

Health and Safety Report

Safety and Health Report

Occupational Safety and Health Management Structure

Occupational safety and health management structure

In order to oversee and promote Safety and Health management, we have appointed the Chief Safety and Health Management Officer and the Group Safety and Health Manager within the group and have appointed the Site Safety and Health Manager at each manufacturing site.

We perform risk reduction activities that conform to the Ministry of Health, Labour and Welfare's Guidelines on Occupational Safety and Health Management Systems.

◆ Occupational Safety and Health Management Structure

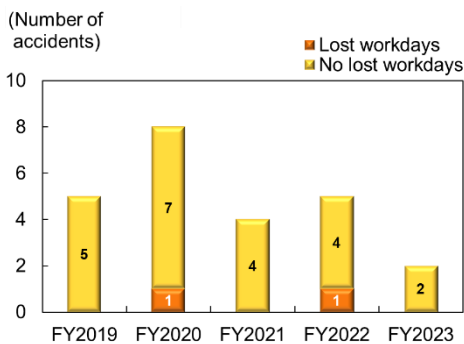


Occupational Accidents

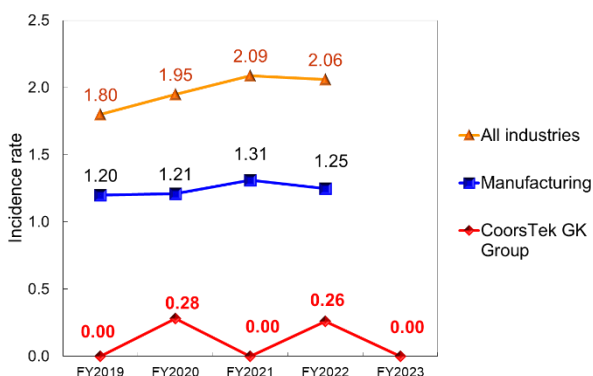
Occupational accidents

In FY 2023, there were two occupational accidents in the CoorsTek GK Group. This is the least number of occupational accidents in the last five years. Additionally, there were no accidents resulting in lost time for the first time in two years. When looking at the causes of occupational accidents, both two cases of occupational accidents include human error as one of the factors. Following the human performance training for managers and supervisors conducted in FY 2022, human performance training for general employees was conducted for all employees in FY 2023. We will continue to provide safety training for workers and strive to eliminate all accidents through initiatives such as using protective guards on machines, improving risk levels of safety and maintenance devices, Foresight 4 Safety ("kiken yochi," or hazard prediction) - the point-and-call risk reduction system, and policies for risk reduction. In FY2023, three facilities, Oguni Facility, Nagasaki Facility and CoorsTek Tokuyama, achieved zero occupational accidents and achieved no accidents for twelve consecutive years.

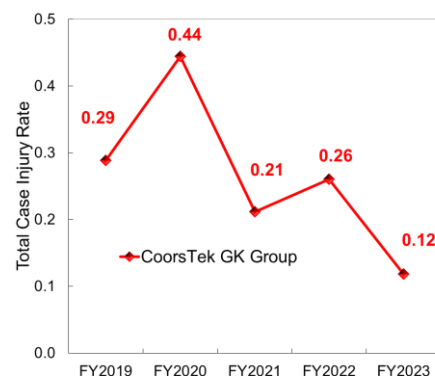
◆ Occupational Accidents in the CoorsTek Group



◆ Incidence Rate*1



◆ Total Case Injury Rate*2



Note: Figures other than CoorsTek GK Group are based on statistics from the Ministry of Health, Labour and Welfare on occupational accidents.

*1 Incidence rate: Number of accidents involving one or more lost workdays per million work hours

*2 Total Case Injury Rate: Number of total accidents per 200-thousand work hours

Objectives and Results of Occupational Safety and Health Activities

Objectives of occupational safety and health

The CoorsTek GK Group accords the highest priority to human life. To ensure workplace safety and to safeguard the health of employees and other concerned parties, we have established the Basic Policy on Safety and Health Management in which we maintain safe, comfortable workplaces. We work to prevent occupational accidents and illnesses and encourage employees to maintain their health.

