

COMPENSATION POLICY

DOĐUŐ GAYRİMENKUL YATIRIM ORTAKLIĐI A.Ő.

PERSONNEL COMPENSATION POLICY

The compensation policy is drawn up pursuant to the pertinent provisions of the Labor Code No. 4857.

Accordingly;

Severance Pay is paid to the respective employee with length of service as fixed under the Labor Code No. 4857, whose employment ceases to be effective due to a reason explained in the said law considering the length of service and amounts provided under the said law and, to the legal heirs if the said employee dies.

Payment in Lieu of Notice is paid to the respective employee under article 17 of the Labor Code No. 4857 by means of notifying the termination of the employment and, providing a leave to search for job for a period provided under the said law or paying the respective wage in cash until the end of the notice period.