

### Material Disclosure (Updating)



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Date of Original Disclosure	:	11.12.2015
Is The Statement Made The Statement Postponed?	:	No
Summary Information	:	Conclusion of collective labor agreement negotiations

### STATEMENT:

The collective labor agreement carried out in our work place concluded on 31.12.2015. The collective labor agreement negotiations between Cement Industry Employers Union (ÇEİS), on which we are member, and T. Çimse-Work Union were concluded by agreement of parties.

Summary of the agreement conclusions are given below;

1-The term of Collective Labor Agreement has been determined as 2 years. Accordingly validity time of new period Collective Labor Agreement has been determined as 01.01.2016-31.12.2017.

2-It has been also decided implementation of new Job Evaluation and Grouping System with new period Group Collective Labor Agreement and 6 (six) job groups have been established.

3-First year 10,50% is increased the net hourly wage, which they are paid on 31.12.2015, being valid from 01.01.2016.

4-In the second year of the agreement; IV. Group (%) change rate according to same month of previous year for TÜİK (Turkish Statistical Institute) 2003=100 Base Year Consumer Prices General Index 01.01.2016-31.12.2016 period is given as extra payment to the net hourly wage of the employees, who work in the work place on 01.01.2017 and whose labor agreement continues, which they are paid on 31.12.2016, the amount to be found by taking general average net hourly wage of each factory as a basis, being valid on 01.01.2017, and the graduated wage increases to be found by decreasing this amount 4,5% point for the groups below and increasing it 3% point for the groups above are applied to the net hourly wage of the employees on each level, who are paid on 31.12.2016, as second year increase being valid from 01.01.2017.

5-Social welfare allowance is 270 TL for the first year. In the social welfare the social welfare amount paid in I. year of the agreement for the second year is paid by being increased in the change rate (%) according to the same month of the previous year for TÜİK (Turkish Statistical Institute) 2003=100 Base Year Consumer Prices General Index 01.01.2016-31.12.2016 period.



We hereby declare that our statements above are in accordance with principles in Material Disclosure, being in force, of Capital Markets Board, that they represent exactly the information reached to us in this matter/matters, that the information are in accordance with our book, records and documents, that we make all necessary effort to obtain the information related to the matter exactly and accurately and that we are responsible for these statements.