ECZACIBAŞI YATIRIM HOLDİNG ORTAKLIĞI A.Ş.

INFORMATION DOCUMENT ON

2024 ORDINARY GENERAL ASSEMBLY

The Ordinary General Assembly Meeting of our Company for the operating period of 2024 will be held on **Wednesday, 30 April 2025 at 13:00** to discuss the agenda written below. It will be held at Point Hotel Barbaros, Gold Meeting Hall located at Esentepe, Yıldız Posta Cd. No 29, 34394, Şişli/Istanbul.

The shareholders of our Company will be able to attend the Ordinary General Assembly Meeting in person or through their representatives at the actual venue or via electronic platforms. Attendance at the meeting via electronic platforms; will be realized through the Electronic General Assembly System ("**e-GKS**") provided by Merkezi Kayıt Kuruluşu A.Ş. ("**Central Securities Depository-CSD**") will be held. Shareholders who will make transactions in e-GKS must first register with the CSD's Investor Information Center and also have a secure electronic signature or mobile signature.

Shareholders or their representatives who wish to attend the meeting via electronic platforms, are required to fulfil their obligations per the provisions of the "Regulation on Electronic General Assemblies in Joint Stock Companies" published in the Official Gazette dated 28 August 2012 and numbered 28395 and of the "Communiqué on Electronic General Assembly System to be Implemented in General Assemblies of Joint Stock Companies" published in the Official Gazette dated 29 August 2012 and numbered 28396.

Our shareholders or their representatives who will attend the general assembly in electronic form via e-GKS will be informed about the procedures and principles related to attendance, the appointment of representatives, making suggestions, expressing opinions and voting by the CSD (https://egk.mkk.com.tr) they can get information at the web address.

For the General Assembly Meeting to be held physically;
- Real-person shareholders can attend by presenting their identities,
- Legal-person shareholders can attend by presenting their authorization documents along with the identity of the persons authorized to represent and bind the legal person,
- Representatives of real and legal persons can attend by presenting their identities and representation documents,
- Representatives authorized through the Electronic General Assembly System can attend by presenting their identities

and by signing the list of attendants.

The shareholders who will attend the meeting by proxy shall submit a notarized power of attorney, per the example below, by complying with the provisions stipulated in the Communiqué on Proxy Voting and Proxy Solicitation No. II-30.1 of the Capital Markets Board. The sample of the aforementioned power of attorney is available at our Company's headquarters and also in the investor relations section of www.eyh.eczacibasi.com.tr and www.eczacibasi.com.tr websites. Power of attorney that does not comply with the sample of the power of attorney attached to the General Assembly Call Text, which is required within the framework of the above Communiqué of the Capital Markets Board, will not be accepted in the general assembly.

The representative appointed via e-GKS can attend the meeting in person or via e-GKS, the power of attorney document does not have to be submitted physically by the representative

appointed via e-GKS. The representative who will attend the meeting by proxy or in person, whether appointed with a notarized power of attorney or via e-GKS, shall show their identity card in the meeting.

The right to attend and vote in the General Assembly shall not be granted conditionally on the deposition of common stock under paragraph 4 of Article 415 of the Turkish Commercial Code No. 6102 and paragraph 1 of Article 30 of the Capital Market Law No. 6362. In this context, if our shareholders want to attend the General Assembly Meeting, they do not need to freeze their shares.

In voting on the agenda items in the General Assembly Meeting, the open voting method by raising hands shall be used, without prejudice to the provisions on voting in an electronic platform.

The Financial Statements of our Company for 2024, the Independent Audit Report, the Corporate Governance Compliance Report, the Board of Directors' Annual Activity Report containing the Sustainability Compliance Framework Statement, the Sustainability Report containing statements made per the Sustainability Report format set forth under the decision of CMB dated 23.06.2022 and numbered 34/977 and the profit distribution proposal of the Board of Directors, and the General Assembly Information Document containing the following agenda items and necessary explanations for compliance with the Capital Markets Board regulations, will be available for the review of the shareholders three weeks before the meeting, within the legal period, at the Company Headquarters, in the investor relations section of www.eyh.eczacibasi.com.tr and www.eczacibasi.com.tr websites, Public Disclosure Platform and in the e-GKS.

Per the Personal Data Protection Law No. 6698, you can access detailed information about the processing of your personal data from the Eczacıbaşı Yatırım Holding Ortaklığı A.Ş. General Assembly Privacy Notice in the investor relations section on www.eyh.eczacibasi.com.tr and www.eczacibasi.com.tr .

