

BATI ANADOLU GROUP OF COMPANIES

COMPENSATION POLICY

Our companies compensation policy for its employees;

The purpose of Batı Anadolu Group of Companies Compensation Policy (“**Policy**”) is to ensure that Batı Anadolu Çimento Sanayii A.Ş. and its subsidiaries over which it has direct and indirect control (“**Batı Anadolu Group of Companies**”) follow the companies compensation policy for its employees; the applicable labor law and the relevant clauses of the trade unions and the Collective Labour Agreement Act are based on the relevant clauses of the applicable batch agreement for the employees under the collective labour agreement.

When applying the compensation policy, we act in accordance with the rules of goodwill.

"This policy applies to all Batı Anadolu Group of Companies."

The companies within Batı Anadolu Group of Companies are as follows:

- Batı Anadolu Çimento Sanayii A.Ş.
- Batisöke Söke Çimento Sanayii T. A.Ş.
- Batıbeton Sanayi A.Ş.
- Batıliman Liman İşletmeleri A.Ş.
- Ash Plus Yapı Malzemeleri Sanayi ve Ticaret A.Ş.
- Batı Anadolu Enerji Elektrik Üretim A.Ş.
- Batı Anadolu Enerji Toptan Satış A.Ş.