

## ASELSAN ELEKTRONİK SANAYİ VE TİCARET A.Ş.

### COMPENSATION POLICIES FOR THE MEMBERS OF BOARD OF DIRECTORS AND EXECUTIVES WITH ADMINISTRATIVE RESPONSIBILITY

In order to promote the retention of highly committed and motivated talents, who have the required competencies for realizing the strategies arising in line with ASELSAN's vision and mission, ASELSAN Compensation Policy has adopted the principle of maintaining and revising, in accordance with current needs, a compensation structure which is;

- ✓ based on the "equal pay for equal work" principle, regardless of the contract type, gender and disability
- ✓ based on the added value created for ASELSAN,
- ✓ fair,
- ✓ objective
- ✓ manageable and understood by employees,
- ✓ respecting inter-company balances,
- ✓ competitive with domestic and foreign markets,
- ✓ improved by taking into account the economic situation of the country and sectoral trends.

In line with the above mentioned Compensation Policy of ASELSAN, the compensation principles of Board of Directors and Executives with Administrative Responsibility are given below.

#### **Compensation Principles for the Members of the Board of Directors**

A fixed salary is determined every year at annual General Assembly Meeting, which will be valid for all Members of the Board of Directors.

Dividend ratios, dividend options and company performance based payment plans shall not be used when determining the salaries of independent members of Board of Directors.

#### **Compensation Principles for Executives with Administrative Responsibility**

Salaries of Executives with Administrative Responsibility are determined in accordance with Compensation Policy of ASELSAN, in line with international standards and legal obligations.

In addition to these, individual performance bonuses may be granted to the Executives with Administrative Responsibility as well as to all our employees in case the financial and operational objectives defined at the beginning of the year are achieved. However, such performance bonuses apply only to the respective year for the purpose of rewarding the performance shown in the relevant year and do not constitute an additional payment adhered to the base salary.