

Established: October 1, 2026

Relo Group Basic Policy on Occupational Health and Safety

To ensure that a diverse range of human resources respect one another as partners and work together as one to deliver the highest caliber of services to customers, the Relo Group (“the Group”) protects the occupational health and safety of all stakeholders, including its officers, employees and business partners, and views these efforts as a key foundation of management.

In keeping with this belief, the Relo Group will realize a safe and healthy workplace environment and implement its business activities based on this policy.

1. Scope of Application

The policy applies to the officers and employees (including full-time employees, contract employees, part-time employees and temporary employees, etc.) of Relo Group, Inc. and its subsidiaries. In addition, the Group will also ensure that its business activities are conducted in accordance with this policy in the context of its relationships with customers, business partners, affiliates and other related parties.

2. Basic Policy

(1) Establishment of an occupational health and safety management system

The Group will develop an occupational health and safety management system that falls under the ultimate responsibility of top management, ensure occupational health and safety across the Relo Group, and engage in ongoing management and improvement activities.

(2) Compliance with relevant laws and regulations

In addition to complying with laws, regulations, rules and agreements concerning occupational health and safety, the Group will also endeavor to establish and appropriately operate the necessary internal regulations and systems, following discussions between labor and management.

(3) Risk mitigation and the prevention of occupational accidents

The Group will accurately identify health and safety-related risks in the workplace and will take action to mitigate or eliminate those risks. Through ongoing improvements to the workplace environment and consideration for workers of advanced age, the Group will advance the development of an environment in which anyone can work safely and with peace of mind, irrespective of job type, years of service, age, gender or other attributes, and also endeavor to prevent occupational accidents.

(4) Ensuring and advancing employee health

The Group will provide support to maintain and advance the health of its employees, monitor their state of health, and follow up as appropriate. The Group will work to develop employment environments tailored to each individual's situation, such as helping employees balance medical treatment needs with work.

(5) Improving awareness of health and safety

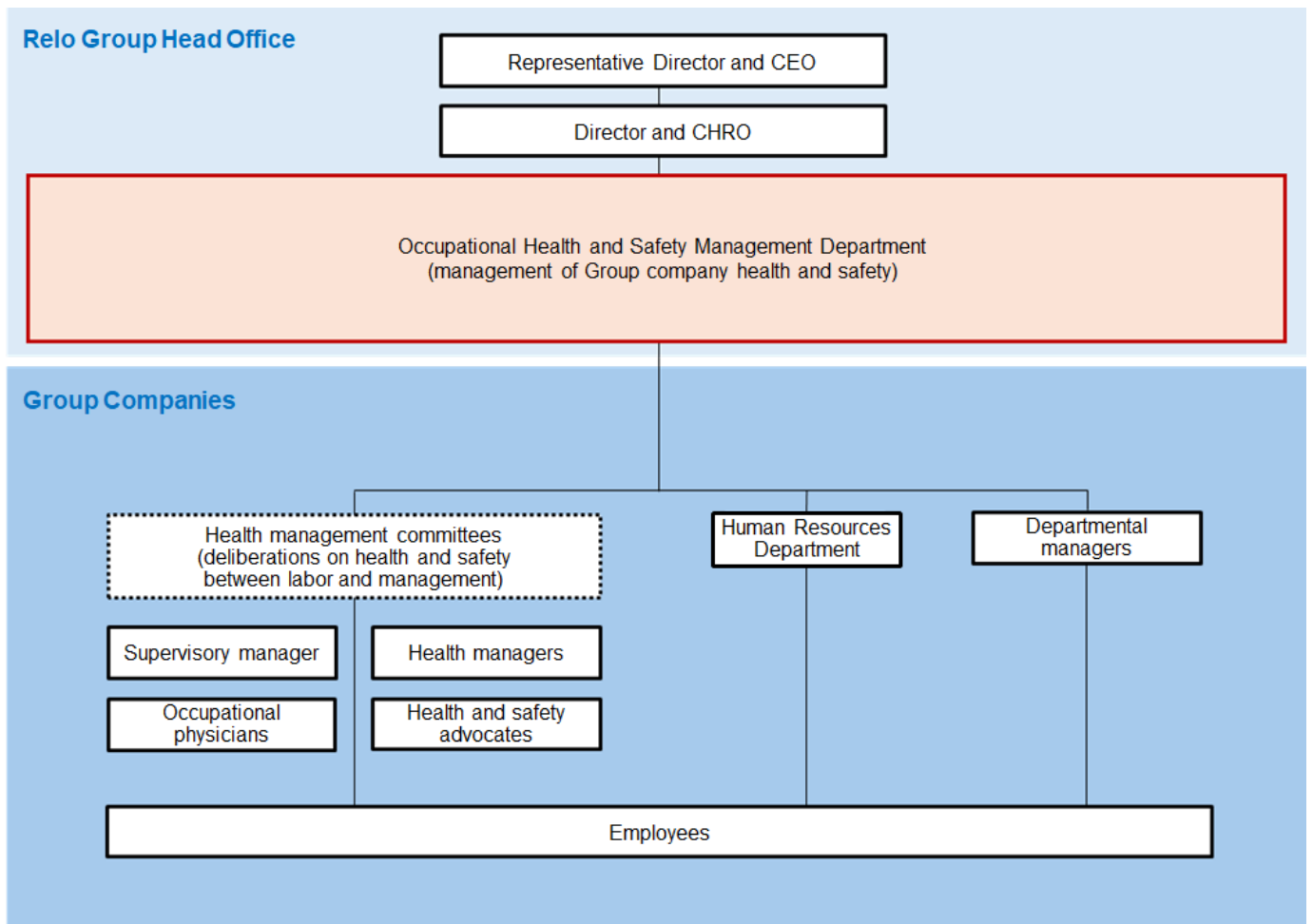
The Group will provide ongoing education and training, work to share knowledge and information regarding occupational health and safety, and endeavor to raise awareness of health and safety while fostering a safety-minded culture.

