

# Remuneration Policy

## REMUNERATION POLICY

CAGDAS CAM SANAYI VE TICARET JOINT STOCK COMPANY (the "Company")

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### 1. Purpose

The purpose of the remuneration policy is to determine, in compliance with the regulations to which the Company is subject and the provisions of its Articles of Association and taking into account the Company's long-term objectives, the principles governing the remuneration of members of the board of directors and executives with administrative responsibility.

In matters of remuneration, the Company complies with the Capital Markets Law No. 6362, the Turkish Commercial Code No. 6102 ("TCC"), capital markets legislation, and other relevant legislation and regulations. The Company shows utmost care to realize the principles set out in the Corporate Governance Principles regulated in the Capital Markets Board's ("CMB") current Communiqué on Corporate Governance, which may be amended from time to time.

The Company's Remuneration Policy has been prepared in accordance with the CMB's Communiqué on Corporate Governance (II-17.1) and is announced to all stakeholders, especially shareholders, via the Company's website <https://tr.cagdascam.com/>.

### 2. Authority and Responsibility

The Remuneration Policy is established by the Board of Directors within the framework of the CMB Corporate Governance Principles and is presented to the information of shareholders at the Company's general assembly. Monitoring, oversight, improvement, and necessary updates of the Company's remuneration policy fall under the authority and responsibility of the Board of Directors. Changes to the Remuneration Policy are presented for the information and views of shareholders at the general assembly meeting following the Board's approval and are published on the Company's website at <https://tr.cagdascam.com/>.

### 3. Remuneration Principles

The remuneration committee, or the corporate governance committee in the absence of such, submits its recommendations to the board of directors regarding the remuneration to be paid to members of the board and executives with administrative responsibility.

The board of directors is responsible for achieving the Company's publicly disclosed operational and financial performance targets. An assessment of whether the Company has achieved its publicly disclosed operational and financial performance targets, and the reasons in case of non-achievement, are explained in the annual report.

In determining overall remuneration levels, the structure and competitive conditions of the sector in which the Company operates, the ongoing activities, the breadth of its business lines and areas, the level of knowledge required to carry out the activities, and the number of employees are taken into consideration. The salaries of executives with administrative responsibility are graded taking into account the knowledge, skills, competencies, level of experience required by the role, scope of responsibility, and problem-solving criteria within the framework of the Company's diversity and scale of operations. The Company's sustainability goals are also taken into account in the remuneration of executives with administrative responsibility. While determining the monthly fixed salaries according to the established grades, internal equity is sought to be preserved and salary surveys including leading companies operating across Türkiye in the same sector and business lines are utilized. Thus, a fair and market-competitive remuneration is ensured within the Company.

The fees to be paid to members of the board of directors are determined by the general assembly resolution. Care is taken to ensure that the fees paid to independent board members are at a level that preserves their independence, and, within the framework of the Corporate Governance Principles, dividend, stock options, or performance-based payment plans tied to the Company's performance cannot be used.

All fees and other benefits provided to members of the board of directors and executives with administrative responsibility are disclosed to the public via the annual report. As a principle, disclosures are made on an individual basis.