

KOÇ HOLDİNG INFORMATION DOCUMENT FOR 30 MARCH 2017 ORDINARY GENERAL ASSEMBLY TO REVIEW FINANCIAL YEAR 2016

1. INVITATION TO THE 30 MARCH 2017 ORDINARY GENERAL ASSEMBLY

Koç Holding A.Ş.'s Ordinary General Assembly Meeting shall be convened on 30 March 2017 Thursday at 16:00 (2pm GMT) at the address of Nakkaştepe Azizbey Sok. No. 1, 34674 Kuzguncuk-Üsküdar/Istanbul (Tel: +90 216 531 00 00, Fax: +90 216 531 00 99). At the meeting, the activities of the Company for the fiscal year 2016 will be reviewed, the following agenda will be discussed and a resolution regarding the agenda will be reached.

In accordance with the legal requirements, 2016 Financial Statements, the Independent Auditor's Report (prepared by our Independent Auditor, Güney Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik Anonim Şirketi, a member firm of Ernst & Young Global Limited), the Corporate Governance Compliance Report, and the Board of Directors' Annual Report, including the dividend distribution proposal of the Board of Directors, along with the following agenda and the Memorandum containing the information required by Capital Markets Board regulations shall be made available to the shareholders at Company Headquarters, on the Company's corporate website at www.koc.com.tr, on the Public Disclosure Platform, and in the Electronic General Meeting System of the Central Registry Agency at least three weeks prior to the meeting.

Shareholders unable to attend the meeting in person, save for the rights and obligations of the ones participating electronically via the Electronic General Assembly System, shall prepare their proxy documents in accordance with the legal requirements, or shall obtain a proxy sample form from Yapı Kredi Yatırım Menkul Değerler A.Ş. (Yapı Kredi Plaza / Levent-Istanbul), our Company, or from the corporate website at www.koc.com.tr and shall submit to the Company the notarized proxy documents issued in accordance with the requirements of the Communiqué No. II-30.1, Use of Proxy Vote and Proxy Collection through Invitation, enacted on 24 December 2013 and published in Official Gazette No. 28861. A proxy document is not required from a proxy appointed electronically through the Electronic General Meeting System. **The proxy documents which do not comply with the requirements of the aforementioned Communiqué shall not be accepted, given our legal liability.**

Shareholders intending to vote via the Electronic General Meeting System are requested to obtain information from the Central Registry Agency, our Company's website at www.koc.com.tr or from the Company Headquarters (Tel: +90 216 531 00 00) to ensure that they comply with the provisions of the by-laws for the Electronic Shareholders Meeting for Joint Stock Companies.

Pursuant to Paragraph 4 of Article 415 of Turkish Commercial Code No. 6102 and Paragraph 1 of Article 30 of the Capital Markets Law, the right to attend the General Assembly and voting rights shall not be conditional on depositing the share certificates. Accordingly, shareholders participating in the General Assembly do not need to block their shares.

Detailed information on processing shareholders' personal data within the framework of the Law on the Protection of Personal Data (No. 6698) is available at "Koç Holding Personal Data Protection and Processing Policy" disclosed on www.koc.com.tr.

At the Ordinary General Assembly Meeting, the voters shall use open voting system by raising hands, without prejudice to the provisions of electronic voting regarding the voting of each item on the agenda.

All right holders and stakeholders as well as the press are invited to the General Assembly Meeting.

Pursuant to the Capital Markets Law, shareholders holding registered shares that are traded on the stock exchange will not receive a separate registered invitation letter for the meeting.

It is submitted to the shareholders with due respect.

KOÇ HOLDİNG A.Ş.
Board of Directors

Company Adress: Nakkaştepe Azizbey Sok. No:1 34674 Kuzguncuk-Üsküdar/İstanbul
Trade Registry and Number: İstanbul/85714
Mersis Number: 0570002057500012

2. ADDITIONAL EXPLANATIONS IN ACCORDANCE WITH CMB REGULATIONS

The additional explanations required pursuant to Capital Markets Board (CMB) Corporate Governance Communiqué No. II-17.1, enacted 3 January 2014, are made in the related articles of the agenda below. Other mandatory general explanations are provided in this section.

2.1. Capital Structure and Voting Rights

As of the date of the publication of this Information Document, information concerning the total number of shares and voting rights, the number of shares and voting right representing each privileged share and the type of privilege is provided below:

Company shares are divided into two groups, Group A and Group B. Each Group A share has two votes at the General Assembly.

The voting rights of our shareholders, taking into consideration privileged shares, are provided in the following table:

Shareholder	Group	Share Amount (TRY)	Equity Ratio (%)	Voting Right	Voting Right Stake (%)
Temel Ticaret ve Yatırım A.Ş.	A	678.773.422	26,77	135.754.684.460	42,23
Temel Ticaret ve Yatırım A.Ş.	B	428.196.786	16,88	42.819.678.578	13,32
Koç Family	B	594.895.145	23,46	59.489.514.515	18,51
Vehbi Koç Foundation	B	184.171.754	7,26	18.417.175.384	5,73
Koç Holding Retirement and Assistance Fund Foundation	B	50.451.548	1,99	5.045.154.831	1,57
Rahmi M. Koç ve Mahdumları Maden İnşaat Turizm Ulaştırma Yatırım ve Ticaret A.Ş.	B	35.385.424	1,40	3.538.542.410	1,10
Free Float	B	564.023.971	22,24	56.402.397.052	17,54
Total		2.535.898.050	100,00	321.467.147.230	100,00

Majority of Temel Ticaret ve Yatırım A.Ş. shares belong to Koç Family members.

2.2. Managerial and Operational Changes in Our Company or our Subsidiaries which may Significantly Affect the Activities of our Company

There are no managerial or operational changes that has or that will substantially affect the Company's activities in the previous accounting period, or planned for the upcoming accounting periods. Besides that, material event disclosures made by our Company in accordance with legal requirements are available at www.kap.gov.tr

2.3. Information regarding demands of shareholders for placing an article on the agenda

No request has been submitted in writing to the Koç Holding Investment Relations Department concerning the desire of shareholders to have an article placed on the agenda.

