

INFORMATION NOTE REGARDING THE ORDINARY GENERAL ASSEMBLY MEETING DATED 16 MARCH 2026 FOR THE YEAR 2025

1. INVITATION TO THE ORDINARY GENERAL ASSEMBLY MEETING DATED 16/03/2026

Our Company will hold its Ordinary General Assembly Meeting on Monday, 16 March 2026 at 10:00 a.m. at “Divan Istanbul Hotel, Asker Ocağı Caddesi No:1, 34367 Elmadağ Şişli, Istanbul (Tel: +90 212 315 55 00, Fax: +90 212 315 55 15)” in order to review the Company’s activities for the year 2025 and to discuss and resolve upon the agenda items set forth below.

The Financial Statements for the 2025 fiscal year, the Independent Audit Report issued by Güney Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş., the Board of Directors’ proposal regarding profit distribution, the Board of Directors’ Annual Report including explanations regarding compliance with Corporate Governance Principles and Sustainability Principles, the TSRS-Compliant Sustainability Report including our disclosures prepared within the scope of the Turkish Sustainability Reporting Standards (TSRS) published by the Public Oversight, Accounting and Auditing Standards Authority (“KGK”) for 2024, as well as the detailed Information Note containing the agenda items below and the necessary disclosures for compliance with Capital Markets Board regulations, will be made available for the review of our esteemed shareholders at the Company Headquarters, on the Company’s corporate website at www.arcelikglobal.com, and on the Public Disclosure Platform and Electronic General Assembly System of the Central Registry Agency, within the statutory period of three weeks prior to the meeting, excluding the announcement and meeting dates.

Shareholders who will not be able to attend the meeting in person are required—without prejudice to the rights and obligations of shareholders who will participate electronically through the Electronic General Assembly System—to issue their powers of attorney in accordance with the legislation or obtain the sample power of attorney form from Yapı Kredi Yatırım Menkul Değerler A.Ş. (Yapı Kredi Plaza / Levent-Istanbul), from our Company units, or from our corporate website at www.arcelikglobal.com, and to fulfill the requirements set forth in the Communiqué No. II-30.1 on “Voting by Proxy and Proxy Solicitation” published in the Official Gazette dated 24.12.2013 and numbered 28861, and submit their notarized powers of attorney to our Company. A proxy appointed electronically through the Electronic General Assembly System is not required to submit a physical power of attorney. **Powers of attorney that are not compliant with the sample attached to the general assembly invitation and required under the said Communiqué will not be accepted due to our legal responsibility.**

Shareholders who will vote via the Electronic General Assembly System are kindly requested to obtain information from the Central Registry Agency, from our corporate website at www.arcelikglobal.com, or from our Company Headquarters (Tel: +90 212 314 34 34 – +90 212 314 39 56) in order to comply with the Regulation and Communiqué on General Assemblies to be Held Electronically in Joint Stock Companies.

Pursuant to Article 415 paragraph 4 of the Turkish Commercial Code No. 6102 and Article 30 paragraph 1 of the Capital Markets Law, the right to attend and vote at the general assembly is not conditional upon the deposit of share certificates. Accordingly, shareholders are not required to block their shares in order to attend the general assembly meeting.

Within the scope of the Personal Data Protection Law No. 6698, detailed information regarding the processing of your personal data by our Company is available in the Arçelik Joint Stock Company Personal Data Protection and Processing Policy published on www.arcelikglobal.com.

Without prejudice to the provisions regarding electronic voting, voting on the agenda items at the ordinary general assembly meeting will be conducted by open voting through a show of hands.

All rights holders and members of the press are invited to attend our general assembly meeting.

Pursuant to the Capital Markets Law, no separate registered mail notification will be sent to holders of registered shares traded on the stock exchange.

Respectfully submitted for the information of our esteemed shareholders.

ARÇELİK A.Ş. BOARD OF DIRECTORS

Company Address: Karaağaç Caddesi No:2-6 Sötlüce 34445 Beyoğlu-Istanbul

Trade Registry and Number: Istanbul – 54957

MERSIS No: 0073001800000022

2. ADDITIONAL DISCLOSURES WITHIN THE SCOPE OF CMB REGULATIONS

Pursuant to the Corporate Governance Communiqué No. II-17.1 of the Capital Markets Board (“CMB”), the additional disclosures required to be made in relation to the agenda items are provided under the relevant agenda items below, while the other mandatory general disclosures are presented in this section for your information.

2.1. Shareholding Structure and Voting Rights

As of the date of publication of this Information Document, the total number of shares and voting rights reflecting the shareholding structure of the Company, and in case of privileged shares in the capital, the number of shares and voting rights represented by each privileged share group and the nature of such privileges are presented below:

SHAREHOLDER	CAPITAL RATIO (%)	NOMINAL VALUE (TL)	NUMBER OF SHARES AND VOTING RIGHTS (Amount)
KOÇ HOLDİNG A.Ş.	%48,53	327.928.625,03	32.792.862.503
KOÇ AİLESİ	%8,67	58.590.764,33	5.859.076.433
KOÇ HOLDİNG EMEKLİ VE YARDIM SANDIĞI VAKFI	%4,46	30.166.920,21	3.016.692.021
TEMEL TİCARET VE YATIRIM A.Ş.	%2,75	18.576.870,00	1.857.687.000
VEHBİ KOÇ VAKFI	%0,12	808.976,88	80.897.688
TEKNOSAN BÜRO MAKİNA VE LEVAZIMI TİC.VE SAN. A.Ş.	%12,05	81.428.336,95	8.142.833.695
BURLA TİCARET VE YATIRIM A.Ş.	%5,56	37.571.663,05	3.757.166.305
ARÇELİK A.Ş.*	%2,90	19.572.288,02	1.975.228.802
PUBLICLY HELD	%14,96	101.083.760,54	10.108.376.054
TOTAL	100,00%	675.728.205,00	67.572.820.500

**Represents treasury shares repurchased by Arçelik A.Ş. as of the date of public disclosure of this Information Document.*

The majority of the shares of Koç Holding A.Ş. are owned by members of the Koç Family and companies owned by members of the Koç Family.

2.2.Changes in Management and Operations That Significantly Affected or May Significantly Affect the Company’s Activities:

Information regarding changes in management and operations of our Company and its subsidiaries that significantly affected the activities in the previous fiscal period or are planned for future fiscal periods is provided below:

- Restructuring of Global Operations and Optimization of Production Footprint**

In parallel with Arçelik A.Ş.’s growth strategy and with the objective of ensuring long-term sustainable growth and profitability, restructuring steps were implemented in certain production operations in Europe and Asia within the scope of global efficiency and optimization initiatives.

