
Arçelik

**Compensation
Policy**

COMPENSATION POLICY FOR EMPLOYEES

Our Company's compensation policy for company's employees was established by grounding on applicable Labour Law numbered 4857. Within this frame:

- The employee who has a seniority of periods specified in Labour Law no. 4857 and whose employment agreement terminates due to the situations contemplated in the Law and his/her legal heirs, in case of his/her death, shall be made payment by considering term of employment and monetary limitations contemplated in Law.
- Notice pay shall be made, pursuant to Article 17 of Labour Law numbered 4857, by notifying the Employee about the termination of his/her employment agreement and providing the Employee jobseeker's leave for a period of time contemplated in the Law or paying his/her remaining wage through the end of notice period, in cash.