

YÜNSA YÜNLÜ SANAYİ VE TİCARET A.Ş.

STAFF COMPENSATION POLICY

Compensation policy for the employees of the Company in determining its reference to the Law No. 4857 dated 22.05.2003 has adopted.

Compensation payments for company employees are made as per the effective labor laws and secondary legislation as well as our Company's Human Resources Policy, Personnel Regulation, other procedures, systems and regulations laying down relations with employees, and provisions of Collective Labor Agreement.

Severance pay: In case of termination of an employment contract in a way that would require payment of severance pay as per the applicable labor legislation or death of any employee, a severance pay shall become payable to the employee or to his legal inheritors, in the latter case, on the basis of his/her duration of employment and remuneration. The severance pay should be paid over the ceiling applicable as per the legislation in effect on the date of entitlement to the severance pay.

Payment in lieu of notice: In case of termination of the employment contract subject to a notice period as per the effective labor legislation, the corresponding payment in lieu of notice becomes payable if the proper time of notice is not followed according to the applicable legislation. Accordingly, the employee should be allowed to seek job upon notification of abolishment of the employment contract or in cases when such notice time is not applied, a payment in lieu of notice corresponding to the notice period shall be calculated according to legal requirements and paid to the relevant person.