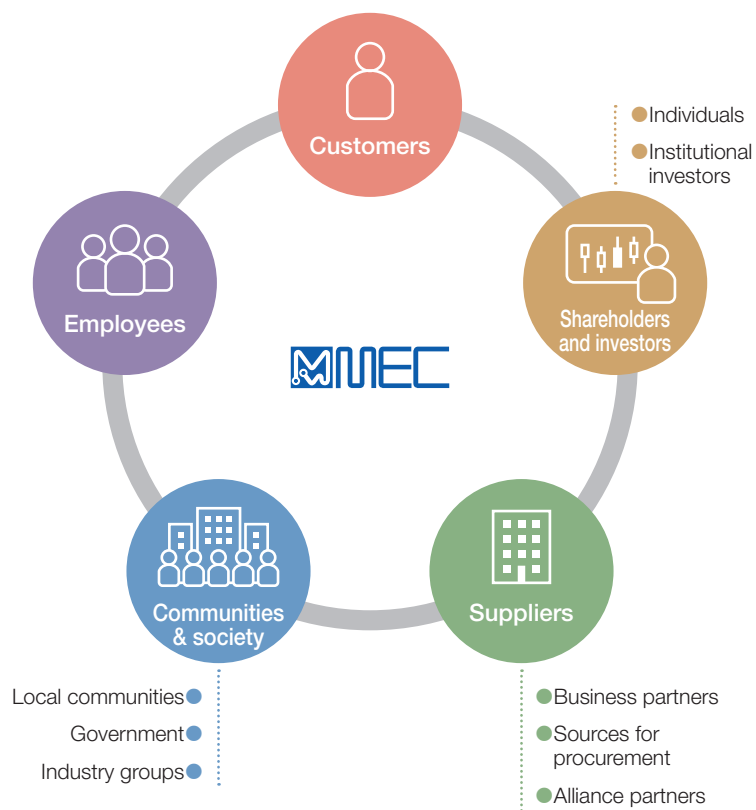




Stakeholder engagement



MEC values dialogue with its stakeholders, including customers, employees, shareholders, investors, business partners, and the members of local communities, and aims to co-create value with them by sincerely accepting the valuable comments received through communicating with all parties and reflecting such comments in management and business activities. By building relationships of trust through dialogue and creating new value together with all our stakeholders, we will put our corporate motto into practice and contribute to the achievement of a sustainable society.

Stakeholder	Communication methods	Objectives	Reference
 Customers	<ul style="list-style-type: none"> ● Customer service by sales and service departments (as needed) ● Information dissemination through websites, etc. (as needed) ● Exhibitions (multiple times a year) ● News releases through the media (as needed) ● Responses to various surveys (as needed) ● Responding to various audits and inspections (as needed) etc. 	<ul style="list-style-type: none"> ■ Provision of high-quality, high-value-added products and services ■ Provision of products and services suited to each customer ■ Responding to comments, requests, and complaints ■ Provision of proper product and service information ■ Information exchange 	<ul style="list-style-type: none"> ➔ P11. SCM; Improvement of corporate value through appropriate information disclosure ➔ P19. Management of Chemical Substances in Products; Safety Handling of Products; Initiatives for Improving Customer Satisfaction; Survey Measures for Chemical Substances Contained in Products; Adherence and Penetration of RBA Code of Conduct
 Shareholders and investors	<ul style="list-style-type: none"> ● General meeting of shareholders (once a year) ● Information dissemination through websites, etc. (as needed) ● Financial result briefings (4 times a year) ● Participation in domestic and international IR conferences (as needed) ● Holding investor events, small meetings, etc., and meeting with investors (as needed) etc. 	<ul style="list-style-type: none"> ■ Deepening understanding of our businesses ■ Timely and appropriate information disclosure ■ Fair and highly transparent disclosure of corporate information ■ Obtaining an appropriate evaluation and trust from the market ■ Sustainable growth and enhancement of corporate value ■ Appropriate return of profits 	<ul style="list-style-type: none"> ➔ P11. Improvement of corporate value through appropriate information disclosure ➔ P19. Communication with Shareholders; Financial Results Briefing Session; Seminar for Investors and Analysts (Briefing Session)
 Business partners	<ul style="list-style-type: none"> ● Dialogue through daily business activities (as needed) ● Procurement surveys, audits, and requests (as needed) etc. 	<ul style="list-style-type: none"> ■ Building fair business relationships ■ Mutual understanding and development for providing products that contribute to society ■ Smooth information sharing ■ CSR procurement 	<ul style="list-style-type: none"> ➔ P11. SCM; Improvement of corporate value through appropriate information disclosure ➔ P20. Basic Idea of Raw Material Procurement; Management and Response Regarding Chemical Substance Control Information in Each Country; Response to Conflict Minerals; Building Appropriate Relationships with Logistics Companies; Appropriate Response to Act Against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors
 Communities & society	<ul style="list-style-type: none"> ● Participation in forest activities (twice a year) ● Participation in community events (as needed) ● Participation in economic and trade associations (as needed) ● Consultation with government agencies and research institutes (as needed) ● Publication of a Sustainability Report (once a year) etc. 	<ul style="list-style-type: none"> ■ Responding to laws and regulations ■ Participation in the community as a corporate citizen ■ Contribution to technological development through support of research institutions ■ Promoting a proper understanding of MEC 	<ul style="list-style-type: none"> ➔ P11. Improvement of corporate value through appropriate information disclosure ➔ P13. MEC's Measures to Address Climate Change ➔ P17. Material Flow in Business Activities; Emissions from the MEC's Supply Chain ➔ P21. Temporary Shelter Use During Disasters; Community contribution activities (Nagaoka Factory, MEC SPECIALTY CHEMICAL (THAILAND)); MEC's Activities Related to Forests
 Employees	<ul style="list-style-type: none"> ● Dissemination of information through the internal network (as needed) ● Consultation with employee representatives (as needed) ● Employee awareness survey questionnaire (once a year) ● Sending out messages (as needed) etc. 	<ul style="list-style-type: none"> ■ Establishment and provision of a favorable labor-management and work environment ■ Utilization of diverse human resources ■ Jobs that offer satisfaction ■ Improvement of occupational safety and mental health 	<ul style="list-style-type: none"> ➔ P11. Improvement of corporate value through appropriate information disclosure ➔ P22. Human Capital Management ➔ P23. Personnel Evaluation System; Employee Satisfaction Survey ➔ P25. Systems to Support Balancing work with Childcare and Family-care ➔ P28. Whistle-blowing system



