

## İÇDAŞ A.Ş.

### OCCUPATIONAL HEALTH AND SAFETY POLICY

As İÇDAŞ, we aim to prioritize quality, occupational health and safety, and environmental health in all our activities, by establishing and maintaining an Occupational Health and Safety Management System that is embraced by our employees under the leadership of top management. To achieve these goals, we adopt the following principles;

- İÇDAŞ A.Ş. is committed to voluntarily and consciously implementing the OHS management system established in accordance with the requirements of ISO 45001.
- Our main objective is to sustain our commercial existence while protecting the health of our employees.
- While carrying out our production and investment activities, we will eliminate hazards and minimize OHS risks to create the safest and healthiest working environment for our employees.
- We will always develop and implement practices and projects to continuously improve our OHS performance.
- We will minimize occupational accidents and diseases.
- We will ensure that employees and employee representatives actively participate in all processes of the OHS Management System through their opinions and suggestions.
- We commit to carrying out all our activities without endangering the health of our employees, and with the aim of leaving future generations a better quality of life and a safer, more livable world, while fully complying with OHS legislation.

GENERAL DIRECTORATE  
11.05.2026

