

EBEBEK MAĞAZACILIK ANONİM ŞİRKETİ REMUNERATION POLICY

This Policy sets out the principles of remuneration for the members of the Board of Directors and executives with administrative responsibility within our Company.

The remuneration and other financial rights to be granted to members of the Board of Directors are determined by the General Assembly pursuant to Article 7 of the Company's Articles of Association. In determining such remuneration and financial rights, the General Assembly acts in compliance with the relevant provisions of capital markets legislation.

In the remuneration of independent Board members, profit sharing, share options, or payment plans based on the performance of the Company are not used. The remuneration of independent Board members is set at a level that preserves their independence.

The remuneration system for executives with administrative responsibility consists of two components: fixed and performance-based. Among the performance-based remuneration criteria are certain key performance indicators related to profitability and sustainability.

The remuneration system of the Company is designed to support executives with administrative responsibility in achieving the Company's budgetary targets and delivering business results beyond such targets.

Expenses incurred by Board members and executives with administrative responsibility in the performance of their duties and responsibilities shall be borne by the Company.

The Company may not extend loans to any Board member or executive with administrative responsibility, nor may it act as guarantor or provide any security in favor of such persons.

The remuneration and all other benefits provided to Board members and executives with administrative responsibility are publicly disclosed through the annual report.

The Board of Directors is responsible for the implementation of this Policy and for making amendments when necessary. The Corporate Governance Committee monitors and audits remuneration practices on behalf of the Board of Directors and reports its findings to the Board.