

FORD OTOSAN DIVERSITY, EQUITY, AND INCLUSION POLICY

1. PURPOSE AND SCOPE

This Ford Otosan Diversity, Equity, and Inclusion Policy (the “Policy”) outlines Ford Otomotiv Sanayi A.Ş. and its subsidiaries’ (collectively referred to as “Ford Otosan”) principles and responsibilities regarding equal opportunity and inclusion practices to establish a work environment where employees feel valued, safe, equal, and free.

This Policy has been prepared in consideration of the ethical principles of Ford Otosan’s Main Shareholders. Additionally, it aims to serve as a guiding document in the selection and monitoring processes of Ford Otosan’s Business Partners.

2. DEFINITIONS

“**Main Shareholders**” refers to Ford Motor Company and Koç Holding A.Ş., the primary shareholders of Ford Otosan.

“**UN**” refers to the United Nations, the international organization.

“**UN Guiding Principles on Business and Human Rights**” is a framework that provides guidance for countries and companies on addressing, preventing, and remedying human rights violations in business.

“**The UN Global Compact**” refers to an agreement based on universally accepted UN declarations, addressing ten fundamental areas of corporate responsibility in human rights, labor standards, the environment, and anti-corruption, and serving as a framework for corporate social responsibility and sustainability practices

“**ILO**” refers to the International Labor Organization.

“**ILO Declaration on Fundamental Principles and Rights at Work**” states that all member countries, regardless of whether they have ratified the relevant conventions, must respect, promote, and uphold the following four principles in good faith:

- Freedom of association and the right to collective bargaining
- Elimination of forced or compulsory labor
- Abolition of child labor
- Elimination of discrimination in employment and occupation

“**Diversity**” is the concept of recognizing and embracing differences and similarities in characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors.

“**Equity**” refers to the right of individuals to have equal access to opportunities and resources and to be treated fairly.

“**Inclusion**” is the creation of a work environment where all individuals are treated fairly and with respect, given equal opportunities, and enabled to contribute to the success of the organization.

“**Human Rights**” are the fundamental rights inherent to all individuals, regardless of gender, race, color, religion, language, age, nationality, thought, or wealth, including the right to live equally, freely, and with dignity.

“**Universal Declaration of Human Rights**” was proclaimed by the UN General Assembly in Paris on December 10, 1948, as a common standard for all peoples and nations, emphasizing the universal protection of fundamental human rights.

“**Business Partners**” include suppliers, customers, contractors, representatives, subcontractors, consultants, and other third parties with whom Ford Otosan conducts business.

This Policy applies to all of Ford Otosan’s suppliers, distributors, dealers, authorized services, and other third parties engaged in business relations, as well as any representatives, subcontractors, consultants, and similar parties acting on behalf of the company, including their employees and representatives.

“**Women's Empowerment Principles (WEPs)**” are a set of guidelines that provide businesses with guidance on how to promote gender equality and the empowerment of women in the workplace, marketplace, and society. Developed by the UN Global Compact and UN Women, these principles are based on international labor and human rights standards and acknowledge the role and responsibility of businesses in advancing gender equality and women's empowerment.

“**Koç Group**” refers to Koç Holding A.Ş. and all companies directly or indirectly controlled by Koç Holding A.Ş., either alone or jointly, as well as companies classified as joint ventures according to the financial reporting standards applied by Koç Holding A.Ş.

“**Retaliation**” refers to any adverse action taken against an employee for making a report, including but not limited to demotion, disciplinary action, termination of employment, salary reduction, or changes in job duties or shifts.

3. GENERAL PRINCIPLES

As a globally operating organization, Ford Otosan adheres to the Universal Declaration of Human Rights, ILO Conventions and Recommendations, the UN Global Compact, and the United Nations Women’s Empowerment Principles (WEPs) as guiding principles. We consider diversity as a strength and act fairly, equitably, and inclusively towards our stakeholders in the communities where we operate. Our fundamental principles include respect for human rights, fostering an inclusive culture, ensuring equal opportunities, supporting gender equality, and maintaining zero tolerance for discrimination, harassment, and violence.

4. FORD OTOSAN DIVERSITY AND INCLUSION PRINCIPLES

4.1. Respect to People

We act fairly, honestly, equally, and inclusively while respecting human dignity and rights. We do not discriminate based on race, nationality, ethnicity, language, color, gender, sexual orientation, age, disability, physical condition, religion, sect, belief, political opinion, marital status, social or economic status, and we do not tolerate any form of discrimination.

As a global organization, we consider diversity as a strength and respect different cultures, beliefs, and values.

