

NORM Holding Indemnity Policy

1. Objective and Scope

1.1 The Indemnity Policy has been established to determine the standards, principles and rules required for indemnity payment procedures in NORM Holding and its subsidiaries.

2. NORM Holding Indemnity Policy Approach

2.1 While determining and implementing the indemnity policy for NORM Holding and its subsidiary employees, the current Labor Law No. 4857 and the current Article 14 of the former Labor Law No. 1475 are taken as the basis. In case of a change in the Labor Law No. 4857 or the relevant legislation, the provisions of the relevant law and relevant legislation that will enter into force will be applied.

2.2 Severance Pay: Employees who have completed one full year in NORM Holding and its subsidiaries severance pay is paid based on their 30-day gross wage, depending on the period of employment, provided that they do not exceed the ceiling stipulated by the Law, in case the employment contract is terminated due to a reason stated in the relevant Laws and giving rise to severance pay. In case of death, severance is paid to their legal heirs. Company regulations are taken as the basis for the calculation of the number of days severance pay is based on.

2.3 Payment in lieu of notice: Pursuant to Article 17 of the Labor Law No. 4857, the party that does not comply with the notification period is obliged to make payment in lieu of notice in the amount of the fee for the notification period. The employer may terminate the employment contract by paying the wages for the notification period in advance. In addition, the employer gives permission to seek a job in accordance with Article 27 of the aforementioned Law or pays the wage for that period.

3. Enforcement and Implementation

3.1 This regulation and related amendments come into effect with the decision of the NORM Holding Board of Directors.

3.2 NORM Holding Board of Directors, primarily NORM Holding Human Resources, is responsible for the enforcement of this regulation.