

Sustainability

Report

**2022**

# Contents

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## Editorial Policy

At the Unipres Group, we are building mutual understanding and forging relationships of trust with stakeholders as we undertake various initiatives to maintain our growth, thereby contributing to the sustainable development of society as a whole. In order to use disclosure of non-financial information as a means to help others understand Unipres in even greater detail, we have compiled the relevant information into a single PDF file in the form of the Unipres Sustainability Report 2022.

This report conforms to the Core option of the GRI Standards.

### Reporting period

FY2021 (April 1, 2021 to March 31, 2022)  
For measures implemented before or after this period, the month and year are noted.

### Publication

Japanese version: July 2022  
English version: September 2022

### Reporting cycle

Published each year as an annual report

### Target companies

Unipres Corporation and 22 consolidated subsidiaries in Japan and overseas

### Reference guidelines

- The GRI Sustainability Reporting Standards (GRI Standards)
- CSR guidebook of the Japan Auto Parts Industries Association

### Contact for inquiries regarding this report

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General Administration Department  
Sustainability Promotion Group  
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1-19-20 Shin-Yokohama, Kohoku-ku,  
Yokohama-City, Kanagawa-Pref.,  
222-0033  
<https://www.unipres.co.jp/en/>

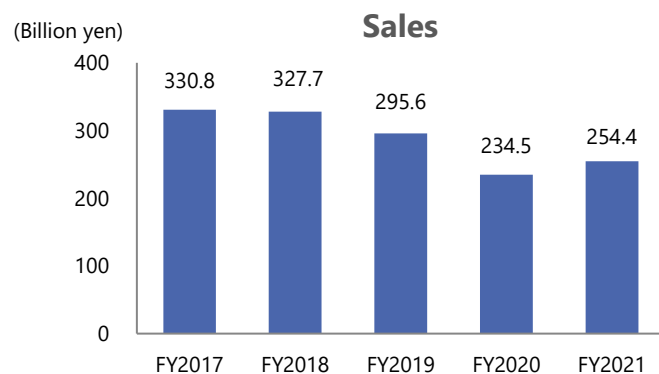
### Disclaimer

Unipres' current plans, strategies, beliefs, performance outlook, and other statements in this Sustainability Report that are not historical facts contain forecasts about the future at the time of publication. Note that such forecasts, expectations, outlooks, and projections contain risks, uncertainties, and assumptions and may turn out to be significantly different from actual results.

# Corporate Profile

## ■ Company Outline (March 31, 2022)

Company Name	UNIPRES CORPORATION
Establish	March 1, 1945 (Change of name through company merger on April 1, 1998)
Head Office	1-19-20 Shin-Yokohama, Kohoku-ku, Yokohama City, Kanagawa Pref.
Business Activities	1. Manufacture and sale of automotive parts 2. Manufacture and sale of electric machinery parts 3. Manufacture and sale of metal products 4. Manufacture and sale of welders, dies, jigs and tools 5. Inspection and maintenance of press machinery
Capital	10,168.95 million yen
Sales	254.4 billion yen (consolidated/ending March 31, 2022)
Employees	8,622 (consolidated)
Consolidated subsidiary	22
Affiliated company accounted for by the equity-method	6



## Offices and Plants

Kanagawa Pref., Shizuoka Pref., Tochigi Pref., Fukuoka Pref., Hiroshima Pref., U.S.A., Mexico, U.K., France, China, India, Thailand, Indonesia, Brazil

## Principal Customers

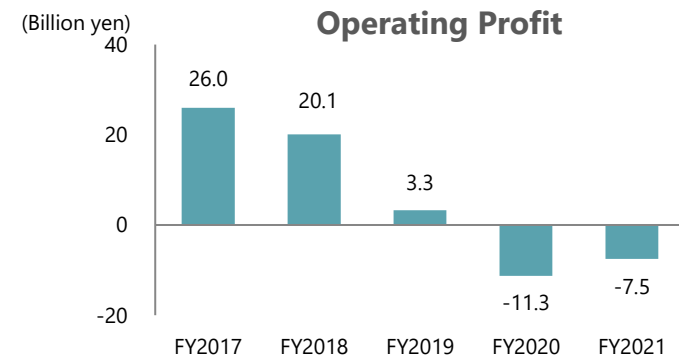
Nissan Motor Co., Ltd. Nissan Shatai Co., Ltd.  
JATCO Ltd Honda Motor Co., Ltd.  
Mitsubishi Motors Corporation Groupe PSA  
Renault S.A.S. Mazda Motor Corporation  
SUBARU CORPORATION  
SUZUKI MOTOR CORPORATION  
Isuzu Motors Limited DAIHATSU MOTOR Co., LTD.  
Hino Motors, Ltd. UD Trucks Corporation  
Marelli Corporation AISIN CORPORATION  
Dynax Corporation NSK-Warner K. K.  
Musashi Seimitsu Industry Co., Ltd.  
Japan Auto Parts Industries Association

Main association membership  
Stock Exchanges on Which the Company's Shares are Listed  
Number of Shares Issued  
Number of Shareholders

Tokyo Stock Exchange, Prime Market  
(Securities code: 5949)

47,991,873

23,262



## ■ Main Business Activities

### Car body products

We provide the car body structural parts that determine basic vehicle performance. For an optimal structure, all the parts are considered together as a system. Light vehicle weight along with safety is achieved through increased use of HTSS.



<Main products>  
Platform parts; body frame parts; fuel-related parts, including gasoline tanks; chassis parts; dies for pressing; welding equipment and jigs

### Precision-pressed products

Our precision transmission parts are made to exacting, world-class standards. Along with precision, they meet demands for light weight and durability. Our original UFP (Unipres Fine Press) technology enables wider use of pressing for precision parts.



<Main products>  
Automatic transmission parts; drive motor parts; four-wheel drive transfer parts; dies for pressing; welding equipment and jigs

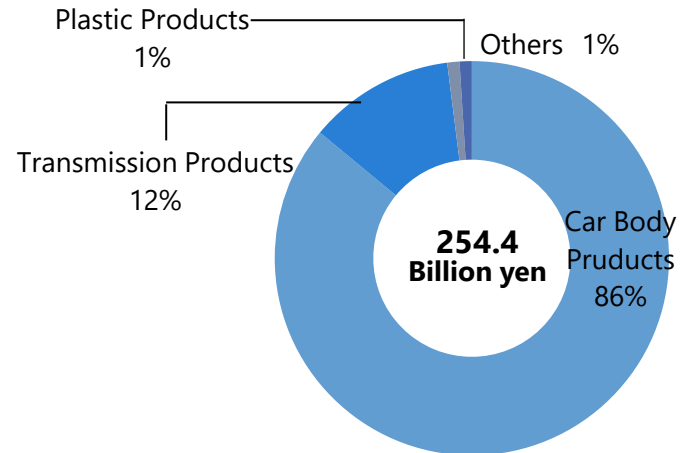
### Plastic-pressed products

Use of plastic for body parts, which must be strong and durable, greatly contributes to reducing vehicle weight. Our original technology achieves far greater productivity than conventional injection molding.



<Main products>  
Exterior and interior trim parts; structural body parts; dies for pressing; welding equipment and jigs

Sales Breakdown by Product Category



### Global Network

The overseas deployment of automobile manufacturers is accelerating year by year. As an automobile parts manufacturer that meets the needs of its customers, Unipres provides support for the development and production of world cars. We deliver the highest quality products anywhere in the world in a timely manner. Furthermore, with regional headquarters in the US, UK, and China Unipres is further strengthening cooperation among our bases all over the world.



#### <Overseas Bases>

##### [Americas]

- Unipres North America, Inc.
- Unipres U.S.A., Inc.
- Unipres Southeast U.S.A., Inc.
- Unipres Alabama, Inc.
- Unipres Mexicana, S.A. de C.V.
- MA Automotive Brazil Ltd.

##### [Europe]

- Unipres Europe, SAS
- Unipres (UK) Limited

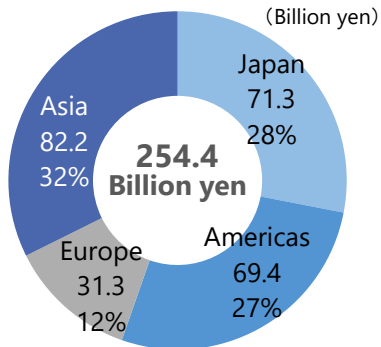
##### [Asia]

- Unipres (China) Corporation
- Unipres Guangzhou Corporation
- Unipres Zhengzhou Corporation
- Unipres Wuhan Corporation
- Unipres Sunrise Corporation
- Dongfeng Unipres Hot Stamping Corporation
- Unipres Precision Guangzhou Corporation
- Unipres India Private Limited
- PT. Unipres Indonesia
- Unipres (Thailand) Co., Ltd.

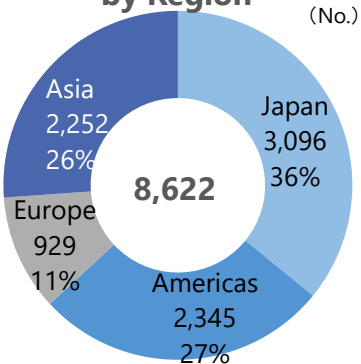
#### <Domestic Bases>

- Unipres Corporation
- Head Office
- Sagami Office
- Fuji Office
- Tochigi Plant (Moka)
- Tochigi Plant (Oyama)
- Tool & Die Plant
- Fuji Plant (Fuji)
- Fuji Plant (Fujinomiya)
- Unipres R & D Co., Ltd.
- Unipres Kyushu Corporation
- Unipres Precision Corporation
- Unipres Mold Corporation

Sales Breakdown by Region



Employee Distribution by Region



\* Figures in pie charts are before consolidation adjustments.

## ■ Management Philosophy

### “Perfecting Machine Press Technologies: Going a Step Beyond”

We are dedicated to furthering technical progress, finding practical applications, and pursuing innovation to perfect Unipres products that are used throughout the world.

We are committed to faithfully performing these roles and assuming these responsibilities and will be unceasing in our efforts to cultivate the core of our activities.

