



Compensation Policy

18.04.2022

Your team.

A decorative graphic in the bottom right corner consisting of a grid of thin, intersecting lines in a light red color, creating a pattern of small squares and rectangles.

Hitit Compensation Policy

A written employment contract is signed with all senior executives and personnel employed at Hitit Bilgisayar Hizmetleri AŞ (“Company”) in Türkiye and abroad. The compensation policy regarding the employment relationship between the Company and its Employees in Türkiye has been created on the basis of the Labor Law No. 4857, the relevant legislation, and the Personnel Regulation. In this context, for the personnel subject to the Labor Law;

- **Severance Pay** is provided to an Employee who has seniority corresponding to the periods specified in the Labor Law No. 4857 and whose employment contract ends due to one of the situations stipulated in the Law, by taking into account such Employee’s employment period and the monetary limits stipulated by the Law, and in the case of such Employee's death, such Severance Pay is provided to their legal heirs.
- **Notice Period and Notice Pay** is applied in accordance with Article 17 of the Labor Law No. 4857, and accordingly, the Employee is notified of the upcoming termination of the employment contract and the Employee is allowed to search for a new job within the periods stipulated in the Law depending on the Employee's seniority, or the Employee is paid its remuneration for the time until the end of the notice period, in cash. The employee is allowed to search for a new job in the cases where notice period is granted.

For employees employed in the Company's overseas offices and its subsidiaries based in foreign countries, the domestic legislation of the relevant country applies.

This Compensation Policy came into force with the resolution of the Board of Directors dated 18.04.2022 and numbered 2022/20, and shall also be publicly disclosed on the Company's corporate website. Any amendments to be made to the Compensation Policy are also subject to the same procedure.