Foreword from the Chairperson

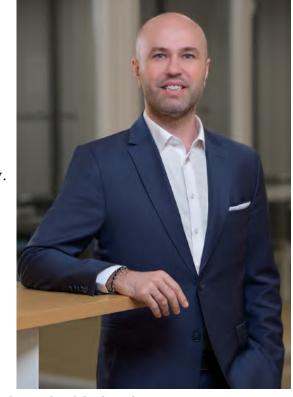
Dear DBA members, partners and readers:

It is with great pride and enthusiasm that I write to you as the newly elected Chairperson of the Dutch Business Association (DBA), together with our newly formed board as of April 2025. We are honored to carry forward the important mission of the DBA and build on the strong foundation laid by our predecessors. Our goal is to further grow and protect the Dutch-Turkish business ecosystem. We believe in the power of connection, collaboration, and continuous

learning.

This new chapter is guided by a shared vision: to get to know each other better, to support one another, and to learn from each other's experiences across industries. Whether you are a long-standing member or newly joined, we want to make the DBA a home for meaningful dialogue and lasting partnerships. Together, we can unlock new opportunities and strengthen our community.

We've already had a remarkable start to the year with our successful King's Day celebration on April 30th at the Dutch Consulate in Istanbul. The event brought together a vibrant mix of companies, organizations, and institutions, reflecting the growing interest in our network. It was a proud moment that set a positive tone for the months ahead. We're excited to keep that momentum going.



Inside this edition, you'll find updates on our newest members, highlights from recent events, and what's to come in 2025. From business roundtables to networking receptions, we invite you to be an active part of everything we do. Our enthusiastic board is committed to making this year productive, inclusive, and impactful for all.

Warm regards,

Ufuk Gedikli, Chairperson DBA Turkey













29 April 2025 Meeting EU

This working dinner hosted by the Chamber Corner fostered a productive exchange between European bilateral Chambers of Commerce, EU Sanctions Envoy Mr. David O'Sullivan, and the Head of the EU Delegation to Türkiye, H.E. Mr. Thomas Ossowski.

We delved into crucial matters concerning the sanctions regime and explored avenues for enhanced Turkish-European diplomatic and economic cooperation.













30 April 2025 New Board meeting at the Consulate

As a tradition, the DBA Board had a meeting before the King's Day at the Consulate with our Consul General Arjen Uijterlinde, Ambassador Joep Wijnands, and Minister Counselor Economic Affairs Niels Veenis. In this meeting, upcoming initiatives, collaboration, and future goals were discussed. The importance of the DBA was underlined by Joep Wijnands as being crucial in the communication between Dutch companies operating in Türkiye.













6-7 May 2025 Dutch Students visit Randstad and Philips

Business Management students from the Fontys University of Business Administration in the Netherlands contacted the DBA for the options of arranging a company visit with a Turkish branch of a Dutch multinational. As part of their studies, they were exploring international business environments and would like to gain more insights into companies operating in Istanbul.

Their selection of Randstad and Philips was approved and fully arranged and catered for by the companies.

We would like to thank members Philips and Randstad for going above and beyond in arranging this student visit.













23 June 2025 ETTIC Meeting in Brussels

Against the backdrop of intensifying global economic shifts and evolving geopolitical dynamics, the visit started with a media breakfast meeting at the Press Club Brussels Europe. The event explored the pressing need to modernize the EU–Türkiye Customs Union — a pivotal framework originally established in 1995, which no longer reflects the depth and complexity of today's bilateral relationship.

During the event, timely insights were given by ETTIC's Chairperson Dr. Markus C. Slevogt into the economic and strategic rationale for updating the Customs Union to meet today's challenges — ranging from supply chain resilience and digital trade to energy security and regional stability. The meeting also addressed the broader implications of this modernization for both EU and Turkish businesses, consumers, and global competitiveness.

Further high-level dialogues on this subject were held later with the Member of the European Parliament and EU rapporteur on Türkiye Mr Nacho Sanchez Amor, officials from DG Trade and the European External Action Services.

ETTIC, established through joint efforts of leading European bilateral Chambers of Commerce in Türkiye deepens economic, commercial and investment relations between the EU and Türkiye.

