

## ANNOUNCEMENT REGARDING REACHING AN AGREEMENT WITH THE COLLECTIVE LABOR UNION

**February 26, 2024** – Anadolu Efes agreed with Tek-Gıda İş Labor Union on the terms of the collective labor agreement for the period September 1, 2023 - December 31, 2025, and the agreement is currently at the signing stage.

*We hereby declare that our above statements are in conformity with the principles included in the Capital Markets Board's Communiqué on Material Events, that they fully reflect the information we have acquired, that the information complies with our books, records and documents, that we have made our best effort to fully and accurately obtain all information regarding the matter and that we are responsible for this disclosure made hereby.*

*This is an English translation of the original official public disclosure made by Anadolu Efes in Turkish through the Public Disclosure Platform ([www.kap.org.tr](http://www.kap.org.tr)), for information purposes only. In the event of any discrepancy between this translation and the original Turkish disclosure, the original Turkish disclosure shall prevail. Anadolu Efes makes no warranties or representations about the accuracy or completeness of the English translation and assumes no liability for any errors, omissions or inaccuracies that may arise from use of this translation.*

---

For further information regarding Anadolu Efes, please visit our website at <http://www.anadoluefes.com/> or you may contact;

Aslı Kılıç Demirel  
(Investor Relations & Risk Management Director)  
Tel: 90 216 586 80 72  
E-mail: [asli.kilic@anadoluefes.com](mailto:asli.kilic@anadoluefes.com)

Nihal Tokluoğlu  
(Investor Relations & Risk Management Supervisor)  
Tel: 90 216 586 80 09  
E-mail: [nihal.tokluoglu@anadoluefes.com](mailto:nihal.tokluoglu@anadoluefes.com)