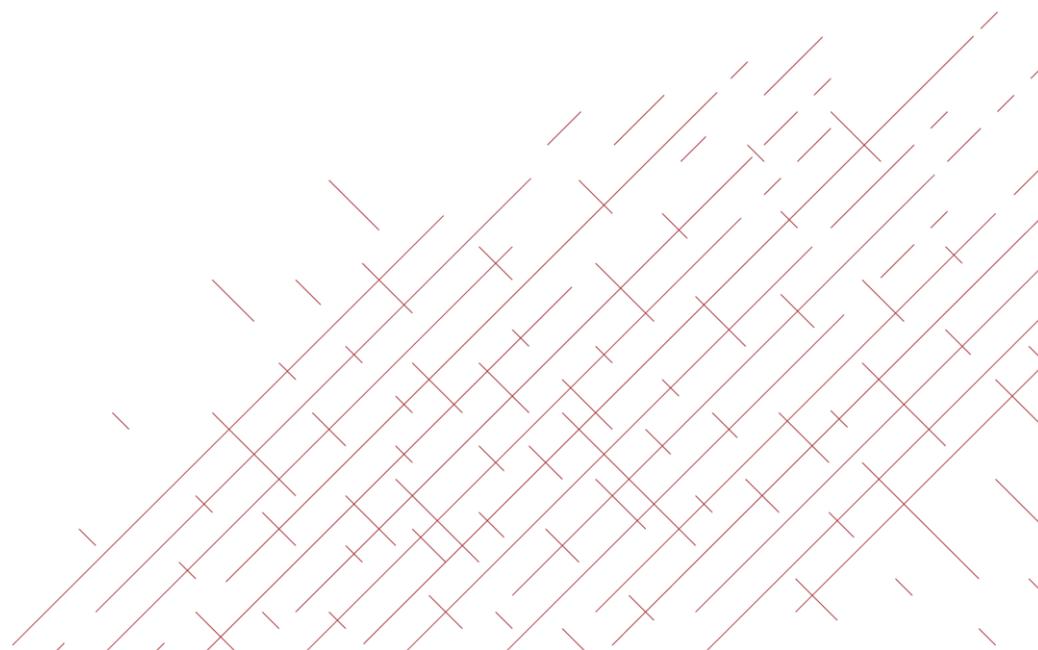




# OCCUPATIONAL HEALTH AND SAFETY POLICY

05.04.2024

Your team.

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## **Hitit Occupational Health and Safety Policy**

Occupational health and safety (“OHS”) policy is created thanks to our great respect for people and the environment they live in. Everyone is responsible for doing what is necessary within their own field of authority to ensure a healthy and safe work area. One of our most important goals is to protect all our employees and the environment we live in against the possible risks of our business.

Our company will take all reasonable and practicable steps to improve occupational safety conditions in all activities, when needed, by utilizing internal employee and/or appropriate experts through outsourcing. In this regard, our company makes the following commitments;

- To create an occupational safety culture by encouraging the active participation of all employees, contractors and visitors for the development and support of measures to be taken to improve occupational health and safety,
- To comply with all applicable occupational health and safety related legislation, regulations and standards,
- To train our employees in the field of occupational health and safety and to ensure that they develop a good occupational health and safety awareness,
- To create an annual occupational health and safety plan to improve health and safety in the workplace,
- To take all kinds of measures in accordance with the OHS legislation in force and other OHS-related requirements, to make available tools and personal protective equipment and to ensure their use when necessary in order to protect the health and safety of employees, subcontractors, visitors and company personnel working outside the workplace,
- To identify risks that may cause occupational accidents and occupational diseases at the workplace, to ensure the health, safety and social welfare of employees at all levels, visitors and subcontractors, and to reduce any material and moral losses that may arise in the future for them and their families,
- To detect and eliminate in advance unsafe situations and actions in the workplace and its extensions that may cause occupational accidents and occupational diseases, as well as possible accident risks, by making an effective risk assessment,
- To ensure that subcontractors serving at or visitors of the workplace comply with the rules regarding occupational health and safety set by our company.

This Occupational Health and Safety Policy came into force with the Board resolution no. 2024/10 dated 05.04.2024, and will also be publicly disclosed on the Company's corporate website. Any amendments to be made to the Occupational Health and Safety Policy are also subject to the same procedure.