

Responsible Care (Environment and Safety)

Occupational Safety and Health Initiatives

Materiality

③ Promote responsible care activities

Promote occupational safety and health

The NOF Group works to promote occupational safety and health by sharing activity targets as activities related to “occupational safety” among RC activities classified into “five components of safety,” and is developing Group-wide activities, including those of affiliated companies at each works, based on the RC management system.

Occupational Safety and Health Policy

With the aim of eliminating occupational accidents, the NOF Group has clearly expressed its determination to make its workplaces secure and safe for all workers involved in Group activities, including outside contractors, and to realize this ideal, set forth its Occupational Safety and Health Policy in

April 2006. Under this policy, each of our works, plants, and Group companies are engaged in

initiatives including the establishment of an occupational health and safety management system.

Occupational Safety and Health Policy

Basic philosophy

We, as a group of chemical companies, shall endeavor to secure the safety and health of our employees and local communities in the belief that “no business can be viable without safety.” All the officers and employees shall be committed to the buildup of “workplaces where we can work safely and securely” in close teamwork consistent with responsible care activities, and positively promote activities for occupational safety and health.

<Fundamental principles>

The principles will be made widely available to the general public.

- (1) We shall organize an appropriate self-management system regarding occupational safety and health, and continue necessary management and improvement.
- (2) Our target shall be the eradication of labor accidents by improving the working environment, making the equipment intrinsically safe, and carrying out risk-reducing activities in anticipation of future changes in the working environment.
- (3) We shall faithfully observe relevant laws and regulations and our own rules and standards.
- (4) We shall endeavor for the creation of a pleasant working environment and support efforts for keeping and promoting health.
- (5) We shall make the Occupational Safety and Health Policy thoroughly known to all the employees, and review it every year or as necessary.

(Amended April 2015)

Occupational safety activities (RC activities)

The status of occupational safety activities at NOF's offices, plants, and Group companies is confirmed through regular RC audits. Along with audits, we are working to revitalize RC activities throughout the Group, with members of labor unions and Group companies also participating in RC audits as auditors. The results are reported to the RC Committee, as well as being shared with labor unions to develop joint labor-management activities. Moreover, recognizing the importance of safety education, the NOF Group strives to further enhance its occupational safety and health management system and reinforce its safety activities, including promoting safety education, in an effort to ensure the safety and health of its employees.

FY2024 safety activity results and FY2025 RC activity targets

Since fiscal 2015, we have promoted initiatives toward achieving our target of "absolutely zero accidents." ^{*1} In fiscal 2024, we were able to prevent fatal accidents, but had 18 occupational accidents, failing to achieve our target. In particular, there were seven accidents caused by entrapment or entanglement, thus continued enhancement of our prevention efforts are required.

FY2025 RC activity targets for occupational health and safety

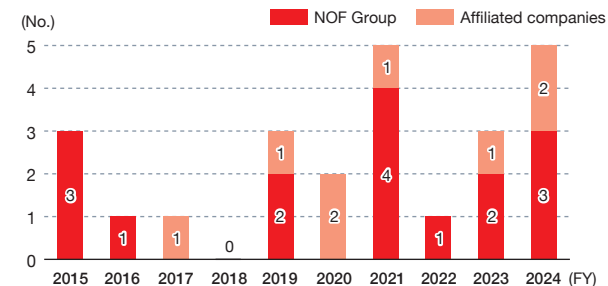
FY2025 RC activity targets	Key issues
<p>Occupational accidents Absolutely zero accidents</p> <p>Traffic accidents Zero accidents causing injury to others or resulting in self-injury</p>	<p>Through the participation of all employees and risk anticipation, we aim for the followings:</p> <ul style="list-style-type: none"> • Elimination of unsafe behavior and unsafe conditions Focus on preventing accidents caused by entrapment or entanglement • Elimination of traffic accidents <p>Implementation items</p> <div> <p>1 Enhancement of sensitivity toward danger and enforcement of basic safety actions</p> <p>2 Reduction of disaster risks</p> </div> <div> <ul style="list-style-type: none"> • Provision of occupational safety education and training • Strengthening of hazard prediction skills <p>[Labor safety] • Strengthening of responses based on Sangen Shugi (the "three actuals" principle)</p> <p>• Ensuring compliance with amendments to the Ordinance on Industrial Safety and Health^{*2}</p> <p>[Traffic safety] • Investigation of the causes of accidents causing injury to others or resulting in self-injury</p> <ul style="list-style-type: none"> • Strengthening of education to promote awareness </div>

In fiscal 2024, we worked to eliminate unsafe behaviors and conditions as a key RC activity goal, but with eight accidents involving employees who had worked for the Company for one year or less, there is a clear need to further bolster safety education. In response to this issue, we will focus on the following initiatives in fiscal 2025.

- **Strengthening of implementation of basic safety actions**
Rather than simply enforcing the basic safety actions, we will evolve toward "actual implementation" to enable individuals to act on their own initiative.
- **Prevention of accidents caused by entrapment or entanglement**
We will review operation procedures, thoroughly examine disaster risks, and improve working environments.
- **Early introduction of experience-based education targeting employees including new employees**
We will incorporate experience-based education for enhancing sensitivity to danger into our training to encourage safety actions at workplaces.

Through these activities, we aim to achieve "absolutely zero accidents" and further instill a culture of safety across the Company.

Changes in number of accidents with lost workdays



^{*1} The NOF Group's proprietary targets to reduce to zero lost-time injuries and non-lost-time injuries.

^{*2} Ordinance on Industrial Safety and Health