



KALE JET MOTORLARI SANAYİ A.Ş. INDEMNITY POLICY

An employment contract is made with all personnel employed within our company **Kale Jet Motorlari Sanayi A.S.** The indemnity policy for the employment relationship between the Company and its Employees has been established based on the current Labor Law No. 4857 and the Human Resources Policy. Within this frame;

- **Severance Pay** is paid to the employee who has seniority for the periods specified in the Labor Law No. 4857 and whose service contract is terminated due to one of the circumstances stipulated in the Law, taking into account the working period and the monetary limits stipulated by the Law, to the employee himself/herself or to his/her legal heirs in case of the employee's death.
- In accordance with Article 17 of the Labor Law No. 4857, the **Notice Period and Payment** are paid by notifying the employee that the employment contract will be terminated and, depending on the employee's seniority, by granting job search leave for the periods stipulated in the Law or by paying the wage until the end of the notice period in cash. In cases where a notice period is granted, personnel are given permission to seek employment.

The Board of Directors is responsible for the implementation, development and monitoring of this Indemnity Policy.

This Indemnity Policy entered into force with the decision of the Board of Directors dated 29.11.2024 and no. 2024/55 and is also disclosed to the public on the Company's corporate website. Any changes to this Indemnity Policy are subject to the same procedure.