

**INFORMATION DOCUMENT FOR THE ORDINARY GENERAL SHAREHOLDERS' MEETING
TO BE HELD ON MARCH 27, 2026**

The Annual General Meeting of Albaraka Türk Participation Bank will be held on **March 27, 2026** at **10:00 am** in the **Company Headquarters** located at **İnkılap Mah. Dr. Adnan Büyükdeniz Cad. Albaraka Türk Sitesi 1. Blok No: 6 İç Kapı No: 1 34768, Ümraniye/İstanbul**, in order to discuss and resolve the items on the agenda.

Shareholders who will physically attend the meeting must present their identity documents containing their Turkish Republic Identification Number (TCKN) on the day of the meeting. Representatives of public institution or legal entity shareholders must present their identity documents containing their TCKN along with their authorization documents.

Our shareholders may attend the meeting physically or by proxy. A sample power of proxy for our shareholders who wish to represent themselves by proxy at the meeting is attached to our letter. In addition, they are required to submit a notarized or certified signature declaration as an attachment. Media and interest holders are invited to the meeting.

The 2025 Financial Tables, Independent Auditor's Report, the Dividend Distribution Proposal (subject to obtaining the necessary approval and completing the procedures), Board of Directors' Integrated Annual Report, 2024 TSRS Compliant Sustainability Report, and this Information Document containing the agenda items and announcements required for compliance with Capital Market Board regulations shall be made available to Shareholders at the Bank's Head Office, branch offices, on the Bank's website at www.albaraka.com.tr, and on the Electronic General Assembly system of the Central Registry Agency three weeks prior to the meeting, excluding the announcement and meeting days in accordance with legal requirements.

In addition, the procedures for attending the General Assembly meeting, the General Assembly information document, and the proxy form, along with the aforementioned documents, will be available on the "Investor Relations" section of our company's website, www.albaraka.com.tr.

Our shareholders who want to attend the meeting electronically are required to complete the necessary procedures in accordance with the "Regulation on Electronic General Assembly Meetings of Joint Stock Companies" published in the Official Gazette No. 28395 on August 28, 2012. Detailed information about the Electronic General Assembly System (EGAS) can be accessed from the website www.mkk.com.tr.

The items on the agenda of the General Assembly meeting will be voted on by a show of hands using an open ballot method.

We kindly request our esteemed shareholders to attend the meeting at the specified date and time.

Yours Respectfully,

PROXY STATEMENT

ALBARAKA TÜRK PARTICIPATION BANK

I/We hereby appoint as my/our Proxy holder to represent me/us, to cast votes, to make proposals, and to sign necessary documents on my/our behalf in the ordinary general assembly of shareholders of Albaraka Türk Participation Bank which will be held on **27.03.2026 at 10:00** o'clock in Albaraka Türk Headquarter which is located in İnkılap Mah. Dr. Adnan Büyükdeniz Cad. Albaraka Türk Sitesi 1. Blok No: 6 İç Kapı No: 1 34768, Ümraniye/İstanbul

PROXY'S(*);

Name, Surname/Title :

TC Identification/Tax No. :

Trade Register and No :

MERSİS No :

(*) Equivalent information for foreign proxies must be presented.

A)SCOPE OF THE AUTHORIZATION OF REPRESENTATION

The scope of representation authority should be determined by selecting one of the options (a), (b) or (c) for sections 1 and 2 below.

1. About the Issues on the Agenda of the General Assembly;

- a) The proxy is authorized to vote in his/her own discretion.
- b) The proxy is authorized to vote in line with the proposals of the company management.
- c) The proxy is authorized to vote in line with the instructions displayed in the table below.

Instructions

If option (c) is selected by the shareholder, one of the two options should be marked (approval or denial) to corresponding agenda topics, and if denial was marked as dissenting opinion which is demanded to be recorded the General Assembly minutes book should be stated.