Together with Customers

Management of Chemical Substances in Products

We work hard so as to prevent unintentional contamination of products with substances that should not be included in them (prohibited substances) based on laws and regulations, industry standards, and requests from customers. We will continue to promote appropriate management of chemical substances contained in products with the cooperation of our suppliers as well as within the Company.

Policy on chemical substances contained in products

- 1 Prevent environmental pollution, reduce environmental load, reduce waste, and promote recycling
- 2 Promote the development and improvement of environmentally friendly (less harmful) products
- 3 Comply with environmental laws and regulations and other requirements
- 4 Collect and disclose the latest information, and thoroughly ensure safety management

Safety Handling of Products

We are developing products that take into account the need to eliminate highly toxic and dangerous substances from the design stage as much as possible. In order to ensure the safe use of our products, we provide necessary information in accordance with regulations, such as labeling and safety data sheets (SDS). We also provide detailed explanations in technical materials and others. Internally, we familiarize our employees with the dangers and hazards of our products and educate them about safe handling.

Initiatives for Improving Customer Satisfaction

We carry out a satisfaction survey once a year on major customers. This allows us to directly know their requests and dissatisfaction, utilize them for future product sharing, technical support, and in-house new product development, and strive to further satisfy them. We respond to requests and dissatisfaction in order from the ones that can be resolved.

Survey items

- Product / Technical support
- Delivery dates / Packing status
- Environmental support
- Order support / Counter support / After-sales service / Price

The average overall evaluation

	FY2023		FY2024
	4.8 out of 5 points	➔	4.8 out of 5 points

Survey Measures for Chemical Substances Contained in Products

Because our Company products are subject to chemical substance-related regulations, each year we receive 300 to 500 replies to chemical substance surveys we have conducted on our customers to ensure that the chemical substances contained in our products do not violate applicable regulations. In fiscal 2024, we received approximately 350 surveys and responded appropriately.

Adherence and Penetration of RBA Code of Conduct

We strive to promote business activities in accordance with the Responsible Business Alliance (RBA) Code of Conduct in order to promote socially responsible activities and achieve continuous growth with all stakeholders involved in our Company. In January 2024, the Code of Conduct was updated to Ver. 8.0. The results of our internal survey showed that we have been able to address all of the newly added items.

Together with Shareholders and Investors

Communication with Shareholders

In order to deepen understanding of the Company, we hold company briefing sessions after the General Meeting of Shareholders and issue a shareholder newsletter (twice a year). We will carry out a shareholder questionnaire in the shareholder newsletter, and utilize the feedback we receive when we disseminate information, create a magazine, and conduct business activities.

In 2024, as in the previous year, we held face-to-face company briefing sessions for shareholders in March and an office tour for shareholders (at the head office and Amagasaki Headquarters) in November. Officers of the Company also attended the briefing sessions and the tour. We will continue to have direct and indirect dialogue and exchange activities.



Shareholder communication



Company briefing sessions



Business site tour

Investor Relations ➔ <https://www.mec-co.com/en/ir/>

Financial Results Briefing Session, Seminar for Investors and Analysts (Briefing Session)

We hold financial results briefing sessions for institutional investors and analysts, have technical seminars, and hold meetings with domestic and overseas institutional investors and analysts. FY2024, the Company continued communication through briefings on financial results, meetings, etc., via web conferencing systems, telephone conferences, and face-to-face meetings, as appropriate.

Financial results briefing sessions

4 times

Meetings

About 270 times in total

IR Library ➔ <https://www.mec-co.com/en/ir/library/>

We are working to enhance the environment for communicating with investors, such as by holding company briefing sessions and seminars for individual investors, analysts and institutional investors, as well as by participating in exhibitions. The opinions and questions obtained through these forms of communication are reported to the management as appropriate. Based on a pillar of interactive communication, we value active communication with our shareholders and will disclose information sincerely and fairly so that all shareholders and investors can make investment decisions based on an appropriate understanding of our business.

Together with Business partners

Basic Idea of Raw Material Procurement | -Promotion of CSR Procurement-

When purchasing raw materials, we select suppliers based on clear criteria such as quality, cost, delivery time, and technical capabilities. We also attach great importance to the environmental conservation efforts of our suppliers.

