

OTOKAR OTOMOTİV VE SAVUNMA SANAYİ A.Ş.
PRINCIPLES OF COMPENSATION APPLICATION

The compensation payments for employees of our Company are carried out within the framework determined by the provisions of the current labour laws and secondary regulations, as well as Human Resources Policy, Personnel Regulation, other procedures, systems, and regulations that determine relations with employees (relevant Collective Labour Agreement if any).

Severance Pay: In cases where the employment contract terminates in accordance with one of the situations that require the payment of severance pay under the current labour laws, the severance pay is paid to the employee or their legal heirs (in the case of death of employee) based on the employee's length of service and salary, in accordance with the provisions of the labour law. The severance pay ceiling in effect at the time the individual becomes eligible for severance pay is applied.

Notice Pay: In cases where the employment contract terminates by granting the notice period in accordance with the current labor laws, if the notice period is not granted, the relevant notice pay corresponding to the applicable notice period is paid to the individuals according to the valid labour laws. Accordingly, when an employee is notified of the termination of the employment contract, they are granted permission to search for a new job during the notice period, or in cases where granting the notice period is deemed inappropriate, the compensation amount corresponding to the notice period is calculated within the legal framework and paid to the individuals.

There is "Manager Liability Insurance" for our Senior Managers.

We hereby present it for the information of our esteemed Shareholders.