



**COLLECTIVE LABOR AGREEMENT FOR
THE 29th TERM SIGNED BY AND**

BETWEEN

**TURKISH AIRLINES INC. (TURKISH
AIRLINES) AND TURKISH CIVIL
AVIATION UNION (HAVA-IS)**

01.01.2026 - 31.12.2027

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SECTION ONE

General Provisions

Article 1: PURPOSE

The purpose of this Corporate Collective Labor Agreement is to increase the competitive power, efficiency and production of the Company, provide the union member workers with contemporary rights and benefits, improve their wages and working conditions, take the necessary measures in relation to the occupational health and safety, balance the rights and interests of the employers and the employees, and settle the differences possible to arise between the parties through negotiations in good faith and mutual trust.

Article 2: PARTIES AND DEFINITIONS

A- PARTIES

The parties to this Corporate Collective Labor Agreement are Turkish Airlines Inc. and Turkish Civil Aviation Union.

B- DEFINITIONS

In this Corporate Collective Labor Agreement, the term “Company”, “Turkish Airlines Inc.” or “Employer” defines Turkish Airlines Incorporation, and the term “Union” or “HAVA-IS” defines Turkish Civil Aviation Union.

Article 3: APPLICABILITY

A- In respect of Location:

This Corporate Collective Labor Agreement is applicable to all workplaces of the Company, which currently exist and will be established newly as associated with the enterprise within the effective period of the agreement, and the annexes, connections and vehicles that are associated with or supplement the same.

B- In respect of Individuals:

This Corporate Collective Labor Agreement is applicable to all personnel who are considered worker under the Law number 6356 on Labor Unions and Collective Labor Agreement, and are member to Union. However;

a) Those whose titles are written below and who have participated in the negotiations for this Collective Labor Agreement under article 39/7 of the Law number 6356 even as representatives,

b) Inspectors, Controllers, Managers, the 50th work group and the other managers in higher grades of the same, Auditors, Assistant Inspectors, Attorneys, Work Specialists, Analyst Programmers, System Programmers, Application Programmers, Candidate Cabin Crew Members,

c) Personnel employed under part time employment contract on condition of being employed for no longer than thirty hours a week and twelve months

are not covered by this Collective Labor Agreement.

The personnel employed under Part Time Employment Contract may be employed under the abovementioned conditions no more than twice (two periods). The two-period limit shall not apply to Simulator Instructors to be employed part time.

The number of part time personnel may not exceed 5% of the total personnel number. In the event that any part time personnel member continues to be employed after the second period, the employment contract turns into Permanent Employment Contract.

Besides, if the titles are changed in consequence of reorganization, those who are appointed to new duties corresponding functionally to the abovementioned ones are not covered regardless of their new titles.

C- Of this Collective Labor Agreement:

a) The provisions to be applied verbatim, or as modified, or additionally, or not applied at all only to the union member personnel employed by the employer at his workplaces abroad and designated by the head office are shown in articles in the section titled "Provisions regarding Labor Union Member Personnel serving abroad & appointed by the Head Office" of this Agreement.

b) The employment contracts of the personnel recruited to the Company under fixed term employment contract as of 15.06.1999 (including those employed under part time employment contract before that date, but whose employment contracts have been converted into fixed term employment contracts after that date) and still employed in the Company have been converted into permanent employment contracts; and the provisions applicable to such workers and the personnel to be recruited to the Company for

the first time starting from the beginning of this Collective Labor Agreement are shown in relevant articles.

Article 4: REPRESENTATIVE AUTHORITY OF THE PARTIES

A- Representative Authority of the Employer:

With regard to execution of the Collective Labor Agreement, the employer is represented by the CEO and President of Turkish Airlines Inc. or the persons to be authorized by him.

B- Representative Authority of the Labor Union:

In this Collective Labor Agreement, HAVA-IS Union is represented by the Union President, Head Office Board of Administration, or those who are authorized by the said Board.

C- The parties shall exchange the names of their authorized persons within 15 days as of the signing of this Collective Labor Agreement.

In case of disputes arising from this Collective Labor Agreement, first of all, these authorized persons shall negotiate to reach a settlement. The result of the negotiation is recorded in minutes, if required.

Article 5: BENEFITING FROM AGREEMENT

A- The members of the Labor Union party benefit from this Collective Labor Agreement.

B- Those who are members of the signatory Union at the Collective Labor Agreement signing date benefit from the Agreement as of the signing date, and those who joined the Union

after the signing date, from the date of notification of their memberships to the employer by the signatory Labor Union.

C- Benefiting from the Collective Labor Agreement by those who were not member of the Labor Union during signing of the Agreement, who have been employed later, but are not member to the Union, or those who were member to the Labor Union at the signing date, but have resigned or been excluded from membership depends on their paying solidarity dues to HAVA-IS Union that is the party to the Collective Labor Agreement.

D- The personnel who do not go on strike benefit from the Collective Labor Agreement.

Article 6: EQUAL TREATMENT OF MEMBERS

It is essential that the personnel are not provided with unilateral rights and interests by the employer other than the rights and interests regulated by this Collective Labor Agreement throughout the effective period of this Collective Labor Agreement. However, if it becomes necessary to provide new rights and interests due to the requirements and necessities of the job, the written opinion is obtained from HAVA-IS Union with regard to the subject. The Union delivers its opinion to the employer within 15 days at the latest. If the Union does not deliver affirmative opinion, the application may not be performed. In the event that the application is performed though the Union does not give written consent, the provided interest is provided to all union members.

This provision does not apply to the rights and interests that may be provided to the excluded personnel and all of the personnel making the same job.

Article 7: ASSURANCE OF UNION WORKPLACE REPRESENTATIVE AND MANAGERS

The employer may not terminate the employment contracts of the administrator members and union workplace representatives who serve in the Administration, Disciplinary and Audit Boards of the Head Office and Branches established by the Union under the Labor Unions and Collective Labor Agreement Law without any justification and without specifying such justification clearly and definitely, nor may it change the workplace of the workplace representative without obtaining his written consent in advance.

Article 23 and 24 of the Law Number 6356 on Labor Unions and Collective Labor Agreement are reserved.

Article 8: ASSURANCE OF UNION MEMBERSHIP

A- The employer may not discriminate between the workers who are members to a union and the workers who are non-union members, or members to different unions. The Collective Labor Agreement provisions related to wage, gratuity, premium and money are reserved.

The workers may not be discharged due to being or not being union members, participating in the activities of labor unions or their confederations within off hours, or within working hours with the consent of the employer, nor may they be treated differently for any reason whatsoever.

In the event that the employer acts contrary to the abovementioned provisions, a compensation that may be neither less than the worker's annual wage nor repetitive with the rights in the other laws shall be adjudged. The worker's all rights he has under the Labor Laws and the other Laws are reserved. However,

if compensation is adjudged under this paragraph, the compensation for bad faith damages as prescribed in the Labor Laws may not be applied.

B- In the event that the workplace where the union member personnel work is shutdown either partially or completely, or the workplace is transferred to another employer, the employer shall employ the workers in other workplaces or departments of the enterprise.

In the event that the employer reassigns a union member personnel member, or transfers him to another workplace out of the borders of the province/district where he works in cases including but not limited to the abovementioned ones;

The said personnel member may demand, within 6 business days as of the delivery of the reassignment or transfer documentation to him, that his employment contract is terminated through mutual rescission by payment of a job security compensation that is equal to his 6-month wage together with the notice and severance pay. The employer has to make transaction in compliance with this demand.

In the event that the worker files a re-employment lawsuit and wins it, the payments made under the mutual rescission contract are deducted from the payments to be made under the court decision.

Article 9: DUTIES AND POWERS OF THE UNION REPRESENTATIVES

The union representatives are appointed by the union as per article 27 of the Law number 6356. Such appointments and any changes related to the appointments are notified to the employer in

writing. The employer announces this notification to the relevant workplaces in writing within 3 business days. The union representatives perform the duties and powers given to them by this Collective Labor Agreement, the Laws, and the Bylaws in compliance with the legislation provisions.

The chief representatives, or the representatives in workplaces where there is no chief representative, make contact and interview with the authorized managers of the workplaces that are included within the boundaries of their duties and powers. The written request for interview is accepted within 5 days at the latest.

Article 10: UNION CHIEF REPRESENTATIVES' ROOMS

The employer shall continue to provide a room and extension phone number to HAVA-IS Union at its campuses where there is already a representative office. In other campuses, upon the request of the HAVA-IS Union, the employer shall provide a room to the extent of its means. In campuses where it is not possible to provide a room, it provides the union with a cabinet.

Article 11: UNION LEAVES

A- Chief Representative's Leave:

The Union Chief Representative performs his representation duties within the periods written below, provided that he shall neither delay his works in the workplace nor violate the labor discipline.

<u>Number of Workers in the Workplace</u>	<u>Weekly Paid Leave Duration</u>
In workplaces employing 01-50 workers	4 hours
In workplaces employing 51-200 workers	6 hours
In workplaces employing 201-500 workers	8 hours
In workplaces employing more than 500 workers	10 hours

The chief representative works in the order that exists at his appointment date. The working order may be changed by obtaining his consent.

It is essential that the chief representative spends his leave in the workplace. However, he may spend this period in the place whereto he is called upon the written call, or the verbal call, providing it shall later be confirmed in writing, to be made by the union head office to the employer.

B- Representative's Leaves:

The workplace union representatives perform their representation duties within the periods written below, provided that they shall neither delay their works in the workplaces nor violate the labor discipline.

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<u>Number of Workers in the Workplace</u>	<u>Weekly Paid Leave Duration</u>
In workplaces employing 01-50 workers	2 hours
In workplaces employing 51-200 workers	3 hours
In workplaces employing 201-500 workers	4 hours
In workplaces employing more than 500 workers	5 hours

C- Other Leaves:

Upon the union's written request, the union representatives and officials are given paid leave as regulated below so that they can attend the meetings such as congress, conference, seminar, administration, audit, honorary board, general assembly and chamber of representatives meetings.

<u>Number of Workers in the Workplace</u>	<u>Total Paid Annual Leave Duration</u>
In workplaces employing 01-50 workers	20 days
In workplaces employing 51-100 workers	30 days
In workplaces employing 101-200 workers	40 days
In workplaces employing 201-500 workers	60 days
In workplaces employing 501-1000 workers	80 days

In workplaces employing more days equal to 10% of the than 1000 workers quantity. worker

These leaves apply to all members instead of each one. It is subject to the employer's approval that members corresponding to more than 5% of the workplace work force take leave simultaneously.

However, this 5% ratio does not apply to general assemblies.

In the event that the union notifies in writing 12 hours before the signature time of their scheduled duties that the union representatives who are also cockpit or cabin crews will take union leave, no salary deduction under any name whatsoever may be made for the union leave duration.

Article 12: UNION DUE

The employer is liable to deduct the due it has to deduct in accordance with the relevant laws, and deposit it to the bank account to be notified by the union within 10 days following the labor wage payment day every month. The employer may not demand any costs from the union for such transactions. The employer sends the list indicating the deductions made under this article to the union.

Article 13: EMPLOYER'S LIABILITY TO REPLY

A- The union members are entitled to apply to the employer in relation to the rights and benefits given to them under the Collective Labor Agreement, Company Regulations, Laws, and Legislation in writing in line with the Company methods. The employer is liable to reply the member's application within 1 month at the latest in accordance with this article.

B- Turkish Airlines Inc. and HAVA-IS are liable to reply the correspondence they make with each other in relation to the rights and benefits given to them under the Collective Labor Agreement, Company Regulations, Laws, and Legislation within 1 month at the latest.

Article 14: FORWARDING OF CIRCULARS

One copy each of the Regulations, Circulars and the orders of the Office of CEO and President issued by the employer in relation to application of the Collective Labor Agreement is forwarded to the labor union within one week at the latest, and they are distributed under HAVA-IS record.

Article 15: NOTICE BOARD

The employer agrees to place union notice boards next to the employer's notice boards in the workplaces so that the union can post all its notices including the declarations, announcements and union works it shall make under the Laws and the Collective Labor Agreement; in the workplaces without employer's notice board, the union agrees to place union notice boards in the positions deemed appropriate by the employer.

The responsibilities to arise from the signed and sealed announcements, declarations, instructions, etc. to be made by the Union as described above belong to HAVA-IS Union.

The notice boards are locked. One of the keys of that lock is kept by the employer's proxy and the other by the workplace representative.

Article 16: UTILIZATION OF HALLS AND CLASSROOMS

The union may utilize the halls and classrooms and the training tools and appliances to announce its studies, organize seminars and hold its legal meetings, after receiving the employer's approval.

