

# 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, appropriately addressing labor health and safety risks and opportunities.

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, eliminate hazards, and make efforts to reduce risks.
4. We work diligently for continuous improvement of systems aimed at creating a safe, healthy, and comfortable workplace environment.
5. We promote collaborative labor-management activities through smooth communication with employees.

March 14, 2025

Tatsuya Nunohara

Representative Director, President, CEO,  
Kyokuto Kaihatsu Kogyo Co., Ltd.