



KAMUYU AYDINLATMA PLATFORMU

TÜRK TELEKOMÜNİKASYON A.Ş. Material Event Disclosure (General)

Summary

Collective Bargaining Agreement Negotiations were Concluded with an 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	Evet (Yes)
Correction Notification Flag	Hayır (No)
Date Of The Previous Notification About The Same Subject	30.01.2026
Postponed Notification Flag	Hayır (No)
Announcement Content	
Explanations	

The negotiations for the Collective Bargaining Agreement between our Company and the Türkiye Haber-İş Union for the 16th period which commenced on 05.02.2026, have been concluded successfully with an agreement. The Collective Bargaining Agreement, covering approximately 8,200 of our employees will remain effective between 01.03.2026 – 29.02.2028.

Accordingly, it has been decided for related employees;

- The monthly gross wages they receive on 01.03.2026 will be raised by 24% effective from 01.03.2026,
- The monthly gross wages they receive on 31.08.2026 will be raised by 8% effective from 01.09.2026, however, if the relevant six-month inflation rate exceed 8%, the excess portion together with an additional welfare adjustment amounting to 15% of that rate shall be added to the salary increase applicable in March 2027;
- During the wage increase periods in March and September 2027, the rate of increase will be determined as the six-month inflation with a welfare share of 7.5% of that rate added on top.

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.