

TABLE OF CONTENTS

1	GENERAL INFORMATION	2
1.1	Introduction	2
1.2	Purpose.....	2
1.3	Scope	2
1.4	Responsible Parties and Responsibilities	2
2	IMPLEMENTATION	3
2.1	General Principles	3
2.2	Occupational Health and Safety Management System.....	5
2.3	Training & Information.....	5
2.4	Health Surveillance.....	5
2.5	Risk Analysis and Monitoring	5
2.6	Emergency Plan	5
2.7	Protection of Employees Requiring Special Policies	6
2.8	Approval and Review Provisions	6
2.9	Effective Date.....	6

1 GENERAL INFORMATION

1.1 Introduction

This policy has been prepared within the scope of the General Policy and Internal Regulations Framework and Standard, in accordance with the resolution taken at the meeting of our Board of Directors dated 05.02.2026 and numbered 2796.

1.2 Purpose

This policy aims to establish and promote a culture of occupational health and safety at Albaraka Türk Participation Bank, and to define the principles, rules, and commitments regarding occupational health and safety.

Employees are obliged to comply with this policy, applicable Occupational Health and Safety Law, secondary legislation implementing this law, and other relevant regulations.

The bank aims to ensure that its employees, as well as all third parties present at the workplace (customers, visitors, sub-contractors, suppliers, etc.), comply with the basic principles of this policy.

1.3 Scope

This policy covers the employees, activities, sub-contractors, suppliers, visitors, and customers of Albaraka Türk Participation Bank.

The policy is implemented in an extended scope in accordance with the Occupational Health and Safety Law no. 6331, so as to include all service points, digital work environments, field operations, and business trips of the Bank.

1.4 Responsible Parties and Responsibilities

Activities related to the Occupational Health and Safety policy of Albaraka Türk are carried out by the Administrative Affairs and Procurement Directorate and the Human Resources Directorate.

The Administrative Affairs and Procurement Directorate is responsible for carrying out the following activities:

- Following-up the legislation and reviewing the Policy document once a year to ensure it is updated when required,
- Ensuring that training is provided to the existing and newly hired employees and that it is followed-up,
- Ensuring that risk assessments are carried out,
- Developing emergency plans, designating emergency response teams, conducting training, monitoring, and drill works,
- Creating instructions and procedures related to occupational safety,
- Conducting periodic field inspections,
- Ensuring the necessary coordination with the Bank's other management teams and the outsourced company/companies,
- Assessing new occupational safety practices in line with technological developments,
- Filling out the observation and suggestion log monthly,
- Preparing annual plans (annual training, work, and evaluation reports),
- Following-up and reporting the periodic inspections of work equipment annually,
- Performing and tracking environmental measurements,
- Ensuring the selection and inspection of personal protective equipment,

The Human Resources Directorate is responsible for carrying out the following activities:

- Following-up the legislation and reviewing the Policy document once a year to ensure it is updated when required,
- Creating instructions and procedures related to occupational health,
- Conducting the employee's legal employment entry and periodic health examinations,
- Ensuring the necessary coordination with the Bank's other management teams and the outsourced company/companies,
- Assessing new occupational health practices in line with technological developments.

2 IMPLEMENTATION

2.1 General Principles

The principles determined by Albaraka Türk to establish its occupational health and safety culture, prevent occupational accidents and diseases, and create a healthy and safe working environment are listed below:

- To take all necessary measures for the health and safety of employees, sub-contractors, suppliers, visitors, and customers, and to keep personal protective equipment available and ensure its use,
- To consider quantitative and qualitative targets when creating occupational health and safety action plans, to lead the development of a safety culture,
- To raise awareness and promote a sustainable safety culture by providing occupational health and safety training to employees,
- To ensure the health and safety of employees, visitors, sub-contractors, and suppliers by identifying risks that could cause occupational accidents and diseases, and to minimize any material and moral losses that may arise,
- To raise awareness among employees by providing training in occupational health and safety, to foster a culture of occupational health and safety, and to make it a lifestyle,
- To ensure that sub-contractors, suppliers, visitors, and customers providing services at the workplace comply with occupational health and safety rules in accordance with current regulations and Bank standards,
- To make Albaraka Türk an exemplary company in terms of occupational health and safety practices in the eyes of affiliated institutions and customers,
- To fulfill the legal and other requirements regarding Occupational Health and Safety by ensuring the involvement of employees, and to demonstrate a successful performance beyond national and international standards for continuous improvement,
- To ensure the recording and reporting of any possible occupational accidents and occupational diseases by conducting root cause analysis,
- To monitor compliance with occupational health and safety rules and ensure that non-compliance is reported to senior management and rectified, to ensure that employee opinions are taken into account and that they are involved in the processes,
- To develop proactive practices in mitigating hazards and risks through the use of new technologies, improvement of ergonomic working conditions, and reduction of psychosocial risks,
- To strengthen regular drills and improvement processes that support business continuity and emergency preparedness,
- To ensure that emergency response teams consist of employees who are pre-designated and whose responsibilities are defined to carry out intervention, evacuation, first aid, communication, and coordination tasks during an emergency incident.

2.2 Occupational Health and Safety Management System

The occupational health and safety management system is a joint structure based on the state's role in legislation and supervision, the employer's responsibility to provide a safe working environment and the necessary resources, and the employees' obligation to comply with the rules. Our bank aims to establish a safe, healthy, and sustainable working culture with the active participation of these three key parties. The system is based on full compliance with legal requirements, employee engagement, proactive risk management, and continuous improvement.

2.3 Training & Information

Various training and information activities are regularly conducted for bank employees on occupational health and safety issues, by using methods determined in accordance with legal regulations. An annual occupational health and safety training plan is prepared each year, and all employees are ensured to participate in these trainings.

2.4 Health Surveillance

Health surveillance appropriate to the risks to which employees may be exposed is carried out, and occupational accident and disease processes are monitored. Health data is processed and stored in accordance with the PDPL and relevant confidentiality provisions.

2.5 Risk Analysis and Monitoring

Field inspection and risk assessment activities are carried out by a risk assessment team consisting of the designated occupational safety specialist, workplace physician, unit managers, employee representatives, and support staff at the bank's workplaces. Risk analysis and field observation activities are renewed in accordance with the legal period and conditions specified in the legislation. Corrective and preventive actions are implemented and followed-up on for identified risks.

2.6 Emergency Plan

An emergency plan containing information on what to do in the case of an emergency and the actions to be taken is in place and is published with the approval of the Board of Directors.

2.7 Protection of Employees Requiring Special Policies

Our bank is obliged to protect the health and safety of employees who require special policies, such as pregnant women, breastfeeding mothers, and disabled persons, by arranging their working conditions in line with risk assessments and providing regular training on the necessary special measures in this regard.

2.8 Approval and Review Provisions

The updating of this Policy shall be reviewed at least once a year, subject to the approval of Senior Management, in line with future proposals and requirements. In case of any changes, they shall come into effect upon approval by the Board of Directors.

2.9 Effective Date

This Policy shall enter into force at the date of its approval by the Board of Directors. Any further amendments and updates to be made in the Policy depending on the current conditions shall also come into effect with the approval of the Board of Directors.