

# TÜPRAŞ-TÜRKİYE PETROL RAFİNERİLERİ A.Ş. Material Event Disclosure (General)

## Summary Info

The Collective Bargaining Agreement

## Material Event Disclosure General

Related Companies []

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<b>Material Event Disclosure General</b>	
Update Notification Flag	Hayır (No)
Correction Notification Flag	Hayır (No)
Date Of The Previous Notification About The Same Subject	-
Postponed Notification Flag	Hayır (No)
<b>Announcement Content</b>	
<b>Explanations</b>	

As per the Collective Labour Agreement between our Company and Petrol İş Union upon the decision of the High Council that was notified to our Company today, below clauses are agreed which will be valid for 3 years between 01 January 2019 and 31 December 2021:

- Regular working time is determined as 40 hours per week and 42 hours in triple shifts. Since there will be 2 hours of weekly overtime on average, it was decided to pay three additional daily wages (6 hours of pay for 2 hours of work) each month on top of the regular daily wages.
- The number of compassionate leave days have been preserved, which is subject to employer's approval.
- 6% wage increase is agreed for the first 6 months and 5% wage increase is agreed for the second, third, fourth, fifth and sixth 6-month periods (on condition that the difference is added if the CPI exceeds 5%).
- It was decided that the social welfare payments will be done in 6-month periods, to be increased at the agreed rate of wage increase.

In case of a discrepancy between the Turkish and the English versions of this disclosure, the Turkish version shall prevail.

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.