

## Human Resources Vision

Our vision is to be one of the most preferred companies in the sector, to create end-to-end employee experience with modern and digital human resources practices, to create continuous and sustainable value by attracting talents, ensuring their loyalty and developing

## Human Resources Policy

Çobantur aims to implement a human resources policy that aims sustainable success globally, spreads the innovative and learning together corporate culture, implements the best human resources practices in the logistics sector in which it operates, and adds value to all its stakeholders. Çobantur shapes its human resources approach within the framework of laws, company values and ethical rules, and is based on inclusiveness and equal opportunity in all its practices. It pursues an objective, systematic, and development-oriented approach to all human resources processes, from recruiting to career management, from training and development to performance management, in order to achieve its goal of becoming one of the most preferred companies. It applies wage and benefits strategies that reward consistent high performance in market conditions. Çobantur respects the historical and cultural differences of the geographies in which it operates, and is sensitive to the environment and society. It strives to strength the differences and cultural heritage of its human resources and stakeholders and hand them down to next generations. It observes the balance between the work and private life of its employees, and implements human resources programs that will support this balance. It offers communication platforms where employees' suggestions and expectations are taken into account, follows employee loyalty and satisfaction through objective and independent research, and takes remedial actions. By constantly developing approaches that will increase loyalty and a positive working climate, it provides a healthy, safe working environment where company values are kept alive. Aiming to actualize the potential of human resources at the highest level, to ensure sustainable high performance and to carry the value it creates for its stakeholders to the future stronger, Çobantur brings together its deep-rooted past and future orientation on a common ground, thus shaping and strengthening its future with an understanding based on human-oriented, continuous development, and innovation.