

# SUSTAINABILITY PRINCIPLES COMPLIANCE STATEMENT

Ford Otosan follows the best practices in sustainability, including those specified in the Capital Markets Board's (CMB) Sustainability Principles Compliance Framework and works to align its activities with the widely accepted best practices in this field. Several topics that Ford Otosan manages as part of its sustainability efforts are already in compliance with the Sustainability Principles Compliance Framework, introduced by the CMB in 2020. Accordingly, Ford Otosan is in compliance with the majority of the non-mandatory Sustainability Principles Compliance Framework that the CMB has issued on a "comply or explain" basis. Due to the challenges in implementing some of the principles, uncertainties in the national and international arena, certain principles not fully aligning with the current structure of the company, and the fact that some compliance principles will be determined based on the findings of ongoing studies, full compliance with all principles has not yet been achieved. The materiality analysis was revised in 2021 in light of the recent developments in sustainability and stakeholder expectations to drive the company's success in this field and the key findings of this analysis were disclosed to the public and the long-term goals were announced in 2022. Ford Otosan's sustainability practices that comply with those stated in the CMB's Sustainability Principles Compliance Framework are described in detail in the Sustainability section of the Annual Report. Information regarding some of the key principles that currently lack full compliance is provided below. The company monitors the impact on environmental and social risk management due to lack of full compliance with the non-mandatory principles and considers such impact in its sustainability-related work.

- A procedure has been started to enable the Board of Directors to pass a resolution regarding all policies. The Board of Directors has already approved the Human Rights, Ethics, Dividend Distribution, Disclosure, Protection and Processing of Personal Data, Code of Ethics and Code of Conduct, Remuneration, Competition Law Compliance, Anti-bribery and Anti-corruption, Gift and Entertainment, Compliance, Sanctions and Export Controls, Conflict Minerals, Supply Chain Compliance, Donation and Sponsorship, Information Security, Diversity, and Water policies. The process is ongoing for the Board Diversity, Environment and Energy, Quality and Occupational Health and Safety, and Community Investment policies, will be disclosed publicly upon completion.
- Ford Otosan has been following key ESG Performance Indicators since 2011, and the set of indicators is reviewed in line with the latest trends and expectations by researching best local and international practices. Accordingly, the changes over the last three years are included in the data sets. However, the disclosed indicators do not include any local or international industry benchmarks yet.
- In 2022, Ford Otosan completed the works on expanding the scope of the assurances provided by independent third parties in terms of indicators to improve the reliability of the sustainability data it discloses. The environmental and social data has been assured by independent third parties.
- Ford Otosan partially discloses how it manages operational environmental, social, and governance issues across the value chain and how it integrates its dealers, suppliers, and customers into its strategies. The company has plans to provide more detailed information on this matter in future reporting.

- In the reporting period, there were no accumulated or purchased carbon credits. At Ford Otosan, we strive to reduce our carbon footprint through R&D activities as well as projects implemented in the plants. Our goal is to reduce the impact of climate change by minimizing our carbon footprint and to promote safe and sustainable production and consumption. The details of the projects carried out for this purpose and the shift toward zero-emission products in our product range are described in the “Shift to Low Carbon Economy and Climate Risks” and the “Clean Technologies and Sustainable Products” sections of the Annual Report.

	KAP ŞABLON	COMPLIANCE STATUS				DISCLOSURE  RECOMMENDATIONS & REMARKS FOR FORD OTOSAN, POSSIBLE RESPONSES	RELATED REPORT/LINK	Relevant Section of 2022 Annual Report, Page Number
		YES	NO	PARTIAL	N/A			
	<b>A - General Principles</b>							
	<b>A1. Strategy, Policy and Goals</b>							
A1.1	The Board of Directors should determine ESG-priority issues, risks and opportunities, and form relevant ESG policies in accordance with them.	X				The Board of Directors manages the sustainability efforts at Ford Otosan in line with the company strategy of “Future Now” approved by the Board and disclosed to the public.	<a href="https://www.fordotosan.com.tr/en/media/press-kits/ford-otosan-commits-to-long-term-sustainability-goals-with-its-future-now-vision">https://www.fordotosan.com.tr/en/media/press-kits/ford-otosan-commits-to-long-term-sustainability-goals-with-its-future-now-vision</a>	Sustainability Reporting, page 110
	Should determine a Corporation Strategy in compliance with ESG policies, risks and opportunities.	X				More information regarding sustainability and relevant policies under Ford Otosan’s strategy of “Future Now” is available on the corporate website.	<a href="https://www.fordotosan.com.tr/en/sustainability/sustainability-policies">https://www.fordotosan.com.tr/en/sustainability/sustainability-policies</a>	
A1.2	Should determine and publicly disclose its short- and long-term goals in line with its ESG policies.	X				In line with its 2050 net zero target, Ford Otosan aims to sell only zero-emission passenger vehicles by 2030, only zero-emission light and medium commercial vehicles by 2035, and only zero-emission heavy commercial vehicles by 2040. The company also aims to achieve carbon neutrality in its production sites and the R&D center by 2030, in more than 300 suppliers by 2035 and in logistics operations by 2035.  Ford Otosan aims to increase the female employment ratio in all management positions to 50% by 2030.	<a href="https://www.fordotosan.com.tr/en/media/press-kits/ford-otosan-commits-to-long-term-sustainability-goals-with-its-future-now-vision">https://www.fordotosan.com.tr/en/media/press-kits/ford-otosan-commits-to-long-term-sustainability-goals-with-its-future-now-vision</a>	Material Sustainability Issues, page 110
	<b>A2. Implementation/Monitoring</b>							

