

## Türk Telekomünikasyon A.Ş.

### Compensation Policy

In our company, Compensation payments are charged in accordance with the Labor Law 1475 and Law 4857 and Turk Telecom Human Resources Labour Principles and Collective Labour Agreement Rules.

In this scope,

**Severance Pay:** TT personnel who has at least one year experience and whose contract is ended conformably one of the cases that required severance payment according to Article 14 in effect of Labor Law 1475 that was abrogated with Labor Law 4857, are charged Severance Pay. In case of an employee death, the severance is paid to legal heir of worker. Severance Pay is calculated according to 30 working days - daily wages for each full year of work. In the scope of Collective Labor Agreement; for those who begin to work in TT before 23.10.1985, each full year of years served is calculated from 35 daily wages, for those begin to work after that date is calculated from 30 daily wages.

**Termination Pay:** In accordance with Human Resources Labour Principles and Collective Labour Agreement Rules, open ended employment the contract can be annulled immediately with all payments paid in advance or with notice of termination, giving permission to find new job in termination period.

When the contract of personnel who started to work before 01.12.1987 and subject to Collective Labour Agreement Rules is annulled by company for the cases that are not specified in Law Labor Article 25, the termination period will be as follows.

At our company,

- For the personnel with below 6 months experience, 3 weeks after the opposite side is notified,
- For the personnel with experience from 6 months to 1,5 years; 5 weeks after the opposite side is notified,
- For the personnel with experience from 1,5 months to 3 years; 8 weeks after the opposite side is notified,
- For the personnel who has above 3 years experience, 10 weeks after the opposite side is notified,

Annulment will be realized.

When the contract of personnel who started to work after 01.12.1987 and not subject to Collective Labour Agreement Rules is annulled, termination period is arranged according to the Labour Law.