When purchasing raw materials, we confirm the dangers and hazards while also complying with laws and regulations and protecting the environment.

In consideration of the natural environment and human rights, we will procure environmentally friendly raw materials and engage in activities to recycle raw materials and containers. At the same time, we will continue to endeavor to engage in responsible resource procurement and build relationships of trust with business partners that are consistent with this approach.

Number of
performance
evaluations in
FY2024

5 cases

(FY 2023 : 11 cases)

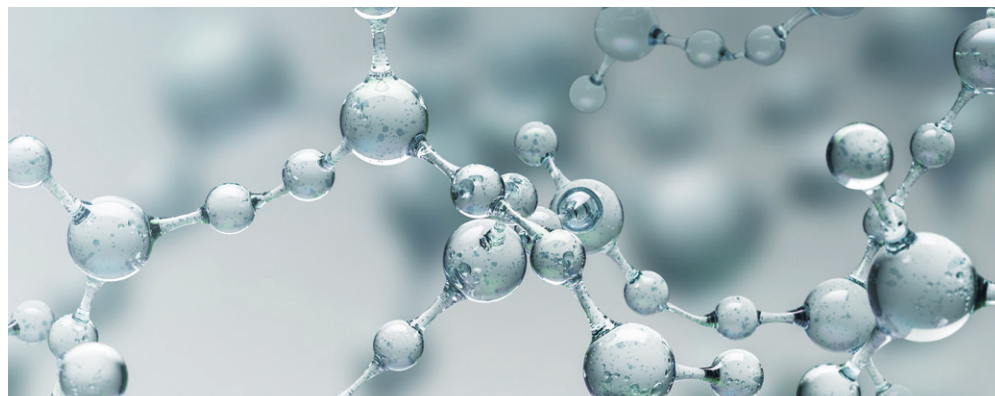
Management and Response Regarding Chemical Substance Control Information in Each Country

Because our Company's products and raw materials are chemical substances, they are subject to various domestic and international regulations.

In Japan, there are various related regulations such as the Law Concerning the Evaluation of Chemical Substances and Regulation of Their Manufacture, etc., the Industrial Safety and Health Law, and the Fire Service Law. When exporting or importing, for example, if exporting to or from the EU, it is necessary to comply with REACH Regulation^{*1}, and if exporting to or from the U.S., it is necessary to comply with TSCA^{*2}. As the requirements of the regulations are revised according to the situation, we use the database of laws and regulations to collect and respond in a timely manner to prevent violations.

^{*1} Abbreviation for Registration, Evaluation, Authorization and Restriction of Chemicals and legislation on control of chemicals within the European Union

^{*2} Abbreviation for the Toxic Substances Control Act, which regulates the production and import of hazardous chemicals in the United States



Response to Conflict Minerals

In terms of our response to conflict minerals, for raw materials containing applicable minerals, we conduct surveys of manufacturers using the CMRT survey and endeavor to engage in responsible resource procurement. In addition, although we do not use raw materials containing cobalt or mica, we are gathering information by attending external training sessions on responsible mineral procurement, etc.

Responsible Minerals Sourcing Policy

MEC Group is committed to not being involved in human rights violations and to proactively and voluntarily addressing global environmental issues.

- We do not tolerate any human rights violations in the procurement of minerals used in our products.
- We do not engage in business relationships with parties that violate human rights or participate in activities that lead to the deterioration of social, economic, or environmental conditions.

Established: January 2025

Building Appropriate Relationships with Logistics Companies

| Responding to the 2025 Problem in the logistics industry |

With the Work Style Reform Act taking effect in April 2024, imposing a cap on overtime work hours for truck drivers in the logistics industry, there are concerns about a shortage of transportation capacity. We give support for improving the productivity of truck transportation and the efficiency of logistics, as well as the "White Logistics" movement (an initiative in Japan aimed at improving the productivity of truck transport and the working environment of people working in the logistics industry). We also hold discussions with logistics companies in advance, review contracts with mutual agreement, and work to secure legal and appropriate transport volumes.

In 2025, we will continue to strengthen cooperation with logistics companies to build an efficient logistics system and reduce environmental impact.

Appropriate Response to Act Against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors

We are subject to the so-called Subcontract Law, which requires stricter treatment of suppliers with capital below a certain level. In FY2024, we provided training related to the Act Against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors to personnel working in the Procurement Department, who serve as liaisons with suppliers.

We will continue our efforts in line with the spirit of the Act Against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors.

Together with Local communities

Temporary Shelter Use During Disasters | Evacuation Drill for Nursery School

The Amagasaki Plant is designed to minimize damage from possible earthquakes, tsunamis, etc., based on hazard maps published by local governments. In addition, we provide more food, beverages, and other items to prepare for emergencies than necessary. For this reason, we provide guidance to neighboring municipalities so that they can be used as temporary evacuation centers in the event of a natural disaster.

In 2024, we again conducted an evacuation drill for a neighborhood nursery school by providing the headquarters as an evacuation site. Since Christmas was around the corner at that time, a person dressed as Santa Claus made the drill a fun event, such as by performing magic tricks and handing out candy as gifts.