3. ANNOUNCEMENTS PERTAINING TO THE AGENDA ARTICLES OF THE ORDINARY GENERAL ASSEMBLY MEETING AT 30 MARCH 2017

1. Opening and election of the Chairman for the Meeting

Within the framework of the provisions of “Turkish Commercial Code (TCC) no. 6102” and “the Regulation of the Ministry of Customs and Commerce regarding Principles and Procedures of General Assembly Meetings of Joint Stock Companies and Representatives of the Ministry of Customs and Commerce to be Present in these Meetings” (“Regulation” or “General Assembly Regulation”), and General Assembly Principles Article 7, a Chairman shall be elected to chair the General Assembly meeting. Within the framework of the General Assembly Principles, at least one person will be appointed as Secretary by the Chairmen. The Chairman may also appoint adequate number of vote-collectors.

2. Presentation for discussion and approval of the Annual Report of the Company prepared by the Board of Directors for the year 2016

Within the framework of the TCC, the Regulation and the Capital Markets Law and related regulations, information shall be given on the 2016 Annual Report that includes the Corporate Governance Compliance Report, which has been announced at the Headquarters of our Company, on the Electronic General Assembly portal of the Central Registry Agency and on the corporate website of the Company at www.koc.com.tr for review of our shareholders three weeks before the General Assembly meeting and it shall be presented for discussion and approval of our shareholders.

3. Presentation of the summary of the Independent Audit Report for the year 2016

A summary of the Independent Auditor’s Report, which is prepared according to the TCC and CMB regulations and posted three weeks prior to the General Assembly meeting at Company Headquarters, the Electronic General Assembly Portal of the CRA and www.koc.com.tr, will be read aloud.

4. Presentation for discussion and approval of the Financial Statements of the Company for the year 2016

Information about our financial statements and legal statutory accounts, which, pursuant to the TCC, bylaws and Capital Markets Law have been posted three weeks prior to the General Assembly meeting at our Company Headquarters, on the Electronic General Assembly Portal of the CRA and on www.koc.com.tr for review of our shareholders, shall be presented to our shareholders for their evaluation and approval.

5. Release of each member of the Board of Directors from liability for the Company’s activities for the year 2016

Pursuant to the TCC and Bylaws, the release of our Board of Directors members for the activities, transactions and accounts for the year 2016 shall be submitted to the General Assembly for its approval.

6. Approval, amendment and approval, or disapproval of the Board of Directors' proposal on the distribution of profits for the year 2016 and the distribution date

According to our financial statements, prepared by our Company within the framework of the Turkish Commercial Code and Capital Markets Law and related regulations in compliance with Turkish Financial Reporting Standards and audited by Güney Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş. (a member of Ernst & Young Global Limited) covering the accounting period between 01.01.2016 – 31.12.2016; consolidated profit attributable to equity holders of the parent in the amount of 3.459.993.000 TL has been obtained. The dividend payment proposal, drawn up in accordance with the Dividend Distribution Table format provided in the Dividend Communiqué numbered II-19.1 and the Dividend Manual announced in accordance with the said Communiqué, and taking into account the Company's Dividend Distribution Policy, long-term strategy, investment and financing policies, profitability and liquidity, is provided in **Appendix 1**.

7. Approval, amendment and approval, or disapproval of the Board of Directors' proposal on the amendment of Article 6 of the Articles of Association of the Company "Capital"

The amendments proposed by the Board of Directors for Article 6 related to "Capital" shall be submitted to the General Assembly for its approval. The proposed amendments and the related Board of Directors decision is provided in **Annex 2**. Necessary approvals for the proposed amendments have been received from CMB and the Ministry of Customs and Trade on 20.01.2017 and 01.02.2017 respectively.

8. Resolution of the number of the members of the Board of Directors and their terms of office, and election of the members of the Board of Directors in accordance with the resolved number and election of the independent board members

In accordance with CMB regulations, TCC and Bylaws and the principles governing the selection of Members of the Board of Directors in the Articles of Association, new members to replace Board members whose terms of office have expired accordingly shall be elected. In addition, Independent Members of the Board of Directors shall be elected in compliance with the CMB's Corporate Governance Communiqué No. II-17.1.

According to Article 11 of the Articles of Association, Company's business and management are conducted by a Board of Directors consisting of at least 9 and at most 18 members, elected in line with the TCC and CMB regulations. General Assembly may decide on the renewal of the Board of Directors even if their terms of office have not expired.

One third of the elected Board of Director members shall meet the independence criteria as defined in the CMB's mandatory Corporate Governance Principles.

The Board of Directors, upon receipt of proposal of the Candidate Nomination and Remuneration Committee, has designated the following candidates as the Independent Members of the Board of Directors: Muharrem Hilmi Kayhan, Kutsan Çelebican, Mustafa Kemal Olgaç, Jacques Albert Nasser, Anne Lauvergeon and Ömer Dinçkök. Application has been submitted to CMB in accordance with Corporate Governance Principle 4.3.7 of

the Corporate Governance Communique. CMB has not given any negative opinion on these candidates according to its statement dated 03.03.2017.

The CVs of Board of Directors candidates and Declarations of Independence for the independent member candidates are provided in **Appendix 3**.

9. In accordance with the Corporate Governance Principles, presentation to the shareholders and approval by the General Assembly of the “Remuneration Policy” for the members of the Board of Directors and the Senior Executives and the payments made on that basis

According to CMB’s mandatory Corporate Governance Principle No. 4.6.2, the principles for the remuneration of Board of Directors’ members and senior management shall be made available in writing and included as a separate article on the General Assembly Meeting agenda to enable the shareholders to share their opinions on the same. The Remuneration Policy that was adopted by the general assembly decision dated 5 April 2016 is attached hereto as **Appendix 4** for this purpose. Information on the compensation of the members of the Board of Directors and the senior management has been cited in footnote No. 29 of our financial statements dated 31 December 2016.

10. Resolution of the annual gross salaries to be paid to the members of the Board of Directors

The annual gross remuneration to be paid to the members of the Board of Directors in 2017 shall be determined by the shareholders as per our Remuneration Policy submitted for the approval of the shareholders as per item 9 of the agenda.

11. Approval of the appointment of the Independent Audit Firm as selected by the Board of Directors in accordance with the provisions of the Turkish Commercial Code and the Capital Markets Board regulations

In accordance with the Turkish Commercial Code and Capital Markets Board regulations, and taking into consideration the opinion of the Audit Committee, the Board of Directors resolved at their meeting on 2 September 2016 to have PWC Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş.¹ (a member of PricewaterhouseCoopers) serve as the independent auditors of the Company’s financial reports for the financial year 2017 and to let it conduct the other activities that fall within its purview within the context of the regulations. This decision shall be submitted to the General Assembly for ratification.

