

## TRAKYA CAM SANAYİİ A.Ş.

### Wages Policy for the Board of Directors and Senior Executives

The wages of the members of the Board of Trakya Cam Sanayii A.Ş. are determined to be fixed in the annual Ordinary General Assembly Meeting for the all members.

For the executive members of the Board are paid separately within the scope of the policy set for the senior executives.

Payment plans based on the company's performance are not used to pay the Independent members of the Board.

Our Group, intends to work with a fair and competitive Wage Management System that is accepted by the employees, and keep our Wage Management System up to date in compliance with the community strategies and market.

Our Group uses a work assessment methodology which relatively classifies the works in the organization according to their qualifications, independently of the title.

It is intended to pursue the labour productivity and organizational performance, fairly pay our employees, and reward their performances, also attract qualified employees to our Company with the newly created Wage Management System and our Group.

While determining the wage levels of the entire Group, the total annual earning packages are taken into consideration.

The indicators obtained from the research on the market wage which compares the total annual earning packages of the Group personnel with the total annual earning packages of the equivalent positions and the fringe benefits are essential to determine the Wage Policies.

The Group's Chairmanship of Human Resources is responsible for determining all the Policies related to the Wage Management System, ensuring an equal implementation in the entire Group, and keep the System up to date according to the present conditions.

Except for the fixed wages and fringe benefits determined in accordance with the band widths of the Grade System which is formed in accordance with the Wage Management System and in which the positions are classified; the wages of the senior executives are consisted of the performance premiums that are calculated in parallel with the annual performance results determined upon consideration of the corporate objectives, long term objectives and individual performances.