◆ FY 2023 Priorities and Results

| FY 2023 Priorities | Objectives | Performance | Evaluation ^{*3} |
|---|---|--|--------------------------|
| 1. Initiatives to eliminate occupational accidents | (1) Improve Human Performance • Human performance education • Establishment of Foresight 4 Safety | • Conducted human performance education for all employees. • Conducted at least once a week at each facility, 342 times in total | ○ |
| | (2) Promote risk reduction • Implementation of risk assessment and risk improvement • Improvement of risk level *1 (safety, chemical substances) II, III by 5% or more • RA implementation using unified RA evaluation criteria • Implementation of GEMBA WALKS • Safety Alert Review (investigation of similar risks for disasters and critical infrastructure, horizontal deployment of corrections) | • Level II, III: 6% improvement • Nagasaki Facility 75% , Others 100% • GEMBA WALKS 10 cases • Safety Alert Review 59 cases | ◎ |
| | (3) Others • Introduction of ergonomics*2 work evaluation system | • Introduced a work evaluation system and completed training for EHS personnel at each facility. | ○ |
| 2. Physical and mental health maintenance and improvement | (1) COVID-19 | • From 5/8 onwards, the management has been changed due to the transition from category 2 equivalent to category 5. | ○ |
| | (2) Promote awareness of the importance of improving medical checkup results (awareness activities about irregularity rates above the national average) | • Education by industrial physicians and occupational health consultants | ○ |
| | (3) Improvement and enhancement of mental health environment | • Systematically conducted | ○ |

*1 Risk Level II: Risk requiring systematic reduction measures, Level III: Risk requiring prioritized reduction measures

*2 Ergonomics: Optimizing machine design and work methods to reduce physical burden and prevent illness.

*3 ◎ Objective exceeded ○ Objective achieved △ Objective not achieved

◆ FY 2024 Priorities

| | |
|---|---|
| 1. Initiatives to eliminate occupational accidents (1) Improve Human Performance (2) Others | 2. Physical and mental health maintenance and improvement (1) Awareness of the importance of improving medical checkup results (2) Improvement and enhancement of mental health environment |
|---|---|

Occupational Safety and Health Management

Raising awareness of safety and health

Every year, at each workplace, we are working to raise health and safety awareness by Foresight 4 Safety and during National Safety Week and National Occupational Safety and Health Week, all employees, including those of affiliated companies and cooperating companies, attend safety meetings, lectures, and award ceremonies to raise awareness of safety and health.

In 2023, Message transmission, health and safety commendations, awareness-raising activities, etc. during National Safety Week were held using a remote system, taking measures to prevent infection due to the influence of COVID-19.



Live delivery of awards ceremonies and Plant Manager messages at National Safety Week events to each workplace (Oguni Facility)



Live delivery of awards ceremonies and Plant Manager messages at National Safety Week events to each workplace (Hadano Facility)



Safety Meeting at National Safety Week events to each workplace (Nagasaki Facility)

Occupational safety and health education and training

The Group conducts education programs related to safety and health based on an annual occupational safety and health education and training plan. We work to ensure employees' safety and raise safety and health awareness.



Area Sensor Training (Oguni Facility)



Health Training (Hadano Facility)



Health and Safety Training (Nagasaki Facility)

Hands-on safety training

We consider raising each employee's risk awareness important for eliminating occupational accidents and we provide accident simulation training to enable employees to recognize the risks inherent in their work through personal experience.



Risk of caught in machine (Oguni Facility)



Risk of caught in machine (Hadano Facility)



Risk of caught in machine (Kariya Facility)

Implementation of complete lock out , tag out, and try out

Lock Out/Tag Out/Try Out* is a critical procedure for protecting employees who inspect, clean, or maintain machinery or equipment from dangers due to malfunction or incorrect use of the machinery.

