

TÜRK PRYSMIAN KABLO VE SİSTEMLERİ A.Ş.

“REMUNERATION AND SOCIAL BENEFITS POLICY”

1. BOARD OF DIRECTOR’S REMUNERATION

Monthly wages and per diem fees of the Board of Directors’ members are determined by the General Assembly. Monthly wages and per diem fees of Board of Directors’ members elected as per the corporate governance principles of the Capital Market Board are of levels that would not affect their independence.

2. SENIOR MANAGEMENT AND EMPLOYEES

Remuneration

Türk Prysmian has a work appraisal system that is based on the content of the work. The purpose is to determine the total wages of the employees based on a competitive and corporate policy that was set out as per the up to date fees in the market.

Wage policies are determined in a way to support the competitive edge of the company and critical importance as well as responsibility and performance levels are considered when determining the wage levels of the employees. Wages are reviewed and assessed once a year based on the individual performance results, wage researches, economic indicators, the company’s ability to pay, and intra-company equilibrium.

Remuneration of the blue collar personnel are determined as per collective bargaining contracts based on MESS levels.

Our Employees are paid:

A Wage (16 salaries a year, namely 12 salaries + bonus equivalent of 4 salaries) and Incentive (for certain levels and positions).

Social Benefits

Social benefits offered to employees of our Company are two-fold in terms of persons to whom they are offered:

A. Benefits Offered to All Employees

- Private Health Insurance (with coverage for the employee and their family members)
- Training –so support vocational and personal development of employees
- Incentive –in line with the level of superior performance, effort, contribution and creativity attained
- Discounted cable sales
- Company loan practice (for purchase of car, house and the like)
- Social Aids (Marriage, Birth, Education aid etc.)
- Lunch
- Workplace Health Service
- Personnel Transportation

B. Benefits Offered Based on Responsibilities

- Allocation of company car
- Allocation of mobile phone and line
- Check-up
- Gas
- Lunch coupons