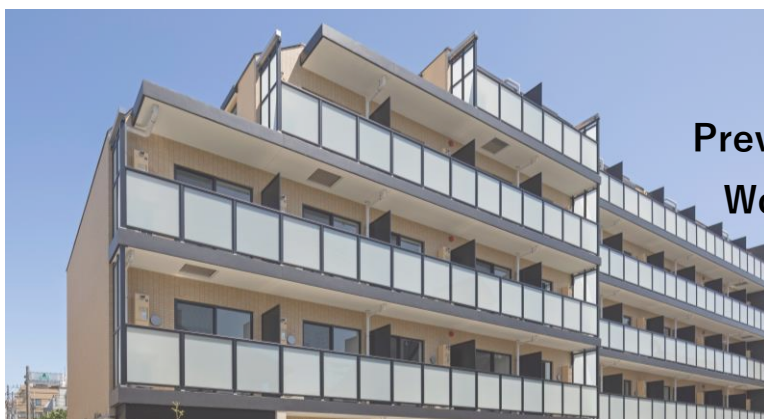


News Release

2025.8.18

Shinoken Group Strengthens Measures Against Heatstroke, Establishes "Heatstroke Prevention Allowance" at OGAWA Construction

Shinoken Group Co., Ltd. (Tokyo headquarters: Minato-ku, Tokyo, President and Representative Director: Takashi Tamaki, hereinafter referred to as "our group") is pleased to announce the establishment of a "Heatstroke Prevention Allowance" at its subsidiary, OGAWA Construction Co., Ltd. ("OGAWA Construction"), which is responsible for our group's general contractor business. This allowance is intended to help manage the health and ensure the safety of employees engaged in construction management, and to promote a comfortable working environment in a highly specialized division that supports our group's diversified business development.



Establishment of 'Heatstroke Prevention Allowance' to Enhance the Working Environment for Employees in Construction Management



■ Background of the New Allowance

In response to the growing risk of heatstroke due to recent heatwaves, creating a safe and healthy working environment for our employees has become a critical issue for our sustainable business operations. This summer, Japan has been struck by a disaster-level heat, with the Kanto region recording its highest temperature in history at 41.8° C, and temperatures in Tokyo exceeding 40° C. Furthermore, in June of this year, the revised Industrial Safety and Health Act came into effect, mandating that companies implement measures to prevent heatstroke.

In response to these societal demands and to protect the health and safety of our employees, our group has decided to establish a "Heatstroke Prevention Allowance" at OGAWA Construction, which handles our general contractor business, as part of our ongoing efforts to strengthen our measures against heatstroke.

Target Employees: Employees engaged in construction management.

Payment Period: From July to September, annually (paid uniformly, regardless of the temperature or WBGT (Wet Bulb Globe Temperature) index).

Payment Amount: 10,000 JPY per month.

■ OGAWA Construction's Commitment to Heatstroke Prevention

In addition to the establishment of the "Heatstroke Prevention Allowance" mentioned above, OGAWA Construction is implementing the following comprehensive heatstroke prevention measures on-site. Since its establishment in 1909, OGAWA Construction has built a reputation for its high level of technical expertise and quality control system, cultivated over many years. The company is responsible for the construction of condominiums developed by our group, as well as important cultural properties, and contributes to our group's diversified business development.

Improvement of Break Environments

We have created comfortable break spaces on-site by utilizing tarp tents, spot coolers, electric fans, and rechargeable mist fans. We have also devised ways to block out the sun by creating eaves with safety steel plates.

Thorough Hydration and Salt Supplementation

We have installed water coolers and ice machines to ensure that cold drinks are always available. We also distribute oral rehydration solutions (OS-1) and salt tablets.



Salt Tablets &
Oral Rehydration Solution



Ice Machine & Water Cooler



Rechargeable Mist Fan

These initiatives are based on the belief that creating a safe and healthy working environment for employees in the construction field, is the foundation that supports the Group's overall business activities.

■ Future Outlook

Our group believes that initiatives for employee's health and safety, including the new Heatstroke Prevention Allowance, are essential for the sustainable growth of the entire group. It is our healthy and safe employees who create high-quality buildings. OGAWA Construction has built long-term relationships and trust through excellent after-sales service and high customer satisfaction, leading to repeat orders from many customers. To further strengthen these ties with our customers, our group will continue to make every effort to create a comfortable working environment for our employees.

Moving forward, our group will aim to realize its vision of "A life support company for every generation across the world" by creating a virtuous cycle where the safety and health of our employees lead to high-quality services and buildings that support the prosperous lives of our customers.

—**About OGAWA Construction Co., Ltd.**

Company Name: OGAWA Construction Co., Ltd.

Location: 1-4 Yotsuya, Shinjuku-ku, Tokyo

Founded: 1909 (Meiji 42)

Capital: Wholly owned by Shinoken Group Co., Ltd.

Representative: Hiroaki Tanoshimo

Business Activities: General contractor

A life support company for every generation across the world



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