#### <Vision for Unipres>

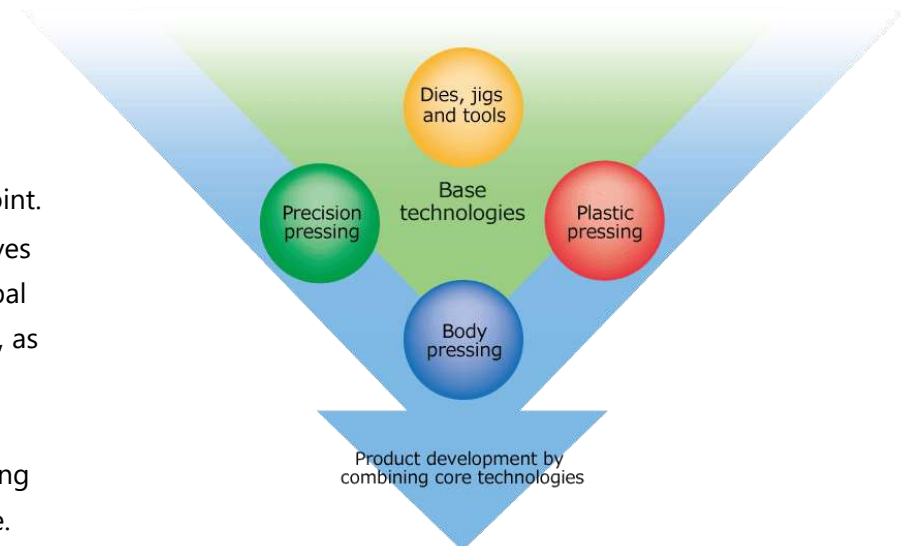
As a company, Unipres aims to:

1. Develop technologies anticipating market needs
2. Manage costs flexibly to maintain its preeminent competitive position
3. Employ a global strategy addressing structural changes in the automotive

## ■ Unipres' Mission

### Press technology for the protection of people and the earth

The automobile, indispensable to human society, now faces a major turning point. By reducing the weight of individual vehicle parts, fuel efficiency can be improved resulting in fewer emissions of CO<sub>2</sub> which is thought to be responsible for global warming. This kind of evolution is required in the automotive industry. Unipres, as a comprehensive manufacturer of press-formed automotive components, is supporting car manufacturing by proposing a variety of new technologies. Today we are applying highly advanced press technology to create parts meeting both safety and ecology needs, for the automobile manufacturing of the future. Aiming both to co-exist harmoniously with the environment and bring joy to people all over the world, unipres continues to take up this challenge.



#### Improving safety and contributing to a low-carbon society

Realizing high strength and lowering CO<sub>2</sub> emissions through weight reduction and improved fuel efficiency

# Top Message

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## We contribute to achieving a carbon neutral society through our business activities.

In April 2022, we established the Unipres Group Basic Policy on Sustainability. This policy was formulated on the basis of our desire to achieve a sustainable society in harmony with the global environment and contribute to people's safety and security through the advanced press technologies we have developed over the years, and to further accelerate our efforts by sharing this desire with all employees of Global Unipres.

In recent years, efforts to achieve carbon neutrality have accelerated around the world, and governments and companies are rapidly taking measures to this end. We have set a goal of achieving net-zero CO<sub>2</sub> emissions in our business activities by FY2050, and eventually becoming carbon neutral in the Unipres Group and its entire supply chain.

The shift to EVs is progressing rapidly in the automotive industry toward achieving carbon neutrality. We have positioned "accelerated response to electrification" as one of our key

management issues, and are working to strengthen the development of products and production technologies that contribute to electrification and weight reduction more than ever, and are thus accelerating our response to the changing needs of the world.

We also believe that it is important to incorporate climate change risks into our business strategies. In FY2021, we expressed support for the recommendations made by the Task Force on Climate-Related Financial Information Disclosures (TCFD) and identified risks and opportunities that climate change poses to our business. In June 2022, we summarized our findings in a TCFD report. We will continue to disclose and disseminate information and vigorously promote measures for decarbonization.

To achieve sustainability management, it is essential for us to work with our stakeholders through business activities. We will continue to



meet expectations by being aware of the interests of our stakeholders, carrying out dialogs, and deepening mutual understanding.

President and Representative Director  
Nobuya Uranishi



# Sustainability Management

## Philosophy and Policy on Sustainability

The Unipres Group has positioned sustainability initiatives as an important management issue and has been promoting them for achieving a sustainable society and enhancing the Group's corporate value on a sustainable basis. In April 2022, we established the Unipres Group Basic Policy on Sustainability to ensure that all Unipres Group employees are of one mind.

We will fulfill our social responsibility as a corporation by implementing initiatives based on this policy, and will contribute to the achievement of a sustainable society by solving social issues through our business activities.

### < Unipres Group Basic Policy for Sustainability >

The Unipres Group, through our excellence in press technologies, shall contribute to the realization of environmentally friendly and safer society globally.

We shall build a trust-based relationship with our stakeholders by fair and sincere business activities.

In this way, we shall create economic and social values at once to enable sustainable development of society and the Unipres Group in a mutually beneficial manner.

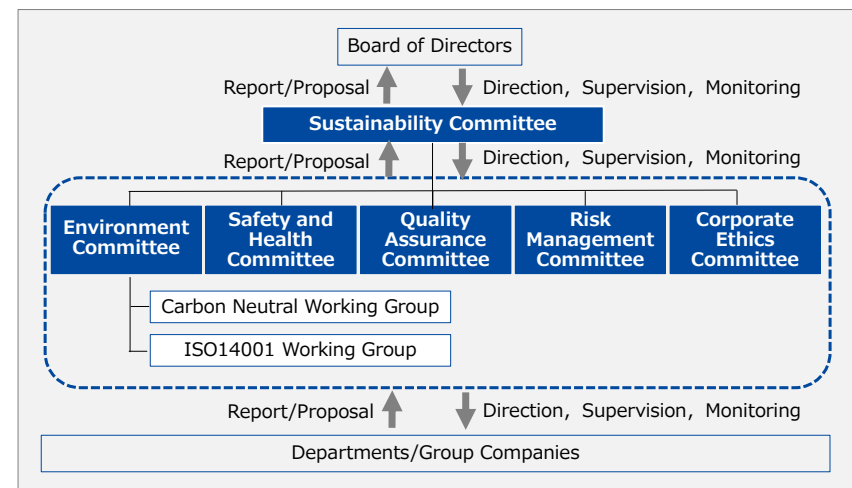
## Sustainability Promotion System

In order to further strengthen our sustainability management in accordance with our Basic Policy for Sustainability, we established the Sustainability Committee in April 2022.

The Sustainability Committee is supervised by the Board of Directors and deliberates materiality (key issues) and medium- and long-term goals to address these issues. The committee also reports and makes proposals to the Board of Directors, as appropriate, concerning policies, targets, action plans, progress, and achievements related to sustainability, including internal control.

In addition, five specialist committees will be established under the Sustainability Committee, with each specialist committee focusing on ESG specific issues.

The Committee is chaired by the president and consists of members appointed by the Board of Directors from among executive officers.



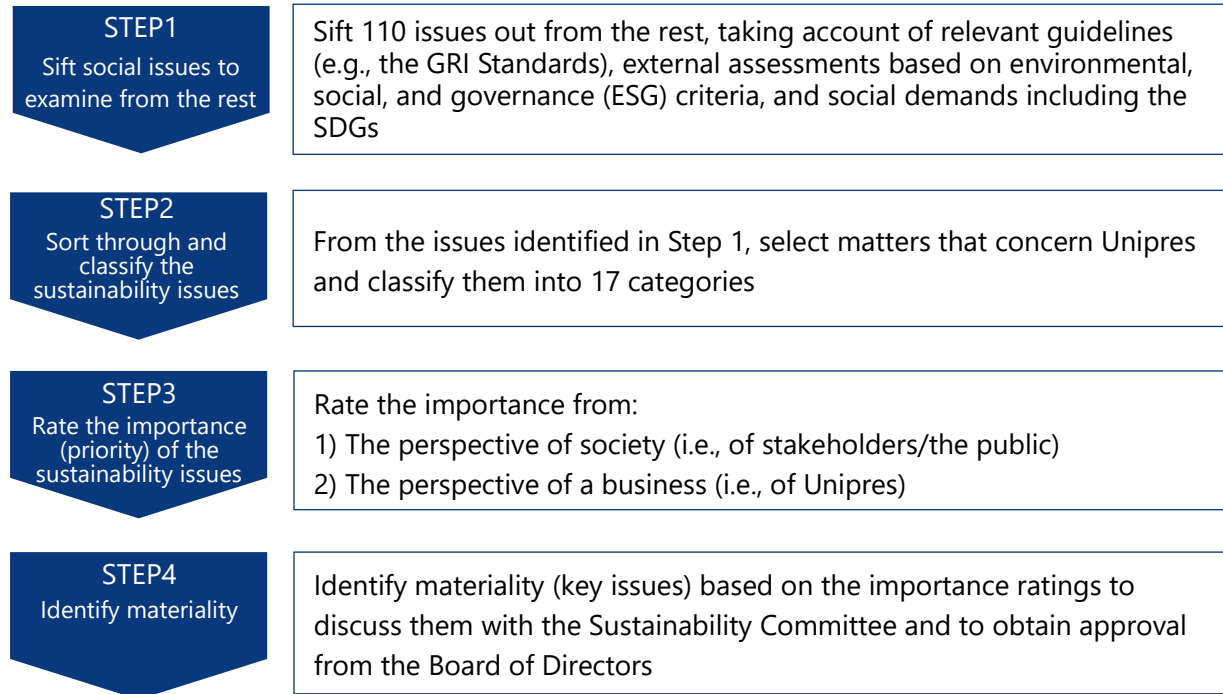
# Materiality

## ■ Identification and Review of Materiality

In 2017, we identified ESG materiality (key issues) as our management issues so that the Unipres Group will achieve sustainable growth and help develop a sustainable society by providing solutions to global social issues that the SDGs address.

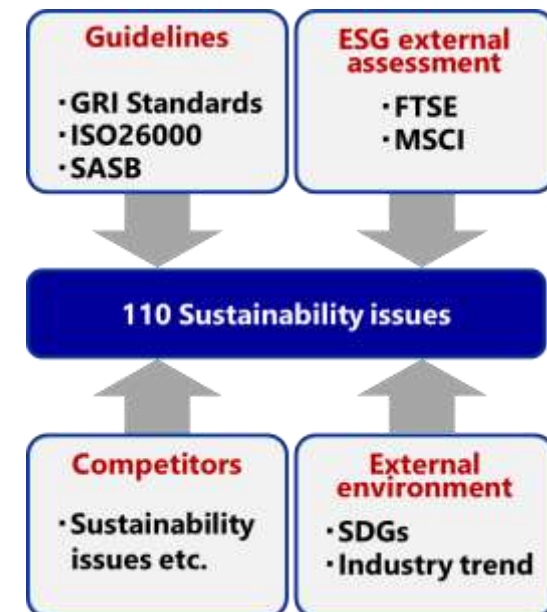
We review the ESG materiality as necessary to reflect social conditions and stakeholder opinions (most recently reviewed in March 2022).  
The process for identifying materiality is shown below.

