

Social — 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 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 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.

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.

Promotion Framework

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 occupational safety and health officer without delay.

KWE Group Occupational Safety and Health Committee



FY2024 Action

In FY2024, 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.

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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. In addition to fundamental measures such as ensuring regular health checkups, we are focusing on addressing the challenges outlined in our “Strategy Map.” Through a variety of programs—including health education, health consultations, and stress checks—we aim to increase the number of employees who are physically and mentally healthy and able to work with motivation and pride, thereby supporting both employee growth and the company’s development.

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.

For more information on the Health Management Strategy Map, please refer to the following: <https://www.kwe.com/jp/about/workingatkwe/health/> (Japanese language only)

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 Japan’s 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. In FY2024, we expanded initiatives addressing health issues, including improving regular health checkup and follow-up examination rates, promoting awareness of health consultations with occupational health nurses and physicians, and implementing health checks for trainees returning to Japan. We also evaluated the effectiveness of our programs based on organizational analysis results from stress checks. In recognition of these efforts, KWE was certified for the second consecutive year in March 2025 as a Health & Productivity Management Outstanding Organization 2025 (Large Enterprise Category). Going forward, we will continue embedding health management practices, creating an environment where each employee can work in good physical and mental health, and striving to improve health literacy, overall health outcomes, and corporate value.



Health Promotion Initiatives

- 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
- Support women’s health**
 - Female hormones and life stages
 - Call to take cancer screening exams
 - Seminars for all employees

- Share information on preventing lifestyle-related diseases**
 - 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 Human Resources

Dangerous Goods Handling

KWE Korea completed construction of Terminal 3 at the Pyeongtaek Logistics Center, which began operations in October 2024. In addition to the already operating Terminal 1 and the hazardous goods–dedicated Terminal 2, Terminal 3 is equipped with refrigerated and frozen storage rooms. This allows high-quality handling and storage tailored to the characteristics of various products, including semiconductors and healthcare items.

In addition, in May 2025, KWE Korea obtained ISO 13485 certification at the Incheon Airport Logistics Complex to ensure quality management for medical devices. This marks the KWE Group’s sixth location to achieve the certification, following sites in Singapore, Japan, China, India, and Vietnam.

We will continue to improve the Group-wide hazardous materials handling framework to enhance customer service capabilities and increase the value-added nature of our business.