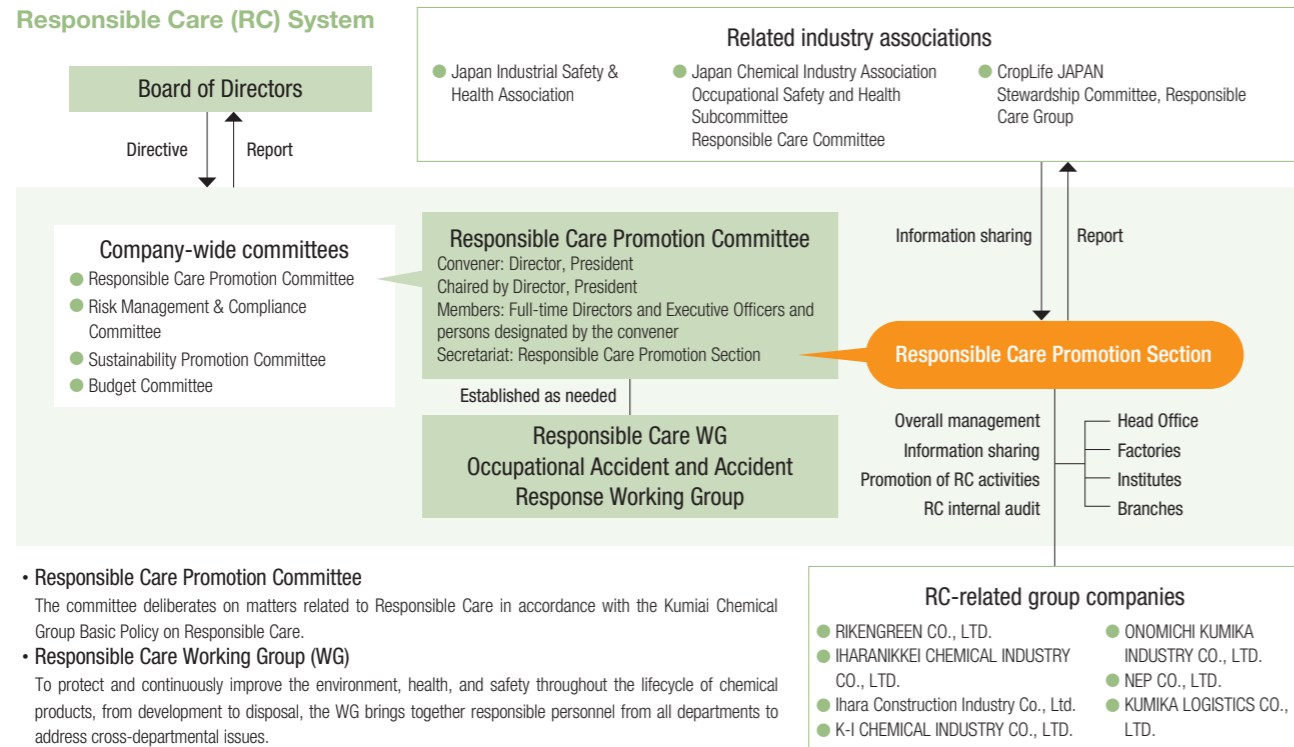


Initiatives for Responsible Care

Our Responsible Care activities are to protect the safety, health, and the environment of related people inside and outside Kumiai throughout all processes, including research and development, production, sales, and use by customers through to disposal.

Our group is implementing Responsible Care activities as part of sustainability management. In order to improve our activities, we leverage working groups and cross-functional collaboration.

Responsible Care (RC) System



- Responsible Care Promotion Committee**
The committee deliberates on matters related to Responsible Care in accordance with the Kumiai Chemical Group Basic Policy on Responsible Care.
- Responsible Care Working Group (WG)**
To protect and continuously improve the environment, health, and safety throughout the lifecycle of chemical products, from development to disposal, the WG brings together responsible personnel from all departments to address cross-departmental issues.
- Occupational Accident and Accident Response Working Group**
To ensure a prompt resumption of operations in the event of a serious occupational accident or accident, we will establish an Occupational Accident and Accident Response Working Group. In addition to the relevant departments, other parties will participate in the environmental, health, and safety risk assessments from an independent standpoint to evaluate and approve the resumption of operations.