Agenda*	Yes	No	Dissenting Opinion
1. Inauguration and formation of the Presiding Council and authorizing the Presiding Council to sign the Minutes of the Ordinary General Assembly Meeting.			
2. Reading and discussing the Annual Report of the Board of Directors (BoD) on the fiscal year 2025.			
3. Reading and discussing the Auditor's reports.			
4. Reading, discussing and approving the Financial Statements.			
5. Reading and discussion of the 2024 TSRS report.			
6. Acquitting the Members of the BoD.			
7. Deciding on utilization and distribution of profit and dividend sharing through discussing the BoD's proposal on the utilization and distribution of the annual profit and dividends.			
8. Determining the payments to be made to the members of the BoD.			

Agenda*	Yes	No	Dissenting Opinion
9. Submitting the members elected by the BoD to fill vacancies on the BoD occurred during the fiscal year, to the approval of the General Assembly to complete the remaining term of their predecessors.			
10. Determining the number of the BoD members, electing members of the BoD due to the expiration of the terms of the current members, and determining their terms of office.			
11. Election of the Auditor.			
12. Submitting the newly elected Consultancy Committee members to the approval of the General Assembly, due to the expiration of the terms of office of the Consultancy Committee members appointed by the BoD.			
13. Providing information to the General Assembly regarding the share buyback transactions carried out in 2025, within the scope of the share buyback program and approval of the buyback program prepared by the BoD regarding the authorization of the BoD to acquire and/or accept our Bank's own shares as collateral.			
14. Authorizing the BoD to be able to distribute profit to participation fund owners in loss occurring periods, in line with Article 6/10 of the "Regulation on Procedures and Principles regarding Acceptance and Withdrawal of Deposits and Participation Funds and Any Deposit, Participation Fund, The Bailed Goods and Receivable That Have Been Subjected to Prescription".			
15. Approval of reflecting those provisions set aside by our Bank for the participation accounts, on expense accounts in line with Article 19/2 of the "Regulation on Procedures and Principles for Classification of Loans and Provisions to be Set Aside".			
16. Permitting Members of the BoD with respect to articles 395 and 396 of the Turkish Commercial Code.			
17. Presenting information to the shareholders pursuant to Principle no. 1.3.6. of the Capital Markets Board's Corporate Governance Communique.			
18. Presenting information to the General Assembly about donations made by our Bank in 2025.			
19. Informing shareholders about the update made to our Bank's Remuneration Policy by the BoD's resolution, in accordance with Article 4.6.2 of the Capital Markets Board's Corporate Governance Principles.			
20. Remarks and requests.			

* The items on the General Assembly agenda are listed one by one. If the minority has a separate draft resolution, this is also stated separately to ensure proxy voting.

2. Special instructions on other issues that may arise at the General Assembly meeting and in particular on the exercise of minority rights:

- a) The proxy is authorized to vote in accordance with his/her own opinion.
- b) The proxy is not authorized to represent in these matters.
- c) The proxy is authorized to vote in accordance with the following special instructions.

SPECIAL INSTRUCTIONS; Special instructions to be given to the proxy by the shareholder, if any, are stated here.

B)The shareholder indicates the shares that he/she wants the proxy to represent by selecting one of the following options.

1. I approve the representation of my shares detailed below by the proxy.

- a) Type and series:*
- b) Number/Group:**
- c) Number-Nominal value:
- ç) Whether they have voting privileges: **None**
- d) Issued to Bearer or Name:* **Name**
- e) Proportion of total shares/voting rights held by the shareholder:

*This information is not requested for the monitored shares.

**For monitored shares, information regarding the group, if any, will be given instead of the number.

2. I hereby approve the representation by proxy of all of my shares included in the list of shareholders who can attend the general assembly prepared by MKK one day before the general assembly date.

FULL NAME or TITLE of SHAREHOLDER(*):
TR Identity No/Tax No:
Trade Registry and Number:
MERSIS number:
Address:

(*) For foreign shareholders, the equivalent of the information mentioned above, if any, must be submitted.

