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KAMUYU AYDINLATMA PLATFORMU

EGE ENDÜSTRİ VE TİCARET A.Ş.
Material Event Disclosure (General)

Summary

Reaching an Agreement in the Collective Labour Agreement Process

Material Event Disclosure General

Related Companies

Related Funds

Material Event Disclosure General	
Update Notification Flag	Evet (Yes)
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 the Turkish Employers' Association of Metal Industries (MESS), of which our Company is a member, that the Group Collective Labour Agreement Protocol covering the period between 1 September 2025 and 31 August 2027, concluded between MESS and the Turkish Metal Workers' Union, has been signed.

In summary, pursuant to the agreement:
- For the first six-month period, an improvement of TRY 10 per hour will be applied to employees whose hourly wage is below TRY 140, provided that the hourly wage does not exceed TRY 140. Thereafter, a proportional increase of 20% will be applied, followed by a fixed increase of TRY 17.61 per hour.
- For the second six-month period, effective as of 1 March 2026, a wage increase of 13% will be applied (in the event that the CPI rate for the period between 1 September 2025 and 28 February 2026 exceeds 13%, the exceeding portion shall be added to the wage increase rate).
- For the third six-month period, wages will be increased by the CPI increase rate plus 1.5 percentage points, and for the fourth six-month period, wages will be increased by the CPI rate.

Social benefits will be increased by 50% in the first year (75% for the Eid al-Adha Allowance) and by the annual CPI rate in the second year.

This statement has been translated into English 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.