

SMART GÜNEŞ ENERJİSİ TEKNOLOJİLERİ ARGE ÜRETİM SAN. VE TİC. A.Ş.

REMUNERATION POLICY

This policy establishes the remuneration system and practices for the members of our Board of Directors, senior managers, and all employees who hold administrative responsibilities in compliance with SPK (Capital Markets Board) regulations.

1. Members of the Board of Directors

Members of the Board of Directors of the Company receive a Board membership fee (per diem) in the amount established by the General Assembly annually.

In determining the remuneration of Board members, factors such as the responsibility assumed by the member in the decision-making process, their knowledge, skills, competence, experience level, and time committed, are taken into account, considering whether they hold representative and/or executive roles.

In setting the remuneration for independent Board members, care is taken to ensure that their fees remain at a level that maintains their independence.

Independent members of the Board of Directors are not entitled to any dividend payments or advances.

2. Senior Managers and Employees

The starting salary of Senior Managers and employees is specified in gross Turkish Lira (TL) in their employment contracts. Compensation for managers and employees at all levels must align with the company's ethical values, internal equilibrium, and strategic objectives; it is critical that compensation is not solely tied to the company's short-term performance. Salaries are set based on the scope of duties and responsibilities; the criteria for each position are established considering the educational background, experience, and merit required.

Wages are established to align with the company's goals and strategies, considering the industry structure and competitive conditions, wage surveys, ongoing operations, the required level of knowledge and experience, and competencies related to responsibility and problem-solving. The objective is to maintain a compensation policy that is equitable within the company and competitive within the industry.

Annually, the Turkey Wage Research report is obtained, and wage adjustment activities are conducted by evaluating the positioning of our current wages in the market and the performance of our employees in their respective roles. Following approval by the Wage Evaluation Committee and the Board of Directors, wage increases are implemented each January.

All components of remuneration are considered private and confidential. Employees are required to maintain confidentiality at all times and must not disclose this information to third parties or other employees within the Company.

The Human Resources Department and the Board of Directors are responsible for the implementation, development, and oversight of the Remuneration Policy. Any inquiries related to the principles and procedures of this policy should be directed to the Human Resources Department.