

## **KARSAN OTOMOTİV SANAYİİ VE TİCARET A.Ş.**

### **COMPENSATION POLICY FOR EMPLOYEES**

Our Company's compensation policy for the employees is in accordance with the Labor Law No. 4857 and Article 14 (in force) of Labour Law No. 1475 (annulled). In our Company, the articles regarding the severance and notice pay of the Collective Bargaining Agreement (if any) are applied in the determination and implementation of the compensation policy for the employees under the Collective Bargaining Agreement.

Within this framework;

- The severance pay is made to the employee who has seniority in the period specified in the Labour Law No. 4857 and whose employment contract ends with one of the cases stipulated in the Labour Law No. 4857 and Article 14 (in force) of the Labour Law No. 1475 (annulled); to himself/herself by taking the employment period and monetary boundaries stipulated by the Law into consideration and his/her legal heirs in case of his/her death.
- The notice pay is paid by informing the Employee that his/her employment contract will be terminated and by giving permission for job search in periods specified in the Law according to the seniority of the employee or paying the wage up to the end of the notice period in cash with regard to the Article 17 of the Labour Law No. 4857 and for the trade union members, the provisions specified in the Collective Bargaining Agreement.