ARTICLE 1 – PURPOSE

1.1. The purpose of the **Human Resources Policy** (hereinafter referred to as the "Policy") is to define the methods to be applied in recruitment and placement, compensation, training, career development, performance management, and employee offboarding in order to maximize the efficiency of the work performed by the employees of **Beta Enerji ve Teknoloji A.Ş.** (hereinafter referred to as the "Company").

ARTICLE 2 – DEFINITIONS

2.1. This section briefly explains the specific terms and concepts used in the Policy:

Company: Beta Enerji ve Teknoloji A.Ş.

Policy: Human Resources Policy.

Employee: Şirket yöneticilerini ve çalışanlarını ifade eder.

ARTICLE 3 – SCOPE

3.1. This Policy applies to:

a) Members of the Company's Board of Directors,
b) Company Employees,
c) Companies and their employees from whom goods and services are procured,
d) Other individuals and entities acting on behalf of the Company—including consultants, lawyers, advisors, and external auditors—as well as customers and other parties with whom the Company maintains commercial relationships ("Business Partners").

ARTICLE 4 – PRINCIPLES AND GUIDELINES

4.1. The Company's primary goal is to be an organization composed of employees who are proud and happy to be part of the institution, who have reached a high level of awareness and responsibility, who have specialized in their fields, and who have adopted a disciplined approach to work. In line with this goal, the Company is committed to:

4.1.1. Recruiting, training, developing, and retaining individuals—on the basis of equal opportunity—who will adopt and embody the Company's core behavioral principles (inspire trust, win hearts, deliver results, be the best, understand your customer, embrace the future, create meaning, empower and guide), which have become integral to the Company's operations and culture;

4.1.2. Creating a suitable environment for employees to achieve personal and professional development;

4.1.3. Viewing individual differences as a richness of human capital and maintaining a fair approach in line with ethical values;

4.1.4. Ensuring the highest level of protection for employees' legal rights and obligations, and providing a more peaceful and safe working environment;

4.1.5. Establishing a human resources system that enhances employee satisfaction and commitment, and positions the Company as the employer of choice for potential talent;

4.1.6. Measuring and evaluating employee performance based on objective criteria;

4.1.7. Rewarding high performance, providing constructive and accurate feedback for underperformance, and supporting development accordingly;

4.1.8. Developing approaches that enhance employee motivation and engagement;

4.1.9. Implementing, improving, and managing all these objectives under the leadership of the Board of Directors through the Human Resources Department.

ARTICLE 5 – DUTIES AND RESPONSIBILITIES

5.1. Board of Directors

5.1.1. The Board of Directors is responsible for the oversight of the creation, implementation, and updating of this Policy.

5.1.1. The Board is also responsible for the high-level oversight of the effective operation of the Disciplinary and Ethics Honor Board ,which manage the notification, investigation, and sanction processes in cases of violations or suspected breaches of the principles and guidelines outlined in the Policy.

5.2. Disciplinary and Ethics Honor Board

5.2.1. The Disciplinary and Ethics Honor Board is responsible for managing communication channels for reporting violations or suspected breaches of the Policy and for taking measures to ensure the confidentiality and safety of the individuals submitting such reports.

5.2.2. The Board carefully reviews complaints and reports received, initiates investigations where necessary, and, if a violation is confirmed, presents the matter to the Internal Audit Department along with the necessary evidence and documentation. Additionally, it implements measures and establishes mechanisms to prevent recurrence of the same violation.

5.3. Human Resources Department

5.3.1. The Human Resources Department is responsible, on behalf of the Board of Directors, for the preparation, implementation, and improvement of this Policy. The department evaluates the Policy when necessary in terms of relevance and development needs and submits recommendations to the Board of Directors.

5.5. Employees

5.5.1. Employees are responsible for complying with this Policy and with the procedures, regulations, and instructions that support it. They are also obligated to report, via the Ethics Line, any behavior, activity, or practice that violates the Policy.

ARTICLE 6 – COMMUNICATION

6.1. All behaviors and practices that violate the principles stated in this Policy must be reported to the Disciplinary and Ethics Honor Board via the Ethics Line. The Board is responsible for responding to all reports received through the Ethics Line within **three (3) business days**.

Ethics Line:

E-mail: etikhat@betaenerji.com

Address: Acıdere OSB, Çanakkale Cad No:11/B, 01350 Hacı Sabancı OSB/Sarıçam/Adana

ARTICLE 7 – ENFORCEMENT

7.1. This Policy was enacted by the decision of the Board of Directors dated April 4, 2025, and shall remain valid and in force until a new announcement is made.

ARTICLE 8 – REVIEW

8.1. This Policy is reviewed annually by the Disciplinary and Ethics Honor Board, based on checks related to process or technical infrastructure changes. The revised and updated version of this Policy is subject to approval by the Board of Directors.

ARTICLE 9 – RELATED POLICIES AND PROCEDURES

Ethical Conduct Policy

Human Rights Policy

Anti-Bribery and Anti-Corruption Policy

Reason for Revision :	New Document

Prepared By	Approved By
Management Systems and Sustainability Engineer	General Manager