12. Presentation to the shareholders of the donations made by the Company in 2016, and resolution of an upper limit for donations for the year 2017

Pursuant to Article 6 of the CMB’s Communiqué on Dividends No. II-19.1, the limit of donations to be made must be determined by the General Assembly, in cases not specified in the Articles of Association, and information concerning the donations and payments made must be provided to shareholders at the General Assembly. Donations totaling 3.532 thousand TL were made to foundations and associations in 2016. The upper limit of donations to be made in 2017 shall be resolved by the General Assembly.

¹ Former trade name: Başaran Nas Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş.

13. In accordance with the Capital Markets Board regulations, presentation to the shareholders of the securities, pledges and mortgages granted in favor of the third parties in the year 2016 and of any benefits or income thereof

Pursuant to Article 12 of the Capital Markets Board Corporate Governance Communiqué No. II-17.1, income or benefits derived by our Company and/or its Subsidiaries from collaterals, pledges, mortgages and sureties against third parties must be stipulated in a separate article of the agenda of the General Assembly. This is indicated in footnote No. 32 of our financial statements dated 31 December 2017.

14. Authorization of the shareholders that have management control, the members of the Board of Directors, the senior executives and their spouses and relatives related by blood or affinity up to the second degree as per the provisions of articles 395 and 396 of the Turkish Commercial Code and presentation to the shareholders of the transactions carried out thereof in the year 2016 pursuant to the Corporate Governance Communiqué of the Capital Markets Board

The members of the Board of Directors can do business only with the approval of the General Assembly, as stipulated in the first subsection of Articles 395 and 396 of the TCC entitled Competition Ban and Ban on doing Business with the Company and Borrowing from the Company.

Pursuant to the Capital Markets Board mandatory Corporate Governance Principle No. 1.3.6, the General Assembly shall be informed in the event that shareholders having managerial control, shareholder board members, senior management and relatives up to the second degree of blood or affinity engaged in a significant business transaction creating a conflict of interest with the Company or its subsidiaries, competed with the company in the same line of business on their own behalf or on the behalf of others, or was involved in the same business as that of the Company as unlimited partner in another company. Information about said transactions must be included as a separate article on the agenda and recorded into the minutes of the General Assembly.

To fulfill the requirements of these regulations, permission shall be sought from the shareholders at the General Assembly. Some of the shareholders having managerial control, shareholder board members, senior management and relatives up to the second degree of blood or affinity are also board members at several Koç Group companies including those with similar operations to our Company. In 2016, there has not been any material transaction which requires notification in accordance with Corporate Governance Principle No. 1.3.6 of the Corporate Governance Communiqué.

15. Wishes and Opinions.

APPENDICES:

APPENDIX 1 - 2016 Dividend Distribution Proposal

APPENDIX 2 – Proposed Amendments to Articles of Association and the Related Board of Directors Decision

APPENDIX 3 - CVs of Board of Directors Candidates and Independence Declarations of Independent Board Member Candidates

APPENDIX 4 - Remuneration Policy for Board of Directors and Executive Management

APPENDIX 1 – 2016 DIVIDEND DISTRIBUTION PROPOSAL

Koç Holding A.Ş. Profit Distribution Proposal for 2016 (TL)						
1. Paid-in capital		2.535.898.050,00				
2. General legal reserves (as per statutory records)		391.144.770,63				
Information concerning preferred shares, if, as per the company Articles of Association, there are any privileges for preferred shares in distribution of dividend: No						
	As per Capital Markets Board	As per Statutory Records				
3.	Profit for the period	5.442.646.000,00	1.339.869.421,35			
4.	Taxes (-)	166.260.000,00	30.561.567,30			
5.	Net profit (=)	3.459.993.000,00	1.309.307.854,05			
6.	Prior years' losses (-)	0,00	0,00			
7.	Legal reserve fund (-)	65.465.392,70	65.465.392,70			
8.	NET DISTRIBUTABLE PROFIT FOR THE PERIOD (=)	3.394.527.607,30	1.243.842.461,35			
	Dividend Advance Distributed (-)	0,00	0,00			
	Dividend Advance Less Net Distributable Current Period Profit	3.394.527.607,30	1.243.842.461,35			
9.	Grants made during the year (+)	3.532.263,26	3.532.263,26			
10.	Net distributable profit including grants	3.398.059.870,56	1.247.374.724,61			
11.	First category dividend to shareholders					
	- Cash	169.902.993,53	126.794.902,50			
	- Shares	0,00	0,00			
	- Total	169.902.993,53	126.794.902,50			
12.	Dividends distributed to preferred shareholders	0,00	0,00			
13.	Other dividends distributed	10.500.000,00	10.500.000,00			
	- Members of the Board of Directors	0,00	0,00			
	- Employees (Koç Holding Pension and Assistance Foundation)	10.500.000,00	10.500.000,00			
	- Non-shareholders	0,00	0,00			
14.	Dividends distributed to holders of usufruct right certificates	98.031.981,14	98.031.981,14			
15.	Second category dividend to shareholders	656.546.180,97	699.654.272,00			
16.	Legal reserve fund	0,00	0,00			
17.	Status reserves	0,00	0,00			
18.	Special reserves	0,00	0,00			
19.	EXTRAORDINARY RESERVES	2.459.546.451,67	308.861.305,71			
	Other sources planned for distribution	0,00	0,00			
	- Prior years' income	0,00	0,00			
20.	- Extraordinary reserves	0,00	0,00			
	- Other distributable reserves as per the legislation and Articles of Association	0,00	0,00			
Koç Holding A.Ş. Information on Dividend per Share for 2016						
	GROUP	TOTAL DIVIDEND A MOUNT		TOTAL DIVIDEND AMOUNT / NET DISTRIBUTABLE PROFIT FOR THE PERIOD	DIVIDEND PER SHARE FOR 1 TL NOMINAL VALUE	
		CASH (TL)	SHARES (TL)	RATIO (%)	AMOUNT (TL)	SHARE (%)
NET	A	221.212.258,33	0,00	6,52	0,325900	32,5900
	B	537.279.422,80	0,00	15,83	0,277134	27,7134
	TOTAL	758.491.681,13	0,00	22,34		
(**) No withholding tax is calculated for all of Group A shareholders and some of Group B shareholders who are known as full fledged legal entity tax payers. The calculations have been based on the assumption that other B Group shareholders are subject to withholding tax.						
(**) Total dividends and payments to usufruct certificates, amounting to 924.481.155,64 TL will be sourced from the following: - 2.250.398,33 TL from current year tax exempt earnings - 922.230.757,31 TL from current year other income. The portion that corresponds to current year other income will be subject to withholding tax.						

