

# RC Activity Results for FY2024 and Plan for FY2025

☆☆☆ : Achieved、☆☆ : Mostly achieved、☆ : Further efforts required

	RC Medium-term Plan 2026 (2024-2026) (◆Grow UP 2026 KPI; Other: RC target)	FY2024 RC Activity Plan	FY2024 RC Activity Results	Self-assessment	FY2025 RC Activity Plan
Occupational Health and Safety	<p>Strive to eliminate occupational injuries at the worksites of the MGC Group and its partner companies. Evaluate and visualize the various factors that affect occupational health and safety and build foundations for comprehensive improvement measures.</p> <p>Quantitative occupational health and safety targets until fiscal 2026</p> <p>Serious occupational injuries*2: 0 Lost time injuries and non-lost time injuries requiring three or more doctor visits at MGC Group: 0 MGC partner company frequency rate: 0.3 or lower; Severity rate: 0.003 or lower MGC Group partner companies in Japan: Investigate setting quantitative targets for occupational injuries</p>	<p>(1) Enhance characteristic daily safety activities of the business site and ensure responses.</p> <p>(2) Eradicate similar occupational accidents (responses to crash/tumble and fall accidents and occupational accidents that business sites fear)</p> <p>(3) Promote activities to prevent human errors and unsafe actions.</p> <p>(4) Utilize the MGC Group Process Safety and Disaster Prevention Guidelines (culture of safety).</p> <p>(5) Promote autonomous safety activities such as LINK activities.</p> <p>(6) Provide support for occupational accident reduction at partner companies.</p> <p>(7) Undertake workplace environment assessments and improvements.</p> <p>(8) Frequency rate and severity rate survey for the MGC Group partner companies &lt;Head Office&gt;</p>	<p>(1) Enhance characteristic daily safety activities of the business site and ensure responses.</p> <p>- In addition to 5S, hiyari-hatto (near miss) detection, kiken-yochi (KY, hazard prediction), and safety meetings at workplaces, monthly campaigns with different themes, education on past cases using the KY handbook, publication of environmental conservation news, personal safety declarations, safety dialogues, safety speeches, and other unique daily safety activities tailored to each business location were conducted.</p> <p>- Conducted workplace-led safety activities in accordance with the TPM activity plan, and confirmed the implementation status of these activities through safety patrols.</p>	☆☆	<p>(1) Enhance characteristic daily safety activities of the business site and ensure responses.</p> <p>(2) Eradicate similar accidents (responses to accidents that business sites fear) (the common safety and disaster prevention code).</p> <p>(3) Promote activities aimed at preventing human errors and unsafe actions (the common safety and disaster prevention code).</p> <p>(4) Perform improvement activities utilizing the MGC Group Process Safety and Disaster Prevention Guidelines and results of assessment by a third-party organization (the common safety and disaster prevention code).</p> <p>(5) Provide support to occupational accident reduction at partner companies.</p> <p>(6) Conduct an occupational accident survey at the domestic partner companies of the MGC Group and set quantitative targets. &lt;Head Office&gt;</p> <p>(7) Reduce physical factors through equipment management enhancement.</p> <p>(8) Identify hazards in terms of safety and disaster prevention and scheduled implementation of process risk assessment (e.g., HAZOP). &lt;Plants&gt;</p> <p>(9) Realize MGC smart factories (utilization of technology).</p> <p>(10) Give steady responses to unforeseen natural disasters including earthquakes, tsunamis, and ash falls, and progressive disasters including wind and flood damage based on the latest information.</p>
			<p>(2) Eradicate similar occupational accidents (responses to crash/tumble and fall accidents and occupational accidents that business sites fear)</p> <p>- Campaigns were conducted to prevent recurrence of frequently occurring occupational accidents such as "falls, crashes, and tumbles" and "exposure to liquids."</p> <p>- Reviewed fall, crash, and tumble hazard areas and implemented safety measures such as displaying. Installed main ropes for high-place work in a planned way.</p>		
			<p>(3) Promote activities to prevent human errors and unsafe actions.</p> <p>- Efforts toward human error prevention were made through improvement presentations, lectures by outside instructors, group reading of past human error cases and work procedure manuals, and exercises to establish the "point and call" system. Made creative efforts, such as nudges and a campaign to thank for unsolicited actions.</p> <p>- Improved functions of KY Activity Suggest System (MGC-KYAS).</p>		
			<p>(4) Utilize the MGC Group Process Safety and Disaster Prevention Guidelines (culture of safety).</p> <p>- RC audits and internal audits were conducted using the MGC Group Process Safety and Disaster Prevention Guidelines.</p> <p>- Made responses to things pointed out in RC audits and checklist auditing results with the use of guidelines.</p>		
			<p>(5) Promote autonomous safety activities such as LINK activities.</p> <p>- LINK leaders' meetings were held in the four divisions of manufacturing, engineering, research, and filling and cargo handling, to promote safety activities through sharing of safety management procedures, research on accident cases, and good practices.</p>		
			<p>(6) Provide support for occupational accident reduction at partner companies.</p> <p>- Meetings were held with partner companies to discuss accident prevention, safety information such as accident examples and safety management methods and systems were provided, and efforts were made together with partner companies to create safe workplaces.</p> <p>- The Group opened its training facilities, such as the Safety Dojo and Process Dojo, for the training of employees of partner companies on the premises. Conducted VR safety experience training for construction partner companies.</p> <p>- Efforts were made to improve the work environment by utilizing hiyari-hatto (near misses) and suggestions for improvement submitted by partner companies.</p>		
			<p>(7) Undertake workplace environment assessments and improvements.</p> <p>- Carried out safety and health patrols and industrial physician patrols.</p> <p>- Carried out chemical risk assessment, work environment measurement, draft air volume measurement, and illuminance measurement.</p>		

