

January 20, 2026

Kawasaki Kisen Kaisha, Ltd.

### Compliance Awareness Month in FY2025

Kawasaki Kisen Kaisha, Ltd. (“K” LINE) sets November as Compliance Awareness Month every year and conducts many different initiatives related to compliance during the month. In connection with Compliance Month in the current fiscal year, “K” LINE implemented the three initiatives below over two months, November and December.

#### 1. Message from the President & CEO

To enhance compliance awareness throughout the organization, it is very important to share messages from the top management. This fiscal year, the new president & CEO communicated his first message after taking office in the form of a video that was streamed to the head office and the “K” LINE Group companies in Japan and overseas. The message positioned compliance as the bedrock of corporate value and emphasized the importance of all officers’ and employees’ attitudes toward independently working on compliance matters.

#### 2. Compliance seminar

Lawyers from the United States and Britain were invited to be instructors at seminars held by “K” LINE explaining international trends regarding competition laws, restrictions related to economic sanctions and the prevention of corruption. We also held seminars on the prevention of insider trading and workplace harassment that were taught by “K” LINE’s legal advisors. All of the seminars were provided as streaming video to officers and employees alongside opportunities to think about compliance as an issue that matters to them.

#### 3. Compliance awareness survey

“K” LINE conducted a questionnaire to learn about respondents’ compliance awareness and the opinions of people on worksites. We collect officers’ and employees’ views on the challenges and improvement points currently being faced and their requests regarding initiatives, and our future initiatives will reflect this information. Through bidirectional communication, we will develop a more effective compliance system.

“K” LINE seeks to achieve continued growth and to enhance value by supporting the infrastructure of the global community as a partner trusted by all stakeholders. To continue to be trusted by society and to continue its business activities in a sound manner, compliance is essential for companies. The “K” LINE Group will continue to work as one to always remain trusted and selected by customers and other stakeholders.

Related webpage

“K” LINE carries out many different compliance initiatives throughout the year, not just during Compliance Month. It showcases these initiatives on a dedicated webpage.

<https://www.kline.co.jp/en/sustainability/governance/compliance.htm>