

Promotion of Industrial Health and Safety

Health and safety initiatives are designed to ensure that employees work in a safe and healthy environment. As a foundation for a company's sustainable growth, health and safety is a material issue that should be prioritized in corporate management. Chemical manufacturers are required to implement a higher level of health and safety management for the chemical substances they handle and their work environment (Responsible Care). At each office, the Health & Safety Committee plays a central role in increasing employee awareness of health and safety, reflecting feedback from employees, and promoting occupational accident prevention

measures and health promotion activities. The Head Office is involved in activities through its connections with external organizations and experts, such as participation in the Occupational Safety and Health Subcommittee of the Japan Chemical Industry Association and the Chemical Protective Glove Research Group, contracts with industrial health and safety consultants, and joint research with a university professor, and supports each office. In this way, we promote company-wide health and safety activities through collaboration inside and outside Kumiai.

Initiatives for Preventing Recurrence of Occupational Accidents

We analyze the circumstances and root causes of occupational accidents, and develop and implement measures to prevent their recurrence. Reports on the status of accidents and areas for improvement are also created and managed. These reports are shared with each office via in-house groupware and are utilized to help prevent similar accidents from recurring.

Number of Occupational Accidents (New)

FY	Commuting accident	Work accident	Total	Accidents requiring time off from work
2021	5	5	10	0
2022	4	15	19	1
2023	1	6	7	1
2024	7	16	23	8
Total	17	42	59	10

Note: Direct employees of KUMIAI CHEMICAL INDUSTRY

We have a system in place to establish a Risk Response Headquarters for handling occupational accidents and incidents with a significant impact on management, while other occupational accidents and incidents are handled by individual offices (departments). In March 2024, when an accident involving a ruptured exhaust gas line occurred at No.4 Plant of the Shizuoka Factory (with no casualties), we decided to establish an Accident Response Working Group within the Responsible Care Promotion Committee. This decision was based on a directive from top management, which stressed the need for a system to properly evaluate and approve the resumption of operations from an independent standpoint, in addition to involving the relevant department, to ensure a prompt resumption in the event of a serious occupational accident or incident. The working group is composed of department-led teams responsible for the administrative secretariat, customer relations, root cause investigation, and recurrence prevention. To provide an independent perspective, the Sustainability Promotion Department, which reports directly to the Senior Managing Executive Officer, participates as a response team from the Head Office.

No.4 Plant, which had suspended production after the accident, resumed operations after the completion of restoration work and regular maintenance, as well as a completion inspection by the Fuji City Fire Department. Before resuming operations, we consulted with external experts to determine the cause of the accident and to develop appropriate safety measures. We also reviewed work procedures and conducted thorough safety training for workers.

Examples of New Health and Safety Initiatives

We introduced HAZOP* as a method for assessing the risk of explosions and fires in chemical synthesis processes. To implement this, we signed a support contract with an external expert and attended a two-day training course, which included lectures and practical exercises. Starting with No.4 Plant of the Shizuoka Factory, where the rupture accident occurred, we are rolling out HAZOP across the factory to further improve safety.



High-risk areas are assessed with HAZOP.

*HAZOP (Hazard and Operability Study): A method for assessing the safety of complex processes and equipment.