

**EGELI & CO. INVESTMENT TRUST  
POLICY OF CLAIMS**

Our policy of claims is determined within the framework of the current Labour Law. In this context;

**Severance pay:** Severance pay is, by ending with one of the specified conditions in the Labor Law and in a certain seniority period of the employee or in case of death to the legal heir of the employee, based on the working time and cost.

**Pay in the lieu of notice:** Pay in the lieu of notice, is carried out in the way;

i) based on the employee's seniority; within the time specified in the Labor Law, the employee will be informed about the termination of his contract and will be paid for this period and will have time for job searching or

ii) the employee's fee until the end of the notice of termination will be paid in cash and the contract will immediately terminated.

**Death Compensation:** Death compensation; implemented in accordance with the laws that apply to the company. Is there a life insurance on behalf of the staff, the compensation will be paid by the insurance company.