

## Teibow Group Occupational Health and Safety Policy

In order to realize a safe and healthy working environment for all employees, Teibow Group strives to continuously improve occupational health and safety and promotes prevention of occupational accidents and maintenance and promotion of health throughout the organization based on the following policy.

1. We comply with laws, regulations, and other requirements to which we agree concerning occupational health and safety.
2. We conduct risk assessments, identify sources of hazards, and implement countermeasures to continuously improve the safety and health environment in the workplace
3. We regularly provide education and training on health and safety to our employees to raise awareness and strengthen practical skills.
4. We actively engage in mental health measures and work environment improvement and promote the creation of a comfortable workplace to maintain mental and physical health.
5. We emphasize dialogue with employees and conduct safety and health activities that reflect the voices of those onsite.