



TAB GIDA SANAYİ VE TİCARET ANONİM ŞİRKETİ REMUNERATION POLICY

The objective of the Remuneration Policy ("Policy") is to lay out the principles regarding the remunerations for the members of the Board of Directors and senior executives at TAB Gıda Sanayi ve Ticaret A.Ş. ("Company") in alignment with the Company's long-term targets and in compliance with the legal requirements and the provisions of the Articles of Association.

The Company adheres to the provisions of the Capital Markets Law No. 6362, Turkish Commercial Code No. 6102, capital markets legislation and other applicable legislation and regulations on remuneration, while ensuring compliance with Corporate Governance principles.

The remuneration principles related to the Board members and senior executives are submitted the shareholders for deliberation under a separate agenda item at the general assembly meeting. Shareholders are given the opportunity to express their opinions on this matter. The Remuneration Policy is prepared for this purpose is available on the Company's corporate website.

Members of the Board of Directors may be paid a monthly fixed salary/attendance fee, which is determined at the general assembly meeting.

A fixed salary is set for all the independent directors every year at the ordinary general assembly meeting.

Independent directors support the effective functioning of the Board by contributing their expertise and experience in all matters related to the Company's operations. Dividends, stock options or payment plans based on the Company's performance will not be used in the independent directors' remunerations, which are set at levels that ensure their independence.

Independent directors are paid on a pro rata basis, taking into account the period they have served from their appointment to resignation.

Senior executives' remuneration consists of two components: fixed and performance-based.

Fixed salaries for senior executives are determined by taking into account macroeconomic data and remuneration practices prevailing in the market, the size and long-term goals of the company and the positions of the respective individuals, while also considering international standards and legal obligations.

Performance-based remuneration for senior executives consists of three components: bonus base, company performance, and individual performance, which are briefly defined below:

- **Bonus Base:** Bonus bases, which are updated at the beginning of each year, may vary depending on the scale of the executive roles. Senior management bonus practices prevailing in the market are also taken into consideration when updating bonus bases.
- **Company Performance:** The financial and operational (revenues, EBITDA, profitability, customer satisfaction, international activities, efficiency, etc.) targets set for the company

at the beginning of each year are evaluated at the end of the accounting period to determine the company's performance. Principles such as maintaining successful performance and year-on-year improvements are taken into consideration when setting the relevant targets.

- **Individual Performance:** Factors, including company goals and targets related to the employees, customers, processes, technologies and long-term strategies, are taken into account in determining individual performance. The individual's long-term sustainable improvement in alignment with the Company's non-financial performance is also considered when measuring performance.

In the event that senior executives leave their roles, a severance bonus may be paid by taking into account their tenure at the Company, the time they served as a senior executive, the contributions they have made, the last bonus target prior to their resignation, and the salary and bonuses paid in the last year. Bonuses may be paid in cash and/or in the form of other benefits at the discretion of the Board of Directors.

Salaries and all other benefits provided to the members of the Board of Directors and executives with administrative responsibilities are publicly disclosed through the annual reports.