

Basic Health and Safety Policy of TOSHIBA ELEVATOR AND BUILDING SYSTEM CORPORATION

In order to contribute to creation of a sustainable society (accomplishment of SDGs), and as a company promoting sustainability management, TOSHIBA ELEVATOR AND BUILDING SYSTEM CORPORATION is committed to prioritizing our corporate social responsibility by developing, designing, manufacturing, selling, installing, maintaining and renovating elevators and conducting the building facility business with due respect to local cultures and customs based upon the Toshiba Group's management philosophy of commitment to people.

To this end, we prioritize protection of lives and safety and compliance with laws and regulations in our business activities and we, together with our group companies, will comply with the following principles in order to promote creation of a safe and comfortable working environment and maintenance and enhancement of mental and physical health.

1. We will regard health and safety as one of top priorities in our business operations, and will work on prevention of work-related injuries and illnesses through continuous improvement of health and safety management activities.
2. We will comply with applicable law stipulations and other requirements to which we have agreed.
3. We will set and achieve industrial health and safety targets in terms of:
 - (1) eradication of industrial accidents and diseases, and elimination of such hazards and reduction of such risks as causing "collision/fall," "getting stuck and caught" and "tumbling" accidents;
 - (2) We will ensure to strictly comply with MUST, safe work procedures and establish a culture that does not tolerate deviation from the rules. We challenge to eliminate serious and recurring accidents.
 - (3) Ensuring psychological safety for the implementation of high-quality "safety work".
 - (4) maintenance and enhancement of mental and physical health of all employees for maximization of their respective abilities; and
 - (5) Eliminating traffic accidents through fundamental road safety measures and improving driving skills.
4. We will hold adequate discussions on health and safety initiatives with individuals involved in any way in our business and their representatives, and will support their participation in such initiatives.
5. We will contribute to improvement of health and safety management standards in society through various safety and health communications.

President & CEO

April 1, 2025

TOSHIBA ELEVATOR AND BUILDING SYSTEMS CORPORATION