

IC GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş.
OCCUPATIONAL HEALTH AND SAFETY POLICY

As IC Gayrimenkul Yatırım Ortaklığı A.Ş. (IC GYO), Occupational Health and Safety (OHS) is an integral part of our business. Therefore, with the awareness that occupational health and safety is an essential component of our business, we act in line with the legal requirements of the country of operation and the relevant standards (ISO 45001 etc.) in the scope of our activities in order to completely eliminate or minimize the damages to our employees, third parties, company assets and the environment. We accept and undertake to implement and enforce these principles with the participation of our employees and by aiming for continuous improvement.

As IC GYO, with this Occupational Health and Safety Policy, we adopt the principles below as a general framework:

- Recognizing that our most important asset is people and human health,
- Conducting business in all sectors in Türkiye and abroad in accordance with the requirements of the relevant legislation in force on OHS, relevant standards, customer expectations, management system requirements and other conditions,
- Demonstrating commitment and leadership at all levels of our organization,
- Ensuring that all our employees, suppliers and their sub-suppliers' employees have the appropriate education, training and experience required by their job descriptions, providing these employees with training opportunities to improve OHS awareness, and raising awareness by creating a culture of OHS,
- Taking all kinds of measures for the health and safety of our employees, suppliers and their sub-suppliers, customers, visitors, local communities and employees assigned outside the workplace, providing all necessary tools, equipment, materials, personal protective equipment and other resources, and ensuring that these resources are used when necessary,
- Identifying the hazards related to our activities, assessing the risks, defining the necessary control measures to reduce the risks and ensuring that necessary activities are undertaken in accordance with the specified measures,
- In order to ensure the instilment of a culture of occupational safety in all our processes, enabling the participation of our employees by collecting their opinions and suggestions on the subject, enhancing and tracking activities every year for the internalization of occupational safety,
- Taking proactive measures by making the necessary plans against potential emergencies such as fire, earthquake, flood, injury and epidemics, and making the necessary updates by monitoring the applicability of the measures,
- Preventing the occurrence of similar incidents, injuries and occupational diseases by ensuring that all accidents/incidents, including near-misses, are investigated and reported,
- Setting quantitative targets, creating action plans and following up at regular intervals in order to ensure continuous improvement,

- Ensuring the continuous improvement of our occupational health and safety performance by reviewing all stages of our activities, and carrying out preventive and corrective actions,
- Ensuring that all employees are aware that the proper implementation of OHS principles is the responsibility of all employees, and encouraging employees in this regard.

Objective of the Policy

This policy aims to set out the guiding activities to provide a healthy and safe working environment for all our internal and external stakeholders.

Scope of the Policy

This policy covers our employees, suppliers and their sub-suppliers, visitors, customers and local communities and off-site employees.

Implementation of the Policy and Relevant Legislation

This policy was formulated by concretizing and regulating the rules set forth by the legislation in force relevant to our company's practices. In this context, all relevant regulations, particularly the Law on Occupational Health and Safety, will be implemented first. In case of any incompatibility between the applicable legislation and this policy, IC GYO accepts that the applicable legislation will prevail.

Enforcement of the Policy

This policy is reviewed periodically and updated when deemed necessary. Corporate Governance Committee is responsible for updating the policy.

This Policy and any changes made to it shall enter into force on the date of approval by the Board of Directors.