### <Process for Identifying Materiality>



### STEP1 : Sift social issues to examine from the rest

We have selected 110 issues, taking account of not only the relevant guidelines (e.g., the GRI Standards, ISO 26000, and the SASB standards), but ESG-related external assessments (e.g., the FTSE ESG and MSCI ESG Indexes), actions taken by competitors who serve as our benchmarks, and new issues surrounding sustainability that the SDGs present.



**Step 2: Sort through and classify the sustainability issues**

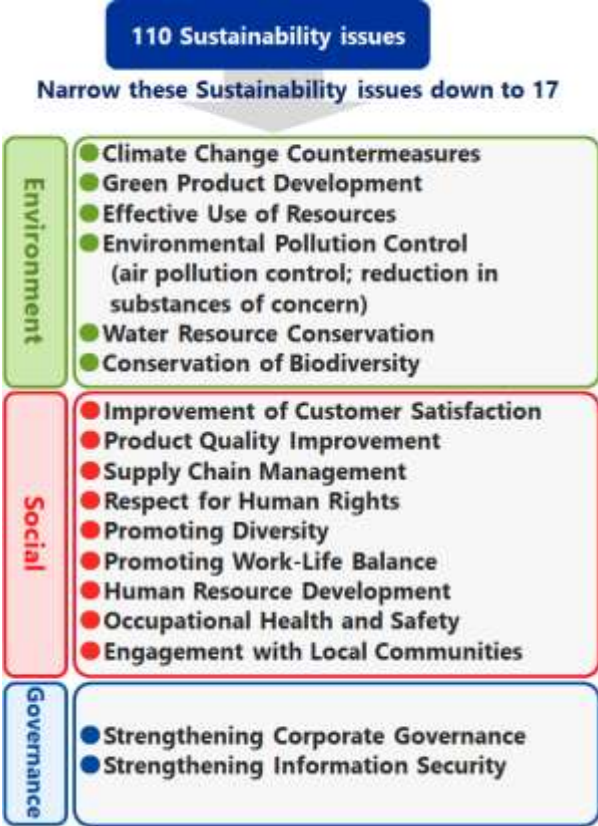
We classified the 110 issues selected in Step 1 into Categories E, S, and G, and sorted redundant issues to identify matters highly relevant to our business activities.

**Step 3: Rate the importance (priority) of the sustainability issues**

We rated the 17 issues sifted from the rest in Step 2 from two axis: "importance for stakeholders" and "importance for Unipres." Then we mapped the outcomes to the matrix to identify the "key sustainability issues facing the Unipres Group (materiality)." When rating importance, we took account of our medium- and long-term initiatives and policies along with trends in the industry, and tried to incorporate stakeholders' various expectations wherever possible.

**Step 4: Identify materiality**

We identified the eight most important matters as materiality (key issues). The eight materiality issues were discussed by the Sustainability Committee and ultimately approved and determined by the Board of Directors. Our relevant departments set targets for materiality and other ESG issues, and the Sustainability Committee and other related committees regularly check progress and evaluate the degree of achievement at the end of each fiscal year to implement the PDCA cycle.



## ■ The Medium- and Long-term Targets (-FY2030)

In line with the review of materiality, we began to revise some of our medium- and long-term targets in FY2022.

\* Those with no indication of scope are global targets.

Materiality	SDGs	Targets
<b>Climate Change Countermeasures</b>	7, 13, 15	30% reduction in CO <sub>2</sub> emissions from our business activities in FY2030 (relative to FY2018)
<b>Green Product Development</b>	9, 12, 13, 15, 17	<Car body parts business> - Development of lighter parts and adoption of the parts for mass-produced vehicles <Transmission parts business> - Development of parts for electric cars and adoption of the parts for mass-produced vehicles
<b>Efficient Use of Resources</b>	7, 12, 13	Recycling rate of industrial waste: 60% or higher [Unipres Corporation/Unipres R & D Co., Ltd.]
<b>Product Quality Improvement</b>	3, 9, 12, 17	Zero defects
<b>Respect for Human Rights</b>	5, 8, 10	Zero incidents of human rights violations
<b>Promoting Diversity</b>	5, 8, 10	1. Increase in women managers to 7% 2. Increased ratio (60%) of local employees in senior management* positions at overseas locations [Overseas] * Full-time board members and executive officers
<b>Supply Chain Management</b>	9, 12, 13, 16, 17	[Promoting sustainable procurement] No high-risk suppliers* regarding the environment and society * Suppliers whose scores are below our standard in the Suppliers' Self-Assessment
<b>Strengthening Corporate Governance</b>	12, 16	1. Continued implementation of measures to improve the effectiveness of the Board of Directors 2. No incidents of serious legal violations 3. No incidents of anti-corruption violations

### SDGs (Sustainable Development Goals)

Unipres strives to achieve the SDGs in cooperation with our stakeholders through technology, products, and various other business activities.

#### Some of our commitments to achieve SDGs

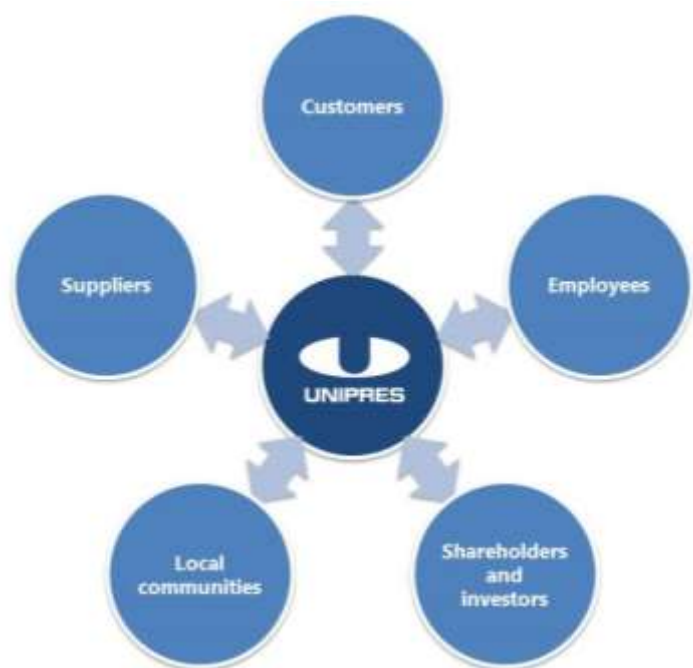
Contributing to a low-carbon society by reducing vehicle body weight (goals 9, 13, and 15)	- Technology development of ultra-high-tensile material processing - Development of resin battery case
Donations through a shareholder benefit plan (goals 1, 3, 10, 11, 13, 15, and 17)	- More Trees - Foundation for Orphans from Automobile Accidents - Kids Smile QUO Card (page 58)
Initiatives to reduce CO <sub>2</sub> in logistics (goals 13, 15, and 17)	- CO <sub>2</sub> reduction by modal shift - CO <sub>2</sub> reduction by improving logistics (page 22)



## Stakeholder Engagement

A wide variety of important stakeholders have an effect on the Unipres Group's business activities. We will continue our efforts to communicate with stakeholders, build mutual understanding, and forge relationships of trust in order to maintain the growth of the Unipres Group and facilitate the sustainable development of society at large.

### <The Unipres Group's Stakeholders>



### <Methods of Interacting with Stakeholders>

#### ◆Customers

Sales/proposal activities, quality assurance activities, and joint research activities

#### ◆Employees

Employee performance appraisals, educational program, awards program, informal gatherings between workers and management, internal whistle-blowing (via internal and external contact points), occupational safety and health measures, stress checks, Employee motivation survey, various counselling services, and in-house newsletter/intranet

#### ◆Suppliers

Procurement activities, suppliers' meetings, Continuous Improvement (Kaizen) Training Workshops, and awards program

#### ◆Shareholders and investors

Disclosure of information (via statutory disclosure, the Tokyo Stock Exchange's timely disclosure, mass media, and external websites), annual shareholders' meetings, business reports, financial results briefings for analysts and institutional investors (twice in FY2021), small meetings (6 times in FY2021), individual interviews (with 101 individuals in FY2021), shareholder questionnaires, and IR Information E-mail Distribution Service

#### ◆Local communities

Sponsorship: Supporting members of General Incorporated Association F. Marinos Sports Club, u-life 21, Mount Fuji Women's Relay, Nissan Cup Oppama Championship\*, Fuji Festival\*, etc.

Donations: Foundation for Orphans from Automobile Accidents and More Trees Plant tour, disclosure of information and response to inquiries via external websites, participation in business associations (the Japan Auto Parts Industries Association, etc.)

\* These program was cancelled in FY2021 due to the COVID-19.



# Environment

## Environmental Management

### Basic Approach and Policy

Guided by our Environmental Policy, we will comply with environmental laws and regulations, and build, maintain, and continuously improve our environmental management system.

In addition to ensuring safety when developing products, we will strive to minimize their impact on the environment by reducing environmentally hazardous substances and conserving resources and energy.

Various environmental regulations have been put in place to ensure our society is sustainable. This has prompted Unipres to set out the fundamental thinking behind all its activities in the form of its Environmental Policy, which forms the basis for our efforts to preserve the environment.