We encourage our employees to be sensitive to and respectful of differences by adhering to global ethical principles.

We consider the unique conditions of disadvantaged groups and strive to ensure equity. Ford Otosan is committed to implementing the principles outlined in its Human Rights Policy.

4.2. Inclusive Culture

We foster an inclusive culture where individual differences and employee contributions are valued. We work in line with inclusion principles with our dealers, business partners, shareholders, and stakeholders, extending this approach to all business areas.

We provide training to help employees embrace different perspectives, develop bias-free and inclusive communication, and adopt inclusive behaviors.

We encourage diverse ideas, create communication channels where employees can express their thoughts freely, and promote participation. We avoid language that discourages diverse thinking, promote age, gender, and cultural diversity in our teams, and ensure that employees' voices are heard through various communication channels.

4.3. Equal Opportunity

We provide fair and equal opportunities to all employees, candidates, and business partners. We apply a zero-tolerance policy against discrimination in Human Resources processes and workplace relations. Decisions regarding recruitment, assignment, and promotion are based on competence, experience, knowledge, skills, and job-related criteria.

We ensure equal opportunities in performance evaluation, career planning, and promotion processes. We apply fair treatment in training, career development, working conditions, compensation, and benefits programs. We support every employee in adopting the principle of equal opportunity through various training programs.

We regularly review our business processes and practices to identify and implement improvements that reinforce equal opportunity. With an awareness of the impact we have on society, we always act as an employer that upholds equal opportunity.

4.4. Gender Equality

We strictly implement the Women's Empowerment Principles (WEPs). We provide training to help employees overcome biases related to gender roles. We encourage all employees to actively promote gender equality and use gender-sensitive language in both internal and external communications.

We provide flexible working hours, part-time work options, and childcare support to help female employees balance their work and personal lives before and after childbirth.

We maintain pay equity and workforce diversity in our compensation and recruitment policies.

4.5. Zero Tolerance for Harassment and Violence

We provide a safe, peaceful, and healthy working environment free from violence, harassment, oppression, bullying, mobbing, threats, and microaggressions. Individuals who disrupt this environment through harassment or violence will not be tolerated, and necessary disciplinary and legal actions will be taken.

We take preventive measures to ensure that employees are not exposed to psychological or sexual harassment, and we provide support to those affected.

All complaints are handled confidentially and evaluated within the framework of Ford Otosan's Ethics and Whistleblowing Policy. Whistleblowers are protected against any form of retaliation under Ford Otosan's Prevention of Retaliation Policy.

Details regarding Ethics Reporting Channels are outlined in [Ford Otosan's Ethics and Whistleblowing Policy](#).

We educate employees on support mechanisms available in cases of gender-based violence or if they witness such incidents.

[The Domestic Violence and Abuse Prevention Guide](#) has been established to communicate our zero-tolerance stance on domestic violence and abuse, define the support we commit to providing to our employees, and ensure necessary awareness and information dissemination.

5. YETKİ VE SORUMLULUKLAR

The Human Resources and Transformation Leadership is responsible for implementing and updating this Policy.

All Ford Otosan employees are responsible for complying with this Policy and ensuring that Ford Otosan's procedures and controls are implemented and supported in accordance with this Policy's requirements. Ford Otosan expects all Business Partners to adhere to this Policy to the extent applicable and takes the necessary steps to ensure compliance.

In case of any conflict between this Policy and the local laws of the countries where Ford Otosan

operates, the more restrictive rule shall apply, provided that it does not contradict local regulations.

If any action is suspected to be in violation of this Policy, applicable laws, or Ford Otosan's Working Principles and Ethical Rules, Ford Otosan employees and all other stakeholders may report their concerns using the following channels:

- Ethics Hotline - 0850 305 50 10
- Ethics E-Mail Address - fordotosan.ethicspoint.com or fordotosanmobile.ethicspoint.com
- <https://www.fordotosan.com.tr/en/corporate/about-ford-otosan/notification-form>
- Human Resources and Transformation Leader
- Company Ethics Representatives (HR Leaders at each location)
- Internal Audit Leader
- Ethics Coordinator
- Legal and Compliance Leader
- Compliance Leader
- Notification channels of the Main Shareholders (via Koç Holding Ethics Line "koc.com.tr/ihbarbildirim" or Ford Motor Company SpeakUp@ford.com)

If any third party who is expected to comply with this Policy violates its provisions, Ford Otosan reserves the right to terminate the relevant contracts and take all necessary legal actions, including seeking compensation for any damages incurred.

6. REVISION HISTORY

This Policy came into effect with the Board of Directors Resolution dated **13.02.2025**.

Revision No.	Revision Date	Description