



THE WORKING PRINCIPLES OF THE REMUNERATION COMMITTEE

The Remuneration Committee

Remuneration Committee consists of at least two members of the Board of Directors without executive duties.

The Remuneration Committee convenes at least once a year or when necessary and reports to the Board of Directors.

Remuneration Committee performs the following duties, powers and responsibilities:

- Ensures the creation of a Remuneration Policy in compliance with the statutory regulations,
- Assesses the recommendations of the Human Resources Committee, makes the necessary changes and corrections, and submits the applications provided with compliance to the Board of Directors for approval,
- Makes recommendations concerning the remuneration principles of the senior executives,
- Reviews the remuneration policy at least once a year to ensure the effectiveness of the remuneration policy,
- Considering the degree of achieving the criteria, assesses the remuneration of the senior executives and remuneration policy and practices within the scope of the risk management, and submits every year its recommendations concerning them to the Board of Directors in a report,
- Ensures the determination of the criteria for the incentive payments to the employees that are tied to performance and the review of such criteria regularly in accordance with the standards and specific work responsibilities that have been set out.