



## ATP YAZILIM VE TEKNOLOJİ ANONİM ŞİRKETİ

### EMPLOYEE SEVERANCE POLICY

The Employee Severance Policy (“**Policy**”) of ATP Yazılım ve Teknoloji A.Ş. (“**Company**” or “**ATP**”) outlines the severance pay benefits that the Company offers to its employees pursuant to the provisions of the Labor Law in force.

Severance packages may consist of the following depending on the specific conditions of termination:

**Severance Pay:** Severance pay is paid to employees whose employment contract is terminated for reasons requiring a severance pay as specified in the provisions of Article 14 under Labor Law No. 1475, repealed by Labor Law No. 4857, and who have worked for at least one year at the Company, or to the legal heirs thereof in the event of the employee’s death.

**Notice Pay:** Pursuant to Article 17 under Labor Law No. 4857, employees on indefinite-term employment contracts may be terminated by giving notice and granting leave to search for a new job within the notice period specified in the said article. Alternatively, the employment contract may be terminated with immediate notice by paying the salaries and other rights related to the notice period at the time of termination.