

POLISH FINANCIAL SUPERVISION AUTHORITY

Current Report No. 4/2013

Preparation date: April 10, 2013

Abbreviated name of issuer:

DEBICA

Re:

Collective dispute

Legal grounds:

Art. 56, par. 1, subpar. 1 of the Offering Act – Confidential Information

Report content:

The Management Board of Tire Company Debica S.A. advises that on April 9, 2013 the Trade Unions sent a letter informing about their entering into collective dispute demanding a pay rise and an increase of contribution to employer funded pension fund.

Pursuant to the provisions of the Corporate Collective Labor Agreement, effective at the Company, the Trade Unions and Employer negotiate pay rises until the end of March each year. If no consensus has been reached, the Employer will allocate to the pay rises the amount stipulated by the Collective Labor Agreement.

This year the negotiates have not been closed with consensus and therefore the Management Board – acting pursuant to the provisions of the Corporate Collective Labor Agreement – has taken a decision on its own about pay rises.

The Management Board will take its best efforts to settle the dispute in a manner securing further sustainable growth of the Company.

TIRE COMPANY DEBICA S.A.	
(full name of issuer)	
DEBICA	Automotive (aut)
(abbreviated name of issuer) 39- 200	(sector according to WSE classification) Debica
(postal code) ul. 1 Maja	(place) 1
(street) (014) 670-28-31	(no.) 014 670-09-57
(phone)	(fax) www.debica.com.pl
(e-mail) 872-000-34-04	(www) 850004505
TAX ID (NIP) NO.	(REGON STATISTICAL NO.)

SIGNATURES OF PERSONS REPRESENTING COMPANY

Date	Name and surname	Position /Function	Signature
April 10, 2013	Jacek Pryczek	President of Management Board, CEO	
April 10, 2013	Leszek Cichocki	Management Board Member /Financial Director	