

**COLLECTIVE BARGAINING AGREEMENT**

**February 26, 2014** - Anadolu Efes agreed with Tek-Gıda İş Labour Union on the terms of the collective bargaining agreement for the period September 1, 2013 – August 31, 2015.

The main terms of the collective agreement are as follows;

- Gross wages of the union member employees will be increased by 310TL per person per month in the first year of the collective bargaining agreement,
- In the second year of the agreement, gross wages of the union member employees will be increased by the rate of increase in the Consumer Price Index announced by the State Statistical Institute plus by 70TL per person per month,
- Social benefits will be increased by 12.4% in the first year of the agreement, while the increase will be in line with the increase in Consumer Price Index to be announced by the State Statistical Institute for the second year.

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

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