

September 1, 2021

Safety representative
West Holdings Corporation

FY2021 Safety & Health Management Policy

Preventing industrial injuries and traffic disaster is the starting point of everything about customer satisfaction which is an essential part of our corporate philosophy.

The goal of the Industrial Safety and Health Act is ensuring workers' safety and health in the workplace and encouraging the development of comfortable workplace environments through comprehensive and systematic measures for preventing industrial injuries such as the establishment of hazard prevention standards, the clarification of responsibilities and the encouragement of voluntary activities.

At West Holdings Corporation and its offices, industrial physicians, health supervisors, fire-prevention supervisors, safety supervisors, operation safety supervisors, on-site engineers, operators and all other people cooperate with one another to comply related laws in the management of operating environments, work safety and workers' health.

However, injuries such as the one that occurred during the operation of heavy machinery operation in Tsuyama, Okayama and falls from roofs may cause a significant disaster. Traffic accidents are decreasing in number. Once a traffic accident occurs and results in personal injury, however, both the victim and the person at fault suffer a huge loss.

Due to concerns about COVID-19, our site and office workers take measures to prevent infection and the company must continue with its "state of emergency" in terms of safety, health and transportation safety.

To improve the situation, our policy, goals and priorities for safety and health management are clearly set forth as follows and all employees share the goals with the aim of eliminating industrial injuries and traffic accidents.

Additionally, we have established the Safety and Health Committee and the Safety Cooperation Business Association to ensure the achievement of the safety and health goals and facilitate the elimination of workplace accidents. The operations are separately defined for each office.

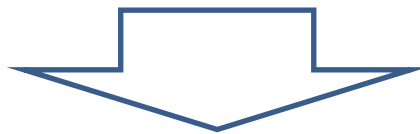
FY2021 policy for safety and health and traffic safety management

1. Compliance with laws Comply with relevant laws such as the Industrial Safety and Health Act and the Road Traffic Act
2. Safety education Encourage the comprehensive creation of safety-related documents in compliance with the Industrial Safety and Health Act and related notifications
3. Hands-on approach Conduct safety patrols to ensure thorough guidance on safety
Slogan: Zero-accident movement named *Ningen Soncho* (respect for human beings: every individual is irreplaceable)
4. Safe driving Encourage safe driving and conduct all legally required inspections of vehicles



FY2021 targets for safety, health and traffic safety

- | | |
|-------------------------|------|
| 1. Industrial injuries | Zero |
| 2. Third-party injuries | Zero |
| 3. Traffic accidents | Zero |



FY2021 priorities for safety, health and transportation safety

1. Compliance with laws Reduce industrial injuries to zero
Ensure thorough use of safety protection devices and safety equipment, conduct pre-operation inspections of heavy machinery, ensure operators are qualified and comprehensively prepare safety-related documents such as legally required notices.
2. Safety education
 - Phase 1 Qualified people who have completed foreman and safety & health manager training leverage their knowledge in safety, supervise worksites and seek to enhance workers' safety awareness.
 - Phase 2 Assign people who have received foreman and safety & health manager training to on-site management roles at cooperating companies with the goal enabling on-site training to evolve to thoroughly ensure the safety awareness of all workers.
3. Hands-on approach
Conduct safety patrols from morning assembly every day. Based on customer satisfaction which is a part of our management philosophy, check the implementation of courtesy and the cycle of safe construction. Inspect at least one process. (Ensure thorough practice of 5S (Sort, Set, Shine, Standardize, and Sustain) activities at workplaces)
Check workers' physical condition and measures to prevent infectious diseases.

4. Traffic safety

(1) Eliminate accidents caused by carelessness and implement safe driving training.

(2) Encourage thoroughly safe driving through deeper understanding of cautious points when driving in parking lots, at intersections and other spots.