

Occupational Safety and Health

Basic Policy

The KWE Group Code of Conduct explicitly provides for the safety and health of all our employees. The KWE Group focused on the front line level while earning ISO 45001 certification, and in August 2022 established the KWE Group Occupational Safety and Health Policy in order to address improving

KWE Group Code of Conduct 12. Safety and Health

The safety and health of each employee is critical to the Company and it is encouraged that all employees share in the commitment to a safe and healthy work environment. Each employee is responsible for immediately reporting any accidents, injuries or unsafe working conditions and maintaining a safe and healthy work environment. Workplace violence, any threatening behavior and all forms of unlawful conduct will not be tolerated.

safety and health at the global level. Based on regulations supporting the policy, the KWE Group Occupational Safety and Health Committee meets regularly to oversee ongoing improvements in the work environment.

KWE Group Occupational Safety and Health Policy

The KWE Group aims to enable employees to work in a safe and healthy environment where they can fully demonstrate their abilities, and provide maximum value to our customers and to society as a whole.

- 1) KWE Group directors and employees act with safety and health as their first priority.
- 2) KWE Group directors and employees comply with laws and company regulations related to safety and health.
- 3) The KWE Group identifies hazardous factors and takes measures to avoid or reduce the risk of harm to safety and health.

Driving Force

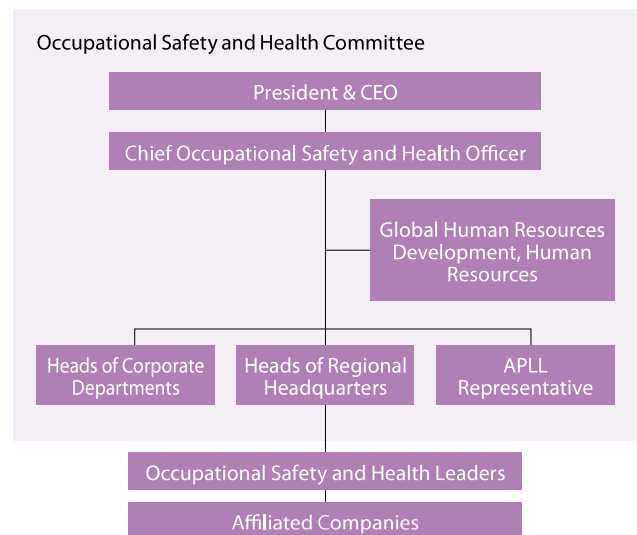
The KWE Group Occupational Health and Safety Committee reviews reports from regional headquarters and APLL on major work-related injuries and illnesses, sets group goals related to occupational safety and health, plans and monitors the progress of action plans, and evaluates and plans improvements in safety and health initiatives. The regional headquarters and APLL have the following responsibilities with respect to their affiliated companies:

- Deliberate measures required for safety and health management, track progress, evaluate and plan improvements in initiatives.
- Collect safety and health risk assessments performed by their affiliated companies and give guidance as needed.
- Track the status of work-related accidents and incidents and check the status of preventative measures.
- Report any major work-related injury or illness (death or absence from work of one month or longer) to the chief safety and health officer without delay, with Japan Affiliates Headquarters performing these responsibilities for affiliated companies in Japan.

FY2023 Action

In FY2023, we continued to track the status of safety and health measures provided for by the KWE Group Occupational Safety and Health Regulations, assessed occupational safety and health risks and drafted improvement plans, and created a reporting framework for work-related injuries and illnesses.

KWE Group Occupational Safety and Health Committee



Health Management

In April 2023, Kintetsu World Express (non-consolidated), in the consideration that the health of employees is the major prerequisite for the Company's business philosophy, issued its Health and Productivity Management Declaration stating the commitment of top management to addressing this important area.

Kintetsu World Express Health and Productivity Management Declaration

- The physical and mental health of our employees supports the core of our business, and maintaining and improving employee health is an important ongoing management initiative.
- Our healthy and energetic employees create new value and contribute to global society.

Health and Productivity Management Organizational Framework



Initiatives

Based on the existing foundation of occupational health physician, occupational safety and health committee, occupational health administrators and leaders established in compliance with the Industrial Safety and Health Act, we began working on improving the organizational structure to include full-time health nurses and a health management center as well as identifying and addressing health management issues. The Safety and Health Management Center, established in April 2023, is

steadily moving ahead on measures such as encouraging 100% of employees to take regular health exams, holding seminars on working women's health, and seminars in regard to line care by managers. As a result, KWE Japan was recognized as a Health and Productivity Management Outstanding Organization 2024 (Large Organization) in March 2024. We will continue to implement a variety of measures to increase health literacy and improve health management throughout the Company.

Health Activities

Increase rate of employees taking health exams, recommend full health exam

- Employees taking health exams: 100%
- Increase rate of employees taking full health exam

Support balance between illness and work

- Establish support through return to work after leave of absence
- Inform employees of support structure

Women's health support

- Female hormones and life stages
- Call to take cancer screening exams
- Seminars for all employees

Share information on preventing lifestyle-related disease

- Health insurance association public relations
- Talks on lifestyle-related diseases by health nurse at the occupational safety and health committee
- Call to participate in specific health guidance
- Health guidance



Adapt to diverse work styles

- Labor-management discussion (Article 36 Agreement)
- Collect employee opinions via the occupational safety and health committee

Recommend health exams to high risk employees

- Set notifications for post-exam measures
- Recommend health exams to high risk employees

Mental health self-care and line care awareness

- Talks on self-care and line care by managers
- Stress check organization diagnosis feedback
- Call for high stress interviews

Work engagement

- Identify issues based on employee data held by Corporate Human Resources

Dangerous Goods Handling

Kintetsu Logistics (Vietnam) earned C-TPAT (Customs Trade Partnership Against Terrorism (USA)) certification in 2022, and was also certified for the ISO 13485 international standard for medical device quality management systems in June 2023. KWE Korea is

now in the construction phase for its new Pyeongtaek Distribution Center Number 3 Terminal designed for dangerous goods, including semiconductor materials, as the KWE Group overall continues to build and improve dangerous goods handling systems.