

CONSUS ENERJİ İŞLETMECİLİĞİ VE HİZMETLERİ ANONİM ŞİRKETİ
COMPENSATION POLICY FOR EMPLOYEES

Consus Enerji İşletmeciliği ve Hizmetleri A.Ş. ('Company') takes the provisions of the current Labor Code (the Code no. 4857) as basis while determining the compensation policy for its employees.

In this framework,

Severance Payment:

Severance Payment is made in accordance with the duration of employment, to the employee whose labor contract has ended according to conditions that require severance payment as stipulated in the Labor Code, which specifies the minimum legal period of service needed for such payment. While determining the severance payment the total compensation of the employee is considered, as well such that the legal ceiling for a severance payment announced and applicable for the period shall be used as an upper limit.

Notice Payment:

In accordance with the Article 17 of the Labor Code, the termination of an employment contract for an indefinite term, may come into effect at the end of the periods based on the employee's duration of service. During the notice period, the employee continues to receive his/her wage while the relevant employee is granted permission for job seeking as per the Code. Besides, the Company, without having to comply with the prescribed notice periods, may break the employment contract of the related employee upon payment in cash of the service fee up to the end of notice period (notice payment) as per the provisions of the Labor Code.