

## **REMUNERATION POLICY**

### **Article 1: Scope and Legal Basis**

This remuneration policy determines the principles regarding the remuneration of the members of the board of directors and the employees who have administrative responsibility within the scope of the relevant regulations of Aydem Yenilenebilir Enerji A.Ş. ("**Company**").

This remuneration policy has been prepared within the scope of the Capital Markets Law No. 6362, the Corporate Governance Communiqué No. II.17.1 published by the Capital Markets Board and other relevant legislation.

### **Article 2: Purpose**

The purpose of the remuneration policy is to ensure that the practices related to remuneration are planned and carried out in accordance with the relevant legislation and the scope and structure of the Company's activities, the Company's strategies and long-term objectives.

The remuneration policy of the Company has been created to bring new talents to the Company and to protect and reward our employees with high performance.

While determining the remuneration policy, sectoral data are taken into consideration in order to be able to compete with the sector, to bring new talents to the Company and to reduce external movement.

### **Article 3: Basis of Remuneration**

The corporate management committee is responsible and authorized to evaluate the remuneration policy and to submit its suggestions to the approval of the board of directors of the Company.

The members of the board of directors shall be paid a fee (including rights and other benefits) in the amount determined by the general assembly each year. When determining the member wage levels of the board of directors, factors such as the responsibility of the board member in the decision-making process, the knowledge, skills and competence required to be possessed will be taken into consideration and comparisons will also be made with the member wage levels of similar companies in the sector.

Employees with administrative responsibility shall be paid a fee in the amount approved by the board of directors. Payments to employees with administrative responsibilities will be designed to encourage the Company to achieve its short and long-term goals and to ensure sustainable performance.

The fees shall be in accordance with the Company's ethical values, internal balances and strategic objectives. Employees with administrative responsibility shall be fairly remunerated by considering the responsibilities they undertake.

Base wages shall be determined each year by reviewing with the recommendations of the Corporate Governance Committee and the decision of the Board of Directors.

Premium payments are the payments made to increase the effectiveness of employees in achieving corporate goals, to ensure performance continuity; to distinguish successful employees by prioritizing individual performance; and to reward employees who create added value for the company in this direction.

According to the performance evaluation results, it will be aimed that employees who perform above the expected level will receive higher wage increases and premiums. Performance measurements for the relevant periods will be taken into consideration in the remuneration and premium works and performance-based payment amounts, especially premium payments, will not be guaranteed in advance.

If there is a change in the wage level of the employees who are promoted or change their position, the new wage of the employee will be determined depending on their position within the new level. Confidentiality of wages, premiums and other personal rights is essential.

Members of the board of directors and employees with administrative responsibility shall not be given loans, credits or guarantees in favor of them.

The expenses incurred by the members of the board of directors and the employees who have administrative responsibility shall be covered by the Company.

The total amounts paid to the employees and members of the board of directors who have senior administrative responsibility during the year shall be presented to the partners in accordance with the legislation at the following general assembly meeting in accordance with the provisions of the relevant legislation and shall be disclosed to the public within the framework of the financial reports.

The board of directors shall be responsible for the implementation, development and follow-up of the pricing policy in question. The corporate governance committee carries out the process of monitoring, auditing and reporting the remuneration practices on behalf of the board of directors.