

## EMPLOYEE COMPENSATION POLICY

### Article 1: Definitions, Scope and Legal Basis

**Adm Elektrik Dağıtım A.Ş. (“Company”)** applies its compensation policy in accordance with the provisions of Labor Law No. 4857, the Company’s Termination Procedure, and the Collective Bargaining Agreement.

**“Severance Pay”** refers to the amount paid to employees who have worked for the company for at least one year and whose employment contract has been terminated under one of the circumstances stipulated in Law No. 4857 at the time of termination.

**“Notice Pay”** refers to the amount paid to employees upon termination of their employment contract, based on the periods specified in Law No. 4857 according to the employee's seniority and the circumstances specified in the law.

**“Notice Period”** is the period during which the employee is notified that the employment contract will be terminated, and it is the remaining period of employment that can also be evaluated by granting permission to search for a job. Furthermore, if the termination is initiated by the employee, the notice period is taken into account.

- 2 weeks for employees with less than 6 months of service
- 4 weeks for employees with 6 months to 1.5 years of service
- 6 weeks for employees with 1 to 3 years of service
- 8 weeks for employees with 3 or more years of service.

### Article 2: Purpose

This hereby Employee Compensation Policy (“Policy”) is intended to outline the Company’s approach to compensation. This Policy aims to ensure compliance with the aforementioned laws and internal company regulations.

### Article 3: Compensation Principles

- Severance pay is payable for at least one year of employment service at the workplace.
- Severance pay is made in accordance with the provisions of the law governing the rules for employment termination.
- Severance pay is not paid for transactions made with the employee's consent, such as termination by the employee during the probationary period and termination of the employment contract by the employee.
- Severance pay is not payable for transactions carried out without the employee's consent, such as termination by the employer during the probationary period, transfer of the employee from one workplace to another without any substantial change in working conditions, and termination of the employment contract by the employer for just cause.
- Severance pay is paid in cases where the employee voluntarily leaves the job, such as when a female employee marries or meets the requirements for retirement, excluding the age requirement.
- Severance pay is paid to employees performing active military service obligation; however, this does not apply to those mobilized outside of active duty, and in such case the relevant provisions of Law No. 4857 apply.
- Severance pay is calculated based on the gross salary, including the company's determined meal and transportation allowances as well as other fringe benefits, provided that the legally established ceiling at the period when the severance pay is paid is not exceeded.
- Notice pay is also calculated based on the gross salary in the same manner.
- In case the company terminates the employment contract for valid reasons, the contract shall be terminated in accordance with the valid termination procedures, such as obtaining a defense statement and notifying the employee, and in such case, the employee shall be paid in full all severance pay, notice pay (in cases where no notice period was given), annual leave, national holidays and general holidays, weekly holidays, and other entitlements to which he/she is entitled. In cases where employees' employment contracts are terminated for valid reasons, payments for compensation and receivables shall be paid upon the employee's application or through settlement negotiations conducted with a mutually agreed and appointed mediator, and the payments shall be recorded in a written statement.
- As compensation payments are considered part of the salary, confidentiality is essential, as with other personal rights.