A press release may be found here: http://bit.ly/4kjKjjp













24 June 2025 First extended Board Meeting

Our first face-to-face Board meeting took place on Tuesday, 24 June at Randstad Türkiye.

With the majority of the newly elected Board members present, and the few that couldn't make it joined online in the hybrid setup from the Netherlands, we had the chance to bring everyone up-to-speed about the progress of the new Board of Directors and the DBA, brief on past and upcoming event, share ideas and discuss initiatives brought in for the upcoming 2 years. The meeting was concluded with a networking cocktail on the terrace of Randstad.

The DBA is looking forward to the upcoming 2 years with its dedicated and motivated board.













25 June 2025 Farewell EU Ambassador to Türkiye

To thank the EU Ambassador to Türkiye, Thomas Ossowski, for his support to the European-Turkish Trade and Investment Council, ETTIC hosted a breakfast at the Shangri-La Bosphorus.

We are confident that Ambassador Ossowski takes his extensive and deepened knowledge about EU-Türkiye relations and trade and investments with him to Brussels and are looking forward to continuing our dialogues there. Wishing Ambassador Ossowski a good return to Brussels and very good luck in his position as Permanent Representative of Germany to the EU.













25 June 2025 Farewell Dinner Consulate General Arjen Uijterlinde

Our Consul General Arjan Uijterlinde has almost completed his 4-year term, and to bid him farewell, the Consulate General organized a farewell dinner.

Among the esteemed invitees were our Chairperson, Ufuk Gedikli, Advisory Board Members Mehtap Akkaya and Ahmet Erdem, Aysegul Akay, and Nilufer Aktan, who thanked Arjen Uijterlinde for his outstanding work and cooperation in the past 4 years on behalf of the DBA.

Arjan will still be in Istanbul till the 3rd week of August, and will be attending the upcoming DBA events if you would like to say farewell.

His successor will be officially introduced at the Back to Business event in the 3rd week of September at the Consulate General.













27 June 2025 Working Luncheon at Palazzo de Venezia

Hosted by the Italian Ambassador to Türkiye, His Excellency Marrapodi, Giorgio, Presidents of leading bi-lateral European Chambers of Commerce and Board Members of the Italian Chamber of Commerce and Industry, met at the Palazzo de Venezia in Istanbul for a working luncheon to discuss the bilateral trade and investments relations between the EU and Türkiye.

The Chairman of the European-Turkish Trade and Investment Council, ETTIC, Dr. Markus C. Slevogt shared a detailed update of the outcomes of our visit to European Institutions in Brussels this week, including the input given for the upcoming High Level Dialogues on Trade next week.













22 April 2025 Biennial General Assembly

We are pleased to announce the election of our new Board of Directors, Auditors, and their substitutes, which took place during our biennial General Assembly meeting held on the 22nd of April at the Dutch Consulate General in Istanbul.

In addition, we would like to extend our sincere gratitude to our previous Chairperson, Mehtap Akkaya, who, after completing her term, chose not to seek re-election. Mrs. Akkaya will continue to contribute to the organization by joining our Advisory Board, where she will provide invaluable support and act as a trusted sounding board for DBA's future initiatives.

Board of Directors:

Ufuk Gedikli, Randstad Türkiye, Chairperson Ahmet Aydoğan, DMT MODULAR, Vice-Chairperson Gamze Arbak, Philips Türkiye, Secretary Esra Omuzluoğlu, Yapi Kredi, Treasurer Roel van der Heijden, Eureko Sigorta, Member

Audit board:

Esmeralda Sepers, Sepers c.s. Erik Klomp, Novodoor Şaban Küçük, Taxia / Taxademy

Board of Directors substitutes:

Pelin Akın, Azerion Türkiye Robert de Liefde, Taxconn Zeki Saribekir, Sarten Barbaros Yargıç, Fivestone BV Süleyman Sarı, Link Inspection

Audit board substitutes:

William Teramo, Perfetti Van Melle Türkiye Tolga Acarlı, Consulta Yalçın Eşsiz, Essiz Metal Machinery





