

## KEREVİTAŞ GIDA SANAYİ VE TİCARET A.Ş.

### COMPENSATION POLICY

Our company sets out and implements its compensation policy on the basis of applicable provisions of Labor Law No 4857, applicable Article 14 of repealed Labor Law No 1475, and provisions of other legislation as well as provisions of our Company's Human Resources Policy.

**Severance Pay:** It is paid upon termination of a job contract of an employee, where a severance pay is required to be paid pursuant to provisions of applicable Article 14 of the Labor Law No 1475 repealed by Labor Law No 4857.

**Notice Pay:** It is applied by giving employee a job termination notice and a leave to seek job, or paying him/her salary until the end of notice period which is determined according to his/her seniority pursuant to Article 17 of Labor Law No 4857.