

MATERIAL DISCLOSURE

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Date	: 30 January 2018
Subject	: Collective Labor Agreement

To Borsa Istanbul Chairmanship

English Statement - English version of the disclosure statement is as follows:

Collective Labor Agreement for the period of 01.09.2017-31.08.2019 was signed between Turkish Employers Association of Metal Industries (MESS), which our company is a member, and Turkish Metal Union. According to this agreement;

Hourly wages are set per 9 TL/ hour for the first six months and an equal wage increase of 1.60 TL/ hour was decided. For each full year of the seniority, 0.10 TL/ hour added to hourly wages just once under the condition that the wages not exceed 1.50 TL/ hour. For the second, third and fourth six months periods of the agreement, hourly wages will be raised as consumer price index (CPI) ratio.

In the first year, all social benefits will be increased by 23%. For the second year, it will be raised as consumer price index (CPI) ratio.

This statement has been translated into English for informational purposes. In case of a discrepancy between the Turkish and the English versions of this disclosure statement, the Turkish version shall prevail.

FORD OTOMOTİV SANAYİ A.Ş.

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