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			(8) Frequency rate and severity rate survey for the MGC Group partner companies <Head Office> - Data collection and analysis are ongoing.		
Process Safety and Accident Prevention	Strive to eliminate accidents in the workplace. Evaluate and visualize the various factors that affect process safety and accident prevention and build foundations for comprehensive improvement measures.  Quantitative process safety and accident prevention targets until fiscal 2026 Serious accidents* <sup>3</sup> : 0 ICCA annual score: 0 (for MGC Group and partner companies)	(1) Reduce physical factors through equipment management enhancement. (2) Eradicate similar accidents and others (responses to leak events and accidents and others that business sites fear). (3) Take measures against accidents and others accompanied by human factors (e.g., ho-ren-so meaning report, contact, and consult, and insufficient supervision) (4) Identify hazards in terms of safety and disaster prevention and scheduled implementation of process risk assessment (e.g., HAZOP) <Plants> (5) Utilize the MGC Group Process Safety and Disaster Prevention Guidelines (safety foundations) (6) Promote autonomous safety and disaster prevention activities such as LINK activities (7) Realize MGC smart factories and introduce new technologies (8) Enhance education and learning concerning security. (9) Give steady responses to unforeseen natural disasters including earthquakes, tsunamis, and ash falls, and progressive disasters including wind and flood damage based on the latest information.	(1) Reduce physical factors through equipment management enhancement. - Scrutinized checklists and reinforced daily inspections. - Conducted systematic repairs of aged equipment. - Ensured the overall management by preparing and utilizing spool drawings for inspections.	☆☆	Note: The activity plan for safety and disaster prevention is the same as the one for occupational safety and health.
			(2) Eradicate similar accidents and others (responses to leak events and accidents and others that business sites fear). - Verified measures taken in the past cases and took additional measures. - Reinforced alarm management by adding sensors. - Responded to findings and comments from government agencies, reviewed critical rules, and maintained or improved the security control system.		
			(3) Take measures against accidents and others accompanied by human factors (e.g., ho-ren-so meaning report, contact, and consult, and insufficient supervision) - Identified and verified human error cases and took measures. - Reconfirmed factors in human errors such as the difficulty in understanding procedures, ambiguous communications, confusing alarms, and doing two or more operations. - Enhanced education and observation based on SOP in operations first done by new employees.		
			(4) Identify hazards in terms of safety and disaster prevention and scheduled implementation of process risk assessment (e.g., HAZOP). - Provided HAZOP education by external instructors, and through training such as Process Dojo. - Promoted HAZOP in accordance with plans.		
			(5) Utilize the MGC Group Process Safety and Disaster Prevention Guidelines (safety foundations) - RC audits and internal audits were conducted using the MGC Group Process Safety and Disaster Prevention Guidelines. - Made responses to things pointed out in RC audits and checklist auditing results with the use of guidelines.		
			(6) Promote autonomous safety and disaster prevention activities such as LINK activities - LINK leaders' meetings were held in the four divisions of manufacturing, engineering, research, and filling and cargo handling, to promote safety activities through sharing of safety management procedures, research on accident cases, and good practices.		
			(7) Realize MGC smart factories and introduce new technologies - Realized "Zero Factories" by proactively introducing DX technologies (e.g., use of tablets/drone, abnormality portent detection system, AI with knowhow of device operation) into production and other related equipment, and operation, security, and management of such equipment. - Heatstroke judging camera and lightening prediction system are under verification.		
			(8) Enhance education and learning concerning security. - Improved the knowledge and awareness of safety and disaster prevention through external lectures/seminars (e.g., high-pressure gas, hazardous materials, Sanyo Personnel Development Seminars), security school, chemical school, VR education and other. - Took seminars recommended by HO Environmental Safety and Quality Assurance Department (e.g., hosted by Japan Dyestuff and Industrial Chemicals Association or Japan Chemical Industry Association).		

