PUBLIC ANNOUNCEMENT FORM

<u>Title of Company / Name of Partnership</u>: TÜRK TUBORG BİRA VE MALT SANAYİİ

A.Ş.

Address : Kemalpaşa Caddesi No:258 Işıkkent/İZMİR

Telephone and Fax Number : Tel: 0232-399 20 00

Fax: 0232-436 19 04

<u>Date</u> : 29.02.2024

Subject : Collective Bargaining Agreement

TO ADMINISTATION OF CAPITAL MARKETS BOARD

PUBLIC ANNOUNCEMENT:

Türk Tuborg agreed with Tek-Gıda Labor Union on the terms of the collective bargaining agreement for the period September 1, 2023 – December 31, 2025.

With Our Regards, TÜRK TUBORG BİRA VE MALT SANAYİİ A.Ş.

Ali İhsan Barut Evren Kılınçpınar Accounting Manager Financial Affairs Manager