



KAMUYU AYDINLATMA PLATFORMU

OTOKAR OTOMOTİV VE SAVUNMA SANAYİ A.Ş. Material Event Disclosure (General)

Summary

Signing Collective Labor Agreement Protocol





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	12.01.2024
Postponed Notification Flag	Hayır (No)
Announcement Content	
Explanations	

It has been reported to our company by employer union Turkish Employers Association of Metal Industries (MESS) which our company is a member that the Group Collective Labor Agreement Protocol covering the period of 01.09.2023-31.08.2025 between Turkish Metal Union and MESS has been signed.

Briefly, the Parties have agreed as follows:

- For the first 6 months, the hourly wages of employees whose hourly wages are below 65 TL will be brought to 65 TL; furthermore, a relative raise of 32% will be applied to all employees, and then a 30 TL/hour fixed raise will be applied. Afterwards, a one-time severance increase of 2 TL/hour will be applied to hourly wages, not to exceed 30 TL/hour, once for each full year of the seniority period.
- For the second 6 months, effective from March 1, 2024, an increase of 30% will be applied (if the CPI rate between 01.09.2023 and 29.02.2024 is above 30%, the difference will be added to the wage increase rate).
- For the third 6 months wages will be increased by CPI + 3 points and by CPI for the fourth 6 months.
- All social benefits for the first year have been increased by 140%. The rate of increase for the second year is determined as CPI.

This statement has been translated into English for informational purposes. In case of a discrepancy between the Turkish and the English versions of this disclosure statement, 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.