### <Environmental Policy>

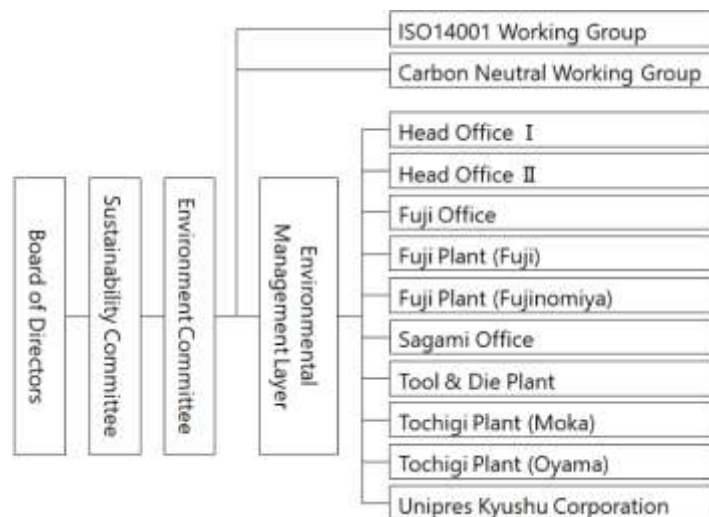
Based on our management philosophy of "Perfecting Machine Press Technologies: Going a Step Beyond," Unipres contributes to global environmental preservation from an international perspective by constantly striving to create new functions and value. To pass down a beautiful and rich earth to the next generation, Unipres takes the following action to create societies that enjoy sustainable development:

1. We comply with environmental laws and regulations as well as other requirements to which our company agrees, and we work to protect the environment.
2. We endeavor to curb greenhouse gas emissions by bringing together materials, dies, equipment, and products on an entirely new plane.
3. We strive to prevent pollution of the air, water, and soil by reducing and limiting our use of environmentally hazardous substances (including harmful chemicals).
4. We endeavor to curb our use of mineral and water resources and our production of waste by conserving energy and resources, as well as reusing and recycling.
5. We collaborate with local communities and society at large to help preserve biodiversity and ecosystems.
6. We seek to maintain and upgrade our environmental management system by making ongoing improvements.

## Promotion System

The Sustainability Committee, under the supervision of the Board of Directors, discusses and determines environmental policies, targets, and action plans, including climate change countermeasures, and the Environment Committee, established under the Sustainability Committee, promotes initiatives and regularly conducts quarterly progress checks.

The Environment Committee, consisting of the executive officers and environmental managers of each district, meets four times a year. The Committee is chaired by the Executive Officer in charge of general affairs.



In addition, we have established the Carbon Neutral Working Group and the ISO 14001 Working Group under the Environment Committee. The Carbon Neutral Working Group grasps the actual situation within the company, examines energy conversion, and studies initiatives to reduce CO<sub>2</sub> emissions, in order to achieve carbon neutrality. The ISO 14001 Working Group promotes efforts to maintain and operate environmental management systems and to resolve environmental issues.

## Environmental Management System

Since 2004 the Unipres Group has been working to earn certifications under the ISO 14001 international standards for environmental management systems. We are operating our environmental management system and pursuing measures to reduce the impact on the environment of our corporate activities.

### <FY2021: ISO 14001 Certification Status>

Of all the business sites of the Unipres Group, 81.0% are certified.

\* Based on the number of production sites  
(Domestic100% Overseas63.6%)

Domestic	● Head Office I	● Head Office II
	● Unipres R & D Co., Ltd.	
	● Fuji Office	
	● Fuji Plant (Fuji)	
	● Fuji Plant (Fujinomiya)	
	● Sagami Office	
	● Tool & Die Plant	
	● Tochigi Plant (Moka)	
	● Tochigi Plant (Oyama)	
	● Unipres Kyushu Corporation	
Overseas	● Unipres Southeast U.S.A., Inc.	
	● Unipres Mexicana, S.A. de C.V.	
	● Unipres (UK) Limited	
	● Unipres (China) Corporation	
	● Unipres Guangzhou Corporation	
	● Unipres Zhengzhou Corporation	
	● Unipres PrecisionGuangzhou Corporation	
	● Unipres India Private Limited	

## Climate Change Countermeasures

Related SDGs



### Basic Approach

The Unipres Group recognizes and supports the importance of the "The Paris Agreement" and various other agreements on global warming countermeasures. We support the Japanese government's move toward decarbonization, and we comply with the country's climate change-related laws and regulations, such as Act on the Rational Use of Energy and the Law Concerning the Promotion of Measures to Cope with Global Warming, and submit annual reports to the government on our energy consumption, progress in achieving energy conservation targets, and greenhouse gas emissions. And, in June 2021, Unipres expressed its support for the Task Force on Climate-Related Financial Disclosures (TCFD). We are part of Japan Climate Initiative (JCI), which is a broad network of companies and organizations actively working to stop climate change. We also set targets for reductions in greenhouse gases, using as a reference the Environmental Voluntary Action Plan provided by the Japan Auto Parts Industries Association (JAPIA), an industry group to which we belong. Now, We are making efforts to collect information by answering a questionnaire on our company's

efforts toward carbon neutrality by JAPIA, and actively participating in seminars on carbon neutrality.

The Unipres Group has identified "climate change countermeasures" as one of its material issues and is working throughout the Group to mitigate the effects of climate change by reducing greenhouse gas emissions, which are considered the main cause of climate change. Specifically, we will introduce high-efficiency equipment, review production methods, and introduce renewable energy.

If the position of an industry association is significantly more retardant than or inconsistent with our Group's environmental policy or carbon neutrality goals, we will talk to the association and, in the unlikely event of a discrepancy, will give priority to our own position.

☆Online link: -[Supporters list of TCFD](#)  
-[Japan Climate Initiative \(JCI\)](#)  
-[The Environmental Voluntary Action Plan provided by the Japan Auto Parts Industries Association \(in Japanese\)](#)

### Response to TCFD Recommendations

Unipres has expressed its support for the TCFD and issued a TCFD report in June 2022 summarizing the disclosure items recommended by the TCFD.

By promoting information disclosure based on the TCFD recommendations, we will build a sustainable management foundation including a trust relationship with stakeholders.

☆Online link: [TCFD Report](#)





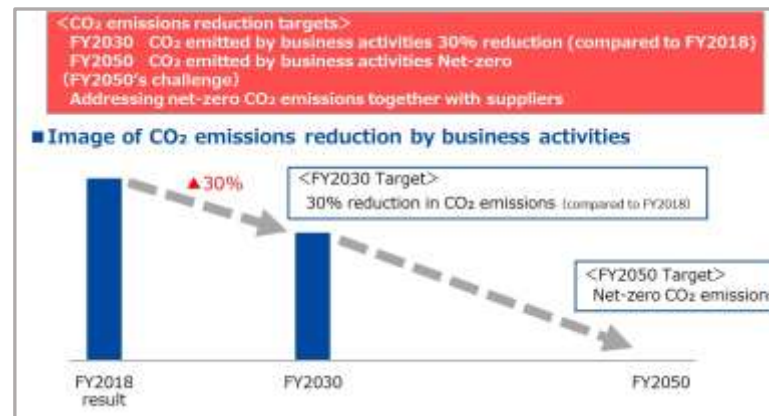
**Targets and Results**

(✓: Achieved    △: Almost/partially achieved    X: Not achieved)

Medium- and Long-term Targets	FY2021 Targets	Results	Level of Achievement	FY2022 Targets
30% reduction in CO <sub>2</sub> emissions from our business activities in FY2030 (relative to FY2018)	11% reduction in CO <sub>2</sub> emissions (relative to FY2010) [Unipres Corporation/Unipres R & D Co., Ltd./ Unipres Kyushu Corporation] *Scope1・2	▲22%	✓	10% reduction in CO <sub>2</sub> emissions (relative to FY2018) [Global]
	Ratio of green purchases: 41.6% or more [Unipres Corporation]	30.7%	X	Ratio of green purchases: 41.6% or more [Unipres Corporation]
	Reduction of 24.3t- CO <sub>2</sub> or more in distribution [Unipres Corporation/Unipres R & D Co., Ltd./ Unipres Kyushu Corporation/Unipres Mold Corporation/Unipres Precision Corporation]	▲66.7t-CO <sub>2</sub>	✓	Reduction of 82.4t- CO <sub>2</sub> or more in distribution [Unipres Corporation/Unipres R & D Co., Ltd./ Unipres Kyushu Corporation/Unipres Mold Corporation/Unipres Precision Corporation]
	Preparation of disclosure in accordance with the TCFD-recommended disclosure items	Implemented scenario analysis	✓	—

<Setting goals to achieve carbon neutrality>

The Unipres Group has set new CO<sub>2</sub> emission reduction targets to achieve carbon neutrality.



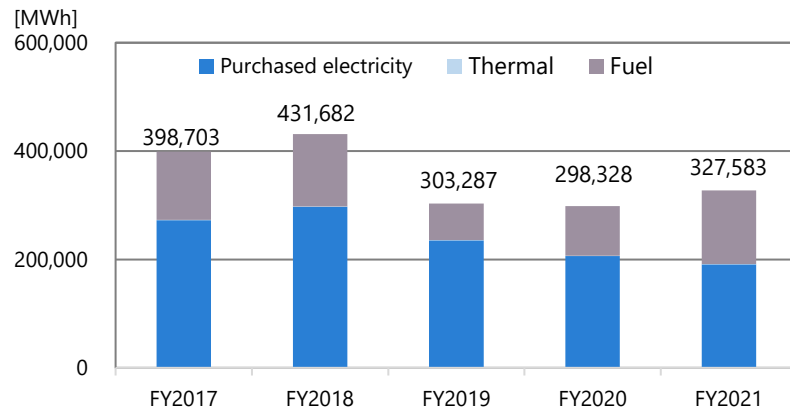
## Performance reporting and initiatives

### ■ Production Efforts

#### <Energy Usage>

##### [Global Energy Use]

Our energy use across the globe in FY2021 increased 9.8 percent from FY2020. The main reason for the increase is the addition of Unipres Wuhan to the scope of tabulation.



	Unit [MWh]				
	FY2017	FY 2018	FY 2019	FY 2020	FY2021
Total use	398,703	431,682	303,287	298,328	327,583
Purchased electricity	272,512	297,469	234,999	206,583	190,804
Thermal	485	485	592	608	594
Fuel	125,706	133,728	67,696	91,137	136,185

\*The system boundary corresponds to Unipres and its consolidated subsidiaries in Japan and overseas.

