

ÜNLÜ YATIRIM HOLDİNG ANONİM ŞİRKETİ

REMUNERATION POLICY

This policy determines the remuneration system for the Board of Directors and key executives within the scope of the definition of persons with managerial responsibilities under Capital Markets Board regulations.

The sector in which the Company operates, macroeconomic data, salary levels prevailing in the market, the size of the Company and its long-term targets are taken into consideration in remuneration of the members of the Board of Directors and key executives. Within the framework of research and studies conducted by the Corporate Governance Committee, recommendations are made to the Board of Directors.

I) Members of the Board of Directors

Members of the Board of Directors of our Company are being paid a Board Membership fee annually in the amount determined by the General Assembly.

While determining the remuneration levels of the members of the Board of Directors, considering that they are managers and executive directors, factors such as the responsibility of the Board Member in the decision-making process, knowledge, skills, competence, level of experience, time spent, costs incurred are taken into consideration and in addition, comparisons are made with the remuneration levels of the Board of Directors of similar companies in the sector.

In respect of remuneration of the Independent Directors, the Company ensures that the salary is at a level that will protect the independence of the directors; and the independent directors are not subject to any stock options or payment plans based on the Company's performance, to any dividend payments and no loans or borrowings are made available the independent directors.

The expenses incurred by the members of the Board of Directors (transportation, telephone, insurance, etc.) in parallel with their contributions to the Company may be covered by the Company.

II) Senior Managers and Employees

Our Company's top executives and employees are paid the salary amount determined by the salary evaluation committee and approved by the Board of Directors annually in March.

While determining the "Senior Managers and Employees Remuneration Policy" of our Company, the structure and competition conditions of the sector in which the Company operates, salary researches, continuing operations, generality of operating points, the level of knowledge required for the continuity of operations and the number of employees are taken into consideration.

Our Company rewards the impact of the individual performances of the employees on the performance of the Company. The Company pays performance bonus to deserving employees based on their rank and title, and the Company's performance and their individual performance of

the relevant year upon the year-end performance reviews conducted in accordance with the objectives set at the beginning of each accounting period.

Salaries of the Senior Managers and employees have been determined in line with the knowledge, skills, competency, experience level, costs incurred, scope of responsibility and problem-solving ability required by the Company's diversity and volume of operation. Accordingly, remuneration policy which will be fair within the Company, and competitive in the market is implemented.

In this context; salary and other vested benefits provided to our Company's Senior Manager and employee are presented below.

- **Fee:** 12 salaries per year,
- **Bonus:** Performance bonus
- **Education:** Carried out to support the professional and personal development of employees.

- **Vested Benefits:**
- Food – Grocery – Gas Support (will be chosen by the employees)
- Private Health Insurance
- **Holidays**
 - ✓ Annual Paid Leave
 - ✓ Wedding Leave
 - ✓ Maternity Leave
 - ✓ Relocation Leave
 - ✓ Bereavement Leave
 - ✓ Administrative Leave

Opportunities provided to employees according to their duties:

- Vehicle Allocation (Only for Board Members)
- Cellular Phone and Payment of Phone Bill
- Fuel Support

All elements of the fees are private and confidential. Only the employee himself/herself, his/her managers, and the Human Resources Department are vested with the knowledge of such. It is essential that the employee pays maximum attention to the confidentiality and does not share this information with third parties and other Company employees.

The total amounts paid to the Senior Managers of the Board of Directors during each year are determined in accordance with the standards set and are submitted for the shareholders' information in the following general assembly meeting as per the provisions of the legislation and disclosed to the public through financial statements.

The Human Resources and the Board of Directors are responsible for the implementation, development and monitoring of this Remuneration Policy. All questions regarding the application principles and procedures of this Policy should be directed to the Human Resources Department.