



KAMUYU AYDINLATMA PLATFORMU

ALARKO CARRIER SANAYİ VE TİCARET A.Ş. Material Event Disclosure (General)

Summary

Reaching an Agreement in the Collective Labour Agreement Process



**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	20.01.2026
Postponed Notification Flag	Hayır (No)
Announcement Content	
Explanations	

Our company's employer union, the Turkish Employers' Association of Metal Industries (MESS), has announced that a Group Collective Bargaining Agreement covering the period from September 1, 2025, to August 31, 2027, has been signed between MESS and the Turkish Metalworkers' Union.

In summary, according 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-months, a 13% wage increase will be applied, and if inflation exceeds 13%, an inflation increase (CPI) will be applied.
- 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. Only the Eid al-Adha Allowance will be increased by 75%. In the second year, the increase will be in line with the annual inflation rate (CPI).

This statement has been translated into English for information purposes only. In case of any discrepancy between Turkish and English versions of this statement of disclosure, 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.