APPENDIX 2 - PROPOSED AMENDMENTS TO ARTICLES OF ASSOCIATION AND THE RELATED BOARD OF DIRECTORS DECISION

The Board of Directors, in its meeting on 13 January 2017 resolved to obtain the necessary approvals from the Capital Markets Board and the Ministry of Customs and Trade for the amendment of Article 6 “Capital” of the Company’s Articles of Association and to submit the amendments to the approval of the shareholders at the first General Assembly.

The amendments to the Articles of Association were approved by Capital Markets Board on 20 January 2017 and by the Ministry of Customs and Trade 1 February 2017.

CURRENT TEXT	NEW TEXT	REASONS
<p>Article 6: CAPITAL</p> <p>The Company has accepted registered capital system according to the provisions of the repealed Law no. 2499, and has shifted to registered capital system with a permission, no. 219, dated 13.7.1984, of the Capital Markets Board.</p> <p>Registered capital ceiling of the Company is TL 5,000,000,000 (five billion Turkish Lira), divided into 500,000,000,000 (five hundred billion) registered shares each with a nominal value of 1 (One) Kuruş.</p> <p>The registered capital ceiling permission granted by the Capital Markets Board is valid for (five years) between 2013 and 2017. Even if the registered capital ceiling permitted as above is not reached as of the end of 2017, in order for the Board of Directors to take a capital increase decision after 2017, authorization is required to be taken from the General Assembly of Shareholders for a new term of up to 5 years, with a prior permission of the Capital Markets Board for the previous ceiling or for a new ceiling amount. If such authorization is not taken, the Company will be deemed to have exited from the registered capital system.</p> <p>Issued capital of the Company is TL 2,535,898,050 (two billion five hundred and thirty-five million eight hundred and ninety-eight thousand and fifty Turkish Lira), divided into 67,877,342,230 Group “A” and 185,712,462,770 Group “B” registered shares each with a nominal value of 1 (One) Kuruş.</p>	<p>Article 6: CAPITAL</p> <p>The Company has accepted authorised capital system according to the provisions of the repealed Law no. 2499, and has shifted to authorised capital system with a permission, no. 219, dated 13.7.1984, of the Capital Markets Board.</p> <p>The authorised capital limit of the Company is TL 5,000,000,000 (five billion Turkish Lira), divided into 500,000,000,000 (five hundred billion) registered shares each with a nominal value of 1 (One) Kuruş.</p> <p>The authorised capital limit granted by the Capital Markets Board is valid for (five years) between 2017 and 2021. Even if the authorised capital limit permitted as above is not reached as of the end of 2021, in order for the Board of Directors to take a capital increase decision after 2021, authorization is required to be taken from the General Assembly of Shareholders for a new term of up to 5 years, with a prior permission of the Capital Markets Board for the previous upper limit or for a new upper limit amount. If such authorization is not taken, the Company cannot make a capital increase by a decision of the board of directors.</p> <p>Issued capital of the Company is TL 2,535,898,050 (two billion five hundred and thirty-five million eight hundred and ninety-eight thousand and fifty Turkish Lira), divided into 67,877,342,230 Group “A” and 185,712,462,770 Group “B” registered shares each with a nominal value of 1 (One) Kuruş.</p>	<p>Validity period of Koç Holding’s authorized capital limit, which can be used for a period of up to 5 years only under related regulations, will expire in 2017.</p> <p>Amendment of Article 6 of the Company’s Articles of Association is proposed in order to extend the validity period of Company’s authorized capital limit for 5 more years and to comply with other principles in the related regulations.</p>

<p>The issued capital of the Company of TL 2,535,898,050 (two billion five hundred and thirty-five million eight hundred and ninety-eight thousand and fifty Turkish Lira) has been fully paid free of any collusion.</p> <p>All of Group “A” and Group “B” shares of the Company are registered shares. The shares representing the share capital of the Company are dematerialized in accordance with the dematerialization principles.</p> <p>Capital of the Company may be reduced or increased if and when required, within the frame of provisions of the Turkish Commercial Code and Capital Markets laws and regulations.</p> <p>The Board of Directors is authorized to decide to increase the issued capital by issuing new shares up to the registered capital ceiling if and when deemed necessary in accordance with the pertinent provisions of the Capital Markets Law, and to restrict the rights of the holders of preferential shares, and to limit the rights of option of shareholders on newly issued shares, and to issue shares above (with premium) or below the nominal value per share. Provided, however, the power to restrict the preemptive rights on newly issued shares cannot be used in such manner to cause inequality between shareholders. The pre-emptive rights of shareholders on newly issued shares may be restricted in each capital increase; provided, however, that total sum of capital increases restricting the pre-emptive rights on newly issued shares within the authorization period of 5 (five) years cannot exceed 10% of the issued capital.</p> <p>In any case, the Board of Directors will issue new Group “A” and Group “B” shares in proportion to the existing shares held by the Group A and Group B shareholders respectively as of the time of capital increase. Shareholders participate in capital increases by subscribing for the shares to be issued in the same group as their existing shares, along with the privileges attached to the related group. Provided, however, the pre-emptive rights not used in Group B will pass to Group A shareholders. Group A Shareholders may use such pre-emptive rights in accordance with the regulations of the Capital Markets Board. Those who subscribe for shares to be issued with a premium in the related capital increase shall be obliged to separately pay to the Company, pursuant to article 519 of the Turkish Commercial Code, the premiums to be determined in addition to the nominal value of shares as of the date of issue.</p>	<p>The issued capital of the Company of TL 2,535,898,050 (two billion five hundred and thirty-five million eight hundred and ninety-eight thousand and fifty Turkish Lira) has been fully paid free of any collusion.</p> <p>All of Group “A” and Group “B” shares of the Company are registered shares. The shares representing the share capital of the Company are dematerialized in accordance with the dematerialization principles.</p> <p>Capital of the Company may be reduced or increased if and when required, within the frame of provisions of the Turkish Commercial Code and Capital Markets laws and regulations.</p> <p>The Board of Directors is authorized to decide to increase the issued capital by issuing new shares up to the upper limit of the authorised capital if and when deemed necessary in accordance with the pertinent provisions of the Capital Markets Law, and to restrict the rights of the holders of preferential shares, and to limit the rights of option of shareholders on newly issued shares, and to issue shares above (with premium) or below the nominal value per share. Provided, however, the power to restrict the preemptive rights on newly issued shares cannot be used in such manner to cause inequality between shareholders. The pre-emptive rights of shareholders on newly issued shares may be restricted in each capital increase; provided, however, that total sum of capital increases restricting the pre-emptive rights on newly issued shares within the authorization period of 5 (five) years cannot exceed 10% of the issued capital.</p> <p>In any case, the Board of Directors will issue new Group “A” and Group “B” shares in proportion to the existing shares held by the Group A and Group B shareholders respectively as of the time of capital increase. Shareholders participate in capital increases by subscribing for the shares to be issued in the same group as their existing shares, along with the privileges attached to the related group. Provided, however, the pre-emptive rights not used in Group B will pass to Group A shareholders. Group A Shareholders may use such pre-emptive rights in accordance with the regulations of the Capital Markets Board. Those who subscribe for shares to be issued with a premium in the related capital increase shall be obliged to separately pay to the Company, pursuant to article 519 of the Turkish Commercial Code, the premiums to be determined in addition to the nominal value of shares as of the date of issue.</p>	
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APPENDIX 3 - CVs OF BOARD OF DIRECTORS CANDIDATES AND INDEPENDENCE DECLARATIONS OF INDEPENDENT MEMBER CANDIDATES

