

NATURELGAZ SANAYİ VE TİCARET A.Ş.

COMPENSATION POLICY FOR EMPLOYEES

Naturelgaz Sanayi ve Ticaret A.Ş. ('Company') takes the current Labor Law (currently, Law No. 4857) as basis while arranging the compensation policy for its employees.

In this framework;

Severance Pay:

Employees who have worked for the company for a certain period specified in the Labor Law are entitled to severance pay of an amount based on their work period and compensation (with the severance pay limit determined for the relevant period being the upper limit) in case the service contract ends due to one of the situations stipulated in the Law.

Notice Pay:

Under Article 17 of the Labor Law, the termination of indefinite-term service contracts may come into effect at the end of the periods determined according to employees' seniority, and employees are allowed to look for a new job under the Labor Law while continuing to receive their wages during this notification period. However, the Company has the right to immediately pay the fee for the notification period (notice pay) and terminate employees' service contracts as per the provisions of the Labor Law.