

## FORD OTOMOTIV SANAYİ A.S. DIVERSITY POLICY

### Diversity as a Core Value

1. We recognize the diversity of our employees, suppliers, clients, stakeholders and shareholders not only as corporate goal, but as an embedded part of our value creation process.
2. We pursue diversity while forming positions and teams.
3. We approach all of our individual differences as potentials that make us who we are and feed our values, perspectives and activities.

### Fair, Egalitarian and Ethical Relationships that are Based on Courtesy

4. We define all human relationships with other people, living things and nature within the framework of rights, justice and ethical principles.
5. Honesty, justice and courtesy are the core principles that we rely on in our relationships. We do not allow unjust restrictions in personal freedoms and damages on anyone's dignity and honor.
6. We take care to establish inclusive relationships in all our corporate processes.

### Culture of Diversity and Business Processes

7. Perpetuating a corporate climate that will reveal the potential of individuals and in which everyone can freely express their ideas is one of our main priorities.
8. Based on gender, sexual orientation, ethnicity, age, marital status, belief and thought, life and expression, and physical differences, we approach everyone equally in all our work processes and implement an effective equality policy.
9. We are committed to take measures to prevent all kinds of discrimination, prejudice, and unconscious bias in recruitment, promotion, professional development processes.
10. Members of the Board are nominated based on their experience and knowledge. Establishing a Board from diverse backgrounds, with different experiences and skillsets is important at Ford Otosan. We aim to keep at least 25% female Board Member ratio in Ford Otosan Board of Directors.

### Egalitarian Communication

11. We oppose the use of sexist, homophobic, racist, speciesist, discriminatory, stereotype-reinforcing language in all communication process. We promote open, fair, nonviolent forms of communication and adopt an egalitarian communication policy.

### Zero Tolerance Against Violence

12. We take a clear attitude towards all kinds of violence, oppression, bullying and harassment without any tolerance. We develop business and stakeholder relationships and safe environments that are free from violence, bullying, oppression and harassment.

### Responsibility

13. We take an active role for diversity by balancing number of employees of minority (such as women, disabled etc.) in the automotive sector in Turkey.
14. We strive for an active diversity management policy that transforms diversity into creativity, boosts organizational progress and ensures inclusiveness.
15. We attach great importance to cooperating with equitable and diversified institutions in all relationships with our suppliers, dealers and stakeholders