

## 1. Purpose and Scope

Basic purpose of salary policy of Ulusoy Un San. Tic. A.Ş. is to ensure that salary applications of the company are planned, executed and managed in compliance with the relevant legislation of Capital Market Board and scope and structure of the company's activities, strategies, long term targets and risk management structure and based on preventing excessive risk and effective risk management.

Salary Policy covers the managers and employees working in every level in the Company.

## 2. Responsibility

"Corporate Management Committee" of Ulusoy Un San.Tic. A.Ş. shall be responsible for salary policy and applications on behalf of the Board of Directors. Human Resources Management of Ulusoy Un San. Tic. A.Ş. shall be responsible for executing daily applications within the framework of the Company's salary policies.

## 3. Basic Principles and Procedures

- 3.1.** Salary principles of the board members and senior staff must be set forth in written and shareholders shall be allowed to express their views in this respect by submitting such salary principles to the shareholders for information under a separate article at the general meeting.
- 3.2.** Salary policy shall be published on the website of the company.

## 4. Salary Policies

- 4.1.** Salary policies of the Company cover the salary policies for senior staff and employees in such a manner that they are in harmony with the long term targets and risk management which will enable the company to acquire sound financial structure and prevent it from taking excessive risk.
- 4.2.** Basic purpose of salary policies is to ensure that they do not cover incentive systems which may damage the interests of the partners and employees, do not pose a risk in the Company's equity capital and annual financial statement but are realized based on fair, balanced, comparative criteria.

**4.3.** Profit share, share options or payment plans based on the company's performance cannot be used in determining the salaries of Independent Board members and the salaries of Independent Board members should have a level to protect the independency of said members.

**4.4.** Salary shall be paid to the senior staff of the Company based on the current economic data in the market, wage policies available on the market, long-term policies and targets of the Company and also duties, responsibilities and experiences of said managers and in line with legal liabilities.

### 5. Policy Change

Salary Policy shall be revised and updated by the Corporate Management Committee for at least once a year with the purpose of increasing motivation and loyalty of the employees in such a manner that it supports the targets and strategies of the Company and if required by the changes in work processes of the Company and increasing risks in the sector.

\*Corporate Management Communiqué no. II-17.1 of T.R. Prime Ministry Capital Market Board