

OCCUPATIONAL HEALTH SAFETY ENVIRONMENT AND SOCIAL MANAGEMENT POLICY

TÜMAD Mining Industry and Trade Inc. is committed to operating in a manner that respects society and employees, protects the environment, and maintains sustainable gold mining practices with high economic returns. This commitment is based on the following principles:

- 1. Full Compliance with Relevant Legislation and Ethical Standards:** Adhering to all applicable legal and ethical requirements.
- 2. Sustainable Mining Integrating Economic, Social, and Environmental Goals:** Achieving a balance where economic and social development is integrated with environmental protection.
- 3. Building Trust and Respect:** Resolving issues through mutual trust and respect, ensuring local community support for activities, focusing management and employees on their tasks, and maintaining honest, scientific, transparent, and effective communication to become a preferred and prestigious commercial partner.
- 4. Meeting and Exceeding Stakeholder Expectations:** Striving to achieve high standards in all project and production processes, exploring and implementing improvement opportunities.
- 5. Creating a Safe Work Environment:** Designing, operating, and structuring all preventive measures and associated infrastructure to ensure a safe working environment and prevent occupational diseases and injuries.
- 6. Selecting Qualified Personnel and Firms:** Choosing individuals and firms with the appropriate qualifications and skills who are committed to occupational safety and environmental management for hiring, procurement, and subcontracting.
- 7. Managing High-Risk Activities:** Ensuring that high-risk activities, as identified in risk assessments, are carried out only after implementing measures to reduce risk levels to acceptable levels.
- 8. Implementing and Monitoring Regular Inspections and Evaluation Programs:** Applying regular inspection and evaluation programs, monitoring these practices, and taking necessary actions to implement improvement opportunities.
- 9. Engaging Stakeholders in Safety, Health, and Environmental Issues:** Seeking stakeholder feedback during the preparation, production, and closure phases of projects, and providing feedback through open and honest communication.
- 10. Reporting and Adhering to Safety, Health, and Environmental Performance:** Committing to safety, health, and environmental performance reporting and reporting all accidents.
- 11. Preventing Non-Compliance with Safety and Environmental Principles:** Ensuring that machinery and equipment that do not comply with safety and environmental principles are not purchased, rented, or used.
- 12. Reducing Natural Resource Consumption:** Ensuring the efficient use of natural resources and reducing their consumption.
- 13. Minimizing Waste Generation:** Supporting the reduction of waste formation, and promoting reuse, recycling, and recovery.

Minimizing Behavioral Risk Factors: Continuously raising awareness among all employees about environmental and occupational health and safety issues through information flow and training.

All employees are responsible for applying, monitoring, and improving these principles in Occupational Health and Safety, Environmental Management, and Community Relations.

Our company will continue its operations in adherence to these principles to remain among the top-performing mining companies in our country in terms of safety, health, and environmental performance.

- **Every Accident is Preventable. Goal: ZERO Accidents!**
- **Eco-Friendly Mining with the Goal of ZERO Waste!**
- **Happy Stakeholders through Open, Transparent, and Effective Communication!**

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