



Hizmet - Kalite - Güven

**HABAŞ SINAI VE TIBBİ GAZLAR İSTİHSAL
ENDÜSTRİSİ A.Ş**

COMPENSATION POLICY

The purpose of this policy is to ensure the fair and market-competitive compensation of qualified employees by considering work volume, required skills, and competencies for employment.

- Committed to the principle of "equal pay for equal work", regardless of contract type, gender, or disability status,
- Based on the value created for HABAŞ A.Ş.,
- Fair,
- Objective,
- Manageable and understandable for employees,
- Ensuring internal balance within the company,
- Competitive in the local market,
- Designed to maintain and revise the compensation structure by considering the country's economic conditions and sectoral trends.

At HABAŞ A.Ş., salaries are determined based on an evaluation of job requirements, employees' competencies, responsibilities, education, and work experience. The minimum wage serves as our reference for setting a livable salary within the local economy.

For blue-collar employees, salaries are determined in accordance with the Collective Bargaining Agreement. For white-collar employees, compensation is based on the salary scale established by the company. Salary increases are applied twice a year.

Managers with Administrative Responsibilities:

Senior management salaries are determined based on the diversity and scale of the company's operations, considering the requirements of the role, knowledge, skills, competencies, experience level, scope of responsibility, and problem-solving criteria. This approach ensures a fair and market-competitive compensation structure within the company.

Benefits Provided Based on Job Requirements:

- Company Car Allocation
- Fuel Allowance
- Mobile Phone and Bill Coverage

All components of compensation are strictly confidential and personal. This information is only accessible to the employee, their managers, and the Human Resources Department. Employees are expected to maintain confidentiality and refrain from sharing salary details with third parties or other company employees. The implementation, development, and monitoring of the compensation policy fall under the responsibility of Human Resources and senior management. Any questions regarding the application principles and procedures of this policy should be directed to the Human Resources Department.