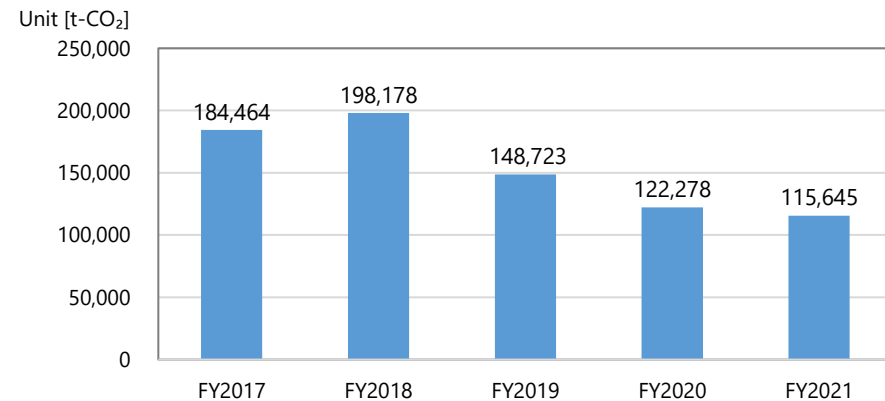
Please note that Unipres North America is excluded.

\*Unipres (Thailand) and Unipres Wuhan were added to the scope of tabulation in FY2021.

#### <Greenhouse Gas Emissions>

##### [Global Greenhouse Gas Emissions]

Our greenhouse gas emissions across the globe in FY2021 dropped 5.4 percent from FY2020. The main reason for the decrease is lower capacity utilization due to a shortage of semiconductors.



	Unit [t-CO <sub>2</sub> ]					
	Global Warming Potential	FY2017	FY 2018	FY 2019	FY 2020	FY2021
Total emissions	-	184,464	198,178	148,723	122,278	115,645
Carbon dioxide (CO <sub>2</sub> )	1	184,369	198,138	148,705	122,256	115,566
Methane (CH <sub>4</sub> )	25	20	27	12	14	32
Nitrous oxide (N <sub>2</sub> O)	298	75	13	6	8	47
PFCs	-	-	-	-	-	-
SF <sub>6</sub>	-	-	-	-	-	-

\*The system boundary corresponds to Unipres and its consolidated subsidiaries in Japan and overseas.

Please note that Unipres North America is excluded.

\*Unipres (Thailand) and Unipres Wuhan were added to the scope of tabulation in FY2021.

\*PFCs and SF<sub>6</sub> are not emitted from Unipres' operations.

## [Direct Greenhouse Gas Emissions (Scope 1)]

	Unit [t-CO <sub>2</sub> ]				
	FY2017	FY2018	FY2019	FY2020	FY2021
Energy-derived CO <sub>2</sub>	29,289	29,302	14,394	21,770	29,943
Other GHGs	95	40	18	22	79
Methane (CH <sub>4</sub> )	20	27	12	14	32
Dinitrogen monoxide (N <sub>2</sub> O)	75	13	6	8	47

\*The system boundary corresponds to Unipres and its consolidated subsidiaries in Japan and overseas.

Please note that Unipres North America is excluded.

## [Indirect Greenhouse Gas Emissions (Scope 2)]

	Unit [t-CO <sub>2</sub> ]				
	FY2017	FY2018	FY2019	FY2020	FY2021
Energy-derived CO <sub>2</sub>	155,079	168,836	134,311	100,486	85,623

\*The system boundary corresponds to Unipres and its consolidated subsidiaries in Japan and overseas.

Please note that Unipres North America is excluded.

## [Indirect Greenhouse Gas Emissions in the supply chain (Scope 3)]

	Unit [t-CO <sub>2</sub> ]	
	boundary	FY2021
Category 1 (Purchased product)	Unipres Corporation, Unipres R & D Co., Ltd. Unipres U.S.A., Inc., Unipres Southeast U.S.A., Inc., Unipres Alabama, Inc., Unipres Mexicana, S.A. de C.V., Unipres (UK) Limited,	1,611,005
Category 2 (Capital goods)	Unipres Guangzhou Corporation, Unipres Zhengzhou Corporation, Unipres Precision Guangzhou Corporation, Unipres India Private Limited, PT. Unipres Indonesia UM Corporation, SAS, Unipres Wuhan Corporation	63,996
Category 4 (Outsourced logistics)	Unipres Corporation, Unipres R & D Co., Ltd. Unipres Kyushu Corporation	2,061
Category 5 (Waste)	Unipres Corporation, Unipres R & D Co., Ltd. Unipres Kyushu Corporation	741
Category 6 (Employees' business trips)	Unipres Corporation, Unipres R & D Co., Ltd.	3,123
Category 7 (Employees' commuting)	Unipres Corporation, Unipres R & D Co., Ltd.	719

\*Calculations in scope 3 are based on the Emissions Unit Database for Calculating an Organization's Greenhouse Gas Emissions Throughout the Supply Chain (ver. 3.2) issued by the Ministry of the Environment.

## <Energy Conservation Activities>

### ◆Introduction of energy-efficient transformers

We install transformers with less energy losses when we need a new transformer or replace an old one in an effort to save energy. Currently, our Tochigi Plant in Mooka and Fuji Plant in Fujinomiya have these energy-efficient transformers.



### ◆Use of a gas heat pump for air conditioning

Our Tochigi Plant in Mooka has replaced its boiler for indoor heating with a gas heat pump (GHP) that uses municipal gas.

Since the GHP is designed to recover exhaust heat, which was conventionally discarded, we hope that the use of it will help us save more energy.



### ◆Introduction of cogeneration system

The Sagami Office introduced a cogeneration system using city gas as fuel. By switching from a conventional heavy-oil-fired hot-air boiler, it has become possible to recover exhaust heat and achieve an energy reduction of about 14%. In addition, as the system uses city gas as a fuel, which is considered to be disaster-tolerant, we can expect early recovery from damage caused by an earthquake or other disturbance.



### ◆Switching to high-efficiency lighting

In order to promote CO<sub>2</sub> emissions reduction through energy conservation, we are switching to high-efficiency lighting in our offices and plants. By FY2018 we had replaced all ceiling lights at our plants in Oyama, Moka, Oppama, Sagami, Fuji, and Fujinomiya with LED lighting.

As a result we succeeded in reducing electricity use by up to one fourth while providing better illumination.



### ◆Introducing Leaf, the company-owned electric vehicle

Unipres has been working to reduce emissions of exhaust gas arising from burning gasoline and CO<sub>2</sub> by introducing an electric vehicle, the Nissan Leaf.

We manufacture components such as car body structural parts, battery cases and plastic undercovers for the Nissan Leaf, and contribute to the improvement of automobile fuel efficiency through the creation of lightweight products and the promotion of zero-emission vehicles.



### <Introducing Renewable Energy>

As part of our strategy to reduce emissions of greenhouse gases, we are introducing photovoltaic power generation. Having installed photovoltaic power systems at in Japan, our Fuji Office, our Fuji plants in Fuji and Fujinomiya, and our Tochigi plants in Oyama and Moka, and overseas in Mexico and the United Kingdom in 2020, we are now generating electricity. At our Tochigi Plant (in Moka) for example, we are able to supply almost all the energy used in the administrative building. The generated electricity is also used to charge the Company's Leaf electric vehicles and as an emergency power supply during power cuts. In FY2021, Unipres as a whole generated 188,667 kWh of electricity, all of which was used within the Company. This resulted in an annual reduction in use of fossil fuel (crude oil) of approximately 49 kl, as a consequence of which annual CO<sub>2</sub> emissions were cut by some 88 tons. This is equivalent to the amount of CO<sub>2</sub> absorbed by 6,285 cedar trees in a year.\*

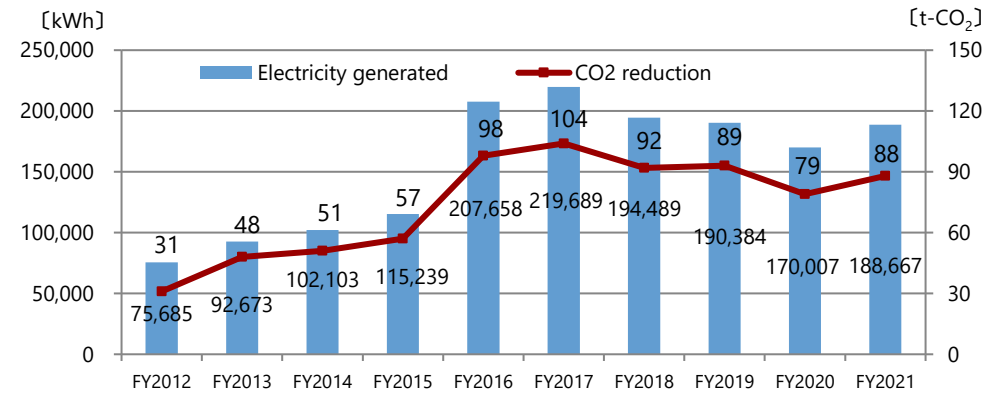


Fuji Plant (Fujinomiya)



Unipres Mexicana, S.A. de C.V.

### [Volumes of Electricity Generated by Photovoltaic Systems and CO<sub>2</sub> Reductions]



\*The system boundary corresponds to Fuji office, Fuji plant(Fuji), Fuji plant (Fujinomiya), Tochigi plant (Oyama) and Tochigi plant (Moka).

\*Calculation was based on the assumption that the amount of CO<sub>2</sub> absorbed by one cedar tree was approximately 14 kg per year (Estimated from Measures to Promote Forest Carbon Sinks to Prevent Global Warming by the Ministry of the Environment and Forestry Agency)

## ■ Distribution Efforts

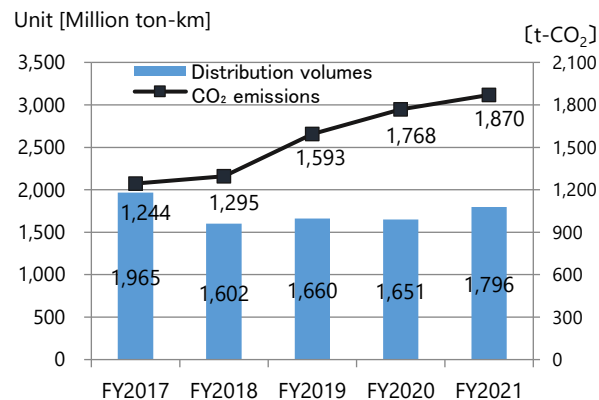
### <Reduction of Greenhouse Gas (CO<sub>2</sub>)

#### Emissions during Distribution>

As our volume of consigned freight transportation amounts to less than 30 million ton-kilometers annually, Unipres does not qualify as a specified consigner as defined under the Act on the Rational Use of Energy, and is therefore exempt from submitting notifications under that act or other laws and regulations. Nonetheless, we draw up plans for cutting CO<sub>2</sub> emissions during distribution and strive to achieve reductions.

