

	REMUNERATION POLICY	Document No:	KYİ.PL007
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1. PURPOSE AND SCOPE

The purpose of the Remuneration Policy is to ensure that the remuneration is planned and implemented in accordance with the relevant legislation, the Company's strategies and long-term goals.

This policy was prepared depending on Capital Markets Law No. 6362 and the Corporate Governance Communiqué No. II.17.1 published by the Capital Markets Board of the Republic of Turkey and other relevant legislation to define the remuneration system for board members and senior executives within the scope of CMB regulations

2. POLICY

The main objective of our Remuneration Policy is to determine wages by considering the job size, performance, contribution to the job, knowledge/skills and competencies to increase their loyalty and motivation of our employees by considering intra-company and inter-company wage balances and competitiveness in the market, to employ a workforce with the appropriate competence to achieve our financial, environmental, social and governance goals.

The Remuneration policy is based on an objective system based on roles, basic responsibilities, performance indicators, knowledge/skills/experience and competencies. The purpose of the implemented variable Remuneration policy is to encourage employees to show superior performance by rewarding success and to establish a target-oriented performance culture to support the company to achieve its budget targets and business results above its targets.

The remuneration of the Board members is proposed to the General Assembly by taking into account their responsibilities in the decision-making process, the knowledge, skills and competence he/she should have, and by making comparisons with the remuneration levels of the board members of similar companies in the sector, and a fixed fee is paid in the amount determined by the General Assembly.

3. OWNERSHIP AND COMPLIANCE

This policy is reviewed when necessary and changes come into force with the approval of the Board of Directors. Any changes made to this policy are presented to shareholders at the first general assembly meeting following the change and are disclosed to the public on the website. This change was approved by the Board of Directors with the decision numbered 2025/11 at the meeting dated 17.01.2025.