

NuFlare Technology, Inc. Basic Policies Concerning Occupational Health and Safety

Based on our basic commitment of "Committed to people, Committed to the future," we at NuFlare Technology "commit to raising the quality of life for people around the world, ensuring progress that is in harmony with our planet."

In keeping with this commitment, NuFlare Technology is dedicated to the development, manufacturing, sales, maintenance, and servicing of semiconductor manufacturing systems while respecting the cultures and customs around the world as part of being a "corporate citizen of planet Earth." Therefore, we place the highest priority on human life, safety, and compliance, and we make concerted efforts throughout our operations to create safe and comfortable workplace environments and promote the maintenance and improvement of physical and mental health, by the participation of all members.

- 1 Positions health and safety among the most important issues for management, and strives to prevent occupational injury and disease in the workplace by achieving continual improvement based on an occupational health and safety management system.
- 2 Complies with legally mandated requirements and also with other requirements to which we voluntarily subscribe that relate to occupational health and safety hazards.
- 3 Sets objectives and targets and acts decisively to achieve them with regard to the following by the participation of all members:
 - (1) Eradication of occupational accidents and diseases in the workplace and all sources of such hazards, and the mitigation of OHS risks by:
 - (i) Clarification, dissemination and observance of safety rules
 - (ii) Appropriate response to mandatory chemical substances
 - (iii) Reduction in risk due to high-pressure or toxic gases electricity, and machinery
 - (iv) Reducing the risk of tripping, crashing, falling, and being hit by flying objects (including the risk during the assembly and disassembly of equipment and systems);
 - (v) Promoting 5S activities (Sort, Set in order, Shine, Standardize, Sustain), that is the base of safety and security.
 - (2) The maintenance and promotion of physical and mental health in order to enable all employees to bring their individual capabilities into full play.
- 4 Properly discusses occupational health and safety with people in different positions and their representatives involved in our business and supports them in engaging in the promotion of occupational health and safety.
- 5 Proactively discloses our commitments to occupational health and safety and the results we achieve, in order to contribute to society's enhancement of health and safety management standards.

April 1, 2023

President & Representative Director


NuFlare Technology, Inc.