

HUMAN RESOURCES MANAGEMENT POLICY

1. Purpose

At ULUOVA İNŞAAT A.Ş., we view human resources as our most valuable asset and implement a Human Resources policy that prioritizes the development and satisfaction of all our employees. This policy aims to achieve effective, efficient, fair, and sustainable human resources management in achieving company goals.

2. Our Fundamental Principles

- Recruitment is made based on criteria appropriate to competence and position requirements.
- Training and development programs are supported for the professional and personal development of employees.
- Goal and competency-based performance evaluation systems are implemented, successful employees are rewarded and their career development is supported.
- A fair, market-friendly and performance-based remuneration policy is adopted.
- An open communication environment is provided, and employees' opinions and suggestions are taken into consideration.
- All employees are expected to comply with the company's code of ethics; employee information is kept confidential.

3. Implementation and Development

Our Human Resources Policy is regularly reviewed and updated in line with legal regulations, sectoral developments and employee feedback.