



KAMUYU AYDINLATMA PLATFORMU

TÜRK TRAKTÖR VE ZİRAAT MAKİNELERİ A.Ş. Material Event Disclosure (General)

Summary

About Collective Labor Agreement



**MERKEZİ KAYIT
İSTANBUL**
Türkiye Sermaye Piyasası - Merkezi
Saklama ve Veri Depolama Kuruluşu

Material Event Disclosure General

Related Companies

Related Funds

Material Event Disclosure General	
Update Notification Flag	Hayır (No)
Correction Notification Flag	Hayır (No)
Date Of The Previous Notification About The Same Subject	20.01.2026
Postponed Notification Flag	Hayır (No)
Announcement Content	
Explanations	

It has been notified by MESS (Turkish Employers' Association of Metal Industries), the employers' union to which our Company is a member, that the Agreement Protocol of the Group Collective Labor Agreement covering the period from 1 September 2025 to 31 August 2027 has been signed between MESS and the Turkish Metal Union.

Pursuant to the agreement, in summary:

- For the first 6 month period, employees with an hourly wage below TL 140 will receive an adjustment of TL 10, provided that the hourly wage does not exceed TL 140. Afterwards, a proportional increase of 20% and subsequently a fixed increase of TL 17.61 per hour will be applied.
- For the second 6 month period, effective as of 1 March 2026, a wage increase of 13% will be applied (if the CPI rate for the period 01.09.2025 – 28.02.2026 exceeds 13%, the excess portion will be added to the wage increase rate).
- For the third 6 month period, a wage increase will be applied at the CPI rate plus 1.5 percentage points, and for the fourth 6 month period, at the CPI rate.
- Social benefits will be increased by 50% for the first year (75% for the Eid al Adha Allowance) and by the annual CPI rate for the second year.

This statement has been translated into English and simultaneously announced for informational purposes. In the event of any discrepancy between the Turkish and the English versions, the Turkish version shall prevail.

We proclaim that our above disclosure is in conformity with the principles set down in “Material Events Communiqué” of Capital Markets Board, and it fully reflects all information coming to our knowledge on the subject matter thereof, and it is in conformity with our books, records and documents, and all reasonable efforts have been shown by our Company in order to obtain all information fully and accurately about the subject matter thereof, and we’re personally liable for the disclosures.