

PRINCIPLES HUMAN RESOURCES POLICY

TÜMAD Mining Industry and Trade Inc. is a Turkish mining group that holds exploration licenses for valuable and base metals and engages in gold production. Our strategy is to conduct advanced exploration in potential mining areas while respecting nature, the environment, and people, without compromising our quality. We aim to be among the country's leading gold producers by creating sustainable mining projects that integrate economic and social development with environmental protection.

Our goal is to meet the expectations of our stakeholders through mutual dialogue, honest, transparent, and effective communication, and feedback mechanisms at every stage of our mining activities, from exploration to rehabilitation. We strive to comply with regulations, adhere to international standards in Quality, Environment, Occupational Health, and Safety, and ensure continuous development, improvement, and sustainability in the mining field.

Our principles include:

- Adopting strategic, innovative, and best practices in human resources that are recognized globally and within the country, and that are continuously evolving in the mining sector.
- Believing that human resources are the true capital, with employees being a priority among stakeholders.
- Ensuring non-discrimination in recruitment and placement based on ethnicity, race, language, religion, gender, or any other criteria, and not providing any privileges.
- Employing the right person in the right job based on the required competencies (knowledge, skills, behavior).
- Adhering to the principle of equal pay for equal work and merit-based on success and performance.
- Supporting the development of employees' technical, managerial, and behavioral skills through accurate training analysis, planning, and implementation, and fostering effective communication and teamwork.
- Using surveys, open-door policies, and face-to-face meetings to solicit employee feedback and suggestions, measuring satisfaction and commitment levels, and developing improvement and enhancement action plans.
- Striving to provide a safe, healthy, and ethically sound work environment that respects the balance between work and personal life, and ensures employee happiness.
- Implementing talent management practices that include a pool of successful, qualified, and diligent global workforce, and having backup plans based on performance and competency evaluations.
- Aiming to be a preferred company in the mining sector with low turnover by attracting and retaining skilled labor through effective HR practices.
- Establishing and maintaining healthy labor-management relations that provide a happy work environment and respect the balance between work and personal life.
- Ensuring compliance with national employment and labor laws, and preventing the use of forced and child labor as defined by ILO standards.
- Applying performance management and regular monitoring data from top management down to all employees in a synchronized manner in training, development, career, and compensation management.
- Encouraging adherence to any collective agreements entered into by TÜMAD and promoting cooperation.

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