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			<p>(9) Give steady responses to unforeseen natural disasters including earthquakes, tsunamis, and ash falls, and progressive disasters including wind and flood damage based on the latest information.</p> <ul style="list-style-type: none"> <li>- Obtained the latest hazard maps and reviewed disaster prevention regulations and timeline.</li> <li>- Carried out disaster drills and comprehensive disaster drills for complex disasters.</li> </ul>		
Environmental Conservation	<p>Strive to protect the natural environment and contribute to communities through business activities. From those results, improve MGC's reputation in society.</p> <p>Qualitative and quantitative environmental conservation targets until fiscal 2026</p> <p>(1) Reduce GHG emissions in fiscal 2026 by 33% compared to fiscal 2013 (MGC Group) Energy conservation improvement rate in fiscal 2026 compared to the reference year: 3.0% (MGC Group)</p> <p>(2) Zero emissions of waste Waste zero emissions rate*4: 1.2% or less (domestic MGC Group) Waste zero emissions rate*4: 0.2% or less (MGC)</p> <p>(3) Reduce waste plastic releases in fiscal 2026 by 10% compared to fiscal 2023 (MGC)</p> <p>(4) Water resource conservation Water reuse rate: 95% or higher (MGC)</p> <p>(5) Biodiversity conservation Implement measures for the establishment of “actual sites” of biodiversity (MGC)</p>	<p>(1) Promote reduction of greenhouse gas (GHG) emissions.</p> <p>(2) Reduce final disposal volume by, for example, promoting waste recycling and using resources efficiently.</p> <p>(3) Reduce waste plastic output from industrial waste.</p> <p>(4)-1. Promote the efficient use of water resources. &lt;Plants&gt;</p> <p>(4)-2. Promote activities to identify water risk at each business site. &lt;Head Office and plants&gt;</p> <p>(5) Promote biodiversity conservation initiatives.</p> <p>(6) Promote eco-friendly product initiatives. &lt;Head Office&gt;</p> <p>(7) Continue to improve environment management system (EMS). &lt;Head Office and plants&gt;</p>	<p>Reducing GHG emissions</p> <ul style="list-style-type: none"> <li>- Implemented ongoing GHG reduction activities, such as the use of LED lighting, replacement of air conditioners and pumps with new ones with high-efficiency equipment, reviews of operating conditions of manufacturing facilities, etc., as well as proper management of heat and cold insulation and steam traps.</li> <li>- Renewable electric power was introduced and non-fossil fuel certificates were purchased.</li> </ul> <p>Waste reduction</p> <ul style="list-style-type: none"> <li>- Promoted waste reduction and 3Rs.</li> <li>- Strive to reduce waste by reducing the amount of dried sludge generated and selling it as fertilizer, thoroughly separating and collecting waste, recycling by distillation, selling plastic used for prototyping, making metals recovered from catalysts valuable, and converting waste into fuel.</li> </ul> <p>Water resource conservation</p> <ul style="list-style-type: none"> <li>- Efforts were made to use water resources efficiently through stable operation and water reuse.</li> <li>- Water consumption was surveyed and the results were published on the website.</li> <li>- Risk/opportunity case studies relating to water were investigated, and findings were incorporated into CDP Water Security Questionnaire responses.</li> </ul> <p>Biodiversity conservation</p> <ul style="list-style-type: none"> <li>- Participated in local activities such as seaside preservation activities and planting on varied scales.</li> <li>- Continued cleanup activities around the plant.</li> <li>- Completed a survey at Sanbe, beach in Niigata. Candidate areas for biotopes and natural conservation are under consideration.</li> </ul> <p>Air and water quality</p> <ul style="list-style-type: none"> <li>- Emissions of air pollutants were reduced by installation of scrubbers.</li> <li>- Exhaust gases emitted from waste treatment facilities were analyzed and results were published.</li> <li>- Wastewater was analyzed and wastewater treatment facilities were properly managed.</li> </ul> <p>Noise, vibration, and odor</p> <ul style="list-style-type: none"> <li>- Continued to reduce environmental impact on neighboring residents (e.g., noise, vibration, and odor) by conducting patrols.</li> <li>- Confirmed in RC audits that there were no problems with the environmental management system.</li> </ul> <p>PRTR</p> <ul style="list-style-type: none"> <li>- Curbed emissions of PRTR substances by optimizing the concentration of hydrazine put in cooling tower and replacing materials with substances that are not subject to PRTR.</li> <li>- Amounts of emissions of substances subject to notification under the PRTR Law were investigated and disclosed on the website.</li> </ul> <p>Eco-friendly products</p> <ul style="list-style-type: none"> <li>- The website for eco-friendly products is being updated in cooperation with the sustainability office and PR. Posted content as the MGC Group and included the description of ISCC PLUS certification.</li> </ul>	☆☆☆	<p>(1) Promote reduction of greenhouse gas (GHG) emissions.</p> <p>(2) Reduce final disposal volume by, for example, promoting waste recycling and using resources efficiently.</p> <p>(3) Reduce waste plastic output from industrial waste.</p> <p>(4)-1. Promote the efficient use of water resources. &lt;Plants&gt;</p> <p>(4)-2. Promote activities to identify water risk at each business site. &lt;Head Office and plants&gt;</p> <p>(5) Promote biodiversity conservation initiatives.</p> <p>(6) Promote eco-friendly product initiatives. &lt;Head Office&gt;</p> <p>(7) Continue to improve environment management system (EMS). &lt;Head Office and plants&gt;</p>

