

1. PURPOSE

1.1. The purpose of the Occupational Health and Safety Policy (hereinafter referred to as the “Policy”) is to protect the health and safety of the employees of Beta Enerji ve Teknoloji A.Ş. (hereinafter referred to as the “Company”) and to minimize potential workplace accidents and occupational diseases. This Policy aims to adopt the provision of a healthy and safe working environment as a fundamental priority at all levels of the Company and to support sustainable business practices.

2. DEFINITIONS

2.1. In this section, specific terms and concepts mentioned in the Policy are briefly explained as follows.

Occupational Health and Safety (OHS): Refers to all measures taken to protect and improve the physical, psychological, and social health of employees in the workplace, and to prevent occupational accidents and diseases.

ISO 45001: An international standard for occupational health and safety (OHS) management systems. The purpose of this standard is to establish an effective OHS management system to prevent and improve injuries and health issues that may occur in the working environment.

Risk Assessment: Refers to the process of identifying potential hazards in the workplace, analyzing the risks that may arise from these hazards, and determining the necessary control measures.

Hazard: Encompasses any situation or action related to work that has the potential to cause harm, injury, or health problems.

Risk: Refers to the probability that arises from the combination of the likelihood of a hazard occurring and the severity of the harm or loss it may cause.

Emergency Plan: Refers to the plan that defines how the workplace will respond to unexpected situations such as fires, earthquakes, floods, and emergency health issues, what actions employees should take, and what measures should be implemented.

SCOPE

3.1. This Policy applies to:

- a) The General Manager of the Company,
- b) The employees of the Company,
- c) The suppliers of goods and services and their employees,

d) Consultants, lawyers, advisors, external auditors, and other persons and organizations acting on behalf of the Company, as well as customers with whom the Company has a commercial relationship ("Business Partners").

PRINCIPLES AND ESSENTIALS

4.1. The Company is committed to occupational health and safety by:

4.1.1. Ensuring continuous improvement of our systems through periodic reviews and monitoring of performance by implementing the ISO 45001 Occupational Health and Safety Management System,

4.1.2. Complying with local and international regulatory obligations,

4.1.3. Making occupational health and safety culture a way of life,

4.1.4. Eliminating hazards that may arise due to our activities,

4.1.5. Identifying potential hazards and risks in advance, together with our employees and employee representatives, to ensure a healthy and safe working environment,

4.1.6. Organizing awareness-raising training and seminars on occupational and work-related health and safety issues for our employees,

4.1.7. Organizing training activities to ensure that visitors, suppliers, and employees of service-providing companies comply with our OHS rules and effectively implement them at all levels,

4.1.8. Continuously monitoring the compliance of our contractors and suppliers with our Occupational Health and Safety policies,

4.1.9. Taking corrective, preventive, and improvement actions with the goal of zero workplace accidents,

4.1.10. Ensuring continuous improvement in our occupational health and safety performance by following developments in the sector and globally, with the support of our management,

4.1.11. Reducing occupational health and safety risks to an acceptable level and continuously improving all processes,

4.1.12. Setting goals, planning to achieve them, and establishing objectives based on our sustainability goals for the monitoring, measurement, and auditing of occupational health and safety performance,

4.1.13. Providing the necessary knowledge, human resources, technology, and financial resources to ensure the continuity of the Occupational Health and Safety System,

4.1.14. Committing to making the Occupational Health and Safety System accessible to the public and third parties.

DUTIES AND RESPONSIBILITIES

5.1. General Manager

5.1.1. The General Manager is responsible for the overall supervision of the creation, implementation, and updating of the Policy.

5.2. OHS and Environmental Department

5.2.1. The OHS and Environmental Department is responsible for the creation, implementation, and updating of the Policy on behalf of the General Manager.

5.2.2. The OHS and Environmental Department is responsible for the Company's occupational health and safety performance, objectives, and the effective execution and monitoring of the projects created to achieve these objectives.

5.3. Employees

5.3.1. Employees are responsible for ensuring compliance with the policies set by the General Manager, working in accordance with both internal and external regulations, and notifying the OHS and Environmental Department in the event of encountering any behavior, attitude, process, action, decision, activity, or application that violates the Policy.

ARTICLE 6. COMMUNICATION

6.1. All behaviors and practices that are contrary to the principles stated in the Policy must be reported to the OHS and Environmental Department. The Department is obliged to respond to all notifications within 3 business days.

Email: isg@betaenerji.com

Company Address: Hacı Sabancı Organize Sanayi Bölgesi Çanakkale Cd. No:11 / B Sarıçam
ADANA / Türkiye

7. ENFORCEMENT

7.1. This Occupational Health and Safety Policy has been put into effect by the Board of Directors' decision dated 04.04.2025. It shall remain valid and in force until a new announcement is made.

REVIEW

8.1. This Policy shall be reviewed once a year on a regular basis by the Disciplinary and Ethics Honor Board, based on controls related to process or technical infrastructure changes. The reviewed and updated version of the Policy shall be approved by the Board of Directors.

9. RELATED POLICIES AND PROCEDURES

Sustainability Policy

Reason for Revision :	New Document
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Prepared By	Approved By
Management Systems and Sustainability Engineer	General Manager