Tax - Employee Notes

Türkiye	RSI/LRSI/ DSIP/ LTIP - Restricted Stock Units (RSU) and PSU	RSI/LRSI/DSI/LTIP/MTIP - Nil-Cost Options (NCO)	Sharebuild
When will I be taxed in relation to my plan benefits?	**Grant**: No income tax. No social security. **Vesting**: Income tax and social security. **Transfer to participant**: No income tax. No social security. **Sale by participant**: Income tax on increase in value since vesting. No social security.	**Grant**: No income tax. No social security. **Vesting**: No income tax. No social security. **Exercise**: Income tax and social security on spread. **Transfer to participant**: No income tax. No social security. **Sale by participant**: Income tax on increase in value since exercise. No social security.	**Purchased shares**: **Purchase**: Income tax and social security on any discount to the value at the time of purchase. **Sale by participant**: Income tax on increase in value since purchase. No social security. **Matching shares**: **Grant**: No income tax. No social security. **Vesting**: Income tax and social security. **Transfer to participant**: No income tax. No social security. **Sale by participant**: Income tax on increase in value since vesting. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	40% (2026). Any change in tax rates usually takes effect from 1 January.	40% (2026). Any change in tax rates usually takes effect from 1 January.	40% (2026). Any change in tax rates usually takes effect from 1 January.

Income tax rates	Progressive rates of tax apply. The maximum tax rate applies to income over TRY5,300,000. Remuneration paid through payroll is subject to stamp duty at a rate of 0.759%. Personal income tax rates are determined under the Law on Income Tax numbered 193, which was amended on 31 December 2025. The salary income brackets and tax rates (2025) are: • taxable income up to TRY190,000: 15%; • income over TRY190,000 and up to TRY400,000: TRY28,500 for part of the income corresponding to TRY190,000 and 20% of the income exceeding TRY190,000; • income over TRY400,000 and up to TRY1,000,000 (non-salary income) / TRY1,500,000 (salary income): TRY70,500 for part of the income corresponding to TRY400,000 and 27% of the income exceeding TRY400,000; • income over TRY1,000,000 (non-salary income) / TRY1,500,000 (salary income) and up to TRY5,300,000; TRY232,500 for part of the non-salary income corresponding to TRY1,000,000 and 35% of the non-salary income exceeding TRY1,000,000 and as for salary income, TRY367,500 for part of the salary income corresponding to TRY1,500,000 and 35% of the salary income exceeding TRY1,500,000; • income over TRY5,300,000: TRY1,737,000 for part of the non-salary income corresponding to TRY5,300,000 and 40% of the non-salary income exceeding TRY5,300,000 and as for salary income, TRY1,697,500 for part of the salary income corresponding to TRY5,300,000 and 40% of the salary income exceeding TRY5,300,000. Tax payable through payroll each month will be reduced by the income tax and stamp tax exemption amounts. The tax-exempt amount is the amount corresponding to the tax which would be due on the minimum wage amount (TRY4,211.33 between 1 January 2026 and 30 June 2026, TRY4,537.75 for July and TRY5,615.10 between 1 August 2026 and 31 December 2026).	Progressive rates of tax apply. The maximum tax rate applies to income over TRY5,300,000. Remuneration paid through payroll is subject to stamp duty at a rate of 0.759%. Personal income tax rates are determined under the Law on Income Tax numbered 193, which was amended on 31 December 2025. 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Tax - Employee Notes

Will my employer withhold income tax in relation to my plan benefits?	Although there is no specific tax regulation on withholding for employee share plans offered by a foreign company to employees in Türkiye, withholding might not be required if there is no recharge or local employer involvement in the plan.	Although there is no specific tax regulation on withholding for employee share plans offered by a foreign company to employees in Türkiye, withholding might not be required if there is no recharge or local employer involvement in the plan.	Although there is no specific tax regulation on withholding for employee share plans offered by a foreign company to employees in Türkiye, withholding might not be required if there is no recharge or local employer involvement in the plan.
Are my plan benefits subject to social security contributions?	Employer withholding will likely apply if there is a recharge or the local employer administers the plan.	Employer withholding will likely apply if there is a recharge or the local employer administers the plan.	Employer withholding will likely apply if there is a recharge or the local employer administers the plan.
Employee social security	**Employee social security (max rate)**: 15% (social security of 14% plus unemployment insurance of 1%). **Employee social security (cap)**: the maximum salary base for premiums changes regularly. On 1 January 2026, it was based on a maximum daily salary of TRY9,909 (maximum TRY297,270 per month).	**Employee social security (max rate)**: 15% (social security of 14% plus unemployment insurance of 1%). **Employee social security (cap)**: the maximum salary base for premiums changes regularly. On 1 January 2026, it was based on a maximum daily salary of TRY9,909 (maximum TRY297,270 per month).	**Employee social security (max rate)**: 15% (social security of 14% plus unemployment insurance of 1%). **Employee social security (cap)**: the maximum salary base for premiums changes regularly. On 1 January 2026, it was based on a maximum daily salary of TRY9,909 (maximum TRY297,270 per month).
What is the maximum rate of capital gains tax?	40% (progressive tax rates).	40% (progressive tax rates).	40% (progressive tax rates).
What is the maximum tax rate payable on dividends?	40% (progressive tax rates).	40% (progressive tax rates).	40% (progressive tax rates).
Do I have to report any income in relation to the plan to my local tax authority?	An employee is required to file an annual return. There is no specific filing in relation to equity related incentives. **Report name**: Annual Tax Return. The tax return can be filed online and downloaded from the website here. **Tax period**: 1 January to 31 December. **Reporting deadline**: tax returns must be filed between 1 March and 31 March of the following year. **Payment of tax**: the balance of tax due must be paid in two equal instalments in March and July.	An employee is required to file an annual return. There is no specific filing in relation to equity related incentives. **Report name**: Annual Tax Return. The tax return can be filed online and downloaded from the website here. **Tax period**: 1 January to 31 December. **Reporting deadline**: tax returns must be filed between 1 March and 31 March of the following year. **Payment of tax**: the balance of tax due must be paid in two equal instalments in March and July.	An employee is required to file an annual return. There is no specific filing in relation to equity related incentives. **Report name**: Annual Tax Return. The tax return can be filed online and downloaded from the website here. **Tax period**: 1 January to 31 December. **Reporting deadline**: tax returns must be filed between 1 March and 31 March of the following year. **Payment of tax**: the balance of tax due must be paid in two equal instalments in March and July.

Tax - Employee Notes

This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes; retention and holding periods; restrictions on the shares; clawback terms and periods; and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 8 September 2026. Changes in legislation or practice after this date may affect the tax treatment.

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