

	OCCUPATIONAL HEALTH AND SAFETY POLICY	Document Code	HOL-SUR-POL-09
		Issue Date	10.09.2026
		Revision Number	1
		Revision Date	10.09.2026
		Page Number	1 / 2

OCCUPATIONAL HEALTH AND SAFETY POLICY

ARTICLE 1. PURPOSE AND SCOPE

The purpose of this Occupational Health and Safety Policy (the “Policy”) is to establish the fundamental principles, implementation guidelines and management approach that Akfen Holding Anonim Sirketi (“Akfen Holding” or the “Company”) and its subsidiaries (Akfen Holding and its subsidiaries collectively referred to as the “Companies”) shall adopt with respect to occupational health and safety.

In line with the applicable legislation, relevant regulations, national and international standards and management system requirements concerning occupational health and safety, as well as the International Labour Organization conventions ratified by Türkiye, this Policy establishes the fundamental framework for creating healthy, safe and decent working environments.

The Policy applies to employees, subcontractors, suppliers, service providers, visitors, personnel assigned to work outside the workplace and local communities that may be affected by activities under the control and responsibility of the Companies.

Occupational health and safety is considered an integral part of the Companies’ way of doing business, sustainability approach and corporate responsibility approach.

ARTICLE 2. PRINCIPLES AND GUIDELINES

Occupational health and safety is considered one of the fundamental priorities in terms of protecting human health, ensuring safe working conditions and conducting activities in a sustainable manner. The principles established to foster a culture of occupational health and safety, prevent occupational accidents and diseases, and create a healthy and safe working environment are set out below:

- 2.1. Taking all necessary measures and ensuring the availability and, where necessary, use of equipment and personal protective equipment by fulfilling legal obligations, relevant national and international standards and requirements concerning occupational health and safety in order to protect the health and safety of the Companies’ employees, subcontractors, suppliers, visitors, customers and personnel assigned to work outside the workplace;
- 2.2. Integrating international good practice principles and standards concerning occupational health and safety into business processes;
- 2.3. Identifying in advance, eliminating or reducing to an acceptable level, through effective risk analysis and assessment with the participation of employees, unsafe conditions and behaviours that may lead to occupational accidents and diseases, as well as potential accident risks;
- 2.4. Ensuring the health and safety of the Companies’ employees, subcontractors, suppliers, visitors, customers and personnel assigned to work outside the workplace by identifying risks that may cause occupational accidents and diseases, and minimizing any potential material and non-material losses;
- 2.5. Raising awareness through occupational health and safety training, fostering a culture of occupational health and safety, and making occupational health and safety an integral part of business processes;

	OCCUPATIONAL HEALTH AND SAFETY POLICY	Document Code	HOL-SUR-POL-09
		Issue Date	10.09.2026
		Revision Number	1
		Revision Date	10.09.2026
		Page Number	2 / 2

- 2.6. Ensuring that the Companies' employees, subcontractors, suppliers, visitors, customers and personnel assigned to work outside the workplace comply with the occupational health and safety rules established in accordance with the applicable legislation and the Companies' internal regulations;
- 2.7. Providing training and undertaking awareness-raising efforts for the Companies' employees on occupational health and safety, using methods determined in accordance with the applicable legislation;
- 2.8. Promoting the development of preventive and corrective practices aimed at preventing occupational accidents and diseases in line with the goal of "Zero Serious Injury Accidents"; and
- 2.9. Regularly reviewing the regulations, procedures, instructions and other internal documents relating to occupational health and safety and ensuring that the necessary updates are made in line with changing needs, the applicable legislation, operating conditions and audit results.

ARTICLE 3. CONTACT

E-mail: surdurulebilirlik@akfen.com.tr

Address: Ankara Merkez Ofis Kazım Özalp Mahallesi, Koza Caddesi No:22 Çankaya Ankara / Türkiye 06700

ARTICLE 4. REVIEW

This Policy shall be reviewed annually or in the event of a significant change in the applicable legislation, the activities of the Companies or their organizational structure, taking into account changes in processes and technical infrastructure. The Policy, once reviewed and updated where necessary, shall enter into force on the date of its publication upon approval by the Board of Directors.

ARTICLE 5. EFFECTIVE DATE

This Policy was adopted pursuant to the resolution of Akfen Holding's Board of Directors dated 10.09.2026 and entered into force on the date of its publication.

This Policy shall remain in force unless repealed or amended by the Board of Directors.

ARTICLE 6. RELATED POLICIES AND PROCEDURES

Human Resources Policy Supply
Chain Policy
Business Ethics Rules and Codes of Ethics
Environmental Policy