

Occupational Health and Safety Policy

At Hokkan Holdings Group, safety is our first priority in everything we do. We are also aware that ensuring safety, hygiene, and health in the workplace is an important responsibility for the Group. Accordingly, we have formulated this policy on occupational health and safety and will work to ensure safety and to maintain and promote the health of all the Group's officers and employees, as well as persons working at any Group companies on a dispatch or temporary contract basis, all those who work at associated companies, subcontractors, or are engaged in any activities at any of the Group's business facilities. Our aim is to achieve zero workplace accidents and to minimize the risk of occupational illness.

[Basic Policy]

1. Legal compliance

We will strictly observe the laws and regulations relating to safety and hygiene in all countries and regions where we do business. We will also establish our own voluntary targets, and will work to make continuous improvements to achieve a safe, comfortable, and healthy working environment.

2. Health and Safety Management

As part of the Group's health and safety system, an Occupational Health and Safety Committee will be formed to promote health and safety activities in collaboration with the labor union and/or employee representatives.

3. Promotion of health and safety activities

- 1) To ensure a safe and secure workplace and the good health of all employees, we will work to prevent occupational accidents by identifying problems in each workplace through communication with officers and employees, and by implementing necessary countermeasures and improvements.
- 2) We will work to eliminate and reduce potential risks by carrying out risk assessments and taking actions in all existing and new businesses.

4. Education of officers, employees, and others

We will work to ensure that all officers and employees are fully aware of the content of this policy, and will conduct ongoing safety training to ensure that our human resources are properly trained and equipped to comply basic safety and health rules and other

requirements and to act with due respect for safety in carrying out their duties.

5. Promotion of Health Management

Recognizing that the health of our officers and employees lies at basis of everything we do, we will promote measures to maintain a healthy and comfortable workplace in which employees can feel motivated and fulfilled by their work, and to support the physical and mental health of all officers and employees.
