

LİMAK DOĞU ANADOLU ÇİMENTO SANAYİ VE TİCARET ANONİM ŞİRKETİ
(the ‘Company’)
WAGES POLICY

1. Objective

The purpose of this wages policy (the ‘**Wages Policy**’) is to define the principles for determining wages of the members of the Board of Directors and managers having administrative responsibility, taking into consideration the long-term goals of the Company, in accordance with the applicable regulations and the provisions of the articles of association of the Company.

The Company complies with the Capital Market Law No. 6362, the Turkish Commercial Code No. 6102 , capital market legislation and regulations, and other applicable regulations related to wages, and exercises utmost care in complying with the principles outlined in the corporate governance principles (the ‘**Corporate Governance Principles**’), as established in the Capital Markets Board’s Corporate Governance Communiqué No. II-17.1.

The Wages Policy has been issued in accordance with the aforementioned Corporate Governance Communiqué and has been communicated to all stakeholders, particularly the shareholders, through the Company’s website (<https://www.limakdoguanadolucimento.com/>).

2. Authority and Responsibility

This Wages Policy was created by the Board of Directors within the framework of the Corporate Governance Principles and presented to the shareholders for information as a separate agenda item at the Company’s general assembly meeting. Monitoring, oversight, development, and implementation of necessary revisions or updates to the Company’s Wages Policy fall under the authority and responsibility of the Board of Directors. Changes to the Wages Policy will be presented to the shareholders for information at the general assembly meeting following the approval of the Board of Directors and published on the Company’s website.

3. Remuneration Principles

According to Article 7 titled ‘*Board of Directors and Term*’ of the Company’s articles of association, the remuneration of the members of the Board of Directors is determined by the general assembly, while the general assembly is authorized regarding financial rights to be granted to the members of the Board of Directors in addition to their remuneration. In determining the remuneration of independent BOD members, the provisions of capital market legislation/regulations shall be complied with.

The Board of Directors is responsible for achieving the operational and financial performance targets set and publicly disclosed by the Company. The assessment of whether the Company has met its publicly disclosed operational and financial performance targets, along with the justifications in case of non-achievement, will be disclosed in the annual activity report. The Board of Directors conducts a self-assessment and performance evaluation for both the Board as a whole and its individual members, including managers with administrative responsibilities. The wages of the members of the Board of Directors and managers with administrative responsibilities are determined based on these evaluations.

In determining the wage level in general, the structure and competitive conditions of the sector in which the Company operates, the ongoing activities, the extent of the subject and scope of activities, the structure of the subsidiaries and affiliates owned, their weight within the total, the required level of knowledge for the continuation of activities, and the number of employees are taken into consideration. The wages of managers with administrative responsibilities are classified based on the knowledge, skills, competencies, level of experience, scope of responsibilities, and problem-solving criteria required by the position, within the context of the Company’s diversity of activities and business volume. When determining the fixed monthly wages of managers with administrative responsibilities based on the established levels, efforts are made to maintain internal balances, and wage surveys from leading companies operating in the same sector and scope of activity across Türkiye are used. Thus, fair wages that are competitive in the market are ensured within the Company.

The wages and all other benefits provided to the members of the Board of Directors and managers with administrative responsibilities are disclosed to the public through the annual activity report.