

KAFEİN YAZILIM HİZMETLERİ TİCARET A.Ş. REMUNERATION POLICY

1. PURPOSE AND SCOPE

Kafein Yazılım Hizmetleri Ticaret A.Ş. (Company; Kafein) Remuneration Policy document defines Kafein's remuneration system and practices and the principles and rules required for structuring, monitoring and controlling these practices.

Remuneration Policy defines the basic principles of Kafein's remuneration approach, reflects Kafein's mission, strategy and values used in this approach, and underlines the need for compliance with governance principles for remuneration practices. In the determination of wages and fringe benefits fair, objective, and motivating factors are taken into account. In pricing language, race, gender, belief, religion, sect, age, physical disability, and similar features are not accepted as criteria and the principle of equality is adopted.

Wage Policy includes managers and employees at all levels of the Company in terms of remuneration management.

2. PRINCIPLES AND PRACTICES

A fixed fee is determined at the ordinary general assembly meeting each year, valid for all members of the Board of Directors. Remuneration levels of the members of the board of directors are determined by taking into account the responsibility taken in the decision-making process, the knowledge, skills, competence, level of experience and time spent.

Dividends, share options or payment plans based on the company's performance cannot be used in the remuneration of independent members of the board of directors. It is essential that the remuneration of the independent members of the board of directors be at a level that will protect their independence.

The company may not lend, extend credit, extend the term of loans or credits, improve their terms, extend credit under the name of personal credit through a third party, or give guarantees such as surety in favor of any member of the board of directors or executives with administrative responsibility.

It is essential that the wages to be given to the senior managers and employees of Kafein are compatible with the ethical values, internal balances and strategic goals of Kafein. Fees; consists of base salary, performance bonus and additional benefits. Wages are determined by considering the financial structure, financial situation and market conditions of Kafein and are paid to the employees according to the working time, title, experience, competence and the nature of the work performed.

3. DUTIES AND RESPONSIBILITY

Remuneration is determined at the ordinary general assembly meeting each year, valid for all members of the Board of Directors. Regarding the remunerations to be given to the Members of the Board of Directors; The Remuneration Committee (Corporate Governance Committee) presents its suggestions to the board of directors, taking into account the degree of reaching the criteria used in remuneration.

In remuneration for senior executives and employees, the Company's General Manager and HR and Administrative Affairs Director are authorized to determine wages, periodically review them, and carry out necessary procedures in accordance with the policy and relevant legislation.

The Board of Directors ensures the effectiveness of this Policy by reviewing and evaluating performance at least once a year.

Remunerations and all other benefits provided to the members of the board of directors and executives with administrative responsibilities are disclosed to the public through the annual report.

This Remuneration Policy entered into force with the Board of Directors dated 10.10.2022 and numbered 2022/22. When any change in the Remuneration Policy is required, the amendments become valid after the approval of the Board of Directors and are disclosed to the public on the Kafein website. In addition, at the first General Assembly meeting to be held, investors are informed about the change.