

## The ENVIPRO Group's Environmental and Safety Activities

To realize a sustainable society, it is essential to have good environmental impact and employee safety management. We work to prevent environmental pollution by introducing environmental measure equipment to prevent potential noise, vibration, dust, and wastewater, mainly at manufacturing plants. In addition to employee safety education, risk prediction activities, and other awareness-raising activities, we regularly patrol our offices and conduct other activities on an ongoing basis to ensure thorough safety management.

Accidents, particularly serious accidents or those at plants or offices involving machinery and plant or heavy machinery—have the potential to affect many stakeholders, including employees and their families, nearby residents, business partners, and investors.

To avoid such impacts and conduct business activities smoothly in accordance with our policies, we give topmost priority to maintaining and improving the surrounding and workplace environments and ensuring the safety of our employees.

In this way, the ENVIPRO Group is committed to establishing a system to prevent damage to the external environment and harm to people.



# Establishing a Brand as a Safe and Clean Company

## 01 Activities and Role of Environmental and Safety Promotion Committee

We have established the Environmental and Safety Promotion Committee, which is responsible for initiatives across the Group companies. The committee's objective is "to establish a brand as a safe and clean company." The committee has established the following three policies, which it is working to fulfill.

### Policy 01 Create a Safe and Comfortable Workplace

We conduct risk prediction activities before commencing tasks, and offer safety activities such as regular and scheduled education and training, safety conferences, and risk assessments. We regularly measure the working environment, measure vibration and noise, analyze water quality, and implement ongoing improvement activities to create a comfortable workplace.

### Policy 02 Share Information

The Environmental and Safety Promotion Committee emphasizes information sharing and empathy. We strive to invigorate committee activities, reporting on individual companies' efforts to roll out their activities horizontally within the Group. The committee also examines causes and shares corrective measures in the event of occupational accidents, accident-related damage, and environmental abnormalities, and strives to prevent recurrence and occurrence of accidents with a unified direction.

### Policy 03 Raise the Management Level

The Group's operating companies have acquired certifications under ISO 14001 (environment) and ISO 45001 (occupational health and safety). In addition, each company promotes activities to ensure the safety and health of its employees and to protect the environment through the operation of its management system.

Activities of the Environmental and Safety Promotion Committee are reported to full-time directors of Envipro Holdings and the presidents of Group companies at monthly meetings of the Internal Control Committee (chaired by the president of Envipro Holdings). Policies and developments are communicated through the Environmental and Safety Promotion Committee to individual workplaces of each Group company. The Environmental and Safety Promotion Committee consists of members appointed from each Group company, who together with the president actively promote the companies' environmental improvement and safety assurance initiatives.

### Structure of the Environmental and Safety Promotion Committee



## 02 Initiatives to Date

By sharing the details of individual Group companies' discussions and initiatives via documents, images, and video, the committee helps each of them efficiently and effectively incorporate the items they need. In addition, discussing the experiences and knowledge of each company in response to issues that arise can be a quick way to solve them. The Environmental and Safety Promotion Committee mainly focuses on sharing, but in actual work, it is important to continue mundane efforts such as participation in morning meetings, thorough risk prediction activities, implementation of planned education and training, strengthening environmental improvement activities, and implementation of effective corrective measures.

### Environmental Activities at Group Companies

- Employee measurement of the working environment
- Implementation of vibration diagnostic equipment and start of operations
- Implementation of vibration countermeasures at existing facilities
- Implementation of dust control measures in plants
- Implementation of pigeon control and extermination in plants
- Addition of in-plant lighting, switch to LEDs
- Implementation of firefighting drills (evacuation and rescue drills)
- Maintenance of flowerbeds
- Cleaning of gutters and oil and water separation tanks in the plant

### Safety Activities at Group Companies

- Installation of security cameras in plants
- Introduction of forklifts with safety devices
- Installation of safety devices for existing facilities, safety fences, and emergency stops
- Acceptance of Vietnamese technical intern trainees and implementation of safety education
- On-site inspections in the event of occupational accidents
- Holding of safety conferences
- Implementation of special training by people who have completed the instructor training course
- Introduction of emergency communication devices for plant workers



