

## MATERIAL DISCLOSURE

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Date	: 17 December 2014
Subject	: Collective Bargaining Agreement

### To Borsa İstanbul Chairmanship

Turkish Employers' Association of Metal Industries, (MESS) has informed our Company that the collective bargaining agreement, covering September 1, 2014 – August 31, 2017, was signed between (MESS), employers' union in the metal industry of which Ford Otosan is a member, and Turkish Metal Union.

Briefly in agreement;

- For the first six months, 9.78% wage increment will be applied,
- The second, third, fourth and sixth six month periods will receive an increase equal to the previous six months' Consumer Price Index (General Index), as announced by TÜİK (Turkish Statistical Institute),
- The fifth six month period will receive an increase equal to the previous six months' Consumer Price Index (General Index), as announced by TÜİK (Turkish Statistical Institute), plus 3.5%,
- Eid allowance, paid vacation allowance and heating allowance will be improved by average 15% for the first year.

We affirm that the disclosure above is in accordance with the provisions of the Capital Market Board's current Special Case communiqué, it reflects all the information we collect about the subject, and this information is consistent with our records and documents. We spend utmost efforts in order to obtain complete and correct information about the subject and claim full responsibility for these disclosures.

### FORD OTOMOTİV SANAYİ A.Ş.

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