

ANNOUNCEMENT REGARDING THE COLLECTIVE LABOR AGREEMENT

March 25, 2020 – Anadolu Efes agreed with Tek-Gıda İş Labor Union on the terms of the collective labor agreement for the period September 1, 2019 - August 31, 2021 and it is currently at signing stage.

The main terms of the collective agreement are as follows;

Gross wages of the union member employees will be increased by gross 900 TL per person per month in the first year of the collective labor agreement plus 5 TL increase for each seniority year.

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 +3% and by gross 120 TL per person per month.

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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