

Occupational Health and Safety Policy

Basic Philosophy

The Mitsubishi HC Capital Group will actively implement ongoing initiatives prioritizing the health and safety of officers and employees to establish a comfortable work environment in which every officer and employee can pursue active roles with peace of mind.

1. Scope of application

This policy will apply to all persons engaged in duties at any Mitsubishi HC Capital Group company.

2. Legal compliance

We will comply with laws, regulations, and agreements related to occupational health and safety in the countries and regions where we conduct business activities.

3. Discussions with and participation of officers and employees

We will provide opportunities for discussions between officers, employees, and the Company, as well as their participation, to ensure health and safety management.

4. Support for maintaining and promoting health

We will proactively support officers and employees to maintain and promote their mental and physical health. At the same time, we will identify health issues of officers and employees, set priorities and quantitative goals for addressing the issues, and work for continued improvement of the work environment.

5. Educational and awareness-raising activities

We will regularly provide education on health and safety to raise the awareness of officers and employees.

6. Information disclosure

We will disclose these efforts on our corporate website and in other media.

Established: September 30, 2025

Mitsubishi HC Capital

Representative Director, President & CEO

Taiju Hisai