



COMPENSATION POLICY FOR COMPANY EMPLOYEES

Our Company's compensation policy for employees was established grounding on the applicable Labour Law numbered 4857.

Within this framework:

Severance Pay: shall be made to the employee who has a seniority of periods specified in Labour Law No. 4857 and whose employment agreement terminates due to the situations contemplated in the Law, and his/her legal heirs in case of his/her death, considering term of employment and monetary limitations contemplated in Law.

Notice Pay: shall be made, pursuant to Article 17 of Labour Law numbered 4857, by notifying the Employee about the termination of his/her employment agreement and providing the Employee jobseeker's leave for a period of time contemplated in the Law or paying his/her remaining wage through the end of notice period, in cash.