

**Compensation Policy**

Under the Turkish Labour Law, the Group is required to pay termination benefits to each employee who has completed one year of service and whose employment is terminated without due cause, or who is called up for military service, dies or retires after completing 25 years of service (20 years for women) and achieves the retirement age (58 for women and 60 for men). The maximum amount payable equals to one month of salary, not exceeding the termination indemnity limit determined by the Public Services Arbitration Committee decision no: 2012/1 and announced by the Ministry of Finance.