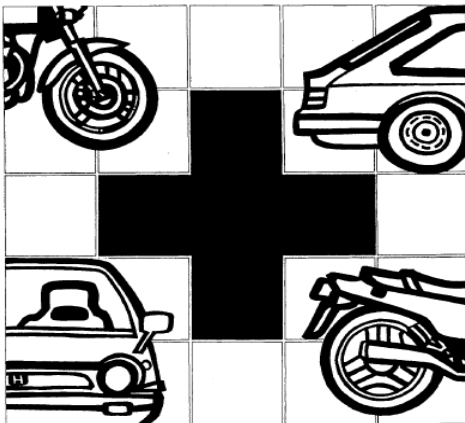


## ■ Basic Philosophy

Our company upholds the principle of "No production without safety" as the fundamental philosophy of our occupational safety and health activities, positioning the creation of a safe and healthy workplace as the cornerstone of our corporate sustainability. To eradicate occupational accidents, we not only share measures to prevent recurrence but also promote various safety education programs and systems aimed at eliminating unsafe conditions and behaviors in the workplace, thereby contributing to the reduction of major accidents and incidents.

### No production without safety

安全衛生・交通安全 ルールブック



武蔵精密工業株式会社  
中央安全衛生防災委員会

Safety, Health, and Traffic Safety Rulebook

## Basic Policy

- 1** All Musashi Group shall operate the business in accordance with the policies below based on the basic principle of "No production without safety". Meaning, superior products and quality can't be realized without a safe and lively workplace based on the premise that all products and its quality are created by working human.
  - ① In the daily business operations, all administrators shall prioritize the spirit of respect for human beings and make effort to realize a safe and healthy work environment by continuous improvement and development.
  - ② All employees shall propose idea to improve the work environment and act for themselves to realize a mentally/physically healthy and safety work place.
- 2** All Musashi Group companies shall comply with all local laws and regulations relating to safety and health.
- 3** All Musashi Group companies shall specify the safety and Health organizational structure, roles and responsibilities of each function (including statutory administrators and supervisors) to promote a smooth management for safety and health.
- 4** All Musashi Group companies shall identify, control and eliminate/reduce all the hazardous risks on facilities and machines within the company by conducting risk assessment. Also, continuous improvement shall be facilitated to establish a comfortable work environment.
- 5** All Musashi Group companies shall train all the associates working in the company to ensure that they have necessary and sufficient knowledge about occupational safety and health.
- 6** In order to ensure that all associates could protect themselves from hazard and accidents, they shall work in a positive attitude by proactively acquiring safety knowledge, observing rules and procedures, and making a proposal for the safety work environment.

## ■ Implementation Structure

Our company is committed to creating a "safe and healthy workplace" and is actively working to prevent occupational accidents and improve the working environment. At the core of our efforts is the Central Safety, Health, and Disaster Prevention Committee, chaired by an executive officer, which promotes safety, health, and disaster prevention activities across the entire company in compliance with legal regulations. Each factory has its own Safety, Health, and Disaster Prevention Committee, and at the headquarters, we have established subcommittees for the manufacturing, technical, and indirect departments. These committees carry out activities tailored to their respective areas, address and respond to incidents, conduct safety and health patrols, and share information. Additionally, union representatives participate in all committees, ensuring that the organization is structured to incorporate perspectives that are closely aligned with the workers at each site.

## ■ Promotion of Safety and Health Activities

In order to carry out safety and health activities systematically and continuously, we implement the PDCA cycle as a cycle of safety. We plan safe workplaces, environments, and education based on the three-reality principle, and continue to pursue "zero work-related accidents" by conducting business activities that give top priority to safety.

< Appropriate KPIs >  
Total number of work-related accidents  
Frequency rate and severity rate of work-related accidents

