

PUBLIC ANNOUNCEMENT FORM

Title of Company / Name of Partnership : TÜRK TUBORG BİRA VE MALT SANAYİİ A.Ş.

Address : Kemalpaşa Caddesi No:258 Işıkkent/İZMİR

Telephone and Fax Number : Tel : 0232-399 20 00
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Date : 12.03.2020

Subject : Collective Bargaining Agreement

TO ADMINISTRATION OF CAPITAL MARKETS BOARD

PUBLIC ANNOUNCEMENT :

Türk Tuborg agreed with Tek-Gıda Labor Union on the terms of the collective bargaining agreement for the period September 1, 2019 – August 31, 2021.

The main terms of the collective agreement are as follows:

- Gross wages of the union member employees will be increased by TL 1000 per person per month plus TL 10 for each year of seniority 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 prices Index + 3%.

With Our Regards,
TÜRK TUBORG BİRA VE MALT SANAYİİ A.Ş.

Ali İhsan Barut
Accounting Manager

Evren Kılıncınar
Financial Affairs Manager