



KAMUYU AYDINLATMA PLATFORMU

FORD OTOMOTİV SANAYİ A.Ş. Sustainability Compliance Report 2024 - Annual Notification

Summary

Sustainability Principles Compliance Report

Related Companies

Related Funds

	Company Compliance Status				Explanation	Report Information on Publicly Disclosed Information (Page number and menu name on the website)
	Yes	Partial	No	Not Applicable		
Sustainability Compliance Report						
A. GENERAL PRINCIPLES						
A1. Strategy, Policy and Goals						
A1.1. The prioritised environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Company's Board of Directors.	X				Ford Otosan identifies its material sustainability issues by conducting a double materiality assessment and seeking the opinions of its internal and external stakeholders. The company monitors the risks and opportunities related to these topics throughout the year.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - Ford Otosan 2024 Integrated Annual Report, Value Creation Journey
A1.1. The ESG policies (Environmental Policy, Energy Policy, Human Rights and Employee Policy etc.) have been created and disclosed to the public by the Company's Board of Directors.	X				Ford Otosan Sustainability Committee determines the company's sustainability policies in ESG areas and ensures their implementation. The process is ongoing to have all the policies approved by the Board of Directors. The published policies are available on the corporate website.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/kuru-ford-otosan-hakkinda/uyum-politikalarimiz - 2024 Integrated Annual Report, Sustainability Management
A1.2. The short and long-term targets set within the scope of ESG policies have been disclosed to the public.	X				Ford Otosan's short - and long-term targets for ESG policies are determined with the approval of the Board of Directors. The Sustainability Hub team and agile teams monitor them monthly and report the progress to the Sustainability Committee every quarter. The Sustainability Committee is headed by Ford Otosan Leader. Ford Otosan determined its long-term goals in 2022 in line with its "Future. Now" vision. These are categorized into the main headings of "Climate Crisis and Energy Management," "	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, For People and Community For Environment

			<p>Waste Management and Circular Economy,” “Water Stewardship,” “Social Benefit” and “Gender Equality.” Progress regarding these goals and short-term targets are disclosed through the Integrated Annual Report.</p>	
A2. Implementation/Monitoring				
<p>A2.1. The responsible committees and/or business units for the implementation of ESG policies and the senior officials related to ESG issues in the Company and their duties have been identified and disclosed to the public.</p>	X		<p>Ford Otosan Sustainability Hub Team and Agile Teams are responsible for publishing and updating policies. The Sustainability Committee determines the company’s sustainability policies in ESG areas and ensures their implementation. The Committee consists of the Commercial Vehicles Leader, Engineering and Technology Development Leader, Purchasing Leader, Finance Leader, Human Resources and Transformation Leader, Engineering and Technology Development Leaders, Corporate Communications Leader, Investor Relations Leader, Occupational Health and Safety & Environment Leader and the Public Affairs Coordinator. The Sustainability Committee is headed by Ford Otosan Leader and coordinated by the Sustainability Hub. The process is ongoing to have all the policies approved by the Board of Directors. The published policies are available on the corporate website. Sustainability Department under the Corporate Communications Leader, who reports to Ford Otosan Leader, is responsible for implementing the ESG strategy and coordination with different functions within the organization.</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, Sustainability Management</p>
			<p>The Sustainability Committee convenes at least four times a year. As</p>	

<p>A2.1. The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.</p>	<p>X</p>		<p>the chair of the Sustainability Committee, Ford Otosan Lead is responsible for reporting the company's sustainability performance, the current status with regard to the strategy, and the global sustainability agenda developing during the year to the Board of Directors. The Board of Directors is advised about the Sustainability Principles Compliance efforts through the Corporate Governance Committee and the Early Determination and Management of Risk Committee.</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, Sustai Management</p>
<p>A2.2. In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public.</p>	<p>X</p>		<p>Ford Otosan determined its long-term goals in 2022 in line with its "Future. Now" vision. These are categorized into the main headings of "Climate Crisis and Energy Management," "Waste Management and Circular Economy," "Water Stewardship," "Social Benefit" and "Gender Equality." Progress regarding these goals and short-term targets are disclosed through the Integrated Annual Report. With the issue of combating climate crisis gaining prominence for the stakeholders and European Green Deal, Ford Otosan has set its target as achieving net zero emissions by 2050. The relevant targets, which were submitted to SBTi in 2022, will be audited in the first quarter of 2025. The roadmap for transitioning to a lower carbon economy to reach this target has been expanded to include the suppliers.</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, For Pe Community For Environment, Value Chain Management</p>
<p>A2.3. The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.</p>	<p>X</p>		<p>The progress regarding key ESG performance indicators determined in line with Ford Otosan's sustainability strategy is disclosed with tear-on-year comparisons in the Integrated Annual Report.</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, For Pe Community For Environment, KPIs</p>