Kindly submitted to the information of the esteemed shareholders.

Yours sincerely,

BOARD OF DIRECTORS

Eczacıbaşı Yatırım Holding Ortaklığı A.Ş.

Trade Registry and Number: Istanbul Trade Registry Directorate-125209

Mersis (Central Registration System) No: 0324002074600019

OUR ADDITIONAL DISCLOSURES WITHIN THE SCOPE OF CMB REGULATIONS

Among the additional disclosures required to be made in accordance with the Communiqué on Corporate Governance" (II-17.1) of the Capital Markets Board ("CMB"), the ones related to the relevant agenda item are below in the relevant agenda, and other mandatory general disclosures are presented to your information in this section:

1. Shareholding Structure and Voting Rights

All shares representing the capital of our company are bearer. In the General Assembly meetings, each share with a nominal value of 1 TRY is entitled to one vote. There are no privileged shares in the Company's capital.

As of the date of the announcement of this Information Document, the total number of shares and voting rights information reflecting the shareholding structure of our Company are presented below:

	Share Amount (TRY)	Capital Ratio	Voting Right	Voting Rights Ratio
Eczacıbaşı Holding A.Ş.	85,653,274	81.57%	85,653,274	81.57%
Publicly-held	19,346,726	18.43%	19,346,726	18.43%
Total	**105,000,000**	**100.00%**	**105,000,000**	**100.00%**

2. Information About Management and Operating Changes That will Significantly Affect the Activities of Our Company or Subsidiaries:

Our company has no subsidiaries. There are no management and operational changes that will significantly affect the partnership's activities that took place in the past accounting period of our partnership or that are planned for the upcoming accounting periods.

Material events disclosures made with regard to the activities of our company can be accessed at the address www.kap.org.tr.

3. Information About the Requests of Shareholders to Add an Item to the Agenda:

There is no written request submitted by the shareholders to the Investor Relations Department regarding the addition of any item to the agenda of the ordinary general assembly meeting.

OUR EXPLANATIONS REGARDING THE AGENDA OF 2024

ORDINARY GENERAL ASSEMBLY HELD ON APRIL 30, 2025

1. **The opening and election of the Meeting Chairmanship, authorization of the Meeting Chairmanship for signing the meeting minutes;**

   Per the provisions of the "Turkish Commercial Code No. 6102" ("TCC") and the "Regulation on the Procedures and Principles of the General Assembly Meetings of Joint Stock Companies and the Representatives of the Ministry to be Present in These Meetings" ("Regulation") and the provisions of Article 7 of our Company's Internal Directive on the General Assembly, the election of the Chairman of the Meeting who will manage the General Assembly Meeting will be held. Per the provisions of the TCC and the Regulation, the General Assembly will vote to authorize the Chairman of the Meeting to record the decisions taken in the General Assembly in the minutes.

2. **Reading, negotiating and submitting the Annual Report for the Year 2024 prepared by the Company's Board of Directors for the approval of the General Assembly**

   Within the framework of the TCC, the Regulation and the Capital Markets Law and the relevant legislation, information will be provided on the profit distribution proposal of the Board of Directors, the Corporate Governance Compliance Report, the Sustainability Compliance Framework Statement, 2024 Annual Activity Report including the Sustainability Report containing statements made in accordance with the Sustainability Report format set forth under the decision of CMB dated 23.06.2022 and numbered 34/977 to our shareholders for their opinions and approval, three weeks prior to the General Assembly meeting, at the Company Headquarters, in the investor relations section of www.eyh.eczacibasi.com.tr and www.eczacibasi.com.tr websites and in the e-GKS.

3. **Reading the Independent Audit Report Summary for the accounting period of 2024, informing the General Assembly regarding the audit activity and its results**

   Per the TCC, the Regulation, and the regulations related to the Capital Markets Law, for three weeks before the General Assembly meeting, information will be given to our shareholders regarding the Independent Audit Report prepared per the TCC and Capital Markets Board regulations which have been submitted for the review of our shareholders at the Company's Headquarters and the Investor Relations section of internet addresses www.eyh.eczacibasi.com.tr and www.eczacibasi.com.tr, Public Disclosure Platform and e-GKS (electronic-General Assembly System).