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			Environmental Management System (EMS) - Conducted environmental management in accordance with the environmental management plan (energy management subcommittee and environmental conservation subcommittee). - Set and reviewed significant environmental aspects. Confirmed them in internal audits and RC audits.		
Chemical and Product Safety	<p>Clarify the properties and handling methods of chemicals and products to protect the safety and health of all handlers and the environment. Perform safety evaluations in product development, risk assessment and risk management of handled products, and reliable implementation of and responses to the chemical management laws and regulations of each country.</p> <p>Qualitative and quantitative chemical and product safety targets until fiscal 2026            (1) Conduct phased safety evaluations in product development (ongoing)            Review new product launches and market development: 100% (percentage of number of products)            (2) Ensure that applications and registrations are carried out in accordance with the chemical substance management laws and regulations of each country (ongoing)            Chemical substance registrations under the systems for management of chemical substances in each country: 100% (percentage of number of products)            (3) Reliably provide safety information (such as SDS)            Preparation and delivery of safety information (such as SDS): 100% (percentage of number of products)            (4) Respond to amendments of the chemical substance management laws and regulations of each country, standards, etc.</p>	<p>(1)-1. Evaluate the safety of developed substances and products (new substance application, classification of hazardousness, preparation of safety information, risk assessment).            (1)-2. Review new product launches and market development.            (2)-1. Conduct training on laws and regulations applicable to products handled and safety.            (2)-2. Collect information on chemical substance control laws and regulations in each country and comply with registration systems.            (3)-1. Optimize statements in major foreign language versions of SDS.            (3)-2. Provide an environment where the MGC Group companies can use the SDS preparation system. Deliver SDSs to customers appropriately.            (4) Make steady responses to the revised Industrial Safety and Health Act appropriately.</p>	<p>(1) Evaluate the safety of developed substances and products.            - Safety tests were conducted on developed substances and safety evaluations were conducted during market launch and market development reviews.            - New registrations of small amounts were made under the Act on the Regulation of Manufacture and Evaluation of Chemical Substances, and under the Industrial Safety and Health Act.</p> <p>(2) Conduct training on laws and regulations applicable to products handled and safety.            - Information on revisions to the Industrial Safety and Health Act applicable to products handled was collected and distributed to business sites and group companies.            - Held risk assessment seminars by Carlit Co., Ltd.            - Gave support to chemical registration (the U.S.A., EU, the U.K., South Korea, Turkey, and Taiwan).</p> <p>(3) Optimize statements in major foreign language versions of SDS.            - Checked the English version of SDS regularly.            - Checked with each department in internal RC audits to confirm the appropriate operation.            - Reviewed the translation into Chinese and Thai in cooperation with affiliated companies.</p> <p>(4) Make steady responses to the revised Industrial Safety and Health Act appropriately.            - Selected a chemical substance manager and a supervisor in charge of the use of personal protective equipment            - Promoted the implementation and fixing of risk assessment for chemical substances to be handled            - Advanced the transition to assessment with CREATE-SIMPLE.</p>	☆☆☆	<p>(1)-1. Evaluate the safety of developed substances and products (new substance application, classification of hazardousness, preparation of safety information, risk assessment).            (1)-2. Review new product launches and market development.            (2)-1. Conduct training on laws and regulations applicable to products handled and safety.            (2)-2. Collect information on chemical substance control laws and regulations in each country and comply with registration systems.            (3)-1. Provide the environment where the MGC Group companies can use the SDS preparation system.            (3)-2. Deliver SDSs to customers appropriately. Manage delivery records.            (4) Check responses to the domestic chemical substance management laws and regulations represented by the Industrial Safety and Health Act, the Act on the Regulation of Manufacture and Evaluation of Chemical Substances, and the Poisonous and Deleterious Substances Control Act.</p>
Safe Transport and Storage of Chemicals	<p>Strive to eliminate accidents and problems when transporting and storing chemicals.</p> <p>(1) Regularly analyze problems that occur at business sites when transporting and storing chemicals and distribute results to all relevant workplaces            (2) Share information on the safe transport and storage of chemicals with the logistics departments of each group company            (3) Closely monitor shipments of chemicals to final destinations and make improvements when necessary</p>	<p>(1) Promote the continuation of regular analysis of problems that occur when transporting and storing chemicals, and distribution of results to all relevant workplaces (responses to reduction of problems concerning filling/cargo handling within business sites).            (2) Strengthen dialogues with logistics companies within business sites through audits and others. &lt;Head Office and plants&gt;            (3) Promote the conclusion of security agreements in cargo handling at destinations. &lt;Head Office&gt;            (4) Promote the conclusion of security</p>	<p>(1) Promote the continuation of regular analysis of problems that occur when transporting and storing chemicals, and distribution of results to all relevant workplaces.            - Problems were tabulated and analyzed, and the problem information was deployed horizontally to other areas.            - Business sites provided information to on-site partner companies through the Transportation Subcommittee to prevent the recurrence of logistics problems. Made responses if improvement was needed.            - Exchanged information on filling and cargo handling operations and eliminated occupational accidents and injuries in the filling and cargo handling LINK.</p> <p>(2) Strengthen dialogues with logistics companies within business sites through audits and others.            - Conducted safety audits at logistics companies            - Conducted drills for logistics accidents collaboratively.</p>	☆☆☆	<p>(1) Promote the continuation of regular analysis of problems that occur when transporting and storing chemicals, and distribution of results to all relevant workplaces (responses to reduction of problems concerning filling/cargo handling within business sites).            (2) Strengthen dialogues with logistics companies within business sites through audits and others. &lt;Head Office and plants&gt;            (3) Promote the conclusion of security agreements in cargo handling at destinations. &lt;Head Office&gt;            (4) Promote the conclusion of security agreements in raw material acceptance. &lt;Head Office and plants&gt;</p>

