

Rengo Group Health and Safety Charter

Fundamental Philosophy

Based on the philosophy that ensuring the health and safety of workers is the foundation of corporate management, the Rengo Group will foster a workplace culture that prioritizes health and safety above all, conduct risk assessments to reduce industrial accident risks, and build a healthy and safe workplace.

Fundamental Policy

- 1 Compliance with laws, regulations, and internal regulations**

The Rengo Group observes all laws, regulations, and internal regulations related to occupational health and safety.
- 2 Promoting machinery and equipment safety**

The Rengo Group conducts risk assessments of machinery and equipment, and systematically eliminate and reduce risks at sources of danger.
- 3 Creating supportive workplaces that promote good physical and mental health**

The Rengo Group fosters a workplace culture that encourages open communication, gathers information related to health and safety, and strives to create supportive work environments where employees can work safely in good physical and mental health.
- 4 Raising awareness through health and safety education**

To ensure that work is carried out in a healthy and safe manner, we will provide health and safety education and training, and offer repeated guidance so that safe work practices are thoroughly established.

Established on April 1, 2026