

	<b>COMPENSATION POLICY</b>	Document No:	KYI.PL005
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		Revision Date:	01.10.2021
		Page:	1

## 1. PURPOSE AND SCOPE

The provisions of the Labour Law No. 4857 in force are applied regarding the severance and notice compensation of employees in our company. In case of any change in the Labour Law No. 4857, the provisions of the relevant law that will come into force will be applied.

## 2. POLICY

### 2.1. Severance Compensation

In the event that the situations that entitle the personnel to severance compensation occur in accordance with the provisions of the Labour Law No. 4857 and the provisions of Article 14 of the Labour Law No. 1475, referring to the Temporary Article 6 of the Labour Law No. 4857; severance compensation is paid to the personnel or to their legal heirs in the event of their death, and the calculations are carried out within the framework of the principles set forth in the legislation.

### 2.2. Notice Compensation

The periods stipulated in the Labour Law No. 4857 are also taken as basis regarding the notice period, and the personnel working during the notice period are granted a job search permit. Permission to collectively seek employment may only be granted if the employee makes a written request and if it coincides with the day before the employee leaves work. In addition, the employee's employment contract may be terminated by paying the wages up to the end of the notice period in advance.

## 3. OWNERSHIP AND COMPLIANCE

This policy is reviewed when necessary and changes come into force with the approval of the Board of Directors. Any changes made to this policy are presented to shareholders at the first general assembly meeting following the change and are disclosed to the public on the website. This change was approved by the Board of Directors with the decision numbered 2025/09 at the meeting dated 17.01.2025.