



Corporate Compensation Policy

Severance Pay

As per the cases prescribed under the applicable Section 14 of the Labor Law Nr. 1475, repealed by the Labor Law Nr. 4857, employees who have been working at the Company for a minimum period of one year and whose contract of employment is terminated shall be entitled to severance pay. In case of death of the employee who is entitled to severance pay, his or her legal heirs shall receive such payment. Severance pay shall be calculated based on the employee's term of service at the Company and be equal to the 30 days' salary of the employee, for each full year of service completed to the extent that the legal upper limit is not exceeded.

Payment In Lieu of Notice

The Company shall follow the procedures and principles prescribed by the Labor Law Nr. 4857 in case of termination of the contract of employment. Payment In Lieu Notice shall be paid as per the requirements set forth under Section 17 of the Law Nr. 4857.

1/1