<p>A2.4. The activities for improving the sustainability performance of the business processes or products and services have been disclosed to the public.</p>	X		<p>Innovation activities to improve the sustainability performance of business processes or products and services are disclosed to the public along with best practices through the integrated annual reports.</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report-For-Environment-For-Technology-and-Innovation-Occupational Health Safety Vehicle Quality and Safety</p>
A3. Reporting				
<p>A3.1. The information about the sustainability performance, targets and actions have been given in annual reports of the Company an understandable, accurate and sufficient manner.</p>	X		<p>Ford Otosan reports and publicly discloses its sustainability performance, targets and actions at least once a year. Information on sustainability activities is provided within the Integrated Annual report. Ford Otosan discloses its actions and plans for each sustainability target in the relevant sections of this report. Detailed information related to sustainability performance is provided in the Annexes.</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report-For-Community For Environment, KPIs</p>
<p>A3.2. The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.</p>	X		<p>Ford Otosan discloses each Sustainable Development Goal impacted by its activities defined in the Integrated Value Creation Model through the Integrated Annual Report. The relationship between the community investment principles and the UN SDGs is also shared in this report .</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report, Value Model, Community Investment Areas</p>
<p>A3.3. The lawsuits filed and/or concluded against the Company about ESG issues which are material in terms of ESG policies and/or will significantly affect the Company's activities, have been disclosed to the public.</p>	X		<p>Ford Otosan provides information regarding the lawsuits filed and/ or concluded against the company in environmental, social and corporate governance issues within the Integrated Annual Report.</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report, Performance Tables, Material Developments Regarding Company Operations</p>
A4. Verification				
<p>A4.1. The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed.</p>	X		<p>All key ESG performance indicators that Ford Otosan discloses to the public are assured by an independent third party.</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report, Assurance Statement</p>
B. ENVIRONMENTAL PRINCIPLES				
			<p>Ford Otosan has in place an Environment and</p>	

<p>B1. The policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs have been disclosed.</p>	<p>X</p>		<p>Energy Policy, Biodiversity Strategy, and Water Policy. Ford Otosan manages all its products and services within the framework of the ISO 14001:2015 Environmental Management System. All its facilities are ISO 14001 certified. Environmental management policy, ISO 14001 environmental management system certification and other certifications confirming compliance with environmental laws and other applicable regulations are also disclosed on the corporate website.</p>	<p>https://www.fordotosan.com.tr/tr/kurumsal/ford-otosan-hakinda-sertifikalarimiz https://www.fordotosan.com.tr/tr/surdurulebilirlik-surdurulebilirlik-politikalari https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, For Environment For People</p>
<p>B2. The environmental reports prepared to provide information on environmental management have been disclosed to the public which is including the scope, reporting period, reporting date and limitations about the reporting conditions.</p>	<p>X</p>		<p>Ford Otosan discloses information regarding environmental management in the Integrated Annual Report, which also includes the reporting period, scope and limitations. In CDP reporting, the company also shares reporting scope, period, conditions and limitations along with information on environmental management.</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari https://www.fordotosan.com.tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, About the Report 2024 CDP Corporate Questionnaire pp. 9</p>
<p>B4. The environmental targets within the scope of performance incentive systems which included in the rewarding criteria have been disclosed to the public on the basis of stakeholders (such as members of the Board of Directors, managers and employees).</p>	<p>X</p>		<p>In line with our Future. Now sustainability strategy and long-term goals that we have implemented at Ford Otosan, we are adding ESG metrics to the performance scorecards of Ford Otosan Leaders and senior management. Information about the addition of targets to improve efforts to tackle the Climate Crisis in 2024 is provided in the Integrated Annual Report. Furthermore, the scorecards of the Sustainability Hub members include the target of developing a roadmap for their respective fields in line with Ford Otosan's sustainability targets. Ford Otosan focuses on four primary environmental sustainability targets: net zero</p>	<p>2024 Integrated Annual Report, Sustainability Management 2024 Corporate Questionnaire pp. 101-109</p>