In FY2021 we succeeded in meeting our voluntary targets for the year as a result of implementing measures such as a modal shift.

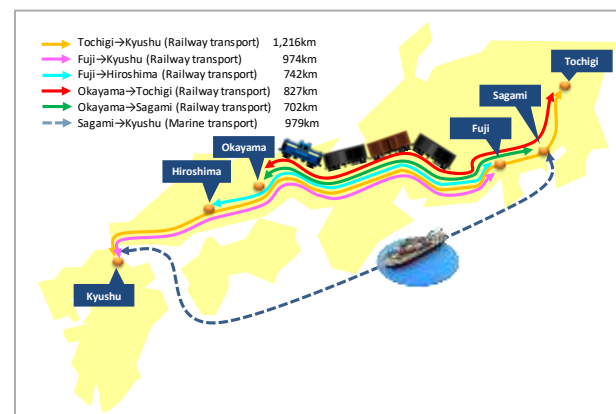
#### [Distribution Volumes and Distribution-Derived Greenhouse Gas (CO<sub>2</sub>) Emissions]



### <CO<sub>2</sub> Reduction via Modal Shift>

We have switched from truck-based transportation to rail freight and ferry transportation to mitigate impact on the environment through reduction of CO<sub>2</sub> emissions, and through other means such as alleviating traffic congestion to prevent air pollution.

According to Japan's Ministry of Land, Infrastructure, Transport and Tourism, CO<sub>2</sub> emissions per transportation unit are about one-thirteenth for rail freight and one-fifth\* for ferry transportation compared to commercial trucks.



Unipres' rail freight and ferry transportation in FY2021 amounted to 4,250,000 ton-kilometers. If one compares the resulting emissions with emissions for equivalent transportation by truck, it appears that the modal shift resulted in a CO<sub>2</sub> emissions reduction of approximately 454 tons.

\* CO<sub>2</sub> emission per transportation unit is the volume of CO<sub>2</sub> emitted when transporting 1 ton of freight 1 kilometer. The ratio refers to relative emission volumes in FY2019.

### <Reduction of CO<sub>2</sub> Emissions through Improvements in Distribution>

We have been working on distribution-related energy conservation measures by setting a CO<sub>2</sub> emissions reduction target each fiscal year. Measures we took in FY2021 included increasing the container filling rate, and as a result we exceeded our CO<sub>2</sub> reduction target by 274%.

#### [CO<sub>2</sub> Emissions Reduction in FY2021]

CO <sub>2</sub> reduction target	CO <sub>2</sub> reduction achieved	Rate of achievement
24.3t-CO <sub>2</sub>	66.7t-CO <sub>2</sub>	274%



## Green Product Development

Related SDGs



### Overview of Technological Development

The Unipres Group combines its basic technologies relating to equipment such as dies, jigs, and tools with core technologies comprising car body pressing, precision pressing, and plastic pressing to develop and manufacture products with an emphasis on safety and the environment. The Group's Medium-Term Management Policy is "Promote UPS activities and enhance our profitability and competitiveness to be the No. 1 global company," and in accordance with this policy, the Group is pushing ahead with deepening its core domain centering on press technologies, as well as tackling new domains including innovative methods and products. On the R&D front, the Japan-based Unipres R & D Co., Ltd. is spearheading the development of new technologies and new products, as well as conducting joint research with automotive and steel manufacturers, and universities.



In addition, given that regulations on collision safety and fuel efficiency have become stricter and electrification has been rapidly progressing in recent years, we work on technological development for even lighter parts and vehicles using ultra-high-tensile and hot stamping materials, and on new product development using other materials. We have also begun to work on technological innovation in production through automation coupled with DX, aiming to become one of the industry's most competitive companies.

At the end of FY2021, personnel involved in R&D numbered 733, and R&D expenditure for FY2021 amounted to 6.4 billion yen. Meanwhile, industrial property rights held by the Unipres Group as a whole at the end of FY2021 numbered 62.

### <Main R&D Challenges in FY2021>

- Development of 1.5 GPa class super high tensile parts
- Development of hot stamping parts
- Development of transmission parts for future expansion of electrification
- Development of high-performance plastic parts
- Production technology innovation through DX

**Targets and Results**

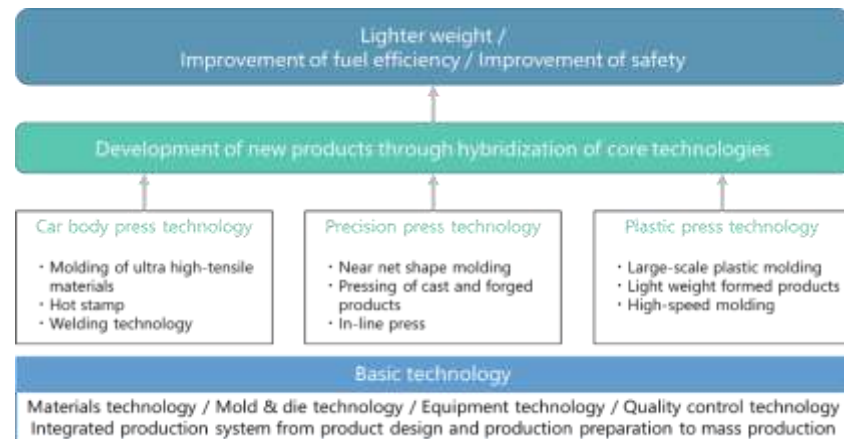
(√: Achieved Δ: Almost/partially achieved X: Not achieved)

	Medium- and Long-term Targets	FY2021 Targets	Results	Level of Achievement	FY2022 Targets
Car body parts business	Development of lighter parts and adoption of the parts for mass-produced vehicles	[Development plan progress rate: 100%] (1) Expanded application of 1.5 GPa class cold pressed parts (2) Commercialization of 1.8 GPa class hot stamping parts (3) Commercialization of parts that use hot stamping strength segregation technology	(1)85% (2)100% (3)100%	Δ	[Development plan progress rate: (1) (2)100%,(3)50%] (1) Expanded application of 1.5 GPa class cold pressed parts (2) Commercialization of 1.8 GPa class hot stamping parts (3) Commercialization of parts that use hot stamping strength segregation technology
Transmission parts business	Development of parts for electric cars and adoption of the parts for mass-produced vehicles	[Development plan progress rate: 100%] Develop transmission parts for electric cars	85%	Δ	[Development plan progress rate: 90%] Develop transmission parts for electric cars

**Initiatives**

**Development and Design Efforts**

Unipres has contributed to weight reduction, improved fuel efficiency, and enhanced safety by improving car body press, precision press, and plastic press technologies thanks to our base technologies relating to materials, molds, equipment, and quality assurance.



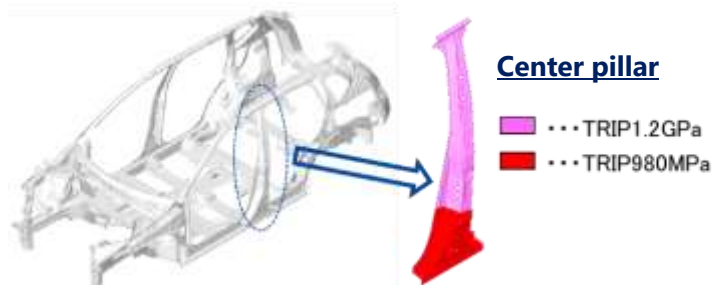


## Development Example 1

### Development of Tailored Blank Technology Using Ultra-High-Tensile TRIP Steel

Unipres has successfully developed tailored blank technology using ultra-high-tensile TRIP steel. Tailored blanks are made by connecting blanks of different materials by laser welding before press forming. In the center pillar of Nissan Motor's new Xtrail model ordered in China, a high-strength, highly formable material (1.2 GPa class TRIP steel) is used for the upper part, and 980 MPa class material is used for the lower part to provide a shock-absorbing capability. Tailored blanks made of different ultra-high tensile strength materials require extremely advanced technology. This technology has made it possible to produce parts with different material properties in different portions, and has also led to cost reductions.

☆Online link: [High tensile strength steel forming technology](#)



[TRIP steel]

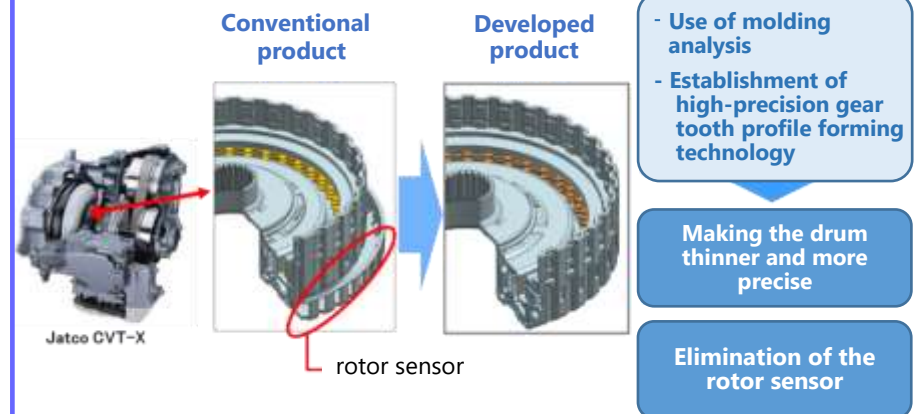
A high-strength, high-formability material characterized by the martensitic transformation of residual austenite dispersed in the matrix during press forming [Tailored blank method]

A method in which materials of different strengths and thicknesses are laser-welded or otherwise made into a single blank sheet and then pressed. It has the advantage of weight reduction and material cost reduction.

## Development Example 2

### Development of Lightweight Clutch Pack

Unipres has developed a lightweight clutch pack for continuously variable transmissions (CVTs). The illustration in the center below shows a clutch pack, the outermost part of which is called the drum. In developing the drum, we were able to make it thinner and eliminate the rotor sensor by establishing a high-precision tooth profile forming technology using molding analysis. This has resulted in an 18% weight reduction and a 13% cost reduction compared to conventional products. This clutch pack is mounted on JATCO's CVT-X. We received JATCO's Global Special Award for this technological development.



## Effective Use of Resources

Related SDGs



### Basic Approach

With the rapid increase in the world's population and urbanization, and the rapid economic growth of emerging and developing countries, there is concern about the depletion of natural resources that are essential to our daily lives.

