

## **BATISÖKE REMUNERATION POLICY**

The purpose of the Remuneration Policy of Batisöke Söke Çimento Sanayii T.A.Ş. ("Policy") regarding the remuneration policy and financial rights of the Board of Directors and senior executives is to ensure that Batisöke Söke Çimento Sanayii T.A.Ş. and its subsidiaries over which it exercises direct and indirect control ("Batı Anadolu Group of Companies") adopt a balanced remuneration system that safeguards a sound financial structure and is aligned with long-term objectives and risk management.

On behalf of the Board of Directors, the Corporate Governance Committee is established and ensured to operate in order to implement and supervise the procedures and processes related to remuneration. Mandatory regulations of the Capital Markets Board are complied with. While determining the remuneration policy, the Committee conducts its work by receiving support from the Board of Directors and, where necessary, from professional consultants.

It is ensured that independent members of the Board of Directors receive remuneration at a level that preserves their independence. In this respect, the mandatory regulations of the Capital Markets Board are complied with.

In accordance with the Articles of Association of our Company, the following financial rights are granted to the Board of Directors and executives pursuant to the relevant legislation and the decisions of the authorized bodies.

### **I. Board of Directors**

1. All members of the Board of Directors, including independent board members, are granted fees and/or attendance fees in accordance with the resolution of the General Assembly.
2. By resolution of the General Assembly, excluding independent board members, if a dividend distribution to shareholders is resolved, 5% of the net profit shall be distributed to other members of the Board of Directors in accordance with the provisions of the Articles of Association, provided that the first dividend is not affected.
3. Executive members and Board members assigned with certain duties may be granted additional fees and bonuses by resolution of the Board of Directors for their executive titles and special duties, in addition to the rights specified in items 1 and 2 above, even if there is no provision in the Articles of Association.

## II. Executives

Executives consist of the Executive Committee, senior executives responsible for the management and administration of the Company, and managers employed within the Company on a full-time basis.

1. Executives receive a fixed monthly salary and bonus.
2. In addition, up to 5% of the net profit may be distributed to executives and employees as premiums and bonuses by resolution of the Board of Directors within the framework of the Articles of Association, provided that the first dividend is not affected.
3. The senior management of the Company consists of the members of the Board of Directors and the Executive Committee, and no performance criterion based on Total Shareholder Return (TSR) is applied in terms of the fees, attendance fees, fringe benefits, and compensation elements provided to senior management. The remuneration of senior management is determined by the Board of Directors, taking into account the scope of duties, authorities and responsibilities, the Company's long-term objectives, financial and operational performance, and market practices.