				production in operations by 2030, reducing the use of clean water per vehicle by 40% by 2030, eliminating single-use plastics from personal consumption, and zero waste to landfills. These targets are also disclosed in publicly accessible reporting , websites, press releases, and indices such as SBTi and DJSI.	
B5. How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.	X			Ford Otosan discloses the outputs, strategies and targets related to its environmental issues in its Integrated Value Creation Model. Additionally, we include a table in the Integrated Annual Report to demonstrate how we manage the very high and high priority issues identified as a result of the materiality assessment.	2024 Integrated Annual Report, For Environment, Value Creation I
B7. The way of how environmental issues has been managed and integrated into business objectives and strategies throughout the Company's value chain, including the operational process, suppliers and customers has been disclosed.	X			Ford Otosan discloses how it manages environmental issues and integrates suppliers and customers into its strategies, not only in terms of direct operations, but also across the value chain within the Integrated Annual Report.	2024 Integrated Annual Report, Value Chain Management
B8. Whether the Company have been involved to environmental related organizations and non-governmental organizations' policy making processes and collaborations with these organizations has been disclosed.	X			Ford Otosan discloses in its annual and sustainability reports whether it is involved in policy formulating processes on environmental issues (sectoral, regional, national and international) and provides information on memberships in environmental organizations, partnerships with relevant associations and NGOs, and its duties , if any, in such organizations, and the activities it promotes.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, For Environment, Circular Economy
B9. In the light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and wastewater management, waste management,	X			As required by the GHG Protocol, all carbon emission measurements at Ford Otosan are assured by an independent third party in accordance with ISO 14064-1 and disclosed to the public. Similarly, energy consumption is	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, For Environment, KPIs, Reporting Guideline

biodiversity impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.				verified by an independent third party in accordance with ISO 50001 and disclosed with comparative figures	
B10. Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.	X			Ford Otosan discloses the details of the standards, protocols, methodologies and base year employed to collect and calculate its data.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report, Assurance Statement, Reporting Guideline
B11. The increase or decrease in Company's environmental indicators as of the reporting year has been comparatively disclosed with previous years.	X			Ford Otosan declares the status of environmental indicators for the reporting year compared to previous years (increase or decrease).	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report, KPIs
B12. The short and long-term targets for reducing the environmental impacts have been determined and the progress compared to previous years' targets has been disclosed.	X			The long-term targets for reducing the company's environmental impact were determined in 2022. The short-term targets and progress toward the long-term terms are disclosed within the Integrated Annual Report.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report, For Environment
B13. A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.	X			Ford Otosan discloses its strategy and actions to tackle climate crisis and transition to lower carbon economy within the Integrated Annual Report.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report, For Environment, Shift to Low-Carbon Economy
B14. The programs/procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been established and disclosed.	X			Ford Otosan discloses the programs or procedures to prevent or minimize the negative impact of its products in the relevant sections of the Integrated Annual Reports. The company also declares the actions of third parties to reduce greenhouse gas emissions. Ford Otosan has conducted Life-Cycle Assessments for 96% of its products.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari-2024-Integrated-Annual-Report, Product Sustainability 2024 CDP Corporate Questionnaire, p. 125
B14. The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.	X			A supplier sustainability committee has been formed to increase sustainability awareness among our suppliers. Environmental, social and governance training is provided within the year to share best practices. We also monitor the sustainability performance of our suppliers through surveys and audits. Working with our	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report, Value Model

