

**Special Circumstances Explanation (General)**

1	HÜSNÜ DABAK	FISCAL MANAGER	AKÇANSA CEMENT INDUSTRY AND COMMERCE CORPORATION	10.06.2011 14:39:58
2	HAYRULLAH HAKAN GÜRDAL	GENERAL DIRECTOR	AKÇANSA CEMENT INDUSTRY AND COMMERCE CORPORATION	10.06.2011 14:42:22

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The date of the original explanation	:	07.01.2011-03.06.2011-07.06.2011
Is the explanation a postponed explanation?	:	No
Summarized Information	:	EXPLANATION REGARDING SETTLEMENT IN COLLECTIVE LABOR BARGAINING

**EXPLANATION:**

Following or explanations dated 07.01.2011, 03.06.2011 and 07.06.2011, the Collective Labor Bargaining between Çimento Müstahsilleri İşverenleri Sendikası and Çimse-İş Sendikası, of which our company is a member of, covering the period between 01/01/2011 and 31/12/2011 have been settled with mutual agreement.

To be effective for 2011-2012 years, the following terms and conditions were accepted.

In accordance with provisions of signed Collective Labor Agreement, the personnel employed on 01.01.2011 and whose contract continues on the date of the signing of the collective labor agreement shall get 7% + 25 TL raise to the basic hourly earnings they receive on 31.12.2010, to be effective as of 01.01.2011.

For the second year, the personnel employed on 01.01.2012 and whose contract continues shall get raise to the basic hourly earnings they receive on 31.12.2011, to be effective as of 01.01.2012 at the rate of change (%) of Turkish Republic Prime Ministry Turkish Statistics Institute's 2003=100 Reference Period General Index of Consumer Prices for the period between 01.01.2011 and 31.12.2011 in relation to the same month of the previous year.

In addition to that, social welfare of 165 TL per month shall be paid to personnel in the first year; for the second year, the amount of social welfare to be paid to personnel shall increase by the rate of change (%) of Turkish Republic Prime Ministry Turkish Statistics Institute's 2003=100 Reference Period General Index of Consumer Prices for the period between 01.01.2011 and 31.12.2011 in relation to the same month of the previous year.

As the result of agreement between the unions indicated above, the strike and lock out implementations indicated in our explanations dated 03.06.2011 and 07.06.2011 were terminated.

We declare that our explanations above are appropriate to the Essentials provided in the Capital Markets Committee's communiqué Series: VIII, No: 54, that they completely reflect the information we received on the subject(s), that the information is appropriate to our records and our documents, that all efforts have been made to obtain complete and correct information about the subject and that we are responsible for this declaration.