

ANATOLIA TANI VE BİYOTEKNOLOJİ ÜRÜNLERİ ARAŞTIRMA GELİŞTİRME SANAYİ VE TİCARET A.Ş.

REMUNERATION POLICY

Anatolia Tanı ve Biyoteknoloji Ürünleri Araştırma Geliştirme Sanayi ve Ticaret Anonim Şirketi ("**Company**") remuneration policy ("**Policy**") has been established in line with the Corporate Governance Communiqué (II-17.1) of the Capital Markets Board ("**CMB**").

This Policy is a guideline and aims to determine remuneration principles in a way that is fair, consistent, balanced with the responsibilities taken, and competitive with the market and has been approved by the Board of Directors.

1. Scope

The principles set forth in this Policy of the Company cover the remuneration systems and practices of our board members and senior executives, who are within the scope of people with administrative responsibility within the framework of the Capital Market Law Nr.6362 and Corporate Governance Communiqué (II-17.1) of the Capital Markets Board.

2. Policy

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.

The company cannot lend or extend credit to any member of the board of directors or executives with administrative responsibility.

Remuneration of the members of the Board of Directors is determined by the decision of the general assembly.

The expenses incurred by the members of the Board of Directors due to their contributions to the Company (transportation, accommodation, telephone, insurance, etc.) may be covered by the Company.

Our policy sets forth and implements salary and benefits management in line with criteria and main objectives which are fair, objective, appreciate high performance, competitive, rewarding and motivating.

The main objectives of our policy are making remuneration by emphasizing the concepts of job volume, performance, contribution to work, knowledge/skills and competencies, motivating and increasing the loyalty of employees by ensuring the salary balance within and between companies and competitiveness in the market, and bringing in a workforce of appropriate competence to achieve our Company's goals.

Senior executive salaries are based on a fixed (base) salary system:

Fixed salaries are cash payments made regularly and continuously on a monthly basis and in fixed amounts, regardless of performance. Such salaries are determined by taking into account the financial situation of the Company and are paid to all employees according to the working time, title and the nature of the work performed. While determining the remuneration of the members of the Board of Directors and other senior executives, the Company determines an annual salary in accordance with the market conditions and according to the Company's strategies, policies and performance, taking into account the duties and responsibilities they have undertaken at the Company. In addition, the company may exceptionally make payments in cash or in kind for incentive purposes without the need for a contractual commitment to some, all of the workers or only to the members of the Board of Directors and senior managers.

Incentive payments are not success bonuses paid regularly based on performance, but are an appreciation payment given to reward the extra success of the Company employees in their work and to encourage success.

In order to support remuneration management with additional benefits, "side rights" (benefits) are provided by the Company. The benefits provided by the Company include the principles of being competitive and fair, in line with market conditions. In parallel and in addition this, other benefits such as supplementary health insurance provided to senior executives, benefits such as [company intermediary] can also be provided.