				suppliers, we created 6-month, 1-year and 2-year sustainability roadmaps. We conducted a sustainability survey to determine the development areas of our dealers . We also provided an online sustainability training and prepared a roadmap for 2025.	
B15. The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.	X			Ford Otosan publicly discloses the actions taken, and the projects and initiatives implemented to reduce its environmental impact along with their environmental benefits and cost savings through the Integrated Annual Report and CDP reporting.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari - 2024 Integrated Annual Report, For Environment 2024 CDP Corporate Questionnaire pp. 27, 41-46, 50, 56, 64- 69, 72, 73, 77, 81, 117,132, -217, 226-237
B16. The data related to energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) has been disclosed as Scope-1 and Scope-2.	X			As part of the sustainability efforts, Scope 1 and Scope 2 greenhouse gas emissions are calculated regularly , assured by an independent third party as required by the GHG Protocol, and disclosed to the public. Similarly, energy consumption data is reported by “renewable/ non-renewable” energy categories to align with the expectations of international sustainability indices.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari - 2024 Integrated Annual Report, Assurance Statement, KPIs
B17. The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.	X			Ford Otosan discloses information about the electricity, heat, steam and cooling generated and consumed each year.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari - 2024 Integrated Annual Report, KPIs, 2024 CDP Corporate Questionnai 189, 193, 197-200
B18. The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.	X			Ford Otosan submitted its target of achieving net zero emissions by 2050, as set by European Green Deal to combat climate crisis, to SBTi. The company works on increasing the use of renewable energy and transitioning to net zero emission production and discloses these activities to the public through Annual and Sustainability reports, along with detailed targets. All the electricity used in all Ford Otosan sites in Türkiye is procured from 100% renewable	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari - 2024 Integrated Annual Report, For Environment

				energy sources. The innovative Yeniköy Plant, which features 'Solar Tracking Systems' and 'Solar Wall', was opened in 2023. In 2024, a rooftop solar power plant was installed at the Yeniköy plant. Solar power plant installation work started in Afyon and Burdur.	
B19. The renewable energy production and usage data has been publicly disclosed.	X			Ford Otosan discloses its renewable energy generation and consumption data.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari - 2024 Integrated Annual Report, KPIs, 2024 CDP Corporate Questionnaire pp. 189,190, 200
B20. The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved through these projects have been disclosed.	X			Ford Otosan carries out energy efficiency projects both in its own operations and across the value chain and discloses the resulting energy consumption and emission reduction figures.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari - 2024 Integrated Annual Report, For Environment, 2024 CDP Corporate Questionnaire pp. 155, 235, 236
B21. The water consumption, the amount, procedures and sources of recycled and discharged water from underground or above ground (if any), have been disclosed.	X			Ford Otosan reports the quantities, sources and procedures regarding underground or ground water, used, recycled and discharged water (Total water withdrawal by resource, water sources affected by water withdrawal, percentage and total volume of recycled and reused water, etc.).	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari - 2024 Integrated Annual Report, KPIs, Reporting Guideline, 2024 CDP Corporate Questionnaire pp. 247-271, 273
B22. The information related to whether Company's operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax).	X			As part of its Corporate Risk Management System, Ford Otosan assesses and manages the financial and non-financial risks by developing scenario analyses and tests, including the carbon pricing scenario under the 1.5°C target, foreign currency fluctuations, SCT, parts availability, the impact of fuel price increases on the market and sales, changes in the Turkish economy, raw material availability , and volatility in loan rates.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari - 2024 Integrated Annual Report, For Environment Risk Management, 20 Corporate Questionnaire pp. 20, 32, 52-54, 68, 142
B23. The information related to accumulated or purchased carbon credits within the reporting period has been disclosed.	X			Data regarding the carbon credit accumulated or purchased in each reporting period is disclosed to the public through the Integrated Annual Report and CDP reporting.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari - 2024 Integrated Annual Report, For Environment, 2024 CDP Corporate Questionnaire pp. 232, 240
				As part of the Shift to Lower Carbon Economy and	

