



ODİNE SOLUTIONS TEKNOLOJİ TİCARET VE SANAYİ A.Ş.

COMPENSATION POLICY

Our company, **Odine Solutions Teknoloji Ticaret ve Sanayi A.Ş.** (“the Company”), enters into employment contracts with all staff employed within the Company. The compensation policy governing the employment relationship between the Company and its employees has been established in accordance with the provisions of the Labour Act No. 4857 currently in force and the Human Resources Policy. Within this framework;

- **Severance Pay** is paid to an Employee who has completed the periods of service specified in the Labour Act No. 4857 and whose employment contract is terminated due to one of the circumstances provided for in the Act; it is paid to the Employee, taking into account the duration of service and the financial limits stipulated by the Act, or to the Employee’s legal heirs in the event of the Employee’s death.
- **Notice Period and Notice Pay** are provided in accordance with Article 17 of the Labour Code No. 4857; this involves notifying the employee that their employment contract is to be terminated and, depending on the employee’s length of service, either granting them leave to seek alternative employment for the periods stipulated in the Code or paying their wages in cash up to the end of the notice period. In cases where a notice period is granted, the employee is granted leave to seek alternative employment.

This Severance Pay Policy came into force by virtue of Board of Directors’ Resolution No. 2024/15 dated 22 July 2024 and is also disclosed to the public via the Company’s corporate website. Any amendments to the Severance Pay Policy shall be subject to the same procedure.

This Compensation Policy has been prepared in both Turkish and English. In case of any discrepancy or inconsistency between the Turkish and English versions, the Turkish version shall prevail. The English translation has been provided solely for the convenience of international stakeholders and does not have legal binding.