MEGA METAL SANAYİ VE TİCARET A.Ş.

REMUNERATION POLICY

1. Purpose and Legal Basis

The purpose of the Remuneration Policy is to ensure that the procedures and principles governing remuneration are planned and implemented in line with the Company's strategies and long-term objectives, within the framework of the legislation applicable to the Company and the provisions of its Articles of Association.

The Remuneration Policy covers members of the Board of Directors and executives with administrative responsibility.

The Company's Remuneration Policy has been prepared in accordance with the Company's Articles of Association, Capital Markets Law No. 6362 (the "CML"), Turkish Commercial Code No. 6102 (the "TCC") and Corporate Governance Communiqué No. II-17.1, and is made available to all stakeholders, particularly shareholders, through the Company's website at www.megametal.com.tr.

2. Authority and Responsibility

The Remuneration Policy has been established by the Board of Directors, taking into consideration the opinion of the Corporate Governance Committee, in accordance with the CMB Corporate Governance Principles.

The Board of Directors is responsible for ensuring that the Company achieves its determined and publicly disclosed operational and financial performance targets. An assessment of whether the Company has achieved its publicly disclosed operational and financial performance targets and, where such targets have not been achieved, the reasons therefor, shall be disclosed in the Annual Report.

3. Remuneration Principles

In accordance with the regulations applicable to the Company and the provisions of its Articles of Association, and taking into consideration the Company's long-term objectives, the Corporate Governance Committee submits its recommendations to the Board of Directors regarding the remuneration to be paid to members of the Board of Directors and executives with administrative responsibility.

The Board of Directors conducts self-assessments and performance evaluations at the level of the Board as a whole, individual Board members and executives with administrative responsibility. The remuneration of members of the Board of Directors and executives with administrative responsibility is determined by taking such assessments into consideration.

In determining the overall level of remuneration, factors including the structure and competitive conditions of the sector in which the Company operates, the nature of its activities, the scope and geographical extent of its fields of operation, the structure of its subsidiaries and affiliates and their relative weight within the overall business, as well as the level of knowledge and number of employees required to carry out such activities, are taken into consideration.

The remuneration of executives with administrative responsibility is graded by taking into account the knowledge, skills, competencies and level of experience required by the position, the scope of responsibility and problem-solving requirements, within the framework of the diversity and volume of the Company's activities.

When determining the monthly fixed remuneration of executives with administrative responsibility according to the relevant grades, due consideration is given to maintaining internal pay equity, and benchmarking studies covering companies operating in the same sector and fields of activity throughout Türkiye are utilised. This approach aims to ensure remuneration that is fair within the Company and competitive in the market.

The remuneration of executives with administrative responsibility is determined by resolution of the Board of Directors, while the remuneration to be paid to members of the Board of Directors is determined by resolution of the General Assembly.

Care is taken to ensure that the remuneration paid to independent members of the Board of Directors is at a level that preserves their independence. In accordance with the Corporate Governance Principles, dividend payments, share options or payment plans based on the Company's performance may not be used for independent Board members.

The remuneration paid and all other benefits provided to members of the Board of Directors and executives with administrative responsibility are publicly disclosed in the Annual Report.