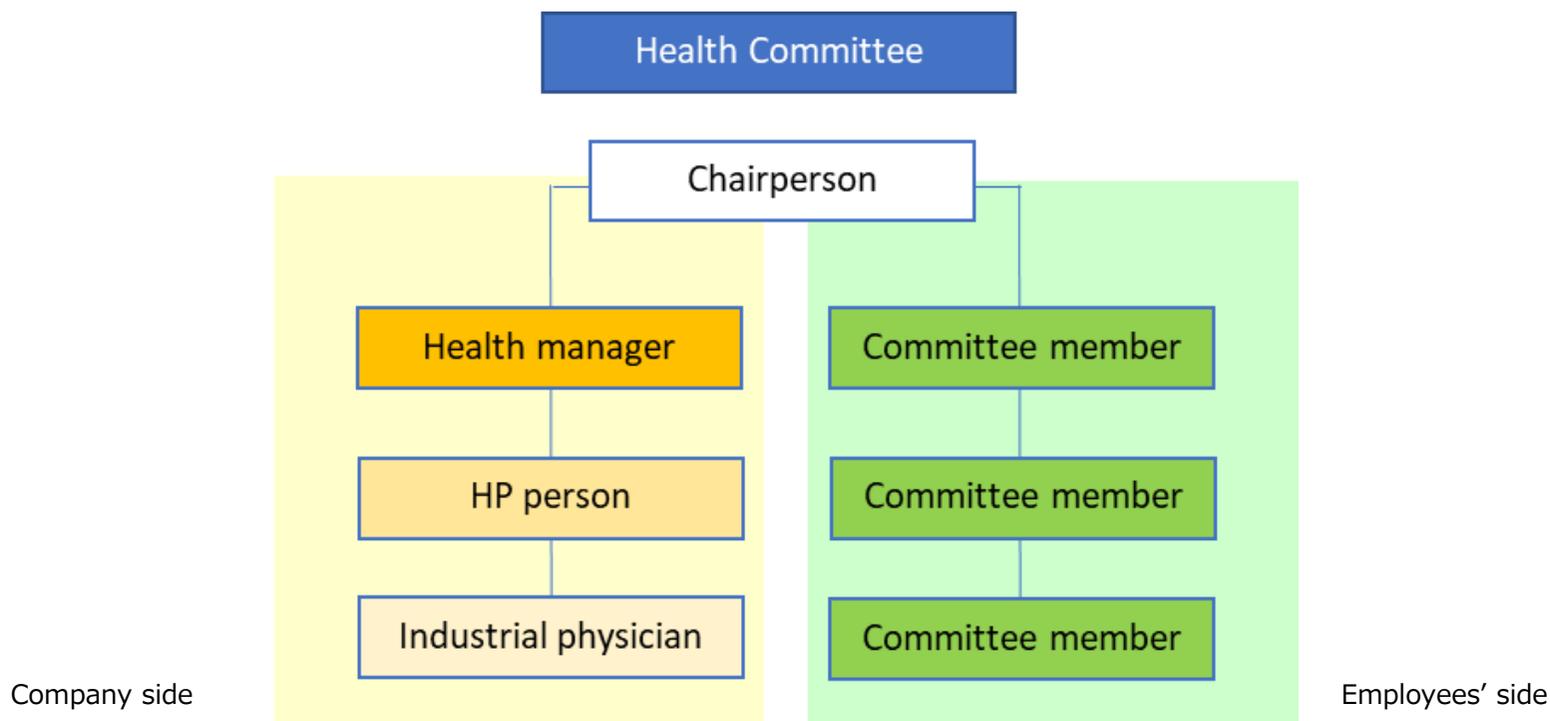


Tokyo Boeki Group's Commitment to Health

● Establishment of Health Committee

- Tokyo Boeki Holdings Corporation has Health Committee to improve the health of employees and the workplace environment by sharing the current situation and exchanging opinions between the management and employees. Our group companies also establish their own Safety and Health Committees based on its size and business field and pay close attention to the safety and health of their employees.



Tokyo Boeki Group's Commitment to Health

● Periodic health checkup

- We conduct an annual group periodic medical checkup at our Tokyo office. Employees who are unable to participate on the day of the examination can receive the examination at a hospital affiliated with the group or at a medical institution affiliated with Tokyo Machinery & Equipment Health Insurance Union nationwide.
- Employees 40 years of age and older undergo physical examinations at hospitals affiliated with the Group or at medical institutions affiliated with the Union.

● Health Management Office

- Twice a month (on the 2nd and 4th Thursdays), we set up meetings with industrial physicians to provide feedback on the results of health checkups, health consultations from employees (and their families), and interviews about long working hours, etc. In response to employee requests for more casual consultations, we also set up four opportunities per month to meet with a public health nurse. Both of these interviews can be conducted online from anywhere in Japan.

● Mental health

- We have introduced a team of industrial physicians and public health nurses who can follow up with employees nationwide from October 2022. We create and support a safe and secure work environment for all employees by providing access to consultation services for mental and physical changes and disorders. Remote interviewing is also available and can be utilized at any of our locations nationwide.

Tokyo Boeki Group's Commitment to Health

● Donations to medical institutions

- Since 2012, we have been making donations to the **Japanese Foundation for Cancer Research**, which is Japan's top oncology organization, and our donations are intended to support the introduction of state-of-the-art surgical equipment and to enhance cancer research funding.
- We have been donating to the Japan AED Foundation since 2017 in support of its activities. It is a non-profit organization that provides support for the following mission statement: "The Japan AED Foundation aims to save the lives of Japanese citizens from sudden cardiac death by promoting, educating, and training them in the use of AEDs, thereby ensuring the safety and security of the Japanese people."

● Training and awareness

- Knowledge of working hours (legal and prescribed working hours, overtime, 36 agreements, etc.) is included in internal personnel training, and a system is in place to inform, check, and periodically conduct employee stress checks to detect health disrupting factors at an early stage.
- We invite a doctor from the Japanese Foundation for Cancer Research to give a lecture on health on a regular basis in an effort to raise employees' health awareness.
 - Get to know Stress Management! (October 2021)
 - How to protect yourself from cancer! (February 2022)
 - The latest colorectal cancer treatment (October 2022)