A2.1	Should appoint and publicly disclose its committees/units in charge of implementation of ESG policies.	X				<p>Ford Otosan, focusing on managing its sustainability efforts to the maximum, reports the progress regarding its “Future Now” strategy and material issues to the Board of Directors through the Corporate Governance Committee as part of its “Sustainability Principles Compliance” reporting.</p> <p>Climate-related risks and opportunities, which are monitored and managed under the Carbon Transformation Program, are also regularly reported to the Risk Committee under the Board of Directors.</p> <p>Sustainability Department under the Corporate Communications Lead, who reports to the Ford Otosan Lead, is responsible for implementing the strategy and coordination with different units within the organization.</p>	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a> <a href="https://www.fordotosan.com.tr/en/media/press-kits/ford-otosan-commits-to-long-term-sustainability-goals-with-its-future-now-vision">https://www.fordotosan.com.tr/en/media/press-kits/ford-otosan-commits-to-long-term-sustainability-goals-with-its-future-now-vision</a> <a href="https://www.fordotosan.com.tr/en/investors/announcements/material-disclosures">https://www.fordotosan.com.tr/en/investors/announcements/material-disclosures</a> (26 Aug 2022)	Sustainability Management, page 112
	Committees/units in charge should report the activities carried out under the policies to the Board of Directors at least once a year and in any case, within the maximum periods of time stipulated for disclosure of annual reports in the regulations of the Board pertaining thereto.	X				<p>The Board of Directors is advised about the Sustainability Principles Compliance efforts through the Corporate Governance Committee and the Determination and Management of Risk Committee.</p>	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	
A2.2	Should formulate and publicly disclose the implementation and action plans in line with the short- and long-term goals determined as above.	X				<p>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. A company-wide Carbon Transformation Program was launched to draw a roadmap and define action plans for transitioning to a low carbon economy, which will be needed to achieve this goal. In addition, targets on diversity, waste and water were shared publicly.</p>	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Environment, Human Resources, page 113-121
A2.3	Should determine ESG Key Performance Indicators (KPIs) and declare them comparatively on an annual basis.	X				<p>Ford Otosan has been following key ESG Performance Indicators for over a decade, and the set of indicators is reviewed annually in line with the latest trends and expectations by researching best local and international practices. Accordingly, the changes in the disclosed indicators over the last three years are included in the data sets.</p>	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	<p>Environmental Performance Indicators, page 116</p> <p>Environmental Impact Associated with Operations, page 117</p> <p>Managing Water Risks, Waste Management, page 117-118</p> <p>Human Resources, page 119</p> <p>Occupational Health and Safety, page 122</p>

