

## **TÜRK PRYSMIAN KABLO VE SİSTEMLERİ A.Ş.**

### **“EMPLOYEE COMPENSATION POLICY”**

Our company defines the compensation policy for the employees based on Labor Act numbered 4857. In this context;

Severance pay is paid to the employee whose labor contract is over with the cases covered by the law numbered 4857 and who has seniority and it is paid to the statutory heirs in case the employee is deceased, by virtue of the articles numbered 14, 24 and 25, based on the working hours and the wage of the aforesaid employee.

According to the law numbered 4857 and the article numbered 17, notice pay is paid in cash to the employee or it may be covered by giving jobseeker's allowance to the employee for a period of time, which is defined according to the seniority of the employee, after the termination of the labor contract is notified to the employee.