

KİMTEKS POLİÜRETAN SANAYİ VE TİCARET ANONİM ŞİRKETİ ("COMPANY") REMUNERATION POLICY

1. Purpose

The purpose of the remuneration policy is to determine the remuneration principles of the board of directors and executives with administrative responsibility, taking into account the long-term goals of the Company, in line with the regulations to which the Company is subject and the provisions of the Articles of Association.

The Company complies with the Capital Markets Law No. 6362 ("CML"), the Turkish Commercial Code No. 6102 ("TCC"), the capital market legislation, and other relevant legislation and regulations on remuneration. The Company pays utmost attention to the fulfillment of the principles set forth in the Corporate Governance Principles of the Capital Markets Board ("CMB") in effect, which can be amended from time to time.

The Company's Remuneration Policy has been prepared in accordance with the CMB's Corporate Governance Communiqué (II-17.1) and has been announced to all stakeholders, especially the shareholders, via the Company website (www.kimpur.com).

2. Authority and Responsibility

The Remuneration Policy has been designed by the Board of Directors in line with the CMB Corporate Management Principles and submitted to the shareholders as a separate item on the agenda of the Company's general assembly meeting. The Board of Directors has the authority and responsibility to monitor, develop and update the Company's Profit Remuneration Policy. The possible amendments in the remuneration policy are submitted to the shareholders at the general assembly meeting, following the approval of the Board of Directors, and published on the Company website (www.kimpur.com).

3. Remuneration Principles

In the absence of the remuneration committee, the corporate management committee shall submit the proposals to the board of directors regarding the remuneration to be paid to the members of the Board of Directors and executives with administrative responsibility.

The board of directors is responsible for achieving the company's operational and financial performance targets, which are set and disclosed to the public. The annual report shall indicate the evaluation of whether the company has achieved the operational and financial performance targets announced to the public, and if not, the reasons for it. The board of directors shall perform self-criticism and performance evaluation on the basis of both board members and executives with administrative responsibility. The wages of the members of the board of directors and executives with administrative responsibility shall be determined based on these evaluations.

The general remuneration level shall be determined considering the structure of the sector in which the company operates and the conditions of competition, the activities carried out, the prevalence of the fields and fields of activity, the structure of the subsidiaries and affiliates, their weight in the total, the level of knowledge necessary for the continuation of the activities and the number of employees. The remuneration of executives with administrative responsibility shall be graded based on the knowledge, skills, competence, level of experience, scope of responsibility and problem-solving criteria required by the task within the framework of the company's activity variety and volume. The monthly fixed wages of executives with administrative responsibility shall be determined maintaining the internal balances and using the salary surveys involving leading companies in the same sector and fields of

activity throughout Turkey. Thus, the company ensures fair remuneration within the Company and competitive in the market.

The remuneration of the executives with administrative responsibility shall be determined by the decision of the board of directors, and the remuneration to be paid to the members of the board of directors shall be determined by the decision of the general assembly. Care is taken to ensure that the remuneration to be paid to the independent members of the board of directors is at a level that will protect the independence of the member. The dividends, share options or payment plans based on the company's performance cannot be used as per the Corporate Management Principles.

Remunerations and all other benefits provided to the members of the board of directors and executives with administrative responsibilities shall be disclosed to the public through the annual report. It is essential to make an explanation on an individual basis.