

## **BATI ANADOLU GROUP**

### **WAGE POLICY**

#### **Compensation policy and financial rights of the Board of directors and high executives**

Our company has ideally adopted a balanced compensation system that will ensure a healthy financial structure that complies with long-term objectives and risk management.

It is noted that the compensation policy does not include elements that will harm the interests of the company.

On behalf of the Board of Directors, the corporate governance Committee will be established and maintained in order to apply, supervising and implement transactions and procedures. The Capital Markets Board's regulations on the subject shall be complied with.

The Committee, when determining the compensation policy, carries out its work by supporting the Board of directors and professional advisors as needed.

Independent Board members are provided with a level of compensation to maintain their independence . In this respect, the regulation of the capital Markets Board is complying with the commands .

According to our company's main contract, the board of directors and managers are entitled to the following financial Rights, related legislation and decisions of is recognized.

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

1. All board members, including the members of the independent Board of directors, are entitled to a fee and/or serenity according to the General Assembly decision.
2. With the decision of The General Assembly , the members of the other board of directors, excluding the independent Board of directors, decided to distribute divisibility to shareholders In accordance with the main contract provision, 5% of the gross profit is dealt with, provided that the first divisive is not without prejudice .
3. With the members of the board of directors, even if the members of the board have not been convicted in the main contract, the Executive Board decision for the Adjetors and special Duties of the Executive Committee and the rights of the above 1 and 2 in addition to the fees and bonuses of the

#### **II. Administrators**

Executives, full -time employee, Executive Committee responsible for the company's dispatch and administration, senior executives and company officials they consist of managers. Executive Committee members of the Board of Directors, General Manager and Other officials of the board of Directors serves.

1. Managers receive fixed monthly fees and bonuses.

2. In addition, to managers and employees, by the decision of the Board of Directors, within the framework of the provisions of the original contract, up to 5% of the gross profits can be distributed as a bonus and bonuses, provided that the first divisive is not without prejudice .

**"This policy applies to all Batı Anadolu Group companies."**