

Based on the concept of “prioritizing safety and health above all else,” Hitachi Metals Group is pushing ahead the creation of safe workplaces at its manufacturing sites both in Japan and abroad, by instilling a culture of safety and improving facilities to ensure fundamental safety. Based on the “Health Management Declaration” that we promulgated in June 2019, we are stepping up efforts to build healthy workplaces throughout the Group.

### Instilling a Culture of Safety

As part of the Group’s efforts to instill a culture of safety, we have held town hall-style meetings continuously since December 2018, where policies and views on safety are communicated by the President and feedback is received from the Group workplaces. Our town hall-style meetings, which our executives started participating in from fiscal 2020 onwards, are held to obtain a wide range of opinions to reflect in our management policies. Meanwhile, at our manufacturing sites, we have been expanding the scope of our “2S-3F” (Sort Out, Set in Order, Fixed Item, Fixed Quantity, and Fixed Location) activities as part of safety activities, and working to instill a culture of safety at the sites.

In addition, from November 2020 onwards we started specialized level-based safety training for key employees differentiated by level (directors, business/plant managers,

Group company presidents, production line managers, and staff in charge of safety) in order to cultivate human resources able to operate and manage health and safety activities in an organization-wide and systematic manner. As of June 2022, 30 specialized safety training sessions have been held, with 712 employees completing their training. Key employees involved in the training have got proactively involved in health and safety activities in their respective departments and have expanded on what they have learned during their specialized safety training. Through these efforts, we are carrying out continuous operation of our occupational health and safety management system that serves as our mechanism for instilling and re-establishing a culture of safety, and for operating and managing health and safety in an organization-wide and systematic manner.

#### Occupational health and safety management system



### Health and safety audits

In addition to confirming activities regarding the Hitachi Metals Group’s key health and safety measures, as well as compliance with the Company’s rules and related laws and regulations, we provide health and safety training to supervisors. Through health and safety audits of our business offices, we confirm the status of key health and safety initiatives under our health and safety promotion plan, as well as the status of compliance with chemical-related laws and regulations, while also providing health

and safety training to supervisors on countermeasures for preventing human error and safety measures to prevent employees being caught in spinning machinery or crushed by machinery, drawing on recent accident-related trends. Although workplaces’ ability to respond to these measures was limited in fiscal 2021 in the wake of the COVID-19 pandemic, the number of audits implemented at workplaces has increased from fiscal 2022.

