

■ **Material Event Disclosure (Update)**



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Date of Original Disclosure	:	24.01.2013-11.02.2013-01.03.2013
Was the Disclosure Postponed?	:	No
Summary Information	:	About conclusion of industry wide bargaining

■ **DISCLOSURE:**

Negotiations for collective bargaining agreement for new period to be arranged between Trade Union of Cement Industry Employers (CEIS), in which we are member, and T.Çimse-İş Trade Union, were concluded with the agreement, and authorized persons of the parties signed "Collective Bargaining Agreement 4th Negotiation Minutes" on March 25, 2013. Consequently;

* Group Collective Bargaining Agreement entered into force on 01.01.2013 and it shall be valid for 3 years period and it shall terminate on 31.12.2015.

* Wage Increase;

i.10 % (ten percent) increase was made in order to be valid as from 01.01.2013 for basic hourly rates that were collected on 31.12.2012 by the workers who were working in the workplace on 01.01.2013 and whose employment agreement was continuing on signing date of Collective Bargaining Agreement for the first year of the agreement.

ii. Increase shall be made at the rate of exchange of Republic of Turkey, Prime Ministry, Turkish Statistical Institute (TUIK) 2003 = 100 Basic Year Consumer Prices Index according to the same month of the previous year for the period of 01.01.2013 - 31.12.2013 in order to be valid on 01.01.2014 for the second year of the agreement,

iii. Increase shall be made at the rate to be calculated by adding 1 (one) point to the rate of exchange of Republic of Turkey, Prime Ministry, Turkish Statistical Institute (TUIK) 2003 = 100 Basic Year Consumer Prices Index according to the same month of the previous year for the period of 01.01.2014 - 31.12.2014 in order to be valid on 01.01.2015 for the third year of the agreement.

* It was agreed on payment of social aid amounting to 200 TL (existing amount is 182,25 TL and 9,8 % increase was made) every year in the first year of the agreement for the workers under the scope of this Collective Bargaining Agreement. It was agreed upon increasing at the rate of exchange of Republic of Turkey, Prime Ministry, Turkish Statistical Institute (TUIK) 2003 = 100 Basic Year Consumer Prices Index according to the same month of the previous year for the period of 01.01.2013 - 31.12.2013 in the second year of the agreement, and at the rate to be calculated by adding 1 (one) point to the rate of exchange of Republic of Turkey, Prime Ministry, Turkish Statistical Institute (TUIK) 2003 = 100 Basic Year Consumer Prices Index according to the same month of the previous year for the period of 01.01.2014 - 31.12.2014 in the third year of the agreement.

* Fee increase difference receivables arising from this collective bargaining agreement for the workers shall be paid at the latest until 10.04.2013.



We hereby declare that above disclosures comply with the principles in the Capital Market Board's Communiqué Serial: VIII, No: 54 and reflect the information we have received about such subject(s) completely, information complies with our books, records and documents, we have shown all necessary efforts in order to obtain information about the subject completely and accurately and we are responsible for such disclosures made.