

## Industrial Relations

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Şişecam's vision on industrial relations:

- To improve competitiveness and efficiency by developing balanced and healthy industrial relations within the framework of Şişecam policies;
- To ensure continuity of labor accord based on trust and dialogue in the workplace, by working closely with labor unions;
- To conduct studies for more effective occupational health and safety in the workplace with the "People First" philosophy.

Şişecam maintains industrial relations with a total of 15 labor unions - four of which are in Turkey, 11 of which are outside Turkey - in coordination with the Industrial Relations and Occupational Health and Safety Directorate within the Human Resources.

### Collective Bargaining Agreements

In Turkey, six collective bargaining agreements were concluded in total, with one agreement for business, four agreements for workplaces, and one collective bargaining agreement including nine factories within Şişecam. With regard to international operations, the Company concluded three workplace agreements in Bulgaria; one workplace agreement for Posuda Plant in Russia; one workplace agreement for Glascorp Plant in Romania; one workplace agreement for Soda Lukavac and Vijenac Plants in Bosnia & Herzegovina; one workplace agreement for Fritz Aszod Plant in Hungary; one workplace agreement for JSC Mina Plant in Georgia; one workplace agreement for Malacky Plant in Slovakia; one workplace agreement for Şişecam Flat Glass Italy in Italy, and one workplace agreement for Şişecam Flat Glass South Italy in Italy.

Among the collective bargaining agreements, which last between one and four years, negotiations for the expired agreements started at

year-end 2019 and at the beginning of 2020. Within the framework of negotiations held with the labor unions, the collective bargaining negotiations were concluded in line with Şişecam's interests.

Details of collective bargaining agreements concluded in Turkey in 2020 are as follows:

- Negotiations on the Collective Bargaining Agreement for the 18<sup>th</sup> term with T. Çimse-İş Labor Union which began on December 11, 2019 at Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glassware Denizli Plant Branch ended on August 20, 2020 with an agreement reached between the parties. The collective bargaining agreement will be effective for three years between January 01, 2020 and December 31, 2022.
- Negotiations on the Collective Bargaining Agreement for the 16<sup>th</sup> term with Selülöz-İş Labor Union which began on January 16, 2020 at Camiş Ambalaj San. A.Ş. ended on September 25, 2020 with an agreement reached between the parties. The collective bargaining agreement will be effective for two years between January 01, 2020 and December 31, 2021.
- Negotiations on the Collective Bargaining Agreement for the 19<sup>th</sup> term with Petrol-İş Labor Union which began on January 30, 2020 at Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Chemicals Mersin Soda Plant and Kromsan Plant Branches ended on November 2, 2020 with an agreement reached between the parties. The collective bargaining agreement will be effective for three years between January 01, 2020 and December 31, 2022.

- Negotiations on the Collective Bargaining Agreement with Kristal-İş Labor Union which began on July 20, 2020 at Camiş Madencilik A.Ş. Bilecik plant ended on December 15, 2020 with an agreement reached between the parties. The collective bargaining agreement will be effective for two years between January 01, 2020 and December 31, 2021.

The expired collective labor agreements for the workplaces outside Turkey were renewed as a result of negotiations, which were held paying due regard to the characteristics of the respective countries and Şişecam's interests.

Details of collective bargaining agreements concluded outside Turkey in 2020 are as follows:

- Collective bargaining negotiations carried out with Bosnia & Herzegovina Federation Chemicals and Nonmetal Industry Labor Union organized at the Rudnic Vijenac and Soda Lukavac companies established in Bosnia & Herzegovina were concluded on December 19, 2019 for Rudnic Vijenac and January 17, 2020 for Soda Lukavac. The collective bargaining agreements will be effective for two years between January 01, 2020 and December 31, 2021.
- Negotiations on the 2020 CBA for the Richard Fritz Aszod Plant located in Hungary ended on February 26, 2020 with an agreement reached between the parties. The collective bargaining agreement will be effective between March 1, 2020 and February 28, 2021.
- Negotiations on the 2020 CBA for the Glascorp S.A. Plant located in Romania ended on April 1, 2020 with an agreement reached between the parties. The collective bargaining agreement will be effective between March 1, 2020 and February 28, 2021.

- Negotiations on the Collective Bargaining Agreement for the 2<sup>nd</sup> term with Georgia Metallurgy, Mining and Chemical Industry Employees Labor Union which began on October 26, 2020 ended on January 22, 2021 with an agreement reached between the parties. The collective bargaining agreement will be effective for four years between January 1, 2021 and December 31, 2024.
- Negotiations on the Collective Bargaining Agreement with Ozkovo Labor Union organized in the Richard Fritz Spol S.R.O Plant and authorized to conduct the collective bargaining agreement began on December 1, 2020.

### Legislation and Coordination Studies

Collective bargaining agreement processes were carried out via online platforms around the world to avoid issues which might have been caused by the Covid-19 pandemic.

Efforts to announce and comment on the implementation of laws, rules, regulations and collective bargaining provisions in the workplace continued in 2020.

In Turkey, effective period of workplace collective bargaining agreements for the 26<sup>th</sup> Term Glass Group and 16<sup>th</sup> Term Camiş Ambalaj San. A.Ş. will expire on December 31, 2021. The Ministry will initiate negotiations with respective labor unions following verification of authorization.

Outside Turkey, collective bargaining agreement negotiations will also be held abroad for Trakya Glass Bulgaria EAD Flat Glass Plant, Şişecam Automotive Bulgaria EAD and Paşabahçe Bulgaria EAD Plant, Posuda Factory in Russia, Aszod Factory in Hungary, Glascorp Factory in Romania and Malacky Plant in Slovakia.

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