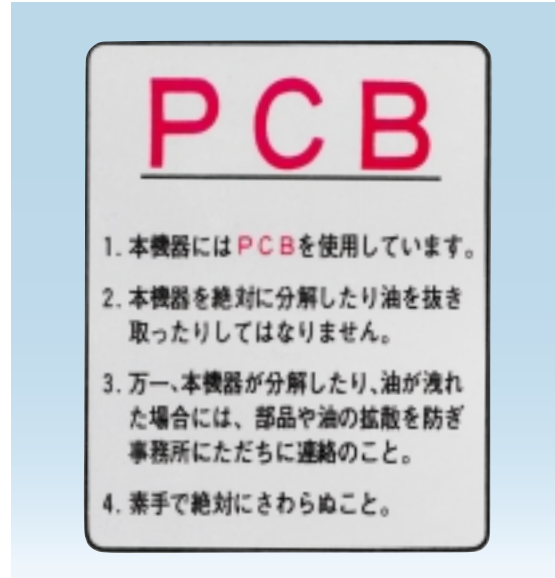


### Status of storage of electric equipments containing PCB

We continue the strict storage of electric equipments containing PCB. At the same time, we will entirely abolish the equipments currently used by fiscal 2005, and intend to finish harmless treatment of them by fiscal 2010, according to newly enforced Law Concerning Special against PCB.

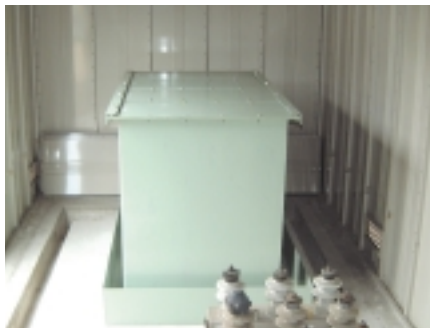
	Number of notified plants	In use	Storage
On an unconsolidated basis	19	175	578
Affiliates	11	12	90
Total	30	187	668

\* All plants and affiliates ( manufacturing and non-manufacturing departments ) were examined.



A label attached to the equipment containing PCB

### Storage warehouse of PCB



### Status of groundwater contamination control

Although trichloroethylene was used in our two plants, we stopped its use in Tsukuba plant in November 2001. The concentrations of the chemicals in groundwater at the plant where trichloroethylene is used do not exceed the environmental standards.

The substitution for trichloroethylene is difficult because of the Fire Service Law, in Naniwa factory located in central Osaka.

We try to stop using trichloroethylene in Naniwa factory with stricter control.

Plant	Substances	Using period	Annual amount of use ( fiscal 2001 )	Measured value in groundwater	Environmental standard
Tsukuba	Trichloroethylene	1993 ~ 2001	0.9 ton	Not detected ( less than 0.0001mg/ℓ )	0.03mg/ℓ
Naniwa	Trichloroethylene	1993 ~ 2001	8.4 ton	Not detected ( less than 0.002 mg/ℓ )	0.03mg/ℓ



Observation well



Alternative washing machine ( Tsukuba plant )

## Labor safety and sanitation

Aiming at the workshops where employees can work safely and healthfully We at Kubota promote to make our workshops safe and healthy, without labor disasters and occupational diseases, from the point or view of "Human lives respect", under the concept of "Safety first".

We promote our safety and sanitation management based on "safety and sanitation standards", "long-term disaster decrease plan" for every five years started 1973, and safety and sanitation guideline for every year, considering "scheme making" in which the safety culture could be fermented and "human training" as our main goals, and dividing it into central safety and sanitation management, and each plant's safety and sanitation management ( manufacturing departments and construction departments ).

And regarding labor safety and sanitation management system, we acquired OHSAS ( Occupational Health and Safety Assessment Series ) 18001 certificate in Kashima plant in March 2002, following Tsukuba plant in the previous year.

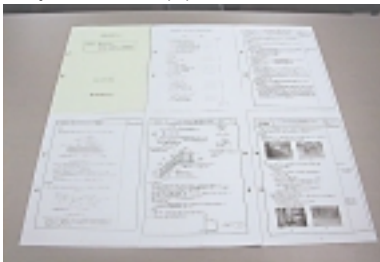
### Our activities in the manufacturing departments

We are promoting the risk reduction activities by the introduction of risk assessment method, and the activities in which the machines and equipments would be intrinsically safe, from the point of view of "scheme making".

Regarding "human training", we are tackling our activities, in which we not only obey law conventionally but also consider our employees' safety, by carrying out education and training positively.

We are also tackling the improvement of safety and sanitation management, conducting safety and sanitation patrol to intensify our safety and sanitation management activities in each plant.

"Safety standards of equipments", standards for equipments being intrinsically safe



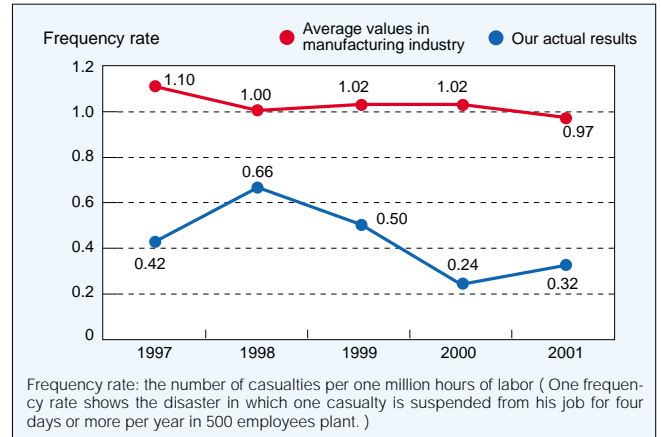
We have already established the safety standards of prevention of being pinched or caught in the equipments, falling from the high place, explosion and fire so far.

### Status of safety and sanitation patrol activities



We patrol in all of our plants from the point of view of safety and sanitation, and guide them to improve the dangerous places.

### Transition of absent disaster frequency rate in plants



### Our activities in the construction departments

From the point of view of " scheme making, and human training ", we conduct the establishment and application of design standards, education and training, safety and sanitation patrol at the construction sites, and so on. In this way, we are trying to wipe out disasters, intensifying management function of the branches and the thorough controlling management of construction sites by the division concerned.

### A guidance scene of safety and sanitation patrol in a construction site



### Our activities on mental health

The activities on mental health and care are required as people become interested in the health of mind. We are tackling the awareness activities positively to make our employees inform the knowledge of mental health through our in-house magazines and trainings, to find mental health problems soon and to conduct suitable measures entirely.

### Special feature article in our in-house magazine

