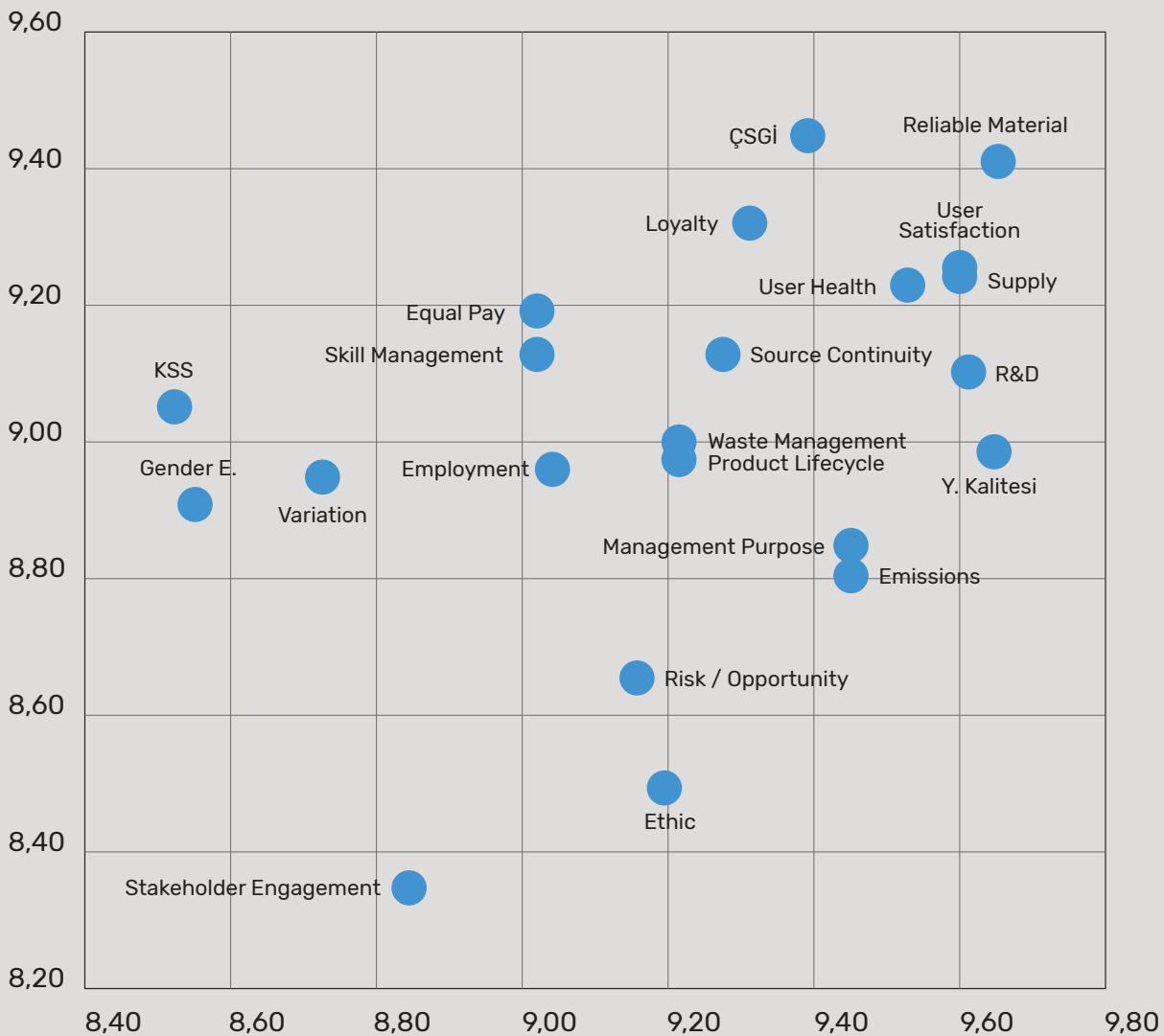


# SEGER STAKEHOLDER COMMUNICATION SYSTEM

We value the contribution of our internal and external stakeholders to the realization of our sustainability strategy. This With this understanding, we try to make our communication continuous and permanent through various communication mechanisms. Our Stakeholders constitutes a broad ecosystem.

The ideas of our stakeholders guide the development of our business and shape our future. With this understanding, SEGER, is committed to establishing a regular and effective relationship with its internal and external stakeholders. As well as increasing our corporate value In order to maintain and improve the relationship of trust with our stakeholders, we will use their feedback and requests as a basis for organizational development in our activities.

