



Occupational Health and Safety Basic Policy

NS United Kaiun Group ("NSU Group") recognizes that ensuring the health and safety of all officers and employees (directors, executive officers, and employees, regardless of employment status) is the highest-priority management issue. This policy was formulated based on this recognition and for the purpose of creating a work environment where all officers and employees can work with a sense of security.

1. Support for Health and Safety

The NSU Group recognizes that ensuring the health and safety of all officers, employees and seafarers, regardless of employment status is the highest-priority management issue, and will promote health and safety activities based on this policy in order to create a safe and comfortable work environment that enables everyone to work with a sense of security.

2. Continuous Improvement

In order to ensure a safe, healthy and functional work environment, the NSU Group will build occupational health and safety management systems and work together with employees to maintain and improve occupational health and safety performance on an ongoing basis.

3. Compliance with Laws and Regulations

The NSU Group will comply with laws and regulations related to occupational health and safety that are applicable in the countries and regions in which we conduct business as well as guidance from international organizations and other agreements.

4. Prevention of Occupational Injuries

The NSU Group will commit to preventing possible occupational injuries by investigating accidents and injuries to identify and analyze their occurrence and causes and use the results for recurrence prevention as a way to eliminate such injuries and remove or reduce potential risks.

5. Improvement in Occupational Health and Safety

The NSU Group will establish emergency and other necessary measures while providing internal education and training for all officers, employees and seafarers on issues related to occupational health and safety, such as health management, personnel management, and mental health, with the aim of developing a culture of prevention and increasing awareness related to occupational health and safety.

6. Mutual Understanding

The NSU Group will encourage dialogue in the workplace so as to build good interpersonal relationships and ensure psychological safety.

This policy was approved by the Board of Directors on August 28, 2024. Subsequent revisions or abolition of the policy will also be determined by approval of the Board of Directors.

August 28, 2024

Kazuma Yamanaka, President and Representative Director
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