



# EMPLOYEE COMPENSATION POLICY

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## **EMPLOYEE COMPENSATION POLICY**

The Employee Compensation Policy ("**Policy**") of Enerjisa Enerji A.Ş. ("**Company**") aims to determine the policies of the employee compensation payments to be made to the employees by the Company within the scope of Labour Law No. 4857 ("**Labour Law**").

While the employee's employment contract is terminated, the severance payments are made to the employees or the employees' beneficiaries, in the event of the death of the employee, in accordance with the conditions regulated under the Article 17/ following Articles of Labour Law, which regulates the termination of the employment contract and the Article 14 of Law No. 1475, which was abolished but the Article 14 is still in force and regulates the conditions for the entitlement to the severance payments.

Based on the Article 17 of the Labour Law, which has the notice period title, the notice payments may be made to the employees either in cash in the amount of which is equal to the payment calculated in accordance with the employee's term of duty or the notice period may be used by the employee, by notifying the employee that the employment contract is terminated and providing the job seeking leave to the employee.