

# SAFETY and HEALTH POLICY

- Safety receives the highest priority -

## ■ Basic Policy


IRISO Electronics co., ltd. respects human rights, and its management philosophy gives top priority to prevention of workplace injuries and illnesses, as well as to protection of the safety and health of all people working at the company, so that they can live a more fulfilling, peaceful and cultural life. We create a lively and pleasant work environment, where all people can work with enthusiasm and maximize their potential, through encouraging open communication which allows everyone to freely express their thoughts and ideas.

## ■ Focus Policy

1. We identify and remove hazardous factors, and develop a safe and pleasant work environment to achieve a “work-injury-free”, “fire-free” and “vehicle-accident-free” workplace.
2. We comply with the laws and regulations for occupational safety and health legislated by different countries and regions, as well as with the internal rules, at all group entities to improve safety and health management.
  - (1) We conduct occupational safety and health risk assessments in all workplaces to identify hazardous factors for reducing work-related risks.
  - (2) We prevent “caught-in or -between hazards” and “hazards leading to cuts and grazes”, which are the most common causes of work accidents.
  - (3) We conduct equipment safety inspections (by using check sheets) at the phases of designing and placing orders, as well as finishing and receiving equipment, to make sure of safety in newly installed manufacturing equipment.
  - (4) We leverage digital technologies (IoT, AI, etc.) to improve occupational safety and health.
3. We develop our safety and health management system and increase workplace flexibility to ensure employee health and well-being, to prevent health problems coming from overworking, as well as to improve their mental health.
4. We promote good communication, and perform safety and health activities through employee participation at all levels, while we support the creation of a workplace that enhances psychological safety and enables diverse talent to thrive.
5. We commit to collecting employee feedback and creating better work environment to improve employee engagement.

This policy is shared with all employees who work under the organizational management of all group entities and made known to the public.

April 1, 2025

A handwritten signature in black ink, appearing to read "Hitoshi Suzuki", written over a horizontal line.

Hitoshi Suzuki, President and CEO