

## **TATLIPINAR ENERGY PRODUCTION INC.**

### **(“COMPANY”) PRICING POLICY**

#### **1. Purpose**

The purpose of the remuneration policy is to determine the remuneration principles of the board of directors and managers with administrative responsibilities, taking into account the long-term goals of the Company, in accordance with the regulations to which the Company is subject and the provisions of the Company's articles of association.

The Company complies with the Capital Markets Law No. 6362 (“CMB”), the Turkish Commercial Code No. 6102 (“TTK”), capital markets legislation and other relevant legislation and regulations regarding remuneration. It pays utmost attention to the implementation of the principles set out in the Corporate Governance Principles set out in the current Corporate Governance Communiqué of the Capital Markets Board (“CMB”), which may be amended and amended from time to time. The Company Remuneration Policy has been prepared in accordance with the CMB's Corporate Governance Communiqué (II-17.1); It is announced to all stakeholders, especially shareholders, through the Company website ([www.tatlipinarenerji.com.tr](http://www.tatlipinarenerji.com.tr)).

#### **2. Authority and Responsibility**

The Remuneration Policy was created by the board of directors within the framework of the CMB Corporate Governance Principles, and was presented to the shareholders as a separate item on the agenda of the Company's general assembly meeting, and their opinions were received. Monitoring, supervision, development and necessary updates of the Company's remuneration policy are under the authority and responsibility of the board of directors. Changes to be made in the Remuneration Policy are submitted to the information and opinion of the shareholders at the general assembly meeting, following the approval of the board of directors, and are published on the Company website ([www.tatlipinarenerji.com.tr](http://www.tatlipinarenerji.com.tr)).

#### **3. Pricing Principles**

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

The board of directors is responsible for achieving the company's operational and financial performance targets that are determined and disclosed to the public. The evaluation of whether the company has achieved the operational and financial performance targets announced to the public and the reasons for not being achieved are disclosed in the annual activity report. The board of directors makes self-criticism and performance evaluation on the basis of both the board, its members and the managers with administrative responsibilities. The wages of board members and managers with administrative responsibilities are determined by taking these evaluations into consideration.

In general, when determining the wage level, the structure and competitive conditions of the sector in which the Company operates, the activities carried out, the prevalence of the fields and fields of activity, the structure of the subsidiaries and affiliates owned, their weight in the total, the level of knowledge required to continue the activities and the number of employees are taken into consideration. The wages of managers with administrative responsibilities are staggered, taking into account the knowledge, skills, competence, experience level, scope of responsibility and problem-solving criteria required by the task within the framework of the Company's activity diversity and volume. While determining the monthly fixed salaries of managers with administrative responsibilities according to the determined levels, internal balances are tried to be maintained and wage surveys of leading companies dealing in the same sector and activity areas throughout Turkey are used. Thus, fair and market-competitive remuneration is ensured within the Company.

The remuneration of those with administrative responsibility is determined by the decision of the board of directors, and the remuneration of the members of the board of directors is determined by the decision of the general assembly. Care is taken to ensure that the remuneration paid to independent board members is at the level of the member's independence, and payment plans are not made based on dividends, payment options or the performance of the company in accordance with the Corporate Governance Principles.

Remunerations paid to members of the board of directors and managers with administrative responsibilities and all other benefits provided are disclosed to the public when the annual activity report is written. It is essential to make a statement on an individual basis.