



FORM SÜNGER VE YATAK SAN. TİC. A.Ş.

STAKEHOLDER ENGAGEMENT POLICY

Parent Process: Sustainability Management

Child Process: Stakeholder Engagement

Policy: Stakeholder Engagement Policy

Policy No:

First Released:

Approved by:

Revision No:

Latest Revised:

Approved by:

SECTION 1. OBJECTIVE

1.1. Form Sünger ve Yatak Sanayi Ticaret A.Ş. (hereinafter, "Company") implements an open, transparent and constructive communication policy with its stakeholders. Stakeholder Engagement Policy (hereinafter, "Policy") aims to describe the framework and principles of Company's stakeholder engagement processes and to create a guidance for all of its stakeholders.

SECTION 2. DEFINITIONS

2.1. Terms used in this policy that have a specific meaning are briefly defined below:

Company: Form Sünger ve Yatak Sanayi Ticaret A.Ş.

Policy: Stakeholder Engagement Policy

Employees: Company managers and workers.

Internal Stakeholders: Company's Top Management and Employees.

External Stakeholders: All persons, groups or organizations other than Company that are affected by or affect Company. These include, without limitation, customers, public, vendors, suppliers, business partners, investors, local community, public authorities, regulatory authorities, academic institutions, financial institutions, non-governmental organizations, industrial organizations and professional bodies and media outlets.



SECTION 3. SCOPE

3.1. This Policy applies to

- all employees of Company,
- service or good vendors, all business partners and their employees,
- entire value chain, including outsourcing firms, and all individuals and organizations working for Company including consultants, lawyers, advisors and external auditors, as well as customers with a business relation with Company.

SECTION 4. PRINCIPLES

Stakeholders of our company include, without limitation, consumers, public, vendors, suppliers, business partners, investors, local community, public authorities, regulatory authorities, academic institutions, financial institutions, non-governmental organizations, industrial organizations and professional bodies and media outlets. All these parties who have the potential to affect our activities may have effects on success of our business. Therefore, priorities of stakeholders have to provide input to the prioritization matrix of our organization. With a transparent and effective communication policy, we develop our prioritization matrix in constant dialogue with our stakeholders also so that it will meet expectations and needs of our stakeholders. Our prioritization matrix is revised at least every 2 years. Company management and sustainability committee have right to shorten said period.

For Form Sünger, stakeholder engagement process has a continuous nature. Communication manner and timing may vary depending on the type of the stakeholder and the content. In this context, regular meetings with stakeholders such as events, seminars and social activities, collecting regular feedback from stakeholders via surveys and site visits etc. are key steps in development of stakeholder engagement plans. Form Sünger constantly works for effective communication and collaboration through evaluation of opinions and suggestions of stakeholders.



All these efforts aim to maintain a strong collaboration with stakeholders and mutual understanding.

SECTION 5. SCOPE AND RESPONSIBILITIES

5.1. General Manager

5.1.1. General Manager is responsible for development, implementation and revision of the Policy.

5.2. Sustainability Committee

5.2.1. Sustainability Committee is responsible on behalf of General Manager for development, implementation and updating of Policy.

5.2.2. It is responsible together with Corporate Communication Department for management of the processes relating to Shareholder Engagement.

5.2.3. Corporate Communication Department is responsible for establishment of proper and effective communication with internal and external stakeholders as well as necessary communication mechanisms.

5.3.2. It is responsible together with Sustainability Committee for management of the processes relating to Shareholder Engagement.

In addition to these mechanisms, stakeholder may contact Company at surdurulebilirlik@formsunger.com.tr for any matters relevant to Company at any time.

SECTION 6. EFFECTIVENESS

6.1. This Policy is made effective with a Resolution of General Manager. This Policy will remain in full force and effect until a revised version is put into effect.

SECTION 7. REVIEW



7.1. This Policy is subject to regular review annually on the basis of changes to the processes or technical infrastructure. Reviewed and updated policy will be signed off by General Manager.

SECTION 8. RELATED POLICIES AND PROCEDURES

Sustainability Policy