

PARK ELEKTRİK ÜRETİM MADENCİLİK SANAYİ VE TİCARET A.Ş. REMUNERATION POLICY

The remuneration of the members of the Board of Directors is determined at the annual Ordinary General Assembly Meeting. Factors such as whether members are independent or executive are considered in determining the remuneration.

It is essential that the remuneration of the independent Board members be set at a level that preserves their independence. Dividends, share options or payment plans based on the performance of Park Elektrik Üretim Madencilik Sanayi ve Ticaret A.Ş. (the Company) are not used in the remuneration of independent Board members.

The remuneration of the Company's executives with administrative responsibilities is determined by taking into account current economic data in the market, remuneration policies prevailing in the market, the Company's long-term goals and policies, and the duties and responsibilities of such executives in the Company.

Expenses (transportation, telephone, accommodation, etc.) incurred by non-independent members of the Board of Directors and executives with administrative responsibilities in the performance of their duties in the Company are paid by the Company. Benefits (vehicle allocation, health insurance, etc.) may be provided to relevant persons.

The Company may not lend money, extend credit, or provide guarantees such as surety in favor of members of the Board of Directors or executives with administrative responsibilities.

In accordance with the remuneration policy, shareholders are informed of the benefits provided to the members of the Board of Directors and to the executives with administrative responsibilities (general manager, deputy general managers and directors) during each accounting period, with a separate agenda item at the General Assembly meeting of the relevant year.