



# SunExpress

## MANAGEMENT COMMITMENT Nr. 5:

### TEAM INTEGRATION

The SunExpress Management is committed to a style of leadership that is cooperative; team orientated and takes into account both the needs of the Company and the staff.

SunExpress has a multi-cultural business environment. Not only has our shareholder structure brought this unique diversity, our human resources, corporate culture, attitude of sticking to global standards and professional approach to our business empower us with an unmatched strength. We have our differences at nationalities, languages, business cultures and/or specialist knowledge but only together we make up SunExpress, and these differences are our strengths. We are one team, we are SunExpress.

To be able to benefit from our strengths, we nurture the "SunExpress Culture"; we help each other, we support each other, we trust each other, we take care of each other, we respect each other and we are honest with each other. We ensure that our differences work in favor of the well-being of the Company and its employees. It's our ultimate goal that an atmosphere of mutual trust and respect prevails in all areas of the Company on a permanent basis.

We encourage an equal opportunity for all of our employees to have access to appropriate further education and training so that they can apply themselves more efficiently and to a higher standard in their area of work. We acknowledge that our business has a very sophisticated nature and mandates maximum expertise at certain areas. We delegate responsibility and support our employees when exercising their responsibilities. We pay careful heed to ensure that internal communication fully satisfies all parties concerned and business relations between our departments always serve the well-being of the company.

This difficult business of ours can only prosper in the long term with high quality employees and a strong sense of team effort.

We know this and will strive, in our capacity as Management, to achieve it.

**February 2017**

**Alper Özen**  
Deputy Managing Director  
SXD

**Ahmet Fevzi Çalışkan**  
Deputy Managing Director  
SXS

**Jens Bischof**  
Managing Director  
SXS-SXD