Maintaining flower beds



Introduction of forklifts with safety devices



Implementation of dust control measures in plants



Measuring vibration



Implementation of vibration countermeasures at existing facilities



Implementation of rescue drills



Conducting evacuation drills



Performing fit test



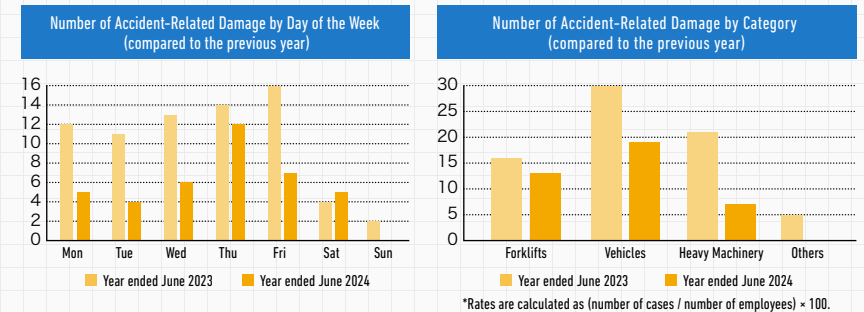
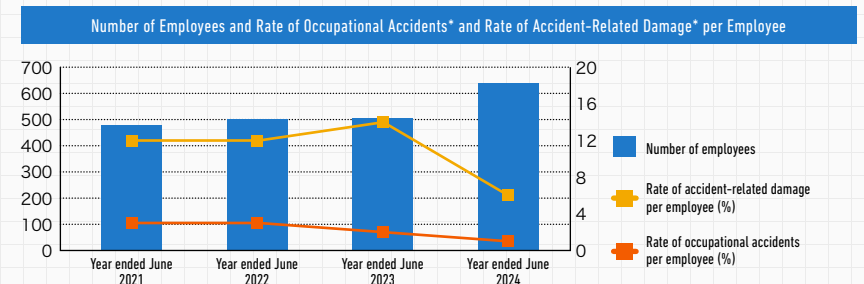
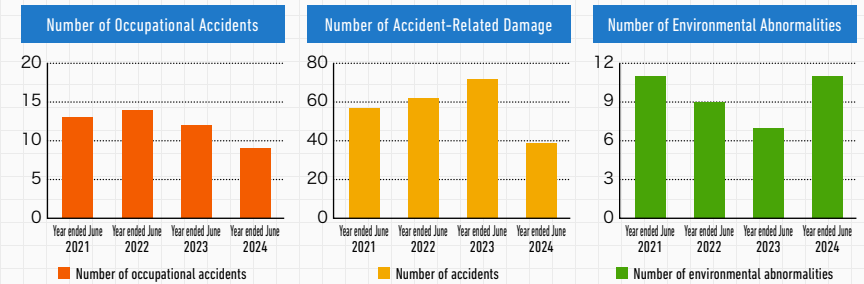
Conducting firefighting drills

### 03 Results in the Fiscal Year Ended June 2024

The number of accidents at the ENVIPRO Group has been trending downward since the fiscal year ended June 2020, owing to the strengthening of environmental and safety activities and the establishment of the Environmental and Safety Promotion Committee. In the fiscal year ended June 2024, the Group experienced nine occupational accidents, three fewer than the previous year; 39 accident-related damage, a decrease of 33 compared to the previous year; and 11 environmental abnormalities, an increase of four from the previous year.

The number of employees of the Group at the end of the fiscal year has increased by 222 from 418 to 640 in the six years from the fiscal year ended June, 2019 to the fiscal year ended June, 2024, which means that there was a decrease in the incidence rate \* per capita.

- The number of occupational accidents has decreased. Of the nine occupational accidents, three were people who had been with the company for less than a year, a decrease from half the total in the previous year. three occupational accidents happened to employees who had been with the company for at least one year but less than three years, and three happened to employees who had been with the company for at least three years.
- In both the fiscal year ended June 2022 and the fiscal year ended June 2023, there were two occupational accidents that involved someone getting pulled into a rotating part, and in the fiscal year ended June 2024, we conducted activities with the goal of reducing accidents involving rotating bodies to zero, and achieved zero incidents throughout the fiscal year.
- We were able to significantly reduce the number of accident-related damage. As in the previous year, the trend did not change significantly when following the day of the week when the incident occurred, and the results showed a trend that was likely to occur towards Friday at the end of the week. In addition, when we divided accidents into categories according to what kind of work was being done at the time, the most common cases were vehicles(8 sales vehicles and 11 transport vehicles), followed by forklifts and heavy machinery in operation.Overall, there was a downward trend compared to the previous year, but the decrease in events with heavy machinery operation was noticeable.



\*Rates are calculated as (number of cases / number of employees) × 100.

### 04 Plans for Future Initiatives (Year ended June 2025) and KPIs

The Group has established an annual activity plan for each company based on three policies mentioned above and with the objective "to establish a brand as a safe and clean company." While the ultimate goal is to achieve zero accidents, as medium-term KPIs, we aim to halve the number of occupational accidents (with zero cases of work-related accidents resulting in leave of absence), the number of accident-related damage, and the number of environmental abnormalities. In the fiscal year ended June,

2024, there was a decrease in occupational accidents and accident-related damage, but an increase in environmental abnormalities. We will identify trends in incidents and implement effective corrective actions to reduce the occurrence of similar incidents. We will carry out the activities planned by each group company, and promote them as initiatives of the entire ENVIPRO Group in order to achieve the medium-term KPI even one year earlier if possible.