Community contribution activities at the Nagaoka Factory

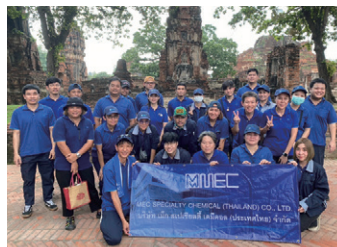
As an effort to contribute to the local community, our Nagaoka Factory, located in Nagaoka City, Niigata Prefecture, has long sponsored the Nagaoka Fireworks Festival, part of the Nagaoka Festival held to mourn the victims of the Nagaoka Air Raid. It also engages in various activities, such as joining cleanup efforts in the industrial park where it is located, managing the Nagaoka MEC Forest activities and calling for participation in them.



Exterior of Nagaoka Factory

Cleanup of Archaeological Sites by | MEC SPECIALTY CHEMICAL (THAILAND)

The Ayutthaya district of Thailand is home to many valuable archaeological ruins that have been designated as World Heritage sites. In order to contribute as much as possible to the environmental improvement of these sites, we recruited volunteers to participate in cleanup activities in 2024, continuing from last year.



MEC's Activities Related to Forests

As a manufacturer of chemicals, equipment and related materials used in the production of PCB, we use large quantities of water in our business activities. In the belief that we could make a contribution to the local community and environment, we grow forests to create water sources which will help to prevent global warming. We are growing forests in Nagaoka City, Niigata Prefecture, where our Nagaoka Factory is located, and also in Amagasaki City, Hyogo Prefecture, where our headquarters is located. Employees and their families participate in these activities under the guidance of local governments.

In 2024, the Nagaoka MEC Forest was heavily affected by heavy snowfall from the previous year. We worked to ensure the healthy growth of the forests by thinning trees and developing waterways. We will continue helping to create biodiversity-friendly forests.



Amagasaki MEC Forest



Nagaoka MEC Forest

 **MEC's Forest Building** → <https://www.mec-co.com/en/special/forest/>

Execution of ESG Investment

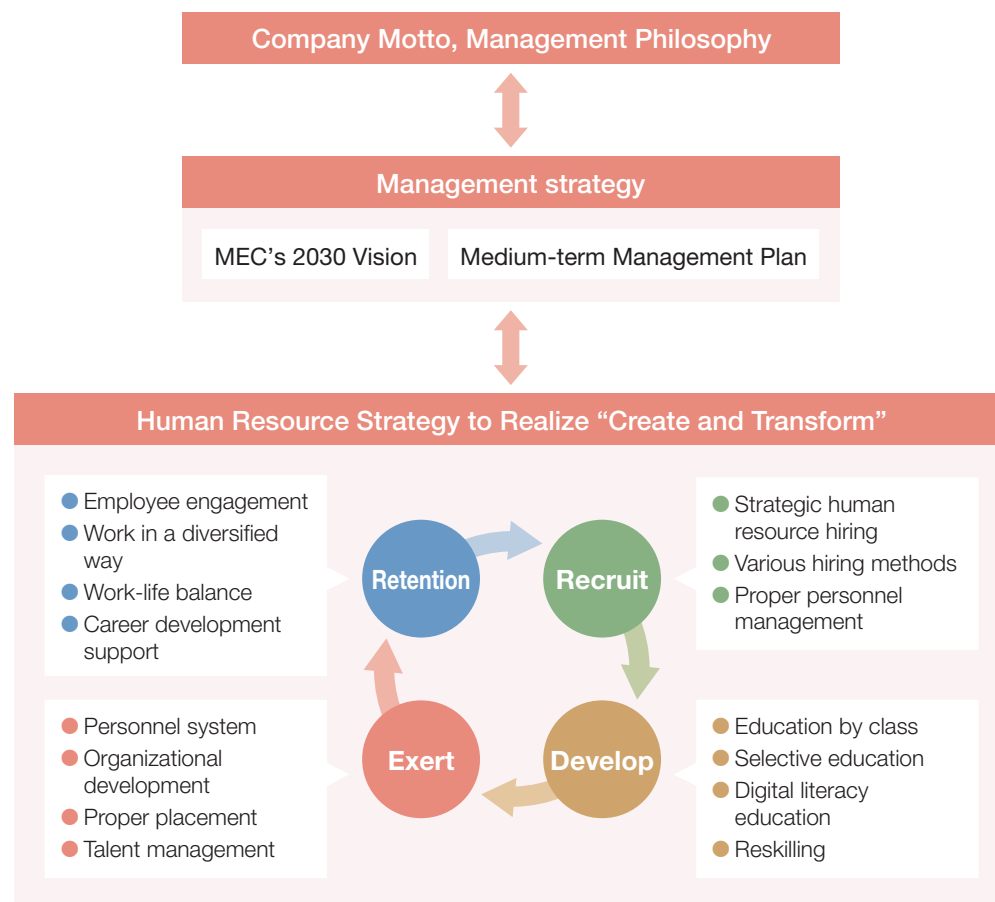
We continue to invest in and support Hyogo Prefecture's "SDGs Bonds (Green Bonds)" and Kitakyushu City's "Sustainability Bonds".

"SDGs Bonds (Green Bonds)" are bonds which are allocated to green projects that contribute to the achievement of the SDGs by taking advantage of local characteristics. "Sustainability Bonds" are bonds for which the funds raised will be used to improve the environment (a green aspect) and to contribute to solving social issues (a social aspect).