- In Poland, in line with the previously announced production optimization plan, production activities at the Lodz and Wroclaw plants were ceased as of April 2025, and production was redirected to other facilities.
- In Italy, production and operational structure were reorganized; it was resolved to continue production activities at Cassinetta, Melano and Comunanza facilities, to focus the Carinaro facility on spare parts and refurbishment activities, and to terminate production activities at the Siena facility by the end of 2025.
- In Thailand, following evaluations conducted at the refrigerator manufacturing facility located in Rayong, it was decided to cease production, and the operations of the relevant facility were terminated during 2025.

Except for the above, there have been no changes in management or operations that significantly affected or are planned to significantly affect the Company's activities.

Material event disclosures made within the scope of applicable legislation are available at <http://www.kap.gov.tr>.

2.3.Shareholder Requests to Include Items on the Agenda:

No such request has been submitted for the Ordinary General Assembly meeting where the 2025 activities will be discussed.

3. OUR EXPLANATIONS REGARDING THE AGENDA ITEMS OF THE ORDINARY GENERAL ASSEMBLY MEETING DATED 16 MARCH 2026

1. Opening of the meeting and election of the Chairperson of the Meeting,

Pursuant to the provisions of the Turkish Commercial Code No. 6102 (“TCC”), the Regulation on the Procedures and Principles of General Assembly Meetings of Joint Stock Companies and the Ministry of Customs and Trade Representatives to Attend Such Meetings (“Regulation” or “General Assembly Regulation”), and Article 7 of the Internal Directive on the Working Principles and Procedures of the General Assembly, a Chairperson who will preside over the General Assembly meeting shall be elected. In accordance with the Internal Directive, the Chairperson shall appoint at least one clerk to prepare the minutes. The Chairperson may also appoint a sufficient number of vote collectors.

2. Presentation, discussion and approval of the 2025 Annual Report prepared by the Company’s Board of Directors,

Within the framework of the TCC, the Regulation and the Capital Markets Law and related legislation, the 2025 Annual Report, which has been made available for the review of our shareholders at the Company Headquarters, on the Public Disclosure Platform and Electronic General Assembly portal of the Central Registry Agency (MKG), and on our corporate website (www.arcelikglobal.com) for a period of three weeks prior to the General Assembly meeting, will be submitted to the General Assembly for discussion and approval.

3. Presentation of the Summary of the Independent Audit Report for the 2025 fiscal year,

The Independent Audit Report prepared in accordance with the TCC and the regulations of the Capital Markets Board, and made available for review at the Company Headquarters, on the Public Disclosure Platform and Electronic General Assembly portal of MKK, and on our corporate website for three weeks prior to the General Assembly meeting, will be presented to the General Assembly for information.

4. Presentation, Discussion and Approval of the Financial Statements for the 2025 Fiscal Year,

Within the framework of the TCC, the Regulation and the Capital Markets Law and related legislation, our financial statements prepared in accordance with Turkish Accounting/Financial Reporting Standards and our statutory financial statements prepared pursuant to the Tax Procedure Law, which have been made available for review at the relevant platforms for three weeks prior to the General Assembly meeting, will be submitted to the General Assembly for discussion and approval.

5. Discussion and approval of the 2024 TSRS-Compliant Sustainability Report, and informing the shareholders about the Company’s transition plan to a low-carbon economy,

The 2024 TSRS-Compliant Sustainability Report, which has been subject to mandatory sustainability assurance audit by Güney Bağımsız Denetim ve Serbest Muhasebeci Mali

Müşavirlik A.Ş. and made available for review at the Company Headquarters, on the Electronic General Assembly System of MKK and on our corporate website for three weeks prior to the meeting, will be submitted to the General Assembly for discussion and approval. Shareholders will also be informed about the Company's transition plan to a low-carbon economy.

6. Approval of the change in the membership of the Board of Directors that occurred during the year pursuant to Article 363 of the Turkish Commercial Code,

Following the resignation of our independent Board member Mr. Ahmet Kırman during the year, Mrs. Filiz Börtücen was appointed as an independent Board member by the Board resolution dated 25.12.2025 pursuant to Article 363 of the TCC, subject to the approval of the first General Assembly to be convened and, if approved, to serve for the remainder of the term of office of the replaced member.

The résumé and independence declaration of Mrs. Filiz Börtücen prepared in accordance with the Corporate Governance Principle No. 1.3.1 of the Capital Markets Board are presented in Annex/1.

7. Release of each member of the Board of Directors separately in respect of the Company's activities for the year 2025,

Pursuant to the TCC and the Regulation, the release of each member of the Board of Directors separately in respect of their activities, transactions and accounts for the year 2025 will be submitted to the approval of the General Assembly.

8. Acceptance, Amendment and Acceptance, or Rejection of the Board of Directors' Proposal regarding the Distribution of the 2025 Profit and the Dividend Distribution Date, prepared within the Framework of the Company's Dividend Distribution Policy,

According to our financial statements for the period 01.01.2025 – 31.12.2025, prepared in accordance with Turkish Accounting/Financial Reporting Standards under the TCC and Capital Markets Law and audited by Güney Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş., a consolidated net loss attributable to the parent amounting to TRY 8,355,687,524.97 was recorded. Taking into consideration our Dividend Distribution Policy, long-term strategy, investment and financing policies, profitability and cash position, our profit distribution proposal prepared in accordance with the Dividend Communiqué (II-19.1) and the Dividend Guide, in the prescribed format, is presented in Annex/2.

9. Informing the Shareholders about the Transactions carried out in relation to the Repurchased Shares,

As previously disclosed to the public, within the scope of our expired share buyback program, shares with a total nominal value of TRY 68,876,288, representing 10.19% of our share capital, were repurchased. Pursuant to the Share Buy-Back Communiqué (II-22.1) of the Capital Markets Board, the portion exceeding 10% of the capital must be disposed of within three years from the acquisition date. In this context, on 27.06.2025, shares with a nominal value of TRY 1,304,000 were sold to Koç Holding Emeklilik ve Yardım Sandığı Vakfı at a price of TRY 112.2 per share (determined based on the average of the weighted average stock exchange prices over the last 10 trading days), for a total consideration of TRY 146,308,800.

On 24.12.2025, shares with a nominal value of TRY 48,000,000, representing 7.1% of the share capital of Arçelik A.Ş., were sold to Koç Holding A.Ş. at a price of TRY 108.29 per share, for a total consideration of TRY 5,197,920,000.

As of 24.12.2025, the total nominal value of the remaining repurchased shares amounted to TRY 19,572,288, corresponding to 2.9% of the share capital, and no change has occurred in these amounts as of the date of this Information Document.

