

**COMPENSATION POLICY****Article 1: Scope and Legal Basis**

Our Company sets and applies a compensation policy for its employees, which is in accordance with the provisions of the Labor Act of Turkey No. 4857 and acting Article 14 of the abolished Labor Act of Turkey No. 1475.

**Article 2: Severance Pay**

Our employees, whose contract has been terminated for the causes that requires severance pay in accordance with the acting Article 14 of the abolished Labor Act of Turkey No. 1457 and with the Labor Act of Turkey No. 4857, and that have minimum one year of accumulated service in the Company or in case of their death, their legal heirs are entitled for severance payment for their service period in the Company. The number of days to be taken into account for severance pay calculation is 30 days for each full year service completed by employee. Same ratio is applied for the services over than 1 year.

Employee severance pay is calculated by the total service period of the employee in the Group.

**Article 3: Notice Period and Remuneration**

Our Company complies the principles of the Labor Act of Turkey No. 4857, in cases where a notice period is required. Employment contract can also be terminated by paying in lieu of notice in advance of the aggregate amount of wages until the end of the notice period. In cases the notice period is given, the employee is allowed to search for a new job.