B24. If carbon pricing is applied within the Company, the details have been disclosed.	X		Climate Risks approach, information on carbon pricing is disclosed to the public through the Integrated Annual Report and CDP reporting.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/tr/surdurulebilirlik/cdp-carbon-disclosure-project-raporlari - 2024 Integrated Annual Report, For Environment Risk Management, 20 Corporate Questionnaire pp. 20, 32, 52-54, 68, 142
B25. The platforms where the Company discloses its environmental information have been disclosed.	X		Ford Otosan provides information regarding all mandatory and voluntary platforms where it discloses its environmental data through the Integrated Annual Report.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, About Report
C. SOCIAL PRINCIPLES				
C1. Human Rights and Employee Rights				
C1.1. The Institutional Human Rights and Employee Rights Policy has been established in the ligh of the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation. The policy and the officials that responsible for the implementation of it have been determined and disclosed.	X		Ford Otosan takes the Universal Declaration of Human Rights as a global guide for providing a professional and healthy work environment for all its employees and making it sustainable. Ford Otosan and all its partners adopt a zero-tolerance policy against slavery and human trafficking in accordance with the conventions and recommendations of the International Labor Organization, the Universal Declaration of Human Rights and UN Global Compact.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/document/Kurumsal_Politikalar/antetli_nsan-haklari-politikasi.pdf https://www.fordotosan.com.tr/documents/Kurumsal_Politikalar/antetli_calisma-ikeleri-ve-etik-kurallari.pdf - 2024 Integrated Ann Report, Ethics, Transparency, Internal Control and Internal Audit, People
C1.2. Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment and inclusion issues (gender, race , religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political opinion, disability, social and cultural differences, etc., such as non-discrimination) are included in its policy on employee rights.	X		At Ford Otosan, human and employee rights are protected across the entire value chain. Discrimination is strictly prohibited. In addition, Ford Otosan guarantees fair work conditions for all employees. Guided by the Human Rights Policy and the Universal Declaration of Human Rights, Ford Otosan protects employee rights in recruitment, promotion, career development, wages, benefits and diversity. Together with all our business partners, we adopt a zero tolerance policy against forced labor , child labor, and all kinds of discrimination and harassment.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/document/Kurumsal_Politikalar/antetli_tedarik-zinciri-uyum-politikasi_letterhead.pdf https://www.fordotosan.com.tr/documents/Documents/Surd_Raporlari/Iste-Esitlik-Bildirgesi.pdf - 2024 Integrated Annual Report, Diversit Equity and Inclusion, Value Chain Management
In line with its diversity and inclusion approach,				

<p>C1.3. The measures taken for the minority rights/equality of opportunity or the ones who are sensitive about certain economic, environmental, social factors (low income groups, women, etc.) along the supply chain have been disclosed.</p>	<p>X</p>		<p>Ford Otosan places its Equality at Work, Diversity Policy and Human Rights policy, all created by considering its corporate culture and values to provide a work environment based on equal opportunity, respectful of differences and ethical values, at the core of its activities. According to UN Women's Empowerment Principles Declaration of Equality at Work, signed in 2013, the company is committed to tackling gender inequality. Ford Otosan's diversity, equality and inclusion efforts are focused on human rights, health, education, empowerment of disadvantaged groups, science and technology and gender equality. The results of the first Human Rights Due Diligence study conducted in 2024 with our employees and suppliers will be disclosed in 2025 . Additionally, the sustainability performance survey with our suppliers includes questions about their current practices according to the principles stated in our Human Rights and Diversity Policy.</p>	<p>https://www.fordotosan.com.tr/documents/Documents/Surd_RaIste-Esitlik-Bildirgesi.pdf https://www.fordotosan.com.tr/documeKurumsal_Politikalar/antetli_nsan-haklari-politikasi.pdf https://www.fordotosan.com.tr/documents/Kurumsal_Politikalar/antetli_tedarik-zinciri-uyum-politikasi_letterhead.pdf https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raport 2024 Integrated Annual Report, Value Chain Management, Diversity and Inclusion</p>
<p>C1.4. The developments regarding preventive and corrective practices against discrimination, inequality, human rights violations, forced and child labor have been disclosed.</p>	<p>X</p>		<p>Ford Otosan reports on developments regarding practices to eliminate and remedy discrimination, inequality, human rights violations, and forced labor. The company also discloses its regulations to prevent the use of child labor. Ford Otosan's diversity, equity and inclusion efforts are focused on human rights, health, education, empowerment of disadvantaged groups, science and technology and gender equality. The results of the first Human Rights Due Diligence study conducted in 2024 with our employees and suppliers will be disclosed in 2025 .</p>	<p>2024 Integrated Annual Report, Value Chain Management, Diversity and Inclusion</p>