## Stakeholder Prioritization Study



## Stakeholder Communication Model

STAKEHOLDERS	FOCUS TOPICS	COMMUNICATION CHANNELS	PERIOD
Employees	Quality, Environment, OHS, Sustainability, Management System Requirements and Importance, Vision, Mission, Purpose, Values, Policies, Company Goals, Strategic Goals, Department Goals, Individual Performance Goals, Quality, Environment, OHS and Sustainability Goals and Current Situation, Product Safety and Potential Risks of the Product, Wages, Benefits, Inclusion and Diversity, Innovation and R&D Development, Sustainability Management, Sectoral Developments, Climate Change, Career and Talent Management, Employee Satisfaction	E-mail, Announcement Boards, Training, Meeting, Website, YGG, Business Plan, Company Goals Table, IAS Program, Performance Interviews, Operation Process Cards, Instructions, Face to Face Meeting	First Installation, First Release, When there is a change, Daily, Monthly, 6 months, Annual
Shareholders	Financial and Operational Performance, Resources Security, Health, Environment and Society Performance Disclosure Improvement of Governance Structure, Business Integrity Practices and Human Rights Performance, Sustainability Management, Climate Change, Political Risk, Economic Risk, Risk and Opportunity Management, Crisis Management, Global Risks, Patents, Future Strategy	Management Meetings at General Manager and Board Level, Quarterly Meetings, Financial Review Meetings, Advisory Board Meeting, One-on-One Meetings with the Board of Directors, Strategy and Investment Relations Meetings, Human Resources, R&D, Communication etc. Function Meetings, Meetings with Process Owners . YGG Meetings	Monthly / Quarterly 6 months / Annual When necessary
Customers	Company Presentation, Customer Satisfaction, Product Verification, Monitoring, Measurement Results, Legal Requirements for the Product, Product Reliability, Quality, Pricing, Contracts, Responsible Sourcing, Sustainability Management	Face-to-face Meetings, Meetings with Process Leaders, Project Meetings, Performance Reports, Customer Portals, E-mail Website, Social Media, Business Visits	Continuous, Complaint Reporting, When Customers Request, First Publication and Change
Public institutions, Editors, Local Authorities	Taxes, Royalties, Government Regulations, Permits, Agreements, Legal Compliance, Import/Export Operation, Legal Regulations, Policy Development, National and Regional Development Recommendations	E-mail, Visits, Written Notification, Reporting, Website	Regularly When necessary
Tedarikçiler	Supplier and Contractor Management, Employment and Supply Opportunities, Financial and Business Performance, Responsible Sourcing, Sustainability Strategy, Sectoral and Global Developments	Supplier Handbook, E-mail, Face to Face Meeting, Meetings with Teams, Personal Communication, Supplier Performance Management System, Feedback Surveys, Project Meetings, Website	Regularly (monthly, 3 months, yearly) When necessary
Suppliers	Environment and Resource Management, Technology and Innovations, Development of the Sector, Policy Trends, Reputation in the Sector	Communication with Global, National and Regional Organizations/Associations, Meetings, Conferences, Workshops, Panels	Regularly When necessary
Potential Employees	Qualified Employment, Safe and Healthy Working Environment, Inclusion and Diversity, Equal Pay for Equal Work	Communication with Universities and Vocational High Schools, Social Media, Business Visits	When necessary
Media	Information about the Product/Service, Sectoral Information	Press Releases, Press Conferences, Face-to-Face Meetings, Social Media Publications	When necessary
Academic Buildings	Climate Change, Environmental Regulation, Human Health and Safety, Product Development, R&D, Qualified Education, Employment	Communication with Universities and Vocational High Schools, Support for Thesis Studies, Technical Project Collaborations, Internship Opportunities, Experience Sharing, Business Visits, Seminars, Panels	When necessary
Society	Rights of Local People, Cultural Heritage, Employment and Supply Opportunities, Social Responsibility Projects	Local Purchasing, Social and Environmental Information Meetings, Business Visits, Complaints and Suggestions, Website	Program Based and Organised

A stakeholder communication model was created through an analysis study on stakeholder engagement and participation, which identifies and prioritizes key stakeholder groups relevant to SEGER's activities on an annual basis in 2022, as well as using and developing ways and means to respond effectively and appropriately to expectations and problems.

## Prioritized Issues According to Stakeholder Groups

### Internal Stakeholder Priorities

- Improving employee health and safety
- Use of reliable materials
- Increasing user satisfaction
- Strengthening the supply chain
- Protection of user health and safety
- Protection of clean water
- Implementation of equal pay for equal work
- Ensuring resource continuity
- Improving talent management

### External Stakeholder Priorities

- Using reliable materials
- Improving management quality
- Continuing R&D activities
- Strengthening the supply chain
- Increasing user satisfaction
- Protection of user health and safety