Together with Employees

Human Capital Management

Based on our corporate motto and management principle, the MEC Group has formulated and implemented a human resource strategy based on human capital management that is linked to our management strategy to realize the corporate image set forth in the Vision for 2030 and medium-term management plan.



The MEC Group regards employees as the most important human capital that supports the sustainable development of the Group. In order to enable human resources with diverse personalities and values to embody the ideal image of human resources is "autonomous driving and solidarity", we are systematically developing human resources with the aim of creating human value from a short-, medium-, and long-term perspective.

Human Resource and Internal Environment Development Policy

As part of our efforts to develop human resources and improve the internal environment with the aim of creating human value from a short-, medium-, and long-term perspective, we have established the Human Resource and Internal Environment Development Policy as shown below.

● Realizing a corporate culture that allows employees to take on challenges	We will foster a corporate culture in which human resources with diverse personalities and values can take on the challenge of "creation and transformation" through autonomous self-propulsion and solidarity.
● Supporting career and skill development	We will provide the education and training opportunities necessary for the sustainable growth of each employee and support both career and skill development.
● Promoting diversity	We will work to create a rewarding working environment by acquiring diverse human resources, building a personnel system that rewards individuals with fair evaluations, and enhancing our talent management system to realize effective human resource allocation.
● Improving employee engagement	We will improve employee engagement by promoting the development of systems and changing attitudes to accommodate a diverse range of human resources, and by improving work-life balance.
● Building a favorable internal environment	We will create a favorable internal environment in which all employees can maintain good physical and mental health and continue to work safely and energetically.

Indicators and Targets

These are non-consolidated targets for the Company.
No consolidated targets have been set.

Indicator	Target (2030)	Result (FY2023)	Result (FY2024)
Ratio of women in management positions	30% or more	30.0%	26.3%
Gender wage gap*	90% or more	87.0%	89.3%
Percentage of men taking childcare leave	85% or more	44.4%	90.0%

*At the MEC Group, the wage structure is set by position. There is no gender pay gap, and the wages of men and women in the same position is the same. The differences that exist are attributable to differences in the gender composition ratio for each position.



Together with Employees

Personnel Evaluation System

We use an absolute evaluation system for personnel evaluation to enhance transparency and persuasiveness of evaluation through feedback to evaluatees, while placing greater emphasis on the exchange of opinions between evaluators and evaluatees on the points of development. In addition to the achievement of the final goal, the process toward the goal is also subject to evaluation, thereby improving the quality of day-to-day operations toward the goal.

Diversity and Inclusion

We are actively promoting diversity and inclusion to become a company where people of all ages, genders, races, nationalities and disabilities with a variety of personalities and values can play an active role in driving innovation and growth in the Company.

Acquisition of diverse human resources

- **Mid-career talented people:** Hiring of mid-career workers with useful knowledge and experience
- **Global human resources:** Hiring of global talented people including foreign nationals
- **Full-time employee system for senior members:** Introduction of a system that allows employees to work as regular employees in a broad sense even after the retirement age of 60
- **Challenged employees:** Active hiring of persons with disabilities (FY2024 average: 3.1%)

Women's Active Engagement

Since our foundation, we have focused on fostering an organizational culture in which women can continuously demonstrate their abilities and play an active role in various life stages. We have been selected as a Nadeshiko Brand* twice in the past, in FY2015 and FY2016.

Since our foundation, we have consistently promoted the recruitment of human resources free from gender distinction, and a single pay table is applied to all full-time employees as employees on the managerial career track. The gender pay gap is 89.3 for female employees if male employees are deemed to be 100. At the MEC Group, the wage structure is set by position. There is no gender pay gap, and the wages of men and women in the same position are the same. The differences that exist are attributable to differences in the gender composition ratio for each position. Female managers accounted for 26.3% of all managers in FY2024, and female supervisors are not uncommon.

We will continue to promote appointments regardless of gender based on ability and aptitude.

*Nadeshiko Brand: A listed company selected by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange that excels in promoting women's participation as an attractive stock for investors who place importance on improving corporate value over the medium and long term.

Percentage of females in all managerial positions

FY2020	FY2021	FY2022	FY2023	FY2024
20.4%	19.6%	25.5%	30.0%	26.3%

Work-life Balance

We have introduced various systems related to employment and are working to realize flexible work styles for employees.

Original system

- Flextime system (Core time is from 10:00 to 15:00)
- Telecommuting system
- Accumulated paid leave (Purpose of acquisition: Nursing care)
- Taking annual paid leave on a half-day basis
- Child-rearing leave (5 days per year (paid) for employees who have preschoolers)
- Reduced working hours for child-rearing of children up to the third grade
- Refresh leave (granted according to years of service)
- Nursing care support leave (5 days/year with pay for nursing care for a family member within the first degree of kinship)

Support for Expatriates and Overseas Business Travelers

Medical care and safety measures

As we expand our business globally, it is essential that we provide support to our employees on overseas business travel or assignment abroad.

We have contracted with International SOS Japan LTD, a medical and security assistance company, so that overseas business travelers and expatriates can feel free to ask any questions or discuss concerns they may have when being in an environment with a culture and customs different from those of Japan.

Infection control measures

Employees who are about to be posted overseas or travel to specific regions are given government-recommended vaccinations at the Company's expense.

