RC Activity Results for FY2025 and Plan for FY2026

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

	RC Medium-term Plan 2026 (2024-2026) (♦Grow UP 2026 KPI; Other: RC target)	FY2025 RC Activity Plan	FY2025 RC Activity Results	Self-assessment	FY2026 RC Activity Plan
Occupational Health and Safety	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. Quantitative occupational health and safety targets until fiscal 2026 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	(1) Enhance characteristic daily safety activities of the business site and ensure responses. (2) Eradicate similar accidents (responses to accidents that business sites fear) (the common safety and disaster prevention code). (3) Promote activities aimed at preventing human errors and unsafe actions (the common safety and disaster prevention code). (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). (5) Provide support to occupational accident reduction at partner companies. (6) Conduct an occupational accident survey at the domestic partner companies of the MGC Group and set quantitative targets. (7) Reduce physical factors through equipment management enhancement. (8) Identify hazards in terms of safety and disaster prevention and scheduled implementation of process risk assessment (e.g., HAZOP). (9) Realize MGC smart factories (utilization of technology). (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.	(1) Enhance characteristic daily safety activities of the business site and ensure responses. - 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, monthly Safety Day events, the participation of new employees and transferred employees in safety patrols, and other unique daily safety activities tailored to each business location were conducted. - Conducted workplace-led safety activities in accordance with the TPM activity plan, and confirmed the implementation status of these activities through safety patrols. (2) Eradicate similar occupational accidents (responses to crash/tumble and fall accidents and occupational accidents that business sites fear). - Campaigns were conducted to prevent recurrence of frequently occurring occupational accidents such as "falls, crashes, and tumbles" and "exposure to liquids." Hazard areas were reviewed, and safety measures such as labeling were implemented. - Some business sites systematically completed the installation of safety lines for working at heights. Truck drivers were asked to use safety lines. - Short videos were played on the mornings of the dates when accidents had occurred. Subscriptions to computer animated video services were introduced. (3) Promote activities to prevent human errors and unsafe actions. - 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, introduction of videos, and a campaign to establish the "point and call" system. Other creative efforts were also made, such as nudges and a campaign to thank people for unsolicited actions. - Improved functions of KY Suggest System (MGC-KYAS). (4) Utilize the MGC Group Process Safety and Disaster Prevention Guidelines (culture of safety). - 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.	☆☆	(1) Enhance characteristic daily safety activities of the business site and ensure responses. (2) Implement the MGC-KYAS and accelerate KY activities (MGC). (3) Eradicate similar occupational accidents (responses to accidents that business sites fear) (the common safety and disaster prevention code). (4) Improve the work environment and the management of work in consideration of elderly workers. (5) Promote activities aimed at preventing human errors and unsafe actions (the common safety and disaster prevention code). (6) 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). (7) Provide support for occupational accident reduction at partner companies. (8) Conduct an occupational accident survey at the domestic partner companies of the MGC Group and set quantitative targets. <Head Office> (9) Enhance facility management to reduce physical causes of accidents. (10) Identify hazards in terms of safety and disaster prevention and scheduled implementation of process risk assessment (e.g., HAZOP). <Plants> (11) Realize MGC smart factories (utilization of technology). (12) 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.

