

ANADOLU ISUZU OTOMOTİV SAN. VE TİC. A.Ş.

COMPENSATION POLICY

FOR THE BOARD OF DIRECTORS AND THE SENIOR MANAGEMENT

Anadolu Isuzu Otomotiv San. Ve Tic. A.Ş. compensation policy for the board of directors and senior management is prepared to establish the compensation system and implementations and the other rights of the board of directors and the senior management.

A monthly compensation/remuneration can be paid to the chairman of the board and the members in exchange for their services with the mentioned titles. The amount to be paid is determined at the general assembly meeting. In any case, independent members of the board are paid a certain amount that is sufficient to maintain their independency. Company-performance based payment schemes are not used for the compensation of the independent members of the board.

Compensation of the members of the board is paid within the scope of the policy specified for senior management detailed below.

Rights available for senior management in our Company are defined as per the framework below:

Monthly Wage: It is specified depending on the market and/or sector conditions, inflation progress, the position of the director, his/her level, qualities and individual performance and paid during the term of the employment contract. Unless there are any changes in the market conditions, Monthly wage is reviewed once a year within the specified principles by taking the essential criteria used for the specification of the compensation into consideration.

Information relating the market and/or sector conditions is determined, using the data collected through generally approved consultant organizations as well as the data collected from other sources considering the Company's progress towards its objectives and its future.

Individual performance level is measured depending on the preset ratios of the director's approaches, his/her business manners and behavior as well as the annual objectives that he/she has set together with his/her own director.

Bonus Payment: It is determined based on the monthly wage and a total amount of 4-months' wage is divided into periods specified by the Company and paid each year during the term of the employment contract.

Premium: Depending on the Key Performance Indicators (KPI) specified for the relevant calendar year of the Company and approved by the Board of Directors, in case a lower limit defined according to certain aspects is exceed, then a varying (depending on the position of the director) percentage of the total annual amount of the monthly wage and bonus payments paid to the executive can be paid as Premium by calculating the amount according to the Company KPI and individual performance achievements rates.

Other Rights and Benefits: Additional rights such as health insurance, private pension and other social benefits are provided generally and/or depending on conditions like qualification, position etc. in line with the corporate policies and regulations.