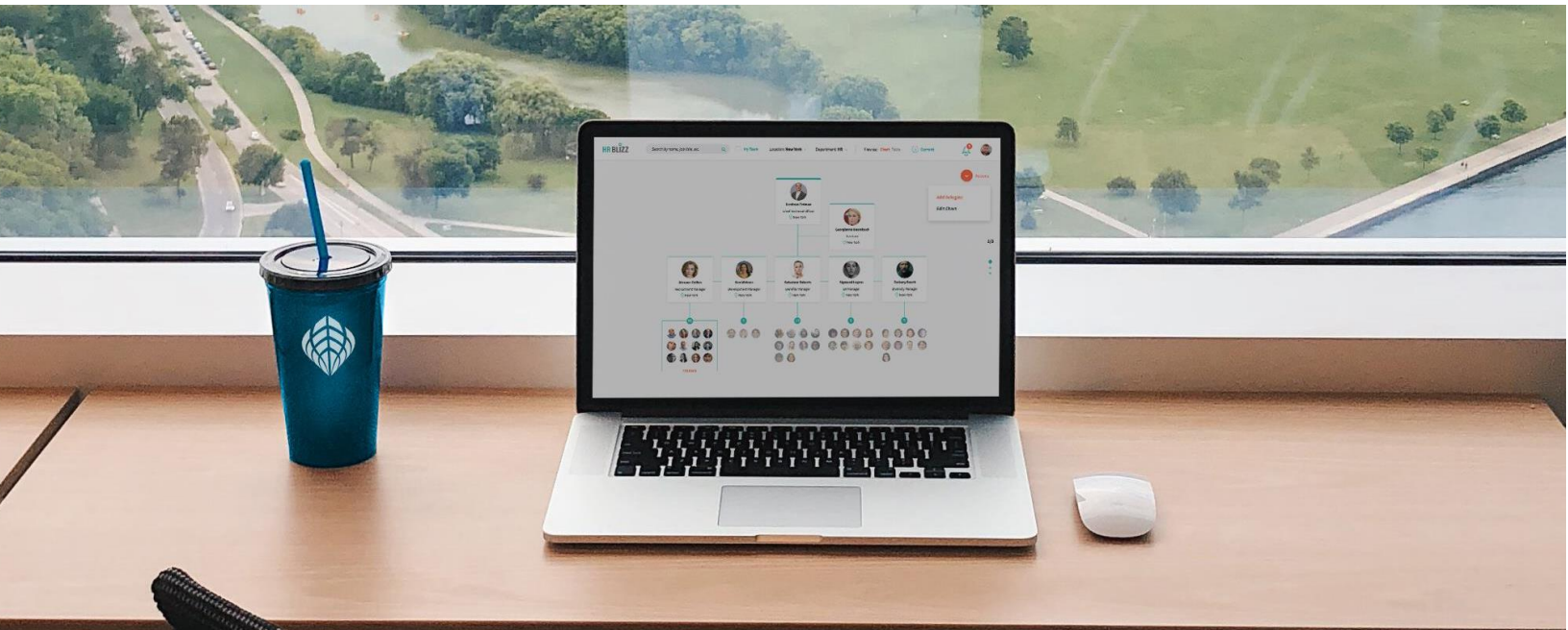




Simplifying Employment
Tasks Worldwide

Statutory Change Alert

Turkey announces 2024 payroll parameters.



TURKEY



12 Jan 2024

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We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



Local Statutory Compliance – Forget the hassle of setting up branches abroad

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



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Mercans at a Glance

160+

Countries

20

Years of Success

1K+

Payroll and HR Specialists

22k+

Clients Worldwide

97%

Client Retention Rate

1.5X

Annual Revenue Growth

95k+

Largest Single Country Payroll

25M+

Pay Slips per Annum

0

Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certificate certificate





Turkey – New Social security and Income tax Rate exemptions

Effective from 1 January 2024, the government of Turkey has increased the Social Security minimum gross wage amount to TRY 20,002.50 and net amount to TRY 17,002.12. The monthly SSI ceiling amount has increased to a gross amount of TRY 150,018.90.

Please find the previous and new amounts in the table below.

SSI Amounts EN Version	SSI Amounts TR Version	Period 01-07-2023 - 31-12-2023	Period 01-01-2024 - 30-06-2024
SSI minimum base amount daily	Gunluk Prime Esas Kazanc / SGK / Alt Sınır	TRY 447.15	TRY 666.75
SSI minimum base amount monthly	Aylık Prime Esas Kazanc / SGK / Alt Sınır	TRY 13,414.50	TRY 20,002.50
SSI ceiling amount daily	Gunluk Prime Esas Kazanc / SGK / Üst Sınır	TRY 3,353.63	TRY 5,000.63
SSI ceiling amount monthly	Aylık Prime Esas Kazanc / SGK / Üst Sınır	TRY 100,608.90	TRY 150,018.90

New Social Security Exemption Amounts Announced

In addition, the government of Turkey has announced the following benefit in kind exemption amounts, effective from 1st January to 30th June 2024.

