

SEKISO AUTOMOTIVE INDUSTRY AND TRADE INC.

SUSTAINABILITY REPORT

Corporate Social Responsibility and Sustainability Approach

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About the Report

This report has been prepared to transparently share with stakeholders the corporate social responsibility and sustainability approach, commitments and priority work areas of Sekiso Automotive Industry and Trade Inc. Environmental, social and governance issues are addressed together.

The scope covers processes, employees, business partners and supply chain interactions related to plastic injection, plastic blow molding and ultrasonic assembly of acoustic felt material onto injection parts. Since product design is provided by customers and OEMs, design responsibility is addressed within the framework of customer requirements and Sekiso's process responsibility.

This text does not replace the annual performance report. Quantitative results, target achievements and period comparisons may be published separately once data verification is completed. Headings such as purpose, scope, governance, stakeholder, environment, social, ethics, supply and indicators have been used as in this report; the method has been adapted and figures have not been transferred.

Reporting Principles

- The period, facility and process boundary, value chain and stakeholder scope are clearly stated.
- Calculation method, emission factor, data source and assumption are explained.
- Missing data, estimation and external verification status are indicated.
- Targets, figures and publicly disclosed claims are supported by verified records.

Message from Management

Derya Bakitkal Özdemir

Senior Expert & HSE · Sekiso Automotive Industry and Trade Inc.

Dear Stakeholders,

As Sekiso Automotive, we act with the responsibility of leaving a more livable world for today and future generations. Sustainability is a strategic priority at the center of all our business processes.

With our quality, trust, people and environment-oriented approach, we aim to be a value-creating company in the automotive sector that is responsible towards society and the planet. This policy serves as a guide for our employees, suppliers, business partners and stakeholders.

We regard respect for human rights, the health and safety of our employees, business ethics, product quality and environmental responsibility as an integral part of our way of doing business. Our Code of Business Ethics guides us on this path. We will continue to work with determination for a better future.

Sustainability Approach

We regard sustainability not only as the reduction of environmental impacts, but as a management approach that jointly evaluates the protection of employee rights, a safe working environment, ethical business conduct, customer satisfaction, responsible sourcing, resource efficiency and long-term corporate resilience.

Activities are associated with existing management systems. Coordination is aimed between quality, environment, occupational health and safety, human resources, purchasing, maintenance, production and customer processes. Related activities are managed in accordance with IATF 16949, ISO 14001, applicable customer-specific requirements and current legislation.

Four Management Areas

Area	Sekiso Approach
Quality Management	Customer requirements, traceability, process control and continuous improvement.
Environmental Management	Identifying, controlling and reducing impact; resource efficiency.
Social Responsibility	Human rights, fair work, OHS, training and social contribution.
Business Ethics and Compliance	Prohibition of corruption, transparency, competition and responsible sourcing.

Basic principles: respect for human rights, safe and fair work, environmental responsibility, business ethics and transparency, customer focus, responsible sourcing, resource efficiency, continuous improvement.

Governance, Vision and Values

Vision

To be a trusted, innovative global business partner preferred for its sustainability solutions in the automotive sector.

Mission

To offer our customers high-quality, reliable and environmentally conscious products; to create sustainable value for our employees, our society and our planet.

Values

- Honesty and trust
- People-oriented approach
- Continuous development
- Teamwork
- Innovation
- Respect for the environment
- Responsible management

Governance Model

Department managers monitor risks, opportunities, legal obligations and improvement projects in their own areas for sustainability performance. Senior management evaluates priorities, resources and targets. Quality, environment, human resources, OHS, production, maintenance, purchasing and finance are addressed together.

Step	Responsibility
Senior Management	Priority, resource and target approval
Coordination	Quality, environment, OHS, HR, purchasing, production, maintenance, finance
Data Owners	Indicator measurement and record accuracy
Review	Management review and performance meetings
Action	Deviation, root cause, resource plan and target update

The cycle of planning, implementation, monitoring, review and improvement is essential. If a special sustainability committee is established, its duties, authority, meeting frequency and reporting are defined and verified with internal records before publication. The occupational health, safety and environmental policy is reviewed every three years. The OHS system covers employees and subcontractors.

Stakeholders and Material Topics

The approach is based on understanding the expectations of stakeholders who are affected by or affect the activities. Inputs may come from customer communication, employee feedback, supplier evaluation, legal monitoring, audits and management meetings.

Stakeholder	Prominent Topic
Customers / OEM	Compliance, delivery, traceability, product safety, chemical legislation
Employees	Safe work, fair treatment, wage, training, privacy, reporting
Suppliers	Clear criteria, ethics, quality, environment, human rights, continuity
Public Institutions	Legislation, permits, reporting and record accuracy
Shareholders	Continuity, risk, efficient resources, long-term value
Local Community	Impact control, safe activities, responsible behavior
Certification Bodies	System effectiveness, evidence and continuous improvement

Priority is reviewed according to impact magnitude, stakeholder expectation, legal and customer requirements, operational risk and improvement potential. If a survey or materiality analysis is conducted, the method and results are explained in the annual report.