Article 17: INFORMATION ON THE AUTHORIZED UNION

The employer provides the name and contact information of the authorized union to the newly recruited covered personnel.

Article 18: SETTLEMENT OF DISPUTES

A- The parties agree to the establishment of a "Dispute Settlement Board" to settle the disputes possible to arise from performance and interpretation of this Collective Labor Agreement, and the problems arising from the violation or interpretation of a right given under the Labor Law, Social Security and General Health Insurance Law, Code of Obligations, Retirement Fund Law, and the other laws.

B- The Dispute Settlement Board is composed of 3 top-level authorized representatives of the employer and 3 top-level authorized representatives of HAVA-IS Union.

The Chairman of the Board is one of the employer's representatives and selected by the employer. The board decides by the majority of votes. In case of equality of votes on the subjects other than the interpretation difference, the chairman has two votes.

C- The board has to meet within 6 business days following the date when one of the parties notifies the matter of dispute to the other party. The parties notify the matter of dispute, their

representatives in the board and their deputies, and the place and date of the meeting to each other. This written notification must include the justification as well.

The parties agree that if another dispute related or irrelevant of the subjects discussed in the board arises, such new dispute shall also be settled by the same board without starting a new procedure.

D- The board has to decide on the dispute within 10 business days following the first meeting. If no decision is taken within this period, the discussions may be extended no longer than 6 business days upon the mutual agreement of the parties.

E- If the Dispute Settlement Board cannot reach a decision, or if the decisions reached are not deemed appropriate by the parties, the parties are free to resort to the law provisions. Any discussions, processes and decisions of the Dispute Settlement Board shall be recorded in writing.

Article 19: RESERVED RIGHTS

Among the rights given to workers under employment contracts, etc. until the effective date of this agreement, the ones that are in favor of the workers to the extent they comply with the imperative rules on the issues not rearranged, amended or removed by this agreement are reserved.

With regard to the changes it will make in the working conditions of the personnel within the effective period of this Collective Labor Agreement, the employer shall receive the union's opinion. The Union delivers its opinion within 15 days.

Article 20: ISSUES NOT REGULATED UNDER THIS COLLECTIVE LABOR AGREEMENT

The provisions of the Company's regulations/procedures and the legislation provisions, which are effective at the signing date of this Collective Labor Agreement, apply to the issues not regulated hereunder. It is essential not to make any negative arrangement in relation to the personal rights of the personnel, which are determined by the regulations/procedures. The revisions to be made in the Company's regulations/procedures or the new regulations/procedures, which concern the rights and interests of the personnel, are sent to the union against the certificate of receipt or record before being implemented. The union delivers its opinion on the subject to the employer in writing within 15 days. The issues on which the union delivers adverse opinion are discussed in a meeting to be attended by 2 top executives of the employer and 2 top executives of the union within 3 days at the latest. In the event that settlement is achieved at the end of this meeting, the situation is recorded in minutes. If no agreement is reached on the issues on which the union has delivered adverse opinion, the revisions may be implemented without prejudice to the parties' legal rights. The revisions not approved by the union but implemented before completion of this process (15+3=18 days) do not bind the HAVA-IS member employees.

SECTION TWO

Recruitment and Termination of the Employment Contract

Article 21: EMPLOYMENT PRIORITY

Among the candidates who are equal to each other in consequence of the evaluation made as per the recruitment method of the employer, the candidate who is one of the children or the spouse of a personnel member who has died of a work accident or

natural causes or become unable to work due to disability caused by occupational diseases is employed preferably, provided that the said person has applied in compliance with the provisions of the Labor Law and the related regulations.

The job postings published in Turkish Airlines website are notified to the Union.

Article 22: WAGES OF PERSONNEL TO BE RECRUITED

The wage of a newly recruited employee of the Company is calculated as follows:

A- The seniority pay is given over the following grades considering the newly recruited employee's educational background regardless of her/his work group;

a) Primary school graduates: Grade 1,

b) Secondary school graduates: Grade 2,

c) High school graduates: Grade 4,

d) 2- and 3-year higher education graduates: Grade 6,

e) 4- and 5-year higher education graduates: Grade 8,

f) 6-year and above higher education graduates, those who have "master's degree" on their graduation certificate, those who have the master's degree, and physicians: Grade 10,

g) Those who have the doctor of science title and the specialist physicians: Grade 12.

B- A newly recruited employee receives the initial worker's compensation of her/his initial work group. Those who will be hired within the scope of experienced employment are excluded from this provision.

C- Among the currently working personnel, those who have completed their educations in the degree immediately higher than their graduation degrees/programs, and submit the diploma indicating their new educational status are adapted by raising their grades by the initial grade difference between two educational degrees at the date of submission of the said diploma or certificate of graduation.

Ç- While recruiting hard-to-find personnel such as licensed technicians, on condition of evidencing that he has performed the works included in the work group in which he will serve with the documents such as certificate, license, work permit and the Social Security Institution records, such an employee is adapted to the letter he has reached within the scope of the biennial letter advancement process in his work group, considering the period determined by the said documents.

D- In the recruitment of experienced employees (except cockpit and cabin personnel), the external experience period acquired by the employee in the jobs in the position to which they will be assigned is calculated in years and months, provided that the employee certifies that they have worked in the jobs in the job group to which they will be assigned with certificates, licenses, work permits, and Social Security Institution (SSI) records. If individuals considered to be experienced employee candidates have work experience that is not reflected in their SSI records, (period of work abroad, bank pension fund registration, etc.), they are required to certify this experience with an official certificate obtained from their employer or from the Consulate/Embassy of the Republic of Türkiye

in the relevant country. Based on the documents submitted, the length of an individual's experience abroad is adjusted to a position one grade lower than the relevant group, subject to the employer's assessment. After determining the grade corresponding to the period of external experience, the first grade progression is made by taking into account the remaining period. Subsequent grade progressions are made as the personnel complete every two years of service.

Article 23: EMPLOYMENT OF DISABLED PERSONS

The employer agrees to apply the provisions of article 30 of the Labor Law number 4857, which is related to employment of the disabled persons, considering the personnel number within the scope of the paragraph 3 of article 79 "WORK ACCIDENT, DISABLEMENT AND DEATH" of this Collective Labor Agreement.

Article 24: PROBATION PERIOD

The recruited workers are subjected to four-month probation period. Within this period, either the worker or the employer may terminate the agreement without notice and compensation. The worker's right to wage for the days he worked is reserved.

Article 25: RIGHTFUL TERMINATION

This is severance of the personnel member with the Company by terminating her/his employment contract without notice so as not to re-employ that person in the Company. Save for the cases specified in article 25/II of the Labor Law, the discharge penalty is applied in the following cases.

1. Making remarks or conducting behaviors that are detrimental to honor and dignity of the Company or the Company

personnel, or one of their family members, making groundless and derogatory accusations and assertions about the Company or the Company personnel,

2. Gambling or facilitating gambling at the workplace,

3. Bullying and taunting the Company personnel, or conducting assault and battery (in case of provocation, one level lower punishment may be given),

4. Damaging the tools and devices of the Company or its customers intentionally,

5. Smuggling, or abetting, encouraging the persons committing such crimes,

6. Treating the Company personnel or customers unethically, or making them unethical propositions,

7. Falsifying the valuable papers or official documents, or the Company's valuable forms or other documents, reusing the used valuable papers and stamps for personal gains,

8. Behaviors similar and close to the abovementioned ones.

Article 26: PROCEDURE FOR RIGHTFUL DISCHARGE PENALTY

The rightful discharge penalty, as provided for under the heading “Cases of non-compliance with rules of morality and good faith and similar circumstances” in Article 25/II of the Labor Law No. 4857, is imposed by a decision of the Disciplinary Board. The discharge penalty imposed by the Disciplinary Board is finalized with approval of the CEO and President.

In the event that a personnel member commits an act, the Chief Officers and Senior Vice Presidents, who have found out the act, report the situation to the Office of CEO and President via the Office of Chief Human Resources Officer no later than 15 business days. When the Office of CEO and President requires an investigation, it starts the investigation no later than 15 business days as of the report made by the authorized person. The Office of CEO and President may demand, within 15 business days starting from completion of the investigation, that the incident is discussed by the Disciplinary Board.

Article 27: EMPLOYMENT CONTRACT TERMINATION METHOD (TERMINATION BY NOTICE)

In case of termination by notice, the job security provisions and the provisions of the law number 4857 apply to all the union member personnel including also the flight crews.

Article 28: TERMINATION IN CASE OF ARREST, CUSTODY AND CONVICTION, AND RE-EMPLOYMENT

1. The internee workers are deemed to be on unpaid leave throughout the internment period if they can document their internment. However, the 2nd paragraph applies to the workers who are arrested after internment.

2. In the event that the worker is arrested for any crime, and his imprisonment exceeds 30 days, his employment contract is considered terminated. In case of imprisonment up to (and including) 30 days, the worker is deemed to be on unpaid leave throughout the imprisonment period. However, if the notification period the worker is subject to according to his seniority is longer than 30 days, that longer period is applied.

3. In the event that the imprisonment ends within 90 days due to one of the reasons of;

- a) Non-prosecution,
- b) Unnecessity of the final investigation,
- c) Decision of acquittal,

d) Dismissal or discontinuation of the public case, and the worker demands to return to his work within a week as of that date, he is employed by the employer with the rights of his peers. In case of application after 90 days, they are employed if there is vacant position. Former seniority rights of the worker re-employed in this way are reserved.

4. The workers who are released within 90 days while being tried under arrest for ordinary crimes (except for the crimes specified in the subparagraph 6 of this article) are re-employed by the employer if they apply within one week, there is vacant positions appropriate for them in the workplace, and if their services are needed.

If they are sentenced later, their employment contracts are deemed terminated. The subparagraphs (a) and (b) of the paragraph 5 are reserved.

5. Among those whose trials for ordinary crimes continue; the workers who;

- a) are sentenced to 6 months or less,

b) are sentenced to more than 6 months, but whose sentences are suspended, converted into fine or pardoned, or the workers who have been released for good behavior before 6

months may be re-employed as per the employer's discretion if they apply within one week, there is vacant positions appropriate for them in the workplace, and if their services are needed.

6. Those who are found guilty of infamous crimes, sabotage, crimes committed against the indivisible integrity of the state with its territory and nation, national security, public order, Turkish Armed Forces may never be re-employed even if their sentences are suspended, the announcement of their verdicts is deferred, their sentences are converted into fines or pardoned.

7. The personnel who are arrested or sentenced due to traffic accident or work accident while driving any vehicle of the employer as part of their works are employed in their former positions if they apply, provided that their conviction or imprisonment ends within 90 days;

a) within 7 business days after their imprisonment or conviction periods, or

b) within 7 business days as of the date when their driving licenses are returned, if their driving licenses were revoked by the court.

The personnel covered by this subparagraph continue to be paid their wages (severance and worker's compensations) up to 30 days starting from the date of imprisonment.

In case of conviction or imprisonment longer than 90 days, re-employment is at the discretion of the employer.

Article 29: NOTICE PERIODS

Within the scope of the Collective Labor Agreement, the notice period-related provisions of article 17 of the Labor Law number 4857 apply to all the union member personnel.

Article 30: SEVERANCE PAY

Within the scope of the Collective Labor Agreement, the severance pay-related provisions of the Labor Law number 4857 apply to all the union member personnel.

Article 31: CALCULATION OF NOTICE AND SEVERANCE PAYS

In respect of this matter, the provisions of law apply to all the labor union member personnel.

SECTION THREE ***Wage***

Article 32: WAGES AND WAGE INCREASES

A- In Turkish Airlines Inc., the wage in general sense is composed of the sum of the seniority pay indicated in APPENDIX-1 table and the worker's compensation indicated in APPENDIX-2 table or the flight compensation indicated in APPENDIX-3 table.

B- WAGE INCREASE:

YEAR I:

1st Six-Month Wage Increase:

The wages valid on 31.12.2025 shall be increased by 14% (fourteen percent) to be valid as of 01.01.2026.

Accordingly, the tables in CLA APPENDIX-1, APPENDIX-2, APPENDIX-3 shall be prepared.

2nd Six-Month Wage Increase:

The wages on 30.06.2026 shall be increased by 3% (three percent) of the rate of change of the Turkish Statistical Institute 2025=100 Base Year Consumer Prices Turkey-wide June 2026 index number compared to the December 2025 index number in addition to the rate of change of the Turkish Statistical Institute 2025=100 Base Year Consumer Prices Turkey-wide June 2026 index number compared to the December 2025 index number, to be valid as of 01.07.2026.

