

DOĞANLAR MOBİLYA GRUBU İMALAT SANAYİ VE TİCARET A.Ş.

Compensation Policy

The rights of the board members: A fixed fee/attendance fee may be paid to the chairman and members of the board of directors for the services they render under these titles. The amount to be paid shall be determined by the general assembly. In any case, independent board members are paid to ensure that they maintain their independence, and payment schemes based on the company's performance shall not be used to compensate the independent board members.

The rights of senior executives: Monthly Salary: Determined by the market and/or industry conditions, inflation, the position and rank, qualifications, and individual performance of the executive, and paid throughout the term of the employment contract. The Monthly Wage is revised once a year according to the designated principles, taking into consideration the criteria for determination of the fee, provided that the market conditions remain unchanged.

The information about the market and/or industry conditions, the fees paid to the executives of the same rank in similar companies in the industry the Company operates in, attainment of objectives, and the future of the executive are also considered. In determining the level of individual performance, the factors that take into account the manager's approach, work style and behavior, and the annual targets that the manager sets with his or her manager are taken into account at the defined rates.

Bonus: The company does not pay any bonuses.

Premium: The premium is calculated by taking into account the overall economic conditions, the Company's performance in the relevant year, and the individual performance of an employee, if a lower threshold that has been defined for the Company according to certain weighted criteria determined and approved by the board of directors has been passed for the relevant calendar year. Where considered necessary by the board of directors, different methods may be used to determine the premium. Currently, the company does not offer any premiums to its senior executives.