

GSD HOLDING A.Ş. (GSD HOLDING INC.)
HUMAN RESOURCES POLICY

1. Purpose

GSD Holding A.Ş.'s Human Resources Policy has been established to allocate human resources compatible with GSD Group's vision and mission, provide appropriate and sufficient number of personnel, provide optimum work area for the existing personnel, plan education possibilities for the personnel requiring education, provide taking necessary precautions to contribute to achieve goals by anticipating the GSD Group's future requirements for changes arising from internal and external factors.

2. Human Resources Policies

GSD Group's basis of the human resources policy is to have a labour force that meets the requirements of job with high experience and education both before and after recruitments.

- During the establishment of recruitment policy and career planning, it has been adopted that equal opportunity is provided to persons with equal qualifications. Succession planning is made to determine new administrators who will be appointed for the foreseen situations that reassignment of administrators may cause breakdown in Company management.
- During the recruitment, criteria required by the position related with education, work experience and core competencies are taken into consideration. Our recruitment process starts with the determination of applications delivered to Our Company. The candidates who have the competences determined after the pre-selection made over curriculum vitae are called for job interview. Job interviews are held by related departments' administrators to determine the most suitable candidate for the required position. The knowledge and skills of the candidates are examined during the interviews. The appropriate candidates are recruited to planned position.
- Job definition and distribution, performance and rewarding criteria of Our Company's personnel are determined by their executives and they are declared to personnel. Performance is taken into consideration during the determination of wage and benefits provided to personnel.
- Personnel are treated fairly for all the rights provided to them and educational training programmes are made to increase the knowledge, skills and manners of the personnel.
- By means of revealing educational needs of personnel and obviating the needs, it is aimed to employ individuals having comprehensive knowledge of his/her job.
- The efficiency of personnel is important and in order to make the personnel's work in a good and efficient way, highest attention is given to provide necessary work environment for personnel.
- Necessary precautions are taken in order to provide a secure, healthy and convenient work environment to personnel.

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- Information meetings related with the Company's financial position, wages, career, education, health, etc. are held with personnel to consult with them.
- Resolutions or developments related with the personnel are declared to personnel.
- Precautions are taken in order to prevent racialism, discrimination of religious and language and to protect personnel against physical, mental and sensual bad interventions within the Company. Discrimination in no circumstances between the personnel is not allowed, merit is important in the evaluation of promotions and remunerations.

3. Validity

This "Human Resources Policy" has become valid on 26 December 2012.