10. Determination of the Number and Term of Office of the Board of Directors Members, Election of Members According to the Determined Number, and Election of Independent Board Members

In accordance with the Capital Markets Board regulations, the TCC and the Regulation, new Board members shall be elected to replace those whose terms have expired. Independent members shall also be elected in compliance with the Corporate Governance Communiqué (II-17.1).

Pursuant to Article 10 of our Articles of Association, the Company shall be managed by a Board of Directors composed of at least five members elected by the General Assembly for a maximum term of three years. The General Assembly may decide to renew the Board even before the expiry of its term.

One-third of the elected Board members must meet the independence criteria set forth in the mandatory Corporate Governance Principles of the Capital Markets Board.

Upon the recommendation of the Corporate Governance Committee, the Board has nominated Mrs. Ayşe Canan Ediboğlu, Mrs. Galya Fani Molinas, Mrs. Filiz Börtüçen and Mr. M. Tankut Turnaoğlu as independent Board member candidates. No adverse opinion has been expressed by the Capital Markets Board regarding these candidates.

The résumés and independence declarations of the Board member candidates are presented in Annex/3.

11. Informing Shareholders and Approval of the Remuneration Policy for Board Members and Senior Executives in accordance with Corporate Governance Principles

In accordance with mandatory Corporate Governance Principle No. 4.6.2, the remuneration principles for Board members and senior executives must be documented in writing and submitted to the General Assembly as a separate agenda item. The Remuneration Policy prepared for this purpose is presented in Annex/4. Information regarding the benefits provided to Board members and senior executives during 2025 is disclosed in footnote 34 of our financial statements.

12. Determination of the annual gross remuneration of the members of the Board of Directors,

Within the scope of the Remuneration Policy submitted under agenda item 11, the annual gross remuneration of the Board members for the 2026 fiscal year will be determined by the General Assembly.

13. Approval of the selection of the Independent Audit Firm made by the Board of Directors in accordance with the Turkish Commercial Code and the regulations of the Capital Markets Board and the Public Oversight, Accounting and Auditing Standards Authority,

In accordance with the TCC, Capital Markets Board and Public Oversight Authority regulations, and pursuant to the Board resolution dated 23.01.2026 upon the opinion of the Audit Committee, Güney Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş. has been selected as the independent audit firm for the audit of our 2026 financial statements and for the mandatory sustainability assurance audit of disclosures to be prepared in accordance with TSRS, and this selection will be submitted for the approval of the General Assembly.

14. Informing the shareholders about the donations made by the Company during 2025 within the scope of its Donation and Sponsorship Policy and determination of an upper limit for donations to be made in 2026,

The Donation and Sponsorship Policy of Arçelik A.Ş., which was adopted by our Board of Directors on 22/03/2021 and disclosed to the public, was approved by our shareholders at the General Assembly dated 23/03/2022 within the framework of the provision set out under Corporate Governance Principle numbered 1.3.10, stating that “A policy regarding donations and grants shall be established and submitted to the approval of the general assembly.”

Pursuant to Article 6 of the Capital Markets Board’s Communiqué on Dividends numbered II-19.1, the upper limit for donations to be made must be determined by the general assembly in cases where it is not specified in the articles of association, and the donations and payments made must be submitted to the information of the shareholders at the ordinary general assembly. Within this framework, in line with our Company’s Donation and Sponsorship Policy, the total amount of donations made by the legal entity of Arçelik A.Ş. to foundations and associations during 2025 is TRY 30,457,158.22 on a nominal basis (the total amount calculated based on the purchasing power as of 31 December 2025 is TRY 33,897,700.07). Of this amount, TRY 5,699,869.18 was donated to Vehbi Koç Vakfı, TRY 9,458,483.29 to Rahmi M. Koç Müzecilik ve Kültür Vakfı, TRY 11,908,071.00 to Koç Üniversitesi, TRY 1,695,234.89 to İstanbul Teknik Üniversitesi, and TRY 1,132,980.90 to Türk Eğitim Vakfı; the remaining amount consists of various donations, each below TRY 1,000,000, made to various institutions and organizations that do not constitute material information for investors. In addition, the upper limit for donations to be made in 2026 shall be determined by the General Assembly.

15. Informing the shareholders, pursuant to the regulations of the Capital Markets Board, about the guarantees, pledges, mortgages and sureties granted by the Company and its subsidiaries in favor of third parties during 2025, as well as the income or benefits derived therefrom,

In accordance with Article 12 of the Corporate Governance Communiqué (II-17.1), information regarding guarantees, pledges, mortgages and sureties provided in favor of third parties by the Company and its subsidiaries, and any income or benefits derived therefrom, is disclosed in footnote 17 of our financial statements dated 31.12.2025.

16. Granting authorization to shareholders holding management control, members of the Board of Directors, senior executives, and their spouses and blood and in-law relatives up to the second degree, within the framework of Articles 395 and 396 of the Turkish Commercial Code, and informing the shareholders about the transactions carried out within this scope during 2025 in accordance with the Corporate Governance Communiqué of the Capital Markets Board,

Articles 395 (“Prohibition of Transactions with and Indebtedness to the Company”) and 396 (“Non-Competition”) of the Turkish Commercial Code, members of our Board of Directors may only engage in such transactions with the approval of the General Assembly.

Pursuant to the mandatory Corporate Governance Principle numbered 1.3.6 of the Capital Markets Board, in the event that shareholders who have management control, members of the Board of Directors, executives with administrative responsibility, and their spouses and relatives by blood or marriage up to the second degree carry out a material transaction that may give rise to a conflict of interest with the Company or its subsidiaries, and/or engage in a commercial transaction falling within the scope of the Company’s or its subsidiaries’ field of activity on their own behalf or on behalf of others, or become a partner with unlimited liability in another company engaged in the same type of commercial activity; such transactions shall be included as a separate agenda item in the General Assembly, detailed information shall be provided, and recorded in the minutes of the General Assembly. In order to comply with these regulations, granting of the aforementioned permission will be submitted for the approval of our shareholders at the General Assembly.

Some of the shareholders holding management control, members of the Board of Directors, executives with administrative responsibility, and their spouses and relatives by blood or marriage up to the second degree serve as board members in other Koç Group companies, including those engaged in activities similar to those of our Company. During 2025, no material transaction requiring disclosure under Principle 1.3.6 of the Corporate Governance Communiqué took place.