<table>
<tr><th></th><th>RC Medium-term Plan 2026 (2024-2026)
(♦Grow UP 2026 KPI; Other: RC target)</th><th>FY2025 RC Activity Plan</th><th>FY2025 RC Activity Results</th><th>Self-assessment</th><th>FY2026 RC Activity Plan</th></tr>
<tr><td rowspan="2"></td><td rowspan="2"></td><td rowspan="2"></td><td>(5) Provide support for occupational accident reduction at partner companies.
- 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.
- 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.
- Efforts were made to improve the work environment by utilizing hiyari-hatto (near misses) and suggestions for improvement submitted by partner companies. Managers participated in morning meetings with prime contractors.</td><td rowspan="2"></td><td rowspan="6">Note: The activity plan for safety and disaster prevention is the same as the one for occupational safety and health.</td></tr>
<tr><td>(6) Frequency rate and severity rate survey for the MGC Group partner companies <Head Office>
- Data was collected and the analysis is underway.</td></tr>
<tr><td rowspan="4">Process Safety and Accident Prevention</td><td rowspan="4">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*3: 0
ICCA annual score: 0 (for MGC Group and partner companies)</td><td rowspan="4">Note: The activity plan for safety and disaster prevention is the same as the one for occupational safety and health.</td><td>(7) 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.
- Spare parts were managed properly for important materials in consideration of long delivery times.</td><td rowspan="4">☆☆</td></tr>
<tr><td>(8) Identify hazards in terms of safety and disaster prevention and scheduled implementation of process risk assessment (e.g., HAZOP).
- HAZOP is underway in accordance with plans. Some business sites began implementing procedures for HAZOP and an ESD HAZOP. (MF)
- A non-stationary risk assessment assuming an evacuation following a major earthquake and tsunami was conducted. (NF)</td></tr>
<tr><td>(9) Realize MGC smart factories and introduce new technologies.
- DX technologies, such as tools for handling external corrosion, abnormality portent detection systems and AI with knowhow of device operation, were proactively introduced for production and other related equipment, and also for the operation, security, and management of this equipment to advance a step toward Zero Factories.
- Cybersecurity workshops were held and training was provided to employees. DCS management was toughened.</td></tr>
<tr><td>(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.
- Obtained the latest hazard maps and reviewed disaster prevention regulations and timeline.
- Carried out disaster drills and comprehensive disaster drills for complex disasters.
- A drill for a total power outage at the plant was conducted. (MF)</td></tr>
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Environmental Conservation	Strive to protect the natural environment and contribute to communities through business activities. From those results, improve MGC's reputation in society. Qualitative and quantitative environmental conservation targets until fiscal 2026 (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) (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) (3) Reduce waste plastic releases in fiscal 2026 by 10% compared to fiscal 2023 (MGC) (4) Water resource conservation Water reuse rate: 95% or higher (MGC) (5) Biodiversity conservation Implement measures for the establishment of "actual sites" of biodiversity (MGC)	(1) Promote reduction of greenhouse gas (GHG) emissions. (2) Reduce final disposal volume by, for example, promoting waste recycling and using resources efficiently. (3) Reduce waste plastic output from industrial waste. (4)-1. Promote the efficient use of water resources. (4)-2. Promote activities to identify water risk at each business site. (5) Promote biodiversity conservation initiatives. (6) Promote eco-friendly product initiatives. (7) Continue to improve environment management system (EMS).	(1) Reducing GHG emissions - Ongoing GHG reduction activities were implemented, such as the installation of solar power generation systems, switch to LED lighting, replacement of air conditioners and pumps with new ones with higher efficiency, review of operating conditions at manufacturing facilities, and proper management of heat and cold insulation and steam traps. - Renewable electric power was introduced and non-fossil fuel certificates were purchased. (2) Waste reduction - Promoted waste reduction and the 3Rs. - Initiatives to reduce waste were conducted, such as the selling of waste sulfuric acid, reduction of the amount of dried sludge generated and sale of it as fertilizer, thorough separation and collection of waste, distillation recycling, sale of plastics used for prototyping, recovery of valuable metals from catalysts, and conversion of waste into fuel. (3) Reduce waste plastic output from industrial waste. - Initiatives to reduce plastic waste were conducted in individual departments. - Plastic pallets were recycled and transferred free of charge and plastic waste was processed to make it valuable. The period of use of chemical drums was extended. - Data on waste plastics emissions and targets were published on the website. (4) Water resource conservation - Efforts were made to use water resources efficiently through stable operation and water reuse. - Water consumption was surveyed and the results were published on the website. - Risk/opportunity case studies relating to water were investigated, and findings were incorporated into CDP Water Security Questionnaire responses. The B rating was maintained. (5) Biodiversity conservation - Participated in local activities such as seaside preservation activities and planting on varied scales. - Continued cleanup activities around the plant. - Data collection efforts were implemented through the Keidanren Committee on Nature Conservation. - *Medaka* (Japanese rice fish), which are recognized as an endangered species, were raised at the Yamakita Plant. - No progress was made in the construction of visible sites. Air and water quality - Emissions of air pollutants were reduced by installation of scrubbers. - Exhaust gases emitted from waste treatment facilities were analyzed and results were published. - Wastewater was analyzed and wastewater treatment facilities were properly managed.	☆☆☆	

