

## **TÜRKİYE HALK BANKASI A.Ş. POLICY ON REMUNERATION**

Türkiye Halk Bankası A.Ş. bases its practices regarding personal rights on the following fundamental policies:

- To establish remuneration systems that shall allow the hiring, motivating, and earning royalty of, such individuals who are eligible for the needs of the Bank;
- To act consistently and fairly in rewarding the personnel;
- To secure a right balance at the Bank, and a competitive edge at the sector in terms of remuneration practices;
- To enhance the efficiency of rewarding practices by putting a focus on the concepts of business magnitude, performance, and contribution to business; and
- To manage costs of the personnel.