Mustafa Rahmi Koç

A graduate of Johns Hopkins University in Business Administration, he joined Koç Group in 1958 at Otokoç and held various senior positions at Koç Holding. He became Chairman of the Management Committee in 1980 and was named Chairman of the Board of Directors of Koç Holding in 1984, a post he held until 2003 when he became the Honorary Chairman. He was the President of the International Chamber of Commerce between 1995 and 1996. In addition to his role as Koç Holding Honorary Chairman, Rahmi M. Koç also serves as Vice Chairman of the Board of Trustees of Vehbi Koç Foundation, Honorary Chairman of the Board of Trustees of Koç University, Founder and Chairman of the Board of Directors of Rahmi M. Koç Museum and Cultural Foundation, Chairman of the Board of Directors of Vehbi Koç Foundation American Hospital, Honorary Chairman and Founder of TURMEPA (Turkish Marine and Environment Protection Association), Honorary President of the High Advisory Council of Turkish Industry and Business Association, Member of the Advisory Board of the Turkish Employers Association, Honorary Member of the Foreign Policy Association, Honorary Member of the NY Metropolitan Museum Board of Trustees and Founder Member of Global Relations Forum.

Mehmet Ömer Koç

He received his B.A. degree from Columbia University in 1985. He worked at Kofisa Trading for one year. After completing his MBA at Columbia University in 1989, he worked at Ramerica International Inc. He joined Koç Group in 1990 and worked at Gazal A.Ş. 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 Chairman in May 2008. On February 22, 2016, he was appointed as the Chairman of Koç Holding. He is also Chairman of Turkish Educational Foundation Board of Trustees, Chairman of Koç University Board of Trustees, President of Geyre Foundation and Chairman of Yapı Kredi Kültür Sanat Yayıncılık Board of Directors and Tüpraş Board of Directors.

Yıldırım Ali Koç

He graduated from Rice University in Business Administration and completed his MBA degree at Harvard Business School. He attended the American Express Bank Management Trainee program between 1990 and 1991 and worked as an analyst at Morgan Stanley Investment Bank between 1992 and 1994. He held various senior positions at Koç Holding such as the New Business Development Coordinator and President of the Information Technology Group between 1997 and 2006. He was the President of the Corporate Communications and Information Technology Group between 2006 and 2010. He has been a member of Koç Holding Board of Directors since 30 January 2008 and was named Vice Chairman on February 22, 2016. Koç is also the Chairman at various Koç Group companies. Ali Y. Koç also contributes to the country's social and economic development at URAK – National Competition Research Association as President, 1907 Fenerbahçe Association as Chairman, Endeavor Association and DEİK, Foreign Economic Relations Board as Board Member. He is also the Vice Chairman of TÜSİAD – Turkish Industry and Business Association and member of the Global Advisory Council of Bank of America, Harvard University and CFR.

Semahat S. Arsel

She began her career in 1964 as a member of Koç Holding Board of Directors, a position she continues to hold. In addition, she is the Chairman of the Board of Directors of Vehbi Koç Foundation, Chairman of the Divan Group Board of Directors, Chairman of Semahat Arsel Nursing Education and Research Center and Second Chairman of Florence Nightingale Foundation. She is also the founder of Koç University School of Nursing.

Temel K. Atay

A graduate of Mechanical Engineering from Istanbul Technical University, he holds an MBA degree from Wayne State University. He joined Koç Group in 1966 and later served as the General Manager of Otoyol Sanayi A.Ş. and Tofaş Türk Otomobil Fabrikası A.Ş. After working in various senior management posts at Koç Holding, he served as the CEO between 2000 and 2001. He has been a member of the Board of Directors since 1996.

Dr. Bülent Bulgurlu

He graduated from Ankara Engineering and Architectural Faculty and earned his Ph.D. from Norwegian University of Science and Technology (NTNU). He started his career in 1972 as a Construction Engineer at Elliot Strømme A/S in Oslo. He joined Garanti İnşaat in 1977 as Construction Engineer and worked as Planning and Construction Manager, Site Coordination and Construction Manager, Assistant General Manager, General Manager and Executive Director at Garanti-Koza. He has worked at Koç Holding since 1996 as President of Tourism and Services Group, President of Tourism and Construction Group and President of Consumer Durables and Construction Group. He was Koç Holding CEO between May 2007 and April 2010. He is a Member of Koç Holding Board of Directors since May 2007. He is also a member of TÜSİAD and TURMEPA.

Caroline Nicole Koç

After graduating from high school at Switzerland's St. George's School, Ms. Koç went on to receive a Bachelor's degree in Business Administration from Babson College, USA. Ms. Koç started her professional career in 1992 at Edwards of Hisar, where she acted as the managing director until 1998. Subsequently, she founded "İlkadım Play and Education Center for Kids" in 1998. She was the acting manager of the Center until 2003. She is the founder and the current Chairwoman of "Haremlique Istanbul" and "Selamlique Turkish Coffee" brands since 2008. Ms. Koc has always been an active contributor to philanthropic organizations. She is the Chairwoman of Turkish Family Health and Planning Foundation, President of İstanbul Golf Club, a Board Member at Tohum Autism Foundation, a Founding Member of Tina Foundation and a Founding Member of the Contemporary Education Foundation. She has been a member of Koç Holding Board of Directors in 2016.