(6) Ongoing improvements

The Group will periodically assess and verify the effectiveness of its occupational health and safety-related initiatives, and will commit to maintaining and enhancing a safe and healthy workplace environment through ongoing improvements.

3. Structure

To ensure the occupational health and safety of all Group officers and employees under this basic policy, the Relo Group has established an Occupational Health and Safety Management Department at its head office. This organization serves as the administrative body operating and managing the health management committees of Group companies, and also advances initiatives in coordination with the human resources department and departmental managers, while managing the occupational health and safety of the entire Group.



4. Main Initiatives



(1) Health checkups

We ensure that health checkups are performed each year and encourage employees to undergo secondary health checkups as required in an effort to maintain and advance the health of employees. We have also established a health guidance service staffed by registered dieticians to help employees improve their lifestyle habits, including diet and exercise. In addition, given the need to maintain the health of employees, we have created a designated smoking environment in the interest of preventing passive smoking at the workplace.



(2) Stress checks

We conduct stress checks Group-wide and periodically monitor the state of employees' mental health. In addition, we conduct group analyses of the results by organizational unit as part of efforts to identify issues in the workplace environment and facilitate improvements.



(3) Establishment of consultation services

We have set up both internal and external health consultation services that employees can easily access, while working to prevent and properly respond to employees experiencing mental or physical stress. In addition to handling a wide range of health consultations, including health issues unique to women, the service also coordinates with occupational physicians as necessary to create a workplace environment that enables employees to maintain and advance their physical and mental health while working with peace of mind.



(4) Measures to deal with overwork

We have set our own management criteria that exceed statutory requirements. When an individual has exceeded these criteria, we conduct cumulative fatigue assessments, interview the individual's supervisor, and have the individual meet with an occupational physician. We also take action to

prevent health problems, such as making appropriate work accommodations for employees who require safety considerations.



(5) Helping employees balance medical treatment with work

We work to help employees balance their medical treatment needs with work, enabling employees dealing with illness or medical treatment to continue working with peace of mind. We coordinate with employees' attending physicians and occupational physicians and make work accommodations tailored to the needs of each individual, such as adjustments to working hours and job duties in order to help employees balance medical treatment and work, while developing a comfortable workplace environment.



(6) Preventing occupational accidents

To identify health and safety-related risks in the workplace, the Health Management Committee regularly conducts workplace inspections and performs checks of the workplace environment. We also take action to prevent incidents from recurring by sharing and analyzing occupational accidents and near-misses, while implementing safety measures that take the physical characteristics of older employees into account, in anticipation of an aging workforce. We make efforts to identify and correct workplace hazards, including falling and tripping hazards, and strive to prevent occupational accidents

by establishing a workplace environment in which anyone, regardless of age, can work safely and securely.



(7) Health Management Committee

The Group has established the Health Management Committee to consider and advance matters related to the maintenance and advancement of employee health, as well as the prevention of occupational accidents. The committee meets monthly and shares its meeting minutes with all employees to make known important matters concerning occupational health and safety and drive ongoing improvements to the workplace environment.



(8) Health and safety education

The Group provides various e-learning-based health and safety training for employees and managers. In addition, we conduct training for managers to encourage understanding of health issues unique to women, publish health-related information through the *Physical and Mental Management News* on the corporate intranet, and spread information about measures being taken by health insurance societies, as part of efforts to raise awareness of health and safety while helping employees maintain and advance their health.