4. **Reading, discussing, and submitting the Financial Statements for the accounting period of 2024 for approval by the General Assembly;**

   Per the TCC, the Regulation and the regulations related to the Capital Markets Law, for three weeks before the General Assembly meeting, information will be given regarding our financial statements and legal financial statements at the Company's Headquarters and the Investor Relations section of internet addresses www.eyh.eczacibasi.com.tr and www.eczacibasi.com.tr, Public Disclosure Platform and e-GKS (electronic-General Assembly System) and they will be submitted for our shareholders' opinion and approval.

5. **Approval of the change made in the board membership vacated during the period in accordance with Article 363 of the Turkish Commercial Code;**

Due to the resignation of Atalay Muharrem Gümrah, a member of the Board of Directors of our Company, as of 31.12.2024, Ferit Erin, the General Manager of our Company, has been appointed as a member of the Board of Directors in accordance with Article 363 of the TCC to complete the remaining term of office and to be submitted to the approval of the first General Assembly to be held.

The member of the board of directors elected within the framework of Article 363 of the TCC will be submitted to the approval of the General Assembly.

6. **Release of the Board Members individually due to their works in 2024;**

In accordance with the provisions of the Turkish Commercial Code and the Regulation, the release of our Board members individually for their activities and transactions for the year 2024 will be submitted for the approval of the General Assembly.

7. **Discussing and resolving on the Board of Directors' profit distribution proposal prepared in accordance with the Company's Profit Distribution Policy,**

Taking into consideration our Profit Distribution Policy, the Company's current profitability and cash position, equity ratio, net working capital requirement, long-term strategies, investment and financing plans, cash flows, market conditions and expectations, the proposal to distribute cash dividends amounting to TRY 700.000.000 will be submitted to the shareholders for approval. Profit Distribution Table is included in **ANNEX-1**.

8. **Informing shareholders regarding the "Remuneration Policy" determined for the Board Members and Senior Managers;**

In accordance with the Corporate Governance Principal No 4.6.2 of the "Communiqué on Corporate Governance" No II-17.1 of the CMB, remuneration principles for the Board Members and senior managers of our Company has been documented in written form as "Remuneration Policy" and will be presented to the information of shareholders at the General Assembly Meeting as a separate clause and there will have the opportunity to present their opinion on this issue. The "Remuneration Policy" prepared for this purpose is presented in **ANNEX-2**. The information about the benefits, which are calculated according to the purchasing power as of 31.12.2024, provided to the Board Members is given in footnote No. 3 of our financial statements for the 2024 operating year.

9. **Election of new Board Members and Independent Board Members, determination of their terms of office and their remunerations;**

In accordance with the TCC, the Regulation, and CMB regulations and within the framework of the principles on the election of Board Members stated in our articles of association, the number of members and their term of office will be determined and new members will be elected instead of the Board Members whose term of office is expired. In addition, independent member selection will be carried out in order to comply with the Communiqué on Corporate Governance No II-17.1 of the CMB.

According to Article 14 of our Articles of Association, our Company is managed by a Board of Directors consisting of a minimum of 5 and a maximum of 9 members who will be elected by the General Assembly in accordance with the provisions of the TCC.

One-third of the elected Board Members shall meet the independence criteria defined in the Corporate Governance Principles of the CMB. Two (2) members of the Board of Directors proposed as six (6) persons are required to meet the independence criteria defined in the Corporate Governance Principles, which are mandatory for compliance with the CMB.

The nominations of Nesimi Erten and Sertaç Mustafa Nişli as independent board members were examined by the Corporate Governance Committee, which evaluated the nominees' compliance with the independence criteria, educational background, previous positions held, experience in management, ability to allocate sufficient time for the Company's business, and the contributions that the nominees can make to the Company's activities. As a result of the evaluation made in this context; upon the proposal submitted by the Corporate Governance Committee and as a result of the evaluation made by our Board of Directors, Nesimi Erten and Sertaç Mustafa Nişli were determined as the Independent Board Member candidates to be proposed to the General Assembly.

Our Company has been notified with the CMB's letter dated 24.01.2025 that it has been decided not to express any dissenting opinion about Nesimi Erten and Sertaç Mustafa Nişli, who have been nominated as Independent Board Member candidates.

Our nominees for the Board of Directors to be submitted for the approval of the shareholders at the General Assembly are Ferit Bülent Eczacıbaşı, Rahmi Faruk Eczacıbaşı, Ferit Erin, Simhan Savaşçın Başaran, Nesimi Erten (Independent Member) and Sertaç Mustafa Nişli (Independent Member).

In accordance with the provisions of the TCC and the Regulation and the principles stated in our articles of association, the honorarium (remuneration) to be granted to board members in the operating year of 2025 will be determined by our shareholders.

