



FOR NUH ÇİMENTO GROUP MEMBERS OF THE BOARD OF DIRECTORS AND SENIOR EXECUTIVES WAGE SETTING POLICY

This document: It has been prepared with the aim of defining the remuneration policies of Nuh Çimento Group Board members and senior executives within the framework of the Capital Markets Board regulations.

The main objectives of our wage policy are Remuneration by emphasizing the concepts of job size, performance, contribution to the job, knowledge/skills and competencies, motivating employees by ensuring the wage balance within and between companies and competitiveness in the market, increasing employee loyalty and bringing in a workforce with the appropriate competence to achieve our company's goals.

Within the framework of this main objective, remuneration policies are implemented by considering the improvement of the added value and sustainability values provided to the company in the fields of environmental, social, and governance.

1. Remuneration Principles of the Members of the Board of Directors:

1.1 Independent Members: The fees to be paid to the independent members are determined at the General Assembly each year. These fees are determined at a level that does not affect the independence of the members. No performance-based wages or bonuses are paid to independent members.

1.2 Other Members: Salaries to be paid to other members of the Board of Directors are also determined at the General Assembly each year. Non-independent members are not paid performance-based wages or bonuses.

2. Remuneration Principles of Senior Executives: The Nuh Çimento Group Board of Directors plays a role in determining the remuneration policies of senior executives, supervising, and implementing the policies.

The remuneration principles determined by the Board of Directors are as follows.

Senior executive remuneration consists of three basic elements. The first of these is the monthly base fee, the second is the additional benefits provided are vehicle, fuel, technology package



(computer, tablet, phone, line), and health insurance. The base salary is determined by considering the salaries of the same-level managers in similar companies in the sector in which the company operates and the general remuneration policy of the company. Base fees are generally subject to revision once a year, effective from the beginning of the year. However, base wage revisions (adjustment/adjustment) may be made twice a year, with the decision of the Board of Directors, depending on the change trends in the general price level.

Base salary payments are calculated over 12 wages and 4 bonus accounts, as a total of 16 salaries per year.

Company CEO compensation is not determined by shareholder returns; instead, it is determined by board of directors' decision based on the company's performance and general market conditions.

Environmental, Social and Governance (ESG) performance, the concrete efforts and contributions of executives and senior managers towards the success of the company, is a distinguishing criterion in bonus payments.

Bonus payments are determined according to both company performance and individual performance in order to increase the effectiveness of managers, ensure continuous performance and identify leaders who create value for the company. However, bonuses and performance-based payments are not guaranteed in advance. Confidentiality of information regarding wages, bonuses and other benefits is essential and is handled in accordance with internal company policies. Independent consultancy services are received to conduct wage research within the scope of wage determination studies.

3. Compensation Incentives: Members of the Board of Directors, Group Directors and Senior Managers compensation are covered within one month from the payment request, including the employee with the highest salary package, in accordance with the standards set by corporate procedures and labor law. This process is carried out meticulously to ensure full compliance with the company's financial policies and legislation.



4. Golden Parachute: In case the company is acquired or the manager in question is dismissed, a golden parachute package is given to the Chief Executive Officer, Group Directors and other members determined by the senior management.

This package has been meticulously designed and implemented in accordance with corporate standards to ensure the financial security of the relevant executives and to provide a fair separation process. In this way, in the event of termination of the employment contract of the managers in question, the company's core values, and corporate responsibilities are respected, the rights of the employees are protected, and business relations are terminated in an ethical and fair manner. The specified golden parachute package may contain a combination of various elements. These may include benefits, severance pay, bonuses, stock options, or a combination of these elements. The golden parachute benefit has been approved by senior management.

Dismissal of the manager can only be done for a specific reason in order to protect the interests of the company. Therefore, a director can be removed from office by major shareholders who have voting rights.

Dismissal is based on the existence of a situation that threatens or harms the interests of the company. Therefore, executive dismissal occurs based on the existence of a specific reason, and this reason is usually determined as behavior contrary to the company's objectives, legal requirements or management policies.