

## REMUNERATION POLICY

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

This hereby remuneration policy sets out the principles governing the remuneration of the board members and employees with administrative responsibilities at **Adm Elektrik Dağıtım A.Ş. ("the Company")** within the scope of the relevant regulations.

This hereby remuneration policy has been prepared in accordance with 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 remuneration-related practices are planned and implemented in line with the relevant legislation, the scope and structure of the Company's activities as well as the Company's strategies and long-term goals.

The remuneration policy has been established with the aim of attracting new talents to the Company and retaining and rewarding our high-performing employees.

When determining the remuneration policy, industry data is taken into consideration with the aim of being competitive within the sector, attracting new talents to the Company, and reducing external turnover.

### Article 3: Remuneration Principles

The corporate governance committee is responsible for evaluating the remuneration policy and submitting its recommendations to the Company's board of directors for approval.

Board members will be paid a salary (including fringe benefits and other benefits) at an amount to be determined annually by the general assembly. When determining the remuneration levels of the board members, factors such as the responsibility assumed by the board member in the decision-making process, the knowledge, skills, and competencies required therefrom will be taken into account, and comparisons will be made with the remuneration levels of board members of similar companies in the sector.

Employees with administrative responsibilities will be paid remuneration in the amount approved by the board of directors. Payments made 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.

Remuneration will be consistent with the Company's ethical values, internal balances, and strategic goals. Employees with administrative responsibilities will be remunerated fairly, taking into account the responsibilities they undertake.

Base salaries will be determined annually by review, based on recommendations from the Corporate Governance Committee and a decision by the Board of Directors.

Bonus payments are made to increase employee effectiveness in achieving corporate goals, ensure performance continuity, highlight individual performance to distinguish successful employees, and to reward employees who create added value for the Company.

Employees who perform above the expected level according to performance evaluation results will receive higher salary increases and bonuses. Performance measurements for the relevant periods will be taken into account in salary and bonus calculations, and performance-based payment amounts, particularly bonus payments, will not be guaranteed in advance.

In case there occurs a change in the salary scale of employees who are promoted or whose positions are changed, the employee's new salary will be determined based on his/her position within the new scale.

The confidentiality of salaries, bonuses, and other personal rights is fundamental.

No loans will be granted and credits will be extended to members of the board of the directors and employees with administrative responsibilities, and no collateral, surety, or guarantee will be provided in their favor.

Expenses incurred by members of the board of directors and employees with administrative responsibilities in the course of the duties and responsibilities thereof will be covered by the Company.

The total amounts paid during the year to the employees with senior administrative responsibilities and to the members of the board of directors shall be presented to the shareholders at the following general assembly meeting in accordance with the relevant legislation and will be disclosed to the public in the financial reports.

The board of directors shall be responsible for the implementation, development, and monitoring of the aforementioned remuneration policy. The corporate governance committee shall oversee, audit, and report on the remuneration practices on behalf of the board of directors

