

Compensation Policy

COCA-COLA İÇECEK A.Ş. EMPLOYEE COMPENSATION POLICY

At our Company, while determining Employee Compensation Policy (the "Compensation Policy"), provisions of Labor Code no. 4857 (the "Labor Code"), 14th Article in force of former Labor Code no. 1475 (the "14th Article") and Coca Cola İçecek A.Ş.'s Human Resources Policy provisions are taken as basis. On the other hand, while determining and practicing Compensation Policy for employees who are within the scope of the Collective Bargaining Agreement ("CBA"), the severance and notice payment provisions of the CBA are applicable.

Severance Payment

Severance Payment are made in accordance with the duration of employment, to employee or his/her legal inheritors in case of decease of the employee,

-whose labor contract has ended according to conditions that require severance payment as stipulated in the Labor Code and the 14th Article and,

-who has at least one year labor at the Company.

Number of days that taken into account for determining severance payment to be paid to employees are as written on Company Regulations and for members of the Union, as on CBA.

Notice Payment

In case of any requirement of notice period; the procedure is followed in accordance with the 17th Article of the Labor Code or, for the employees who are members of the union, in accordance with the provisions set forth in CBA. Besides, labor contract of the relevant employee may be concluded upon payment in cash of the service fee up to the end of notice period. In case of conditions that require giving notice period, permission for job seeking is granted to the relevant employee.