

ALBARAKA TÜRK KATILIM BANKASI A.Ş.
ALBARAKA TÜRK PARTICIPATION BANK
REMUNERATION POLICY

1. PROPOSE

It ensures the establishment of a balanced distribution between the benefits and rights of the Board of Directors, senior management, bank employees and partners and rewarding of the Board of Directors, senior management and bank employees to the extent of their participation to the Bank's process of providing value and enhances advices and strategies related to the wages. Within the scope of Corporate Governance Principles of Capital Markets Boards (CMBs) and Banking Regulation and Supervision Agency (BRSA).

2. BASIC PRINCIPLES AND GUIDELINES

The main principle for the payment of all employees and executives in each level is to comply with the Bank's ethical principles, strategic targets, and internal balance. It is possible to make premium payments to Bank's executives and other employees which are based on the performance of the Bank.

Performance based premium payment criteria is determined and announced to the employees which is reviewed regularly.

3. DUTIES AND RESPONSIBILITES

Ultimate authority and responsibility for effective implementation and management of the compensation practices of the company within framework of the relevant regulations and this Policy shall belong to the Board of Directors of the company. Board of Directors shall ensure effectiveness of the Policy by reviewing it at least once a year.

Compensation Committee formed within the Board of Directors shall monitor and supervise the compensation practices of the Company on behalf of the Board of Directors within framework of this Policy, and submit its evaluations and proposals to the Board of Directors.

The Top Management shall be responsible to the Board of Directors concerning effective implementation and management of the compensation practices of the Company in line with relevant regulations and this Policy.

Within framework of the relevant regulations and this Policy, tasks and activities pertaining to preparation, dissemination, updating, effective implementation and monitoring of the regulations concerning Company procedures and the rules for compensation practices shall be carried out, managed and coordinated by the Human Resources Unit under the authority of the Wages and Premiums Management Committee. Other Departments of the Company and branches shall undertake their duties in this area in coordination with the Human Resources Unit.

Compliance with relevant regulations and this Policy, and effectiveness of the compensation practices and schemes of the Company, shall be subject to auditing and evaluation within scope of internal auditing.

4. ENFORCEMENT

The Remuneration Policy is enacted as of 25/02/2015. Additionally, any subsequent amendments and revisions on the policy will be enacted with the approval of the Board of Director.