Konfrut

KONRUT TARIM A.Ş.

REMUNERATION POLICY FOR BOARD MEMBERS AND SENIOR EXECUTIVES

1. PURPOSE AND SCOPE OF THE POLICY

The main purpose of the Konfrut Tarım A.Ş. ("Company") Remuneration Policy ("Policy") is to ensure that remuneration practices are planned, executed, and managed based on preventing excessive risk-taking and effective risk management, compatible with relevant legislation and CMB regulations, as well as the scope and structure, strategies, long-term goals, and risk management structures of the company activities. The Policy covers Board Members and Senior Executives at the Director level.

2. BASIC PRINCIPLES AND FUNDAMENTALS REGARDING REMUNERATION

It is essential that the remuneration to be given to the Company's Board of Directors, managers, and employees is compatible with the company's global remuneration and benefits management principles and practices, internal balances, and strategic goals, and is determined by considering its long-term development rather than being associated only with the Company's short-term performance.

Performance-based incentive payments for executives are determined based on the company's business results for that year, merit, and personal performance results, in a way that positively affects the Company's corporate values, without their amounts being guaranteed in advance.

3. DUTIES AND RESPONSIBILITIES

The final authority and responsibility for ensuring that the Company's remuneration practices are effectively executed and managed within the framework of relevant legislation and this Policy belong to the Company's Board of Directors.

The Corporate Governance Committee established within the Board of Directors presents its recommendations to the Board of Directors regarding the criteria that can be used in remuneration, which it determines by taking into account the personal performances of Board Members, the General Manager and assistants, and Senior Executives, and the long-term goals of the Company.

The Corporate Governance Committee considers the legislation as well as the Company's current financial situation, goals, and revenues planned to be obtained in the future in the decisions it will take. The Corporate Governance Committee is responsible to the Board of Directors for the effective execution and management of the Company's remuneration practices within the framework of relevant legislation and this Policy. The performance of these transactions by the Corporate Governance Committee does not eliminate the responsibility of the Board of Directors and the Auditor regarding these transactions.

4. ENTRY INTO FORCE

This policy is reviewed and updated at least once a year if deemed necessary according to changes in Company business processes and increasing risks in the sector, in a way to support company goals and strategies. This Policy and amendments and updates to be made later depending on the conditions of the day enter into force with the approval of the Board of Directors.