

HÜRRİYET GAZETECİLİK VE MATBAACILIK A.Ş.

WAGE POLICY

The salary scales at Hürriyet Gazetecilik ve Matbaacılık A.Ş. are regularly reviewed in order to be able to reflect the actual market trends and to evaluate the personnel's increasing performance. Taking into consideration the market conditions and the intracompany balances, the payment of equal wage for equal work is essential. Upon approval of the company's Executive Committee's President, the annual wage's rate of increase is determined and reflected on the wages in the periods considered necessary by the employer. In addition to the wage policy, certain fringe benefit packages are presented to all of our employees in accordance with their work levels. Besides, all kind of rights, benefits and wages provided to the members of the Board of Directors are determined in the Company's General Meeting every year. Those of the Board members, who are in execution, may also be provided with monthly salary and relevant fringe benefits due to their duties in the Company, along with the "attendance fee" which they receive due to their being members of the Board of Directors. The senior executives and the other personnel involved in the management, may also become entitled to any "premium" or "award" depending on their performances as well.