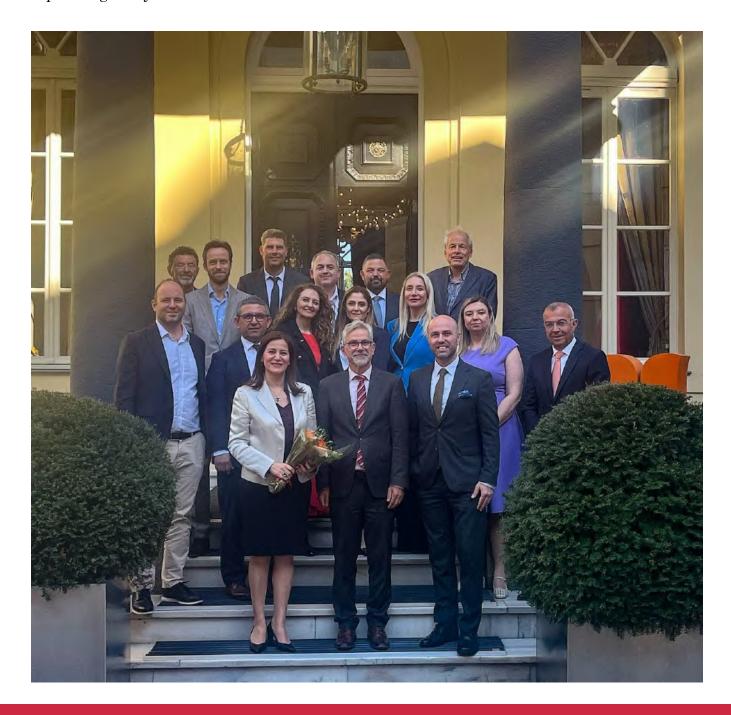






22 April 2025 Biennial General Assembly

We would like to express our heartfelt appreciation to all members who attended, and extend our special thanks to the newly elected Board for their willingness and enthusiasm to lead DBA in the upcoming two years.













30 April 2025 King's Day

On the 30th of April, we celebrated King's Day at the Dutch Consulate General in Istanbul.

We were delighted to celebrate this special day and meet so many of our DBA members and partners at this great event organized by the Embassy of the Kingdom of the Netherlands in Ankara and Consulate General in Istanbul.

With typical Dutch snacks such as "poffertjes", Dutch fries, and even a fish stand that served herring with onions and freshly baked mackerel as well, the King's Day felt like a small piece of the Netherlands within Türkiye.













1 July 2025 Economic Outlook Q1

We had our Economic Outlook Q2 with keynote speaker Arda Tunca, writer and economist for Demos, Economics and Society Journal (İktisat ve Toplum Dergisi), AGBI/London, and commentator on domestic and international television channels including CNBC, BBC, Reuters, and CNBC-e & Networking Event at the Consulate General.

Arda Tunca presented us with a very extensive presentation of over 65 pages, which will be sent to all attendees, tying the actors and factors together which been at play for the last 10 years to the current economic situation in Türkiye today. We were very glad to see that so many of our members were actively engaging in this session and also had the chance to ask the questions that were most important for them.













FUTURE EVENTS

Upcoming DBA Turkey Event Calendar

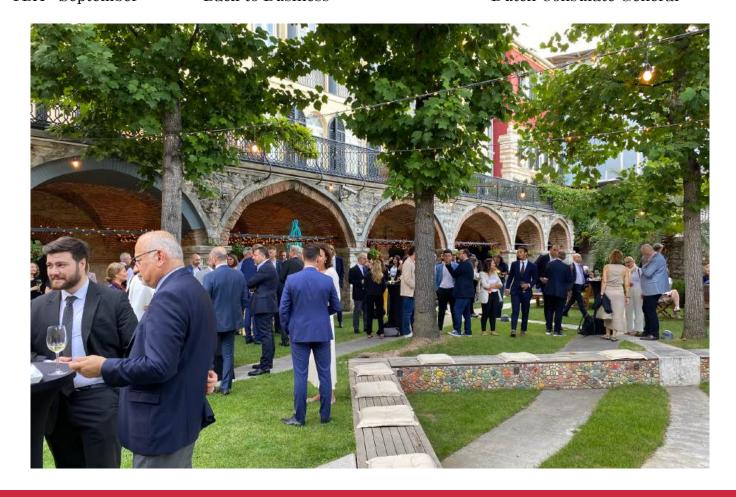
As DBA Turkey, we have the ambition to serve as many Dutch companies that have a business in Türkiye and Turkish companies with ties to the Netherlands as possible.

