human resources, we aim to hire individuals who are inclined to teamwork, open to innovation, and who can take our company further by taking into account the education, experience, competence, career goals and expectations of individuals and the characteristics required by the position.

Employees' wages are arranged in accordance with the principle of "equal pay for equal work" and the same rights are offered to employees with similar competence and knowledge and skill levels who perform similar duties.

Within the scope of the Performance Management System, we implement for our employees, the company targets determined each year are reduced to departmental and personal targets, while targets are determined by making necessary training plans for their personal and professional development in accordance with their career plans. Periodic review meetings are held with employees in order to achieve the determined targets and the necessary feedback is provided.

3. OWNERSHIP AND COMPLIANCE

This policy is reviewed when necessary and changes come into force with the approval of the Board of Directors. Any changes made to this policy are presented to shareholders at the first general assembly meeting following the change and are disclosed to the public on the website. This change was approved by the Board of Directors with the decision numbered 2025/07 at the meeting dated 17.01.2025.