



Fair Remuneration Policy

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The Company is aware of the fact that an essential part of the corporate sustainability depends on the implementation of the fair remuneration policy.

The wage management includes the establishment of wage structure and the arrangement and programming of the activities related to the criteria based on which the action will be taken, the changes in wages, the adjustment of wages, and the determination of payment costs. A fair wage management primarily requires the determination of the appropriate wage structure and the wage system.

In the Company, the wages are determined by considering the education and seniority of the employees, their title and degree, which depend on the results of the job evaluation of their positions, their personal performance, and the market value of the duty they perform.

In the sustainability of the Company's activities within the scope of these policies, an equality policy that allows for equality of opportunity for all employees within the framework of the constitution, the laws and the relevant legislative regulations, regardless of language, race, skin color, gender, political opinion, belief, religion, sect, age, physical disability and similar characteristics is implemented in the entire Human Resources management starting from the recruitment process.

The performance and career development of the employees at every level are managed and supported through the established Human Resources systems.

All employees benefit from equal rights within the framework of the principles established in terms of the working conditions, all other opportunities provided and social aids.

With this policy, it is also aimed that the employees have incomes that are remunerated for them and that will allow them to earn the livelihood for their families and to save money at a specific amount for the future.