



ICHIKOH Group Health and Safety Policy

< Health and Safety Philosophy >

We value people, and prioritizing safety is the first step in valuing people. Recognizing health and safety as the top priority in management, we are committed to ensuring that "health and safety always come first in manufacturing" through the development, design, and production of automotive lamps. Our goal is to create a healthy and vibrant workplace.

<Basic Policy>

Recognizing that "hazards always exist everywhere," we promote continuous improvement by ensuring that all employees possess health and safety management skills and by implementing the following initiatives:

- Compliance with health and safety laws and other applicable requirements
- Promotion of risk elimination and risk reduction through risk assessment
- Holding health and safety committee meetings to ensure full participation and collaboration between labor and management
- Regular review and continuous improvement of health and safety activities
- Making health and safety initiatives widely available to the public

A handwritten signature in black ink, appearing to read "S. Tanaka", is positioned above the name of the signatory.

HEALTH & SAFETY MANAGEMENT CHIEF EXECUTIVE SHOGO TANAKA