

## **ASELSAN COMPENSATION POLICY**

ASELSAN A.Ş. sets the personnel compensation policy in accordance with the provisions of Labor Law in effect.

In this context;

**Severance Payment:** Severance payment is paid to the personnel with a minimum one year of seniority, whose employment contract terminates due to a reason which requires severance payment as provided in law number 1475 or to their legal inheritors upon the death of the personnel.

**Payment in Lieu of Notice:** According to the article 17 of Labor Law number 4857, open-ended employment contract of a personnel can be terminated notifying the personnel in accordance with the required periods and granting them a permit to look for a job in that period of notice provided in the abovementioned provisions of the law or paying in advance the wages and other obligations corresponding to the period of notice.