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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.