Also, information on local health and safety issues, including medical care, is provided by International SOS Japan LTD and disseminated to the relevant employees.

Support to enhance daily life

As an effort to help improve the daily lives of expatriates, we have introduced a system in which the Company bears the cost of shipping items, up to a certain limit, when they purchase Japanese food, medicine, daily necessities, etc. from our approved retailer's website.

Employee Satisfaction Survey

We have been conducting awareness surveys for many years to measure satisfaction levels among employees (including temporary staff) and utilize the results in our labor policies and other measures. In the 2024 survey, we found that their high level of satisfaction remained stable. We will continue to conduct awareness surveys as appropriate to ascertain employee satisfaction.

Response rate
about **80%**

(Goal / KPI)

Improvement of scores for "job satisfaction"

"Corporate culture to be cherished"

by employees (Top three items)

Satisfaction FY2023 **70.5%** → FY2024 **74.7%**

1 Challenge (2023: Challenge) **2** Creativity (2023: International sense) **3** Flexibility (2023: Creativity)

Together with Employees

Education System

In order to realize the development of human resources “capable of self-reliance, self-discipline, and solidarity”, we are implementing various training programs and measures according to objectives and employee categories.

Specifically, we have established training systems suited to our objectives and are endeavoring to improve the skills of employees, including training by rank in accordance with position and role, training for selected personnel to develop and enhance their management perspectives, and language skill improvement programs to meet the needs of global business expansion.

	Selective training	Roles and business skills						Career support	Specialized training
Top management		Training for Directors and Executive Officers							
Manager	Senior management training	Selected language training						Life - plan seminar	Disaster response training
	Digital skill training	Management training						Business skill training	Environmental law education (for practitioners, etc.)
Regular employee		Training for mid-career employees							
		Business mindset training by functional grade							
		Evaluator training							
		Evaluatee training							
		Digital literacy training							
		Education on the handling of chemical substances in the workplace							
		Harassment prevention training							
		Compliance education (Web test)							
		Exchange with other companies (external seminars, etc.)							
		New employee training							

In particular, with regard to the training to ensure that all employees have digital literacy, as stated in our medium-term management plan, we will formulate training content to close the gap between the current state and the goal, based on the results of periodic employee level surveys, and implement training as part of our rank-based education.

Promotion of DX Education

We will establish and promote a DX education system as a foundation for improvements to various business processes, with the aim of ensuring that all employees have digital literacy and providing new value through the utilization of IT and digital technology.

Seminar on Chemical Substance Related Laws and Regulations

As a chemical manufacturer, we hold in-house seminars related to chemical substance laws and regulations in Japan and overseas to improve our knowledge of related chemical substance laws and regulations so that we can properly manage chemical substances from design and development to procurement, manufacture, and disposal.



INTERVIEW

Personnel System, etc. at Overseas Locations

MEC CHINA SPECIALTY PRODUCTS (SUZHOU) COMPANY LTD.

President Shuichiro Ono

● MEC CHINA SPECIALTY PRODUCTS (SUZHOU) COMPANY LTD.

In 2002, MEC CHINA SPECIALTY PRODUCTS (SUZHOU) COMPANY LTD. began operations as our first production site in China. Currently, the company has a total of 55 employees, including 5 Japanese, and is engaged in the manufacture and sale of chemicals for the production of electronic substrates and components.

● Hiring Employees

Japanese-affiliated companies give out an image of having high stability and not taking extreme management measures such as personnel reductions, and while there are applicants who find these traits attractive, the personnel system, including salary, is based on Japanese standards, making it difficult to have extreme differences in salary as in local companies. Therefore, only those who find the aforementioned image positive end up getting hired. We are exploring various initiatives to secure the necessary human resources.

● Treatment of Employees

Employees are evaluated based on personal goals set for the year at the beginning of the year, checking the status of achievement at the end of the year, and by qualitative evaluation (motivation, ability, etc.). Evaluation results lead to salary increases, etc., in accordance with



Exterior of MEC CHINA SPECIALTY PRODUCTS (SUZHOU) COMPANY LTD.

the rules. For promotions, we have a structure in place where the general affairs and accounting department checks the reasons for the recommendation from the general manager of each department, and a decision on the promotion is made. Education is provided through on-the-job training and outside seminars, based on the judgment of department managers after observing the composition of each department's staff and individual capabilities.

We review these measures from time to time, and most recently, we took steps such as the company covering the cost of foreign language study, raising the base salary, and revising the evaluation items for the sales staff (to better reward their efforts).

