



## **ATAKEY PATATES GIDA SANAYİ VE TİCARET A.Ş.**

### **REMUNERATION POLICY**

The purpose of this Remuneration Policy is to determine the principles governing the compensation of members of the Board of Directors, in alignment with the Company's applicable regulations and Articles of Association, while taking into account its long-term strategic objectives.

The Company complies with the Capital Markets Law No. 6362, the Turkish Commercial Code No. 6102, applicable capital markets legislation, and other relevant laws and regulations in its remuneration practices, and exercises due diligence in adhering to Corporate Governance Principles.

The remuneration principles for members of the Board of Directors and senior executives are presented as a separate agenda item at the General Assembly meeting, allowing shareholders the opportunity to express their opinions. This Remuneration Policy is also made available on the Company's corporate website.

Members of the Board of Directors may be paid a fixed monthly fee or attendance fee. The amount to be paid is determined at the General Assembly meeting.

A fixed remuneration for independent members of the Board of Directors is determined annually at the Ordinary General Assembly meeting and applies equally to all independent board members.

In order to preserve their independence, independent Board members are not granted profit share, share options, or performance-based compensation schemes. Their remuneration is determined at a level sufficient to maintain their independence.

Payments to independent Board members are made on a pro-rata basis, taking into account the duration of their service between their appointment and departure dates.

In addition to fixed remuneration paid to Board members and senior executives with executive authority, any bonuses, additional compensation, or other benefits are determined by the Board of Directors and, where applicable, the Corporate Governance Committee, taking into consideration market conditions and industry practices. Such remuneration components are disclosed to the public through the annual report.