YEAR II:

1st Six-Month Wage Increase:

The wages on 31.12.2026 shall be increased by 3% (three percent) of the rate of change of the Turkish Statistical Institute 2025=100 Base Year Consumer Prices Turkey-wide December 2026 index number compared to the June 2026 index number in addition to the rate of change of the Turkish Statistical Institute 2025=100 Base Year Consumer Prices Turkey-wide December 2026 index number compared to the June 2026 index number, to be valid as of 01.01.2027.

2nd Six-Month Wage Increase:

The wages on 30.06.2027 shall be increased by 3% (three percent) of the rate of change of the Turkish Statistical Institute

2025=100 Base Year Consumer Prices Turkey-wide June 2027 index number compared to the December 2026 index number in addition to the rate of change of the Turkish Statistical Institute 2025=100 Base Year Consumer Prices Turkey-wide June 2027 index number compared to the December 2026 index number, to be valid as of 01.07.2027.

C- Application of Shift Premiums Increase:

The shift premiums shall be increased as described in the paragraph "B- Wage Increase". (APPENDIX-4)

Article 33: SHIFT (OR TEAM) PREMIUM

The employer agrees to give to the workers working in shifts (or teams);

1. The double shift premium in the row of the seniority pay grade in the APPENDIX-4 table to workers working by double shifts,
2. The triple shift premium in the row of the seniority pay grade in the APPENDIX-4 table to workers working by triple shifts.
3. The personnel member receives the premium of the shift in which he works. However, to the seconded personnel member who goes to a city other than the city where he works or is transferred to another working order;
 - a) If the personnel member is assigned from triple shift to a double or normal order, premiums for triple shift continue to be paid.

- b) If the personnel member is assigned from double shift to normal order, premiums for double shift continue to be paid.
- c) If the personnel member is assigned from normal order to shift work or from double shift to triple shift, the premium of the shift which he is assigned to is paid.

However, the duration of this temporary duty may not exceed 30 days in one go and 75 days a year with minimum 90-day intervals. If the employee consents, the 30- and 90-day limits do not apply. In that case, the total duration of secondment during the year may be increased up to 120 days. (Except for the training duty).

The shift premium is paid in return for monthly actual work. In cases of absenteeism other than the weekly holiday (the holiday used according to the shift), general holiday, public holiday, parental leave used by the male personnel, marriage leave, death leave, and paid annual leave, the shift premium is not paid.

- 4. In the workplaces working in shift (or team) order, all or some of the personnel may be transferred from triple shift to double shift or regular working order, or from double shift to regular working order in case of extraordinary circumstances, force majeure or urgent works, with the proposal of the relevant unit and approval of the Office of CEO and President.

In that case, the personnel continue to be paid the original shift premium.

- 5. The personnel working by shifts in the Company are paid Weekend Work Premium (Additional Shift Premium) that is equal to 25% of their worker's compensations in return for

their actual work in the weekly holiday (Sunday) in predetermined number.

Those who receive "Aircraft Revision Premium" are not paid Weekend Work Premium (Additional Shift Premium) separately.

In case of working in 2 and/or 3 different time zones in 24 hours in one month work order, the personnel who work out of the normal order are paid premium for 2 or 3 shifts depending on their working condition.

In case of any leaves, other than the annual leave, and the absenteeism without any reason, the Weekend Work Premium (Additional Shift Premium) is paid as per the per diem deduction method.

In the event that a personnel member takes his annual leave, is seconded, participates in training, or his shift is changed, the additional shift pay is not deducted. Even if the actual Sunday works planned in the monthly Sunday works table in the specified circumstances cannot be performed, the Weekend Work Premium (Additional Shift Premium) continues to be paid.

For the personnel who are eligible for planning the Sunday work that is the basis of Weekend Work Premium (Additional Shift Premium), the Sunday work that will be the basis of overtime may not be planned.

Article 34: GRATUITY (ADDITIONAL MONTHLY PAY)

The employer agrees to pay the union member personnel four gratuities (additional monthly pay) each of which will be the sum of monthly wage in APPENDIX-1 Seniority Pay Table to this Collective Labor Agreement and the monthly pay in APPENDIX-2

Worker's Compensation Table or APPENDIX-3 Flight Compensation Table, to be paid on the 5th of the month following March, June, September and December of each year.

Article 35: ANNUAL SENIORITY AND WORKER'S COMPENSATION GRADE PROMOTION

A- Seniority Promotion:

The HAVA-IS member personnel are given one grade advancement in the seniority pay table on the 1st day of each August. The annual seniority promotion is not applied to the personnel who take unpaid leave for more than 30 days and seniority withholding penalty. However, if the abovementioned leave period includes the 1st of August, the personnel member who has taken more than 30 days of unpaid leave at a time is withheld from only 1 seniority promotion.

B- Promotion in Worker's Compensation Grades:

Personnel are promoted to the next grade as they complete two years in each of their grades. The work group change is not considered in the grade promotion process, nor does it affect/change the date of grade promotion. In addition to the existing grade progression, for employees (except cabin and cockpit employees) with high performance in 2 consecutive years, an additional grade progression of up to 2 grades can be made by the employer against the performance criteria to be determined on an annual basis and announced at the beginning of the year. A performance score that provides additional grade entitlement does not provide grade entitlement again.

The promotion in worker's compensation grades is performed on the first day of the relevant month for those whose

grade promotion entitlement coincides with the first day of the month, and on the first day of the following month for those whose grade promotion entitlement coincides with the other days of the month.

Those who have taken unpaid leave longer than 30 days receive grade promotion at the beginning of the promotion period coming after they work for duration equal to that leave, and those who are punished with the withholding of seniority promotion, on the first day of the month following the grade promotion entitlement month 1 year after that punishment.

Article 36: UNIT WAGE FOR OVERTIME PER HOUR

The unit wage per hour that will be the basis of the overtime pay of a personnel member is found by dividing the sum of the relevant personnel member's monthly seniority pay in APPENDIX-1 with her/his worker's/flight compensation in APPENDIX-2 or APPENDIX-3 by 180.

Article 37: HOURLY WAGE FOR OVERTIME

The wage to be paid for the overtime to be worked after the regular working period determined by this Collective Labor Agreement is found by raising the unit hourly wages defined according to the personnel's titles in article "UNIT WAGE FOR OVERTIME PER HOUR" by 75%.

Article 38: HOURLY WAGE FOR OVERTIME IN CASE OF WORKING AT NIGHTS, WEEKENDS OR GENERAL HOLIDAYS

The wage to be paid for the overtime to be worked on Sundays, General Holidays and after 20.⁰⁰ is found by raising the

unit hourly wages defined according to the personnel's titles in article "UNIT WAGE FOR OVERTIME PER HOUR" by 150%.

Article 39: WAGES OF THOSE WHO WORK ON WEEKENDS

If the personnel do not work on the weekend holiday, they receive the wage of that day in full. If they work instead of taking holiday, their wages are paid as tripled. (The wage of Sunday that is the weekend holiday + the wage for the work + holiday additional wage that is equal to one daily wage). Besides, one day paid leave is given in return for the weekend holiday on which they worked.

The personnel who work on Sunday due to their shifts are not paid a separate weekend holiday wage.

The wage to be paid under this article is calculated over the seniority pays and worker's/flight compensations of the personnel.

Article 40: WAGES ON NATIONAL HOLIDAYS AND GENERAL HOLIDAYS

If the personnel do not work on national holidays and general holidays, the wages of those days are paid in full; if they work, their wages are paid as tripled. (The holiday wage that does not correspond to any work + the wage for the work + holiday additional wage that is equal to one daily wage). If the work has been done on religious and general holidays which coincide with the weekend holiday, the personnel are also given one day paid leave. However, in that case, the payment is made in accordance with the wage regulation for the work on weekend only.

A personnel member the half or more than half of whose daily working time coincides with a general or national holiday is paid the general or national holiday wage in full.

The wage to be paid under this article is calculated over the personnel member's seniority pay in APPENDIX-1 and worker's/flight compensation in APPENDIX-2 or APPENDIX-3.

Article 41: PAYMENT OF OVERTIME PAY

All overtime pays are paid no later than the 5th day of the month following the month when the work was performed. In the event that the last payment date coincides with holiday, the payment is made on the business day before that holiday.

Article 42: PAYMENT OF WAGE DURING ANNUAL LEAVE

The employer agrees to pay the annual leave wage of a personnel member who will take her/his paid annual leave in advance at least 1 week before the start of her/his leave upon that personnel member's written request.

It is mandatory to deliver the written request at least two weeks before the starting date of the leave. However, the wages of the annual leave are deducted from the wage of the month following the finishing date of the leave.

SECTION FOUR ***Arrangement of the Work***

Article 43: WORKING TIMES

Weekly working time is maximum 45 hours. This period does not exceed 7.5 hours a day in workplaces where work is performed 6 days a week; and it is divided to the business days of the week equally in the workplaces where Saturday is holiday either partially or completely.

Article 44: PERIOD BETWEEN WORKS

In order that a personnel member who performs any work comes back to the workplace the next day, it is mandatory that 15 hours pass starting from the end of her/his duty, if s/he did not work overtime that day. If the personnel member worked overtime, the period corresponding to her/his overtime is deducted from the abovementioned period, but this period may never be less than 12 hours.

Article 45: DAY WORK AND NIGHT WORK

The works performed within the period from 06.⁰⁰ o'clock in the morning to 20.⁰⁰ o'clock in the evening are called day works. The works performed within the period from 20.⁰⁰ o'clock in the evening to 06.⁰⁰ o'clock in the morning are called night works.

Article 46: MEAL BREAK

The employer agrees to give the workers uninterrupted meal and resting break that lasts half an hour for works that take 7.5 hours or less, or 1 hour for works that take longer than 7.5 hours at a mean time of the daily working period as per article 68 of the Labor Law. These hours are shown in the monthly shift tables. The start and finishing times of meal and resting break in this table may not be changed for any reason whatsoever other than schedule changes and force majeure.

Article 47: CHANGING THE START AND ENDING TIMES OF WORKS

The employer determines the beginning and end of the daily working hours. The tables indicating the work start and ending times of the personnel are announced at the beginning of the month in

line with the monthly working order. The work start and ending times in these tables announced may not be changed in the month for any reason whatsoever other than schedule changes and extraordinary circumstances.

Article 48: DETERMINATION AND ARRANGEMENT OF THE PERSONNEL TO WORK IN SHIFTS (OR IN TEAMS) IN WORKPLACES

The employer announces the personnel to work in shifts or teams in workplaces and the start-finish times of the shifts or teams in line with the monthly working order. The work start and finish times of the workers in these tables announced may not be changed in the month for any reason whatsoever other than schedule changes and extraordinary circumstances.

Article 49: SHIFT CHANGE

In the works performed in night and day shifts, the shifts are put in order by changing the personnel working in the night shift at least every 7 days. The personnel member who is transferred from night shift to day shift is kept in the day shift for at least 15 days.

The opinion of the union is asked for the changes, except for the extraordinary circumstances and emergencies. The Union delivers its opinion within 7 days. The provisions of article 44 apply to shift changes as well.

Article 50: EMPLOYMENT IN PERMANENT POSITION

A- Turkish Airlines Inc. personnel are appointed only to the permanent positions for which they are competent. A personnel member may not be employed under another title in the same or another work group other than the permanent position to which s/he

has been appointed with the situation slip (07-001). No one may be transferred from one permanent position to other, unless there is a duly approved personnel situation slip (07-001). If a personnel member is appointed to a new job by issuing a situation slip, the employer agrees to give the wage corresponding to that permanent position.

For the revisions to be made to job description of the permanent position to which the personnel member is appointed, and for which s/he is competent, within the effective period of the Collective Labor Agreement, the Union's opinion is obtained.

It is mandatory to observe this rule for the purpose of specialization of the personnel.

B- In case of temporary substitution, the employer agrees that 1 person among the personnel whose positions are closest to the position to be substituted is selected as the substitute. If the substituted position is vacant, the duration of substitution may never exceed six months. At the end of six months, the employer starts the processes required to appoint the principal. The employer agrees to pay the personnel member the difference between her/his wage and the wage of the other personnel member s/he substitutes as added to her/his wage after three months throughout the substitution period.

The procuration shall be written.

C- In the event that the personnel who work in positions that are not vacant cannot work for a period longer than three months, either continuously or intermittently, due to sickness, unpaid leave, etc., the employer agrees to pay the personnel who substitute the absent personnel, as per subparagraph (B) above, the difference between their wages and the wages of the personnel they substitute

as added to their wages after three months throughout the substitution period.

In case of substituting the supervisor, the provisions of article 104 apply.

