



**ASTOR ENERJİ A.Ş.**  
**COMPENSATION POLICY FOR EMPLOYEES**

Astor Enerji A.Ş. has established its compensation policy for employees by the provisions of the applicable Labor Law No. 4857. Within this framework:

**Severance Pay:** Employees who have completed the required period of service specified in Labor Law No. 4857 and whose employment contracts are terminated under the conditions stipulated by the Law are entitled to severance pay. This payment is calculated based on the employee's length of service and the financial limits defined by the Law. In the event of the employee's death, severance pay is granted to their legal heirs.

**Notice Pay:** By Article 17 of Labor Law No. 4857, employees whose employment contracts are to be terminated are either provided with a job search period based on their tenure or are paid the equivalent amount of their salary for the notice period in a lump sum.

This policy ensures compliance with legal regulations while safeguarding employee rights.