

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 employee-level protections and concerns, earning an ISO 45001 certification in Hong Kong, etc. In August 2022, we established the KWE Group Occupational Safety and Health Policy and Regulations to address improving employee safety and health at the global level. Based on these Regulations, the KWE Group 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.

Driving Force

The KWE Group Health and Safety Committee has several agenda items. The Committee regularly 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:

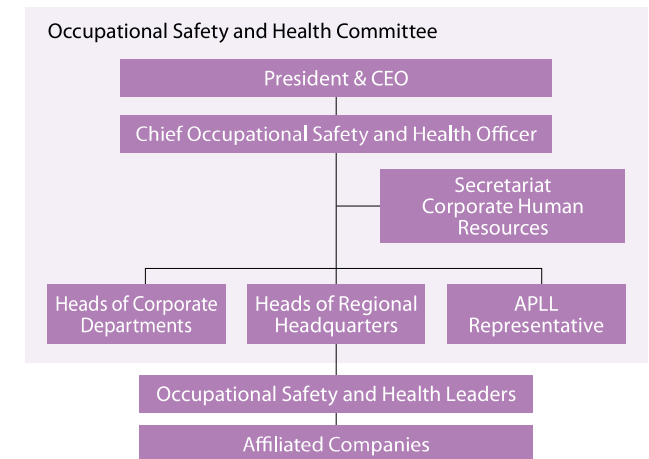
- Deliberate measures required for safety and health management Track progress while evaluating and planning improvements in initiatives

- 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

FY2022 Action

In FY2022, we surveyed the status of safety and health measures provided 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.

Occupational Safety and Health Organizational Framework



Health Management

In April 2023, Kintetsu World Express (non-consolidated) issued its Health and Productivity Management Declaration, stating the commitment of top management to address this important area. The Declaration comes as the health of KWE employee is a tenet of the company's business philosophy.

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

The foundation of our organization approach to employee occupational health and safety relies on an occupational health physician, the occupational safety and health committee, occupational health administrators, and leaders established in compliance with the Industrial Safety and Health

Act. In 2023, we began working with this foundation on improving the organizational structure to include full-time public health nurses and a health management center as well as identifying and addressing health management issues. We are aiming to routinize improved health management at Kintetsu World Express by 2024 with the following activities.

Health Activities

<p>Increase rate of employees taking health exams, recommend full health exam</p> <ul style="list-style-type: none"> • Employees taking health exams: 100% • Increase rate of employees taking full health exam 	<p>Share information on preventing lifestyle-related disease</p> <ul style="list-style-type: none"> • 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 	<p>Recommend health exams to high risk employees</p> <ul style="list-style-type: none"> • Set notifications for post-exam measures • Recommend health exams to high risk employees
<p>Support balance between illness and work</p> <ul style="list-style-type: none"> • Establish support through return to work after leave of absence • Inform employees of support structure 	<p>Adapt to diverse work styles</p> <ul style="list-style-type: none"> • Labor-management discussion (Article 36 Agreement) • Collect employee opinions via the occupational safety and health committee 	<p>Mental health self-care and line care awareness</p> <ul style="list-style-type: none"> • Talks on self-care and line care by managers • Stress check organization diagnosis feedback • Call for high stress interviews
<p>Women's health support</p> <ul style="list-style-type: none"> • Female hormones and life stages • Call to take cancer screening exams 	<p>Health consultation</p> <ul style="list-style-type: none"> • Interview and guidance from the occupational health physician and public health nurses 	<p>Work engagement</p> <ul style="list-style-type: none"> • Identify issues based on employee data held by Corporate Human Resources

Helping improve health literacy

We've been working here at Kintetsu World Express as full-time health nurses since January 2023. KWE's business environment has been notably changing due to the impact of the COVID-19 pandemic, the invasion of Ukraine, and other events, and there are some employees who are suffering mental and physical illnesses. We want to make use of our expertise as public health nurses to help employees to fully excel in their roles by creating a mentally and physically healthy environment for work. We are members of the Safety and Health Management Center that was established in April 2023, and we hope to improve employee health through improved health literacy and to increase corporate value.

QUOTE

Public Health Nurse
Yasuko Komori

Public Health Nurse
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