

# Management Activities

By the end of the period, our company's top management and their duties are as follows:

Name-Surname	Position
ALİ AYDIN PANDIR	CEO & Board Member
A. NEZİH OLCAY	Financial Director
CENGİZ EROLDU	Deputy Financial Director
MASSIMO RISI	Industrial Operations Director
OKAN BAŞ	Fiat & Commercial Vehicles Business Division Director
KEMAL YAZICI	R&DE Director
SELÇUK ÖNCER	Accounting Director
ALTAN AYTAÇ	Alfa Romeo Business Division Director
M. OSMAN SÖYOĞUL	Production Director
BURHAN ÇAKIR	Human Resources Director
TURHAN ÇELTIKÇIOĞLU	After Sales and Spare Parts Director
NECMİ MÜNGAN	Supply Chain Director
YÜKSEL ÖZTÜRK	Purchasing Director
ÇAĞLAR ŞAHİN	MCV Project Director
AHMET ALTEKİN	D-200 Project Director
FAUSTO NOVELLI	Quality Director
SADIK ILGIN	Assistant Quality Director
BANU KALAY ERTON	Corporate Relations Director

We can summarize the other administrative issues related with our personnel as follows:

- The registered personel number of the company by December 31st, 2007 is 7778. 1073 of this number is officers and administrators, 6705 workers. No disagreement nor worker movement observed during the period in terms of activities.
- Our company is subject to union collective group agreement signed between Turkish metal industry and MESS to be valid as of September 1st, 2006 signed on October 21st, 2006. The agreement conducted is for 2 years period and ends up in August 31st, 2008.
- the senior indemnities liability of our company is 64.456.101,22 YTL by 31.12.2007, reserves are allocated for the entire sum
- Within the legal regulations our staff's social rights are regularly and periodically provided.

## Result and profit distribution proposal

According to the notification of the Capital Market Board series IX No.25, as can be sen from the analysis of the Consolidated Balance Sheet and Income Table of 2007 prepared in accordance with the international financial reporting standards (IFRS), our company closed 2007 with net period profit of 175.819 thousand YTL after deduction of the tax considerations. Within the period the total of supports and charities to associations for social aids amount to 2.147.755, 34 YTL.

It has been suggested to pay cash dividends of totally 90.000.000YTL of 18% ratio to our shareholders after deducting the kegal liabilities from the net periodical profit according to Turkish Trade Law, Capital Market Regulations and our company's Articles of Association and Profit Distribution Policy,

- To pay 0,18 new kurus = net cash dividends for each share certificate of 18% ratio and 1 Ykr nominal value to fully liable institutions and institution partners who receives profit shares through an office and permanent representative in Turkey,
- To pay cash dividends of gross 0,18 new kurus and net 0,155 new kurus for each share certificate of 18% ratio and 1 new kurus nominal value to our other shareholders.
- The profit distribution date has been determined as May 12nd, 2008.

By means hereof, we offer to your approval the proposal of the determination of the said profit share distribution and the distribution date as foreseen to the Shareholders General Assembly and the approval of the consolidated balance sheet and income table for 2007 activity period.



**Mustafa V. Koç**  
Chairman Of The Board Of Directors