

TAT GIDA SANAYİ A.Ş.

Material Event Disclosure

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Summary Info: Agreement with the Labor Union

Announcement Content	
Update Notification Flag	No
Correction Notification Flag	No
Date Of The Previous Notification About The Same Subject	-
Postponed Notification Flag	No

The 27th term Collective Labor Agreement negotiations between our company and Tekgıda-İş Labor Union covering the period 01.01.2023 - 31.12.2024 have concluded with an agreement as of today. Summary information about the contract is given below.

1- Wage Increase

a. Wage increase for year 2023

In general, among the permanent union members employed at the workplace as of 01.01.2023, the wages of those whose monthly gross wage is less than 10.008 TL on 01.01.2023 are raised to 10.008 TL. After this adjustment, a 23% wage increase is applied to the monthly gross wages of the permanent union member workers employed at the workplace, effective as of 01.01.2023. Additionally, the permanent union member workers employed at the workplace as of 01.01.2023, for each full year of seniority, a gross seniority increase of 200 TL is added.

In the second six-month period, a wage adjustment, which will be effective as of 01.07.2023, will be applied to the gross monthly salary (as of 30.06.2023) of the union member workers who are employed at the workplace at the rate to be calculated by 6-month TÜFE (CPI) rate (01.01.2023 - 30.06.2023) plus 10%.

b. Wage increase for year 2024

As of 01.01.2024; the basic gross monthly wages of permanent union members employed at the workplace will be increased at the rate to be calculated by the 6-month TurkStat Turkey General Consumer Prices Index, which will be announced for the period between 01.07.2023 and 31.12.2023, plus 10%.

In the second six-month period, a wage adjustment, which will be effective as of 01.07.2024, will be applied to the gross monthly salary (as of 30.06.2023) of the union member workers who are employed at the workplace at the rate to be calculated by 6-month TÜFE (CPI) rate (01.01.2024 - 30.06.2024) plus 10%.

2- Social Benefits

Social Benefits has also been increased in accordance with today's conditions, and in 2024, the relevant amounts will be increased by TÜFE (CPI).

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.

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.