Below you can see the upcoming event calendar.

For more information visit our event calender here

For more information about the upcoming Consulate event calender click here

Date	Month	Event Type	Location
9	July	Levantine Impact on Maritime Trade	Dutch Consulate General
TBA	September	Back to Business	Dutch Consulate General













NEW MEMBERS

Damen Shipyards Group

Damen Shipyards Group, a global leader in shipbuilding, has maintained a strong presence in Turkey since the 1980s, reflecting the long-standing commercial ties between the Netherlands and Turkey.

Since its establishment in 2013, Damen Shipyards Antalya has operated as a key production hub within the group's international network. DAMEN SHIPYARDS ANTALYA

Located in the Antalya Free Zone, the shipyard specializes in high-quality vessel construction using aluminium, steel, and advanced composite materials, with an annual production capacity of up to 28 vessels. Damen Shipyards Antalya serves both commercial and governmental clients, supporting a wide variety of maritime operations. The shipyard's success is driven by a skilled local workforce, a robust regional supply chain, and continuous investments in infrastructure, technology transfer, and workforce development. This combination of local expertise and global support strengthens Turkey's shipbuilding industry while fostering international cooperation. Aligned with Damen's global commitment to sustainability and innovation, the shipyard focuses on producing lightweight, fuel-efficient vessels that minimize environmental impact and maximize operational efficiency. As part of a global network of over 35 shipyards and related companies, Damen Shipyards Antalya plays a vital role in delivering future-ready maritime solutions and enhancing international partnerships.













NEW MEMBERS

CIS Management B.V.

CIS Management is one of the leading providers of management, accounting, legal, and secretarial services rendered to both large international companies and smaller private clients.

Our clientele portfolio is spread worldwide, comprising clients from almost all continents and regions. Clients of CIS Management are active in various fields, such as drilling, oil and gas, food and agriculture, R&D, energy & electricity, water supply, real estate development, hospitality services, tourism, IT technology and telecommunications, e-commerce, etc.



Bearing extensive knowledge of the Dutch local laws and regulations and carrying strong international expertise, CIS Management assists in various business transactions and asset protection issues on a high professional level.

We are in a position to assist on all stages of building up a business process – starting from advising on structuring in general, set-up process and full corporate support that may be required.

The cornerstone of our speciality is the individual approach we take to every client, thus, offering suitable combination of services and fees. The highest level of compliance control, constant educational process organized for our employees, staying updated with the latest tendencies of business development worldwide, all of this makes CIS Management a reliable partner and service provider.













HR UPDATE

Randstad Workmonitor pulse report: The importance of customization in today's workforce

Talent and employers are rethinking what is most important to them and the compromises they are willing to make along the way.

During these uncertain macroeconomic times, for talent, employability comes first — the ability to stay relevant, skilled and secure in shifting job markets.

It's not just about progressing within their current role or organization, but about staying prepared for opportunities wherever they may arise.

With that sense of security, talent are thinking about what else they are looking for in their employment - prioritizing reduced stress, greater autonomy over working hours or long- term well-being.

As talent consider what they're willing to trade off, organizations must also determine what they are willing to give and take in return. For employers, this is a key moment to rethink how they can ensure productivity by attracting, engaging and retaining the best of their workforce.

Expectations, on both sides, are evolving — around flexibility, compensation, managerial support and values alignment — and the value exchange must feel fair to both parties to be successful. Leaders who can successfully balance these trade-offs and lead with adaptability and long-term vision will be best placed to earn trust, strengthen engagement and build a more resilient and productive Organization. This Randstad Workmonitor Pulse 2025 report, "Talent Trade-Offs Unlocked," examines the evolving priorities of the global workforce amidst economic uncertainty. It highlights key findings based on a survey of 5,250 workers across seven markets.

Here are some key findings from Workmonitor Pulse Survey 2025:

Employability is a top priority: 67% of workers prioritize staying relevant in the job market over remote working, and 52% prefer skilling over remote working.









HR UPDATE

Stress is a dealbreaker: 60% of workers would choose less stress over higher pay, and 40% have already taken a role with less stress but lower pay.

