

ÜNLÜ YATIRIM HOLDİNG A.Ş.

STAKEHOLDERS POLICY

Stakeholders

A stakeholder is a person, institution or interest groups that are effective in achieving the Company's goals or have an interest in its activities. Accordingly, a stakeholder may be a shareholder of the Company, employee, customer, creditor, supplier, public institution, industry, and non-governmental organizations as well as potential savers who may consider investing in our Company.

Protection of Stakeholders

During the performance of the business operations, the Company protects the rights of stakeholders regulated under the respective legislations and mutual agreements. In this respect, the relations between stakeholders and our Company shall be conducted through written agreements to the extent possible. In case it is determined that the rights of the stakeholders which are protected by legislation and agreements are violated, corrective measures shall be taken in an effective and rapid manner to ensure that such rights are reclaimed. Our Company ensures that the stakeholders can resort to compensation mechanisms set under the legislation.

In case rights of the stakeholders are not regulated under the legislations and agreements, benefits of the stakeholders shall be safeguarded in good faith, also by considering the rights, abilities and reputation of our Company.

The company takes a leading role to resolve any possible disputes that may arise between the Company and the stakeholders.

In case of conflicts of interest between the stakeholders or in case a stakeholder benefits from more than one interest group, the company shall follow a balanced policy to the extent possible as to protect the respective rights and, aims to safeguard all rights separately from each other.

It is expected that the benefits of the company and the stakeholders lie in the same direction. The Company's management shall take precautions to prevent any possible conflict of interest.

Information to Stakeholders

Our Company has adopted the principle of acting in equal, accurate and objective manner in informing shareholders and stakeholders. In this context, it is essential that the announcements and explanations are made in a timely, accurate, complete, understandable and easily accessible manner, as well as in a way that protects the rights and interests of our Company. Our Stakeholders shall be informed through material disclosures, general assembly meeting minutes, annual and interim activity reports, financial reports and the Public Disclosure Platform <https://www.kap.org.tr/tr/bist-sirketler> and the Company website (www.unluco.com).

Within the principle of open and honest communication, employees shall be informed about the objectives and activities of the Company through evaluation and information meetings.

The Company makes great efforts to ensure that the rights of the stakeholders regulated under the legislations and mutual agreements are protected and, provides sufficient information in connection therewith. The Investor Relations Department is responsible for informing the stakeholders, and our disclosure policy can be accessed on our Company's website (www.unluco.com).

The monitoring and development of the information policy is under the authority and responsibility of the Board of Directors.

Participation of Stakeholders in Management

Our Company successfully completed its public offering in 2021. Considering the free-float rate of our Company, we keep the relevant channels open in an honest, transparent, equal and customer targeted and accountable manner that ensure the participation of the stakeholders in the management of our Company.

There are independent members on the Board of Directors to ensure that the rights of minority shareholders and other stakeholders are respected equally in the decisions taken by the Company's decision-making bodies.

The Company encourages its employees to participate in company management in a way that does not disrupt their activities. Improvement recommendations of the employees are reviewed and deliberated through internal communication and information meetings. During decision making, opinions of middle and senior managers are taken into consideration and solution-oriented evaluations are made.

The protection of our shareholders' right to participate in the management is ensured within the framework of the relevant legislation and articles of the association.

Human Resources Policy

In line with our mission and vision, the most fundamental consideration of our Company, which aims to develop and grow its management style in line with the changing conditions by coworking non-stop with its employees, is "human" and their "satisfaction". All employees within the Company have equal and separate values. The human resources policy of our Company offers a structure that is shaped to offer career opportunities to all talented and willing values and to contribute to their development. While achieving this main goal:

- In line with current and future human resource planning; workforce needs are met by creating performance-based resources and giving equal opportunities to people with equal conditions.
- The recruitment decision is made as a result of evaluating the suitability of the candidates for the relevant position, their technical and professional knowledge levels, the qualifications specified in the job description and their compatibility with the company culture.

- A transparent and reliable communication environment is created where teamwork is supported and, participation and corporate awareness are ensured.
- In line with the Company's strategy and goals, the human resources are invested in practices based on continuous development.
- In order to support the development of employees and their knowledge and competencies, trainings or opportunities to increase the level of education are offered under academic, leadership and competence titles.
- Satisfaction levels of our employees and our organization are constantly improved and developed in line with their expectations. For this purpose, employees' satisfaction perceptions and performance indicators are measured in a healthy way through the system.
- All decisions taken regarding the employees or developments of the employees are immediately notified to the employees, depending on the subject.
- A safe working environment is provided to our employees through studies, inspections and trainings on occupational health and safety.

Relationship with Customers and Suppliers

Our Company takes all actions to maintain the customer satisfactions in the marketing and sales of its services.

Within the scope of customer satisfaction, our Company takes all kinds of precautions to ensure customer satisfaction in the marketing and sales services performed in accordance with its scope of activity. In this respect, it is essential to meet the demands of services offered to the customers punctually and in full, and it is aimed to inform the customers about possible delays without waiting for the deadline.

The Company gives sufficient care to the confidentiality of customers' and suppliers' information that constitute business secrets, and to the protection of personal data obtained during provision of services. Our Company takes necessary precautions in order to ensure the relations between our Company and its customers and suppliers are free from unfair advantages, to establish good relations and to continuously comply with agreements between the parties.

Codes of Conduct and Social Responsibility

The Company carries out its business operations in line with the codes of ethics disclosed to the public on its web site (www.unluco.com).

While our Company's activities add value to the finance sector and the national economy, we also aim to make a sustainable contribution to the society through our social responsibility projects. In order to create a lasting impact and change, the Company focuses on three main areas in its corporate social responsibility projects: "entrepreneurship", "woman" and "education". Executives of our Company take active roles in these projects by giving trainings and seminars and bring personal efforts to increase social awareness on these topics.