The information regarding the resume of the board member candidates and the independence statements of the candidates for the Independent Board Member candidates is presented in **ANNEX-3** and the candidates in question will be elected by the General Assembly to serve for one year. The member whose term of office has expired can be re-elected.

10. Election of the Independent Audit Company proposed by the Board of Directors to audit the financial reports for the fiscal year 2025 within the framework of Article 399 of the Turkish Commercial Code and CMB regulations and to perform other activities within the scope of the relevant regulations;

In accordance with the Turkish Commercial Code and the Capital Markets Board regulations, in our Board of Directors' meeting on 26 March 2025, by taking the opinion of the Audit Committee, it has been decided to propose DRT Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş. to audit financial reports in the Company's accounting period of 2025 and to conduct other activities within the scope of relevant regulations of these laws, and this proposal will be submitted for approval of the General Assembly.

11. **Selection of the audit firm authorised in the field of sustainability proposed by the Board of Directors to carry out the Mandatory Assurance Audit for Corporate Sustainability Reports to be prepared in accordance with the Turkish Sustainability Reporting Standards published by the Public Oversight, Accounting and Auditing Standards Authority and other activities within the scope of the relevant regulations;**

Pursuant to the Board Decision on Making Assurance Audits for Sustainability Reports Mandatory, published by the Public Oversight, Accounting and Auditing Standards Authority ("KGK") in the Official Gazette dated 05 September 2024 and numbered 32653, it has been proposed by the Board of Directors to select RSM Turkey Uluslararası Bağımsız Denetim Anonim Şirketi to conduct assurance audits and other activities for the sustainability reports for 2024 and 2025, and this proposal will be submitted to the approval of the General Assembly.

12. **Informing the General Assembly about the donations and aids made in 2024, determining the upper limit of donations and aids for 2025;**

In accordance with Article 6 of "Communiqué on Profit" No. II-19.1 of the Capital Markets Board; the maximum limit for the donation to be made is determined by the general assembly in case there is no provision in the articles of association, and donations and payments made during the year must be submitted to the information of the shareholders in the ordinary general assembly.

In accordance with the Corporate Governance Policy No. 1.3.10 presented in the annex of the Communiqué on Corporate Governance No. II.17.1 of the Capital Markets Board; in line with the policy approved by the General Assembly, information is provided to the shareholders regarding the amount and beneficiaries of all donations within the period and about the policy changes in the General Assembly meeting with a separately dedicated agenda item.

Our Company did not make any donations in 2024. In addition, the upper limit of donations and aids to be made in 2025 will be determined by the General Assembly.

13. **Informing shareholders regarding the income and benefits obtained through guarantees, pledges, mortgages, and sureties issued in favour of third parties in 2024 in accordance with the Corporate Governance Communiqué numbered II-17.1 of the Capital Markets Board;**

As per Paragraph 4 of Article 12 of Communiqué on Corporate Governance No.II-17.1 of the Capital Markets Board, the income and benefits obtained through guarantees, pledges, mortgages, and sureties issued by our Company in favour of third parties shall be included as a separate agenda item in the ordinary general assembly meeting and information has been given in footnote 8 of our Financial Tables dated 31 December 2024.

14. **Informing the shareholders regarding the transactions within the scope of the Corporate Governance Principle numbered 1.3.6 annexed to the Corporate Governance Communiqué numbered II-17.1 of the Capital Markets Board;**

Pursuant to the Article 1.3.6 of the "Communiqué on Corporate Governance" No. II-17.1 of the CMB, the shareholders holding the management control, the members of the Board of Directors, the managers with administrative responsibility and their spouses and relatives by blood and marriage up to the second degree, or its subsidiaries that may

cause a conflict of interest and/or the partnership or its subsidiaries carry out a commercial business type transaction that falls within the scope of the business on its own or someone else's account, or enters another partnership dealing with the same type of commercial business as an unlimited partner; the said transactions are included in the agenda of the general assembly as a separate agenda item and recorded in the general assembly minutes in order to provide detailed information on the subject in the general assembly.

In order to fulfil the requirements of this regulation, it will be informed that there were no transactions of this nature in 2024.

