

COMPENSATION POLICY FOR THE EMPLOYEES

While determining the compensation policy for the employees, our Company considers the Labour Act in effect (currently the Labour Act # 4857).

In this respect;

Severance Payment:

The severance payment is paid to the employees with seniority duration determined under the Labour Act in cases where the employment contract of an employee is terminated under the conditions determined within the Act and calculated to be based on the employees' seniority and wage.

Notice Payment:

Pursuant to the Art. 17 of the Labour Act, the termination of the employee's continual employment contract shall be effective at the end of the notice periods determined according to the seniority duration of the employee. As the wage of the employee is paid during the notice period, the permission to seek new employment is also granted to the employee as per the Labour Act. Nevertheless, our Company, by the authority granted under the Labour Act, has the right to immediately terminate the employment contract by paying in advance the wages (notice payment) corresponding to the term of notice.