EMPLOYEE COMPENSATION POLICY

Article 1: Definitions, Scope and Legal Basis

We, as Aydem Yenilenebilir Enerji A.Ş. (**"Company")**, take basis the provisions of the Labor Law No. 4857, the Company Retirement Procedures Procedure, the Employment Termination Procedure and the Collective Bargaining Agreement when applying the compensation policy.

"**Severance Pay**" refers to the amount paid to the employees who have at least one year of work in the company during the termination of their employment with one of the situations stipulated in the Law No. 4857.

"**Notice Compensation**" refers to the amount paid during the termination of the employment contract to those whose employment contract is terminated depending on the periods stipulated according to the seniority of the employee in the law numbered 4857 and the conditions stipulated in the law.

"Notification Time" refers to the period in which the remaining working time is expressed while notifying the employee that the employment contract will be terminated and can be evaluated by granting a job search permit. In addition, if the termination takes place by the employee, the notification is considered important.
• There is a notice period of 2 weeks for employee serving less than 6 months
• There is a notice period of 4 weeks for employee with 6 months to 1.5 years of service
•There is a notice period of 6 weeks for employee between 1 year and 3 years
• There is a notice period of 8 weeks for employees who work for 3 years or more.

Article 2: Purpose

This Employee Compensation Policy ("**Policy**") aims to specify the Company's compensation approach. It is aimed to comply with the aforementioned laws and internal regulations with this Policy.

Article 3: Principles of Compensation

• Severance Pay payment can be received in return for working at the workplace for at least 1 year,
• Severance Pay is made in accordance with the articles regulating the termination rules specified in the law,
• From the transactions made within the consent of the employee; termination of the employment contract by the employee during the trial period and termination of the employment contract by the employee, the severance pay is not paid,
• From the transactions made without the consent of the employee; in the transfer of the employer from one workplace to another workplace without any substantial change in the termination and working conditions by the employer during the trial period and in the event that the employment contract is terminated by the employer for good cause, the severance pay is not paid,
• Severance pay is paid when the employee voluntarily marries the female worker and completes the conditions other than age for retirement,
• Severance pay is paid within the scope of the active military service of the employee, but this does not apply to those who are maneuvered outside their active duty and the relevant articles of the Law No. 4857 apply.

• It is calculated over the gross wage formed by adding the food and travel fees and other benefits determined by the company provided that the legal ceiling determined in the period when severance pay is paid is not exceeded.

• Notice compensation is also calculated over the gross wage dressed in the same way.

• In the event of termination of the employment contract by the company for valid reasons, the employment contract is terminated in accordance with the applicable termination procedures such as obtaining defense and notification to the employee, and in this case, all severance pay, notice pay, annual leave, national holiday and general holiday, weekend holiday and other rights to which the employees are entitled are fully paid. In the event that the employment contract of the employees is terminated for a valid reason, the compensation and receivable payments are recorded with the application of the employee or with the settlement negotiations made with the mediator to be determined jointly.

• Since compensation payments are counted from the fee, confidentiality is essential, like other personal rights.