

BATI ANADOLU GROUP

COMPENSATION POLICY

Our group's 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 companies."