*Lock Out: To shut off the source of energy (power) supplied to the machine or device, lock the starting device, and prevent others from operating the machine.

*Tag Out: The use of tags to prohibit the operation of machinery shut off or equipment during shutdown of the energy source of the machinery.

*Try Out: Confirm that mechanical equipment does not move by checking residual energy and turning on the start switch (testing).

Activities of risk reduction

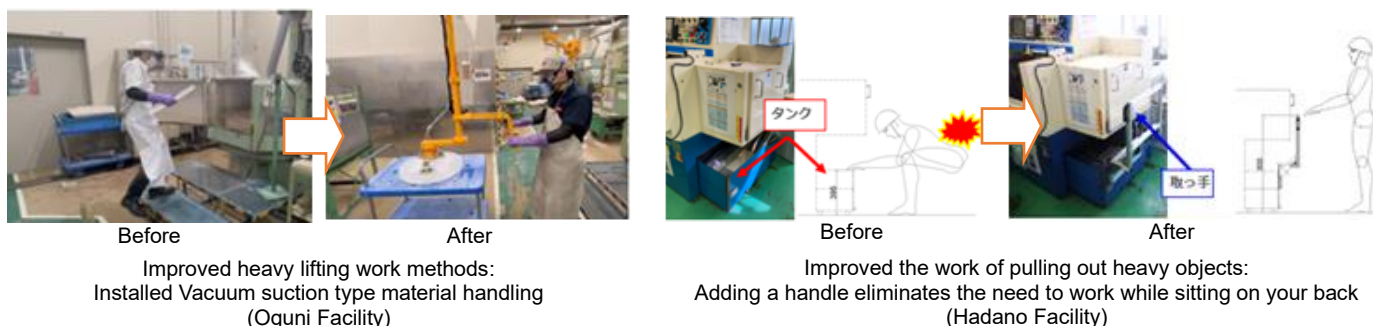
Installation of Machine Guarding

All CoorsTek GK Group is working on the installation of machine guarding * based on the Group Safety and Health Guidelines. For newly installed equipment, safety is evaluated by pre-installation safety, health and environment environmental evaluation and equipment design review, and for existing equipment, machine guarding had been systematically installed based on the evaluation results of risk assessment. In FY2022, we have completed improvements to initial machine guard failures at all facilities and CoorsTek Tokuyama. We will continue to improve our machine guards based on regular risk assessments, Foresight 4 Safety, near-miss information, and other risk reduction activities.

* Machine Guarding: Doors, fences, automatic machine stop function, etc. to prevent workers from touching the hazards of the machine.

Ergonomics improvement

All CoorsTek GK Group is working on planned improvements based on the evaluation results of Ergonomics with the aim of reducing the workload of employees.



Risk assessment of workplaces for pregnant women

In order to assess whether there are any operations that are burdensome for pregnant women, CoorsTek GK group categorizes the work environment, work posture, and work restrictions, and conducts risk assessments for each item, and strives to ensure that safety and health are maintained based on the evaluation results.

Employee health

Physical health management

To create workplaces conducive to employee health, the CoorsTek GK Group mandates medical checkups and provides opportunities for health management and counseling about all aspects of health based on the medical checkup results. As a measure to prevent health problems due to overwork, we address the health problems of individual employees by offering consultations with industrial physicians, which can also be arranged based on employee requests. Furthermore, the number of elderly employees at the Oguni Facility has been increasing in recent years due to the promotion of employment of older employees. We believe that it is necessary to check the health status of older employees in order to work in a healthy and safe manner, so we conducted a physical fitness check on selected employees aged 50 and over to prevent falls. In the future, we plan to roll this out to the entire facility.



The physical fitness check
of elderly employees
(Oguni Facility)

Mental health

The Group provides preventive training for managers to promote early-stage awareness of persons who might have mental health problems and ensure that they are not overlooked, and provides education to enable employees to recognize any change in their mental health. We provide care for employees by assigning counselors and instituting return-to-work support programs for employees who have taken leave due to mental health problems so they can smoothly return to work.