

REMUNERATION POLICY

Article 1: Scope and Legal Basis

This remuneration policy is established to set the principles for the remuneration of board members and employees with administrative responsibilities of Aydem Yenilenebilir Enerji A.Ş. (the "Company"), in accordance with relevant regulations.

This remuneration policy has been prepared in compliance with the Capital Markets Law No. 6362, the Corporate Governance Communiqué II.17.1 issued by the Capital Markets Board, and other applicable legislation.

Article 2: Purpose

The purpose of this remuneration policy is to ensure that remuneration practices are planned and executed in alignment with relevant regulations, the scope and structure of the Company's activities, the Company's strategies, and long-term goals.

The remuneration policy is designed to attract new talent to the Company and to retain and reward high-performing employees.

In developing the remuneration policy, sectoral data is considered to maintain competitiveness, attract new talent to the Company, and reduce external turnover.

Article 3: Remuneration Principles

The Corporate Governance Committee is responsible and authorized to evaluate the remuneration policy and present its recommendations for approval by the Company's Board of Directors.

Board members will receive an annual fee, as determined by the General Assembly (which includes the amount specified, as well as benefits and other perks). When determining board member remuneration levels, factors such as the responsibilities involved in decision-making, required knowledge, skills, and competencies will be considered, and comparisons will be made with remuneration levels of board members in similar companies within the sector.

Employees with administrative responsibilities will be paid an amount approved by the Board of Directors. Payments to employees with administrative responsibilities will be designed to encourage the achievement of the Company's short- and long-term goals and to ensure sustainable performance. Bonus payments are made to enhance employee effectiveness in achieving corporate goals, ensure performance continuity, emphasize individual performance, distinguish successful employees, and reward those who create added value for the company.

Employees who demonstrate performance above the expected level, as determined by performance evaluations, are intended to receive higher remuneration increases and bonuses. In determining remuneration and bonus amounts, performance measurements from the relevant periods will be considered, and performance-based payments, including bonuses, are not guaranteed in advance.



If there is a change in the salary grade for employees who have been promoted or have undergone a role change, their new remuneration will be determined based on their position within the new grade. Confidentiality of remuneration, bonuses, and other employment benefits is essential.

Board members and employees with administrative responsibilities will not receive loans, credit, or guarantees, nor will any collateral or guarantees be provided on their behalf.

Expenses incurred by board members and employees with administrative responsibilities while fulfilling their duties will be covered by the Company.

Throughout the year, the total amounts paid to employees with senior administrative responsibilities and board members will be disclosed to the shareholders at the following general assembly meeting in accordance with relevant legal provisions and will be made public within the framework of financial reports.

The Board of Directors is responsible for the implementation, development, and monitoring of this remuneration policy. The Corporate Governance Committee will oversee, audit, and report on the remuneration practices on behalf of the Board of Directors.