

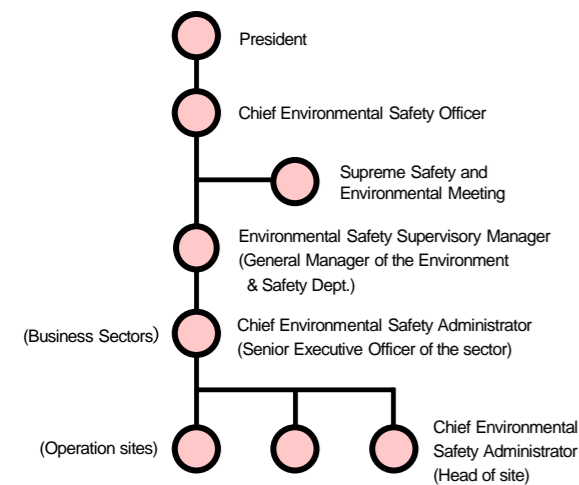
# Occupational health and safety

Mitsui Kinzoku Group holds that occupational health and safety is essential for business continuity. We provide a safe worksite environment not only for our employees but also for cooperative companies, contractors, and visitors to plants.

## Policy and management system

Mitsui Kinzoku Group is committed to creating a safe and comfortable work environment. This is based on our Basic Policy on Health and Safety, in which it states that "ensuring the health and safety of all people working for Mitsui Kinzoku Group is the most important element for conducting business activities." We also believe that the development of a corporate culture that places health and safety first will lead to increasing productivity and reducing operational and business risks, and even to strengthening our relationship of trust with employees and solidifying our business foundation in the medium to long term.

## Environmental and Safety Management System



### Message from the Chief Environmental Safety Officer (Upon assuming the post, June 2021)

Having reviewed occupational accidents in recent years, we have determined that our top priority should be to avoid severe accidents and prevent the recurrence of accidents that are similar to those we have already suffered. To this end, we believe it important to build a system of preventive management that allows us to learn from past accidents and formulate and implement measures to reduce the risks of similar accidents occurring. We will rigorously enforce such system for preventive management.

In response to numerous pressing environmental challenges, including decarbonization, the reduction of waste and hazardous materials and the conservation of biodiversity, we are steadily improving our operations to achieve the Environmental Action Plan, which we formulated to conserve the global environment, with a view to creating a safe and secure environment.

## Health and safety management system

In FY2020, all major sites of Mitsui Kinzoku Group completed the transition to the occupational health and safety management system, ISO 45001. For small-sized sites, we developed an internal certification system. At each site we work to realize an upward spiral motion by going through the PDCA cycle in accordance with the management system. Improvements to the issues identified by the review are incorporated into measures such as risk assessments and health and safety training. We implement internal safety audits both in Japan and overseas in order to confirm the operational situation of the management system at the manufacturing sites. The internal safety auditing body checks for compliance with laws and regulations, such as regarding the notifications, inspections, and measurements, in addition to pointing out hazardous places and following up on improvements made.

In FY2020, we implemented safety audits in a remote format in areas with travel restrictions due to COVID-19. We are taking advantages of remote auditing, so that we can reduce the burden on the target sites, increase the number of sites to be audited and have an increased number of expert auditors participate in the audits. In addition, areas that cannot be checked remotely are checked intensively during on-site inspections after the lifting of travel restrictions.

## Health and safety training

Mitsui Kinzoku Group conducts health and safety training for employees regularly to increase their level of awareness of health and safety, ensure thorough compliance with health and safety regulations, and cultivate a corporate culture that places health and safety first.

### Health and safety trainings provided in FY2020

Purposes	Major training programs
Expand knowledge on health and safety across the Group (Knowledge required for each position, key initiatives in the year, good practices, latest trends)	<ul style="list-style-type: none"> <li>New employee training</li> <li>Rank-based safety training</li> <li>Laws and regulations lecture</li> <li>Lecture by an external expert</li> </ul>
* Conducted remotely	
Promote compliance with safety rules and improve risk perception at manufacturing sites	<ul style="list-style-type: none"> <li>"Kiken Yochi" activity (hazard prediction)</li> <li>Experiential risk training</li> <li>Risk assessment training</li> <li>Safety communication activity</li> <li>PPE training</li> <li>Emergency training (fire/earthquake)</li> </ul>
* Conducted face-to-face with measures for COVID-19	

\* Hands-on training at other companies, which was held in previous years and required face-to-face implementation, was cancelled due to COVID-19 in FY2020.

## Promotion of the lockout system

Mitsui Kinzoku Group defines the "President's policy on important health and safety issues" every year that raises key initiatives for the following year. The President's policy for 2019-2021 gives priority to preventative management. As one of the actions to achieve this, a lockout system has been introduced within the Group.

Occupational accidents could occur caused by human errors, such as accidentally switching on a machine whose operation has been suspended for cleanup, refueling, inspection, repair, adjustment, construction, or other work. The lockout system is a system that shuts off and locks the power source of mechanical devices to prevent occupational accidents that could occur due to erroneous operation and protects the safety of workers.

