

Health and Safety Oriented Management Declaration of TOSHIBA ELEVATOR AND BUILDING SYSTEMS CORPORATION

In order to create rich value and continue contributing to lives and culture of people around the world, we, TOSHIBA ELEVATOR AND BUILDING SYSTEMS CORPORATION, regard health and safety of our employees which are our greatest assets as one of top priority issues, and we are committed to promoting "health and safety-oriented management."

To this end, based upon the Basic Health and Safety Policy of TOSHIBA ELEVATOR AND BUILDINGSYSTEMS CORPORATION, we will develop a system which will enable our employees of all ranks to perform their respective responsibilities, and we will set periodical monitoring metrics in terms of health and safety, and will make efforts for continuous improvement in the course of establishment and implementation of our industrial health and safety management system.

1. Top managers (department leaders) shall lead our "health and safety-oriented management."

- (1) Top managers shall regard health and safety-related metrics as one of the most important management indicators and shall communicate importance of those metrics to other employees.
- (2) Top managers shall devote management resources (personnel, goods and money) corresponding to the company's health and safety issues and risks.

2. Supervisory personnel shall pay due attention to their subordinates' health and safety.

- (1) Supervisory personnel shall pay attention to their subordinates' health and safety in the course of daily personnel management and shall take timely and appropriate measures against problems, if any.
- (2) Supervisory personnel shall provide opportunities and times sufficient to ensure their subordinates' good health and safety in compliance with our internal rules.
- (3) Supervisory personnel shall make efforts to build lively and communicable workplaces.

3. Health and safety officers shall make efforts to develop a health and safety-oriented corporate culture in their respective business sites.

- (1) On a daily basis, health and safety officers shall analyze health and safety-related issues which may arise in business sites in their charge and shall focus their efforts on preventive safety and on primary prevention of diseases.
- (2) Health and safety officers shall enhance their expertise and shall provide appropriate support, advice and guidance to lines and departments.
- (3) In order to ensure continuous health and safety management, health and safety officers shall make efforts to train health and safety personnel including assistants.

4. Employees shall make efforts to ensure their own and other employees' health and safety.

- Employees are hereby requested to:
- (1) make efforts to ensure their own safety and preserve and promote their own health by making use of related systems and opportunities offered by relevant organizations;
 - (2) make it a habit to act on the principle of safety first and to live healthier, with full understanding that health and safety of the employees and their family members are the company's invaluable assets;
 - (3) consult, among others, their superiors and colleagues, health and safety officers and relevant external agencies on matters, if any, which the employees cannot settle by themselves; and
 - (4) make efforts to improve their workplaces in terms of health and safety, by paying attention to their colleagues' condition, minding their working environment and cooperating with their colleagues.

5. Participate in safety and health management at every level and contribute to the achievement of SDGs

- Employees are hereby requested to:
- (1) Contribute to the creation of safe and secure work environments by recognizing safety considerations and compliance obligations.
 - (2) Promote safety and health management to improve job satisfaction and productivity, thereby leading to employee and company growth.

April 1, 2025

Chief Officer for Occupational Safety
TOSHIBA ELEVATOR AND BUILDING SYSTEMS CORPORATION



Tatsuya Kirii