

### **Article 1: Scope and Legal Basis**

This remuneration policy determines the principles regarding the remuneration of the members of the Board of Directors and employees with administrative responsibility of Penta Teknoloji Ürünleri Dağıtım Ticaret A.Ş. (the “Company”) within the scope of the relevant regulations .

This remuneration policy is prepared within the scope of the Capital Markets Law No. 6362, the Corporate Governance Communiqué No. II.17.1 and other relevant legislation.

### **Article 2: Purpose**

The purpose of the remuneration policy is to ensure that the practices related to remuneration are planned and executed in accordance with the relevant legislation, the scope and structure of the Company's activities, the Company's strategies and long-term goals.

The remuneration policy has been established with the aim of attracting new talents to the Company and protecting our high-performing employees.

While determining the remuneration policy, sectoral data are taken into account in order to compete with the sector, to attract new talents to the Company and to reduce foreign movement.

### **Article 3: Remuneration Principles**

The Corporate Governance Committee is responsible and authorized to evaluate the remuneration policy and submit its proposals to the approval of the Company's board of directors.

Each year, the members of the Board of Directors will be paid an amount determined by the General Assembly. While determining the remuneration of the members of the Board of Directors, factors such as the responsibility of the board member in the decision-making process, the knowledge, skills and competence will be taken into account, and also comparisons will be made with the board member remuneration of similar companies in the sector. Remuneration of the independent members of the Board of Directors will be carried out in accordance with the provisions of the Corporate Governance Communiqué numbered II.17.1.

Employees with administrative responsibility will be paid an amount approved by the Board of Directors. Payments made to employees with administrative responsibility will be designed to encourage the Company to achieve its short and long-term goals and to ensure sustainable performance.

Remunerations will be in line with the Company's ethical values, internal balances and strategic goals. Employees with administrative responsibilities will be paid fairly, taking their responsibilities into account.

Base fees will be determined each year by reviewing the recommendations of the Corporate Governance Committee and the decision of the Board of Directors.

Bonus payments are the payments made to increase the efficiency of employees in achieving corporate goals, ensure continuity of performance; distinguish successful employees by emphasizing individual performance; reward the employees who create added value for the company in this direction.

According to the results of the performance evaluation, it is aimed that the employees who perform above the expected level will receive higher wage increases and bonuses. Performance measurements of the relevant periods will be taken into account in remuneration and bonus process,

and performance-based payment amounts, especially bonus payments, will not be guaranteed in advance.

If there is a change in the wage level of the employees who are promoted or have a change in duty, the new wage of the employee will be determined depending on his position in the new level.

Confidentiality of wages, bonuses and other personal benefits is essential.

No loans, credits or guarantees will be given to the members of the Board of Directors and employees with administrative responsibilities.

The expenses incurred by the members of the Board of Directors and the employees with administrative responsibility due to their responsibilities and duties will be paid by the Company.

The total amounts paid to the employees with senior administrative responsibility and the members of the Board of Directors during the year will be presented to the shareholders in the following General Assembly meeting in accordance with the provisions of the relevant legislation and will be disclosed to the public within the framework of the financial reports.

The Board of Directors will be responsible for the implementation, development and follow-up of the said remuneration policy. The Corporate Governance Committee carries out the monitoring, auditing and reporting of remuneration practices on behalf of the board of directors.

**PENTA TEKNOLOJİ ÜRÜNLERİ DAĞITIM TİCARET A.Ş.**