



## PEKER GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş. COMPENSATION POLICY

Peker Gayrimenkul Yatırım Ortaklığı A.Ş. acts in accordance with the provisions of the Labor Law No. 4857 in force when determining the compensation policy for its employees and takes the Labor Law No. 4857 as a reference.

In accordance with the provisions of the Labor Law No. 4857, the Company is required to make lump-sum termination indemnities to each employee whose employment is terminated without due cause and whose employment is terminated without due cause.

The liability for severance pay is not legally subject to any funding.

The Company's liability is calculated by estimating the present value of the future probable obligation of the Company arising from the retirement of the employees. TAS 19 ("Employee Benefits") requires actuarial valuation methods to be developed to estimate the enterprise's obligation under defined benefit plans. Accordingly, the assumptions used in the calculation of the total liability in the Company's financial statements are calculated by estimating the present value of the future probable obligation of the Company arising from the retirement of the employees.

In this framework;

**Severance Pay:** Severance pay is paid to the employee whose employment contract is terminated in accordance with one of the conditions specified in the Labor Law No. 4857 and which require the payment of severance pay and who have worked in our company for at least one year, or to the legal heirs in case of the death of the personnel, based on the working period and wage of the personnel in question.

**Notice Pay:** Pursuant to Article 17 of the Labor Law No. 4857, the employment contract may be terminated immediately by giving notice to the employees with an indefinite-term employment contract and allowing them to look for a new job within the period specified in the relevant article, or the employment contract may be terminated by paying the wage and other rights related to the notice period in advance.