

PUBLIC ANNOUNCEMENT FORM

Title of Company / Name of Partnership : TRK TUBORG BİRA VE MALT SANAYİİ A.Ş.

Address : Kemalpařa Caddesi No:52 Iřikkent/İZMİR

Telephone and Fax Number : Tel : 0232-399 20 00
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Date : 30.01.2012

Subject : Outcome of the Collective Bargaining

TO ADMINISTRATION OF ISTANBUL STOCK EXCHANGE

ISTANBUL

PUBLIC ANNOUNCEMENT :

The Company reached an agreement with Tek-Gıda Labor Union as a result of a collective bargaining for the period between 01.09.2011 and 31.08.2013.

It is decided to raise monthly wages of employees covered by the collective bargaining, by TL 180 in gross figures on an equal basis for the first year of the collective agreement, and to raise by 20 TL in gross figures on an equal basis for the second year, in addition to the raise to be given pro rata Consumer Prices Index published by the Turkish Statistics Authority.

With Our Regards,
TRK TUBORG BİRA VE MALT SANAYİİ A.Ş.