Time autonomy matters more than place: 59% would prefer time flexibility over a higher salary, and 56% prefer it over location flexibility.

Returning on-site comes at a cost: If asked to return to the workplace full-time, workers expect greater time autonomy (65%), a higher salary (64%), and more leave days (61%). Many would forgo higher salaries (50%) or in-house promotions (53%) to avoid a full-time return, and 38% would consider quitting.

Long-term retention drivers: Inflation-linked annual raises (74%), managerial career support (68%), and shared organizational values (67%) are key factors for long-term retention.













HR UPDATE

Implications for Employers:

The report suggests that employers need to understand and balance these trade-offs to attract and retain talent. Recommendations include:

Prioritizing employability: Offering skilling, training, and professional development opportunities.

Offering flexibility and reducing stress: Valuing time flexibility, identifying and reducing sources of workplace stress, and clearly communicating the purpose and benefits of any required on-site returns.

Personalizing retention strategies: Engaging in ongoing dialogue with employees to understand individual needs, such as career support and family commitments, to create mutually beneficial arrangements.

For more information on the Randstad Workmonitor Pulse report, please visitwww.randstad.com.tr

learn more about outplacement.

Secil Alp Sonmezer - Randstad Türkiye Marketing & Communications Director <u>secil.alp@randstad.com.tr</u>















Brief summary of important legal developments under Turkish law in the second quarter of 2025 is as follows:

For more information, please directly get in touch with Burçak Sercan Sarıkaya, LL.M. founding partner at Sarıkaya + Şahin Law Firm, via email sarikaya@sarikayasahin.com or at +90 533 425 85 00.

A. Banking Law

- » The Regulation on Procedures and Principles Regarding Funds to be Provided by Development and Investment Banks from Their Credit Customers, Partnerships, and Partners ("Regulation") was published in the Official Gazette dated April 9, 2025. The Regulation establishes the procedures and principles regarding the funds that development and investment banks will obtain from their credit customers, partners, and affiliates.
- » The Regulation Amending the Regulation on the Establishment and Operating Principles of Savings Finance Companies ("Regulation") was published in the Official Gazette dated May 30, 2025. The Regulation introduces numerous amendments to the Regulation on the Establishment and Operating Principles of Savings Finance Companies, particularly with regard to contracts.

B. Artificial Intelligence Law

» Determining the Steps to be Taken Regarding the Benefits of Artificial Intelligence, Establishing the Legal Infrastructure in This Area, and Determining Measures to Prevent the Risks Associated with the Use of Artificial Intelligence, the Decision to Extend the Term of the Parliamentary Investigation Commission ("Decision") was published in the Official Gazette dated April 11, 2025. The Decision extends the term of the Parliamentary Investigation Commission by one month. The Cyber Security Law ("Law") was published in the Official Gazette dated March 19, 2025. The Law aims to determine the principles to decrease the possible effects of cyber incidents, to protect individuals and non-personal organizations against cyber-attacks and to strengthen the cyber security of the country. In this context, the duties, powers, responsibilities, supervision, penal provisions and administrative fines and sanctions of the Cyber Security Presidency are regulated.











C. Enforcement and Bankruptcy Law

» The Regulation Amending the Regulation on the Procedure for Sales to be Conducted Electronically in Accordance with the Enforcement and Bankruptcy Law ("Regulation") was published in the Official Gazette dated April 24, 2025. The Regulation raises the lower limit of the estimated price and introduces changes regarding the submission of bids in the final minutes of the auction.

D. Health Law

» The Regulation on International Health Tourism and Tourist Health ("**Regulation**") was published in the Official Gazette dated April 26, 2025. The Regulation establishes the minimum requirements for international health tourism and the health services and intermediary services provided. Additionally, the Regulation sets forth the procedures and principles for the authorization of entities engaged in international health tourism services.