Article 51: ADVANCE NOTIFICATION OF OVERTIME

Any overtime, other than the regular working times as agreed under the relevant laws and the Collective Labor Agreement, may be had performed by the personnel by notifying the same of any such overtime at least three days beforehand.

However, the requirement for notifying 3 days in advance shall not be sought for any incidental overtime needs that are not possible to be scheduled beforehand.

Article 52: EXTRA WORK BEYOND REGULAR WORK

Any personnel member, who participates any overtime continuing after her/his regular work, other than the regular working times, is entitled to the overtime pay up to the hours of the overtime performed by her/him. Any personnel member, called while s/he is at home, is entitled to a three (3) hours frozen overtime pay. However, if the working period is longer, then such personnel member receives the work wage up to the actual work performed by her/him.

The employer transports any personnel member called while s/he is at home from/to the workplace.

Furthermore, in case of overtime of the personnel serving at the Head Office and Ataturk Airport workplaces and Esenboga and Adnan Menderes Airport workplaces, the employer ensures that

such personnel are transported from/to the workplaces through the route of the shuttle allocated for such purpose. In respect of the other workplaces, the applications in force shall be continued.

Article 53: OVERTIME ON NATIONAL HOLIDAYS AND GENERAL HOLIDAYS

Except for the personnel whose working is programmed as a requirement of the work, the personnel who are to be made work on national/religious and general holidays are asked for their opinions and given written notification before 2 full days.

Article 54: SECONDMENT AND OVERTIME DURING SECONDMENT

The employer may second the personnel on condition that such secondment shall not exceed 30 days at once, or 75 days with time intervals of at least 90 days within a year, on domestic basis. If the employee consents, the 30- and 90-day limits do not apply. In that case, the total duration of secondment during the year may be increased up to 120 days. (Excluding the cases when the airport served is closed to air traffic, and for training purposes), the written notice of such secondment is served to the personnel at least three days beforehand. However, such period is not sought in case of any urgent malfunctions. In respect of the workers seconded either domestically or internationally, the employer implements the provisions applicable to overtime, separately from the traveling allowances for the works exceeding the regular working times as determined by this Collective Labor Agreement. Any such overtime to be performed abroad is paid in Turkish Lira upon returning to the country. In the event that the duty abroad corresponds to any national holidays and general holidays, then actions are taken in accordance with Article titled "WAGES ON NATIONAL HOLIDAYS AND GENERAL HOLIDAYS".

In respect of determination of such works performed on holidays, the worker's notification, approved by her/his immediate supervisor, is taken as the basis.

In the event that the personnel member is assigned to any workplace outside the city through secondment after s/he has started to work at the principal workplace, then the period to elapse during the travel for such secondment is regarded as the work time. Ending of the actual work time during a secondment is assessed as per the work time at the principal workplace where the personnel member has been working. In the event that the ending of the actual work at the secondment exceeds the time on which the regular daily work at the principal workplace should end, then such personnel member is paid with an overtime pay for such excess time. No payment is made for the period to elapse while waiting for any vehicle or on the return travel upon ending of the secondment. However, the per diem allowance is paid separately.

In the event that the personnel member is assigned outside the workplace through secondment beforehand (without starting for the daily work at the principal workplace), then the start and ending of the work is assessed as per the working order being applied at the workplace to which such personnel member is assigned. In such case, the periods to elapse while waiting for any vehicles or commuting are not regarded as the work time.

SECTION FIVE

Occupational Health and Safety

Article 55: OCCUPATIONAL HEALTH AND SAFETY

A- In respect of this matter, the provisions of the Occupational Health and Safety Law Number 6331 and the relevant regulations apply.

B- In the workplaces where it is mandatory to establish Workplace Health and Safety Department, the employer agrees to make available an ambulance service in accordance with the Regulation on Ambulances and Emergency Medical Equipment and Ambulance Services of the Ministry of Health, in order to be used at the cases when provision of service to the personnel is medically required during the regular works and shift works.

Article 56: STANDBY STATIONS

The Employer ensures that standby stations, which are of sufficient size, quality and meet the hygiene conditions, are established for the personnel who work at intervals without affiliation to any office and wait for duty collectively.

SECTION SIX ***Leaves***

Article 57: DETERMINATION AND ARRANGEMENT OF PAID ANNUAL LEAVES

The provisions of the Labor Law and the Regulation on Paid Annual Leaves apply to arrangement of the paid annual leaves.

The Leaves Committee, to be composed in accordance with the provisions of the Regulation on Leaves, submits the leave schedules, which will be drawn up by it as per the requests for leave submitted by the workers and to be forwarded to the Leaves Committee either by the employer or its agent, to the approval of the employer no later than December 1. It is essential that the workers exercise their rights to leave on the dates specified on such approved leave schedules.

In order to be entitled to paid annual leave, the personnel shall have worked for a period of one year at the service of the employer, without prejudice to the provisions of the Labor Law regarding determination of the right to paid annual leave.

Article 58: PERIODS OF PAID ANNUAL LEAVES

A- The paid annual leave period for the personnel employed as of 15/06/1999 is as follows:

a) Twenty business days for those who have worked for one year to five years (five years included),

b) Twenty-six business days for the personnel with a period of service from five years to fifteen years,

c) Thirty business days for the personnel with a period of service for fifteen (included) years and over.

The partial duration of service of any personnel member who has passed to a fixed term employment contract uninterruptedly after having served for a period under a part time employment contract is taken into account in calculation of the paid annual leave.

The period of paid annual leave of any personnel member recruited before 15.06.1999 is thirty business days regardless of their period of service.

B- Any weekends, general holidays and national holidays that coincide with the period of the annual leave are added to the period of the annual leave.

C- Saturdays are regarded as a business day in calculation of the annual leaves.

D- The paid annual leave periods may be divided into minimum two with the consents of the parties, provided that a portion of such division shall not be less than 10 days.

Article 59: CASUAL LEAVE

The employer grants the personnel with casual leave up to 7 days within a calendar year in case of any lawful excuses and written requests of the same. In case of any urgent and compulsory cases, casual leaves are taken by informing the supervisor, and the written request is given subsequently.

However, the personnel who were recruited before 15.06.1999 (excluding the ones who worked part-time before 15.06.1999) are given up to 10 days of casual leave in a calendar year through the methods determined above.

If the employee's annual leave balance (actual earned balance) is over 50 days, only hourly casual leave is granted upon request for casual leave. In cases where this period is 50 days or less, casual leave can be granted on a daily and hourly basis.

Due to the job description and the nature of the operation, hourly casual leave does not apply to flight crew.

Article 60: MARRIAGE LEAVE

The employer gives its personnel 8 days of paid leave when they get married. This leave is taken within the 3-month period following the marriage.

No wage cut is applied to the personnel due to marriage leave.

Article 61: MATERNITY LEAVE

The employer gives the male personnel 6 days of paid leave when their wives give birth. This leave starts within 1 month following the birth. No wage cut is applied to the male personnel who use this leave.

The employer gives the female personnel who have given birth maternity leaves for 8 weeks before the birth and 12 weeks after the birth.

In cases of multiple pregnancy, two weeks are added to the maternity leave before the birth. However, if her medical condition is fit, then the female worker may work until the third week before delivery, upon the approval of the physician, and if such worker desires so. In that case, the periods for which the female worker has worked are added to the periods to be granted after the delivery.

Regarding the personnel who give birth, the provisions of above-mentioned article shall be applied exactly in case of premature birth or death of the baby after birth, or depending on the request of the employee in case of stillbirth of the child after the 22nd week of pregnancy.

Upon her request, the female worker is granted with an unpaid leave up to six months following the completion of the 20-week period or after the 22-week period in case of multiple pregnancy. Such period is not taken into account in calculation of the right to paid annual leave.

Any pregnant personnel member is worked on the shiftless system upon her request, as of the 6th month of her pregnancy. In that case, no shift premium is paid.

Upon completion of such period, the employer may have such personnel work at the shift system again by considering the business requirements and necessities.

Article 62: DEATH LEAVE

The employer grants the personnel with a paid leave for 7 days in case of decease of their spouse, children, parents or siblings. Such leave is taken within a period of forty five days as of the occurrence.

In case of decease of a personnel member's spouse's mother, father, or any one of her/his siblings, that personnel member is granted with 2-day paid leave if s/he is yet to be entitled to annual and casual leaves, or if s/he has taken all of her/his annual and casual leaves. Such leave is taken within a period of forty five days as of the occurrence.

No wage cut is applied to the personnel who have taken death leave due to taking death leave.

Article 63: NATURAL DISASTER LEAVE

The employer grants the personnel with paid leaves upon their requests, in case of occurrence of any natural disasters in the districts where the personnel, their spouses, or their first degree relatives reside. The duration of this leave is up to 15 days depending on the nature and distance of the natural disaster from the workplace. This period may be increased if necessary.

Article 64: UNPAID LEAVES

A- Upon their written applications, the employer may grant the personnel with unpaid leave up to 90 days within a year,

provided that the work will not be interrupted and/or hindered. However, such leave may not be requested for a period less than 5 days.

B- The employer may grant any personnel member who makes a written application for the purpose of improving her/his language knowledge and skills or professional experience either within or outside the country with unpaid leave up to 1 year, provided that s/he will document the case, and not interrupt the work.

C- The employer may grant the personnel member whose spouse is assigned abroad with unpaid leave for the period during which her/his spouse is permanently commissioned abroad upon the concerned personnel member's written request, provided that such spouse works for Turkish Airlines. The personnel returning upon completion of such unpaid leave may be assigned to either her/his former post or to another post independent of her/his duty.

Article 65: TRAVEL LEAVE

The employer grants the personnel, to whom it has granted any leave in accordance with articles of this Collective Labor Agreement with respect to marriage, maternity, death and natural disasters, and who is required to go out of the town where they serve due to such leaves, with travel leave for a period up to four days in terms of departure and arrival.

Article 66: TRANSFER LEAVE

The employer, if it sees fit to do so, agrees to grant the Company's personnel who are appointed to permanent duties in other provinces or countries with 15-day transfer leave in addition to the actual travel time. Upon the worker's request, such leave is

taken as divided into two at most, within a period of 1 year as of the date of such appointment.

Article 67: SICK LEAVES

In case of their sickness, the employer grants its personnel with the paid sick leaves in accordance with the below listed principles:

A- In case of recuperation of the personnel due to any circumstances other than occupational diseases and accidents, such personnel are deemed to be on paid leave up to one hundred twenty days. However, no payment is made to the personnel in case of continuous (permanent) recuperation that lasts longer than one hundred twenty days within a calendar year, or the period of which exceeds one hundred twenty days without being limited to the calendar year.

B- Personnel suffering from cancer, tuberculosis, mental illness (psychiatric diseases that eliminate the ability to comprehend the meaning and consequences of the act committed and to choose one's actions independently), end-stage/advanced chronic organ failure, organ transplantation, ankylosing spondylitis and neuromuscular diseases are granted paid sick leave for up to 12 months. Leaves granted to the personnel whose illnesses are certified to be continuing by means of an official medical board report upon completion of such 12-month period are extended as paid leave again for a further period up to 24 months.

C- Any personnel member who had an occupational accident or is suffering from an occupational disease is granted with paid sick leave throughout the period s/he has report until her/his full recovery, or finalization of her/his disablement through a public

medical report, or her/his decease. However, such period may never exceed 24 months.

D- The wages, applicable at Turkish Airlines, of the personnel who are on the paid sick leaves prescribed in the paragraphs A, B and C above are paid fully by the employer. However, the amount being transacted by the Social Security Institution is collected from the said institution by the personnel. Personnel are obliged to submit to the relevant department within two months at the latest the document showing that this amount they have collected has been deposited into the Company account and the documents indicating that they are on sick leave. The sick leave report fee is deducted from the wage of the personnel member who fails to perform such transaction (excluding any personnel from whose wages no sickness insurance premium is deducted pursuant to the Social Security and General Health Insurance Law number 5510). However; in the workplaces where a protocol has been signed between the Company and the Social Security Institution, the Social Security Institution shall not pay any incapacity benefit to the personnel for these periods, as the offsetting procedure for temporary incapacity benefits will be carried out. Therefore, no sick leave report fee deduction shall be made from the wages of the personnel who are not paid for incapacity for work by the Social Security Institution.

In the workplaces where offsetting is made, the periods regarding the payment in paragraphs A, B and C are not taken into consideration.

E- In order to benefit from the above mentioned sick leaves, any personnel member of Turkish Airlines Inc. is liable to submit the recuperation report duly issued by the physicians and/or organizations authorized by the Social Security Institution to the employer.

