

## **BESLER GIDA VE KİMYA SANAYİ VE TİCARET ANONİM ŞİRKETİ**

### **REMUNERATION POLICY FOR BOARD MEMBERS AND TOP EXECUTIVES**

The remuneration principles of Board Members and top executives aim at regulating and executing the benefits to be provided to Board Members and Top Executives, by considering the long-term goals and performance of our Company in line with the regulations of Capital Market Board and provisions to Turkish Code of Commerce.

Remunerations of Board Members are set as monthly gross figures and presented to General Assembly for approval. Total of the remunerations and all other benefits paid to Board Members and top executives is disclosed publicly via annual activity report.

No payment plans that are based on the profit share, share options or performance of our Company shall be used in the remuneration of Independent Board Members.

Remunerations and benefits of the top executives are determined so that they are commensurate with the equivalent job conditions, by considering their roles and responsibilities in our Company, their experiences and performance indicators, in line with the strategy and policies of our company. In addition to the monthly fixed remuneration set in accordance with said principles, Board Members and top executives can also be provided with benefits and performance-based bonuses to serve the long-term performance of our Company.

Changes to this policy as well as the policy of the remuneration principles of Board Members and top executives shall be approved by Board of Directors, which will then be presented to General Assembly for information, and publicly disclosed on the website of our Company.