



## COMPENSATION POLICY

For its employees, QNB BANK A.Ş. adopts a compensation policy which complies with the provisions of the Labor Law with no.4857 in force.

Accordingly, the compensation payments are made to the Bank employees within the scope of the Labor Law with no.4857 and related legislation.

**Severance Pay:** A Severance Pay is made to the Bank employees, or to their legal heirs in case of the decease of the employee, whose labor contract terminates under the conditions requiring a severance pay as per the provisions of the Labor Law. In making such payment, the term of service and the salary of the employee are taken as basis in compliance with the aforementioned law. Also, the calculation is made according to the severance pay cap in force during the time when the employee is entitled to receive such severance pay.

**Notice Pay:** It is essential to terminate the Labor Contract by complying with the notice periods set forth in the Labor Law. However, the employees whose labor contract is terminated by the Bank before such notice periods shall be entitled to receive a notice pay, or the Bank may grant the permission to such employee to use the notice period upon giving the employee the notice to terminate labor contract.