

	OCCUPATIONAL HEALTH AND SAFETY POLICY	DOCUMENT NO.	İG-P-001
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PİMSER PROJE ELEKTRONİK A.Ş. OCCUPATIONAL HEALTH AND SAFETY POLICY

PİMSER PROJE ELEKTRONİK A.Ş. (the "Company") has adopted as an obligation the creation of a safe and healthy working environment for its employees, suppliers, subcontractors, and visitors.

In line with this objective and the mandatory provisions of Turkish Code of Obligations No. 6098 and Occupational Health and Safety Law No. 6331, our Company undertakes to apply the following principles:

- 1. Ensuring that the OHS Management System covers all stages of operations and is not limited solely to written legislation, but integrates into the system all measures required by reason, science, and technological developments,***
- 2. Evaluating every activity carried out within the Company together with the risks it entails; updating risk assessment processes proactively by incorporating dynamic risks such as field operations, transportation, and unexpected breakdowns, as well as employees' individual factors (chronic conditions, age, fatigue, stress, etc.),***
- 3. Identifying hazards in the working environment while also taking into account the effects of human behavior; eliminating or minimizing the risks arising from these hazards at their source,***
- 4. Supporting all initiatives necessary to achieve the goal of zero occupational accidents and occupational diseases,***
- 5. Ensuring that the root causes (human behavior, technical inadequacy, organizational deficiency) of all accidents, incidents, and "near-miss" situations are investigated independently and objectively,***
- 6. Having determined the health of its employees as its foremost priority; ensuring that preemployment and periodic health examinations are compatible with the physical and mental risks of the duties employees will undertake, and ensuring that employees can access medical support whenever they need it,***
- 7. Providing a safe working environment for its employees, suppliers, subcontractors, and visitors; in this scope, ensuring that employees spend their breaks and shuttle waiting times in healthy areas that are entirely free of the risks of the job (noise, dust, chemicals, etc.),***
- 8. Assigning employees only to jobs and equipment for which they are competent and for which they have received occupational and practical (site-specific) OHS training,***
- 9. Never putting work equipment into use without the safety devices required by the technology (sensors, two-hand controls, protective barriers, etc.) being fully in place,***
- 10. Ensuring that Personal Protective Equipment (PPE) appropriate to the nature of the work and its specific risks is issued to employees against signature, complete and without deficiency; ensuring that the use of this equipment and compliance with OHS instructions are actively and continuously monitored by field supervisors,***
- 11. That employees' compliance with OHS rules, given instructions, and the obligation to use PPE is a fundamental element of work discipline; that behavior contrary to these rules which endangers the safety of the employee or of co-workers shall constitute just cause for termination under Article 25/II-(1) of Labor Law No. 4857, and that disciplinary procedures will be applied without concession,***
- 12. That no expense or cost incurred for providing occupational health and safety measures (PPE, expert fees, periodic inspections, etc.) shall be passed on to employees,***

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13. Measuring OHS performance against goals and objectives, reporting its results, and ensuring continuous improvement by monitoring implementation results,

14. Communicating with all employees, employee representatives, and stakeholders to encourage responsible OHS efforts, and obtaining stakeholders' views on activities in this area,

15. Fully complying with all applicable laws, regulations, and duty-of-care obligations established by judicial precedent regarding OHS,

16. Ensuring that relevant parties can easily access the OHS policies,

17. By ensuring the continuity of efforts on the above matters, the Company will resolutely continue to take all reasonable and technological steps to guarantee the health, safety, and well-being of its employees and other persons who may be affected by its business activities. This policy text constitutes a binding internal regulation and an appendix to the contract across all of our Company's areas of operation.