Signature:

ANNOUNCEMENT REGARDING THE AGENDA OF THE ORDINARY GENERAL ASSEMBLY MEETING OF SHAREHOLDERS ON 26.03.2025

1. Inauguration and formation of the Presiding Council and authorizing the Presiding Council to sign the Minutes of the Ordinary General Assembly Meeting.

In accordance with Article 41 of our Articles of Association, the Chairman of the Board of Directors shall preside over the General Assembly. In the absence of the Chairman, this duty shall be performed by the Vice Chairman of the Board of Directors; and in the absence of the Vice Chairman, one of the members of the Board of Directors shall assume the chairmanship. The Chairman shall constitute the Presidential Council by appointing a secretary to keep the minutes and poll clerks. Experts may be assigned by the Presidential Council to ensure the flawless execution of the technical requirements of the Electronic General Assembly System during the meeting. The General Assembly will grant authority to the Presidential Council regarding the recording of decisions taken in accordance with the provisions of the Turkish Commercial Code (TCC) and the regulations of the Ministry of Commerce.

2. Reading and discussing the Annual Report of the Board of Directors (“BoD”) on the fiscal year 2025.

The Board of Directors' Activity Report for the period from 01.01.2025 to 31.12.2025, prepared in accordance with the provisions of the Turkish Commercial Code and the Customs and Trade Ministry Regulation, will be read, discussed, and presented for approval at the General Assembly (the aforementioned document can be accessed from our Bank's Headquarters, Public Disclosure Platform (www.kap.gov.tr) or our website www.albarakaturk.com.tr).

3. Reading and discussing the Auditor’s reports.

The Auditor's Report for the period from 01.01.2025 to 31.12.2025, prepared in accordance with the provisions of the Turkish Commercial Code and the Customs and Trade Ministry Regulation, will be read, discussed, and presented for approval at the General Assembly (the aforementioned document can be accessed from our Bank's Headquarters, Public Disclosure Platform (www.kap.gov.tr) or our website www.albaraka.com.tr).

4. Reading, discussing and approving the Financial Statements.

The Financial Statements for the period from 01.01.2025 to 31.12.2025, prepared in accordance with the provisions of the Turkish Commercial Code and the Customs and Trade Ministry Regulation, will be read, discussed, and presented for approval at the General Assembly (the aforementioned documents can be accessed from our Bank's Headquarters, Public Disclosure Platform (www.kap.gov.tr) or our website www.albaraka.com.tr).

5. Reading and discussion of the 2024 TSRS report.

In accordance with the Public Oversight, Accounting and Auditing Standards Board regulations announced on Public Disclosure Platform (KAP) on 08.08.2025, the Bank's 2024 TSRS Compliant Sustainability Report, prepared in compliance with the Turkish Sustainability Reporting Standards (TSRS) and subject to mandatory sustainability assurance audit by PwC Bağımsız Denetim Ve Serbest Muhasebeci Mali Müşavirlik A.Ş., will be submitted for the review and approval of our shareholders.

6. Acquitting the Members of the BoD.

In accordance with the provisions of the Turkish Commercial Code and the Ministry of Trade Regulation, the release of the General Assembly will be sought for the discharge of the members of the Board of Directors for their activities and transactions in 2025.

7. Deciding on utilization and distribution of profit and dividend sharing through discussing the BoD’s proposal on the utilization and distribution of the annual profit and dividends.

The Board of Directors' proposal regarding the distribution of the profit generated during the 2025 fiscal year, formed within the framework of Article 47 of the Articles of Association concerning profit

distribution, will be submitted for approval to the General Assembly.

8. Determining the payments to be made to the members of the BoD.

In accordance with the provisions of the Turkish Commercial Code and the regulations, as well as the principles set forth in our Articles of Association, the remuneration and payments to be made to the members of the Board of Directors, including the Chairman, will be determined by our shareholders.

9. Submitting the members elected by the BoD to fill vacancies on the BoD occurred during the fiscal year, to the approval of the General Assembly to complete the remaining term of their predecessors.

