



KAMUYU AYDINLATMA PLATFORMU

FORD OTOMOTİV SANAYİ A.Ş. Material Event Disclosure (General)

Summary

About Collective Labor Agreement



**MERKEZİ KAYIT
İSTANBUL**
Türkiye Sermaye Piyasası - Merkezi
Saklama ve Veri Depolama Kuruluşu

Material Event Disclosure General

Related Companies []

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

The Turkish Employers' Association of Metal Industries (MESS), of which our Company is a member, has notified that a Collective Labour Agreement Settlement Protocol covering the period from 1 September 2025 to 31 August 2027 has been signed between MESS and the Turkish Metal Union.

Pursuant to the agreement, in summary:

- For the first 6 month period, employees with an hourly wage below 140 TL will receive an improvement of 10 TL, not to exceed an hourly wage of 140 TL Following this adjustment, a 20% proportional wage increase and thereafter a fixed increase of 17.61 TL per hour will be applied.
- For the second 6 month period, effective 1 March 2026, a 13% wage increase will be applied (in the event that the CPI for the period 1 September 2025 – 28 February 2026 exceeds 13%, the portion exceeding 13% will be added to the wage increase rate).
- For the third 6 month period, wages will be increased by the CPI rate plus 1.5 percentage points; and for the fourth 6 month period, wages will be increased by the CPI rate.
- Social benefits will be increased by 50% for the first year (with a 75% increase for the Eid-al-Adha Allowance) and by the annual CPI rate for the second year.

This statement has been translated into English and simultaneously announced for informational purposes. In the event of any discrepancy between the Turkish and the English versions, 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.