

# Kyokuto Kaihatsu Group Occupational Health and Safety Policy

The Kyokuto Kaihatsu Group, recognizing the health and safety of each employee as the most important management issue, works enthusiastically to create a safe and comfortable work environment.

1. We promote the importance of health and safety among all employees and strive to raise their health and safety awareness.
2. We comply with relevant laws and regulations as well as internal rules.
3. We conduct preliminary assessments on danger/harm factors and make efforts to reduce risks.
4. We work diligently for continuous improvement of workplace to make it safe, healthy, and comfortable.
5. We promote collaborative labor-management activities through smooth communication with employees.

April 1, 2024

Kyokuto Kaihatsu Kogyo Co., Ltd.

Tatsuya Nunohara, Representative Director, President, CEO