● Views on Human Resources

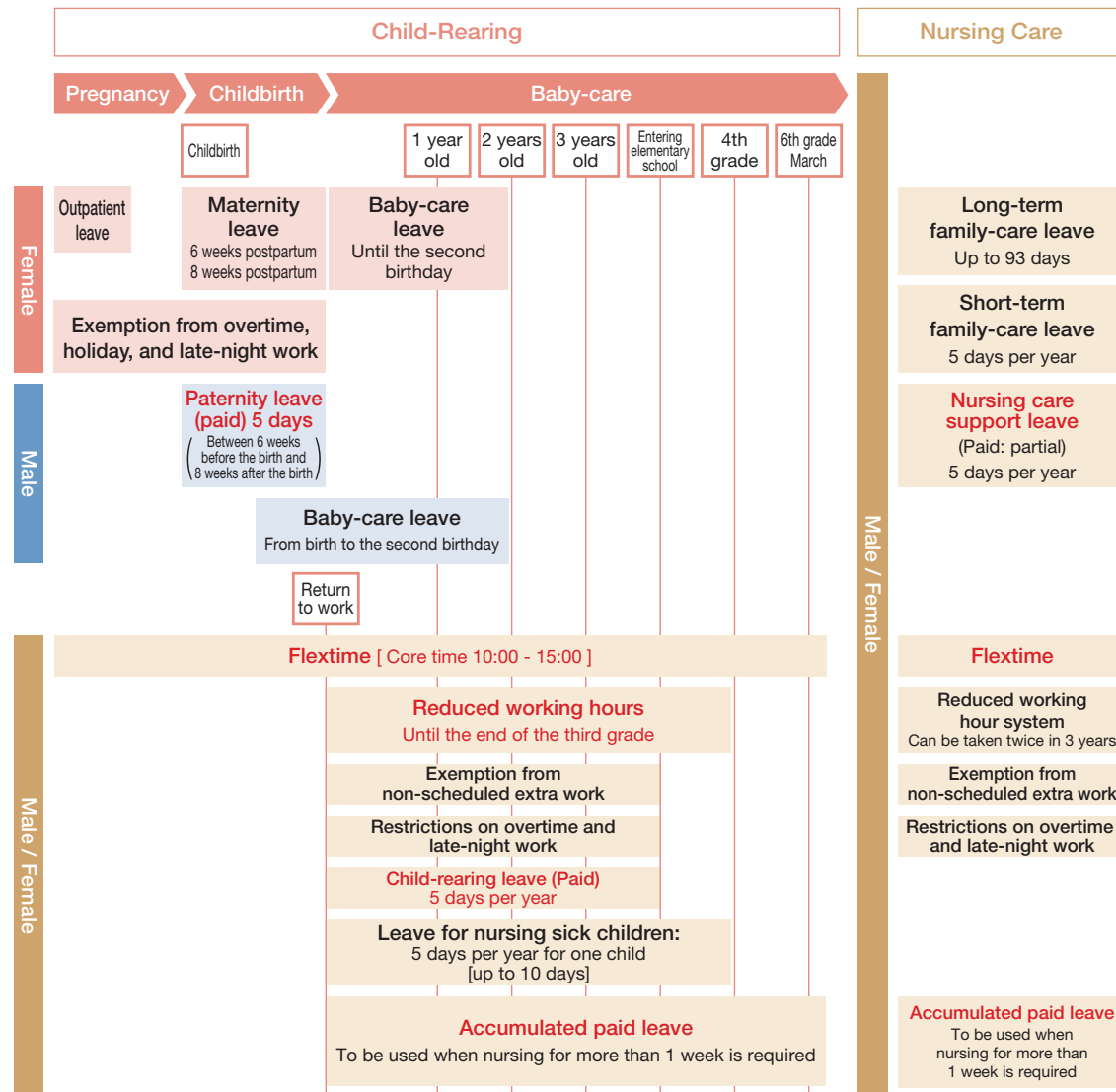
Even though geographically close, there are differences in the way of thinking, and we encounter situations where it is not possible to think based on the same standards as for Japanese when value is placed on human connections and saving face. However, although not limited to China, Japanese expatriates cannot perform their work without the cooperation of local staff at assigned sites. We believe it is more important to behave in the spirit of “when in Rome, do as the Romans do” than to make use of differences in views in human resource management.

We will promote our business activities through promoting harmony between expatriates and local staff.



Together with Employees

Systems to Support Balancing work with Childcare and Family-care



Red letters: Based on our regulations

Promotion of Male Employees taking Child-rearing leave

At MEC, we have continued to encourage men's proactive participation in child-rearing and promote an understanding of the need to balance work and childcare, resulting in a take-up rate of 90.0% in FY2024. We will build a more productive work environment by encouraging each employee to practice self-directed work styles.

Percentage of male employees who take child-rearing leave

FY2020	FY2021	FY2022	FY2023	FY2024
30.0%	25.0%	66.7%	44.4%	90.0%

Feedback from Employees (male) who took Child-rearing leave

The Company recommends that men take child-rearing leave, in order to ensure sharing of the burdens of childcare and housework, which tend to fall disproportionately on women, and to promote understanding of the balance between work and family life.

We gathered feedback from three employees who have taken child-rearing leave in FY2024.