The new members of the Board of Directors appointed to replace the Members of the Board of Directors who resigned during the fiscal year will be submitted to the approval of the General Assembly.

10. Determining the number of the BoD members, electing members of the BoD due to the expiration of the terms of the current members, and determining their terms of office.

In accordance with Article 14 titled "Number and Qualifications of Board of Directors Members," Article 15 titled "Election of Board of Directors Members," and Article 16 titled "Terms of Office of Board of Directors Members" of our Articles of Association; new Board of Directors members are to be determined due to the expiration of the terms of the current Board of Directors members, and submitted for approval to the General Assembly

11. Election of the Auditor.

The selection of the relevant auditing firm for the audit of our bank for the year 2026 will be submitted for approval to the General Assembly.

12. Submitting the newly elected Consultancy Committee members to the approval of the General Assembly, due to the expiration of the terms of office of the Consultancy Committee members appointed by the BoD.

In accordance with the Regulation on Compliance with Interest-Free Banking Principles and Standards, which was published in the Official Gazette on September 14, 2019, and enforced by the Banking Regulation and Supervision Agency, newly elected members of the Interest-Free Banking Advisory Committee appointed by the Board of Directors will be submitted for approval to the General Assembly, due to the expiration of the terms of the current members.

13. Providing information to the General Assembly regarding the share buyback transactions carried out in 2025, within the scope of the share buyback program and approval of the buyback program prepared by the BoD regarding the authorization of the BoD to acquire and/or accept our Bank's own shares as collateral.

*The Buyback Program, which was approved for a period of 3 years on 2023, has been revised. The new Buyback Program has been prepared based on the 22nd article of Capital Markets Law No. 6362, 379th article of Turkish Commercial Code, 5th article of the Share Buyback Communiqué (II-22.1), and Article 10/(3) of the Bank's Articles of Association. No transactions have been carried out by our company within the framework of the Buyback Program in 2022. (The relevant document can be accessed from our Bank's headquarters, Public Disclosure Platform (www.kap.gov.tr), or our website www.albarakaturk.com.tr).
Annex: 1*

14. Authorizing the BoD to be able to distribute profit to participation fund owners in loss occurring periods, in line with Article 6/10 of the "Regulation on Procedures and Principles regarding Acceptance and Withdrawal of Deposits and Participation Funds and Any Deposit, Participation Fund, The Bailed Goods and Receivable That Have Been Subjected to Prescription".

As per Article 6/10 of the Regulation on the Principles and Procedures for the Acceptance, Withdrawal, and Time-Lapsed Deposits, Participation Funds, Trusts, and Receivables, the authorization of the Board of

Directors of the Participation Bank through an ordinary general assembly resolution is required. Therefore, this article has been submitted to the General Assembly for approval as an agenda item.

15. Approval of reflecting those provisions set aside by our Bank for the participation accounts, on expense accounts in line with Article 19/2 of the “Regulation on Procedures and Principles for Classification of Loans and Provisions to be Set Aside”.

The matter of reflecting the portion of the reserves allocated by our bank to the participation accounts into expense accounts in accordance with the second paragraph of Article 19 of the Regulation on the Classification of Loans and the Reserves to be Set Aside for Them, is submitted to the approval of the General Assembly.

16. Permitting Members of the BoD with respect to articles 395 and 396 of the Turkish Commercial Code.

The matter of granting permission to the members of the Board of Directors to carry out the transactions listed under Article 395 titled "Prohibition of Transactions with the Company, Prohibition of Borrowing from the Company" and Article 396 titled "Non-Competition" of the Turkish Commercial Code is submitted to the approval of the General Assembly.

17. Presenting information to the shareholders pursuant to Principle no. 1.3.6. of the Capital Markets Board’s Corporate Governance Communique.

In accordance with the relevant Corporate Governance Principle, our shareholders will be informed if there are any significant transactions that may cause conflicts of interest during the year 2025.

