



Remuneration Policy

18.04.2022

Your team.

A decorative graphic in the bottom right corner consisting of a grid of thin, intersecting lines in a light red color, creating a pattern of small squares and rectangles.

Hitit Remuneration Policy

Remuneration principles for Hitit Bilgisayar Hizmetleri AŞ's ("Company") board members and senior executives aim to manage and enforce the rights to be provided to said persons, within the framework of this Policy, in accordance with the Turkish Commercial Code, capital market legislation and the Company's articles of association, by taking into account the Company's long-term goals and performance, loyalty to the Company, efficiency, productivity, creativity, and the developments in the sector.

In the remuneration to be provided to the Board members and senior executives , that includes wages and benefits, the sector in which the Company operates, macroeconomic data, pay levels prevailing in the market, the size of the company and its long-term goals are taken into account. Recommendations are made to the General Manager and the Board of Directors within the framework of the research and studies carried out by the Corporate Governance Committee.

The remuneration principles of our board members and senior executives are regulated based on this Policy and the capital market legislation.

I) Board Members

Members of the Board of Directors, excluding the shareholders of our Company and the executives working at our shareholders, are paid a Board membership fee, which is either a monthly or annual amount, or a fixed amount for each meeting, determined by the General Assembly on a yearly basis.

While determining the Board membership fee levels, factors such as the responsibility of the Board member in the decision-making process, the knowledge, skills, competency and experience level expected from the Board member, and time spent and costs incurred by the Board member are taken into consideration, by also considering whether they are a managing director or have an executive role, and comparisons are also made with the Board membership fee levels in similar companies in the sector.

In accordance with the provisions of Article 12 of the Company's articles of association, a decision of the General Assembly is required in order to give dividends to the members of the board of directors, and the members of the board of directors are not given any loans or credits.

In addition, in the remuneration given to the independent members of the board of directors, attention is paid to make that the remuneration is at a level that will protect the independence of the members, and no stock options, payment schemes based on the Company's performance, or dividend payments are applicable.

Expenses incurred by the members of the Board of Directors due to their duties and their contributions to the company (expenses for transportation, telephone, insurance, etc.) may be covered by the company. In addition, the Company takes out Executive Liability Insurance to cover the liability of the members of the Board of Directors.

II) Senior Executives

Our Company's senior executives are paid remuneration in an amount approved by the General Manager. The remuneration package is determined in accordance with the internal regulations implemented based on the approvals of the Board of Directors and consists of a fixed monthly salary and fringe benefits, and a success bonus may also be given. While determining our Company's "Senior Executives Remuneration Policy", the criteria consisting of the structure and competitive conditions of the sector in which the Company operates, wage/pay research, the ongoing activities, prevalence of the activity locations, the level of knowledge required to maintain the activities, the number, position and seniority of employees, individual performance of employees, and inflation development are taken into consideration.

The monthly fixed salaries of the Senior Executives are determined by taking into account the criteria consisting of the knowledge, skills, competence, and experience level, required by the position within the framework of the diversity and volume of the Company's activities, the cost incurred, the scope of responsibility, problem-solving skills, and creativity. Thus, fair and market-competitive remuneration is ensured within the Company. In addition to paying fixed monthly salaries to Senior Executives; monetary and non-monetary benefits, such as leaves for training, marriage, birth and death, and computers, mobile phones, credit cards, allocated parking space, gasoline, and professional liability insurance, as needed for their duties, can also be provided.

The Company believes that the sustainability of its success depends, among other factors, on supporting the performance, productivity and creativity of the Senior Executives and on their engagement, and may reward the executives for the impact of their individual contributions on the Company's performance. In line with pre-determined targets, the Company may make bonus payments by taking into account the financial performance of the Company and the rank, title, performance, achievements and contributions of Senior Executives in different roles, and by complying with the internal regulations and general authority rules approved by the Board of Directors. The bonus payments in question may be determined for senior executives in a way that they will be subject to different criteria, principles and calculations than those applicable to other employees.

No loans or credits are extended to senior executives.

All components of the remuneration are private and confidential. They are only within the knowledge of the relevant individual, their executives and the Human Resources Department, and it is essential that such individual pays utmost attention to confidentiality and does not share such information with third parties and other employees of the Company.

Information on the total amounts determined in accordance with the principles above and paid to senior executives and board members during a year is submitted to the shareholders

at the following general assembly meeting in accordance with the relevant legislation, and is cumulatively disclosed to the public through our Company's annual activity report by making a distinction between the Board of Directors and senior executives.

The Board of Directors is ultimately responsible for updating, developing and monitoring of this Remuneration Policy. In this regard, the Board of Directors works in cooperation with and obtains the opinions of the Corporate Governance Committee and the General Manager.

This Remuneration Policy was adopted by the resolution of the Board of Directors dated 18.04.2022 and numbered 2022/16 and shall be presented to the shareholders for their information, under a separate agenda item, at the Ordinary General Assembly meeting of our Company for the 2021 fiscal period, and shall also be publicly disclosed on the Company's corporate website. Any amendments to be made to the Remuneration Policy shall be approved by the Board of Directors and presented to the shareholders for their information, at the general assembly meetings of the relevant fiscal period, and shall also be publicly disclosed on the Company's website.