F- In the event that the end of the paid leave periods of the personnel sent abroad for treatment purposes by the employer coincides with that treatment abroad, these paid leave periods are extended for six months more under the paragraphs (B) and (C).

Article 68: MANEUVER AND MOBILIZATION LEAVE

The employer agrees to grant the personnel who are called up either for maneuver or for any reason whatsoever other than the active service with paid leave for the period during which such personnel are called up. However, if the salary paid to the personnel by the Ministry of National Defense throughout such paid leave is less than the salary paid to such personnel by the Company, then the difference amount is paid by the Company. Any leaves granted for such purpose are not regarded paid annual leave.

The personnel joining the army for active service without receiving the severance pay are re-employed at their former job positions by the employer if they wish to return to their former job position within two months as of the completion of their military service. If there is no need with respect to their former positions, then such personnel are recruited in the province where they used to serve before the military service by maintaining their work groups and the corresponding wages.

Article 69: LEAVES TO BE GRANTED TO PERSONNEL WORKING ON WEEKENDS

The personnel, who worked on Sunday at a workplace without shift, are given one-day paid leave on a weekday of the next week.

Such leave may not be coincided with Sunday and the national holidays and general holidays as determined by the laws.

Article 70: NATIONAL HOLIDAYS AND GENERAL HOLIDAYS

The statutory provisions apply with regard to national holidays and general holidays.

SECTION SEVEN ***Social Rights and Benefits***

Article 71: FOOD ALLOWANCE

The employer provides the personnel with satisfactory meal of 2000 calories consisting of 3 dishes once a day at the days on which the personnel work.

In the event that the personnel working in the workplaces in Istanbul, Ankara, Izmir and Antalya work for a period more than 2 hours apart from their daily work time, and if such work coincides with the hours on which the meal is provided, then such personnel are additionally provided with a meal of 2000 calories consisting of 3 dishes.

The personnel to whom the employer cannot provide any meal or the guards who serve on night duties and are not given meal as well as the personnel who fast and also the personnel who cannot eat due to illnesses are paid food allowance for one meal for each day worked, not to be less than the amount specified in Article 23/8 of the Income Tax Law number 193.

Any personnel who cannot eat food due to their illnesses are liable to evidence their illnesses with a report to be obtained from the physicians of Turkish Airlines Inc. or from the physicians of public medical organizations at the locations where no physician of Turkish Airlines Inc. is available.

During the renewal of the tendering for the food to be provided in Istanbul; a representative of the labor union attends the inspection visits to the production facilities of the bidders.

Article 72: MARRIAGE ALLOWANCE

The employer agrees to pay its personnel member who is getting married a one-off marriage allowance that amounts TL 40,000.- (forty thousand) in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

If both spouses are Turkish Airlines Inc. personnel, such allowance is granted to both of them on individual basis. In order to benefit from such allowance, the personnel member is required to evidence the marriage with document.

Article 73: SOCIAL ALLOWANCE

The workers covered by this Collective Labor Agreement are paid TL 18,000.- (eighteen thousand) per month as the social allowance in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

In the payment of such allowance, no per diem deduction is made in the cases of any and all kinds of paid leaves and recovery periods from occupational accidents and diseases as well as other diseases that do not exceed one month.

Article 74: TRANSPORTATION FROM/TO WORKPLACE

A- The personnel in Istanbul, Ankara, Izmir, Adana, Antalya and Trabzon are transported from/to their workplaces through the routes to be determined by the employer after obtaining the opinion of the Labor Union. However, the personnel who work in Istanbul, Ankara, Izmir, Adana, Antalya, Trabzon and such other workplaces, but cannot benefit continuously from such opportunities, are paid at the market value of the municipal bus monthly public transport card for each day such personnel work.

B- An observer to be designated by the Labor Union attends the preliminary activities for the procurement of services in relation to transportation from/to the workplace. Following completion of the tenders held in respect of such matters, a copy of the relevant technical specifications is sent to the Labor Union.

C- In the event that the personnel who are on breastfeeding leave cannot benefit from the service, they are paid a daily amount to be calculated over the market value of monthly public transport card for each day they work

Article 75: NURSERY ALLOWANCE

The employer agrees to fulfill the provisions of the "Regulation on Requirements for Working of Pregnant and Breastfeeding Women and regarding the Breastfeeding Rooms and Childcare Centers" that has been issued on the basis of the provisions of article 88 of the Labor Law number 4857. Until

implementation of such provisions, the employer shall pay gross TL 11,522.- (eleven thousand five hundred and twenty-two) in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026, to the personnel on monthly basis for each child at the age set out in the relevant regulation without asking for any document.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

Article 76: BIRTH ALLOWANCE

Any female personnel member who had a delivery, or the male personnel member whose spouse had a delivery, is paid, on the basis of the birth report evidencing that such newborn is alive, TL 40,000.- (forty thousand) birth allowance in lump sum for each infant in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

Article 77: TRAVEL ALLOWANCE

The provisions of the Company regulations apply to this matter.

Article 78: DEATH ALLOWANCE

The employer pays a death allowance that amounts to TL 40,000.- (forty thousand) in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026, in case of decease of the spouse, parents, or the dependent children of the labor union member personnel member.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

In order to receive such allowance, the personnel member is liable to evidence the decease to the employer with document. In case of decease of children of the couples working for Turkish Airlines Inc., such allowance is provided to only one of the parents. Upon the personnel member's request, such allowance is provided immediately in the form of an advance payment made from the accounting office of the management to which such personnel member reports.

Article 79: OCCUPATIONAL ACCIDENT, DISABLEMENT AND DECEASE

1- An occupational accident is an incident that occurs in one of the cases and situations listed in Article 13 of the Social Security and General Health Insurance Law No. 5510 and causes immediate or subsequent physical or mental impairment. Apart from those listed in relevant article, accidents occurring during the commuting of the personnel to and from the workplace by their own means on a reasonable and usual route in terms of traffic are also considered as occupational accidents.

2- In case of occurrence of any of the circumstances specified in the first sub-paragraph, the amounts of compensation to be paid by the employer shall be as follows;

a) In the event that any one of its employees has occupational accident, the employer pays a compensation that amounts to net TL 1,000,000.- (one million) in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026, with the exception of cases including intent and gross negligence, provided that s/he is deemed disabled under the relevant social security institution legislation, and that his/her incapacity is evidenced with the relevant report. This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

b) In case of death of its employees due to occupational accident, the employer pays their legal heirs net TL 1,000,000.- (one million) in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026, without seeking for intent or gross negligence. This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

3- With the exception of intent or gross negligence, in the event that any personnel member becomes unable to perform his/her fundamental duty due to occupational accident, occupational disease, or any accident, the employer;

a) Pays his/her monthly wage (seniority pay + worker's compensation) of his/her fundamental duty without any change for two years.

b) In the event that any personnel member in the abovementioned conditions cannot recover sufficiently to perform his/her fundamental duty within the period specified in the paragraph (a), s/he is given a job that suits his/her condition. In that case, his/her former wage is not changed. S/he is also paid the fringe benefits of his/her new job.

4- In case of death of its employees due to natural reasons in the first six months of the first year of the Collective Labor Agreement, the employer pays their legal heirs net TL 1,000,000.- (one million), to be valid as of 01.01.2026, without seeking for intent or gross negligence. This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

Article 80: HEALTH ALLOWANCES

A- The personnel member and his/her dependent spouse, children and parents benefit from the health services pursuant to the provisions of the Social Insurance and General Health Insurance Law number 5510.

B- If the personnel sent abroad on secondment get sick abroad, their medical expenses are met by the Company.

Article 81: TRANSPORT IN CASE OF ILLNESS

In the event that a public hospital states that it is medically compulsory to treat the personnel member her/himself, her/his spouse, children, and dependent parents who live in the city where s/he works outside the city where s/he works, then such persons are provided with a return-trip free pass for medical purposes (pass 1).

Any personnel member who evidences that her/his medical treatment is not possible within the country by means of a report to be obtained from any public hospital is granted with the right to Pass 1 for the international lines of Turkish Airlines Inc., or a request for a pass ticket is submitted to international airlines. The same right is granted to the personnel member's spouse, children, and dependent parents in the same condition who live in the city where s/he works.

In the event that the public hospitals referring such patients make accompaniment compulsory and this is documented, the person to accompany such patient is also granted with a pass (Pass 1) right.

In case of death of the abovementioned persons abroad, an international round-trip pass 1 is provided to 2 persons among the kinsmen of the deceased for transfer of the corpse. In case of death of spouse, children, dependent parents of any personnel member assigned to serve abroad, it is ensured that the corpse is brought by a foreign airline company if Turkish Airlines Inc. does not operate any flight to such country, or its flights are canceled.

Article 82: TRANSPORTATION OF CORPSES

A- The employer agrees to transport the corpse of any deceased personnel member of Turkish Airlines Inc. to her/his hometown upon the request of her/his family or HAVA-IS Labor Union; and also to allocate buses for Turkish Airlines Inc. personnel who will attend the funeral in the city where the funeral will be organized, and also to transport the parents, spouse and children of the deceased to/from the place where such deceased will be committed to the ground.

B- The employer agrees to apply the provisions of the paragraph (A) verbatim in case of decease of the spouses or children of its personnel.

Article 83: TRAVEL ALLOWANCE

The resolutions of the Company Board of Directors apply with regard to travel allowance within the framework of the legislation in force. The personnel member who is seconded out of the center where s/he works is paid the travel allowances related to the secondment in advance.

Article 84: UNIFORM, WORK CLOTHING AND PROTECTIVE EQUIPMENT TO BE DELIVERED TO PERSONNEL

The employer's regulations apply to this matter. Two observers to be assigned by the Labor Union attend the preliminary activities for the tenders to be held for procurement of the uniforms, work clothing and protective equipment to be delivered to the personnel.

SECTION EIGHT
Administrative Penal Provisions

Article 85: DISCIPLINARY ACTIONS

One of the following penalties is imposed on the personnel member who has committed a disciplinary offense. However, the relevant Regulations of the Company also apply to the flight crews, with the exception of discharge:

- A) Warning B) Reprimand C) Wage deduction
- D) Suspension of seniority promotion E) Discharge

The warning and reprimand do not prevent any personnel member's promotion exclusive for these punishments.

Article 86: WARNING AND REPRIMAND

A- Warning

Advising the personnel member, in writing, that s/he should be more careful about her/his duties and behaviors.

The warning punishment is imposed in the following cases:

1. Wearing the uniform given by the Company in a manner damaging the Company's honor, or not wearing it though it is obligatory to wear the uniform on duty,

2. Performing the assigned duty carelessly and irregularly,

3. Making a habit of interviewing with the persons not related to the work while on duty,

4. Undisciplined attitudes and behaviors similar in extent to the abovementioned ones.

B- Reprimand

Advising the personnel member, in writing, that s/he is deemed blameworthy in respect of performance of her/his duties as well as her/his behaviors.

The reprimand punishment is imposed in the following cases:

1. Coming to the job late for three times in a month without any excuse,

2. Failing to complete the duty on time due to carelessness and irregularity,

3. Talking or behaving rudely on duty,

4. Sleeping on duty,

5. Undisciplined attitudes and behaviors similar in extent to the abovementioned ones.

Article 87: WAGE DEDUCTION

Making one to two-day deductions from the personnel member's wage.

The deduction to be made from the personnel member's wage may not exceed two daily pays in a month.

1. One daily wage is cut in the following cases:

a) Disregarding the occupational safety principles, not using or not letting the occupational health and safety equipment required to be used duly and where necessary,

b) Tampering or using any item, machine, or device unrelated to her/his own duty,

c) Not signing the attendance sheets or not clocking off at defined hours due to any reason but force majeure,

d) Keeping the Company personnel from doing their jobs,

e) Unjustified breach of authority,

f) Undisciplined attitudes and behaviors similar in extent to the abovementioned ones.

2. Two daily wages are cut in the following cases:

a) Not reporting to her/his supervisors and the relevant authorities a fraud against the Company within her/his knowledge,

b) Behaving in a manner deteriorating the workplace discipline and working order,

c) Leaving the city where s/he works to go to another city without notice,

d) Not coming to the job for one day for any reasons other than force majeure circumstances or leaving her/his workplace without permission of her/his supervisors for any reasons other than force majeure circumstances,

e) Performing the assigned duty in a manner causing loss to the employer due to carelessness,

f) Making groundless complaints about the Company personnel or their relatives,

d) Mistreating the passengers, customers, and the Company personnel,

h) Delivering statements on the Company without permission of the authorities,

i) Neglecting her/his duty, and not completing it on time,

j) Undisciplined attitudes and behaviors similar in extent to the abovementioned ones.