A2.4	Should declare innovation activities aimed to improve the sustainability performance in relation with business processes or products and services.	X				Innovation activities to improve the sustainability performance of business processes or products and services are disclosed to the public through sustainability and annual reports.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability, page 110-125
	<b>A3. Reporting</b>							
A3.1	Should report and publicly disclose its sustainability performance, goals and actions at least once a year. Should provide information about its sustainability activities within its annual report.	X				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 annual report.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability Reporting, page 110
A3.2	Should provide information as to with which of the United Nations (UN) 2030 Sustainability Development Goals its activities are related.	X				Ford Otosan provides information on how all of its sustainability activities relate to which UN 2030 Sustainable Development Goals within the annual report.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability Reporting, page 110
A3.3	Should disclose information about lawsuits filed and/or completed against it in environmental, social and corporate governance issues.	X				Ford Otosan provides information regarding the lawsuits filed and/or concluded against environmental, social and corporate governance issues within the annual report.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Material Developments Regarding Company Operations, page 169
	<b>A4. Verification</b>							
A4.1	If verified by independent third parties (independent sustainability assurance providers), it should disclose its sustainability performance measures, and should endeavor to increase said verification actions.	X				All ESG performance measurements that Ford Otosan discloses to the public are assured by an independent third party.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability Principles Compliance Declaration, page 147
	<b>B. Environmental Principles</b>							
B1	Should declare its policies and practices, action plans, and environmental management systems (known as ISO 14001 standard) and programs.	X				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 certificate, and other certifications confirming compliance with environmental laws and other applicable	<a href="https://www.fordotosan.com.tr/en/corporate/about-ford-otosan/certificates">https://www.fordotosan.com.tr/en/corporate/about-ford-otosan/certificates</a>	Environmental Impact Associated with Operations, page 117

						regulations are also disclosed on the corporate website.		
B2	Should disclose limitations to the environmental report that will be prepared under the Sustainability Principles, reporting period, reporting date, data collection process and restrictions in reporting conditions.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability Reporting, page 110
B3	Provided in A2.1.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability Management, page 112
B4	Should disclose the incentives it offers for management of environmental issues, including the achievement of goals.	X				Ford Otosan discloses the incentives it offers for managing the environmental issues, including the achievement of goals.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Ford Otosan 2022 CDP Climate Change Report, page 3-4, 7-8
B5	Should disclose how environmental issues are integrated into business objectives and strategies.	X				Ford Otosan discloses how environmental issues are integrated into its business objectives and strategies.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Environment, page 113-118 Ford Otosan 2022 CDP Climate Change Report, page 9-12
B6	Provided in line A2.4.	X				Ford Otosan includes its sustainability performance regarding its business processes or products and services and its activities to improve this performance within the annual report.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a> <a href="https://www.fordotosan.com.tr/en/sustainability/sustainability-reports">https://www.fordotosan.com.tr/en/sustainability/sustainability-reports</a> (2021 Sustainability Report, pp. 16-17)	Sustainability, page 110- 125 2021 Sustainability Report, page 16-17
B7	Should disclose how it manages environmental issues and integrates suppliers and customers into its strategies, not only in terms of direct operations, but also along the corporation value chain.	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 annual report.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Environmental Impact Associated with Operations, page 117
B8	Should disclose whether it is included in the policy formulating processes on environmental issues, as well as associations it is a member of, its environmental cooperation initiatives entered into with related institutions and non-governmental organizations.	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	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability Reporting, page 110 Ford Otosan 2022 CDP Climate Change Report, page 125

						organizations, and the activities it promotes.		
B9	Should periodically report in a comparable manner, information about environmental effects in the light of environmental indicators [Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect)11}, air quality, energy management, water and waste water management, waste management, biodiversity effects).	X				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 verified by an independent third party in accordance with ISO 50001 and disclosed.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability Principles Compliance Declaration, page 147
B10	Should disclose details in relation to standards, protocols, methodologies and base year employed for collection and calculation of its data.	X				Ford Otosan discloses the details of the standards, protocols, methodologies and base year employed to collect and calculate its data.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Energy Consumption and Greenhouse Gas Emissions, page 116  Ford Otosan 2022 CDP Climate Change Report, page 4
B11	Should declare the status of environmental indicators for the reporting year in comparison with past years (increase or decrease).	X				Ford Otosan declares the status of environmental indicators for the reporting year compared to previous years (increase or decrease).	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Environmental Performance Indicators, Page 116  Environmental Impact Associated with Operations, page 117  Managing Water Risks, Waste Management, Page 117-118
B12	Should determine and disclose short and long-term goals for reduction of its environmental impact. If an improvement is detected in the reporting year over the previously determined goals, it should provide information thereabout.	X				Short and long term targets have been determined to reduce the company's environmental impact. These targets are included in the annual report.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability Reporting, page 110
B13	Should disclose its strategy and actions for fight against climate crisis.	X				Ford Otosan discloses its strategy and actions to tackle climate crisis in the "CDP Climate Change Report".	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Carbon Transition Program, page 115  Ford Otosan 2022 CDP Climate Change Report, page 43-47
B14	Should disclose its programs or procedures aiming to prevent or minimize the potential negative effects of its products and/or services, and should also declare the actions of third parties aiming to reduce greenhouse gas emissions.	X				Ford Otosan discloses the programs or procedures to prevent or minimize the negative impact of its products in the relevant sections of the annual reports and in the sustainability reports. The company also declares the actions of third parties to reduce greenhouse gas emissions.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Environment, page 113  Climate Change Risks, page 163