İpek Kırac

She graduated from Koç Private High School in 2002 and from Brown University Department of Biology in 2007. Since March 2012, she has been the Board of Directors Member and CEO of Sirena Marine Maritime Industry and Trade Inc.; a subsidiary of Kıraca Holding. Besides being a founding member of the Suna and İnan Kırac Foundation, İpek Kırac continues to work as an Executive Board Chair for Koç Private High School, Board of Directors Member for Temel Trade and Investment Inc., Board of Directors Member for American Hospital Health Services Trade Inc., Board of Directors Member for Zer Central Services Inc. and Board of Trustees Member of TEGV (Educational Volunteers Foundation of Turkey) and GEV (Galatasaray Education Foundation). She has been a member of Koç Holding Board of Directors in 2016.

Levent Çakıroğlu

Levent Çakıroğlu graduated from Ankara University, Faculty of Political Sciences, Department of Business Administration. He earned a Master's degree at the University of Illinois. Mr. Çakıroğlu began his professional career as an Auditor at the Ministry of Finance in 1988. From 1997 to 1998, he taught as a part-time instructor at Bilkent University, and served as Vice President of the Financial Crimes Investigation Board at the Ministry of Finance. He joined Koç Holding in 1998 as Financial Coordinator. Subsequently, he served as the General Manager of Koçtaş (2002-2007), General Manager of Migros (2007-2008), General Manager of Arçelik (2008-2015), and President of the Consumer Durables Group at Koç Holding (2010-2015). In February 2015, Mr. Çakıroğlu was appointed Deputy Chief Executive Officer of Koç Holding, and he has been the Chief Executive Officer of Koç Holding since April 2015. He has been a member of Koç Holding Board of Directors in 2016.

Prof. Dr. John H. McArthur

He graduated from the University of British Columbia and received his MBA and doctorate from the Harvard Business School. He became a professor at the Harvard Business School in 1962 and served as Dean between 1980 and 1995. He is a member of the Board of Directors of Stemnion, Inc., and Aileron Therapeutics. He is the past chair of the Asia Pacific Foundation of Canada. For many years, he served as Chair of the Brigham and Women's Hospital and, following its merger with the Massachusetts General Hospital, was the founding co-chair of the Board of Partners HealthCare System, Inc. He has also served on the boards of Duke University Health Systems, Thomson Reuters Founders Share Co. Ltd., Chase Manhattan Corporation, Bell Canada, GlaxoSmithKline PLC, and the AES Corporation. In 2013 he was made an Officer of the Order of Canada. John H. McArthur has been a member of Koç Holding Board of Directors since 1999.

Prof. Dr. Heinrich Karl Pierer Von Esch

He studied Law and Economics at the Friedrich Alexander University Erlangen-Nuremberg. He joined Siemens AG in 1969 and held various senior positions in the Company. He was the Chief Executive Officer of Siemens AG between 1992 and 2005 and the Chairman of the Supervisory Board of Siemens AG between 2005 and 2007. He served as Chairman of the Asia-Pacific Committee of German Business between 1993 and 2006. Prof. Dr. Heinrich V. Pierer is an Honorary Professor at the Friedrich Alexander University Erlangen-Nuremberg, Department of Law and Economics. He has been a member of Koç Holding Board of Directors since 2008.

Dr. Kwok King Victor Fung

He received his Bachelor's and Master's degrees in Electrical Engineering from the Massachusetts Institute of Technology, and a doctorate in Business Economics from Harvard University. He was the Chairman of the Hong Kong Trade Development Council (1991-2000), the Hong Kong representative on the APEC Business Advisory Council (1996-2003), Chairman of the Hong Kong Airport Authority (1999-2008), Chairman of The Council of The University of Hong Kong (2001-2009), Chairman of the Greater Pearl River Delta Business Council (2004 to February 2013), Chairman (July 2008-June 2010) and Honorary Chairman (July 2010-June 2013) of the International Chamber of Commerce, a member of WTO Panel on Defining the Future of Trade (2012-2013) and a vice Chairman of China Centre for International Economic Exchanges (2009-2014). Dr. Fung is the Group Chairman of the Fung Group (formerly known as the Li & Fung Group), a Hong Kong-based multinational which comprises major subsidiaries in trading, logistics, distribution and retailing. They include publicly-listed Li & Fung Limited, Global Brands Group Holding Limited, Convenience Retail Asia Limited and Trinity Limited. In July 2015, Dr. Fung was appointed Chairman of the Advisory Board of Asia Global Institute at the University of Hong Kong. Asia Global Institute, of which Dr. Fung is a co-founder, is a multi-disciplinary think tank. He is also a member of the Chinese People's Political Consultative Conference, a member of the Economic Development Commission of the Hong Kong Government, Chairman of the Steering Committee on the Hong Kong Scholarship for Excellence Scheme and an adviser of the Infrastructure Financing Facilitation Office of the Hong Kong Monetary Authority. Dr. Fung is an independent non-executive Director of Chow Tai Fook Jewellery Group Limited in Hong Kong. He is also Chairman of the Asia Advisory Board of Prudential Financial, Inc (USA). He was awarded the Gold Bauhinia Star in 2003 and Grand Bauhinia Medal in 2010 for distinguished service to the community. Kwok Victor Fung has been a member of the Board of Directors since 2011.

Muharrem Hilmi Kayhan (Independent Board Member Candidate)

Muharrem Kayhan received education at St. Joseph French School and Robert College of Istanbul. He got his Engineering Degree in Textiles in 1976 from the University of Manchester in England. He received his MBA from Cornell University in 1978. Muharrem Kayhan is presently Chairman of the Board of Söktaş. He has represented the interests of the Turkish textile industry in various European Union platforms while serving on the boards of the Aegean Chamber of Industry, the Exporters' Union, and the Turkish Textile Employers' Union. He has served as the Chairman of TÜSİAD between 1997 and 1999, and is now one of its Honorary Chairman. Muharrem Kayhan serves on the Board of Trustees of Robert College, and the Izmir Culture, Art and Education Foundation. He represents Spain as Honorary Consul in İzmir since 2003. He is the recipient of the Turkish National Assembly Distinguished Service Award (2009). Muharrem Hilmi Kayhan has been a member of the Board of Directors since 2012.

