

**COLLECTIVE BARGAINING AGREEMENT**

**January 27, 2016** – Anadolu Efes agreed with Tek-Gıda İş Labour Union on the terms of the collective bargaining agreement for the period September 1, 2015 – August 31, 2017.

The main terms of the collective agreement are as follows;

- Gross wages of the union member employees will be increased by 355TL 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 110TL per person per month,
- Total gross wages and social benefits will be increased by 13.8% in the first year of the agreement,
- The rise in the social benefits will be in line with the increase in Consumer Price Index to be announced by the State Statistical Institute for the second year of the agreement.

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

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