18. Presenting information to the General Assembly about donations made by our Bank in 2025.

The agenda item aims to inform the General Assembly about the donations made by our company in the year 2025 in compliance with Article 71b of the Capital Markets Board's Serial No:IV No:27 regulation. (The relevant document can be accessed on our bank's website www.albaraka.com.tr)

19. Informing shareholders about the update made to our Bank’s Remuneration Policy by the BoD’s resolution, in accordance with Article 4.6.2 of the Capital Markets Board’s Corporate Governance Principles.

In accordance with the CMB’s Mandatory Corporate Governance Principles No. 4.6.2., principles on remuneration of members of the board of directors and executives shall be in written form and submitted to the shareholders as a separate agenda item at the general assembly meeting, thus allowing the shareholders to express opinion on this matter. The remuneration policy issued with this objective is provided in Appendix 2 (It is in the preparation and approval stage.).

20. Remarks and requests.

SHARE BUY-BACKS PROGRAM

The Aim

ARTICLE 1 - (1) The aim of Share Buy-Backs Program is to regulate the principles and procedures regarding Albaraka Türk Participation Bank, Inc. (the “Bank”) purchase its own shares, to sell and/or accept as pledge.

Scope

ARTICLE 2 - (1) This Share Buy-Backs Program comprises of operations related with Albaraka Türk Participation Bank buying back (purchasing) and/or accepting its own shares as pledge, the authorities granted to the Board of Directors on this issue, buying back these equity-shares, and the repurchased shares.

Grounds

ARTICLE 3 - (1) Share Buy-Backs Program has been prepared on the basis of the Capital Market Law nr. 6362 article nr. 22, the Turkish Commercial Code article nr.379, Retrieved Shares Communiqué (II-22.1) article 5, and the Bank’s Articles of Association article nr 10/(3) .

Definitions

ARTICLE 4 - (1) Those terms in this Share Buy-Backs Program represent the followings:

- a) Bank: Albaraka Türk Participation Bank Inc.
- b) General Assembly: Albaraka Türk Participation Bank General Assembly of Shareholders.
- c) Board of Directors: Albaraka Türk Participation Bank Board of Directors
- d) Buying-Back: Bank’s purchase of its own shares and/or accepting them as pledge
- e) Buying-Back Shares: Within Share Buy-Backs Program, Bank’s own shares purchased by itself and/or accepted as pledge
- f) Share Buy-Backs Program: Share Buy-Backs of Albaraka Türk Participation Bank equity shares by the Bank.

The Aim of Share Buy-Backs

ARTICLE 5 - (1) Remaining below the nominal value of the Bank’s shares or depreciation over twenty percentage, the formation of possibility such cases or upon the occurrence of such cases, or even though such cases are not even; if deemed necessary by the Bank’s Board of Directors is intended to facilitate the purchase of own shares.

(2) In addition to Share Buy-Backs Program, Bank could aim to pledge its shares in terms of being a guarantee of debt of credit customer or borrowers to the Bank for any reason within its activity.

Time to Apply Share Buy-Backs Program

Article 6 - (1) The maximum period of Share Buy-Backs Program is three years. In case of Share Buy-Backs Program approved by the General Assembly, Board of Directors would be authorized for three years.

(2) Board of Directors is fully authorized to Share Buy-Backs, disposal of Bought Back Shares and carrying out the operations required in accordance with legislation for three years according to approval of General Assembly.

(3) Board of Directors can make one or more Share Buy-Backs at any time to stay within mandate.

(4) Authorized Board of Directors by the approval of Share Buy-Backs Program at the General Assembly may delegate this authority to be determined by the natural or legal person.

(5) Board of Directors is authorized to terminate the sales and start a new Share Buy-Backs Program without disposing of bought back shares.

Maximum Number of Shares that mat be subject to Share Buy-Backs Program

Article 7- (1) Bank can do buy-back the maximum amount / rate up that company and legislation permit to acquire or accept as a pledge its own shares.