These amounts will impact employees' gross social security amounts if the employer provides the respective benefits in kind.



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SSI Amounts EN Version	SSI Amounts TR Version	Period 01-07-2023 31-12-2023	Period 01-01-2024 30-06-2024
SSI child allowance exemption	Çocuk Yardımı istisnası / SGK	TRY 268.29	TRY 400.05
SSI family allowance exemption	Aile Yardımı istisnası / SGK	TRY 1,341.45	TRY 2,000.25
SSI meal allowance exemption (cash and card payment)	Yemek Yardımı istisnası / SGK	TRY 105.75	TRY 157.69
Private Ins + Pension ER exemption amounts for SSI base	Ozel sağlık sigortası ve Isveren BES primi istisnası/prime esas kazanç	TRY 4,024.35	TRY 6,000.75

Changes to Income Tax Brackets and Income Tax Exemptions

The government of Turkey has also announced the following income tax exemption amounts and tax brackets, effective from 1 January to 31 December 2024.

Tax Limits and Exemption Amounts EN Version	Tax Limits and Exemption Amounts (TR Version)	Period 01-01-2023 - 31-12-2023	Period 01-01-2024 - 31-12-2024
15% tax amount	15% Vergi Dilimi	TRY 0.00 - 70,000.00	TRY 0.00 - 110,000.00
20% tax amount	20% Vergi Dilimi	TRY 70,000.01 - 150,000.00	TRY 110,000.01 - 230,000.00
27% tax amount	27% Vergi Dilimi	TRY 150,000.01 - 550,000.00	TRY 230,000.01 - 870,000.00
35% tax amount	35% Vergi Dilimi	TRY 550,000.01 - 1,900,000.00	TRY 870,000.01 - 3,000,000.00
40% tax amount	40% Vergi Dilimi	TRY 1,900,000.01 +	TRY 3,000,000.01 +



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Income tax meal allowance exemption (cash payment)	Yemek Yardımı İstisnası /GV	TRY 110.00	TRY 170.00
Income tax meal allowance exemption (Card / Coupon)	Yemek Yardımı İstisnası /GV	TRY 118.80 (included %8 VAT)	TRY 187.00 (included %10 VAT)
Stamp tax meal allowance exemption (cash payment)	Yemek Yardımı İstisnası /Damga vergisi	TRY 110.00	TRY 170.00
Stamp tax meal allowance exemption (Card / Coupon)	Yemek Yardımı İstisnası / Damga vergisi	TRY 118.80 (included % 8 VAT)	TRY 187.00 (included %10 VAT)
Transportation (Card) allowance tax exemption	Yol Yardımı (Kart) İstisnası / GV	TRY 56.00	TRY 88.00
Disability exemption for degree 1	1.Derece Sakatlık İndirimi	TRY 4,400.00	TRY 6,900.00
Disability exemption for degree 2	2.Derece Sakatlık İndirimi	TRY 2,600.00	TRY 4,000.00
Disability exemption for degree 3	3.Derece Sakatlık İndirimi	TRY 1,100.00	TRY 1,700.00

Months	Cumulative Minimum Base Tax	Monthly Exemption Amount	Calculation Details of Monthly Exemption Amount
January	17,002.12	2,550.32	17,002.12*0.15
February	34,004.24	2,550.32	17,002.12*0.15
March	51,006.36	2,550.32	17,002.12*0.15
April	68,008.48	2,550.32	17,002.12*0.15
May	85,010.60	2,550.32	17,002.12*0.15
June	102,012.72	2,550.32	17,002.12*0.15
July	119,014.84	3,001.06	110,000.00-102,012.75 = 7,987.25 *%15 (1,198.09) 119,014.88-110,000.00 = 3,845.45 *%20 (1,802.98)
August	136,016.96	3,400.42	17,002.12*0.20
September	153,019.08	3,400.42	17,002.12*0.20



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October	170,021.20	3,400.42	17,002.12*0.20
November	187,023.32	3,400.42	17,002.12*0.20
December	204,025.44	3,400.42	17,002.12*0.20

The amended rates will apply to all wages and salaries earned after 1st January 2024.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.



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They already trust Mercans





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What Makes Mercans your HR and Payroll Partner of Choice?

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesaar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesaar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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