17. Wishes and Closing Remarks.

ANNEXES:

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| ANNEX/1 | Resume and Independence Declaration of Filiz Börtücen, who was appointed during the year and is a Nominee for Independent Board Membership for the year 2026 |
| ANNEX/2 | Board of Directors’ Proposal on the Distribution of Profit for the Year 2025 and the Proposed Profit Distribution Table |
| ANNEX/3 | Resumes of the Board of Directors Member Nominees and Independence Declarations of the Independent Member Nominees |
| ANNEX/4 | Remuneration Policy for the Board of Directors and Senior Executives |

ANNEX/1 RÉSUMÉ AND INDEPENDENCE DECLARATION OF MRS. FİLİZ BÖRTÜCEN, APPOINTED DURING THE YEAR AND NOMINATED AS AN INDEPENDENT BOARD MEMBER FOR 2026

Filiz Börtücen

Filiz Börtücen graduated from the Department of Economics at Boğaziçi Üniversitesi. She has also completed the Creative Leadership Program at Stanford University and the Inclusive Leadership Program at University of California, Berkeley.

Having started her career in the technology sector in Türkiye more than 30 years ago, Mrs. Börtücen served as General Manager of HP Türkiye, and subsequently held the positions of General Manager of HP Europe Wide Format Printers and Vice President of HP 3D Printers Worldwide. For the past seven years, she has been residing in Spain due to her international assignments.

Mrs. Börtücen has taken active roles in various platforms, including Chair of the Information Technologies Group at Türk Sanayicileri ve İş İnsanları Derneği (TÜSİAD), Board Member of the Amerikan Şirketler Derneği, Member of the Employment Committee of the B20 Zirvesi, and Member of the Sustainability Committee of EADA Business School.

She was listed among the “Global 50 Turkish Leaders” by Capital Dergisi in 2023 and 2024.

Mrs. Börtücen shares her experience in strengthening team performance, creating and developing corporate culture, and change management through speeches delivered on various platforms.

INDEPENDENCE DECLARATION

I hereby declare that I am a candidate to serve as an “independent member” of the Board of Directors of Arçelik A.Ş. within the scope of the criteria set forth in the applicable legislation, the Articles of Association, and the Corporate Governance Communiqué of the Capital Markets Board, excluding the criterion regarding being deemed resident in Türkiye pursuant to the Income Tax Law, and that:

- a) Within the last five years, neither I, nor my spouse, nor my relatives by blood or marriage up to the second degree, have had any employment relationship in a senior executive position involving significant duties and responsibilities with the Company, the entities over which the Company has management control or significant influence, the shareholders who have management control or significant influence over the Company, or the legal entities under the control of such shareholders; nor have we jointly or individually held more than 5% of the capital, voting rights or privileged shares, nor established any material commercial relationship with such parties;
- b) Within the last five years, I have not been a shareholder (holding 5% or more), a senior executive with significant duties and responsibilities, or a board member in companies from which the Company has purchased or to which it has sold significant amounts of services or products, particularly including companies providing audit (including tax audit, statutory audit and internal audit), rating or consultancy services to the Company during the periods in which such services or products were purchased or sold;
- c) I possess the professional education, knowledge and experience necessary to duly perform the duties I will undertake as an independent board member;
- d) Except for university faculty membership in compliance with the legislation, I will not work full-time in public institutions or organizations after being elected as a board member;
- e) I have strong ethical standards, professional reputation and experience that will enable me to make positive contributions to the Company’s activities, to maintain my impartiality in potential conflicts of interest between the Company and its shareholders, and to make decisions freely by taking into account the rights of stakeholders;
- f) I am able to devote sufficient time to follow the Company’s operations and to fully perform the requirements of the duties I undertake;
- g) I have not served as a member of the Board of Directors of the Company for more than six years within the last ten years;
- h) I do not serve as an independent board member in more than three companies controlled by the Company or by shareholders who have management control over the Company, and in total, I do not serve as an independent board member in more than five companies whose shares are traded on Borsa İstanbul;
- j) I have not been registered and announced on behalf of a legal entity elected as a board member.

I hereby declare and undertake the above.

[signature available in the original document]

NAME AND SURNAME: FİLİZ BÖRTÜCEN

**ANNEX/2 PROPOSAL OF THE BOARD OF DIRECTORS REGARDING THE
DISTRIBUTION OF PROFIT FOR 2025 AND THE PROPOSED DIVIDEND
DISTRIBUTION TABLE**

According to our consolidated financial statements for the accounting period 01.01.2025 – 31.12.2025, prepared in compliance with the Capital Markets Board (“CMB”) Communiqué No. II-14.1 on Principles of Financial Reporting in Capital Markets and the CMB’s Principle Decision dated 28.12.2023 regarding the implementation of inflation accounting, in accordance with Turkish Financial Reporting Standards (TFRS) and the formats prescribed by the CMB, and independently audited by Güney Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş., a net loss for the period attributable to the parent amounting to TRY (8,355,687,524.97) has been recorded.

In the statutory books prepared in accordance with the Tax Procedure Law (TPL), a net loss for the period amounting to TRY (11,655,976,711.00) has been recorded.

Accordingly;

a) In line with the capital markets legislation, Article 18 of the Company’s Articles of Association, and our Dividend Distribution Policy approved at the General Assembly dated 28.03.2025; taking into account market expectations, our long-term corporate strategy, investment and financing policies, profitability and cash position, and in order to increase the Company’s free cash flow, strengthen its liquidity position and further reinforce its balance sheet structure, and considering that a current year loss exists under both TPL and TFRS records, it is proposed that no dividend distribution be made for this year;

b) That the current year loss amounting to TRY (11,655,976,711.00) as per TPL records be transferred to prior years’ losses; and that the net loss for the period amounting to TRY (8,355,687,524.97) as per TMS/TFRS-based financial statements be transferred to prior years’ profits.

These matters shall be submitted for the approval of our shareholders at the Ordinary General Assembly Meeting convened to discuss the results of the Company’s 2025 fiscal year operations.

