

AG ANADOLU GROUP HOLDİNG A.Ş.

INDEMNITY POLICY¹

In our Company, provisions of Labor Law numbered 4857 are applied regarding severance and notice payments. If there are amendments related to Labour Law numbered 4857, provisions of the relevant law that will come into force will be applied.

Within this context,

Regarding the claims for severance pay; provisions of the Labour Law numbered 4857 and Article 14 of the former Labour Law numbered 1475 (in accordance with the Temporary Article 6 of the Labour Law numbered 4857) are applied.

Regarding notice period, collective job seeking permission is granted only if the employee presents a written request at the date of dismissal notice.

¹ Indemnity Policy was developed as required by Corporate Governance Principles in annex to Corporate Governance Communique numbered II-17.1 and was approved by the Board of Directors decision dated September 30, 2015.