Sustainable Development Goals

Mapping is used to the extent that a concrete link is established with the activities carried out. It does not mean official membership or appropriation of another organization's activities.

Goal	Sekiso Connection
4 Quality Education	Onboarding, competence, ethics and awareness trainings
5 Gender Equality	Fair opportunity in recruitment, promotion and development
8 Decent Work and Economic Growth	Safe and fair work, freedom of association
9 Industry, Innovation and Infrastructure	Process efficiency, quality and continuous improvement
12 Responsible Consumption and Production	Waste reduction, material and resource efficiency
13 Climate Action	Energy monitoring, emission calculation and 2050 net zero approach
16 Peace, Justice and Strong Institutions	Ethics, transparency, reporting and non-retaliation

Environmental Sustainability

Production impacts are identified, kept under control and reduced wherever possible. Dimensions include energy, water, raw material, process waste, packaging, emissions, chemicals, noise and emergency risk.

- Monitoring and recording of legislation, permits and customer requirements.
- Operational control and emergency preparedness for significant environmental aspects.
- Separation of waste at source, temporary storage and disposal through authorized channels.
- Efficient use of energy, water, raw materials and auxiliary materials.
- Increasing environmental awareness through training and on-site communication.
- Corrective action for non-conformities and opportunities for improvement.

The company maintains an ISO 14001 Environmental Management System. Technical, financial and human resources are provided for principles and targets. The best applicable solutions beyond legal obligations are evaluated.

Climate, Carbon and Energy

Climate is addressed as an external issue in terms of operational continuity, energy cost, raw material and logistics, customer expectations and legislation. Risks and opportunities are monitored in risk assessment and management review.

As data maturity increases, direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2) and, on a materiality basis, value chain emissions (Scope 3) can be calculated. Method, boundary, emission factor, base year and data limitations are explained during reporting.

2050 Net Zero Approach

If the 2050 net zero carbon statement in the PL-01 text is to be retained, the scope, base year, interim targets and implementation plan must be confirmed by management. The path is: measure, reduce, research renewable options, monitor. There is a research commitment for solar, electric vehicles and renewable energy; no claim is made regarding installed capacity.

Energy

Energy consumption of injection and blow molding machines, auxiliary equipment, compressed air, lighting and facility infrastructure is monitored with appropriate measurement. Hot spots, unplanned operation and leaks are reduced. Energy intensity is developed as kWh per production unit or other appropriate unit. Energy efficiency is a criterion in new investments. The aim is to reduce unit energy consumption without compromising quality or quantity.

Waste, Water, Air and Chemicals

Waste and Circular Economy

Prevention and reduction are prioritized. Waste that cannot be prevented is classified, collected separately, labeled, temporarily stored and sent to an authorized company. Recovery is evaluated for plastic scrap, packaging, metal, paper, household and hazardous waste. Causes of scrap and rework are analyzed. Waste is monitored both in absolute terms and relative to production or turnover. A reduction responsible is appointed and reduction meetings are held.

Water, Air and Noise

Water consumption is monitored and leaks are prevented. If there is discharge or process water, it is controlled according to legal requirements and facility conditions. Air emissions, dust, odor and noise are evaluated according to the nature of the activity. The Euro emission standards and 70/157/EEC reference in the source text relate to vehicle type approval; they are not claimed for the parts facility without verification of validity.

Chemicals

In selection, purchasing, labeling, storage, use and disposal, current SDS/GBF, appropriate PPE and emergency measures are taken into account. Less toxic alternatives are preferred. REACH, RoHS, IMDS, conflict minerals and customer notifications are monitored according to the relevant product scope.

Human Rights and Working Conditions

A working environment that respects human dignity and is fair, safe and inclusive is committed. Recruitment, wages, training, assignment, promotion and termination of the employment relationship are based on current legislation and company rules.

- Child labor is not employed at any stage of production. Persons under the age of 15 are not employed; age verification is mandatory.
- Forced labor, debt bondage, human trafficking and unlawful withholding of identity documents are prohibited.
- Discrimination is not made on the basis of language, race, color, gender, age, religion, sect, political opinion, union membership, disability or pregnancy.
- Respect is shown for freedom of association, representation and collective bargaining.
- Personal data and private life are protected.

Occupational Health, Safety and Ergonomics

Hazard identification, risk assessment, preventive measures and employee participation are essential for the prevention of occupational accidents and occupational diseases. The common goal is zero occupational accidents and zero occupational diseases.

- Risk assessments are updated with changes and new hazards.
- OHS training appropriate to the job and task is provided and competence is verified. There is no unsupervised work before competence is acquired.
- Machine guards, lockout and tagout, and safe instructions are applied. Unauthorized maintenance is prohibited.
- Accidents, near misses and dangerous situations are reported, analyzed and recurrence is prevented.
- Workstations are evaluated in terms of ergonomic risk; the job is designed to suit the employee.
- Emergency teams, evacuation, fire equipment and drills are maintained. Exits are kept clear.

