

TAT GIDA SANAYI A. Ş. PERSONNEL REGULATION

SECTION IV WORKING CONDITIONS and REGULATION OF WORK LIFE

Training and Development

Clause 37.

The personnel is obliged to attend training and development programs and devote all care and attention that are designed to enhance their knowledge and skills, to increase their performances and capabilities based on training requirements set out considering the staff, the company's strategies, objectives, human resources policies within the framework of individual performance and potential evaluation results and in accordance with work requirements and needs of the company.

A commitment letter is asked from personnel who are sent out for International and domestic long-term training. Content of this commitment letter is determined by the Company.

The personnel are responsible to maintain their own professional and personal development. Training and development records of the personnel are kept in electronic database system or in his personal file.