

ICBC TURKEY BANK A.Ş. REMUNERATION POLICY

The board of directors of the bank, within regulations issued by BRSA (Banking Regulation and Supervision Agency) and CMC's (Capital Markets Committee) corporate governance, prepared this resolution about the remuneration policy in order to be presented to our shareholders attention at the regular corporate meeting.

The bank has adopted the remuneration policy in line with Bank's remuneration regulation about the salaries of top management and the salaries of the board members, the Bank's ethical values, overseeing the internal harmony, staff's performance and positioning alongside considering the Bank's interest within its activity fields and targets. The policy has been decided to be evaluated annually within the frame underlined in the corporate's main agreement and the frame designated by the Capital Markets Law and by various related legislation in Turkey under current market conditions.

The remuneration Committee is established in order to conduct and audit the remuneration activities of the policy in the bank in the name of the Board of Directors. The Committee is comprised of two non-executive board members. The Committee offers the opinion and proposals to the Board for approval whenever appropriate.

While our bank manages its wage policy; takes care that wages are based on fair, transparent, measurable and balanced performance targets, encourage sustainable success, comply with the bank's risk management principles, and ensures that wages are at a competitive level in the banking market. Salary increases in our bank are made annually according to the bank performance. The remuneration committee is informed about the determined wage increases following the recommendation of the Human Resources Department and the approval of the Management Committee. Following the presentation of the opinion by the Committee to the Board, raised salary payments made. For each employee based on their title transportation allowance payments made.

Performance-based bonus system is applied to all employees in our bank as a result of competency-based individual and institution performance evaluations, and title-based transportation allowance is made to all employees

In addition, as an additional income policy for our employees, firstly in line with the initiative of the CEO, "CEO Bonus payment" to personnel Managing Director below titles whom were A performer institution employee, secondly depending on the net profit realized in the Bank, "Incentive Bonus" payment every 3 months to marketing-oriented departments and branches based on the target success and thirdly Retail "Retail Banking Campaign 2020" payment is made on a yearly basis based on the product sales made by the Banking Department and branch employees.

Human Resources department submits the additional awards, training awards and ICBC cultural activity awards requested from the business lines, based on the approval of the top management, to the remuneration committee with an annual activity report in order to support its employees.