

PRINCIPLES OF COMPENSATION POLICY ON THE BOARD OF DIRECTORS

MEMBERS AND TOP EXECUTIVES

- a) The Corporate Governance Committee determines and prepares its recommendations for remuneration of the members of Board of Directors, independent members of the board of directors and top executives upon consideration of the long term objectives of the Company.
- b) The Committee prepares its recommendations for remuneration to be paid to the members of the board of directors, independent members of the board of directors and top executives upon consideration of company's activities and the degree of objective achievements within the specified scope and presents the same to the Board of Directors. The remuneration principles are revised annually.
- c) Arrangements of the Capital Market Board on the corporate governance are observed in determination of the principles of remuneration of the members of the board of directors and the top executives