ARÇELİK A.Ş. 2025 Dividend Distribution Proposal Table (TL)		
1	Paid in Capital/ Issued Capital *	675.728.205,00
2	Total Legal Reserves (According to Statutory Income Statements) **	887.706.579,24
Information on privileges in profit distribution if any in the Articles of Association		
	According to CMB	According to Tax Book
3	Current Period Profit	-4.736.572.553,45
4	Taxes Payable (-)	-5.062.740.495,63
5	Net Current Period Profit	-8.355.687.524,97
6	Losses in Previous Years (-)	0,00
7	Primary Legal Reserves (-)	0,00
8	NET DISTRIBUTABLE PROFIT FOR THE PERIOD (=)	-8.355.687.524,97
9	Donations Made During the Year (+)	33.897.700,07
10	Donation - Added Net Distributable Current Period Profit (Loss) on which First Dividend is Calculated	-8.321.789.824,90
11	First Dividend for Shareholders	0,00
	Cash	0,00
	Stock	
	Total	0,00
12	Dividend Distributed to Owners of Privileged Shares	0,00
13	Other Dividend Distributed - to the Members of the Board of Directors - to the Employees - to None Shareholders	0,00
14	Dividend to Owners of Redeemed Shares	0,00
15	Second Dividend for Shareholders	0,00
16	General Legal Reserves	0,00
17	Statutory Reserves	
18	Special Reserves	
19	EXTRAORDINARY RESERVES	0,00
20	Other Distributable Resources	0,00
	Retained Earnings	0,00
	Extraordinary Reserves	0,00
	Other Distributable Reserves in Accordance with the Law and the Articles	0,00
	Legal Reserves from Other Distributable Resources	0,00

* The amount represents the registered nominal share capital. According to the records prepared in accordance with the Tax Procedure Law (TPL), a capital inflation adjustment difference amounting to TRY 19,408,822,273.72 is included.

** The amount represents the nominal statutory legal reserve. Following the application of inflation accounting, according to the records prepared in accordance with the Tax Procedure Law (TPL), a total inflation adjustment difference amounting to TRY 9,356,296,057.80 relating to statutory legal reserves is included.

ARÇELİK A.Ş. 2025 Dividend Distribution Proposal Table (TL)						
	SHARE GROUP	DIVIDEND AMOUNT		TOTAL DIVIDEND AMOUNT (TL) / NET DISTRIBUTABLE CURRENT PERIOD PROFIT	DIVIDEND TO BE PAID FOR SHARE WITH PAR VALUE OF 1 TL	
		CASH (TL)	STOCK (TL)		AMOUNT (TL)	RATE (%)
NET*	-	0.00	0.00	0.00	0.0000000	0.00
	TOPLAM	0.00	0.00	0.00	0.0000000	0.00

(*) There is no privileged share group in the profit.

ANNEX/3 RÉSUMÉS OF THE BOARD MEMBER CANDIDATES AND INDEPENDENCE DECLARATIONS OF THE INDEPENDENT BOARD MEMBER CANDIDATES

Mustafa Rahmi Koç

A graduate of Johns Hopkins University in Business Administration, he joined the Koç Group in 1958 at Otokoç Ankara. He became Chair of the Management Committee in 1980 and was named Chair of the Board of Directors of Koç Holding in 1984, a post he held until 2003 when he became the Honorary Chair.

Apart from Koç Holding, he also serves as a Member / Chair of the Board of Directors of other Koç Group companies. In addition, Rahmi M. Koç is or has been affiliated with social and professional organizations including:

- Former Honorary Trustee, The Metropolitan Museum of Art, New York
- The Metropolitan Museum of Art, New York City, Former Honorary Member of the Board of Trustees
- Former Co-Chair of the Business Advisory Council for South East Europe (BAC SEE)
- Vice Chair of the Board of Trustees of Vehbi Koç Foundation
- Honorary Chair of the Board of Trustees of Koç University
- Founder and Chair of the Board of Directors of the Rahmi M. Koç Museum and Cultural Foundation
- Chair of the Board of Directors of the Vehbi Koç Foundation American Hospital
- Honorary Chair and Founding Member of TURMEPA, The Turkish Marine and Environment Protection Association
- Honorary Chair of the Advisory Board of the Turkish Industrial and Business Association (TÜSİAD)
- Member of the Advisory Board of the Turkish Employers Association
- Founding Chair of the Global Relations Forum
- Former President of the International Chamber of Commerce (1.1.1995-31.12.1996)
- Former President of the Turkish Greek Business Council (1992-1999)
- Former Member of the Allianz AG International Advisory Board
- Former Member of the J.P. Morgan International Council
- Former Member of the International Advisory Board of the US Council on Foreign Relations

Rahmi M. Koç has been awarded with the following merits and degrees:

- “Honorary Doctorate” degrees by Johns Hopkins University (Baltimore-Maryland), Eskişehir Anadolu University, İzmir Ege University, Ankara Bilkent University, Ovidius University of Constanza and Aydın Adnan Menderes University
- “Outstanding Service Award” by the President of the Turkish Republic
- German Government’s “Grosses Verdienst Kreutz”
- “Order of High Merit of the Italian Republic”
- “Order of Merit of the Austrian Government”
- “(Honorary) Commander of the Most Excellent Order of the British Empire (CBE)”
- “Officier dans l’Ordre National de la Légion d’Honneur”, the highest medal awarded by the French government
- “Responsible Capitalism Lifetime Achievement Award” from FIRST, a leading multidisciplinary international affairs organization

- The medal of Foreign Policy Association (FPA), globally recognized think-tank with its 100-year history
- “Hadrian Award” by the World Monuments Fund to the Koç Family
- “Carnegie Medal of Philanthropy” (New York) to the Koç Family
- “BNP Paribas Philanthropy Award” (Paris) to the Koç Family
- “Iris Foundation Award” from BARD Graduate Center to the Koç Family
- Awarded the ‘Cavaliere di Gran Croce dell’Ordine della Stella d’Italia’ the Grand Cross Knight of the Order of the Star of Italy, in recognition of his distinguished contributions and enduring commitment to fostering relations between Türkiye and Italy.

In accordance with the Corporate Governance Principles of the Capital Markets Board, Rahmi M. Koç, who is a non-executive board member, does not qualify as an independent member. Mustafa Rahmi Koç has served, and continues to serve, on the boards of various Group companies over the past ten years.

Mehmet Ömer Koç

In 1985, he received his B.A. degree in Ancient Greek Language and Culture from Columbia College, which is linked to Columbia University. He worked at Kofisa Trading Company in Switzerland for one year. He completed his MBA at Columbia University in 1989. After working at New York-based Ramerica International Inc. between 1989 and 1990, he joined Koç Group in 1990. He held various senior positions at Koç Holding including Finance Coordinator, Vice President and President of Energy Group. He became member of Board of Directors in 2004 and Vice Chair in May 2008. In February 2016, he was appointed as the Chair of the Board of Directors of Koç Holding. He serves as the Vice President of TÜSİAD High Advisory Council, Chair of Turkish Educational Foundation Board of Trustees, President of Geyre Foundation and Chair of Yapı Kredi Kültür Sanat Yayıncılık Board of Directors, Chair of İstanbul Foundation For Culture and Arts Board of Trustees, Chair of Tüpraş Board of Directors and Member of the Board of Directors at other Koç Group companies. In accordance with the Corporate Governance Principles of the Capital Markets Board, Mehmet Ömer Koç, who is a non-executive board member, does not qualify as an independent member. Mehmet Ömer Koç has served, and continues to serve, on the boards of various Group companies over the past ten years.

