

# COCA-COLA İÇECEK A.Ş. Material Event Disclosure (General)

**Summary Info**  
Collective Bargaining Agreement

## Material Event Disclosure General

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Explanations	

The collective bargaining agreement negotiations between Coca-Cola İçecek and Tek-Gıda İş Sendikası (Labour Union), which have been ongoing for two months, were finalized after the end of business on April 18, 2018 with an agreement on the conditions summarized below. The agreement covers the period from January 1, 2018 to December 31, 2019 and its signing is in process.

The principal terms of the collective bargaining agreement are as follows;

- For the first year of the agreement, gross wages of the union member employees will be increased by 535 TL per person per month, effective 01.01.2018. In the second year of the agreement, gross wages will be increased by the rate of increase in the Consumer Price Index plus 135 TL per person per month.
- The annual social package will be increased by approximately 13% for the first year and by the rate of increase in the Consumer Price Index for the second year.

*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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We proclaim that our above disclosure is in conformity with the principles set down in “Material Events Communiqué” of Capital Markets Board, and it fully reflects all information coming to our knowledge on the subject matter thereof, and it is in conformity with our books, records and documents, and all reasonable efforts have been shown by our Company in order to obtain all information fully and accurately about the subject matter thereof, and we’re personally liable for the disclosures.