

SEGER SUSTAINABILITY APPROACH AND POLICY

With an economically, socially and environmentally sound structure progress and responsibility towards sustainable development is at the core of SEGER's focus. SEGER, business with an understanding of economic, social and environmental responsibility while doing so depends on sustainable development. Business decisions, economic development, good governance, human health and safety, responsible production and consumption, R&D and contribution to society and the sector through P&D development, GHG reducing emissions, creating energy efficiency, taken with a circular economy approach.

Our business strategy is to create value in both the short and long term to create, with an ethical and transparent approach, our entire value chain positive impacts on society and the environment throughout maximize and minimize potential negative impacts is designed for download.

SEGER's sustainability approach WEF Stakeholder It is designed according to the structure of capitalism.

SEGER's sustainability approach in four areas is as follows determined in this way.

- Positioning according to good governance and ethical values (Stable/Governance Principles)
- Adaptation to the state of the planet, the use of natural resources ensuring its administration (Harmonious /Planet)
- Employee well-being, inclusion and diversity, the future of to create human resources and to improve human health and improvement in safety (Trustworthy/Human)
- Long-term economic viability, R&D and contributing to society through innovative development (Sharing/Welfare)

Our Commitments

SEGER is committed to the principles of ethics and good governance, which are fundamental elements

of good governance transparency principles and best practices in sustainability to incentivize practices and to monitor performance on a regular basis to review the needs and expectations of all our stakeholders.

We are committed to meeting the expectations and needs of all our stakeholders and to formulate our strategy by taking into account their suggestions and we are determined to improve.

SEGER is committed to utilizing the feedback it receives from all its stakeholders taking into account the availability of necessary resources by ensuring that sustainability is embedded in all of SEGER's businesses and integrated at organizational levels takes into account.

With this approach, sustainability Our structure encompasses the following elements;

- Harm to people, society, assets and the planet risks and risks related to our activities in order to prevent managing opportunities,
- Apart from the requirements of the current legislation, our Company fulfill all the requirements to which it is committed,
- Sustainable Development Goals to support the SDGs, according to our priorities to ensure the necessary compliance,
- Reducing our GHG emissions is the key to the impact of our operations on the organization of our operations and to identify the appropriate climate resilience to carry out studies,
- A secure, accessible and efficient energy system to provide,
- Sustainable Development approach with all our stakeholders to share,
- Systematically identify risks and opportunities, review, assess and evaluate the mechanism create.,





- Adapt the circular economy approach to the entire operation to do it,
- Economic, social and environmental cooperation with all our stakeholders to share our performances transparently,
- Improving our R&D discipline for the betterment of industry and society in the direction of
- For the health and development of society promote the creation of social value,
- To achieve the set targets and commitments establish verification, audit and control processes.

In all these matters, our priority is to inform all our stakeholders, to include them in the process and to ensure that they are accessible.

SEGER Strategy and Sustainability Model Relationship

SEGER's strategic business areas are the global trends; "Business Change and Trends, Climate Change and Risks, Human Health, Equality and Inclusion, Social Development and Innovation", and our strategic position and goals were formulated.

RELATIONSHIP BETWEEN SEGER STRATEGY AND SUSTAINABILITY MODEL

	MEGA TRENDS	STRATEGIC OUR BUSINESS FIELDS	UN SDGs	DECISIVE	COMPATIBLE	TRUSTWORTHY	SHARED	STRATEGIC LOCATION	STRATEGIC OUR GOALS
BUSINESS CONCEPT CHANGE AND TRENDS	Uncertainties in the economic structure Changes in consumption patterns Digitalization Supply chain fragility change in business perception Rising energy costs	Our business approach with stakeholder participation Disseminating our ethical business approach Our qualified risk and opportunity analyzes Our better quality products/services Compatibility with digital transformation in the industry		✓	✓	✓	✓	As Seger, we share our understanding with all our stakeholders. Working with an innovative and continuous development philosophy, using resources effectively, producing affordable prices and high quality products, ensuring that our employees are safe and increasing our market share, ensuring that they work in an environment of respect for employees, being respectful to the environment and nature, ensuring 100% customer satisfaction, increasing our competitiveness and market share, to increase. We are building our future with the contribution and knowledge of our common intelligence.	1. Creating goals and strategies in line with SEGER's sustainability commitments and targets, ensuring that the road map is implemented 2. Increasing management and production efficiency 3. Developing and implementing an advanced management approach to ensure the inclusiveness of stakeholders and their representation in decision-making mechanisms 4. Ensuring the alignment of the supply chain and management approach
CLIMATE CHANGE AND RISKS	Climate change Disruption of terrestrial systems Depletion of fresh water Loss of biodiversity	Reducing our emissions Our water conservation activities Conservation of biodiversity Transition to a recycling economy		✓	✓	✓	✓	We carry out all our activities in harmony with the planet and all its elements. We passionately try to protect our planet, the future of which we want to contribute to.	1. Achieving our sustainable product targets by embracing responsible production and responsible consumption awareness 2. Focus on sustainable product design 3. Making a process plan that will ensure maximum energy efficiency in production processes 4. Focus on long-lasting product design 5. Creating the infrastructure that will ensure raw material continuity 6-Using our local supplier network, keeping the raw material and product journey as short as possible and thus reducing the carbon footprint
HUMAN HEALTH EQUALITY AND INCLUSIVITY	İnsan sağlığını etkileyen riskler Cinsiyet eşitsizliği Eğitsizliklerin yıkıcı etkisi Yetenek ihtiyaçlarındaki değişim Geleceğin İK'sı Liderlik	Taking human rights into consideration Ensuring gender equality Our human health practices Our talent management practices Investing in the human resources of the future Development of leadership abilities		✓	✓	✓	✓	As SEGER, we provide an equitable and inclusive business environment together with all our stakeholders. We respect the health and future of our entire value chain. We invest in the HR of the future.	1. To ensure the continuity of an environment that will create working conditions that respect human rights in all units that make up the SEGER value chain. 2. In this context, to provide training that will increase awareness of gender equality among all stakeholders and emphasize its importance. 3. To produce and disseminate in-house practices within the scope of the gender equality program
SOCIAL DEVELOPMENT AND INNOVATION	Sosyal eşitsizliklerin etkisi Jeopolitik sorunlar ve kapsayıcılık Dönüsel ekonomiye geçiş Yenilikçilik ve ARGE ihtiyacı Yeni sorumluluk anlayışı	Accessibility to our products and services Our understanding of innovation Development of R&D activities Our social responsibility projects		✓	✓	✓	✓	As SEGER, we believe in development and development together, We share our value with the society. By contributing to the R&D development of the sector, we design the production of the future with the product life cycle.	1. Planning social responsibility projects that will contribute to social development and welfare in line with the partnerships we establish with our stakeholders 2. To realize innovations that best meet consumer needs in line with our leading brand identity 3. Making the best use of technology in product accessibility and customer experience.

The Company's senior executives and employees at all levels support, encourage and comply with the Sustainability Policy to ensure a work culture that balances economic, social and environmental benefits is responsible. Ensure that sustainability targets and commitments are met in accordance with the sustainability timetable. The Sustainability Committee is responsible for the follow-up and realization of the project.