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			Noise, vibration, and odor - Continued to reduce environmental impact on neighboring residents (e.g., noise, vibration, and odor) by conducting patrols. - Confirmed in RC audits that there were no problems with the environmental management system.		
			PRTR - 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. - Amounts of emissions of substances subject to notification under the PRTR Law were investigated and disclosed on the website.		
			(6) Eco-friendly products - The webpage for eco-friendly products was updated in cooperation with the sustainability office and PR. Posted content as the MGC Group and included the description of ISCC PLUS certification.		
			(7) 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	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. 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)	(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.	(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. - SDS preparation and revisions were conducted and product labels were registered. (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 a risk assessment seminar by Japan Carlit Co., Ltd. - Provided e-learning training programs on laws and regulations (case studies regarding the Product Liability Act and the overview of the Poisonous and Deleterious Substances Control Act). - Gave support to chemical registration (the U.S.A., Europe, the U.K., South Korea, and Taiwan). (3) Provide the environment where the MGC Group companies can use the SDS preparation system. - An outsourcing order for the preparation and revision of SDSs was received from an affiliated company. - Trial use of the DocuValue SDS distribution management system began and it was consequently not adopted.	☆☆☆	(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. Improve knowledge of applicable laws regarding the products handled and their 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. <Environmental Safety & Quality Assurance Division at the Head Office> (3)-2. Properly provide SDSs to customers and contractors and appropriately manage records of their provision. Obtain the latest versions of the SDSs for raw materials and properly manage them. (4) Check the state of the responses to and implementation of domestic chemical management laws and regulations such as the Industrial Safety and Health Act, the Act on the Regulation of Manufacture and Evaluation of Chemical Substances and the Poisonous and

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	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.		(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. - Chemical substance managers and supervisors in charge of the use of personal protective equipment were appointed. Initiatives tailored to workplaces were conducted, including multiple personnel attending lectures and an increase in personnel capable of management. - The transition to assessment with CREATE-SIMPLE was implemented. - Risk assessments of chemical substances to be handled were conducted and improvements were considered. - Information from the Japan Chemical Industry Association, the Japan Dyestuff and Industrial Chemicals Association and the Ministry of Health, Labour and Welfare was distributed by e-mail to business sites.		Deleterious Substances Control Act.
Safe Transport and Storage of Chemicals	Strive to eliminate accidents and problems when transporting and storing chemicals. (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	(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. (3) Promote the conclusion of security agreements in cargo handling at destinations. (4) Promote the conclusion of security agreements in raw material acceptance. (5) Follow up logistics safety initiatives by the Logistics Quality Enhancement Committee (6) Understand the real situation of cargo handling and ensure safety in SP. Check and review a contact system for logistics accidents.	(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. (2) Strengthen dialogues with logistics companies within business sites through audits and others. - Conducted safety audits at logistics companies Personnel accompanied the auditors and witnessed the audits. - Conducted drills for logistics accidents collaboratively. (3) Promote the conclusion of security agreements in cargo handling at destinations. - The status of security agreements was checked during the RC audit. In cases where progress was slow, the audit results included comments prompting the acceleration of the signing of the agreements. - 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. - Information on signed security agreements was shared via the filling and cargo handling LINK.	☆☆☆	(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. <Head Office and plants> (3) Promote the conclusion of security agreements in cargo handling at destinations. <Head Office> (4) Promote the conclusion of security 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> (6) Understand the real situation of cargo handling and ensure safety in SP. Check and review a contact system for logistics accidents. <Head Office>

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			(5) Follow up logistics safety initiatives by the Logistics Quality Enhancement Committee. - The Logistics Quality Enhancement Committee held a meeting in September within the Purchasing & Logistics Division at the Head Office to report the results of the tabulation of problems. - An external system for investigating the cargo wait time and the cargo handling time and implementing continual management activities will be introduced as an initiative of the Purchasing & Logistics Division, which is at the Head Office.		
			(6) Understand the real situation of cargo handling and ensure safety in SP. Check and review a contact system for logistics accidents. - The audit of the divisions at head office checked the status of SP management and urged the divisions to monitor safety management and training. - The RC audit confirmed that safety audits were planned and implemented at SP and external warehouses.		
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. (2) Promote the issuance of business site environmental and safety reports. (3) Promote undergoing external evaluations. (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. - Information in the Society and Environment sections in the integrated report and on the website were updated. - Environmental and safety reports for the business sites were prepared and published on the website. (2) Promote the issuance of business site environmental and safety reports. - Prepared and issued environmental and safety reports. - Site reports were prepared and webpages were updated. (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. - Different actions were taken, including the holding of industrial complex meetings and RC regional dialogue meetings, a summer festival hosted by the neighborhood community association, and site tours (universities, specialized vocational high schools, high schools), and the 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 activities of MGC Group Environment and Safety Council meetings. (2) Enhance systems for sharing information on Group accidents and injuries and distribute information to Group companies. (3) Promote the evaluation and improvement using the MGC Group Process Safety and Disaster	(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 five companies).	☆☆☆	(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

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		Prevention Guidelines. (4) Implement Group environmental conservation measures.	(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 audits and liaison meetings of relevant personnel.		Disaster Prevention Guidelines. <Head Office> (4) Implement Group environmental conservation measures. <Head Office>
			(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 and used them.		
			(4) Implement Group environmental conservation measures. - Posted MGC Group environmental conservation data on the webpage.		
	Make continuous improvements to responsible care management systems.	(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.	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 2026.		(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