15. **Submitting the authorisation of the members of the Board of Directors to carry out business and transactions within the framework of articles 395 and 396 of the Turkish Commercial Code to the General Assembly for approval,**

    The Board members can carry out transactions within the framework of paragraph 1 of Article 395 of the TCC entitled "Prohibition on Transactions with the Company, Borrowing to the Company" and article 396 titled "Non-Competition" with the approval of the General Assembly. Pursuant to this regulation, the authorisation of the members of the Board of Directors to carry out business and transactions within the framework of Articles 395 and 396 of the Turkish Commercial Code will be submitted to the approval of the General Assembly.

16. **Wishes.**

ANNEXES:

Annex-1: Proposal on Profit Distribution

Annex-2: Remuneration Policy for the Board of Directors and Senior Managers

Annex-3: Resumes of Board Member Candidates and Independence Statements of Independent Member Candidates

ANNEX-1-PROPOSAL ON PROFIT DISTRIBUTION

At the meeting of our Board of Directors dated 28.03.2025;
regarding the accounting period between 01.01.2024 and 31.12.2024 of our company, it has been determined that:

i. According to the independently audited financial statements prepared on the basis of Turkish Financial Reporting Standards ("TFRS") in accordance with the Capital Markets Board's "Communiqué on Principles Regarding Financial Reporting in Capital Markets" numbered II - 14.1, the net distributable profit for the period is TRY 443,539,717,

ii. According to the legal financial statements prepared in accordance with the provisions of the Tax Procedure Law ("TPL"), the net distributable profit is TRY 619,799,868 ; furthermore, although there are prior years' losses amounting to TRY 1,053,924,990 arising from the inflation adjustment as per the TPL-based financial statements, there is a sufficient amount of Inflation Adjustment Differences related to Equity Accounts covering the total amount of TRY 1,053,924,990. Within this scope, based on the financial statements prepared according to the TPL records, the net distributable profit amounts to TRY 619,799,868,

iii. In accordance with Article 519, paragraph 1 of the Turkish Commercial Code, the general legal reserve to be set aside at the rate of 5% has reached the limit of 20% of the paid-in capital in the statutory records. Therefore, no general legal reserve will be set aside for the year 2024 under this provision,

Taking into account the above-mentioned matters, regarding the distribution of our Company's profit for the fiscal year 2024, and in accordance with the Capital Markets Legislation, the provisions of the Articles of Association, and our Profit Distribution Policy, it has been resolved that the following profit distribution proposal be submitted for the approval of our shareholders at the Ordinary General Assembly Meeting to be held for the year 2024:

1.To distribute a cash dividend in the total amount of 700,000,000 TRY, corresponding to 667% of the Company's issued capital,

2.According to the financial statements prepared in accordance with the provisions of the Turkish Financial Reporting Standards (TFRS), to cover 700,000,000 TRY of the total cash dividend amount of 443,539,717 TRY to be paid to shareholders from the net distributable profit for the period, and the remaining balance from prior years'profits,

3. According to the legal records prepared in accordance with the provisions of the Tax Procedure Law (TPL), in compliance with the tax regulations, not to make any offsetting among the equity items arising from inflation adjustment; to cover 700,000,000 TRY of the total cash dividend amount of 619,799,868 TRY from the net distributable profit for the period, and the remaining amount from 59,918,535 TRY of extraordinary reserves and 20,281,597 TRY of unrestricted special funds available for distribution,

4.To pay dividends in cash at a gross rate of 667% per share with a nominal value of 1 TRY, and to pay dividends to our full taxpayer real person shareholders and our limited taxpayer real and legal person shareholders at the net rate calculated after deducting the withholding tax rates stipulated in the tax laws,

5.To start the dividend distribution on May 14, 2025

ECZACIBAŞI YATIRIM HOLDİNG ORTAKLIĞI A.Ş.
DIVIDEND DISTRIBUTION TABLE FOR 2024 (TL)

1.	**Paid-in/Issued Capital**	105.000.000
2.	**Total Legal Reserves (According to Legal Records)**	21.000.000
Information on privileges in dividend distribution, if any, in the Articles of Association:		There are no preferred shares.

