



KAMUYU AYDINLATMA PLATFORMU

LİMAK DOĞU ANADOLU ÇİMENTO SANAYİ VE TİCARET A.Ş. Material Event Disclosure (General)

Summary

Regarding the Collective Labor Agreement



**MERKEZİ KAYIT
İSTANBUL**

Türkiye Sermaye Piyasası - Merkezi
Saklanması ve Veri Depolama Kuruluşu

Material Event Disclosure General

Related Companies []

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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	

The negotiations for the new-term Group Collective Labor Agreement, initiated on 24 December 2025 between the Cement Industry Employers' Association (ÇEİS), of which the Company is a member, and the T. Çimse Trade Union, were concluded by agreement as of 2 February 2026.

Pursuant to the Group Collective Labor Agreement executed for the term between 1 January 2026 and 31 December 2027 :

- In the first year of the agreement, the bare hourly wages in effect as of 31 December 2025 for employees who were employed at the workplace as of 1 January 2026 and whose employment contracts were continuing as of the signing date of the collective labor agreement will be increased by 35%, effective as of 1 January 2026.
- In the second year of the agreement, the bare hourly wages in effect as of 31 December 2026 for employees who are employed at the workplace as of 1 January 2027 and whose employment contracts are continuing will be increased by CPI + 3%.

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.