

FORD OTOMOTİV SANAYİ A.Ş. ("FORD OTOSAN") HUMAN RIGHTS DUE DILIGENCE PROCESS

As a globally acting company, Ford Otosan takes the Universal Declaration of Human Rights as its guide and maintains a respectful understanding of human rights for its stakeholders in the countries where operates. As a company, we primarily consider "The United Nations Guiding Principles on Business and Human Rights", "The United Nations Global Compact", "ILO Declaration on Fundamental Principles and Rights at Work", "The OECD Guidelines for Multinational Enterprises" and "Women's Empowerment Principles" regarding human rights.

As Ford Otosan, our main principle to create and maintain a positive and professional working environment for our employees. We protect the rights of our employees from all aspects including recruitment, promotion, career development, wages, side benefits, diversity, etc. We respect our employees' rights to establish and participate in NGOs at their discretion. We never tolerate forced labor, child labor, any discrimination and harassment and make an effort to employee from different cultures, experiences and background.

As Ford Otosan, we expect our employees to comply with Ford Otosan Code of Conduct and Ethics Rules, Human Rights Policy. We also expect the third parties with whom we have a business relationship to comply with our principles in this regard, and we take all necessary steps to ensure this.

We ensure that all Ford Otosan employees complete the Ford Otosan Working Principles and Ethics Code, Harassment at Work and Sexual Harassment trainings. We also inform our employees regularly through relevant awareness activities (announcements, videos, etc.).

The due diligence process is carried out in an integrated manner with all business units of our company and risks are evaluated with the methodological approach determined within the scope of the impact and probability of the risk. In this process, possible risks are basically examine under the following headings.

- Policies and Procedures,
- Awareness and Workplace Practices,
- Ethic Reports,
- Third Party risks,
- Investigations and Discipline Practices,
- Personal Development and Performance,
- Freedom Of Association,
- Political Activities,
- Data Privacy,
- Environmental Responsibility,
- Employment Equality,
- Working Hours,
- Equal Remuneration,
- Preventing Harassment and Violence,
- Health And Safety Practices,
- The principle of not employing child labor
- Prevention of forced labor,
- Contract management,
- Audit processes,

In 2022 due diligence process was conducted by coordination of Compliance Leadership and participation of all business units to identify risks of our company in the area of human rights. In this context; questionnaires, workshops, one-to-one meetings and similar activities were carried out. End of the process corrective and preventive actions were also planned. Within this scope, regular controls were carried out via questionnaires for the compliance of our suppliers in human rights, which were selected by sampling method.

In below company's risk control matrix, risks were detailed and risks mitigation plans were generated.

No	Findings	Details	Risk Mitigation Plans
1	Awareness	Increase awareness towards policy access channels among field personnel	Repeating and increasing the recurrency of the current awareness (via announcement, SMS, e-mail, etc.) practices about policy access channels
2	Awareness	Increase awareness level of Ethics Hotline among employees	Repeating and increasing recurrency of current awareness about Ethics Hotline and increasing the frequency of information
3	Awareness	Avoid report to Ethics Hotline	Increasing awareness of our employees about our Policy which indicates that our employees do not face any retaliation in case of report to Ethics Hotline
4	Efficient Work/Life Balance	Focus on Work/Life Balance	Periodic review of statistics of overtime working hours of field workers according to their departments
5	Discrimination	Misunderstanding of age requirements by recruitment team	Providing training to the requirement team together with relevant departments leaders about hiring requirements criterias for working aptitude

Our employees can report violation of human rights and unethical situations to the Ethics Hotline by calling (0850 305 50 10) or sending an e-mail to Ethics e-mail address (etik@ford.com.tr) or filling the Ethics Contact form which is available on fordotosan.com.tr., also report to Koç Holding's Ethics Hotline via the following link: "koc.com.tr/hotline" or e-mail to Ford Motor Company's Ethics Hotline SpeakUp@ford.com. As stated in our Human Rights Policy, violation of this Policy may result in significant disciplinary actions including dismissal. If this Policy is violated by third parties, their contracts may be terminated with immediate action.