Article 88: SUSPENSION OF SENIORITY PROMOTION

Suspension of the personnel member's promotion for one year.

The action of suspension of the seniority promotion is imposed at the following cases:

1. Doing the works of other companies or persons, except by the orders of her/his supervisors, within the personnel working hours,

2. Doing her/his private work at the workplace,

3. Except for the unavoidable circumstances, leaving the city where s/he works to go to another city while s/he is on sick leave,

4. Non-appearance of any illness during the medical examination, though s/he has declared her/himself ill, or leaving her/his post on the excuse of illness, not being at home though s/he has called a doctor,

5. Making written or verbal application to outside the Company for the purpose of complaining or reporting,

6. Undisciplined attitudes and behaviors similar in extent to the abovementioned ones.

Article 89: REPETITION, MITIGATION AND CONSOLIDATION OF PUNISHMENTS

A- Repetition of Punishments

In the event that the same degree of offenses and behaviors requiring disciplinary punishment are repeated, the one degree heavier punishment is imposed.

B- Mitigation of Punishments

The punishments that may be imposed on any personnel whose works were favorable and good during her/his services in the past, or who has a very good standing of registration may be reduced to one lower level.

C- Consolidation of Punishments

In the event that various offenses requiring the same punishment in an incident are merged, the authorities empowered to impose punishment, at their own discretions, may impose a separate punishment for each offense or the one upper degree punishment by exacerbating the punishment of the offenses.

Separate or simultaneous imposition of the punishments does not prevent application of the provisions related to repetition of punishments.

Article 90: COMPOSITION AND OPERATION OF THE DISCIPLINARY BOARD

A- The disciplinary board is composed of 3 representatives to be assigned by the employer and 3 representatives to be assigned by the labor union. The Chairperson of the Disciplinary Board is one of the Employer representatives, and the clerk of the Board is one of the union representatives. Within 15 days following the date on which the workplace is notified of the Collective Labor Agreement, the employer notifies the labor union of the chairperson and the members, and the labor union notifies the employer of the clerk and the members, together with their substitutes. The Disciplinary Board meets upon the written convocation of the chairperson with full participation of its members, provided that the convocation is sent 3 days in advance. The basic principle is to hold the meeting with full participation of the members. If the permanent members have excuses, they are substituted by the substitute members. In the event that the permanent and substitute members do not participate in the meeting despite the convocation, the board holds another meeting with participation of the majority within 3 days. The Disciplinary Board concludes the issue referred to it within 15 days as of the date of its first meeting. For soundness of the investigation, this period may be extended with the Board's decision. The Board collects any evidence to make a decision, and takes the written defense of the related personnel member if necessary.

B- In order to make a discharge decision, the Disciplinary Board requires the majority of votes. In the case of equality of votes, the chairperson has two votes. The discharge punishment imposed

by the Disciplinary Board is imposed on the relevant personnel member within 6 business days as of the date when the CEO and President has approved this punishment. No discharge punishment can be imposed after this period is over.

Article 91: IMPOSITION OF DISCIPLINARY ACTIONS AND OBJECTION TO ACTION

The managers or the higher ranking superiors of the unit where the personnel member serves are empowered to impose the actions of warning and reprimand. The wage deduction, on the other hand, is imposed with the approvals of the Manager and his immediate superior.

The personnel member is informed of the accusation in writing, and her/his written defense is demanded. It is possible to impose punishment after her/his defense has been taken. If the personnel member does not submit her/his written defense within 5 business days as of the date s/he was informed of the accusation, s/he is deemed to have accepted the accusation. In the cases where the flight crew are on duty, and the accused personnel member is out of the workplace due to temporary duty, this period starts when the said duty/temporary duty is over.

The punishments under the authority of the workplace manager and the higher superiors are imposed within 20 business days when the defense is or must be given but no later than 4 months as of the occurrence of each offense. Such periods are not taken into account in respect of any matters referred to Inspection Board Directorate, the actions considered crime by the Laws, and the offenses committed against the money, money-equivalent documents and assets of Turkish Airlines Inc.

The warning punishments are definitive and unquestionable. A personnel member sanctioned to a higher degree disciplinary punishment may file a written objection with the immediate superior via the supervisor of her/his own unit within 20 business days as of the notification of the punishment to her/him. Decision to be made by the Secondary Supervisor is definite. The punishment is not entered in the personnel member's registration file unless it is finalized. The disciplinary punishments not objected within the relevant period of time are deemed finalized.

SECTION NINE

Provisions concerning Flight Crew

Article 92: LOSS OF LICENSE DUE TO ACCIDENT AND MEDICAL REASONS

The Company regulations apply to this matter. Pilot License Loss Insurance policy shall be purchased for all cockpit crews serving in our Company. A commission composed of the representatives to be assigned by the Office of Chief Human Resources Officer, the Office of Chief Flight Operations Officer, the Office of Chief Financial Officer, and one observer to be assigned by the labor union is authorized to work on the policy conditions and coverage.

In case of temporary loss of license by the cockpit crew, the APPENDIX-1 seniority and APPENDIX-3 Flight compensations continue to be paid.

Article 93: FLIGHT SEVERANCE COMPENSATION

The Company regulations apply to this matter. Such regulations are revised by the employer after obtaining the opinions of HAVA-IS Labor Union.

However, the practice in respect of the Cabin Crew Members who have passed to the ground service before the Regulation number 07-024 adopted on 20.01.1983, and who have been receiving the flight severance compensation, is continued in the same manner and procedure.

Among the cabin chiefs and cabin attendants whose inability to give effective services or the risk to whose health to arise if they continue to fly is documented with a Board report issued by one of the hospitals where the Company has the periodic flight examinations of its cockpit crews made temporarily, the ones who are assigned to ground duties temporarily are paid the wage of the work group in which they serve.

Article 94: PERSONNEL INCLUDED IN FLIGHT CREW

The employer agrees to pay the other Company personnel to be included in the flight crew by the Company 70% of the pilot base flight wage for 1 hour at daytime as the flight wage for 1 hour for each flight hour operated by such personnel, provided that they serve on board the aircraft.

Article 95: PROVISIONS REGARDING COCKPIT AND CABIN CREW MEMBERS

1- PURPOSE

The general purpose of the following provisions regarding flight crew members is to set out the necessary measures concerning the cumulative fatigue, on the basis of flight safety and security in accordance with international standards.

2- GENERAL PROVISIONS

- a) The following provisions of the Collective Labor Agreement, and the applicable provisions of the Company regulations/procedures of Turkish Airlines Inc. being effective as of the date of execution of the agreement apply to this matter. In relation to the changes in the Company Regulations/Procedures that concern the personnel's rights and interests directly and are effective on the signature date of this amended protocol and the Company Regulations/Procedures that were effective at the signature date of the CLA for the 25th Term, the provisions of article 20 of CLA are reserved.

With respect to the provisions set out under this Collective Labor Agreement or in the applicable regulations/procedures of the Company; for any statutory regulations already in effect or to be put into effect by the relevant competent authorities, in cases where different provisions are applicable to the same matter in such regulations, only the one being in favor of the personnel applies.

- b) The Company designates a main base for each flight crew member. Where there are multiple main bases designated by the Company in accordance with the national civil aviation regulations, the flight crews may only be deployed at one main base. The main base of the flight crew members currently employed by the Company shall be the province in which they have started to work for the Company. That province is clearly indicated in the employment contract of the personnel member.
- c) If the Company has more than one main base, the employer agrees to assign the labor union-member flight crews to a

Province other than that of the main base, only subject to their personal consents in writing.

- d) It is essential that the flight scheduling of the flight crews is conducted with a fair approach. The employer is liable to present, upon request by the Labor Union, the details of the schedules planned and applied regarding the monthly, quarterly, annual flight duty periods, block times, days off, and rest periods of the flight crews within 7 days at the latest.
- e) The employer may not discriminate flight crews in terms of scheduling. No flight duty prohibition may be imposed on international flight duties of a flight crew member for any reason other than temporary suspension of flight duties as per the Company Regulations number 07-031 and 07-032.
- f) The employer schedules sufficient number of standby crew members, reserve crew members, and if permitted by the civil aviation legislation, CFR (Call For Roster) for possible needs for flight crews, which are likely to arise due to daily flight irregularities and the nature of flight operation. Such needs may not be satisfied by interrupting or changing the duty of another flight crew member who has already been assigned to another duty on that day.

Duties of flight crew members as reserve crew members CFR must be announced no later than 18:00 in local time. The CFR duties announced after that time can be performed if approved by the union; the cabin and cockpit crew members are not responsible for the changes apart from this.

- g) The maximum age limit for flight duty is the date when 55 years of age is completed for Cabin crew members in accordance with Turkish Airlines Inc. regulation number 07-

024 on leaving of flight duty by crew members. However, if the minimum age limit for retirement is above 55 years within the scope of the social security institution to which the personnel member in question is affiliated, this difference is taken into account in calculation of the maximum age limit for flight duty.

- h) The employer considers the coverage of the personal accident insurance of flight crews valid until the end of their "duty periods" (hereinafter referred to as "duty period") as defined in SHT-FTL.

3- DUTY LIMITATIONS

- a) The employer may assign and certificate the Cabin Crew Members or the Cabin Chiefs to work on no more than three different aircraft types. Assignment to a fourth aircraft type other than these three may be possible only for a variant of one of these three types, and if the locations of the security equipment are the same to avoid any impact on the type-specific emergency procedures, and the locations of the emergency exists as well as the emergency instructions are essentially the same.
- b) For each flight crew member, the flight duty period for temporary base may not exceed 75 days in a calendar year, provided that it does not exceed 30 consecutive days at one time with 90-day intervals. The sum of the stay-over duties and temporary base duties may not exceed 180 days in a calendar year.
- c) In the monthly flight planning of the flight crews, the total stay-over may not exceed 15 nights for the flight duties that include 4-hour or longer time difference in their rotations, or

that exceed 8 hours when there is only one sector to return to the main base or 8.5 hours in total when there are two sectors one of which exceeds 6 hours.

In the monthly flight programs of the narrow body aircraft cockpit crews, the sum of the number of stay-over days and the round flights covering the Local interval of 22:00 - 06:00 may not exceed 17 days.

- d) For the flight crews, only one flight duty period, one simulator, one standby duty, or one training duty may be started within the period of UTC day at the main base.
- e) The monthly scheduled and announced duties of flight crews may be changed, if the flight crew member is informed by the employer through the notifications to be made at least 24 hours before the time of the flight duty contemplated to be changed. On that matter, the protocol signed by and between the parties on May 16, 2016 is valid.

4- RESTING AND OFF PERIODS

The rest period following each flight duty that ends at the main base, temporary base is minimum 12 hours or equal to the greater of the previous duty period or twice the actual block time within the previous flight duty period. In case of prolongation of the flight duty period due to any Operational irregularity (delay, divert, etc.), if the subsequent duty is affected by this situation, the part up to one hour is deducted from the value found by multiplying the block time by two, and the greater one applies. The minimum rest period for the main or temporary base mentioned above is either minimum 10 hours or the equal to the duty period at the stay-over airport, whichever is longer. The minimum rest period following any duties other than the flight duty period is 12 hours.

- a) 8 days off shall be assigned to flight crews in a calendar month as off period. The days off are scheduled as 2+2+2+1+1 and dispensed throughout the calendar month in a balanced manner. The dates of these days off, specified in monthly flight programs, may not be changed within the same month. The number of days off to be given in proportion to the days on which no flight duty may be assigned in a calendar month is indicated on the schedule given in **APPENDIX-5**. If no flight duty is assigned to the flight crews when they are on reserve duty (CFR), the day when the flight crews are on such reserve duty (CFR) is not considered as day off. The days off are indicated with the day off codes on the flight programs. No duty may be assigned to the flight crews on the days off that cannot be changed.
- b) No duty, the time of signature for which starts before 06.00 in local time, may be assigned to flight crews at the main base, on the calendar day following the single days off that must be given in a calendar month in the scheduling.
- c) If a duty that begins early is given after a night duty or a duty that finishes late at the main base, the resting period between two duties covers 1 local night. **(APPENDIX-6)**
- d) If there are 4 or more duties that begin early, finish late, or are night duties between two TAUDs, the second TAUD (Rest Period extended for Refreshing Purpose) is prolonged to 60 hours. **(APPENDIX-7)**
- e) In the main base resting periods of the duties that include 4 hours or longer time difference;
 - i. The period up to the end of the 1st day that follows the day

when the flight, the shift of which ends at the main base before 12:00 in local time, lands,

ii. The period up to the end of the 2nd day that follows the day when the flights, the shifts of which end at the main base at and after 12:00 in local time, land are not included in the days off that must be given in a calendar month.

iii. A new assignment following a flight that ends at 12:00 local time or later at the main base, which requires a minimum of two local night rests as per SHT-FTL, may be started after 48 hours of rest at the earliest.

