



KAMUYU AYDINLATMA PLATFORMU

SMART GÜNEŞ ENERJİSİ TEKNOLOJİLERİ ARAŞTIRMA GELİŞTİRME ÜRETİM SANAYİ VE TİCARET A.Ş. Material Event Disclosure (General)

Summary

Smart Solar Technologies Public Announcement



**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	-
Postponed Notification Flag	Hayır (No)
Announcement Content	
Explanations	

We would like to inform the public regarding content that has appeared on certain social media platforms and in news reports.

Collective Bargaining Agreements have been signed with the authorized unions at our company's Gebze and Aliağa plants, and there are no strikes taking place at our plants. Our plants are operating at full capacity today.

The total number of employees working at our various factories, in our solar power plant engineering and installation teams, and in our various offices is 1,227.

As part of our continuous improvement and organizational development efforts at our production facility - which employs this number of workers, generates significant technological value in its field, and boasts the highest level of local content - it may become necessary to terminate the employment of certain employees who are unable to demonstrate the required performance and compliance, even though this is deeply regrettable and is simply a consequence of business operations. In this context, the employment contracts of some of our employees have been terminated while ensuring their legal rights are protected.

At our company, the employee currently earning the lowest salary receives a monthly wage that is more than double the minimum wage. In addition, we provide a wide range of social benefits not commonly found in many workplaces, such as New Year's and holiday bonuses, maternity leave benefits, school assistance for children, financial assistance for all employees on May 1 and for female employees on March 8, meals, transportation, supplemental health insurance, and bank promotions.

Our company, which operates various production facilities in Turkey and has established solar power plants and made investments in many countries abroad, carefully safeguards the rights and interests of our investors, employees, and the company itself in all its business operations and investment plans, working alongside employees who respect labor peace.

Respectfully announced to the public.

In the event of any discrepancy between the Turkish and English versions of this disclosure, 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.