



## HUMAN RESOURCES POLICY

Kale Care Chemicals is committed to providing a work environment that maximizes the potential of its employees, supports individual differences, and promotes talent development. Our human resources policy aims to enhance employee satisfaction and engagement while making a significant contribution to achieving corporate objectives.

This policy applies to all Kale Care Chemicals departments and operational areas, both domestically and internationally. It encompasses all employees, managers, and contractors.

Kale Care Chemicals is dedicated to the following commitments:

- Providing continuous training and development programs to support employees' career growth;
- Ensuring equal opportunities for all employees and creating a work environment free from discrimination and inequality;
- Developing appropriate policies and practices to support employees' physical, mental, and emotional well-being;
- Establishing regular feedback and communication processes to enhance employee engagement;
- Ensuring transparency and fairness in recruitment processes;
- Fully complying with national and international regulations regarding employee rights and workplace safety;
- Regularly reviewing and improving human resources policies.

These commitments will be achieved through specific targets:

- Increasing employee satisfaction to 90% by 2026;
- Ensuring all employees are included in career development plans by 2026;
- Raising the ratio of female employees to 50% and improving inclusivity by 2030.

This policy is implemented and monitored by a dedicated Human Resources Team established by the management. Each business unit will have a human resources manager responsible for overseeing the policy's implementation.

The participation and support of all employees are expected during the implementation of this policy. For any questions or suggestions related to human resources, please contact the human resources manager.