

## **Atakey Patates Compensation Policy**

The Company conducts its compensation practices in a fair and consistent manner within the framework of the Turkish Labor Law No. 4857 and the relevant legislation. Where applicable, Article 14 of the repealed Law No. 1475 (still in force) and the provisions of any applicable collective bargaining agreements are taken as the basis. The purpose of this policy is to safeguard employee rights, ensure consistency in practices, and manage all processes in compliance with applicable regulations.

### **Notice Compensation**

The Company may terminate indefinite-term employment contracts for valid reasons arising from the employee's qualifications, conduct, or the requirements of the job, workplace, or business, provided that **written notice** is given and the reason for termination is clearly and explicitly stated.

Employees may also terminate their indefinite-term employment contracts in writing, subject to the applicable statutory notice periods.

The following statutory notice periods apply for indefinite-term employment contracts:

- Employees with up to 6 months of service: **2 weeks**
- Employees with 6 months to 1.5 years of service: **4 weeks**
- Employees with 1.5 to 3 years of service: **6 weeks**
- Employees with more than 3 years of service: **8 weeks**

If termination occurs without observing the applicable notice period, notice compensation shall be paid. Employees are also entitled to job search leave during the notice period.

### **Severance Pay**

Severance pay is granted to employees who have completed at least one year of service, provided that the termination conditions specified under Labor Law No. 4857 entitle them to such payment.

Employees with more than one year of service are entitled to severance pay equal to **30 days of gross salary for each full year of service**. The calculation is based on the employee's length of service, wage, and the applicable statutory ceiling.

In the event of the employee's death, severance pay is made to the legal heirs.

## **Termination for Just Cause**

Both the Company and the employee may terminate fixed-term or indefinite-term employment contracts immediately based on just causes specified under Articles 24 and 25 of Labor Law No. 4857.

Accordingly:

- For fixed-term contracts, termination may occur without waiting for the contract term to expire.
- For indefinite-term contracts, termination may occur without observing notice periods.

In cases where the employment contract is terminated pursuant to Article 25/II of the Labor Law, employees are not entitled to severance pay or notice compensation in accordance with the applicable legislation.