<p>C1.5. Investments in employees (education, development policies), compensation, fringe benefits, right to unionize, work/life balance solutions and talent management are included in the employee rights policy.</p>	<p>X</p>		<p>Ford Otosan expressly states in its policies that it acts in accordance with global ethical principles in matters such as recruitment, promotions, career development, wages, benefits and diversity, offers its employees opportunities to develop their skills and potential, and ensures that the employees take regular breaks and leaves and establish a productive work-life balance.</p>	<p>https://www.fordotosan.com.tr/documents/Kurumsal_Politikalar/cesitlilik_politikasi.pdf https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/documents/Kurumsal_Politikalar/antetli_nsan-haklari-politikasi.pdf - 2024 Integrated Annual Report, Diversity, Equity and Inclusion</p>
<p>C1.5. The mechanism for employee complaints and resolution of disputes have been established and related solution processes have been determined.</p>	<p>X</p>		<p>Ford Otosan does not tolerate any action in violation of the Code of Conduct and Ethical Rules or relevant policies, or behavior (mobbing, harassment and sexual harassment, etc.), that may endanger the safe and peaceful working environment. The ethics reporting received via the Ethics Line is carefully investigated, and if violation are detected, the necessary sanctions are imposed and corrective measures are implemented. The Ethics Coordinator is tasked with overseeing the implementation of the Whistleblowing Policy to the maximum, evaluating the decisions and actions of the Internal Audit and Ethics Committee, communicating their opinions, requests and suggestions to the Internal Audit and Ethics Committee, and advising the Board of Directors as needed. Ford Otosan's Compliance Program and Disciplinary Committee are other tools deployed to ensure our employees' compliance with company policies and procedures.</p>	<p>https://www.fordotosan.com.tr/documents/Kurumsal_Politikalar/antetli_calisma-ikeleri-ve-etik-kurallari.pdf https://www.fordotosan.com.tr/documents/Kurumsal_Politikalar/antetli_etik-ve-hbar-politikasi.pdf https://www.fordotosan.com.tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, Ethics, Transparency, Internal Control and Internal Audit</p>
			<p>Ford Otosan measures the maturity level of employee engagement and works on a new roadmap through surveys and focus</p>	

<p>C1.5. The activities carried out within the reporting period which related to ensure employee satisfaction have been disclosed.</p>	<p>X</p>		<p>group studies. Information on activities aimed at elevating employee satisfaction through programs such as social clubs, department-specific outdoor activities, and mindfulness club, etc. is disclosed in the Integrated Annual Report.</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, Emplc Engagement</p>
<p>C1.6. The occupational health and safety policies have been established and disclosed.</p>	<p>X</p>		<p>Ford Otosan identifies and monitors OHS risks and implements corrective measures in accordance with ISO 45001 Occupational Health and Safety certification.</p>	<p>https://www.fordotosan.com.tr/documents/Politikalar/foisgpolit https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, Occup Health and Safety</p>
<p>C1.6. The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.</p>	<p>X</p>		<p>Ford Otosan identifies and monitors OHS risks and implements corrective measures in accordance with ISO 45001 Occupational Health and Safety certification. OHS incident statistics encompassing its employees and subcontractors are disclosed in the Integrated Annual Report.</p>	<p>https://www.fordotosan.com.tr/documents/Politikalar/foisgpolit https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, Occup Health and Safety, KPIs</p>
<p>C1.7. The personal data protection and data security policies have been established and disclosed.</p>	<p>X</p>		<p>All Ford Otosan employees and managers are required to comply with the Personal Data Protection Policy, implement and support the relevant procedures and controls in line with the provisions in this Policy. The company also expects all its partners to act in accordance with this Policy. Any action or incident that might violate this Policy, applicable legislation or Ford Otosan's Code of Conduct and Ethical Rules must be reported to the leaders and channels specified in the Policy.</p>	<p>https://www.fordotosan.com.tr/documents/Politikalar/antetli_ford-otosan_kisisel-verilerin-korunmasi-ve-slenmesi-polit https://www.fordotosan.com.tr/documents/Kurumsal_Politikalar/bilgi-guvenligi-politikasi.pdf https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari -</p>
			<p>Ford Otosan does not tolerate any action in violation of the Code of Conduct and Ethical Rules or relevant policies, or behavior (mobbing, harassment and sexual harassment, etc.), that may endanger the safe and peaceful working environment. The ethics reporting received via the Ethics Line is carefully</p>	