In FY2020, we introduced lockout kits at each site for power breakers for machinery and equipment, and started full-scale operation in line with the Mitsui Kinzoku's Lockout Standards. From FY2021 onward, while continuing to ensure the effective operation of the system and conducting periodic reviews, we endeavor to expand the scope of the system through examining the lockout of machines related to control of pressure, temperature and fluid.



Operation and review of the lockout system

## Safety management initiatives for senior employees

Mitsui Kinzoku has raised the mandatory retirement age to 65 since FY2021. In addition, as the age range of our employees is expected to rise along with the aging of Japanese society, we are developing a safety management system for senior employees so that they can work safely and with peace of mind for an extended period of time.

In FY2020, we implemented a variety of onsite programs designed for senior employees, including thorough education on safety knowledge, assessment of labor accident risks, management of duties in consideration of their characteristics, improvement of working conditions and monitoring of their health and physical strength. From FY2021, we will implement safety trainings for managers and senior employees.

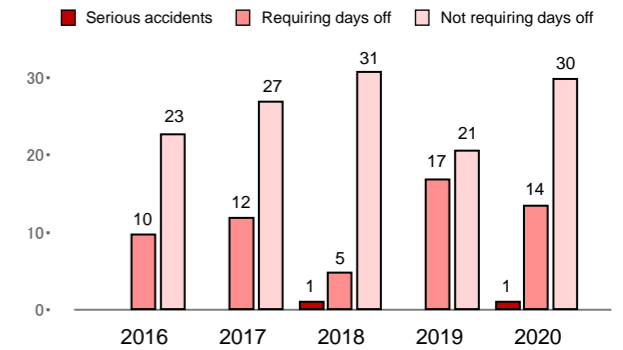
## Safety performance in 2020

Mitsui Kinzoku and domestic consolidated affiliates showed improvement in both the frequency rate of accidents and the severity rate of accidents. However, both the rates deteriorated significantly at overseas consolidated affiliates, resulting in a year-on-year decline for the Group as a whole. Both the two rates of the entire Group exceeded the average for the manufacturing industry as also for the non-ferrous metal manufacturing industry. We are analyzing the causes of accidents and taking measures for recurrence prevention.

## Safety performance in 2020

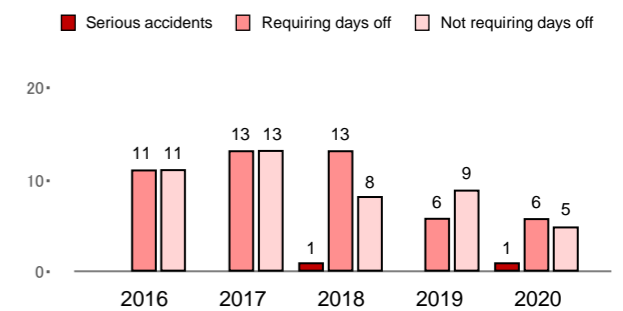
### Trends in the number of accidents in sites in Japan

※ Including accidents that occurred in cooperative companies and contractors



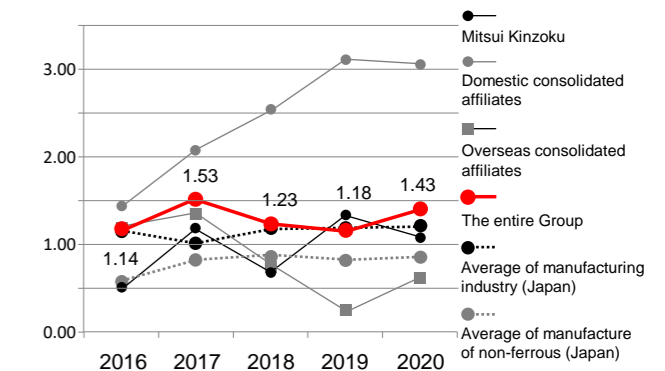
### Trends in the number of accidents in overseas sites

※ Including accidents that occurred in cooperative companies and contractors



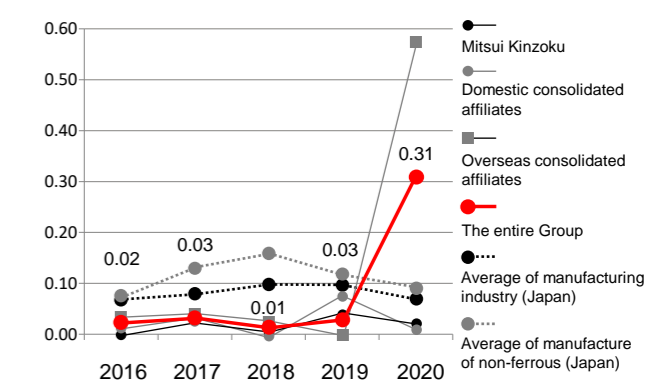
## Frequency rate of accidents

※ Not including accidents that occurred in cooperative companies and contractors



## Severity rate of accidents

※ Not including accidents that occurred in cooperative companies and contractors



The values shown in the graph are for the entire Mitsui Kinzoku Group as a whole