

EBEBEK MAĞAZACILIK ANONİM ŞİRKETİ COMPENSATION POLICY

Severance and notice pay practices applicable to the employees of ebebek Mağazacılık A.Ş. (“Company”) are carried out in accordance with the Labor Law No. 4857, Article 14 of the former Labor Law No. 1475 remaining in force, and the relevant legislation.

Entitlement to, calculation of, and payment of severance and notice pay are governed by the applicable legal regulations in force. In the event of any amendments to the legislation, the newly enacted provisions shall apply.

Severance and notice pay are paid following the termination of the employment contract, in line with the statutory time limits and principles.