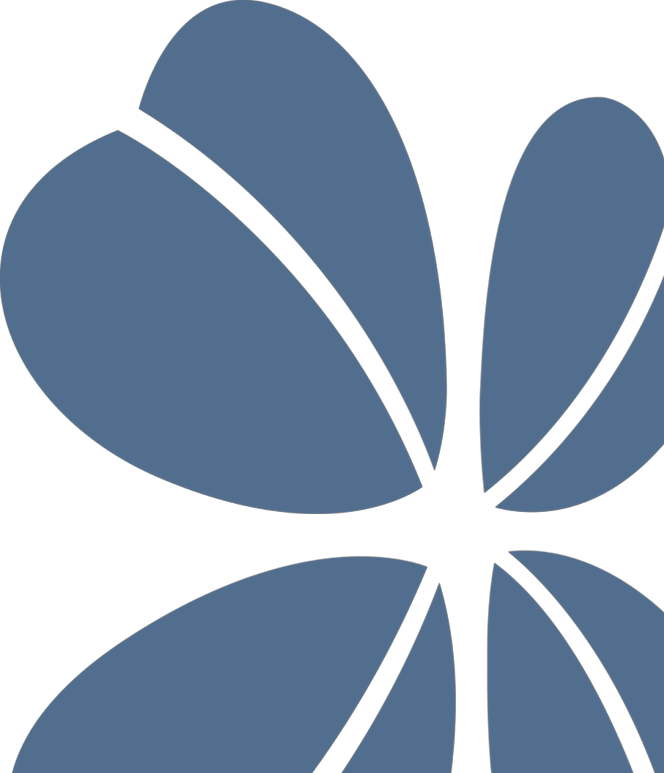
Employee



Indemnity

Policy

Garanti Fleet has adopted an indemnity policy for its employees in line with the provisions of the Labor Law No. 4857 in force. Accordingly,

Severance pay is paid to our employees or their heirs in the event of their death within the framework of the provisions of Article 14 of Labor Law No. 1475, which has been repealed pursuant to Provisional Article 6 of Labor Law No. 4857.

Again, within the framework of Article 17 of the Labor Law No. 4857, notice pay is paid to our employees whose indefinite-term employment contracts are terminated by our company without complying with legal notice periods.