		Based on CMB Regulations	**Based on Legal Records**
3.	**Current Period Profit**	480.489.198	648.123.544
4.	**Taxes Payable (-)**	36.949.481	28.323.676
5.	**Net Current Period Profit (=)**	443.539.717	619.799.868
6.	**Losses in Previous Years (-)**	0	0
7.	**Primary Legal Reserve (-)**	0	0
8.	**NET DISTRIBUTABLE CURRENT PERIOD PROFIT (=)**	443.539.717	619.799.868
9.	**Donations Made During The Year (+)**	0	0
10.	**Donation-Added Net Distributable Current Period Profit on which First Dividend is Calculated**	443.539.717	619.799.868
11.	**First Dividend to Shareholders**		
	- Cash	44.353.972	5.250.000
	- Stock	0	0
	- Total	44.353.972	5.250.000
12.	**Dividend Distributed to Owners of Privileged Shares**	0	0
13.	**Other Dividend Distributed**		
	- To the Members of the Board of Directors	0	0
	- To the Employees	0	0
	- To Non-shareholders	0	0
14.	**Dividend to Owners of Redeemed Shares**	0	0
15.	**Second Dividend to Shareholders**	399.185.745	614.549.868
16.	**Secondary Legal Reserves**	0	0
17.	**Statutory Reserves**	0	0
18.	**Special Reserves**	0	0
19.	**EXTRAORDINARY RESERVES**	0	0
20.	**Other Distributable Resources**	256.460.283	80.200.132
	- Previous Year Profits	256.460.283	
	- Extraordinary Reserves	0	59.918.535
	-Private Funds with free distribution	0	20.281.597

INFORMATION ON DIVIDEND PER SHARE

	SHARE GROUP	**TOTAL DIVIDEND AMOUNT**		**TOTAL DIVIDEND AMOUNT / NET DISTRIBUTABLE CURRENT PERIOD PROFIT**	**DIVIDEND TO BE PAID FOR SHARE WITH PAR VALUE OF 1 TL**	
		CASH (TL)	**STOCK (TL)**	**RATIO (%)**	**NET (TL)**	**NET (%)**
NET	-	595.000.000	0	134,15	5,67	566,67

The net values of dividends per gross share have been calculated with the assumption that the dividends are distributed to the full taxpayer real person shareholders and there is no earning that is subject to any exemption in the distribution, thus accepting the withholding rate at 15 % in accordance with the Presidential Decision dated 21/12/2024 and numbered 2024/9286.

ANNEX-2 REMUNERATION POLICY FOR THE BOARD OF DIRECTORS AND SENIOR MANAGERS

This policy document defines the system and practices for remuneration of our Board members and top-level managers assuming administrative responsibilities under the scope of the CMB regulations.

The wage management in Eczacıbaşı Group is essentially based on determination of the wages considering the employees' education levels, competencies, performances and market values. In this context, market wage surveys are performed every year by the Human Resources Group Directorate of Eczacıbaşı Group including also our Company; and each company's wage structure is compared considering the companies out of the Group and as a result, the senior managements of the companies are duly informed. Since all information related to wages is considered private and personal, confidentiality is essential and our employees are requested to pay attention to this issue.

The Company's performance-based remuneration plans cannot be used for remuneration of the independent board members. Independent members of the Board of Directors are paid such remuneration determined in accordance with the decisions of the General Assembly.

Payments are made to executive members, Chairman and Vice-chairman of the Board of Directors in the scope of a policy established for senior managers as set out in further detail below.

The Board members can be paid a remuneration due to the services they render and commensurate with their performances and positions provided that they are at the same time employees, and are paid on a pro rata basis considering their period of service as of the dates of appointment to and resignation from office; and the costs and expenses incurred by the board members (expenses such as transportation, telephone, insurance, etc.) due to their contributions to the Company may be borne by the Company.

The key management personel wages are comprised of two different parts such as fixed payments and performance-based payments.

Our remuneration policy is arranged and applied considering the wage and fringe benefits management; and the fair, objective, and competitive criteria appreciating, rewarding and motivating high performance.

Our remuneration policy is based on the concepts of volume of business, performance, contribution in the activities, knowledge/skills and competencies; and aims recruitment and retention by our Company of the workforce with desired qualifications that will allow for establishment of intra-company and inter-company wage balance and the market competitiveness, motivating the employees and increasing their loyalty and achievement of our company's objectives.

The Job Family Model that we apply under the structure of our Company is based on an objective system; in this model, the roles in the organization, the basic responsibilities,

knowledge/skills/experience and competencies and performance indicators are defined and the fixed wages are determined accordingly.

The Variable Wage Management, which is similarly applied in our Company, aims to reward success and to encourage our employees to display superior performance and to completely establish target-oriented performance culture in our company in order to achieve our Company's budget targets and to support the achievement of business results exceeding such targets.

The "fringe benefits" intended to support the wage management with additional benefits are taken as an important integral part of the total reward management; and the fringe benefits that we provided as a company are at arm's length and also bear the competitive and equitable characteristics.

