REMUNERATION POLICY

1. PURPOSE

1.1. The purpose of the Remuneration Policy (hereinafter referred to as the "Policy") is to ensure that the remuneration processes for the employees of Doğuş İnşaat ve Ticaret A.Ş. (hereinafter referred to as the "Company") are planned and carried out in alignment with the relevant legislation, the Company's operational structure, strategic objectives, mission and vision, through a performance-linked and long-term approach.

1.2. Doğuş İnşaat bases the management of remuneration and benefits on fair, objective, performance-recognizing, competitive, and motivating criteria. In the remuneration process, no distinction is made on the grounds of language, race, color, gender, political opinion, belief, religion, sect, age, or physical disability.

2. DEFINITIONS

In this section, the specific terms and concepts used in the Policy are briefly explained as follows.

Company: Doğuş İnşaat ve Ticaret A.Ş.

Policy: Remuneration Policy

Employee: Refers to the Company's managers and employees.

Remuneration: The basic salary paid in cash to the Employee at specified intervals in return for the duties and responsibilities carried out within the Company.

Fringe Benefits: Additional monetary or in-kind benefits provided to the Employee beyond the basic salary, including meals, transportation, private health insurance, bonuses, holiday bonuses, marriage allowance, death allowance, and social assistance.

3. SCOPE

This Policy covers;

a) Members of the Company's Board of Directors,

b) Company Employees,

c) Other persons ("Business Partners") acting on behalf of the Company, including consultants, lawyers, advisors, and external auditors, as well as clients with whom the Company has commercial relationships, and their employees.

covers.

4. PRINCIPLES AND FUNDAMENTALS

4.1. Doğuş İnşaat's approach to remuneration is carried out in alignment with the Company's ethical values, internal balances, strategic objectives, and the individual contributions of Employees. The basis of remuneration management lies in determining salaries by taking into account employees' educational levels, competencies, performance, and market value. In this context, a market salary survey is conducted every year through independent research organizations, and salaries are determined in accordance with the consolidated data obtained, taking into account and benchmarking sector dynamics, subject to senior management approval. As all remuneration-related information is personal in nature, confidentiality is paramount in this regard, and our employees are requested to exercise due care on this matter.

In this regard, the Company commits, under the leadership of the Board of Directors, to:

4.1.1. Providing remuneration based on job size, performance, knowledge/skills, and competencies,

4.1.2. Maintaining internal and sectoral salary balance,

4.1.3. Increasing Employee commitment through a competitive salary structure,

4.1.4. Grounding the remuneration system on fair, transparent, and measurable criteria,

4.1.5. Creating a structure that encourages Employees to achieve sustainable success,

4.1.6. Implementing the Remuneration Policy in alignment with risk management principles.

5. DUTIES AND RESPONSIBILITIES

5.1. Board of Directors

5.1.1. The Board of Directors is responsible for the oversight and approval of the Policy.

5.1.2. The Board of Directors is responsible for the oversight of the effective operation of the Human Resources Department, which serves as the notification, review, and sanctions mechanism in cases of violations and suspected situations contrary to the principles and fundamentals set out in the Policy.

5.2. Disciplinary Board

5.2.1. The Disciplinary Board is responsible for managing the communication channels required for reporting violations and suspected situations contrary to the principles and fundamentals set out in the Policy. The Disciplinary Board takes measures to ensure the confidentiality and security of those making reports, based on the provisions of both the Disciplinary Procedure and the Ethics Principles Procedure.

5.2.2. The Disciplinary Board handles incoming complaints and reports with diligence and initiates the necessary investigation. The investigation process is conducted and concluded in accordance with the principles set out in the Disciplinary Procedure and the Ethics Principles Procedure. Furthermore, the Disciplinary Board takes the necessary measures and establishes mechanisms to prevent recurrence of the same violation.

5.3. Human Resources Department

The Human Resources Department is responsible for the implementation of the provisions of the Policy in business processes.

6. ENTRY INTO FORCE

This Policy has been approved and entered into force by the decision of the Company's Board of Directors dated 02/04/2026 and numbered 2026/61. It shall remain valid and in force until a new decision is taken.

7. REVIEW

This Policy is reviewed regularly once a year by the Human Resources Department, based on process or technical infrastructure changes and related controls. The reviewed and updated Policy enters into force upon approval by the Board of Directors.

8. NOTIFICATIONS

All conduct and practices contrary to the principles set out in the Company's Policy must be reported to the direct supervisor, to the Compliance Manager via the Ethics Hotline, or to the Disciplinary Board. Reports made in this manner are evaluated in accordance with the Ethics Principles Procedure and Whistleblowing Policy.

Ethics Hotline:

E-mail: etik@dogusinsaat.com.tr

Address: Büyükdere Cad. No: 249 Kat: 10-13 34398 Maslak / Sarıyer / İstanbul / TÜRKİYE

9. RELATED POLICIES AND PROCEDURES

Ethics Principles Procedure

Whistleblowing Policy

Human Rights Policy

Human Resources Policy

Sustainability Policy