

## COMPENSATION POLICY

In determining and implementing the compensation policy for our employees, the Labor Law No. 4857, which is in force, is abolished and the provisions of the 14th article of the Labor Law No. 1475, the Group Regulations and the Collective Bargaining Agreement are applied.

Within this context, the employment contract is terminated in accordance with one of the conditions requiring employment termination benefit in accordance with the provisions of Article 14 of the Labor Law No. 1475, which has been abolished by the Labor Law No. 4857; employment termination benefit is paid for a minimum one year service of the personnel in the Group. In case of death of the personnel, the legal heirs are paid employment termination benefit for the service period of the personnel in the Group.

The number of days to be paid to the personnel for employment termination benefit is calculated based on the Group Regulations for personnel paid by monthly and the Collective Bargaining Agreement for personnel paid by hourly