ANNEX-3 :RESUMES OF BOARD MEMBER CANDIDATES AND INDEPENDENCE STATEMENTS OF INDEPENDENT MEMBER CANDIDATES

F. Bülent Eczacıbaşı

Eczacıbaşı Holding Chairperson Bülent Eczacıbaşı began his professional career in 1974 and held various positions in Eczacıbaşı Group companies. He also served in the management of a number of prominent business associations, including TÜSİAD, the Turkish Industry and Business Association, where he was Chairperson of the Board (1991- 1993) and Chairperson of the High Advisory Council (1997-2001); and the Turkish Pharmaceuticals Manufacturers' Association (İEİS), where he was Chairperson of the Board (2000-2008). He serves as chairperson of several Eczacıbaşı Group companies. Bülent Eczacıbaşı continues to serve both TÜSİAD and İEİS as Honorary Chairperson. He is also an Honorary Member of both the Foreign Economic Relations Board (DEİK) and Turkish Enterprise and Business Confederation (TÜRKONFED), and a member of the High Advisory Council of the Aegean Industry and Business Association (ESİAD).

Bülent Eczacıbaşı is also on the boards of various civic organizations. He is Chairperson of the Board of Trustees of the Istanbul Modern Art Foundation, Chairperson of the Board of Directors of the Istanbul Foundation for Culture and Arts (IKSV), and a member of the High Advisory Board of the Turkish Economic and Social Studies Foundation (TESEV), which he previously served as the Founding Chairperson (1993-1997).

Bülent Eczacıbaşı graduated from the Department of Chemistry of the Imperial College of Science and Technology, London, and obtained his master's degree in chemical engineering from the Massachusetts Institute of Technology. He has received French and Italian awards of merit, respectively the "Chevalier dans l'Ordre National de la Légiond'Honneur" and "Commendatore dell'Ordine della Stella d'Italia".

R. Faruk Eczacıbaşı

Faruk Eczacıbaşı began working in the Eczacıbaşı Group in 1980 after completing his graduate work at Berlin Technical University, and for many years managed the Group's e-transformation process.

Faruk Eczacıbaşı is President of the Turkish Informatics Foundation (TBV) which he co-founded in 1995. In this role, he contributes to the preparation of numerous studies on related issues as well as the shaping of public policy.

In 1996, Faruk Eczacıbaşı assumed his current position as Vice-Chairperson of the Eczacıbaşı Group. He serves as Chairperson or vice-chairperson of several Eczacıbaşı Group companies. In 1999, he also became President of the Eczacıbaşı Sports Club.

Ferit Erin

Born in 1979, Ferit Erin received his undergraduate double major degree in Computer Engineering and Mathematics at Boğaziçi University in 2003 and his graduate degree in Computer Science at Purdue University in 2005.

Erin initiated his career in 2004 as Business Analyst at Capital One Financial Services. In 2007, he moved to Value Partners Management Consultancy, serving first as Consultant and then Project Manager. In 2009, he joined the Eczacıbaşı Group as Senior Strategic Planning Specialist at Eczacıbaşı Holding. Between 2009 and 2018, he served in various strategic planning and marketing functions at Eczacıbaşı Holding and Eczacıbaşı Building Products. At Eczacıbaşı Building Products, he was appointed General Manager in 2018, Europe Regional Director in 2020, and Strategy Director in 2023.

Ferit Erin assumed the role of Eczacıbaşı Group Chief Financial Officer on May 1, 2024.

Simhan Savaşçın Başaran

Simhan Savasçın Başaran graduated from Izmir American Girls' High School American in 1980 and graduated from Dokuz Eylül University Faculty of Law in 1984. After an internship as a lawyer, she started his professional life as a freelance lawyer in 1985. Since 1993, she worked as a partner associate in the law firm of Turunç & Savaşçın. Başaran joined Eczacıbaşı Group and served as the Deputy Chief Legal Officer of Eczacıbaşı Holding from 2008 to 2010 and as the Chief Legal Officer of Eczacıbaşı Holding between January 2011 and March 2021.Ms. Başaran is currently providing legal consultancy to our Company as an external.

Nesimi Erten

Nesimi Erten, born in Sivas in 1949, received his bachelor's degree in Business Administration from Istanbul Academy of Economic and Commercial Sciences in 1970 and started his professional career as a freelance accountant.

