

**The Pronouncement of the Final Decision Regarding the Investigation on  
Private Schools Operating in the Kocaeli Province according to Article 49 of  
the Act no 4054 on the Protection of Competition**

According to the Report and the Additional Opinion prepared, evidence collected, written pleas, the statements made during the hearing and the scope of the file examined regarding the investigation conducted per the Board decision dated 23.11.2023 and numbered 23-54/1061-M, it has been UNANIMOUSLY decided that

I- Arı İnovasyon ve Bilim Eđitim Hizmetleri AŖ's practices in the file related to meal fees did not violate Article 4 of the Act no 4054 on the Protection of Competition and therefore did not require the imposition of administrative fines,

II-

1. Arı İnovasyon ve Bilim Eđitim Hizmetleri AŖ's practices in the file related to non-poaching and fixing employee salaries violated Article 4 of the Act no 4054 on the Protection of Competition,
2. Accordingly, Arı İnovasyon ve Bilim Eđitim Hizmetleri AŖ should be imposed an administrative fine of 591,347.22 TL by discretion of the Board at a set proportion of its annual gross revenue generated at the end of the year of 2023 as determined by the Board under Article 16.3 of the Act no 4054 and Articles 5.1(a) and 5.2 of the Fines to Apply In Cases of Agreements, Concerted Practices and Decisions Limiting Competition, And Abuse of Dominant Position,

with the decision subject to appeal before Ankara Administrative Courts within 60 days following the notification of the reasoned decision.