

Dođanlar Mobilya Grubu İmalat Sanayi ve Ticaret Anonim Őirketi

Remuneration Policy

1 – Purpose

The purpose of the Remuneration Policy is to determine the principles of remuneration of the board of directors and executives with administrative responsibilities, taking into account the long-term goals of the Company, in accordance with the regulations to which Dođanlar Mobilya Grubu İmalat Sanayi ve Ticaret Anonim Őirketi (“Company”) is subject and the provisions of the Company's articles of association (“Articles of Association”).

The Company complies with the Capital Markets Law No. 6362 (“CMB Law”), Turkish Commercial Code No. 6102 (“TCC”), capital markets legislation, other relevant legislation and regulations regarding remuneration. The Company pays utmost attention to ensure the implementation of the principles set forth in the Corporate Governance Principles set forth in the Corporate Governance Communiqué of the Capital Markets Board (“CMB”), which may be amended and revised from time to time.

This Remuneration Policy of the Company has been prepared in accordance with the CMB's Corporate Governance Communiqué (II-17.1) and is disclosed to all stakeholders, primarily shareholders, via the Company's website (www.doganlarmobilyagrubu.com).

2 - Authorization and Responsibility

The Remuneration Policy was established by the Company's Board of Directors within the framework of the CMB's Corporate Governance Principles, submitted to the shareholders as a separate article on the agenda of the General Assembly Meeting on which they gave their opinion. The Board of Directors is authorized and responsible for monitoring, supervising, developing and making necessary updates to this Remuneration Policy. Following the approval of the Board of Directors, amendments to the Remuneration Policy are submitted for the information and opinion of the shareholders at the General Assembly Meeting and published on the Company's website (www.doganlarmobilyagrubu.com).

3 - Principles of Remuneration

The Remuneration Committee, or in its absence, the Corporate Governance Committee, submits to the Board of Directors its recommendations regarding the remuneration of board members and executives with administrative responsibilities.

The Board of Directors is responsible for the Company's achievement of the operational and financial performance targets set and disclosed to the public. The assessment of whether the Company has achieved the operational and financial performance targets disclosed to the public and the reasons for failure to achieve these targets are disclosed in the annual report. The Board of Directors criticizes and evaluates the performance of both the Board, members and managers with administrative responsibilities. The remuneration of the members of the Board of Directors and managers with administrative responsibilities is determined by taking these evaluations into consideration. After the remuneration of the members of the Board of Directors and executives with administrative responsibilities is determined by the General Assembly, the Remuneration Committee, or in its absence, the Corporate Governance Committee, monitors whether it becomes necessary to increase the remuneration of the members of the Board of Directors and executives with administrative responsibilities due to economic developments, including changes in inflation, occurring within the same fiscal year, and if it is deemed necessary to make any changes in the remuneration, a proposal is submitted to the Board of Directors. If the Board of Directors evaluates this proposal and concludes that it would be appropriate to make a change in the remuneration of the members of the Board of Directors and managers with administrative responsibilities, it shall make a decision on this matter and submit it to the approval of the General Assembly to decide on the remuneration change, if necessary.

Rights provided to the members of the Board of Directors in the Company: The chairman and members of the Board of Directors of the Company may be paid a monthly fixed fee/vacation allowance for their services in this capacity. The amount to be paid is determined at the General Assembly meeting. In any case, independent board members are paid an amount sufficient to maintain their independence. Dividends, share options or payment plans based on the Company's performance are not taken into account in the remuneration of independent board members. The Remuneration and all other benefits provided to the members of the Board of Directors and the executives with administrative responsibility are disclosed to the public through the annual reports. It is essential to make disclosures on an individual basis.

Rights provided to senior executives at the Company: These rights are determined based on market and/or industry conditions, inflation developments, the executive's position, level, qualifications, and individual performance, and a monthly remuneration is paid throughout the term of the employment contract. The monthly remuneration is reviewed once a year, provided that there is no change in market conditions, taking into account the criteria on which the determination of remuneration is based, within the framework of the established principles.

Information related to market and/or industry conditions is determined by considering the salaries of executives at similar companies in the same sector where the company operates, their ability to achieve their goals, and future prospects. In determining the individual performance level, factors that consider the executive's approaches, work style, behaviors, and the annual goals set by the executive in collaboration with their superior are taken into account at defined rates.

Bonus: The company has no bonus rights.

Premium: Premiums are determined by taking into account the general economic situation, the Company's performance in the relevant year and the individual performance of the employee in case of exceeding the lower limits defined according to certain weights determined for the relevant calendar year and approved by the Board of Directors. The Company's premium plan is tailored specifically for job descriptions and areas of competence and is conditional upon the absence of major risk events (including climate-related risks) in the relevant jobs and areas. When deemed necessary by the Board of Directors, various premium determination methods may be used, which may include financial and non-financial performance measures. Premium payments may be made in cash and/or in the form of other benefits (such as employee share acquisition plan or deferred premium plans) to be determined at the discretion of the Board of Directors. The Company does not currently have a regular premium scheme for senior executives.