

FORD OTOSAN BOARD OF DIRECTORS DIVERSITY POLICY

1. PURPOSE AND SCOPE

The purpose of the Board of Directors Diversity Policy (“**Policy**”) is to provide a comprehensive framework in order to promote diversity in the Boards of Directors of Ford Otomotiv Sanayi A.Ş. and its Subsidiaries¹ (collectively, “**Ford Otosan**”). Ford Otosan believes in the benefits arising from diversity and acknowledges diversity in ideas as a prudent approach to business.

A board of directors composing of members with diversified skills, experiences, backgrounds and approaches will provide and ensure:

- competitive advantages,
- strong understanding of opportunities, issues and risks,
- integration of different concepts, ideas and relationships,
- advanced decision-making and dialog; and enhanced capacity for the supervision of the corporation and its governance.

2. PRINCIPLES AND GOALS

In line with its goals, the Board of Directors focuses on basic topics such as diversity, business and sector skills and experience, inclusion, gender equality, and policy on equal pay for equal work.

It is essential that the Board of Directors is composed of members who have sufficient knowhow, experience and qualifications as necessitated by their duties and according to the company culture, size and operations, and in the member nomination process, the aim is to achieve diversity in terms of age, gender, race, nationality, and ethnic origin.

The process of nomination and election of members of the Board of Directors of Ford Otosan is conducted in accordance with the relevant legislation, including specifically the Turkish Commercial Code and Capital Market Law, and in line with the provisions stipulated in the company’s articles of association.

In that regard, in the nomination process for the Board of Directors, it is deemed essential that priority is given to female nominees among the nominees having the same knowhow, experience and qualifications, and as a principle, the aim is to ensure minimum 25% female presence in the Board of Directors of Ford Otosan at all times.

3. AUTHORITIES AND RESPONSIBILITIES

Ford Otosan Corporate Governance Committee that also fulfills the duties of the Nomination Committee shall be responsible for regularly reviewing the goals set out in this Policy and for submitting revision proposals to the Board of Directors. The Board of Directors shall evaluate the current status regarding the achievement of these goals on an annual basis and share the results of such evaluation with the public.

4. REVISION HISTORY

This Policy came into effect with the Board Resolution dated 15.06.2023 and number 2023/21 .

| Revision No. | Revision Date | Description |
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¹ The following companies are regarded as Subsidiaries under this Policy: a) companies whose majority of capital or of shares granting voting rights is directly or indirectly owned by Ford Otosan or b) companies in which the right to elect the members representing the majority of the management body entitled to adopt resolutions is held directly or indirectly by Ford Otosan. Ford Otosan hereby advises the other companies that do not fall within the scope of this definition but in which it holds shares, to adopt this Policy and the principles set forth therein.