

## **The Colective Bargaining Agreement**

The Collective Bargaining between Tüpraş and Petrol-İş Union covering the period January 01, 2009 to December 31, 2010 was concluded with the agreement on April 21, 2009 and The Collective Agreement will be signed on May 01,2009.

According to the agreement covering 3,565 blue collar employees, a % 5.25 wage increase was provided for the first six month of the year and the inflation increases added to wages in the following six month periods and various improvements were also realized in social rights.

The above explanation is prepared in accordance with the Regulation Series VIII, No. 54 of the Capital Markets Board. As such the information on this subject is given in full, in accordance with company records and has been prepared with every effort made to ensure that it is a full and true representation of the subject in hand, and as such the management takes responsibility for this information