

Salary Policy of Garanti Investment Trust Inc.'s Board Members and the Executives

Within the scope of the sense of corporateness aiming at performing the reliability and the productivity at the highest level, in the area where Garanti Investment Trust Inc. is included, salary policy of the Board Members and the Executives have been defined in the frame of the below principles, in line with the regulations accomplished particularly as the institutional investment principles of the capital market law, other related legislations and the capital market board.

Attendance fees (Per Diem) of the Board Members are defined by the General Assembly.

The expenses like transportation, communication etc. Accomplished by the Board Members while they fulfil their duties are met by the Trust.

The board Members might be paid by taking their assignment and termination dates and their performances into consideration, when their duty term ends. The General Assembly is made the decision if the mentioned payment would be done and if so, how much would be paid.

The quality and the amount of the fixed and variable payment which will be made to the executives are defined by the General Assembly.

The expenses like transportation, communication etc. done by the executives while they fulfil their duties are met by the Trust.

An additional payment to their legal rights might be done to the executives by taking their assignment and termination dates and their performances into consideration, when their duty term ends. The General Assembly is made the decision if the mentioned payment would be done and if so, how much would be paid.

The facilities provided with the Board Members and the Executives are stated in the annual activity report and released to the public.

Herein "**Salary Policy of the Board Members and the Executives** " are submitted to General Assembly's information after it is approved by the Board of Management and are released to the public on the Trust's web site.