

	Remuneration Policy			
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REMUNERATION POLICY

1. Purpose

The purpose of the remuneration policy is to determine the principles of remuneration for the Board of Directors and executives with administrative responsibilities, considering the long-term goals of the Company, in accordance with the regulations, which the Company is subject to, and the provisions of the Articles of Association.

The Company shall comply with the Turkish Commercial Code No. 6102 ("TCC"), capital market legislation, and other applicable legislation and regulations on remuneration. The Company shall pay close attention to implementing the principles set forth in the Corporate Governance Principles set forth in the current Communiqué on Corporate Governance of the Capital Markets Board ("CMB"), which is subject to amendments and changes from time to time.

The Company's Remuneration Policy is announced to all stakeholders via the Company's website (<https://www.akfen.com.tr>).

2. Authority and Responsibility

The Remuneration Policy has been created by the Board of Directors and submitted to the review of the shareholders as a separate item on the agenda at the Company's general meeting, and their opinions were heard. Monitoring, supervising, developing and making necessary updates to the Company's remuneration policy is under the authority and responsibility of the Board of Directors. Any changes to the Remuneration Policy are, following the approval of the Board of Directors, submitted to the review and opinions of the shareholders at the general meeting, and published on the Company's website.

3. Principles of Remuneration

The board of directors is responsible for ensuring that the company achieves its operational and financial performance goals, which have been determined and disclosed to the public. The evaluation regarding whether the company has achieved its operational and financial performance goals, which have been disclosed to the public, and the reasons for failure to do so are clarified in the annual activity report. The board carries out self-critique and performance evaluations on the basis of the board, members, and executives with administrative responsibilities. Remunerations for the board members and executives with administrative responsibilities are determined considering these evaluations.

Generally, when establishing the level of remuneration, criteria such as the structure and competitive conditions of the industry in which the Company operates, activities that are carried out, the prevalence of the subject and field of activity, the structures of owned affiliates and subsidiaries, their proportion in the total, the level of knowledge required to continue the activities, and the number of employees are taken into consideration. The remuneration for executives with administrative responsibilities are graded considering criteria such as the knowledge, skill, competence, level of experience, scope of responsibility, and problem-solving skills required by the position within the framework of the variety and volume of the Company's activities. Efforts should be made to maintain balance within the company when determining the fixed monthly salaries of Executives with Administrative Responsibilities according to the determined grade, and salary surveys of leading companies operating in the same industry



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and field of activity throughout Türkiye are used. In this way, fair and market-competitive remuneration is provided within the Company.

The remunerations of executives with administrative responsibilities are determined by the decision of the board, and the remunerations to be paid to the board members are determined by the decision of the general assembly. The remunerations and all other benefits provided to the board members and executives with administrative responsibilities are disclosed to the public in the annual activity report.