B15	Should declare the total number of actions taken, projects implemented and initiatives entered into for reduction of its environmental impact, as well as their environmental benefits and cost savings.	X				Ford Otosan publicly discloses the total number of actions taken, projects and initiatives implemented to reduce its environmental impact along with their environmental benefits and cost savings through the annual and sustainability reports.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Shift to Low-Carbon Economy and Climate Risks, page 114  Ford Otosan 2022 CDP Climate Change Report, page 39, 44, 110
B16	Should report total energy consumption data (with the exception of raw materials), and disclose its energy consumptions 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 in accordance with ISO 14064-1 and disclosed to the public. Similarly, energy consumption data is reported by "renewable/non-renewable" energy categories to meet the expectations of international sustainability indices.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Environmental Performance Indicators, page 116
B17	Should provide information about electricity, heat, steam and cooling produced and consumed in the reporting year.	X				Ford Otosan discloses information about the electricity, heat, steam and cooling generated and consumed each year.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	2021 Sustainability Report, page 41  Ford Otosan 2022 CDP Climate Change Report, page 88
B18	Should carry out and disclose works on increasing the use of renewable energy sources, and transition to zero or low carbon electricity.	X				Ford Otosan works on increasing the use of renewable energy and the transition to zero-emission production, and discloses the related efforts along with detailed targets through the annual sustainability reports.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Carbon Transition Program, page 115
B19	Should disclose its renewable energy generation and consumption data.	X				Ford Otosan discloses its renewable energy generation and consumption data.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Environmental Performance Indicators, page 116  Ford Otosan 2022 CDP Climate Change Report, page 48
B20	Should conduct energy efficiency projects, and disclose the resulting reduction in energy consumption and emission due to its projects.	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.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Shift to Low-Carbon Economy and Climate Risks, page 114  Environmental Performance Indicators, page 116
B21	Should report quantities, sources and procedures of water extracted from underground or ground waters, used, recycled and discharged.	X				Ford Otosan reports the quantities, sources and procedures 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.).	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Managing Water Risks, page 117



B22	Should disclose whether its operations or activities are included in any carbon pricing system or not (Emission Trade 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.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Shift to Low-Carbon Economy and Climate Risks, page 114  Ford Otosan 2022 CDP Climate Change Report, page 118-119
B23	Should disclose its carbon credit data accumulated or bought in the reporting period.	X				Data regarding the carbon credit accumulated or purchased in each reporting period is disclosed to the public through sustainability and annual reports.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability Principles Compliance Declaration, Page 147
B24	If carbon pricing is applied in the corporation, it should disclose details relating thereto.	X				As part of the Shift to Low Carbon Economy and Climate Risks approach, information on carbon pricing is disclosed to the public through sustainability and annual reports.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Shift to Low-Carbon Economy and Climate Risks, page 114  Ford Otosan 2022 CDP Climate Change Report, page 118-119
B25	Should disclose all mandatory and voluntary platforms where its environmental data are disclosed.	X				Ford Otosan discloses all mandatory and voluntary platforms where it discloses its environmental data in its reporting and index information.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Reporting and Indices, page 125
	<b>C. Social Principles</b>							
	<b>C1. Human Rights and Employee Rights</b>							
C1.1	Should establish a Corporate Human Rights and Employee Rights Policy covering its commitment of full compliance with the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey, and legal framework and legislation regulating human rights and labor issues in Turkey. Should disclose the aforesaid policy and the roles played and responsibilities assumed in the implementation of the policy.	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.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Human Rights, page 119
C1.2	Should provide equal opportunities in recruitment processes. Includes fair labor, improvement of working standards, employment of women and social inclusion issues (such as non-discrimination towards women, men, religious beliefs, language, race, ethnical	X				At Ford Otosan, human rights and employee rights are protected across the entire value chain, and efforts are made to prevent discrimination. In addition, all employees are entitled to fair working conditions.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Community Investments, page 123  Sustainability across the Supply Chain, page 124



