



Kontrolmatik Teknoloji Enerji ve Mühendislik A.Ş.

EMPLOYEE COMPENSATION POLICY

The compensation policy of our company for Employees was established on the basis of the applicable Labor Law No. 4857. In this context, the compensation payments to our employees are made in accordance with the relevant provisions of the Labor Law No. 4857 and the surviving article 14 of the repealed Labor Law No. 1475.

Severance Pay: Employees who worked in our company for at least one year and whose employment agreement has been terminated according to one of the situations that require the payment of severance pay to the employee (or, if the employee has died, to the employee's legal heirs) specified in the provisions of Article 14 of Labor Law No. 1475, which was superseded by Labor Law No. 4857, are paid a severance pay of 30 days' salary for each full year of service.

Notice Pay: Pursuant to Labor Law No. 4857, the employment agreement can be terminated by notifying the personnel working with an employment agreement of an indefinite duration whilst providing job seeking leave and also, it can be terminated immediately by paying the fee and other rights related to the notice period in advance. In the event employment agreements are terminated except for the cases written in Article 25 of Labor Law by the employer, the following notice periods apply in line with Article 17 of Labor Law:

- For an employee with a tenure of fewer than 6 months: 2 weeks following the date notice is made to the counterparty,
- For an employee with a tenure between 6 months and 1.5 years: 4 weeks following the date notice is made to the counterparty,
- For an employee with a tenure between 1.5 years and 3 years: 6 weeks following the date notice is made to the counterparty,
- For an employee with a tenure of more than 3 years: 8 weeks following the date notice is made to the counterparty,