Semahat Sevim Arsel

She began her career in 1964 as a Member of the Board of Directors of Koç Holding, a position she continues to hold. In addition, she is Chair of the Board of Directors of Vehbi Koç Foundation and the Divan Group, founder of the Semahat S. Arsel Nursing Education and Research Center and the Koç University School of Nursing. She also serves as Member of the Board of Directors of other Koç Group companies as well as Member of the Board of Trustees of the Educational Volunteers Foundation of Turkey (TEGV). Semahat Arsel has received an “Honorary Doctorate” degree from İstanbul University.

In accordance with the Corporate Governance Principles of the Capital Markets Board of Türkiye (CMB), Semahat S. Arsel is a non-executive board member and does not qualify as an independent member. Semahat Sevim Arsel has served, and continues to serve, on the boards of directors of Group companies over the last ten years.

Yıldırım Ali Koç

Ali Y. Koç received his bachelor's degree from the Management Faculty of Rice University and MBA from Harvard Business School. He began his career at American Express Bank as a Management Trainee and later worked as an Investment Analyst at Morgan Stanley Investment Bank. He joined Koç Holding in 1997 and held senior-level positions until 2010 including roles in new business development and information technologies (IT) as well as serving President of Corporate Communications and IT Group. Mr. Ali Y. Koç has been a Member of the Board of Directors at Koç Holding since January 2008 and has served as Vice Chairman of the Board since February 2016. Additionally, he has been Chair of the Board of Koç Financial Services and Yapı Kredi Bank since April 1, 2016. He also chairs the Boards of Ford Otosan, Otokar, and several other Koç Group companies. Beyond his leadership roles, Ali Y. Koç contributes to Turkey's social and economic development. He serves on the Boards of the International Competitiveness Research Institute (URAK), Endeavor Turkey, and the Board of Trustees at TEMA. He is also a Member of the Global Advisory Council of Harvard University, Bank of America, and the Council on Foreign Relations, as well as a Senior Adviser at Chatham House. Additionally, he represents Turkey at the Confederation of British Industry (CBI).

In accordance with the Corporate Governance Principles of the Capital Markets Board of Türkiye (CMB), Ali Y. Koç is a non-executive board member and does not qualify as an independent member. Yıldırım Ali Koç has served, and continues to serve, on the boards of directors of Group companies over the last ten years.

Levent Çakıroğlu

Levent Çakıroğlu graduated from Ankara University Faculty of Political Sciences, Business Administration Department and received his master's degree from University of Illinois. He started his career as an Assistant Auditor at the Ministry of Finance in 1988, where he worked as a Senior Auditor between 1991 and 1997. He served as Vice President of Financial Crimes Investigation Board between 1997 and 1998, meanwhile he taught as a Part Time Instructor at Bilkent University. Çakıroğlu joined Koç Group in 1998 as Koç Holding Financial Group Coordinator. He was the General Manager of Koçtaş between 2002 and 2007 and the CEO of Migros between 2007 and 2008. He was assigned as the CEO of Arçelik in 2008 and also became President of the Durable Goods Group of Koç Holding in April 2010. Çakıroğlu has been appointed as the CEO of Koç Holding in April 2015. He currently serves as the CEO and has also been a Member of the Board of Directors of Koç Holding since April 2016. Levent Çakıroğlu is also the Chair of the Board of Directors of Arçelik- LG, Tofaş and TürkTraktör, the Vice Chair of Yapı Kredi Bank and Member of the Board of Directors at various Koç Group companies.

In accordance with the Corporate Governance Principles of the Capital Markets Board of Türkiye (CMB), Levent Çakıroğlu is a non-executive board member and does not qualify as an independent member. His roles over the last ten years are essentially as outlined above, and he continues to serve on the boards of certain Koç Group companies.

Robert Sonman

He graduated from McGill University in Canada with both Bachelor's and Master's degrees in Architecture. He serves as Chairman of the Board of Directors of the Burla Group companies, which are shareholders of Arçelik A.Ş. He has been a Member of the Board of Directors of Arçelik A.Ş. since April 1994. He is fluent in English and French.

In accordance with the Corporate Governance Principles of the Capital Markets Board of Türkiye (CMB), Robert Sonman is a non-executive board member and does not qualify as an independent member.

Polat Şen

Polat Şen received his bachelor's degree from Marmara University, Department of Economics (in English) in 1998 and his master's degree in international accounting and finance from the University of Bradford, School of Management in 1999. Şen completed the Harvard Business School Advanced Management Program in 2016. Having started his career in the Internal Audit Department of Koç Holding in 2000, he was appointed as Internal Audit Manager at Arçelik A.Ş. in 2005, and Group Director of Finance and Accounting at Grundig Electronics / Grundig Multimedia B.V. in 2008. He worked as Finance and Accounting Director at Arçelik A.Ş. / Grundig Multimedia B.V. in 2009 and 2010, and as Purchasing Director from 2010 until 2015. Polat Şen served as the CFO of Arçelik A.Ş. between 2015 and 2022, in tandem with which he held the position of Assistant General Manager responsible for Sub-Saharan Operations of Arçelik Group. Polat Şen has been named the CFO of Koç Holding in 2022.

In accordance with the Corporate Governance Principles of the Capital Markets Board of Türkiye (CMB), Polat Şen is a non-executive board member and does not qualify as an independent member.

Cemal Can Dinçer

Can Dinçer received his undergraduate degree from Istanbul Technical University, Department of Mechanical Engineering in 1989, and his Master's degree from the US Stevens Institute of Technology, Department of Business Administration in 1993. He completed the Harvard Business School Advanced Management Program in 2017.

Dinçer, who started his career in 1993 as a Management Trainee in the Finance Department of Beko, worked as a Regional Sales Associate in the Export Department in 1995. He worked as Sales Manager for CIS and Other Countries (2000-2005), Sales Director for Non-European Markets (2005-2009), Sales Director for Europe, America, Asia-Pacific (2009-2012), Sales Director for Subsidiaries, America, Asia-Pacific (2012-2015), and Chief Commercial Officer - Turkey (2015-2017). Can Dinçer has been serving as Chief Commercial Officer — Turkey and South Asia since January 2018. In tandem with this position, he serves as the CEO of Arçelik Pazarlama A.Ş., to which position he was appointed on 30 December 2016.

In accordance with the Corporate Governance Principles of the Capital Markets Board of Türkiye (CMB), Cemal Can Dinçer is an executive board member and does not qualify as an independent member.

