



# SunExpress

## MANAGEMENT COMMITMENT Nr. 4:

### PROFIT

SunExpress Management is committed to ensure the long-term success of the Company and maintaining job security. For these commitments to endure, we have taken the following principles which bear on the outcome as a base for our work:

- We provide the right conditions to ensure SunExpress Management and all employees are able and willing to offer an optimum level of service to our tour operator clients, passengers and sales partners. In this way we generate and secure Company income.
- We take it upon ourselves to foster a good working relationship with our business partners in all aspects, ensuring fairness on both sides. By implementing concepts and ideas, we can continually reduce costs, although reducing material costs takes precedence over reducing staff costs.
- We strive to achieve results expected by shareholders. With the help of executive work carried out on our part, we seek to encourage management and employees to a sportsmanlike aspiration to reach the set budget.

We regard it our duty to manage and support SunExpress employees in such a way that they are all able and willing to contribute to the outcome of the Company in the best way they can.

**July 2020**

**Ahmet Fevzi Çalışkan**  
Deputy Managing Director

**Max Kownatzki**  
Managing Director