Between 1976 and 2010, Mr. Erten worked in companies within the Eczacıbaşı Group, serving as Head Accountant at İpek Kağıt Sanayi ve Ticaret A.Ş. in 1976, Chief Financial Officer at Padeko İlaç A.Ş. between 1985 and 1987, and Chief Financial Officer at Esan Endüstriyel Hammaddeler Sanayi ve Ticaret A.Ş. since the second half of 1987. He completed his active working period after working as a Management Consultant to CEO at Esan between 2009-2010. Nesimi Erten has been serving as an independent board member at Eczacıbaşı Yatırım Holding Ortaklığı A.Ş. since April 2023.

Sertaç Mustafa Nişli

Sertaç Nişli, born in 1958 in Erzurum, graduated from TED Ankara College and received his bachelor's degree in Mechanical Engineering from Middle East Technical University in 1981 and his master's degree in 1984.

He started his career as a student assistant at Middle East Technical University in 1980-1981 and continued as a project engineer at Nuh Makine Sanayi A.Ş. in 1982-1984. After his military service, he joined İpek Kağıt San. ve Tic. A.Ş, one of the Eczacıbaşı Group Companies as a Development Engineer. After working as R&D Chief between 1986-1991, he worked as

Technical Services Manager between 1992-1994, as Manufacturing Manager between 1995-2007 and as General Manager since 2008 at the same company, he retired on January 31, 2018.

Lastly, he served as the CEO of Hamidiye Kaynak Suları A.Ş., a subsidiary company of Istanbul Metropolitan Municipality, between 2019-2021.

Sertaç Nişli served as a member of the Board of Directors of Kalder (Turkish Quality Association) and Vice Chairman of the Board of Directors of SKSV (Cellulose and Paper Industry Foundation). He is currently an Honorary Member of SKSV's Board of Directors. Nesimi Erten has been serving as an independent board member at Eczacıbaşı Yatırım Holding Ortaklığı A.Ş. since May 2024.

DECLARATION OF INDEPENDENCE

I hereby declare to be the candidate to serve as an "independent member" at the Board of Directors of the Company titled ECZACIBAŞI YATIRIM HOLDİNG ORTAKLIĞI A. Ş. in the scope of the criteria stated in the legislation, the Articles of Association and the Capital Markets Board's Corporate Governance Communiqué. In this scope;

- In the last five years, significant duties and responsibilities have not been established in the executive position to be undertaken, no more than 5% of the capital or voting rights or preference shares are held together or alone or a commercial relationship has not been established in a significant manner by me, my husband and blood relatives and relatives by marriage up to second degree with the Company, the partnerships in which the Company has management control or significant influence and partners who control over the Company or have significant influence over the Company and legal entities in which these partners have management control,
- In the last five years, I have not been the partner (5 % or over), the employee working in the management position who will assume significant tasks and responsibilities or the Board Member during periods when service or product is purchased or sold in companies where the company has purchased or sold significant amounts of services or products within the framework of the agreements made, especially the audit (including tax audit, legal audit, internal audit), grading and consultancy of the Company,
- Due to the fact that I'm acting as an Independent Board Member, I have the vocational training, knowledge and experience to fulfill the tasks I will undertake,
- I will not work full-time in public institutions and organizations after being elected as a member, except for university faculty member, provided that the legislation is in compliance,
- According to Income Tax Law, I'm resident in Turkey,
- I have strong ethical standards, professional reputation and experience, which can allow me to make positive contributions to the Company's activities, to protect my impartiality in conflicts of interest between the company and shareholder, to freely decide upon the interests of the stakeholders,
- I will spare time for corporate activities that can interfere with the operation of the Company's activities and fully meet the requirements of the tasks I undertake,
- I have not been a member of the Board of Directors of the Company for more than six years in the last ten years,
- I have not been the Independent Board Member more than five out of the publicly-traded Companies in total and more than three out of the Companies in which the Organization or partners have management control who have management control over the Company,
- I have not been registered and announced on behalf of the legal entity elected as the Board Member.

Nesimi ERTEN (*)

(*) Signatures on the text have blackened as per the Legislation on Protection of Personal Data

DECLARATION OF INDEPENDENCE

I hereby declare to be the candidate to serve as an "independent member" at the Board of Directors of the Company titled ECZACIBAŞI YATIRIM HOLDİNG ORTAKLIĞI A. Ş. in the scope of the criteria stated in the legislation, the Articles of Association and the Capital Markets Board's Corporate Governance Communiqué. In this scope;

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- I have not been registered and announced on behalf of the legal entity elected as the Board Member.

Sertaç Mustafa NİŞLİ (*)

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