Kutsan Çelebican (Independent Board Member Candidate)

He graduated from Ankara University School of Political Science. He began his career at the Ministry of Finance Tax Auditors Board in 1969, served as Deputy General Director at the General Directorate of Treasury of the Ministry of Finance between 1979 and 1982, and was appointed as Assistant to Executive Director in the World Bank (IBRD). He joined Koç Group in 1987 and served as Finance Coordinator, Vice President and President of the Finance Group. He retired from Koç Group as of December 2001. He currently manages his own financial consulting company. Kutsan Çelebican has been a member of the Board of Directors since 2013.

Mustafa Kemal Olgaç (Independent Board Member Candidate)

He graduated from Boğaziçi University in Mechanical Engineering and completed two master degrees at Gallier University Controlling Engineering and Edinburgh University Fire Engineering. He started his career in 1977 at Koç Allianz Sigorta A.Ş. He worked as General Manager in Koç Allianz Hayat ve Emeklilik A.Ş. between 1991 and 2006, as CEO of Allianz Turkey between 2001 and 2006, as member of Board of Directors of Allianz Sigorta A.Ş. and Allianz Hayat ve Emeklilik A.Ş.; and as Chairman of Magdeburger Insurance between 2001 and 2014. He served as member of Turkey Insurance Association, as Chairman of Turkish Insurance Institute Foundation, as member of YASED International Investors Association, as member and Chairman of EGM Pension Monitoring Center. He is independent member of Avicennia Capital Sdn Bhd (subsidiary of Khazanah group which is strategic investment fund of Malaysian government) and Acıbadem Sağlık ve Hayat Sigorta A.Ş. He is also the Chairman of Akasya Bakım ve Yaşam Merkezi A.Ş. He is a member of TÜSİAD and 1907 Fenerbahçe Association. Mustafa Kemal Olgaç has been a member of the Board of Directors since 2014.

Jacques Albert Nasser (Independent Board Member Candidate)

Jacques Nasser was born in 1947 in Lebanon and has received a Doctorate of Technology honoris causa and graduated in Business from RMIT University. Following a 33-year, global career with Ford Motor Company, Mr. Nasser served on the Ford Board and Chief Executive Officer of Ford from 1998 to 2001. In addition, he has served on the Boards of Brambles Industries, British Sky Broadcasting and as a Partner of One-Equity Partners, the private equity investment arm of JPMorgan Chase. Mr. Nasser is the Chairman of BHP Billiton. He has been a member of the Board of BHP Billiton since 2006. He also presently serves on the Board of 21st Century Fox and the International Advisory Board of Allianz AG. In recognition of his work for industry and as an adviser to government; he has received numerous awards and medals in Australia, Lebanon and the U.S. Jacques Nasser has been a member of the Board of Directors since 2015.

Anne Marie Alice Lauvergeon (Independent Board Member Candidate)

Anne Lauvergeon is a graduate of the Ecole Normale Supérieure and the French National School of Mining Engineer. She holds an advanced degree in Physics & Chemistry. She started her professional career in 1983, in the iron and steel industry (Usinor). In 1984, she directed the European nuclear safety studies applied to the chemical industry for CEA (Commissariat à l'Énergie Atomique, the public technological research organization in France). From 1985 to 1988, she supervised the underground activities in and around Paris and was appointed, in 1988, Deputy Director of the General Mining Council. From 1990 to 1995, she worked for the French President's office, in charge of international economy and foreign trade missions and Deputy Chief of Staff in 1991. At the same time she became Personal Representative to the French President, in charge of the G7/G8 Summits. In 1995, she became Managing Director and Partner of Lazard Frères (New York, Paris). In March 1997, she joined Alcatel Telecom as Senior Executive Vice President and was appointed Member of the Executive Committee in July 1998. She was in charge of international network and the Group's interests in energy, defense, transportation and nuclear fields. From July 2001 to June 2011, after its creation, she was Chief Executive Officer of AREVA. From June 1999 to June 2011, she was Chairman and Chief Executive Officer of COGEMA (now AREVA NC). Since 2011, Anne Lauvergeon has served as Founder and CEO of A.L.P a French advisory and investments company. Since 2013, she has served as the Head of Innovation 2030 National Committee. Since 2014, she has been the Chairman of the Board of Sigfox, a French start-up that operates a network dedicated to IOT. Since 2015, she has been the Chairman of the Board of BoostHEAT, which develops and manufactures a new generation of heat pump boilers. She has been a member of Koç Holding Board of Directors in 2016

Ömer Dinçkök (Independent Board Member Candidate)

Ömer Dinçkök was born in Istanbul, in 1948. Following the completion of his BA studies at Robert College, Istanbul, he acquired his postgraduate degree in the UK. Ömer Dinçkök's entrance into business life was with the Akkök Holding, which embodies some of the country's leading industrial and trading companies, founded by his father the late Mr. Raif Dinçkök in 1952. He took responsibilities as chairman, vice chairman and board member at Akkök Holding and various companies within the group until mid-2012. Ömer Dinçkök founded Atlantik Holding in 2008 to amalgamate and oversee the performance of the family holdings. Starting in the second half of 2012, he decided to focus his entrepreneurial efforts solely on planning and guiding the activities of Atlantik Holding, which is one of the three equal partners of Akkök Holding. In addition to his executive responsibilities in Akkök Holding and Atlantik Holding since 1971, Mr. Dinçkök has actively contributed to the establishment and/or development of the business and philanthropic organizations below: Honorary Chairman of the Turkish Industrialists' and Businessmen's Association (TÜSİAD) (2011 – present); Honorary Member of the Assembly at the Istanbul Chamber of Industry (ISO) (2008 – present); Member of Board of Trustees at Koç University (2006 – present); Member of Board of Trustees (2007 – present), President of Board of Trustees (2004-2007), President (2001-2004) and Vice President (1994–2001) of the Turkish Education Foundation (TEV); Founding Member and Member of the Board at the Educational Volunteers Foundation of Turkey (TEGV) (1995–present); Chairman of the Assembly at the Istanbul Chamber of Industry (ISO) (1992–2001); Chairman of the Industrial Counsel at the Turkish Union of Chamber of Commerce and Industry (TOBB) (1992–2000); Member of Board of Trustees at Wilberforce University in Ohio, USA (1989 – 2000); Chairman of the Turkish Industrialists' and Businessmen's Association (TÜSİAD) (1987–1989).

