

# İZMİR DEMİR ÇELİK SANAYİ A.Ş. Material Event Disclosure (General)

## Summary

Reaching Agreement in Collective Bargaining Negotiations.

## Material Event Disclosure General

Related Companies []

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<b>Material Event Disclosure General</b>	
Update Notification Flag	Evet (Yes)
Correction Notification Flag	Hayır (No)
Date Of The Previous Notification About The Same Subject	27.12.2021
Postponed Notification Flag	Hayır (No)
<b>Announcement Content</b>	
<b>Explanations</b>	

As a result of the ongoing negotiations between the Turkish Metal Industrialists' Union (MESS), of which our company is a member, and the Turkish Metal Union, within the scope of the Collective Bargaining Agreement with effective period of September 1, 2021 - August 31, 2023, signed on January 12, 2022 (today);

. A 10 percent increase in hourly wages for the first 6 months; After that, a fixed raise of 3.70 TL/hour will be applied. Thus, the wage increase for the first 6 months is 27.4% on average,

- An agreement has been reached on the CPI rate for the second six months. Against the inflation expectation of 32%-38% in the market for the 2nd 6 months, in order for the trade unions to better explain the rate, 30% inflation is increased for the 2nd 6 months, in case the inflation rate is higher. , taking into account inflation protection,
- Increase in wages at the rate of inflation for the following third and fourth 6 months,
- The rate of increase in all social assistance was made as 35 percent for the first year. In addition to the aid for Eid al-Adha, an annual gross average of 236 TL was made. It was agreed that the increase should be in the inflation rate for the second year.

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.