Ayşe Canan Ediboğlu

(Independent Board Member Nominee)

Ayşe Canan Ediboğlu completed her secondary education at Ancaster House School and her higher education in economics at the University of Southampton (UK). She also holds a master's degree in Financial Management and Control from the same university. Following her role as a Research Assistant at the University of Southampton, she began her professional career in 1980 at Shell as Planning Manager. After holding various positions at Shell Türkiye, she was appointed as General Manager of the company in 2002 and assumed the title of Country Chair of Shell Türkiye in 2006.

Between 2006 and 2009, she served as a Member of the Board of Directors of Shell-Turcas Petrol A.Ş. Ayşe Canan Ediboğlu served as an Independent Member of the Board of Directors at Aygaz between 2012 and 2018, and as an Independent Member of the Board of Directors at Tüpraş between 2018 and 2024.

In addition, she has been serving as an Independent Member of the Board of Directors at ING Bank in Türkiye since 2010.

Galya Fani Molinas

(Independent Board Member Nominee)

Galya Fani Molinas has served in executive roles in the fields of operations, marketing, and strategy at multinational consumer goods companies across Eastern Europe, the Middle East, Asia, the United States, Mexico, and Latin America. Mrs. Molinas began her professional career at Unilever Türkiye and, between 1996 and 2021, held various senior leadership positions within The Coca-Cola Company (NYSE: KO), including President of the Mexico Region, Chief of Global Strategy, President of the Türkiye and Central Asia Region, and Marketing Director for Eurasia, Central Asia, and the Middle East. She also served as Vice Chair of the Board of Directors of Coca-Cola İçecek (CCOLA.IS) between 2016 and 2021. Mrs. Molinas has served as Chair of the Business Council for Sustainable Development Türkiye, Vice Chair of the Board of Directors of the International Investors Association (YASED), and Chair of the Coca-Cola Foundation in Türkiye and Mexico. She has also been a founding member of regional chapters of various international women leadership organizations, including WCD.

She serves as a member of the Investment Committee of Founder One, Türkiye's first impact investment fund, and lectures on strategy and sustainability at London Business School. She is also a member of the Harvard Business School Alumni Board and the Advisory Board of the Institute of International Business at Georgia State University.

A graduate of Harvard Business School, Mrs. Molinas holds a bachelor's degree in Business Administration from Boğaziçi University, Faculty of Economics and Administrative Sciences.

M. Tankut Turnaoğlu

(Independent Board Member Nominee)

M. Tankut Turnaoğlu graduated from Boğaziçi University, Department of Business Administration, and holds a master's degree in International Marketing and Finance from the University of Massachusetts. He began his career in 1991 at Eczacıbaşı-Procter & Gamble as an Assistant Brand Manager. Between 1998 and 2025, he held various managerial roles within Procter & Gamble across Central Asia, the Caucasus, Europe, and the Asia-Pacific regions. During this period, following category and country management roles in Central Asia and the Caucasus, he assumed marketing and business unit leadership roles based in Türkiye. After serving as Marketing Director in Central and Eastern Europe, he undertook General Manager responsibilities for various categories based in Singapore, covering ASEAN, Australia, India, Korea, and Japan. Between 2013 and 2025, he served as General Manager responsible for Türkiye, the Caucasus, and Central Asia.

As of 2025, Mr. Turnaoğlu has been continuing his professional career as a Founding Partner of Turnaround Consultancy.

INDEPENDENCE DECLARATIONS OF INDEPENDENT BOARD MEMBER NOMINEES

INDEPENDENCE DECLARATION

I hereby declare that I am a candidate to serve as an “independent member” of the Board of Directors of Arçelik A.Ş. (the “Company”) within the framework of the criteria set forth in the applicable legislation, the Articles of Association and the Corporate Governance Communiqué of the Capital Markets Board of Türkiye (CMB), and in this context:

- a) Within the last five years, neither I, nor my spouse, nor my relatives by blood or marriage up to the second degree have had any employment relationship in executive positions assuming significant duties and responsibilities with the Company, its subsidiaries over which the Company has management control or significant influence, shareholders who have control over the Company or significant influence on the Company, or legal entities controlled by such shareholders; nor have we jointly or individually held more than 5% of the capital, voting rights or privileged shares, or established any significant commercial relationship with such entities,
- b) Within the last five years, I have not been a shareholder (5% or more), nor have I held a position with significant duties and responsibilities, nor have I been a member of the board of directors in companies from which the Company purchases or to which it sells significant amounts of goods or services, particularly including companies providing audit (including tax audit, statutory audit and internal audit), rating and consultancy services, during the periods in which such services or products were purchased or sold,
- c) I possess the professional education, knowledge and experience required to duly perform the duties I will undertake as an independent board member,
- d) Except for university lecturing in compliance with the legislation, I will not work full-time at public institutions and organizations after being elected as a member,
- e) I am deemed to be resident in Türkiye in accordance with the Income Tax Law No. 193 dated 31/12/1960,
- f) I have strong ethical standards, professional reputation and experience to make positive contributions to the Company’s activities, to maintain my impartiality in conflicts of interest between the Company and its shareholders, and to make decisions freely by taking into account the rights of stakeholders
- g) I am able to allocate sufficient time to follow the Company’s operations and to fully perform the duties I undertake,
- h) I have not served as a member of the Board of Directors of the Company for more than six years within the last ten years,
- i) I do not serve as an independent board member in more than three companies controlled by the Company or its controlling shareholders, nor in more than five publicly traded companies in total,
- j) I am not registered and announced on behalf of a legal entity elected as a member of the Board of Directors,

I hereby declare.

[signature available in the original document]

NAME AND SURNAME: Ayşe Canan EDİBOĞLU

INDEPENDENCE DECLARATION

I hereby declare that I am a candidate to serve as an “independent member” of the Board of Directors of Arçelik A.Ş. (the “Company”) within the framework of the criteria set forth in the applicable legislation, the Articles of Association and the Corporate Governance Communiqué of the Capital Markets Board of Türkiye (CMB), excluding the residency criteria under the Income Tax Law, and in this context:

- a) Within the last five years, neither I, nor my spouse, nor my relatives by blood or marriage up to the second degree have had any employment relationship in executive positions assuming significant duties and responsibilities with the Company, its subsidiaries over which the Company has management control or significant influence, shareholders who have control over the Company or significant influence on the Company, or legal entities controlled by such shareholders; nor have we jointly or individually held more than 5% of the capital, voting rights or privileged shares, or established any significant commercial relationship with such entities,
- b) Within the last five years, I have not been a shareholder (5% or more), nor have I held a position with significant duties and responsibilities, nor have I been a member of the board of directors in companies from which the Company purchases or to which it sells significant amounts of goods or services, particularly including companies providing audit (including tax audit, statutory audit and internal audit), rating and consultancy services, during the periods in which such services or products were purchased or sold,
- c) I possess the professional education, knowledge and experience required to duly perform the duties I will undertake as an independent board member,
- d) Except for university lecturing in compliance with the legislation, I will not work full-time at public institutions and organizations after being elected as a member,
- e) I have strong ethical standards, professional reputation and experience to make positive contributions to the Company’s activities, to maintain my impartiality in conflicts of interest between the Company and its shareholders, and to make decisions freely by taking into account the rights of stakeholders,
- f) I am able to allocate sufficient time to follow the Company’s operations and to fully perform the duties I undertake,
- g) I have not served as a member of the Board of Directors of the Company for more than six years within the last ten years,
- h) I do not serve as an independent board member in more than three companies controlled by the Company or its controlling shareholders, nor in more than five publicly traded companies in total,
- i) I am not registered and announced on behalf of a legal entity elected as a member of the Board of Directors,

I hereby declare.

