

# Health and Safety



Please refer to the JSR Sustainability Site for more details.

## ● Safety Philosophy

At JSR, safety forms the very foundation of business continuity. We are addressing safety as an important management issue necessary for the growth of the company. Based on our philosophy, basic policy, and courses of action for safety that set forth important actions for achieving both, we are committed to being a company where all employees feel safe and happy at work and are carrying out business activities that take the environment and safety into consideration as a responsible member of the local community.

### [Safety Philosophy]

At JSR Corporation, safety is our highest priority and the foundation of all of our activities. Accordingly, we will create safe worksites and strive to maintain physical and mental health, with the goal of ensuring a safe return home at the end of each workday.

### [Safety Policy]

#### ● Extremely Safe Behavior

The Safety Philosophy has penetrated through the organization, the Courses of Action are established as applying to everyone, and safety competency is improving through independent safety activities.

#### ● Enhanced Human Resources and Organizational Strength

High personal skills, organizational ability, and a healthy organizational culture are being maintained with the establishment and execution of the education and training programs needed for organizational management.

#### ● Optimal Risk Management and Security Measures

Security measures corresponding to risk importance are being efficiently and effectively implemented using new technologies.

### [Courses of Action of Safety]

- No matter the situation, we will act with safety foremost in mind.
- We will comply with established rules and never fail to act in accordance with safety basics.
- We will maintain safety by identifying and eliminating both actual and potential hazards.
- We will strive to create comfortable work environments and promote physical and mental health.

- Through communication and ingenuity, we will aim to achieve 100% employee participation in all safety activities.

## ● Safety Management System

JSR has established and operates a safety management system comprised of each business location and containing rules and procedures on occupational safety, security, and accident prevention based on the safety management regulations. JSR Group steadily implements PDCA cycles in accordance with the management system of each respective company in an effort to mitigate risks both potential and present.

To verify the effectiveness of this management system and our activities, we regularly conduct internal audits, safety patrols, and management reviews at each company, as well as Headquarters Environment and Safety Audits led by the President. As part of a process that is repeated every year, the results of these verifications are reflected in the targets and priorities for the next fiscal year, and by selecting the priorities to concentrate on in this way, we aim to achieve continuous improvement efficiently and effectively. We have compiled manuals that contain appropriate and effective response measures that help to prevent damages from spreading in the event of an accident or disaster. In addition, to prevent recurrences, we investigate to determine the root cause, implement countermeasures, and verify their effectiveness based on these manuals. In turn, we share this information within the Group to stop similar accidents before they occur.

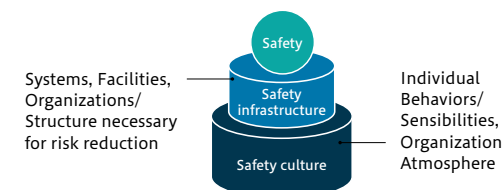
### Initiatives for Instilling JSR Group's Safety Concept and Improving Safety Levels

In FY2023, we reorganized JSR Group's shared philosophy regarding safety and have worked to instill it among all employees. In addition, we have effectively applied a proprietary safety level monitoring system in an effort to improve safety levels throughout the Group and to ensure safe, secure business activities. We have published the details on the status of this initiative in the JSR Group [Sustainability Report 2025](#).

### JSR Group's Safety Goal

"Safety" means a state in which risk is at an acceptable level, supported and ensured by a **safety infrastructure and safety culture**.

JSR divides the status of safety into five stages and aims for the target safety stage to raise its safety level.



## ● Physical and Mental Health

JSR Group feels that a healthy mind and body are extremely important for employees and their families to live happy lives. We also feel that good health is imperative in the creation of a productive and vibrant workplace. Therefore, we take various actions in support of our employees so that they can remain healthy at work both mentally and physically.

JSR will advance "JSR Health Promotion" as an activity to promote health and fitness among our employees, who are the foundation of organizational activity, and thereby increase employee engagement.

The ultimate vision and goal of this initiative is to become an organization where all employees can think about their own health and take action. We aim to provide measures to maintain and improve the health of each employee in ways that suit them and that can be performed autonomously.

By objectively evaluating and improving the results of these initiatives through a third-party survey, and implementing the PDCA cycle, we will develop more effective health maintenance and improvement measures and support the health of our employees.