(2) The nominal value of Bought-Back Shares does not exceed ten percent of Bank’s paid-up capital including previous **Buy-Backs**. Disposing Bought-Back Shares during the Share Buy-Backs Program are not considered as a deduction item in the calculation of ratios.

(3) During the Share Buy-Backs Program, if the legislation change or capital increase, operations are done in accordance with the changing legislation or increasing capital.

(4) After reaching the maximum number of shares subject to the Share Buy-Backs Program, Share Buy-Backs Program is terminated.

Lower and Upper Limits for Share Buy-Backs

Article 8- (1) In share buyback transactions, the lower price limit is set at 0 (zero) Turkish Lira, and the upper price limit is 200 (two hundred) Turkish Lira.

Sales Principles of Buy-Back Shares During Program

Article 9- (1) Board of Directors is authorized to determine the sales principles of Buy-Back Shares in the legislation framework at will.

Total Amount and Resources of Fund Allocated for the Program

Article 10- (1) For share buy-back TL 1,500,000,000 is set as fund created from the income provided Bank's resources and activities.

(2) Total value of Buy-Back Shares does not exceed the total amount resources subject to dividend distribution.

Number and Capital Ratio of Repurchased Shares Not Yet Disposed Of, and, if Any, the Results of the Previous Share Buyback Program

Article 11- (1) Between 2023 and 2026, shares with a nominal value of TL 27,739,521 were repurchased. These shares represent approximately 1.11% of the bank's capital.

Statement of Possible Impacts on Bank Financial Statement and Result of Operations in the Share Buy-Backs Program

Article 12 - (1) Planned Share Buy-Backs Program does not have any adverse effect on Company's financial operations.

Information on Subsidiaries, if Any, Authorized to Conduct Share Buybacks Under the Program Article

13- (1) No provision has been made under the Program for subsidiaries to conduct share buybacks.

The last three months and Annual Lowest, Highest and Weighted Average Share Price Information

Article 14 - (1) Annual and the last three months lowest highest and weighted average share price information as stated below:

(a) Annual (2025)

Lowest share price : 5.47

Highest share price : 9.52

Weighted average share price : 7.48

(b) Last 3 months (Last 3 months of 2025)

Lowest share price : 7.42

Highest share price : 8.54

Weighted average share price : 8.01

The Related Party Benefits From Share Buy-Backs Operations

Article 15- (1) There is not any benefit for the related parties from share buy-backs operations.

Acceptance of the Bank's Own Shares as Pledge

Article 16- (1) Operations that acceptance of the Bank's own shares as pledge; related articles in this Buy-Backs Program and relevant articles in the Buy-Backs Shares Communiqué is applied by analogy without being contrary to qualification.

The General Assembly Date for submitting to the Approval of Share Buy-Backs Program

Article 17- (1) Share Buy-Backs Program will be submitted to the Bank's Ordinary General Assembly to be held on March 27, 2026, for the approval of this Program.

Notifications To Be Made To Public

Article 18- (1) Buy-Backs Program prepared by Board of Directors is announced at least three weeks, except the announcement and meeting days, before the date of the General Assembly meeting with a specific disclosures to be made by Bank and is posted simultaneously at the website as www.albarakaturk.com.tr.

(2) In the Share Buy-Backs Program submitting to the approval for General Assembly, if there is any change made by General Assembly, the altered program is announced with a disclosure will be made by the first business day following the date of the general meeting and published in partnership simultaneously website.

(3) In accordance with the **Share Buy-Backs Program**, two business days before the start of the share buy-backs, material event disclosure regarding the beginning and ending dates of the planned period, the capital ratio of the nominal amount of the repurchase of shares subject is made by the Bank.

(4) For each operation place under **Share Buy-Backs Program**, before the start date of the transaction the following business day session, the nominal amount of the related share, the transaction price, the capital ratio, the nominal amount of the **Buy-Backs Share**, privileges and procedures related to these shares and disclosure included transaction date is made by Bank.