- f) The main base resting periods of the flight duties with time difference less than 4 hours, which have no positioning at the stay-over airport for return to the main base, and the flight duty periods of which are 8 hours or longer when the return sector is a single sector, or exceed 8.5 hours (included) in total when there are multiple return sectors, the block time of one of which exceeds 6 hours (included), are up to the end of the local day that follows the day when the duty is over, and they are not included in the days off that must be given in a calendar month.

Additionally, for duties that exceed 8.5 (included) flight hours in total, provided that the block time of one of the sectors is at least 6 hours, starting and ending at the main base and performed as a round flight, the rest periods given at the main base, except for extraordinary circumstances, are until the end of the local day following the day the duty ends, and they are not included in the days off that must be given in a calendar month.

- g) On the calendar day following a planned annual paid leave from the preceding month and a planned casual leave from the preceding month, no duty with signature time starting before 03:00 local time at the main base may be assigned.

5- WAGE DEDUCTIONS

From the additional credit-based monthly flight compensation that is paid as per the provisions of the Company Regulation No. 07-025;

- a) A deduction, which shall not be less than 4 hours a day, is made only with respect to the flight duties for which the flight crew member fails to show up, for any reasons whatsoever (except for occupational accidents and the cases in which minimum flight obligation is not sought), on the day of the signature time when such flight is scheduled; otherwise no deduction may be made for any day when s/he fails to show up, regardless of whether a flight is scheduled or not for such day.
- b) If a flight crew member fails to attend his/her flight due to a reason (except for occupational accidents and the cases in which minimum flight obligation is not sought) occurring before the day of the signature time when such flight is scheduled, and if the duration of such non-attendance includes the stay-over period partially or fully; then the deduction to be made is equal to the sum of the actual block times included in the total flight duty period that starts from the time of signature, continues during the stay-over time, and ends at the main base. In the event that the flight crews inform to the employer no later than 4 hours before the start time of the scheduled duty, or earlier, that they will not be able to attend their scheduled flight duties due to their medical reports, the deduction specified herein is not applied

for the first 2 days of the medical report received. In the event that the report is for one or two days, no deduction is made for planned rotation; flight can be planned for after the day when the report expires. However, no duties may be scheduled to the days that are covered by the medical reports covering also the subsequent month of scheduling as a result of the medical reports received within the monthly flight scheduling; and no deduction may be made from the additional credit-based monthly flight compensation for this reason. However, it is essential that the personnel member submits such medical report before the announcement of the schedule for the next month.

- c) 4 hours of compensation is deducted from the additional credit-based monthly flight compensation for those who fail to show up for their stand-by (SB) duties and perform their CFR duties.
- d) No deduction may be made from the additional credit-based monthly flight compensation due to medical reports not exceeding 2 days and received because of the medical problems experienced during the flight duty period (shift). In such cases, no deduction is made for planned rotation; flight can be planned for after the day when the report expires.

6- SENIORITY RANKING FOR CABIN CREW MEMBERS AND CABIN CHIEFS

The position of cabin crew members and cabin chiefs in the seniority ranking list is determined on the basis of the first starting date as cabin crew in the Company.

7- PREGNANCY AND MATERNITY RIGHTS OF FEMALE FLIGHT CREW MEMBERS

- a) No regulations regarding pregnancy and maternity other than this Collective Labor Agreement may be introduced with respect to female flight crew members.
- b) Any female flight crew member is relieved from flight duty upon documentation of her pregnancy with a medical report issued in accordance with the legislation of the relevant social security institution.
- c) The female flight crew member may continue to perform her flight duty until the appropriate date, if it is confirmed by medical report that there is no risk in her assignment to flight duty, and if her consent is also obtained.
- d) The “Administrative Paid Leave” is given to the female flight crew member until the date of her legal paid maternity leave. Throughout this leave period, the personnel member is paid the wage that is 1.5 times the legal gross minimum wage announced on the Official Gazette and premium (in the premium periods).
- e) Upon their written requests, a female flight crew member who has given birth shall not be scheduled, for two years following the birth, for any stay-over assignment including some accommodation period.
- f) Upon their own written requests, the union-member breastfeeding female flight crew members are given breastfeeding leave up to two years starting from the birth.
- g) If requested by the flight crew members who have given birth during their breastfeeding leaves, maximum forty hours of limited flight per month is given according to the scale

specified in the group 25 (breastfeeding leave) for the cabin crew and the group 27 (breastfeeding leave) for the cockpit crew, as shown in APPENDIX-3.

- h) No flight duty or another duty between 22.00 and 08.00 in local time may be scheduled for the cabin crew throughout the breastfeeding leave. Stay-over duty may not be assigned either.
- i) Maximum forty-hour flight is scheduled for the cockpit crew through the following steps. If there is no sufficient number of flights between 08:00 and 22:00 in local time, round flight is scheduled; if there is no sufficient number of round flights, stay-over duty is scheduled.
- j) Upon their written requests, union member female flight crew members are given the opportunity to work part-time in the third year following the birth. The part-time work is scheduled for the first 15 days or the remainder of the relevant planning month; in the event of a situation that prevents planning within this period, part-time work shall be scheduled within a consecutive 15-day period within the relevant planning month; no stay-over deduction is applied during this period, and a maximum of 50 flight hours can be scheduled per month. It is at the discretion of the employer to plan for which part of which month.
- k) The wage of the personnel shall be accrued in proportion to the days of attendance in accordance with the part-time working period.
- l) Turkish Airlines and HAVA-İŞ have agreed that the provisions of the Regulation on Part Time Works to be done after Maternity Leave or Unpaid Leave shall be applied

mutatis mutandis in matters not regulated in subparagraphs j) and k) regarding part time work, and this shall not be construed to mean that flight crew members are subject to the aforementioned regulation.

Article 96: PROVISIONS CONCERNING FLIGHT CREW

Any rights granted to the cockpit and cabin crew members under this Collective Labor Agreement shall be enforced and exercised in a manner not to constitute any rights and interests duplicated with the Regulations and Board Resolutions of the Company.

SECTION TEN

Miscellaneous and Temporary Provisions

Article 97: GRANT OF SERVICE CLASP

The Company regulations apply to this matter.

Article 98: CONSUMER COOPERATIVES AND CANTEENS

The statutory provisions apply to this matter.

Article 99: SPORTS ACTIVITIES AND FACILITIES

The statutory provisions apply to sports activities.

Article 100: TRAINING

The Company regulations apply to training activities. However, the annual training program is also sent to the labor union.

Article 101: AWARDING

The employer rewards any personnel successful at their jobs by means of a letter of thanks, public thanks or a letter of appreciation.

Article 102: TERM AND EFFECT OF THE COLLECTIVE LABOR AGREEMENT

This Collective Labor Agreement shall enter into force on 01.01.2026 and expire on 31.12.2027.

Article 103: DISABLED EMPLOYEES

A- The disabled personnel are given 10 minutes of tolerance with regard to start and ending times of works compared to the other personnel.

B- Upon their own requests (provided that the request change is made once a year), the disabled personnel who do not want to receive the food service are paid food allowance for one meal for each day worked, not to be less than the amount specified in Article 23/8 of the Income Tax Law number 193.

C- In cases where the governors' offices announce that public personnel in the provinces will be considered to be on leave due to weather conditions, disabled personnel working in the province where the announcement is made are also considered to be on paid leave for the period announced by the relevant governor's office.

Article 104: COMPENSATIONS AND PREMIUMS

A- Constant Supervisor Compensation

The personnel titled supervisor are paid gross supervisor compensation in the following amount together with their monthly wages.

TL 50,000.- (fifty thousand) gross supervisor compensation shall be paid to the supervisors working in the work groups 07.2, 07.3, 09.2, 10.1, 10.2, 10.3, 13.1, 14.1, 14.2 in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

The Supervisor Compensation shall be paid by applying per diem deduction on the basis of the personnel member's attendance as long as the relevant personnel member stays in the supervisor position, and this compensation is included in the calculations of bonus, overtime, and Weekend Work Premium (Additional Shift Premium). It is not included in the language compensation calculation.

In case of substituting the supervisor, the personnel member is paid the determined gross supervisor compensation amount as substitution fee after three months.

B- Premiums

1. The personnel who hold occupational safety specialist certificate and actually serve in this position are paid gross Occupational Safety Specialist Premium in the amount of TL 6,151.- (six thousand one hundred and fifty-one)/Month in the first six months of the first year of the Collective Labor Agreement as long as they serve in this position.
2. The personnel who hold dispatcher certificate approved by Turkish DGCA and actually serve on the subject for which they are certified are paid gross Dispatcher Premium in the amount of TL 18,369.- (eighteen thousand three hundred and sixty-nine)/Month in the first six months of the first year of the Collective Labor Agreement as long as they serve in this position.

The relevant personnel are not paid flight wage within the scope of the personnel included in the flight crew specified in article 94.

3. The personnel who hold Airworthiness Review certificate approved by Turkish DGCA and actually perform the duty corresponding to this certificate in Technical Directorate are paid gross Airworthiness Review Personnel Premium in the amount of TL 11,522.- (eleven thousand five hundred and twenty-two)/Month in the first six months of the first year of the Collective Labor Agreement as long as they serve in this position.
4. The personnel who actually serve as Cabin Chief are paid gross Chief Premium in the amount of TL 15,000.- (fifteen thousand)/Month in the first six months of the first year of the

Collective Labor Agreement as long as they serve in this position.

5. The personnel who actually serve as Chief Dispatcher are paid gross Chief Dispatcher Premium in the amount of TL 18,369.- (eighteen thousand three hundred and sixty-nine)/Month in the first six months of the first year of the Collective Labor Agreement as long as they serve in this position.
6. The personnel who actually serve as Load Master are paid gross Load Master Premium in the amount of TL 10,633.- (ten thousand six hundred thirty-three)/Month in the first six months of the first year of the Collective Labor Agreement as long as they serve in this position.
7. The personnel who actually serve as Load Master Instructor are paid gross Load Master Instructor Premium in the amount of TL 10,633.- (ten thousand six hundred thirty-three)/Month in the first six months of the first year of the Collective Labor Agreement as long as they serve in this position.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

None of the abovementioned premium payments are considered in calculations of the additional pays such as bonus, overtime, performance premium, etc. and the Language Compensation, Weekend Work Premium (Additional Shift Premium), etc.

Provisional Article 1: BENEFITING

The persons who have been a member to the Labor Union that is a party to this Collective Labor Agreement between the Date of Effect (Commencement) and the date of execution of this Collective Labor Agreement, but whose employment contracts have expired, the personnel who do not go on strike, and the legal heirs of any deceased personnel are paid exclusively their seniority pays and the worker's compensation differences for the period from the date of effect to date on which such persons resigned or passed away. No difference amount is paid in relation to the severance and notice pays and the other payments.

SECTION ELEVEN

***PROVISIONS REGARDING LABOR UNION
MEMBER PERSONNEL SERVING ABROAD &
APPOINTED BY THE HEADQUARTERS***

SECTION ELEVEN
PROVISIONS REGARDING LABOR UNION MEMBER
PERSONNEL SERVING ABROAD & APPOINTED BY THE
HEAD OFFICE

Of this Collective Labor Agreement, the provisions to be applied exactly, or as modified, or additionally, or not applied at all to the labor union member personnel serving abroad & appointed by the head office are shown in the following sections, and this Collective Labor Agreement shall not apply to the Turkish citizen and foreign personnel designated locally.

A- The provisions of below-listed articles of this Collective Labor Agreement apply verbatim to the union member personnel serving in the international organization of Turkish Airlines Inc. and appointed by the head office.

1, 2, 3, 4, 5, 6, 8/A, 9, 11, 12, 13, 15, 16, 17, 18, 19, 20, 24, 25, 26, 27, 28, 36, 42, 43, 46, 47, 53, 54, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 68, 69, 77, 83, 84, 85, 86, 87, 88, 89, 90, 91, 94, 97, 101, 102, Provisional Article 1.

B- Articles of this Collective Labor Agreement, which shall be applicable as amended to the union member personnel serving in the international organization of Turkish Airlines Inc. and appointed by the head office, are listed below.

**Article 7: ASSURANCE OF UNION WORKPLACE
REPRESENTATIVE AND MANAGERS**

The employer may not terminate the employment contracts of the administrator members and union workplace representatives who serve in the Administration, Disciplinary and Audit Boards of the Head Office and Branches established by the Union under the

Labor Unions and Collective Labor Agreement law without any justification and without specifying such justification clearly and definitely, nor may it change the workplace of the workplace representative without obtaining his written consent in advance.

