

## **ÇELİK HALAT VE TEL SANAYİİ INC.**

### **WAGE POLICY**

Unless otherwise decided by our Board of Management, the duties of the “Remuneration Committee” are fulfilled by the Corporate Governance Committee, as regulated by the Corporate Governance Communiqué (II-17.1) (“Communiqué”) of the Capital Markets Board.

#### **A- General**

Çelik Halat ve Tel Sanayii Inc. ("Company") adopts the principle of "**equal pay for equal work**", taking into account market conditions and internal balances.

"**Market trends**" and "**performance evaluations**" are considered in determining and updating the wage payments.

The annual wage increase is reflected in the wages at the periods and rates determined by the employer with the approval of the Chief Executive Officer.

In addition to their wages, all employees are provided with some "**fringe benefits**" in line with their titles.

Senior executives and other personnel who have a voice in the management may also receive "premium" or "awards" depending on their performance.

Informative meetings are held for employees on matters financial status of the company, wage, career, education and health, and views are exchanged.

Job descriptions and distribution of company employees as well as performance and awarding criteria are announced to the employees. Efficiency is considered in determining the wages and other benefits of employees. The company can create share acquisition plans for its employees.

#### **B- Corporate Management Committee**

Corporate Management Committee;

- a) Determines and supervises the principles, criteria and practices to be used in the remuneration and performance evaluation of the members of the board of directors and senior executives, taking into account the long-term goals of the company,
- b) It submits its suggestions to the board of management regarding the remuneration to be paid to the members of the board of management and senior executives with administrative responsibility, taking into account the degree of achievement of the criteria used in remuneration.

**In addition, the Board of Management makes self-criticism and performance evaluation on the basis of both the board, members and senior executives with administrative responsibilities.**

## **C- Board of Management**

According to the provisions of Article 394 of the Turkish Commercial Code; Attendance fee, wage, bonus, premium and share of annual profit may be paid, provided that the amount is determined by the articles of association or by the decision of the general assembly. In addition to the "attendance fee" they receive due to their duties in the company, monthly wages and related fringe benefits may be offered to the members of the Board of Management who serve on the Executive Board.

The written remuneration principles of the members of the board of management and managers with administrative responsibilities are presented to the shareholders as a separate item at the general assembly meeting and they are given the opportunity to their opinion on this matter.. Our wage policy is available on the corporate website at [www.celikhalat.com.tr](http://www.celikhalat.com.tr).

Dividends, share options or payment plans based on the company's performance are not used in the remuneration of members in independent board of management. However, care is taken to ensure that the wages of independent board members are in a way that preserves their independence.

The Company does not lend money to any member of the board of directors or executives with administrative responsibilities, does not give credit, extend the duration of credit, improve their conditions, provide credit under the name of personal credit through a third party or guarantees such as surety in their favor.

The remuneration and all other benefits provided to the members of the Board of Management and senior executives with administrative responsibilities are classified and disclosed to the public collectively in the annual report. (For example: cash, share, share-based derivative products such as salaries, bonuses, other regular and incidental payments, share purchase options given to employees within the scope of share acquisition plans, non-cash payments such as homes and automobiles that are owned and / or allocated for use covers all interests)