INDEPENDENCE DECLARATIONS OF INDEPENDENT MEMBER CANDIDATES

DECLARATION FOR INDEPENDENCY

I hereby declare that I am a candidate for independent board membership at the Board of Directors of Koç Holding A.Ş. ("Company") under related regulations, Articles of Association of the Company and the criteria stated in the Capital Markets Board's ("CMB") Communique on Corporate Governance. In that regard I also confirm that;

- a) In the last five years, I, my spouse or my up to the second degree blood or affinity relatives is not or has not been; employed by as a key management personnel; has not had ordinary or privileged shareholding exceeding 5% by himself or together with; or has not been involved in any material business dealings with the Company, its subsidiaries and affiliates, or shareholders controlling the Company or having material effect over the Company and all entities controlled by those shareholders.
- b) In the last five years, I am not or have not been employed by as an executive having significant duties and responsibilities or have not been a member of the board or did not have a shareholding exceeding 5% of an entity which has had a contractual relationship with the Company for a material business transaction including audit (including tax audit, legal audit, and internal audit) rating or consulting services during the terms in which the goods or services were provided,
- c) My CV indicates that I have skills, knowledge and expertise relevant to the Company's business and extensive experience to fulfill my duties as an independent board member,
- d) I am deemed to be resident in Turkey according to Revenue Tax Law No.193 dated 31.12.1960
- e) After my election I will not work full time in a Turkish governmental or public institution, except for the faculty membership under relevant regulations,
- f) I am capable to contribute positively to the operations of the Company, to maintain my objectivity in conflicts of interests between the Company and the shareholders, to have strong ethical standards, professional reputation and experience to freely take decisions by considering the rights of the stakeholders,
- g) I will dedicate enough time to follow up the activities of the Company and for the duly fulfillment of my responsibilities,
- h) I have not been on the board of the Company for more than six years within last ten years,
- i) I am not an independent board member in more than three of the corporations controlled by the Company or its controlling shareholders and in more than five corporations listed on Borsa İstanbul in total.
- j) I am not registered in the name of any legal entity elected as a board member.

(signature)

Muharrem Hilmi Kayhan

DECLARATION FOR INDEPENDENCY

I hereby declare that I am a candidate for independent board membership at the Board of Directors of Koç Holding A.Ş. ("Company") under related regulations, Articles of Association of the Company and the criteria stated in the Capital Markets Board's ("CMB") Communiqué on Corporate Governance. In that regard I also confirm that;

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- g) I will dedicate enough time to follow up the activities of the Company and for the duly fulfillment of my responsibilities,
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- j) I am not registered in the name of any legal entity elected as a board member.

(signature)

Kutsan Çelebican

DECLARATION FOR INDEPENDENCY

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- j) I am not registered in the name of any legal entity elected as a board member.

(signature)

Mustafa Kemal Olgaç

DECLARATION FOR INDEPENDENCY

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- h) I am not an independent board member in more than three of the corporations controlled by the Company or its controlling shareholders and in more than five corporations listed on Borsa İstanbul in total.
- i) I am not registered in the name of any legal entity elected as a board member.

(signature)

Jacques A. Nasser

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- h) I am not an independent board member in more than three of the corporations controlled by the Company or its controlling shareholders and in more than five corporations listed on Borsa İstanbul in total.
- i) I am not registered in the name of any legal entity elected as a board member.

(signature)

Anne Marie Alice Lauvergeon

DECLARATION FOR INDEPENDENCY

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- i) I am not an independent board member in more than three of the corporations controlled by the Company or its controlling shareholders and in more than five corporations listed on Borsa İstanbul in total.
- j) I am not registered in the name of any legal entity elected as a board member.

(signature)

Ömer Dinçök

APPENDIX 4 - REMUNERATION POLICY FOR BOARD OF DIRECTORS AND EXECUTIVE MANAGEMENT

This policy determines the remuneration system for the Board of Directors and key executives within the scope of the definition of persons discharging managerial responsibilities under Capital Markets Board regulations.

A fixed remuneration is determined for all members of the Board at the annual general meeting of the Company.

Additional payment is made to the executive members of the Board in accordance with the policy established for senior executives.

Additional payment is made to the Board members who have been assigned specific duties to support the activities of the Company the amount of which is to be determined by the Board of Directors in consultation with the Nomination and Remuneration Committee.

To the chairman and members of the Executive Committee of the Board which supports the Board in the proper management of the Company in all respects, additional compensation determined by the Board of Directors in consultation with the Nomination and Remuneration Committee by taking into account such Committee Members' contributions, attendance at the meetings, functions, etc. can be granted. Payments made thereof to Executive Committee members within the year are to be deducted from the amount determined at the end of the year.

In respect of remuneration of the independent members of the Board of Directors, a payment plan based on the performance of the Company may not be used.

Pro rata payment is made to the members of the Board of Directors by taking into account the time they carried out their duty between the date of appointment and the date of resignation. Expenses incurred by the members of the Board of Directors on account of making contributions to the company (such as transportation, telephone, insurance, etc.) can be paid by the Company.

The remuneration of Senior Executives is to consist of two components, which are fixed and performance based.

Fixed salaries of senior executives are determined in accordance with international standards and legal obligations by taking into account the prevailing macroeconomic data in the market, the salary policies prevailing in the market, the size and long-term targets of the Company and the positions of the persons.

Bonuses for senior executives are calculated according to the bonus base, the performance of the Company and the individual performance. A summary of the criteria is as follows:

Bonus Base: Bonus Bases are updated at the beginning of each year. They vary depending on the work volume of the executives' positions. When updating the bonus bases, senior management bonus policies in the market are taken into account.

Company Performance: The performance of the Company is determined at the end of the year by measuring the financial and operational targets (market share, exports, overseas operations, productivity, etc.) assigned to the Company at the beginning of each year. In determination of the Company's targets, the sustainability of success and the degree to which it incorporates improvements over previous years are the principles taken into account.

Individual Performance: In the determination of individual performance, along with the targets of the company, those related to the employee, customer, process, technology and long-term strategy are taken into account. In the measurement of individual performance, in line with the performance of the company, the principle of achieving long term sustainable improvement in areas apart from the financial dimension is observed.

Severance payments may be granted to the key executives by taking into account total term of service, term of service as an executive, as well as contributions made to the company, the recent bonus base, and the salaries and bonuses paid in the last year of service.

Total amounts determined by the above principles and paid to the members of the Board of Directors during the year are submitted for shareholder approval at the next general meeting.