Article 23 and 24 of the Law Number 6356 on Labor Unions and Collective Labor Agreement are reserved. In the event that a compensation is required to be paid as per the law, then any such compensation is paid in Turkish Lira in Turkey.

Articles 29-30-31

The amounts prescribed under the provisions of these articles are paid in Turkish Lira in Turkey. Insofar, in respect of such payments, the salary which is required to be received by the personnel member by adding the seniority promotions concerning the periods spent abroad by the personnel member on to the last salary (seniority pay + worker's compensation) received by him/her from Turkish Airlines Inc. before being appointed to serve abroad is paid domestically.

Article 34: GRATUITY (ADDITIONAL MONTHLY PAY)

The employer agrees to pay the union member personnel four gratuities (additional monthly pay) each of which will be the sum of monthly wage in the Seniority Pay in APPENDIX-1 to this Collective Labor Agreement and the monthly pay in APPENDIX-2 Worker's Compensation Table or APPENDIX-3 Flight Compensation Table, to be paid on the 5th of the month following March, June, September and December of each year.

Insofar, such wages are calculated and paid on the basis of the rates available for their positions in Turkey.

Article 35: ANNUAL SENIORITY AND WORKER'S COMPENSATION GRADE PROMOTION

This article applies to the personnel member appointed by the head office for their position in Turkey.

Article 41: PAYMENT OF OVERTIME PAY

All overtime pays are paid no later than the 30th day of the month following the month when the work was performed. In the event that the last payment date coincides with holiday, the payment is made on the business day before that holiday.

Article 52: EXTRA WORK BEYOND REGULAR WORK

Any personnel member, who participates any overtime continuing after her/his regular work, other than the regular working times, is entitled to the overtime pay up to the hours of the overtime performed by her/him. Any personnel member, called while s/he is at home, is entitled to a three (3) hours frozen overtime pay. However, if the working period is longer, then such personnel member receives the work wage up to the actual work performed by her/him.

The employer transports the personnel, called for work, between the workplace and their houses between 22.⁰⁰ and 07.⁰⁰, as per the above paragraph.

Article 67: SICK LEAVES

In case of their sickness, the employer grants its personnel with the paid sick leaves in accordance with the below listed principles:

A- In case of recuperation of the personnel due to any circumstances other than occupational diseases and accidents, such personnel are deemed to be on paid leave up to one hundred twenty days. However, no payment is made to the personnel in case of continuous (permanent) recuperation that lasts longer than one hundred twenty days within a calendar year, or the period of which exceeds one hundred twenty days without being limited to the calendar year.

B- Personnel suffering from cancer, tuberculosis, mental illness (psychiatric diseases that eliminate the ability to comprehend the meaning and consequences of the act committed and to choose one's actions independently), end-stage/advanced chronic organ failure, organ transplantation, ankylosing spondylitis and neuromuscular diseases are granted paid sick leave for up to 12 months. Leaves granted to the personnel whose illnesses are certified to be continuing by means of an official medical board report upon completion of such 12-month period are extended as paid leave again for a further period up to 24 months.

C- Any personnel member who had an occupational accident or is suffering from an occupational disease is granted with paid sick leave throughout the period s/he has report until her/his full recovery, or finalization of her/his disablement through a public medical report, or her/his decease. However, such period may never exceed 24 months.

D- The wages, applicable at Turkish Airlines, of the personnel who are on the paid sick leaves prescribed in the paragraphs A, B and C above are paid fully by the employer. However, the amount being transacted by the Social Security Institution is collected from the said institution by the personnel. Personnel are obliged to submit to the relevant department within two months at the latest the document showing that this amount

they have collected has been deposited into the Company account and the documents indicating that they are on sick leave. The sick leave report fee is deducted from the wage of the personnel member who fails to perform such transaction (excluding any personnel from whose wages no sickness insurance premium is deducted pursuant to the Social Security and General Health Insurance Law number 5510). However; in the workplaces where a protocol has been signed between the Company and the Social Security Institution, the Social Security Institution shall not pay any incapacity benefit to the personnel for these periods, as the offsetting procedure for temporary incapacity benefits will be carried out. Therefore, no sick leave report fee deduction shall be made from the wages of the personnel who are not paid for incapacity for work by the Social Security Institution.

In the workplaces where offsetting is made, the periods regarding the payment in paragraphs A, B and C are not taken into consideration.

Insofar, the local laws apply in respect of this paragraph.

E- In order to benefit from the above mentioned sick leaves, any personnel member of Turkish Airlines Inc. is liable to submit the recuperation report duly issued by the physicians and/or organizations authorized by the Social Security Institution to the employer.

Insofar, the local laws apply in respect of this paragraph.

Article 70: NATIONAL HOLIDAYS AND GENERAL HOLIDAYS

To be effective as of 01.08.2003, the personnel member shall be subject to the national holidays and general holidays of the country where s/he works.

Article 72: MARRIAGE ALLOWANCE

The employer agrees to pay its personnel member who is getting married a one-off marriage allowance that amounts TL 40,000.- (forty thousand) in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

If both spouses are Turkish Airlines Inc. personnel, such allowance is granted to both of them on individual basis. In order to benefit from such allowance, the personnel member is required to evidence the marriage with document.

Insofar, such allowance is paid in Turkish Lira in Turkey.

Article 73: SOCIAL ALLOWANCE

The workers covered by this Collective Labor Agreement are paid TL 18,000.- (eighteen thousand) per month as the social allowance in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

In the payment of such allowance, no per diem deduction is made in the cases of any and all kinds of paid leaves and recovery

periods from occupational accidents and diseases as well as other diseases that do not exceed one month.

Insofar, such allowance is paid in Turkish Lira in Turkey.

Article 76: BIRTH ALLOWANCE

Any female personnel member who had a delivery, or the male personnel member whose spouse had a delivery, is paid, on the basis of the birth report evidencing that such newborn is alive, TL 40,000.- (forty thousand) birth allowance in lump sum for each infant in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

Insofar, such wages are calculated on the basis of the rates available for their positions in Turkey, and paid in Turkish Lira in Turkey.

Article 78: DEATH ALLOWANCE

The employer pays a death allowance that amounts to TL 40,000.- (forty thousand) in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026, in case of decease of the spouse, parents, or the dependent children of the labor union member personnel member.

This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of

change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

In order to receive such allowance, the personnel member is liable to evidence the decease to the employer with document. In case of decease of children of the couples working for Turkish Airlines Inc., such allowance is provided to only one of the parents. Upon the personnel member's request, such allowance is provided immediately in the form of an advance payment made from the accounting office of the management to which such personnel member reports.

Insofar, such allowance is paid in Turkish Lira in Turkey.

Article 79: OCCUPATIONAL ACCIDENT, DISABLEMENT AND DECEASE

1- An occupational accident is an incident that occurs in one of the cases and situations listed in Article 13 of the Social Security and General Health Insurance Law No. 5510 and causes immediate or subsequent physical or mental impairment. Apart from those listed in relevant article, accidents occurring during the commuting of the personnel to and from the workplace by their own means on a reasonable and usual route in terms of traffic are also considered as occupational accidents.

2- In case of occurrence of any of the circumstances specified in the first sub-paragraph, the amounts of compensation to be paid by the employer shall be as follows;

a) In the event that any one of its employees has occupational accident, the employer pays a compensation that amounts to net TL 1,000,000.- (one million) in the first six months of the first year of the Collective Labor Agreement, to be valid as of

01.01.2026, with the exception of cases including intent and gross negligence, provided that s/he is deemed disabled under the relevant social security institution legislation, and that his/her incapacity is evidenced with the relevant report. This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

b) In case of death of its employees due to occupational accident, the employer pays their legal heirs net TL 1,000,000.- (one million) in the first six months of the first year of the Collective Labor Agreement, to be valid as of 01.01.2026, without seeking for intent or gross negligence. This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

3- With the exception of intent or gross negligence, in the event that any personnel member becomes unable to perform his/her fundamental duty due to occupational accident, occupational disease, or any accident, the employer;

a) Pays his/her monthly wage (seniority pay + worker's compensation) of his/her fundamental duty without any change for two years.

b) In the event that any personnel member in the abovementioned conditions cannot recover sufficiently to perform his/her fundamental duty within the period specified in the paragraph (a), s/he is given a job that suits his/her condition. In that case, his/her former wage is not changed. S/he is also paid the fringe benefits of his/her new job.

4- In case of death of its employees due to natural reasons in the first six months of the first year of the Collective Labor Agreement, the employer pays their legal heirs net TL 1,000,000.- (one million), to be valid as of 01.01.2026, without seeking for intent or gross negligence. This payment shall be made in the second half of 2026 and the first and second halves of 2027 by increasing at the rate of change (excluding the addition) calculated according to the index number in the Wage and Wage Increases article (Article 32).

Insofar, the amounts to be paid under this article are paid in Turkish Lira in Turkey.

Article: 80-81-82

The provisions of these articles apply to the international personnel of Turkish Airlines Inc. Insofar, such articles shall be applied in accordance with the provisions regarding protection of the value of Turkish Currency.

C- Provisions applicable exclusively to the union member personnel serving in the international organization of Turkish Airlines Inc. and appointed by the head office:

A- The provisions of below-listed articles of this Collective Labor Agreement apply exclusively to the union member personnel serving in the international organization of Turkish Airlines Inc. and appointed by the head office:

a) For the need to residence by the union member personnel serving abroad and appointed by the head office, an advance that amounts to (\$1,000) is given, and the amount of such advance is deducted in equal installments within the periods specified by the Ministry of Finance.

b) The monthly wages payable to the union member personnel serving abroad and appointed by the head office are paid as taxed in accordance with the law number 202. Insofar, in the event that the currently implemented procedure is creating a situation in favor of the personnel, such procedure is implemented.

c) Upon their return to homeland at the end of their appointment periods, after having performed their duties duly; the union member personnel who were assigned to the overseas offices by the head office are assigned to any position to be deemed appropriate in Turkish Airlines Inc. organization, which has been granted with the seniority pay progress during such period of time and under their former work group and with such seniority pay before their appointment to abroad.

d) The activities carried out by the employer for the purpose of increasing the coefficient used for calculation of the wages being paid to the personnel appointed by the head office and included in the (D) staff of Turkish Airlines Inc. to the level of the coefficient being applied for Turkish Foreign Affairs Officers in the relevant countries are maintained during the term of this Collective Labor Agreement.

e) The union member personnel appointed by the head office, who are worked on the national holidays and general holidays, are paid an additional per diem for such days.

D- The provisions of below-listed articles of this Collective Labor Agreement shall not apply to the union member personnel serving in the international organization of Turkish Airlines Inc. and appointed by the head office:

8/B, 10, 14, 21, 22, 23, 32, 33, 37, 38, 39, 40, 44, 45, 48, 49, 50, 51, 55, 56, 71, 74, 75, 92, 93, 95, 96, 98, 99, 100, 103, 104

APPENDICES

**EARLY STARTING DUTY, LATE FINISHING DUTY AND NIGHT SHIFT
DESCRIPTION TABLE (APPENDIX -6)**

TYPE OF DUTY	TIME PERIOD
Early Start	05:00 - 06:59
Late Finish	00:00 - 01:59
Night Shift	02:00 - 04:59

EARLY STARTING DUTY

21	22	23	24	01	02	03	04	05	06	07	08	09	10

LATE FINISHING DUTY

21	22	23	24	01	02	03	04	05	06	07	08	09	10

NIGHT SHIFT

21	22	23	24	01	02	03	04	05	06	07	08	09	10

**TABLE FOR EXTENDED REFRESHING RELAXATION ALLOWANCE
(TAUD) (APPENDIX -7)**

TAUD is 36-hour period including minimum 2 local nights.

Time Difference between TWO TAUDs is planned as 144 Hours in 2017.

For the year of 2018, after a working group is set up by THY and AVIATION WORK UNION and if it is reached a mutual understanding that there is no difference between the two TAUDs' implementation as 144 hours or 156 hours in terms of crew resource, the time difference between two TAUDs is planned as 144 hours.

If it is not reached a mutual understanding regarding this respect, the time difference between two TAUDs is planned as 156 hours in the months of June, July, August, September for the year of 2018.

This Collective Labor Agreement hereby containing 104 main, (1) provisional article, (1) addition articles and articles related with "Personnel Serving Abroad & Appointed by Headquarter" was signed by the parties on 06.03.2026.

**THY A.O.
REPRESENTATIVES**

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Bilal EKŞİ

Abdulkerim ÇAY

Berkant KOLCU

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