

Occupational safety and health

Occupational health and safety policy

We engage in health and safety activities in accordance with our Safety Policy of "ensuring accident-free operation and the safety of workers and local communities."

Priorities for occupational health and safety (OHS) promotion and key policies and measures are determined at the Group's Sustainability Committee meetings, and we engage in health and safety activities accordingly.

Occupational accidents

In 2025, 12 lost-time injuries and 8 no-lost-time injuries occurred in total throughout the Group and partner business sites, and we could not achieve the target of zero injuries. Our accident occurrence rate, for which we have established a KPI as an indicator of the status of accident occurrences including minor

injuries, was 0.87, achieving our target of 0.90 or less. As lost-time injuries and no-lost-time injuries have increased compared to the previous year, particularly at partner business sites, we will strengthen our systems for safety-related information sharing and education.

As we are a chemical company, accidents such as chemical splashes and inhalation are frequent. Therefore, we are working on activities to ensure that workers are fully informed about chemical substance risk assessments, which have been strengthened under the Industrial Safety and Health Act, and the results thereof.

Regarding heatstroke countermeasures, we also share information on health management and education, such as verbal checks to ensure early detection and prevent cases from becoming severe, and the use of wearable devices, implementing these measures according to the conditions at each workplace.

Occupational accidents (Cases)

Year	Toagosei Group			Partner business sites, others			Total			KPI: 0.90 or less
	Lost-time injuries	No-lost-time injuries	Minor injuries	Lost-time injuries	No-lost-time injuries	Minor injuries	Lost-time injuries	No-lost-time injuries	Minor injuries	Accident occurrence rate
2023	1	6	10	5	4	6	6	10	16	0.46
2024	2	2	19	4	1	12	6	3	31	1.09
2025	3	3	6	9	5	6	12	8	12	0.87

*Business site KPI = $\frac{\text{Number of occupational accidents of employees} + \text{Number of occupational accidents of partner business sites}}{(\text{i) Number of employees} + (\text{ii) Number of partner business site personnel}} \times 100$

Occupational health and safety management system

The Group determines priorities for occupational health and safety (OHS) promotion and key policies and measures at the Sustainability Committee meetings, and we engage in health and safety activities accordingly. Each business site is raising the level of health and safety by fusing top-down initiatives and bottom-up initiatives.

Each business site holds a monthly Health and Safety Committee meeting based on the Industrial Safety and Health Act, with labor and management working as one to promote health and safety activities. At each workplace, Health and Safety Meetings are held monthly to maintain and improve occupational health and safety.

Initiatives to improve safety

With the aim of improving the safety of construction work at chemical plants, we have created an original Safety Rulebook

and are promoting its utilization on-site. This booklet is an easy-to-understand summary of basic rules for everyone performing construction work in plants, taking into account the risks and precautions unique to chemical plants.

By utilizing it as a safety guide during pre-work meetings and hazard prediction activities, we aim to share the awareness that "safety takes priority over everything" and to achieve zero accidents. We will continue to work on establishing a safety culture together with all of our partner companies.



TOPICS

Heatstroke countermeasures at Yokohama Plant: Shaved ice event

We serve shaved ice approximately once a week from July to September. It also serves as a venue for communication for both employees and partner business site personnel.

