

1. PURPOSE AND SCOPE

This Remuneration Policy (“Policy” or “Remuneration Policy”) has been prepared within the framework of the Turkish Commercial Code No. 6102 (“TCC”), the Capital Markets Law No. 6362 (“CML”), the Corporate Governance Communiqué No. II-17.1 (“Corporate Governance Communiqué”) including the Corporate Governance Principles annexed thereto, and other regulations of the Capital Markets Board (“CMB” or “Board”), to define the remuneration principles for the members of the Board of Directors and executives with administrative responsibilities at Girişim Elektrik Sanayi Taahhüt ve Ticaret A.Ş. (“Company”). The purpose of this Remuneration Policy is to ensure that the remuneration principles to be applied by the Company are determined in accordance with the relevant legislation and aligned with the Company’s operations and strategies. Our Company aims to adopt a fair remuneration policy that supports the retention of competent executives with high performance, commitment, and motivation, who are necessary to achieve its long-term goals and strategies.

2. REMUNERATION PRINCIPLES

Board members shall be paid an annual fee determined by the General Assembly. In determining the remuneration of Board members, criteria such as contribution to the decision-making process, responsibilities undertaken, knowledge, and skills shall be considered. Special attention shall be given to ensuring that the remuneration of independent Board members maintains their independence. Executives with administrative responsibilities shall be paid a fee approved by the Board of Directors.

Payments to executives with administrative responsibilities shall be determined in a manner that incentivizes high performance and commitment and remains competitive within the sector. In setting remuneration, the Company’s operations, size, internal balances, objectives, macroeconomic market data, market remuneration practices, sectoral data, international standards, and legal obligations shall be taken into account.

To enhance the effectiveness and performance of executives with administrative responsibilities, ensure performance continuity, and differentiate executives who create added value for the Company, bonus payments shall be determined based on Company performance and individual

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performance. Performance-based payments, including bonuses, shall not be guaranteed in advance. Bonus payments shall be made following the approval of the Board of Directors.

Confidentiality of salaries, bonuses, and other personal rights is essential.

Expenses incurred by Board members and executives with administrative responsibilities due to their duties and responsibilities within the Company shall be covered by the Company with the approval of the Chairman of the Board.

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