Revision of the Basic Policy on Responsible Care

As we advance the company-wide implementation of the Occupational Health and Safety Management System (OHSMS) and pursue ISO 45001 certification primarily at our factories, it is essential to establish an occupational safety and health policy. Since Responsible Care encompasses occupational health and safety, we have revised

the Basic Policy on Responsible Care to include our occupational safety and health policy.

https://www.kumiai-chem.co.jp/english/sustainability/management/responsible_care/



Company-wide Implementation of Occupational Health and Safety Management System (OHSMS)

In January 2026, we began company-wide operation of the OHSMS to enhance employee awareness of occupational health and safety, maintain an accident-free, healthy, and comfortable workplace, and promote Responsible Care. OHSMS is a system that uses the PDCA cycle to systematically and continuously promote safety and health management. Through this system, we aim to prevent

occupational accidents, promote workers' health, and create a safe and comfortable working environment.

By sharing concerns and risks identified in daily operations and using them to make improvements, we can create a safer and more comfortable workplace. We will promote this initiative company-wide as the first step toward protecting the health and safety of all employees.

Obtaining ISO 45001 Certification

ISO 45001 (the international standard for OHSMS) provides objective evidence of our commitment to improving the working environment and enhances our corporate

credibility. We plan to obtain certification by October 2026, primarily at our factories.

Information Exchange with Group Companies

In 2024, we launched Safety Nexus, a mutual information exchange system designed to facilitate the sharing and use of occupational health and safety information. As a common platform for group companies, Safety Nexus has transformed communication from conventional individual

email exchanges into open forums. By enabling personnel at our Head Office, factories, institutes, and group companies to share information, it promotes mutual communication, centralizes information management, and improves access to the information they need.

Chemical Substance Management (Chemical Safety)

Since its founding, our group has contributed to the realization of a sustainable society through the R&D of safe and effective agricultural chemicals and high-quality chemical products. We give the utmost consideration to the safety of chemicals and their effects on the environment and human health, comply with relevant domestic and international laws, regulations and guidelines, and appropriately respond to societal demands and regulatory requirements. We ensure safety throughout the product lifecycle and promote sustainable business activities that earn society's trust through transparent corporate activities.

[Basic Policy]

- Compliance with laws and regulations, and international standards
- Thorough safety management throughout the life-cycle
- Accuracy of information and responsible responses
- Provision of accurate information on chemical substances
- Dissemination of safety information on chemical substances
- Compliance with laws and regulations
- Proper management and handling of chemical substances

Chemical Substance Management
https://www.kumiai-chem.co.jp/sustainability/management/responsible_care/pdf/chemicalsubstancemanagement.pdf (in Japanese)



Responsible Care Global Charter

We have signed the Responsible Care Global Charter to promote proactive Responsible Care activities. As part of our sustainability management, we strive to protect the environment, ensure safety and health, and to make continuous improvements. Furthermore, our group has established the Basic Policy on Responsible Care, and management is exercising leadership in promoting these activities. The signing of the Responsible Care Global Charter is a reiteration of the Responsible Care activities that we have been promoting on a daily basis, and we will continue to actively engage in Responsible Care activities in the future.



ISHIBASHI Tomotaka
Responsible Care Promotion Section, Sustainability Promotion Department

Since 2019, we have been publishing the monthly Responsible Care Newsletter, and in 2024 we introduced the bimonthly Mental Health Care Newsletter for all officers and employees across the group. Seeing these newsletters in use—such as being posted at worksites—genuinely makes me glad that we have continued this initiative. Knowing that they capture employees' attention is a great motivator for me as the person in charge. I hope these newsletters provide an opportunity for employees to reflect on the environment, health, and safety in their daily work, leading to small but meaningful changes in daily actions and awareness.

Responsible Care Newsletter

