

PRINCIPLES OF REMUNERATION FOR BOARD MEMBERS AND SENIOR EXECUTIVES

This "Principles of Remuneration for Board Members and Senior Executives" document is a guide approved by the board of directors.

1. PURPOSE and SCOPE:

The principles of remuneration cover board members and senior executives. The purpose is to ensure that remuneration practices are planned, executed, and managed in accordance with relevant legislation, the scope and structure of company operations, strategies, long-term objectives, risk management structures, preventing excessive risk-taking and promoting effective risk management.

2. PRINCIPLES and APPLICATION BASIS:

- This "Principles of Remuneration for Board Members and Senior Executives" document is presented as a separate item to shareholders at the general assembly meeting. It is also available on the company's website.
- Attention is paid to ensuring that the remuneration of independent board members maintains their independence.
- The company shall not lend money to any board member or senior executive, provide loans through a third party under the name of personal credit, or provide guarantees such as endorsements in their favor.
- The remuneration and other benefits provided to board members and senior executives are disclosed to the public through the annual activity report. The disclosure should at least distinguish between the board members and senior executives.

3. AUTHORIZED COMMITTEE:

The company's corporate governance committee develops remuneration recommendations based on the performance of the board of directors and senior executives, taking into account the company's long-term objectives, and presents them to the board of directors. The fact that these transactions are carried out by the corporate governance committee does not exempt the board of directors and the auditor from their responsibilities regarding these transactions.

- The principle of equal pay for equal performance is adopted. A balance is achieved in the remuneration considering factors such as the significance, difficulty, responsibility, and risk associated with the position.
- The committee examines all necessary documents related to remuneration in fulfilling its duties and responsibilities.
- In making decisions, the committee takes into account the legislation, as well as the company's current financial situation, objectives, and projected future revenues.

4. PERFORMANCE and REMUNERATION:

Fixed Salary Payments: Cash payments made regularly each month, regardless of performance. The fixed salary is determined based on the scope of duties and responsibilities, considering the qualifications and experience required for each position.

Performance Payments (Variable Payments): Performance payments are additional payments made when performance targets, both quantitative and qualitative, are achieved.

5. REMUNERATION ADJUSTMENTS:

Remuneration is reviewed and updated at least once a year to support company goals and strategies to respond to changes in company processes and increasing risks in the industry, with the aim of enhancing motivation and commitment.