

IC İBRAHİM ÇEÇEN YATIRIM HOLDİNG A.Ş.

OCCUPATIONAL HEALTH AND SAFETY POLICY

As IC İbrahim Çeçen Yatırım Holding A.Ş. (IC Holding), we recognize that occupational health and safety (OHS) is an integral part of our business. Across all our areas of operation, we act in accordance with the legal requirements of the countries in which we operate and relevant standards, including ISO 45001, to eliminate or minimize harm to our employees, third parties, company assets, and the environment. We accept and undertake to implement and ensure the implementation of these principles with the participation of our employees and a commitment to continual improvement.

Objective of the Policy

This Policy aims to provide guidance for activities intended to ensure healthy and safe working environments for all our internal and external stakeholders.

Scope of the Policy

This Policy applies to all employees of IC Holding, including the Board of Directors, as well as our group companies, subcontractors, suppliers, visitors, local communities, and personnel assigned to work outside the workplace.

Through this Occupational Health and Safety Policy, IC Holding adopts the following principles as its general framework:

- To recognize that people and human health are our most important values.
- To conduct our business activities in all sectors, both in Türkiye and abroad, in compliance with applicable occupational health and safety legislation, relevant standards, customer expectations, management system requirements, and other applicable requirements.
- To ensure that all our employees and subcontractors' employees have the training, education, and experience appropriate to their job descriptions; to provide them with training opportunities that enhance OHS awareness; and to foster awareness by establishing an occupational health and safety culture.
- To take all necessary measures to protect the health and safety of our employees, subcontractors, suppliers, visitors, local communities, and personnel assigned to work outside the workplace; to provide all necessary tools, equipment, materials, personal protective equipment, and other resources; and to ensure that these resources are used whenever necessary.
- To identify hazards associated with our activities, assess risks, define the necessary control measures to reduce risks, and ensure that work is carried out in accordance with the established measures.

- To promote the development of a safety culture across all our processes by seeking and encouraging the participation of relevant employees through their views and suggestions, and to develop and monitor initiatives annually to ensure that occupational safety becomes an integral part of our working practices.
- To prepare the necessary plans and take proactive measures to address potential emergencies, including fires, earthquakes, floods, injuries, and epidemics; to assess the effectiveness and practicality of these measures; and to make the necessary updates.
- To ensure that all accidents and incidents, including near misses, are investigated and reported in order to prevent the recurrence of similar incidents, injuries, and occupational diseases.
- To establish measurable objectives and develop action plans to support continual improvement, and to monitor progress at regular intervals.
- To ensure the continual improvement of our occupational health and safety performance by reviewing all stages of our activities and implementing preventive and corrective measures.
- To promote awareness that the proper implementation of OHS principles is the responsibility of all employees, encourage employees in this regard, and demonstrate commitment and leadership at all levels of our organization.

Implementation of the Policy and Relevant Legislation

This Policy has been established by translating the requirements set out in applicable legislation into specific provisions governing our company's practices. Accordingly, all relevant regulations, particularly the Occupational Health and Safety Law, shall take precedence in their application. In the event of any conflict between the legislation in force and this Policy, IC Holding acknowledges that the applicable legislation shall prevail.

Enforcement of the Policy

This Policy shall be reviewed periodically and updated whenever deemed necessary. The Management Systems Directorate is responsible for updating the Policy.

The Policy entered into force upon approval by the Board of Directors on 24 October 2022 and was revised on 6 October 2025.

Can ÇAKA

CEO