

REMUNERATION POLICY
FOR BOARD MEMBERS AND SENIOR MANAGERS
OF NATURELGAZ SANAYİ VE TİCARET A.Ş.

This Remuneration Policy for Board Members and Senior Managers defines the remuneration system and practices for Board Members and senior managers within the framework of the Capital Markets Board regulations.

REMUNERATION POLICY FOR BOARD MEMBERS

A fixed attendance fee shall be determined to be valid for all members of the Board of Directors at the annual general assembly meeting of Naturelgaz Sanayi ve Ticaret A.Ş. ('Naturelgaz' or 'Company').

Board Members taking part in the committees to be established by the Board of Directors within the Company may receive a premium to be determined by the Board of Directors according to the opinion of the Corporate Governance Committee, based on their contributions, their participation in meetings and their functions at the end of the year.

The amount of remuneration for Independent Board Members shall be determined so as to allow them to maintain their independence. Payment plans based on the Company's performance and stock options may not be used in the remuneration for independent board members.

Board Members shall receive payments on a pro-rata basis by taking into account the period they have been in office as of the dates of their appointment and departure. The expenses of Board Members borne by their contributions to the Company (transportation, telephone, insurance, etc.) may be covered by the Company.

The total amounts determined according to these principles and paid to Board Members during the year and all other benefits provided shall be disclosed to the public in the financial reports and presented to shareholders at the following general assembly meeting. The statement shall include the distinction between the board of directors and senior executives.

REMUNERATION POLICY FOR SENIOR MANAGERS

The amount of fixed remuneration for Senior Managers shall be determined as per legal obligations, based on macroeconomic data in the market, wage policies prevailing in the market, the size and long-term goals of the Company, and the positions and productivity of persons.

Senior Manager bonuses shall be calculated according to company performance and individual performance.

Details of the relevant criteria are summarized below:

- Premium Base: Premium Bases shall be updated at the beginning of each year and vary according to the workload pertaining to the position of the managers. The premium policies of the top management in the market shall be taken into account when updating premium bases.

- Company Performance: Company performance shall be obtained with calculations made at the end of a period based on the financial and operational (market share, foreign operations, profitability, productivity, etc.) goals assigned to the company at the beginning of each year. Sustainability of success and improvements compared to previous years shall be deemed important principles when determining company goals.

Individual Performance: Goals related to employees, customers, processes, technology and long-term strategy shall be taken into account when determining individual performance, along with Company goals. In parallel with the Company's performance, the principle of long-term sustainable improvement shall be considered important along with the financial aspect when measuring individual performance.

This policy shall be presented to shareholders at the first General Assembly Meeting. Changes made to this policy shall also be submitted to shareholders for approval at the first general assembly meeting after the amendment and announced to the public on the Company's website.