



## Yapı ve Kredi Bankası A.Ş. Compensation Policy

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Compensation payments for the employees of the Bank are carried out within the framework of the Labor Law No. 4857 and related legal regulations.

**Severance Benefit:** Severance Benefit where employment contract is terminated in circumstances necessitating payment of severance benefit according to the Labour Law or employment contract shall be paid to the employee, or in case of death of the employee to his/her heirs on the basis of duration of employment and salary . The ceiling of severance benefit in force at the time the related employee is entitled for severance benefit shall apply.

**Notice Period Indemnity :** Notice period indemnity is paid to employees whose employment contracts are terminated by the Bank without complying with legal notice periods or notice is given to the employee that employment contract will be terminated and the employee is allowed to work during the notice period and benefit from job search leave.