Indicators: accident-free working hours, accident severity and frequency rates, PSRM.

Measurement is carried out through internal OHS audits, ISO 14001 audits, insurance audits and monthly OHS reports. Subcontractors are not employed without official documents, health reports, PPE and risk analysis.

Training, Equality and Participation

Training needs are determined according to onboarding, task and process changes, performance, customer requirements, legislation and risk assessment. Quality, environment, OHS, ethics, information security and on-the-job competence trainings are planned. Participation and effectiveness are recorded. Ethical rules are read and signed at the start of employment.

Equal opportunity is supported for women and men. Recruitment interviews are conducted in a calm environment; conditions, duties and wages are accurately conveyed. Candidates are not discriminated against on the basis of race, color, nationality, ethnicity, gender or competence. Suggestion channels and satisfaction evaluations encourage participation.

Business Ethics, Information Security and Supply

Business Ethics

Honesty, impartiality and accountability are essential in all relationships. Bribery, corruption, extortion, blackmail and concealment of conflict of interest are prohibited. It is not permitted even in countries where bribery is tolerated. Agreements restricting competition are not made and competition-sensitive information is not shared. Accounting records are accurate and not misleading.

Information Security and KVKK

Within the scope of KVKK Article 12, administrative and technical measures are taken to prevent unlawful processing and access. Customer drawings, processes, molds, trade secrets and intellectual property are protected. The risk of counterfeit parts is reduced through approved suppliers, traceability, incoming inspection, RFID or barcode and legal notification. Export control and economic sanctions are monitored.

Responsible Sourcing

Suppliers are evaluated in terms of quality, delivery, cost, environment, OHS, ethics, human rights, product compliance and business continuity. Acceptance of raw materials begins after technical approval. Approved global suppliers are evaluated annually on a facility basis; reaching at least once every five years in field audits is targeted.

Purchasing determines the supplier every three months; evaluation is made according to the QPES date. Scores of 55–65 require corrective action. Scores below 65 are notified by e-mail; purchasing stops if an alternative exists. Since 2019, the sustainability survey covers reporting, ethics, OHS, human rights, surveillance, labor and environment topics.

Product Quality and Social Contribution

At the basis of responsibility is a product that complies with customer requirements, is reliable and traceable. Process control, equipment suitability, traceability, non-conforming product control and change management are applied in injection, blow molding and ultrasonic assembly. Scrap and rework are monitored as both quality and environmental indicators.

A trust-based relationship with the community, prevention of local negative impacts and, where possible, training, volunteering and awareness activities are aimed. When an activity is planned, the scope, beneficiary, resources and results are recorded.

Goals and Performance Indicators

Targets are based on verified baseline data, legal and customer requirements, risk, applicability and resources. Each target has a responsible person, method, data source, frequency and date. An unmeasured indicator is not published as an achieved result.

Dimension	Indicator	Data Need
Energy	Total electricity, kWh	Invoice and measurement; monthly
Energy	Energy intensity	kWh / production unit
Climate	Scope 1 and 2	Boundary, factor, base year
Climate	Scope 3 coverage ratio	Category and data quality
Waste	Total and type distribution	Hazardous distinction, recovery
Waste	Scrap / waste ratio	Denominator consistent with production
Water	Water consumption	Meter or invoice
OHS	Lost days and near miss	Fixed definition and period
Human	Training hours / employee	Training record
Human	Gender distribution	Appropriate aggregation
Ethics	Report and outcome	Confidentiality protected
Supply	Surveyed supplier ratio	Predefined criteria
Quality	Complaint, PPM, scrap, CAPA	Existing quality system
Management	Action closure rate	Owner, deadline, evidence

Reporting, Transparency and Publication Control

Employees and business partners can report unethical behavior, human rights violations, OHS hazards, environmental risks and policy violations through the designated channel. Channel: etik@sekiso.com.tr and reporting boxes. Retaliation against good-faith reporting is prohibited. Reviews are conducted with confidentiality and impartiality. In addition, notifications can be submitted anonymously via the web page <https://sekiso.com.tr/istek/>. The relevant page contains fields for the subject and the message to be conveyed. All complaints and suggestions written from this page are conveyed anonymously only to Sekiso senior management.

Contact

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Pre-publication Control

- SA8000 and ISO 26000 expressions should not create the impression of certification.
- The scope, base year and roadmap of the 2050 net zero target should be approved.
- Working hours and wage expressions should be compared with legislation and actual practice.
- Validity of Euro standards and 70/157/EEC should be verified.
- ISO 14001 and OHS document expressions should match the current scope.
- The ethics address, reporting box and anonymous channel should be operational.
- Numerical claims should be verified with evidence records.
- Document owner, approval, publication date and reporting period should be completed.

Sources: Sekiso Social Responsibility Policy, Sekiso Sustainability Policy