

EMPLOYEE COMPENSATION POLICY

PO.İK.02-Rev.01-August 15, 2024



The compensation policy for employees at Arzum Elektrikli Ev Aletleri San. ve Tic. A.Ş. ("Arzum," "the Company") has been established in accordance with the provisions of the Labor Law No. 4857 currently in force.

In this context;

- **Severance pay** is paid in proportion to the employee's length of service and salary upon the completion of the minimum employment period stipulated in the Labor Law No. 4857 ("the Law") and the termination of the employment contract for one of the reasons specified in the Law.
- **Notice Pay** is paid in accordance with Article 17 of the Labor Code No. 4857 by notifying the Employee of the termination of the employment contract and either granting the Employee leave to seek new employment for the periods specified in the Code based on the Employee's seniority or paying the Employee's wages in cash until the end of the notice period.

This Policy was approved by the Board of Directors' decision No. 2024/18 dated August 15, 2024, and entered into effect on the same date; all amendments to this Policy shall be subject to the approval of the Board of Directors.