

ÜNLÜ YATIRIM HOLDİNG ANONİM ŞİRKETİ COMPENSATION POLICY

ÜNLÜ Yatırım Holding A.Ş. (“Company”) has a written employment contract with all employees employed domestically. The compensation policy regarding the employment relationship between the Company and employees has been established based on the Labor Law No. 4857 and the Human Resources Policy in effect. Within this framework;

- **Severance Pay** is paid to the employee who has seniority for the periods specified in the Labor Law No. 4857 and whose service contract ends due to one of the situations stipulated in the Law, taking into account the length of employment and the monetary limits stipulated by the Law, and to the legal heirs in the event of the employee’s death.
- **Notice Period and Fee** is paid by notifying the employee that the employment contract will be terminated, based on Article 17 of the Labor Law No. 4857, and granting a job search permit for the periods stipulated in the Law according to the employee’s seniority, or by paying the employee’s wage in cash until the end of the notice period. In cases where a notice period is granted, the personnel is granted a job search permit.

For personnel employed in the Company's foreign offices, local legislation of the relevant country applies.