

## **ICBC Turkey Bank A.S. Remuneration Policy**

The board of directors of the bank, within regulations issued by BRSA (Banking Regulation and Supervision Agency) and CMB's (Capital Markets Board) 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 application 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 applying the policy the bank makes sure: it is based on transparency, fair treatment, balanced performance goals, it is measurable, encourages sustainable success, in line with the risk management principles, competitive with the salary scales in the market.

The salary increase is applied after performance evolution. Human Resources propose an increase rate based on the performance evaluation, following the approval of the General Manager. Then, it is presented to the Remuneration Committee. Following the presentation of the opinion by the Committee to the Board, raised salary payments made.

Performance based bonus system has been conducted for all employees working in our Bank and it has been considered target realizations for the staff working in the Branches and Bank's overall target realization has been taken into consideration for the staff working in departments or groups as well as competency based individual performance appraisals.

In addition to this system, in line with the CEO's initiative, "CEO Bonus" payments are made to the Assistant Managers and below titles, based on Bank's actualized net profit and marketing oriented groups and branches' target accomplishments "Incentive Bonuses" are paid quarterly, further to the Branch Retail Banking Sales Teams and Branch Operation Teams' product based sales "Piece by Piece" bonuses are paid monthly, for the staff working in the Distressed Loan Follow Up Department and for the Branch Staff working in sales team, based on NPL and real estate sales "NPL & Property Sales Incentive Bonuses" are paid quarterly."