OCCUPATIONAL HEALTH AND SAFETY POLICY

As employees of NOVA Reklamcılık Dekorasyon San. Tic. A.Ş., an internationally operating company, we aim to protect people and all living beings together with our colleagues and stakeholders. As our business grows, we remain committed to creating a safer and healthier working environment for everyone, in line with our corporate culture that regards people as our most valuable asset, minimizing all potential losses and continually improving our systems.
To this end, we identify and assess the potential impacts on human health of occupational health and safety risks arising from our activities within our production facilities, in the surrounding areas with which we interact, and at locations where we provide installation services. In order to bring these risks within defined standards, we commit to:

- Prioritizing the prevention of work-related injuries and occupational diseases at source before commencing any task;
- Monitoring applicable legal and other occupational health and safety requirements and planning the actions necessary to ensure compliance;
- Using appropriate technologies;
- Working in cooperation with relevant interested parties;
- Selecting all materials used in our operations with due consideration for their effects on human health, and ensuring their proper storage and handling;
- Organizing training activities to raise awareness among our employees and all stakeholders;
- Ensuring effective consultation and participation of all employees in our occupational health and safety activities;
- Encouraging neighboring organizations to adopt occupational health and safety practices;
- Providing employees with the personal protective equipment required for their work processes and selecting such equipment in accordance with the nature of the work and applicable standards;
- Conducting regular maintenance and inspections of machinery and keeping abreast of new technologies relating to safety measures;
- Establishing a comprehensive emergency management system to safeguard our employees in potential emergencies;
- Systematically assessing risks associated with hazardous conditions, unsafe behaviors and emergencies across all our activities; fostering a culture of preparedness and prevention; complying with all applicable fire safety laws and regulations; and providing fire safety training and drills to ensure that employees are prepared for fire emergencies;
- Providing ergonomic working conditions to protect employee health;
- Conducting our activities within the framework of the ISO 45001 occupational health and safety management system and pursuing continual improvement through internal and external audits and periodic reviews.

Everyone working at NOVA has the right to expect a safe, healthy and sustainable working environment for themselves and future generations. In return, we expect everyone to contribute to this safe working environment through responsible conduct.

Tolga ATAKAN
Director
21 August 2026