The Unipres Group regards the effective use of limited resources as an issue of materiality in achieving a sustainable society.

Based on our environmental policy, we promote energy conservation, resource conservation, reuse, and recycling, and thus curbing the use of mineral and water resources and reducing waste emissions.

### Targets and Results

(✓: Achieved    △: Almost/partially achieved    X: Not achieved)

Medium- and Long-term Targets	FY2021 Targets	Results	Level of Achievement	FY2022 Targets
Recycle rate of industrial waste: 60% or higher	Recycle rate of industrial waste: 58% or higher [Unipres Corporation/ Unipres R & D Co., Ltd.]	57.3%	△	Recycle rate of industrial waste: 59% or higher

### Performance reporting and initiatives

#### Office and Plant Efforts

##### <3R initiatives>

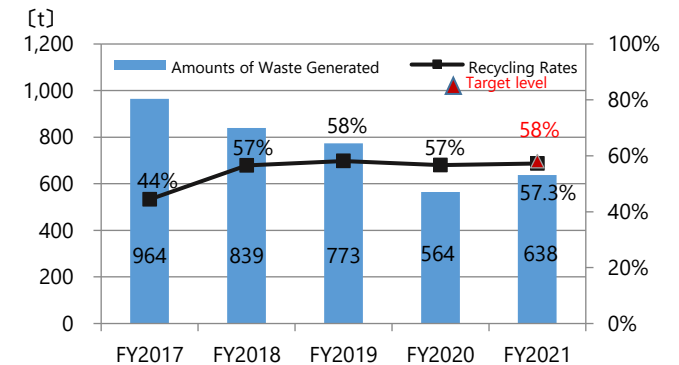
We are working on 3R (reduce, reuse, and recycle) activities to use limited resources effectively.

##### [Changes in the Amount of Waste Generation and Recycling Rate]

As part of its efforts toward the effective use of resources, Unipres has continually worked to control the amount of industrial waste generated from its operations and to increase the rate of recycled industrial waste. Our products delivered to our customers are packed in returnable containers that can be repeatedly used. We also reuse packaging

materials in an effort to reduce waste. Any materials unfit for reuse are recycled wherever possible.

In FY2021, the recycle rate of industrial waste was 57.8%, compared to the target of 58%.



\*The system boundary corresponds to Unipres and Unipres R & D Co., Ltd.

## <Effective Use of Resources>

### ◆ Recycling Steel

Unipres' flagship products are auto body parts and transmission parts, which are mostly made of steel. Steel scrap from the manufacturing processes is recycled to be used as materials for other iron products. Unipres U.S.A. and Unipres Southeast U.S.A., sell scrap metal used in presses to Cumberland Scrap Processors, forming a system in which the sold scrap metal is recycled.

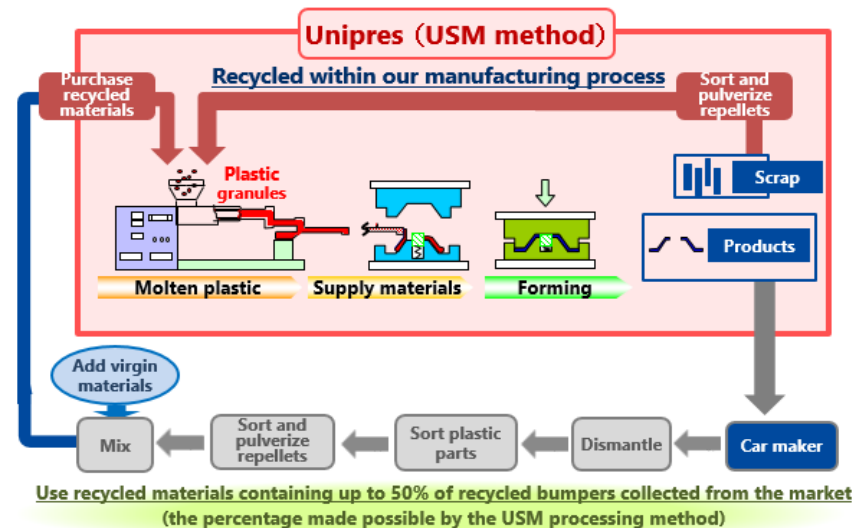
### ◆ Recycling System in the USM Processing Method for Plastic

As one of our green initiatives, we have established a recycling system for plastic.

We use recycled materials for our plastic-pressed products in accordance with the environmental action plan for automobile manufacturers. These materials contain up to 50 percent of a material made of recycled bumpers collected from the market. The USM processing method\*, our proprietary plastic press technology, has made this percentage possible.

Moreover, all scrap from the manufacturing process of plastic products pressed with the USM method is recycled internally. The use of recycle materials contributes to environmental protection and has helped us cut costs of parts in order to offer more competitively priced products.

\* The USM (Unipres Stamping Molding) processing method is a technology to press molten plastic poured into a die for molding.



## Prevention of Environmental Pollution

Related SDGs



### Basic Approach

Environmental pollutants and chemicals used in products or emitted during manufacturing may affect human health or biodiversity. The Unipres Group will fulfill its responsibility to society by reducing or restricting the use of environmental load substances (including hazardous chemicals) and preventing air, water, and soil pollution in accordance with its environmental policy.

### Targets and Results

(✓: Achieved    △: Almost/partially achieved    X: Not achieved)

Medium- and Long-term Targets	FY2021 Targets	Results	Level of Achievement	FY2022 Targets
Compliance with regulatory standards on air and water quality (No violations of regulatory standards)	No violations of regulatory standards [Unipres Corporation/ Unipres R & D Co., Ltd./ Unipres Kyushu Corporation]	No violations	✓	No violations of regulatory standards

### Performance reporting and initiatives

#### ■Office and Plant Efforts

##### <Protection of Air and Water Quality>

Unipres works toward the medium- to long-term goal of zero violations of regulatory standards related to air and water quality. In fiscal 2020, we achieved zero violations of Japanese regulatory standards.

#### ■Supply Chain Efforts

##### <Green procurement activities>

☆Link (within this PDF): [Green procurement activities](#)

##### <Initiatives for Substances of Very High Concern>

With the understanding and cooperation of our suppliers, Unipres keeps track of the content of substances of concern and of very high concern and provides reports to our customers. In addition, in order to respond quickly and appropriately to tightening regulations on chemical substances in each country (including PRTR Regulations, domestic chemical substance-related laws, European ELV Directives, and REACH Regulations), we have established the Chemical Substance Control and Green Procurement Committee to share information and consider countermeasures as needed.



## Water Resource Conservation

### Basic Approach

Water is an essential resource for all humans. Currently, the world's population growth and development, as well as accelerating climate change, are behind water resource problems on a global scale. Recognizing that water resources are not only essential for the continuation of our business, but also important to the residents of the communities where we operate, we are committed to reducing water usage and environmental impact.

### Targets and Results

(✓: Achieved △: Almost/partially achieved X: Not achieved)

FY2021 Targets	Results	Level of Achievement	FY2022 Targets
Total water withdrawal intensity*: 1.333 or less * Total water withdrawal (in km <sup>3</sup> per a thousand units produced) Target value: 1% improvement relative to the FY 2010-2019 average of 1.346 [Unipres Corporation/ Unipres R & D Co., Ltd./ Unipres Kyushu Corporation]	2.444	X	Total water withdrawal intensity: 1.319 or less Target value: 2% improvement relative to the FY 2010-2019 average of 1.346 [Unipres Corporation/ Unipres R & D Co., Ltd./ Unipres Kyushu Corporation]

### [Global Volumes of Water Resources Used]

Unit [km<sup>3</sup>]

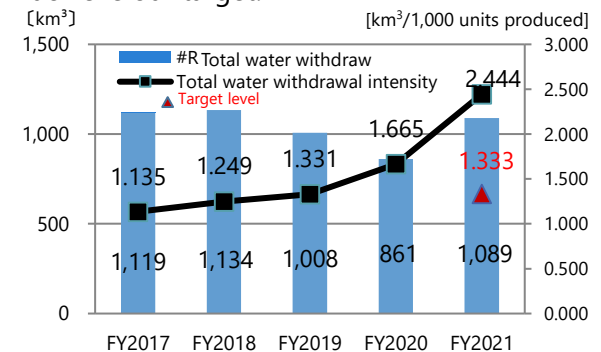
Chemical	FY 2018	FY 2019	FY 2020
Total water withdrawal	1537.38	1191.17	1413.09
Total volume of effluent	973.06	765.84	796.49
Total consumption	1537.38	1191.17	1413.09

\*The system boundary corresponds to Unipres and its consolidated subsidiaries in Japan and overseas. Please note that Unipres North America, Unipres U.S.A., and Unipres Indonesia are excluded.

\* UM Corporation was added to the scope of tabulation in FY2020.

### [Volumes of Total Water Withdrawal]

Each business office is working to use water resources effectively by circulating cooling water and conducting secondary use of cooling water. In 2021, although we proceeded with our activities, we failed to achieve our target.



\*The system boundary corresponds to Unipres Corporation, Unipres R & D Co., Ltd., and Unipres Kyushu Corporation

**[Quality of Effluent]**

The table below shows the substances discharged from our operations into local waters.

Note that the boundary is Fuji Plant (Fuji) because the substances listed below are not generated at locations other than Fuji Plant (Fuji) due to the characteristics of our business.

Chemical	FY2019	FY2020	FY2021
Chemical Oxygen Demand (COD)	0.384	0.776	0.555
n-Hexane Extract	0.302	0.297	0.359
Suspended Solids (SS)	0.302	0.345	0.403
Zinc Content	0.026	0.062	0.035
Soluble Iron Content	0.030	0.036	0.036
Ammonium Compound, Nitrous Acid, Nitrate	0.596	0.665	0.662
Nickel Content	0.030	0.030	0.036

\*The system boundary corresponds to Unipres' Fuji Office.

\*The "local waters" mentioned above refer to rivers and the ocean.

\*The wastewater is processed at an effluent treatment facility until it meets the effluent standards set by the national government and the government of Shizuoka Prefecture before it is discharged into the waters.

**<Wastewater after oil-water separation>**

Unipres U.S.A. works with the host city of Portland on wastewater. Water from the plant site is drained after being separated from oil in an oil-water separator installed on-site. The discharged water passes through the sewage system and is sent to a sewage treatment plant.



