

2022 Occupational Safety and Health Promotion Plan

1. Basic policies:

The Oji Group will promote activities with the target of zero work related accidents across the entire Group with safety as its absolute top priority.

2. Slogan :

Always Follow the Rules and Ensure that Others Follow the Rules to Prevent Fatal and serious Accidents

3. Key Targets (Targets of the entire Oji Group):

Zero fatal and serious work related accidents

4. Key Measures :

In 2021 (as of the end of October), two fatal traffic accidents (overseas) involving commuting employees have occurred across the Oji Group, claiming invaluable lives. There have been no fatal occupational accidents. However, there have been injuries that required long-term hospitalization or resulted in a residual disability. The number of lost time accidents (59 cases) has already exceeded the 58 cases recorded throughout the last year.

In 2022, each of the Oji Group employees (including contractors/contractors who enter facilities temporarily) will build a Safety culture based on their own thinking = the initiatives to ensure safety based on their own thinking and from their own perspectives, while observing the rules and safety operating procedures and enhancing their sensitivity to hazards in their own actions and operations. The senior management of all companies and business sites and the safety department/technical department will jointly promote safety measures for machinery/facilities and will develop initiatives to achieve the priority objectives of no fatal or serious accidents and reducing the number of lost time accidents.

1) Implementation of education and training to ensure that rules are observed, implementation of VR (virtual reality) hazard experience training

Aiming at preventing industrial accidents, prepare safety operating procedures containing the rules and prohibited matters and procedures for non-stationary operations, repeatedly provide employees with education and VR (virtual reality) hazard experiencing training and visualize hazards by displaying warnings, etc. while checking their level of understanding and learning.

(1) Make sure to observe the following main principles for safety: Do not make "exceptions" in safety.

[1] Do not touch a rotating object. Make sure to stop the machinery/equipment.

[2] Do not stand beneath hoisted cargo.

[3] Wear and use a safety belt during work at heights.

[4] In places where cargo handling operations are conducted using forklifts and similar equipment, pause for a while in order to signal your presence to the operators.

Recite the main principles for safety in pre-operating meetings to increase safety awareness.

(2) Have employees experience hazardous situations using a VR (virtual reality) hazard experience system to increase their sensitivity to hazards in their actions and operations and their ability to think about how to ensure safety so that they can place absolute priority to safety from their own viewpoints.

(3) Prevent traffic accidents through traffic safety awareness-raising activities that instruct employees to observe the traffic regulations and the traffic rules on the premises, predict dangers as they drive, and drive defensively.

2) Improvement of safety of machinery/equipment

Proactively assess risk in a way that involves the participation of all employees and identify all risks based on the factors behind past accidents without omission. Senior management along with the managing supervisors of all companies and business sites shall swiftly and responsibly take specific safety measures to prevent industrial

accidents from occurring or recurring and control progress in collaboration with the safety department/technical department.

(1) Safety measures for machinery/equipment associated with operations that involve contact with or close proximity to rotating bodies, etc.

[1] Installation of safety devices, such as safety fences, covers and mechanical stoppers

(2) Measures to prevent falls to a lower level and falling

[1] Installation of safe scaffolding/temporary scaffolding Measures to prevent falls to a lower level, such as safety nets and a main rope, and the use of fall-prevention equipment

[2] Do not leave uneven surfaces, height differences and frozen ground surfaces in passageways and worksites unattended. Secure safe passageways and working spaces and thoroughly implement the 3S (seiri, seiton, seiketsu= organizing, decluttering, cleaning).

(3) Measures to prevent contact with cargo handling machines (transport vehicles, heavy cargo handling machinery and cranes)

[1] Separation of zones for workers from zones where cargo handling machinery is in operation

3) Revitalization of safety activities

The HD Safety Administration Dept. and the internal division's safety departments shall visit worksites to check the safety of the machinery/equipment and status of education. They shall also participate in workplace safety and health meetings to listen to the opinions of workers in the field and to prevent similar accidents from occurring.

4) Thorough fulfillment of the obligation to report when an industrial accident occurs

Thoroughly fulfill the obligation to report when an industrial accident occurs and support and follow up with the victim to observe compliance and avoid violating the laws and regulations on health and safety.

5) Management of physical and mental health, and improvement and maintenance of the workplace environment

Maintain and promote workers' health, prevent, quickly detect and treat disease, promote measures to prevent mental health, conduct job stress questionnaires, prevent health disorders due to overwork, Improvement and maintenance of work environment and prevent COVID-19 and other infectious diseases.