



JANUARY 5TH, 2012

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## COLLECTIVE BARGAINING AGREEMENT

Terms for the collective bargaining agreement between our Company and Tek Gıda İş Labour Union for the period 01.09.2011-31.08.2013 is agreed upon.

Accordingly;

- Gross wages of the union member employees will be increased by 270TL per month on equal basis in the first year of the collective bargaining agreement,
- In the second year of 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 60TL per month on equal basis,
- Social benefits will be increased by 11.5% in the first year of the agreement,
- For the second year of the agreement, the rise in Consumer Price Index announced by the State Statistical Institute will be used to calculate the rate of increase in social benefits.

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

**Mr. Can Çaka**  
(CFO and Investor Relations  
Director)

**tel:** 90 216 586 80 53  
**facsimile:** 90 216 389 58 63  
**e-mail:** [can.caka@efespilsen.com.tr](mailto:can.caka@efespilsen.com.tr)

**Ms. Ayşe Dirik**  
(Investor Relations Manager)

**tel:** 90 216 586 80 02  
**facsimile:** 90 216 389 58 63  
**e-mail:** [ayse.dirik@efespilsen.com.tr](mailto:ayse.dirik@efespilsen.com.tr)