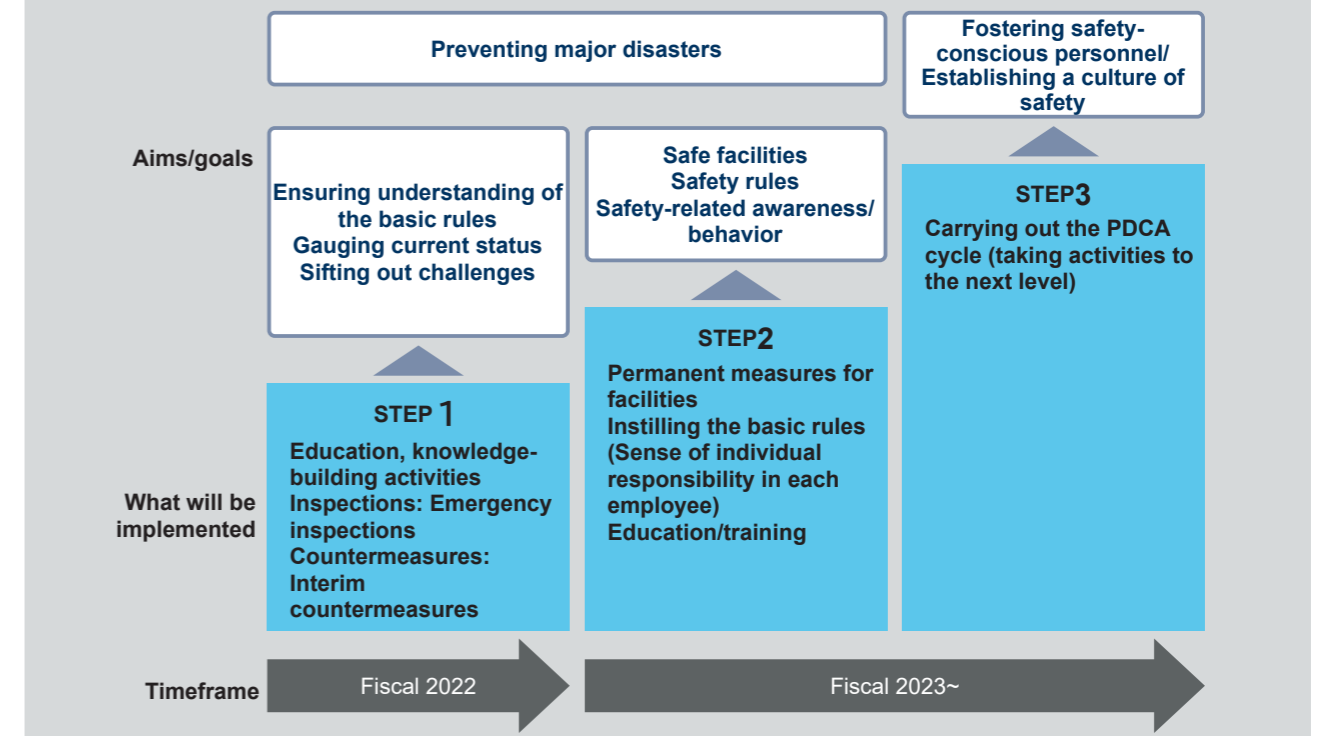
### Improving Facilities to Ensure Fundamental Safety

We are pushing forward the improvement of facilities to ensure fundamental safety. In fiscal 2021, we gave top priority across the Group to safety measures to prevent employees being caught in spinning machinery or crushed by machinery.

In fiscal 2022, at the same time as continuing to prioritize safety measures to prevent employees being caught in/ crushed by machinery, we have implemented safety measures based on risk assessments, starting with high-risk operations.

### Activities for Instilling Hitachi Metals’ Basic Rules (the “Ironclad Rules”) for Preventing Major Disasters

Hitachi Metals’ activities for instilling our basic rules (the “Ironclad Rules”), based on analysis of disasters, began in fiscal 2022. In fiscal 2022, as Step 1, we have been carrying out training and knowledge-building activities to ensure employees understand the basic rules. We are also carrying out inspections and putting in place countermeasures, gauging the current status and sifting out challenges. From fiscal 2023, while continuing to carry out the Step 1 initiatives, we will also put in place permanent measures for safety at facilities and work to instill the basic rules among employees, as Step 2. Finally, as Step 3, we will carry out the PDCA cycle for the abovementioned initiatives with the aim of fostering personnel who can behave safely at all times and establishing a culture of safety in which all employees encourage each other to be aware about safety.



### Health Management

The Group is working to build better physical and mental health among its employees. For example, we conduct stress checks on all employees and take measures based on the results. We are also focused on creating a more dynamic working environment by eliminating overwork through workstyle reform.

Having promulgated the “Health Management Declaration” in June 2019, we regard our employees’ health management as a management issue and are reinforcing health management measures Groupwide, advancing initiatives such as prevention of lifestyle diseases and supporting efforts to quit smoking.

#### Health Management Declaration

The Corporate Creed of Hitachi Metals, Ltd. is to contribute to society by being a “best enterprise.” A “best enterprise” is a company that “every employee is motivated to work at.” If we are to be a company where every employee can make full use of their abilities with a positive attitude and a sense of dynamism every day and is able to perceive their own growth, it is first essential that each employee be healthy. Under our management policy of “Prioritizing safety and health above all else,” we hereby declare that we will promote activities focused on employees’ health, together with safety activities.

June 2019  
Hitachi Metals, Ltd.