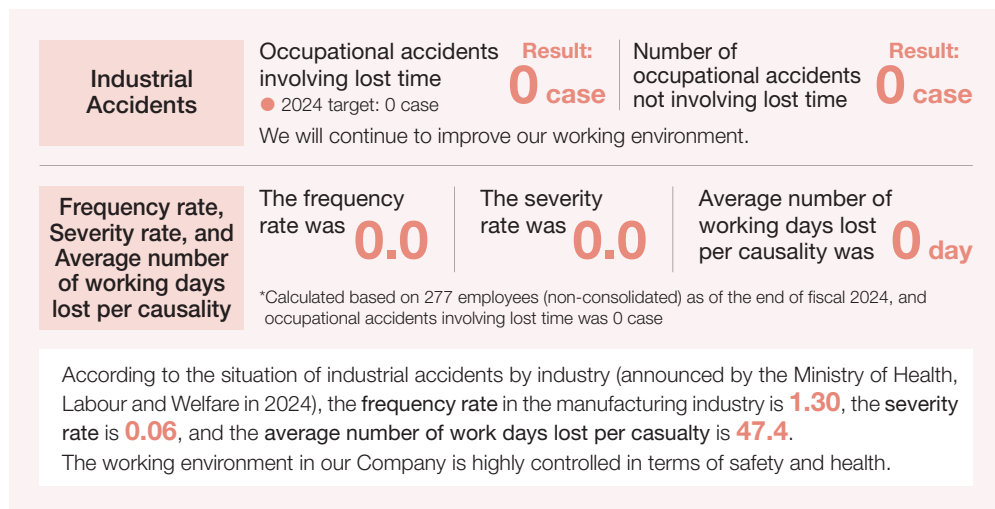


Questions	30s research department	30s research department	40s management department
Was child-rearing leave easy to take?	I could comfortably apply for leave. My supervisor and co-workers were very understanding, and I was able to smoothly apply for leave. In addition, the HR staff explained the system in detail, which helped me clear up any questions I had in applying for leave.	I could comfortably take leave. I received a thorough explanation when applying for leave and was also adequately informed of the necessary application after returning to work. My colleagues kindly supported my work and were very understanding about my taking leave.	My supervisor and co-workers were understanding, and the work environment was such that I could comfortably apply for leave.
Do you have any requests for the system itself?	None in particular.	I would be happy if the same level of salary could be received regardless of the period of leave.	None in particular.
Other impressions, etc. (Family feedback, etc.)	I applied for childcare leave for my third child, which was helpful because of the heavy burden of housework and childcare. I am grateful for a company that willingly allows men to also take childcare leave.	My wife was also pleased. I would be happy to see a system in the future that would not place a burden on household income even when leave is taken on an annual basis.	I took childcare leave for the first time with my second child, and I am glad I did so because I had more to do than expected, including taking care of my first child.

Together with Employees

Safe Working Environment

We build and operate a management system, in order to create a safe and hygienic workplace environment through efforts to discover and tackle such problems as dangerous work and places and hygiene issues.



Measures to address New Chemical Substance Regulations

In order to prevent industrial accidents caused by chemical substances, the government has revised occupational health and safety regulations and other regulations, focusing on strengthening the control system for chemical substances. We performed risk assessment for chemical substances that were not covered by the regulations until now, and took measures to prevent exposure based on the results. We also take necessary training for the appointment of chemical substance managers. As more proactive initiatives are required, the Safety and Health Committees of the respective business office is taking the lead in implementing necessary measures.

Emergency First Aid Training Sessions for Employees

We conducted general first aid training sessions for employees of the head office and Amagasaki Headquarters as well as of the head office and Higashi-hatsushima Headquarters, with the cooperation of their nearest fire stations.

The training is for Basic Life Support, which includes cardiopulmonary resuscitation through chest compressions and artificial respiration, as well as the use of an automated external defibrillator (AED), on an injured or sick person whose breathing or heartbeat has stopped.

One hundred and sixty people from both headquarters (approximately 64% of the employees) actively participated in the program and learned life-saving measures in emergency situations.



At the classroom lecture prior to hands-on training. The fire station staff members shared their life-saving knowledge with us

Establishment of Health and Safety Policy



MEC Health and Safety Policy

Company-wide policy > Put health and safety first

Safety Declaration

Based on the spirit of respect for human life, we will conduct occupational safety and health activities with the full care and participation of all employees, as part of efforts to achieve our company rule, "Let's make a fun workplace where people pay attention to health and safety". We position health and safety as one of the most important foundations of our corporate activities and allocate management resources appropriately.

MEC Action Guidelines

- We will comply with occupational health and safety laws and regulations as well as internal rules and regulations, and endeavor to continuously improve the health and safety management system and enhance the level of management, recognizing the health and safety risks associated with the activities of the Company.
- We will protect the safety and health of all workers

1) Achieve zero accidents and zero injuries <ul style="list-style-type: none"> ● Identify, assess, eliminate, and reduce hazardous areas ● Structure countermeasures ● Prevent chemical spray accidents ● Foster a sound safety culture 	2) Ensure and promote physical and mental health <ul style="list-style-type: none"> ● Prevent overwork ● Maintain and manage mental health ● Create an environment where it is easy to work
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- This Health and Safety Policy applies to all employees working together in the MEC Group, both in Japan and as subsidiaries overseas.

As a chemical manufacturer, we endeavor to provide our customers and other stakeholders with information regarding safety and security.

Respect for Human Rights: Prevention of Harassment and Discrimination

The premise of our Company is to respect human rights, and we clearly state that treatment that ignores human rights, such as child labor and harassment, is strictly prohibited. When hiring people, we check their age with official documents and make strict rules to ensure there is no dishonesty.

And we distribute the "Labor and Ethics Guidelines" prepared based on the RBA Code of Conduct to all officers and employees to raise awareness of the need for harassment prevention. At the same time, we are working to prevent harassment by posting the guidelines in our in-house database, disseminating specific cases of harassment, and providing training. The guidelines also state that we will not discriminate in terms of employment, promotion, or salary increases based on nationality, place of origin, gender, sexual minority (LGBTQ+), etc.



Labor and Ethics Guidelines Ver.7