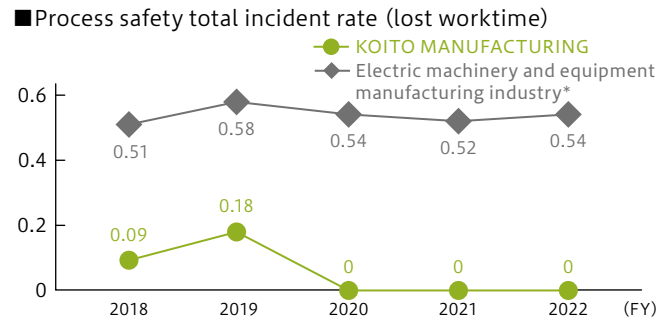


Occupational Safety and Health

KOITO adopts “Safety comes first” as the basic approach to safety and health and aims to create the safe, secure, and comfortable work environment with the participation of all employees. Five Safety Rules are also set as the standard actions to follow in all activities that are to be practiced by the entire Group.

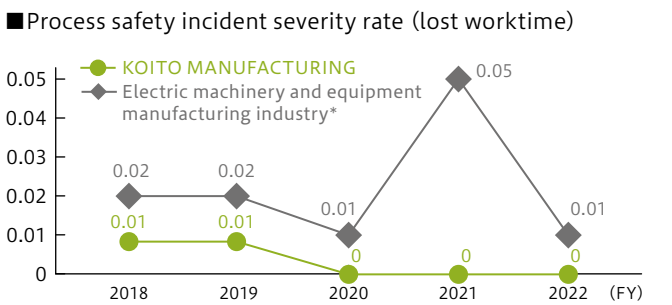
The Safe and Environmental Committee chaired by the Representative Director meets monthly to discuss policies on employee safety and health measures, including measures to prevent and recur problems or accidents, as well as other important issues. The matters discussed at the Safe and Environmental Committee are presented to every employee through the Safe and Health Committee, and the Safe and Environmental Committee of each production site, or the worksite safety meetings conducted at their worksites.

Targeting all personnel working in the premise, KOITO repeatedly provides education and accident drills to develop human resources who follow safety rules and increase their awareness. We are also conducting risk assessment and risk detection activities to enhance the senses to find potential risks at the worksites. In addition, Directors and Managers conduct on-site inspections, identify unsafe conditions, and take preventive measures with the goal of zero labor disaster and traffic accidents.



$$\text{Process safety total incident rate} = \frac{\text{Numbers of workers due to industrial accident}}{\text{Total working hours}} \times 1,000,000$$

*Source: The Ministry of Health, Labour and Welfare



$$\text{Process safety incident severity rate} = \frac{\text{Total lost working hours}}{\text{Total working hours}} \times 1,000$$

*Source: The Ministry of Health, Labour and Welfare

Initiatives between Management and Employees

A strong relationship based on mutual trust between management and employees is essential for building the workplace environment where individual employee can make the best use of their capabilities, and maintain and improve high productivity and motivation.

“KOITO Labor Union,” which consists of 3,878 KOITO employees, is a member of the “JAM Shizuoka.” In principle, KOITO holds monthly labor-management meetings with KOITO Labor Union to discuss various issues such as business performance and labor conditions.

In addition, the labor union regularly conducts a union employee awareness survey on workplaces, operations and careers targeting all union members. The labor union uses the findings to improve union activities and recommendations to KOITO.

Respect for Human Rights

One of our management philosophies is to “stepping forward to realize our employees’ dreams,” and we declare in the KOITO Group Corporate Behavior Charter that “we will respect the human rights of all persons.”

By respecting human rights of all stakeholders while communicating with business partners, local communities and employees, KOITO strives to be a company that is trusted by international society.

We provide employee education on respecting human rights as a part of compliance education. Training to address specific issues, such as harassment training, is offered when necessary to raise every employee’s awareness on respecting human rights.