<p>C1.8. The ethics policy have been established and disclosed.</p>	<p>X</p>		<p>investigated, and if violation are detected, the necessary sanctions are imposed and corrective measures are implemented. The Ethics Coordinator is tasked with overseeing the implementation of the Whistleblowing Policy to the maximum, evaluating the decisions and actions of the Internal Audit and Ethics Committee, communicating their opinions, requests and suggestions to the Internal Audit and Ethics Committee, and advising the Board of Directors as needed. Ford Otosan's Compliance Program and Disciplinary Committee are other tools deployed to ensure our employees' compliance with company policies and procedures.</p>	<p>https://www.fordotosan.com.tr/documents/Kurumsal_Politikalar/antetli_calisma-ikeleri-ve-etik-kurallari.pdf https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report-Ethics-Transparency-Internal-Audit</p>
<p>C1.9. The studies related to social investment, social responsibility, finansal inclusivity and access to finance have been explained.</p>	<p>X</p>		<p>Ford Otosan works to shape the automotive industry and its future, while focusing on creating social benefit as a key objective with the belief that businesses thrive with their communities. Accordingly, the company follows its Community Investment policy in its activities to contribute widely to social development and discloses its efforts in the Integrated Annual Report.</p>	<p>https://www.fordotosan.com.tr/documents/Politikalar/toplumsal-yatirim-politikasi_exec_tr.pdf https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report-For-Community</p>
<p>C1.10. The informative meetings and training programs related to ESG policies and practices have been organized for employees.</p>	<p>X</p>		<p>We regularly share our sustainability principles with our employees through mandatory training and other communications. Through the Ford Otosan Leader Orientation Program, our new and existing leaders are informed about our ESG strategy, policies and practices. The Sustainability Hub conducts department-specific sustainability workshops and training. The internal Sustainability Ambassadors</p>	<p>https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari-2024-Integrated-Annual-Report-Value-Journey</p>

				program has been launched to elevate the knowledge levels and skills of Ford Otosan employees on sustainability.	
C2. Stakeholders, International Standards and Initiatives					
C2.1. The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed.	X			Within the scope its Customer Satisfaction Management policy, Ford Otosan has declared its commitment to providing its customers with free processes to communicate their problems, offering 24/7 accessible channels to express their opinions, ensuring that their personal information will not be used for purposes other than their intended purposes, and generating effective to the issues they have asked to be resolved.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari https://www.fordotosan.com.tr/docum/Kurumsal_Politikalar/musteri_memnuniyeti_politikasi_tr.pdf - 2024 Integrated Annual Report, Customer Experience and Dealers
C2.2. The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.	X				https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, Value Journey, Stakeholders Communication Map
C2.3. The international reporting standards that adopted in reporting have been explained.	X				https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, About Report
C2.4. The principles adopted regarding sustainability, the signatory or member international organizations, committees and principles have been disclosed.	X				https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, About Report
C2.5. The improvements have been made and studies have been carried out in order to be included in the Borsa Istanbul sustainability indices and/or international index providers.	X			Ford Otosan endeavors to be included in the leading national and global sustainability indices, including Borsa Istanbul, or improve its performance therein, and discloses the indices in which it is listed.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, About Report
D. CORPORATE GOVERNANCE PRINCIPLES					
D1. The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.	X			In 2024, we conducted a double materiality assessment to determine Ford Otosan's sustainability strategy with the participation of our stakeholders. The methodology, results, and the positive and negative impact of material topics are disclosed in the Integrated Annual Report.	https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari - 2024 Integrated Annual Report, Material Topics
				Ford Otosan works in collaboration and partnership with all stakeholder groups, including investors, employees, dealers, public institutions, NGOs, and international organizations to carry out social	

D2. The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.

X

responsibility projects, awareness raising activities, and training programs to promote the topic of sustainability and its importance. Ford Otosan organizes Leader Webinars to elevate the knowledge levels and skills of its employees on sustainability and runs the Sustainability Ambassadors program. Ford Otosan also hosts a Sustainability Conference and online training sessions for its dealer and supplier business partners, disclosing this information in the Integrated Annual Report.

<https://www.fordotosan.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari> - 2024 Integrated Annual Report, Value Management, Customer Experience and Dealers, For Community