



OFİS YEM GIDA SANAYİ TİCARET A.Ş.
INDEMNITY POLICY

I. Purpose and Scope

This policy aims to protect legal rights of company employees within the framework of related articles of Labor Law and Corporate Governance Principles published by Capital Markets Board of Türkiye.

II. Provided Indemnities

Indemnities determined below paid to company employees.

Severance Pay: When an employment contract is terminated, severance pay is provided to the employee in accordance with the principles set forth in the Labor Law. The length of service used as the basis for severance pay is calculated in accordance with the provisions of the Labor Law. Employees who have not completed a full year of service are not entitled to severance pay.

Notice Compensation: Within the scope of Article 17 of Labor Law No. 4857, notice compensation is paid to employees whose indefinite-term employment contracts are terminated by our Company without complying with the statutory notice periods.

Note: This policy is English translation of Ofis Yem Sanayi ve Ticaret A.Ş.'s Indemnity Policy. This document is prepared for informational purposes and in case of any discrepancy between the versions, the Turkish text shall prevail.