

## **TÜRKİYE HALK BANKASI A.Ş. POLICY ON INDEMNITIES**

The policy on indemnities regarding the personnel of Türkiye Halk Bankası A.Ş. has been drafted in accordance with the provisions of the Labour Law No. 4857. In this regard;

- **Severance payment** is due and payable to the personnel with seniority and whose employment contract has been terminated due to one of the events listed in the Law, in consideration with the term of employment and the monetary limits specified in the Law, and such payment is made to the personnel directly, or to his/her heirs in case of death.
- **Notice payment**, according to Article 17 of the Labour Law No.4857, is offered through allowing personnel to look for a new job within applicable notice period upon notification of termination of the employment contract, or through payment in cash of salaries and wages payable until the expiration of the notice period.