



Itoki's Basic Health and Safety Policy

Based on our corporate philosophy, we have established the following Basic Occupational Health and Safety Policy.

Itoki, which advocates the creation of an environment in which people play a leading role, is committed to creating a safe and secure work environment in compliance with laws and regulations, and to maintaining and promoting the good health for employees.

All our employees recognize that health and safety management activities are the highest priority of the Company and that safety is a basic condition for corporate activities, and we will actively promote health and safety activities with the aim of preventing occupational accidents.

Action Guidelines

- 1 We will comply with the Industrial Health and Safety Act and other relevant health and safety related laws and regulations.
Furthermore, we will thoroughly enforce public notices and guidelines, establish in-house health and safety management regulations, and promote voluntary health and safety management to fulfill our responsibility as a reliable and trustworthy company.
- 2 We will thoroughly ensure that safety comes first by making all our employees aware of our basic health and safety policy and by conducting systematic education, training, and drills to raise their awareness and knowledge of health and safety.
- 3 To promote a comfortable work environment, we will consider the work environment, long working hours, mental health, and passive smoking as issues, consider countermeasures, and implement guidance and education accordingly.
- 4 We will protect employees from the dangers of occupational accidents by establishing a health and safety management system, providing guidance on health and safety, accumulating and analyzing information on accidents and disasters, and developing countermeasures based on discussions.
- 5 We will aim to achieve the goal of zero occupational accidents through the implementation of mutual safety assessments (safety patrols) and safety audits, and the thorough implementation of preventive measures such as risk assessments (identification and assessment of hazards).
We will also promote health and safety related activities with a view to reinforcing our occupational health and safety management system.

April 1, 2022
Koji Minato President
Itoki Corporation

A handwritten signature in black ink, appearing to read "Koji Minato".