E. Commercial Law

- » The Regulation Amending the Regulation on the Establishment, Activities, Operations, and Supervision Principles of the Central Registry Agency ("Regulation") was published in the Official Gazette dated April 29, 2025. The Regulation grants the Central Registry Authority the authority to conduct central document management system operations for obtaining the necessary documents from the relevant parties for opening accounts in investment institutions on behalf of rights holders residing abroad.
- » The Communiqué on the Application of Tariff Quotas in Corn Imports ("Communiqué") was published in the Official Gazette dated May 1, 2025. The Communiqué determines the distribution management, application, and usage procedures and principles of the tariff quotas to be applied in corn imports.
- » The Regulation Amending the Regulation on the Procedures and Principles Regarding the Monitoring of Transactions Affecting Foreign Exchange Positions by the Central Bank of the Republic of Turkey ("Regulation") was published in the Official Gazette dated May 3, 2025. The Regulation raises the minimum threshold for companies above a certain threshold to report to banks.











- » The Communique on Amendments to the Communique on Support for the Conversion of Foreign Currency of Companies into Turkish Lira (No. 2023/5) ("Communiqué") was published in the Official Gazette on May 3, 2025. The Circular increases the foreign currency conversion support rate from 2% to 3%.
- » Regulation Amending the Export Regulation ("**Regulation**") was published in the Official Gazette dated May 6, 2025. Many changes have been made to the definitions and related persons in the Regulation.
- » The Regulation Amending the Regulation on Shopping Centers ("**Regulation**") was published in the Official Gazette dated May 8, 2025. The Regulation has amended numerous provisions, primarily those related to the common areas of shopping centers.
- » The Regulation Amending the Electricity Market Ancillary Services Regulation ("**Regulation**") was published in the Official Gazette dated May 15, 2025. The Regulation extends the deadline for the final preparation of ancillary service agreements.
- » The Regulation Amending the Regulation on Procedures and Principles Regarding Payments Made from the Support and Price Stability Fund Within the Scope of State Aid for Exports ("Regulation") was published in the Official Gazette dated May 22, 2025. The Regulation amends the Regulation on Procedures and Principles Regarding Payments Made from the Support and Price Stabilization Fund Under State Aid for Exports.
- » The Decision on State Aid for Investments (Decision No. 9903) ("**Decision**") was published in the Official Gazette dated May 30, 2025. The Decision sets out the procedures and principles for encouraging and supporting high investments that will reduce external dependency and increase international competitiveness in order to achieve the targets set out in development plans.
- » The Regulation Amending the Regulation on Real Estate Trading ("**Regulation**") was published in the Official Gazette dated May 30, 2025. The Regulation also covers real estate advertisements on the internet.
- » The Communique on the Prevention of Unfair Competition in Imports (Communique No: 2025/8) ("Communiqué") was published in the Official Gazette dated May 25, 2025. The Notice establishes the initiation of an anti-dumping investigation into "connection boxes for solar panels" and "other conductive types" products, as well as the procedures and principles of the investigation.
- » The Communiqué on the Prevention of Unfair Competition in Imports (Communiqué No. 2025/14) ("Communiqué") was published in the Official Gazette dated June 28, 2025. The Communiqué establishes the initiation of an anti-dumping investigation into "wind turbine blades" and sets forth the procedures and principles of the investigation.











F. Tax Law

» The Regulation Amending the Regulation on Procedures and Principles to be Followed in Tax Audits ("Regulation") was published in the Official Gazette dated May 13, 2025. The Regulation introduces amendments to the Regulation on Procedures and Principles to Be Followed in Tax Audits, incorporating electronic systems and tools.

G. Labor Law

- » The Communiqué on Amendments to the Communiqué on Workplace Hazard Classes Related to Occupational Health and Safety ("Communiqué") was published in the Official Gazette dated May 21, 2025. The Communiqué introduces changes to the hazard levels of workplace classes.
- » The Law on Amendments to Certain Laws and Decree-Law No. 375 ("Law") was published in the Official Gazette dated May 30, 2025. The Law amends the Turkish Commercial Code, the Public Procurement Law, the Law on Certain Regulations Related to the Defense Industry, and Decree-Law No. 375, which contains provisions related to labor law.

H. Consumer Law

» The Regulation Amending the Regulation on Distance Contracts ("Regulation") was published in the Official Gazette dated May 24, 2025. The Regulation introduces amendments regarding the information that must be provided to consumers and the circumstances under which the return of goods may be requested.

J. Environmental Law

» The Regulation Amending the Building Inspection Implementation Regulation ("Regulation") was published in the Official Gazette dated June 12, 2025. The Regulation introduces numerous amendments to the Building Inspection Implementation Regulation and removes certain annexes.