	origin, age, disablement, refugees, etc.) in its policies by also considering the supply and value chain effects.							
C1.3	Should disclose measures taken along the value chain for the sake of supervision and protection of rights/equal opportunities for minorities or certain population segments vulnerable to particular economic, environmental and social factors (low-income segments, women, etc.).	X				In line with its diversity and inclusion approach, 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.	<a href="https://www.fordotosan.com.tr/documents/SurdRaporlari/FO_DECLARATION_ON_EQUALITY_AT_WORK.pdf">https://www.fordotosan.com.tr/documents/SurdRaporlari/FO_DECLARATION_ON_EQUALITY_AT_WORK.pdf</a>	Community Investments, page 123
C1.4	Should report developments relating to applications aiming to prevent and correct discrimination, inequality, breaches of human rights and forced labor, and disclose its regulations and measures aiming to prevent employment of child labor.	X				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.	<a href="https://www.fordotosan.com.tr/documents/SurdRaporlari/FO_DECLARATION_ON_EQUALITY_AT_WORK.pdf">https://www.fordotosan.com.tr/documents/SurdRaporlari/FO_DECLARATION_ON_EQUALITY_AT_WORK.pdf</a>	Human Rights, page 119
C1.5	Should disclose its policies regarding investments in employees (training and development policies), compensations, fringe benefits, unionization rights, work/life balance solutions and talent management.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Talent Management page 121  Ethics, page 124
C1.5	Should determine dispute resolution processes through the establishment of mechanisms for resolution of employee complaints and disputes, and determine its dispute resolution processes.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	
C1.5	Regularly declares its activities aimed at employee satisfaction.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	
C1.6	Should formulate and disclose its occupational health and safety policies.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Occupational Health and Safety, page 122

C1.6	Should disclose actions and measures taken for protection of health and against occupational accidents, and occupational accident statistics.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	
C1.7	Should formulate and disclose to public its personal data protection and data security policies.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Compliance Program, page 167
C1.8	Should formulate and disclose its ethics policy.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Ethics, page 124
C1.9	Should disclose initiatives focused on social investment, social responsibility, financial inclusion and access to finance.	X				Ford Otosan works to shape the automotive industry and the future of the industry while focusing on creating social benefit as a key objective with the belief that businesses thrive with their communities. Accordingly, the company has strived since its inception to create increasing value for its stakeholders since and to contribute to social development on a large scale, especially in the regions where it operates.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Community Investments, page 123
C1.10	Should organize information meetings and training programs for employees with respect to ESG policies and applications.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Environmental Committee, page 117 Occupational Health and Safety, page 122 Anti-Bribery and Corruption, pages 125
	<b>C2. Stakeholders, International Standards and Initiatives</b>							
C2.1	Should conduct its activities in sustainability field by taking into consideration the needs and priorities of all stakeholders (employees, customers, suppliers and service providers, public administrations, shareholders, communities and non-governmental organizations, etc.).					Ford Otosan works in collaboration and partnership with various stakeholder groups, including investors, employees, dealers, public institutions, NGOs, and international organizations to create value in the social, environmental and sectoral fields. Dealers and suppliers are included in the corporate social responsibility projects as part of community investments. Appropriate communication methods are determined for each stakeholder group, which are reached as frequently as needed.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Community Investments, page 123

C2.2	Should formulate and disclose its customer satisfaction policy dealing with management and resolution of customer complaints.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Material Sustainability Issues, page 110
C2.3	Should handle stakeholder communications continuously and transparently, and disclose with which stakeholders, for which purposes, on which issues and in which frequency it communicates.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Communication with Stakeholders, page 113
C2.3	Should disclose international reporting standards it has adopted.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Reporting and Indices, page 125
C2.4	Should disclose the international organizations or principles it has signed or enrolled in.	X					<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Reporting and Indices, page 125
C2.5	Should concretely endeavor to be included in the Borsa İstanbul Sustainability Index and international sustainability indices.	X				Ford Otosan works to be included in the leading local and international sustainability indices, including Borsa İstanbul, or to deliver the expected performance, and disclosed the indices in which it is included.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Sustainability Management, page 112
	<b>D. Corporate Governance Principles</b>							
D.1	Should consult with stakeholders in determination of measures and strategies in sustainability field.	X				Ford Otosan has included the global trends concerning the automotive industry and the company's business strategy in its materiality analysis. As a result of the analysis, the material sustainability areas that Ford Otosan will focus on in the coming period have been identified.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Material Sustainability Issues, page 110
D.2	Should endeavor to raise awareness on sustainability and the importance thereof through social responsibility projects, awareness activities and trainings.	X				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 responsibility projects, awareness raising activities, and training programs to promote the topic of sustainability and its importance. These efforts are disclosed in the sustainability and annual reports.	<a href="https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports">https://www.fordotosan.com.tr/en/investors/financial-statements/annual-reports</a>	Community Investments, page 123