(5) The case of disposing bought-back shares, before operations start date of the following business day session, the related share of the nominal amount of the transaction price, the capital ratio, the ratio of the share capital of the remaining shares, realized gains / losses amount to that includes concessions and operation historical aspects of relating to these shares, disclosure is made by Bank.

(6) By the Bank; the end of the period of the planned **Share Buy-Backs**, within the next three business days of the completion of the planned **Buy-Backs** and the end to the program; maximum, and average price paid for the Bought-Back Shares, the resources used and the cost Bought-Back Shares, the total number of Bought-Back Shares and the ratio of capital to such shares are disclosed to the public. In case the shares disposed of during the **Share Buy-Backs Program**, in the same way that in addition; the total nominal amount of the issued shares of the hand, the total gain / loss amount and the average sales price, privileges attached to the shares subject to trading and describes the process is announced. This information in the summary nature of the operations carried out within the framework of the **Buy-Backs** program is also offered to the shareholders at the first general meeting.

The Other Information Related With the Share Buy-Backs Program

Article 19- (1) The buy-back price of the bought-back shares left back as reserve under the equity is classified as restricted reserves. Aforementioned allocated reserves are released in amounts that meet **Buy-Backs** values if they are taken back amortization or they are sold.

Implementation

Article 20- (1) This **Share Buy-Backs Program** is executed by the Board of Directors of the Bank.

Enforcement

Article 21- (1) This **Share Buy-Backs Program** enters into force on the date of approval by the General Assembly of Shareholders of the Bank.

REMUNERATION POLICY

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1. PURPOSE OF THE POLICY

The main purpose of the Remuneration Policy of Albaraka Türk Katılım Bankası A.Ş. is to establish a balanced distribution between the interests and rights of the Board of Directors, senior management, bank employees and shareholders within the framework of the Corporate Governance Principles of the Capital Markets Board and the Banking Regulation and Supervision Agency and to ensure that the members of the Board of Directors, senior management and bank employees are rewarded to the extent of their contribution to the bank's value creation process.

2. BASIC PRINCIPLES AND PRINCIPLES REGARDING REMUNERATION

It is essential that the remuneration of the Bank's managers and employees at all levels is in line with the Bank's ethical values, internal balances and strategic goals.

Performance-based incentive payment criteria are determined and announced to employees; the determined criteria are regularly reviewed.

The remuneration framework for responsible roles is determined based on performance in line with sustainability principles and fundamentals.

3. DUTIES AND RESPONSIBILITIES

The ultimate authority and responsibility for ensuring that the Bank's remuneration and compensation practices are carried out and managed effectively within the framework of the relevant legislation and this Policy rests with the Bank's Board of Directors.

The Board of Directors ensures the effectiveness and competence of the Policy by reviewing it at least once a year.

The Remuneration Committee established within the Board of Directors monitors and audits the Bank's remuneration practices on behalf of the Board of Directors within the framework of this Policy and submits its evaluations and recommendations to the Board of Directors.

The Bank's Senior Management is responsible to the Board of Directors for the effective execution and management of the Bank's remuneration practices within the framework of the relevant legislation and this Policy.

Within the framework of the relevant legislation and this Policy, the duties and activities related to the preparation, publication, updating, effective implementation and follow-up of the procedures and principles regarding the Bank's remuneration-related implementation procedures and principles are carried out, managed and coordinated within the Human Resources Department. Other departments and branches of the Bank also fulfill their duties within this scope in coordination with the Human Resources Department. The compliance and effectiveness of the Bank's practices and activities related to remuneration with the relevant legislation and the provisions of this Policy are subject to regular audit and evaluation within the scope of internal audit.

4. EFFECTIVENESS

This Policy enters into force as of 25.02.2015. Subsequent amendments and updates to be made to the Policy depending on the conditions of the day shall also enter into force upon the approval of the Board of Directors and shall be submitted to the information of the General Assembly.