

SASA POLYESTER SANAYİ A.Ş.

REMUNERATION POLICY FOR BOARD MEMBERS AND SENIOR MANAGERS

This policy document explains the remuneration system and practices related to our Board members and senior managers who have administrative responsibility, as defined under the Capital Markets Board regulations.

Each year at the annual ordinary General Assembly, it is determined a fixed salary to be applied for all members of the board of directors.

Payments to be made to the Board members who have executive duties shall be within the scope of policy issued for the senior managers and explained below in details.

The company's performance based payment plans shall not be used for the remuneration of the independent Board members.

Payments to the Board members shall be based on pro-rata principle by taking into consideration their term of office as of the dates of appointment and dismissal. Costs paid by the Board members due to their contributions to the company (transportation, telephone, insurance etc. costs) might be reimbursed by the company.

The wages of senior managers have two components; fixed and performance based.

Our remuneration policy as well as wage and benefits management are established and applied in line with the fair, objective, competitive, rewarding and motivating criteria and primary goals that recognize high performance.

The essential goals of our remuneration policy are as follows: applying a salary system that prioritizes work volume, performance, contribution to work, knowledge / skills and competencies, motivating the personnel and improving engagement by assuring in-house and inter-company wage balance and competitiveness in the market and recruiting the manpower that have competencies capable of achieving our corporate goals.

Our Company's Work Family Method defines the roles in the organization, examples to essential responsibilities, performance indicators, knowledge / skills / experiences and competencies, and our remuneration policy is based on an objective system built on our Work Family Model.

Also, the purpose of Variable Salary management applied by our Company is to support our personnel for achieving our company's budget targets and having business results exceeding these targets and to encourage our personnel to have superior performance by rewarding success and to establish a company-wide target driven performance culture.

"Benefits" is addressed as an important element of the total reward management for supporting the salary management system with other benefits. The benefits we offer as a company are based on principles of being at arm's length, competitive and fair.