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		agreements in raw material acceptance. <Head Office and plants> (5) Follow up logistics safety initiatives by the Logistics Quality Enhancement Committee <Head Office and plants>	(3) Promote the conclusion of security agreements in cargo handling at destinations. - Continued to conduct a witnessed actual-condition survey at customers. - Joined a fixed-route transportation audit organized by the logistics company. (4) Promote the conclusion of security agreements in raw material acceptance. - The logistics system was used to centrally manage the status of security agreements and facilitate their execution. - Started to save concluded security agreements on Document Management System. (5) Follow up logistics safety initiatives by the Logistics Quality Enhancement Committee. - Attended a meeting of the Quality Enhancement Committee organized by the Raw Material Logistics Department of the Head Office (May and August).		(5) Follow up logistics safety initiatives by the Logistics Quality Enhancement Committee <Head Office and plants> (6) Understand the real situation of cargo handling and ensure safety in SP. Check and review a contact system for logistics accidents. <Head Office>
Stakeholder Relations	Strive to develop an improved reputation among stakeholders and build trust.	(1) Expand and improve the MGC Report (integrated report) and the website. <Head Office> (2) Promote the issuance of business site environmental and safety reports. (3) Promote undergoing external evaluations. <Plants> (4) Facilitate the expansion of dialogue opportunities such as RC regional dialogues and tours	(1) Expand and improve the MGC Report (integrated report) and the website. - The contents of the Integrated Report 2024, Sustainability Data Book 2024, and website were reviewed and enhanced. (2) Promote the issuance of business site environmental and safety reports. - Prepared and issued environmental and safety reports. (3) Promote undergoing external evaluations. - Underwent external ISO 14001 evaluation, Tfs audit, third-party GHG verification, and risk surveys by insurance companies. (4) Facilitate the expansion of dialogue opportunities such as RC regional dialogues and tours - Took the following action: RC regional dialogue meetings, a summer festival hosted by the neighborhood community association, and site tours (universities, specialized vocational high schools, high schools), and dispatch of lecturers to universities.	☆☆☆	(1) Expand and improve the MGC Report (integrated report) and the website. <Head Office> (2) Promote the issuance of business site environmental and safety reports. (3) Promote undergoing external evaluations. <Plants> (4) Facilitate the expansion of dialogue opportunities such as RC regional dialogues and tours
Responsible Care Initiatives and Management	Strive to promote environmental and safety activities across the entire MGC Group. Enhance and increase communications within the Group and promote occupational safety, process safety and accident prevention, and environmental management.	(1) Enhance communications through MGC Group Environment and Safety Council meetings, liaison committees, and others. <Head Office> (2) Enhance systems for sharing information on Group accidents and injuries and distribute information to Group companies. <Head Office> (3) Promote the evaluation and improvement using the MGC Group Process Safety and Disaster Prevention Guidelines. <Head Office> (4) Implement Group environmental conservation measures. <Head Office>	(1) Enhance communications through MGC Group Environment and Safety Council meetings, liaison committees, and others. - Enhanced communications by holding MGC Group Environment and Safety Council meetings in two sessions to increase time for reporting by participant companies and discussion. - Held meetings regularly. In addition, chose where to visit according to occupational accidents and/or security problems and conducted audits and liaison meetings (audits conducted at four companies and liaison meetings of relevant personnel held at four companies). (2) Enhance systems for sharing information on Group accidents and injuries and distribute information to Group companies. - Confirmed that all of the member companies have prepared action plans and are promoting them in accordance with the code of responsible care at MGC Group Environment and Safety Council meetings. - Sought to further understand and promote the code of responsible care by exchanging questions and answers and having discussions at such opportunities as liaison meetings of personnel in charge of auditing and relevant personnel. (3) Promote evaluation and improvement using the MGC Group Process Safety and Disaster Prevention Guidelines. - Corrected and made additions to questions of checklists based on the MGC Group Process Safety and Disaster Prevention Guidelines used for audits at Group companies and liaison meetings of relevant personnel on the basis of results. Additionally, added important items for auditing and individual questions. (4) Implement Group environmental conservation measures. - Posted MGC Group environmental conservation data on the website.	☆☆☆	(1) Enhance communications through activities of MGC Group Environment and Safety Council meetings. <Head Office> (2) Enhance systems for sharing information on Group accidents and injuries and distribute information to Group companies. <Head Office> (3) Promote the evaluation and improvement using the MGC Group Process Safety and Disaster Prevention Guidelines. <Head Office> (4) Implement Group environmental conservation measures. <Head Office>

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	Make continuous improvements to responsible care management systems.	(1) Continue to improve the RC management systems through cooperation among organizations within the company and each business site.	Bolstering cooperation with each department in RC activities - Held Environment and Safety Office Managers Meetings and LINK Leaders Conferences to implement PDCA of RC activities. - Conducted RC audits from October to December. - Held environment and safety meetings in March 2025.		(1) Continue to improve the RC management systems under cooperation among organizations within the company and each business site through RC audits, LINK Leaders Conferences, and others.

\*1 MGC and consolidated subsidiaries

\*2 Disability eligible for, or possibly eligible for disability compensation involving lost work accidents, fatal accidents and accidents resulting in permanent inability to work, and those involving four or more lost work days

\*3 Accidents and major workplace accidents which threaten third parties, including localized environmental pollution and accidents affecting local residents

\*4 Waste zero emissions rate: Final disposal of waste/waste generated