[signature available in the original document]

NAME AND SURNAME: Galya FANİ MOLİNAS

INDEPENDENCE DECLARATION

I hereby declare that I am a candidate to serve as an “independent member” on the Board of Directors of Arçelik A.Ş. (the Company) within the scope of the criteria set forth in the applicable legislation, the Articles of Association, and the Corporate Governance Communiqué of the Capital Markets Board, and in this context;

- a) Within the last five years, neither I, nor my spouse, nor my relatives by blood or marriage up to the second degree have had any employment relationship in executive positions assuming significant duties and responsibilities with the Company, its subsidiaries over which the Company has management control or significant influence, shareholders who have control over the Company or significant influence on the Company, or legal entities controlled by such shareholders; nor have we jointly or individually held more than 5% of the capital, voting rights or privileged shares, or established any significant commercial relationship with such entities,
- b) Within the last five years, I have not been a shareholder (5% or more), nor have I held a position with significant duties and responsibilities, nor have I been a member of the board of directors in companies from which the Company purchases or to which it sells significant amounts of goods or services, particularly including companies providing audit (including tax audit, statutory audit and internal audit), rating and consultancy services, during the periods in which such services or products were purchased or sold,
- c) I possess the professional education, knowledge and experience required to duly perform the duties I will undertake as an independent board member,
- d) Except for university lecturing in compliance with the legislation, I will not work full-time at public institutions and organizations after being elected as a member,
- e) I am deemed to be resident in Türkiye in accordance with the Income Tax Law No. 193 dated 31/12/1960,
- f) I have strong ethical standards, professional reputation and experience to make positive contributions to the Company’s activities, to maintain my impartiality in conflicts of interest between the Company and its shareholders, and to make decisions freely by taking into account the rights of stakeholders,
- g) I am able to allocate sufficient time to follow the Company’s operations and to fully perform the duties I undertake,
- h) I have not served as a member of the Board of Directors of the Company for more than six years within the last ten years,
- i) I do not serve as an independent board member in more than three companies controlled by the Company or its controlling shareholders, nor in more than five publicly traded companies listed on Borsa İstanbul in total,
- j) I am not registered and announced on behalf of a legal entity elected as a member of the Board of Directors,

I hereby declare.

[signature available in the original document]

NAME AND SURNAME: M. TANKUT TURNAOĞLU

ANNEX/4 REMUNERATION POLICY FOR THE BOARD OF DIRECTORS AND SENIOR EXECUTIVE

This Remuneration Policy defines the remuneration system and practices for the Chairman and Members of the Board of Directors, the Chief Executive Officer, Deputy General Managers, and Directors reporting directly to the Chief Executive Officer, who are considered senior management. In accordance with the Turkish Commercial Code and Article 12 of the Articles of Association of Arçelik A.Ş., a fixed fee is determined annually at the Ordinary General Assembly Meeting for all members of the Board of Directors with respect to their board duties. Payments to board members are made on a pro-rata basis, taking into account the duration of their service between their appointment and resignation dates.

Executive members of the Board of Directors are also remunerated within the scope of the policy defined for senior management as detailed below.

Members of the Board of Directors who are assigned specific functions other than board membership to contribute to the Company's activities may be granted additional benefits, in addition to the fixed fee determined by the General Assembly, within the framework of the opinion of the Nomination and Remuneration Committee.

The Chair and members of the Executive Committee, which provides effective support to the Board of Directors on all matters related to the Company's operations and ensures coordination between the Board and the administrative structure, may be granted additional benefits at year-end based on their contributions, participation in meetings and functions, as determined by the Board of Directors within the framework of the opinion of the Corporate Governance Committee. Any payments made during the year within this scope are deducted from the amount determined at year-end.

Performance-based remuneration plans cannot be used for independent members of the Board of Directors. Expenses incurred by board members due to their contributions to the Company (such as transportation, communication, insurance, etc.) may be covered by the Company.

The remuneration of senior management consists of two components: fixed and performance-based. Within the scope of the remuneration policy, salary and fringe benefits management is structured and implemented in a fair, objective, performance-oriented, competitive, rewarding and motivating manner.

Fixed salaries of senior management are determined in accordance with international standards and legal obligations, taking into account macroeconomic data in the market, prevailing wage policies, the size and long-term objectives of the Company, and the positions of individuals.

The remuneration policy aims to enhance employee motivation and loyalty, and to attract qualified employees who will contribute to achieving the Company's strategic business objectives, while maintaining internal pay balance and competitiveness in the market.

Senior management bonuses are calculated based on the bonus base, Company performance and individual performance in a way that supports the achievement and exceeding of the Company's business targets, rewards sustainable success and encourages superior performance. The criteria are summarized below:

- **Bonus Base:** Bonus bases are updated at the beginning of each year and vary depending on the scope of managerial positions. Market practices regarding senior management bonus policies are taken into account.
- **Company Performance:** Company performance is measured based on the achievement of financial and operational targets (such as market share, exports, international operations, efficiency, etc.) set for the Company at the beginning of each year. Sustainability and continuous improvement compared to previous years are key principles in setting these targets.
- **Individual Performance:** Individual performance is evaluated based on individual and collective targets and key performance indicators determined by senior managers together with their teams and supervisors. In addition to financial metrics, long-term sustainable improvement and compliance with environmental, social and governance (ESG) policies are also taken into consideration.

In the event of termination of employment of senior managers, a severance payment may be made taking into account their total period of service, duration in senior management roles, contributions, last target bonus prior to termination, and salary and bonus payments made in the last year.

The total amounts determined in accordance with the above principles and paid during the year to senior management and members of the Board of Directors are submitted to the information and/or approval of shareholders at the subsequent General Assembly Meeting in accordance with the applicable legislation.