## Conservation of Biodiversity

### Basic Approach

While the Unipres Group receives numerous benefits from biodiversity through its business activities, it also places a burden on ecosystems.

We contribute to the protection of biodiversity and ecosystems in cooperation with local communities through both the conservation of biodiversity in our business activities, such as preventing air, water, and soil pollution and combating climate change by reducing greenhouse gas emissions, and the conservation of biodiversity through social contribution and other non-business activities.

### Initiatives

#### ■Ecosystem Protection Activities <Activities in local environmental conservation organizations>

Our Sagami Office participates in local environmental conservation activities as a member of the Society for Better Environment in Yamato, an environmental conservation group organized by factories and offices in Yamato City. In FY2021, as part of the group's green area preservation project, we participated in activities to cut reeds around ponds in Izumi-no-Mori, a park that spreads around the Yamato source (the source of the Hikiji River) and forms the core of the nature of Yamato City.

#### <Ecosystem Survey>

We defined FY2019 as the kickoff year of our initiatives to protect biodiversity and ecosystems, and selected our research project.

#### [Objectives of the Research and Our Basic Stance]

- 1) To avoid or minimize the effects of business activities on biodiversity that must be conserved
- 2) To engage in preventive initiatives to conserve biodiversity as well as initiatives

that have incorporated the results of monitoring

- 3) To be committed to the conservation of biodiversity from a long-term perspective

#### [Selected Research Project]

According to the Report of Comprehensive Assessment of Biodiversity and Ecosystem Services in Japan (Japan Biodiversity Outlook 2) published in March 2016 by the Ministry of the Environment, the biodiversity outlook continues "a declining trend over a long period." The Report says that one of the major drivers of the decline is the "Second Crisis (reduction in use/management of Satochi-Satoyama [woodlands and mountains near populated areas])." We reviewed the environments surrounding our bases in Japan and selected Unipres Kyushu as the project location in FY2019. Then we defined the location in terms of environmental protection and conducted field research.



Kingfishers and other wildlife were sighted during the field research at Unipres Kyushu



# Society

## Product Quality Improvement

### Basic Approach

We provide high-quality products available at a reasonable cost while fully considering safety from the perspectives of consumers and users, and reduce losses from defects to just about zero as part of our efforts to help protect the global environment.

### Promotion System

The Sustainability Committee, under the supervision of the Board of Directors, discusses and determines quality-related policies, targets, and action plans; and the Quality Assurance Committee, established under the Sustainability Committee, promotes initiatives and regularly conducts quarterly progress checks.

The Quality Assurance Committee is chaired by the Executive Officer responsible for quality, appointed by the Chair of the Sustainability Committee. The other Committee members consist of a Vice Chair (Executive Officer responsible for technology) and members appointed by the Committee Chair from the

department heads in charge of quality, technology, and manufacturing. The Quality Assurance Committee in principle meets four times a year, with the attendance of a full-time Audit and Supervisory Committee member as an observer.

Quality status reporting meetings are held under the Quality Assurance Committee to report on activities related to top-priority

quality assurance issues and to discuss and decide on countermeasures for such issues. The meetings in principle are held twice a year, attended by the President, Executive Officer responsible for quality, heads of quality-related departments, and heads of other relevant departments.

☆Link (within this PDF): [Structure of Sustainability Committee](#)

Related SDGs



### <Policy on Quality>

Unipres maintains a consistent focus on customer satisfaction and customer trust to supply products for which quality is assured.  
~ This policy on quality is both our starting point in terms of quality assurance and our end point in terms of how we aspire to run our business. ~

- (1) The president will review the appropriateness of this policy on quality. In addition, Unipres will ensure that the policy is put into practice by taking continuous measures to improve conformity with requirements and the efficacy of the quality management system.
- (2) To ensure that the policy's objectives in terms of quality are achieved, the executive officer with specific responsibility for quality assurance will set annual targets for quality and will implement these throughout all departments. These targets for quality are targets for the organization as a whole, and they are to be achieved by all members of the organization.
- (3) The head of each department will produce a departmental policy document setting out management tasks, as well as measures and management items for achieving the quality targets. After obtaining the approval of the executive officer with specific responsibility, the head of department will implement the departmental policy among the department's employees and ensure consistently target-oriented management of each area of responsibility and task.



**Quality Management System**

The Unipres Group’s manufacturing bases in Japan and overseas have IATF 16949, an international standard for quality management systems specifically in the automobile industry. The manufacturing plants for transmission parts in the process of a switchover as well as resin parts manufacturing plants maintain the conventional ISO 9001 certification until they acquire IATF 16949.

☆Online link: [Social Initiatives](#)

**Targets and Results**

(✓: Achieved    Δ: Almost/partially achieved    X: Not achieved)

Medium- and Long-term Targets	FY2021 Targets	Results	Level of Achievement	FY2022 Targets
Zero defects	Maintenance of IATF 16949 [4 plants in Japan: Oyama/Moka/Oppama/Kyushu]	- Maintained certification - No major nonconformities in periodic audits	✓	<p><b>【Car body parts business】</b></p> <ul style="list-style-type: none"> <li>No major nonconformities in periodic audits related to IATF 16949 [Oyama/Moka/Oppama/Kyushu]</li> <li>IATF 16949 certification Completion of Stage I audit [Unipres Mold Corporation]</li> </ul> <p><b>【Transmission parts business】</b></p> <p>IATF 16949 certification (Maintenance after Stage II audit certification) [Fuji/Fujinomiya]</p>

**Initiatives**

**■ Key Initiatives in FY2021 to Improve Quality**

- (1) Eradicate serious defects
- (2) Reduction in number of defectives
- (3) Ensure that global quality standards are rigorously adhered to at manufacturing sites

**■ Quality Control**

The aim of the Unipres worldwide quality control system is zero defects. By developing a consistent quality assurance system spanning the entire process from development through mass production and basing quality control on the same standards at all our global sites, we provide the best possible products and quality all over the world.



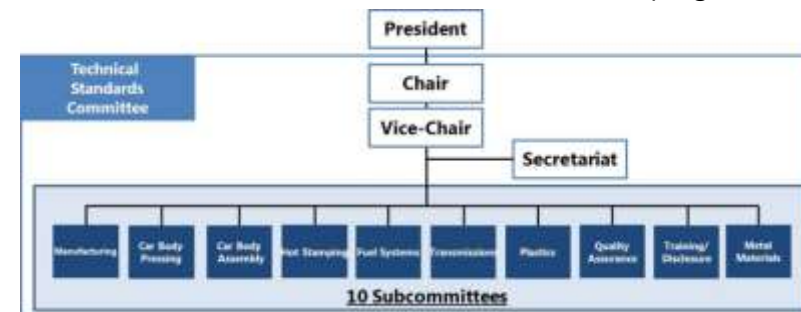
**■ Implementation of Shared Global Standards**

Unipres has been implementing new measures since FY2014, aiming to further boost the quality of its products and the improvement of productivity.

We have organized our technological know-how into one system and put together the Unipres Engineering Standard (UES) as our globally-applied technical standard. The UES helps us become clear about the issues that have been our concerns so that we find solutions to them as soon as possible.

To facilitate this process, we have set up the Technical Standards Committee with 10 subcommittees. These subcommittees each are in charge of certain technologies, which they standardize and maintain. (962 engineering standard documents were compiled by FY2020.)

We strive to improve quality and prevent the recurrence of faults in our internal manufacturing processes through these actions.



We also work to establish lean manufacturing processes for our products, which has led to our initiatives to reduce energy loss and curb climate change.

**■ Use of Supplier Quality Assessments (USSCs)**

Each year, customers set a bar for quality higher than the previous year. Hence, in order to work closely with our suppliers to share target values and achieve the best outcomes, we issue the Unipres Supplier Score Cards (USSCs) for our suppliers each month to encourage them to make voluntary efforts to improve the quality they offer and to motivate them to deliver better products. We also award suppliers who deliver products of excellent quality an official commendation as part of our efforts to boost their motivation. As a result, the number of defectives found by our suppliers in FY2021 was reduced by approximately 63% of that in FY2016, the year before implementing the improvement program.

### ■Daily Notification of Quality Status

To raise the awareness of and share actions toward zero defects in delivery, we have delivered daily the target number of defects and the data on actual defects at each of our manufacturing bases in Japan and overseas to the supervisors and stakeholders of these bases since FY2018.

Through these efforts, we have reduced the number of defectives in each of our manufacturing bases by 9% compared to the previous fiscal year and recorded the best PPM value ever in FY2021.

\* The PPM (parts per million) value represents the number of defectives among one million products.

### ■QC (Quality Control) Circle Activities

Unipres is conducting QC circle activities. In 2020 and 2021, as the head company of the QC Circle Kanagawa District, we worked to enhance the circle's activities.

Although the Improvement Case Breakthrough Competition and the General Competition were held online in FY2021 due to the spread of COVID-19, individual companies and circles are actively working to improve quality. We are also actively participating in external presentation and training sessions.

## Supply Chain Management

### Basic Approach and Policy

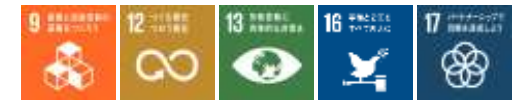
We build and maintain equal, fair, and transparent trade relationships with all our business partners and build strong cooperative ties through mutual understanding and respect as business partners. In this way, we seek our mutual benefit.

Unipres has established procurement policies because of the necessity to fulfill social

responsibilities in conducting procurement activities with all domestic and overseas business partners.

Unipres shall conduct its procurement activities in accordance with the following three basic guidelines.

### Related SDGs



### Promotion System

The Sustainability Committee, under the supervision of the Board of Directors, deliberates and determines policies, targets, and activity plans related to CSR procurement, and regularly conducts quarterly progress checks. Specific efforts are led by the Procurement Department to grasp the status of CSR-related efforts of our suppliers and to promote their activities.

☆Link (within this PDF): [Structure of Sustainability Committee](#)

## <Procurement Policies>

### 1. Fair Transactions

- Unipres shall build equitable, fair, and transparent relationships with all of its suppliers, inside and outside Japan. It shall also forge ties of mutual understanding and respect, and aim for coexistence and co-prosperity with them as business partners.
- In addition, Unipres shall constantly pursue new technology, high quality, and low costs in keeping with its management philosophy, and endeavor to strengthen its competitiveness through a concerted effort with its suppliers.

### 2. Compliance with CSR Procurement

- In recent years, Unipres has been engaged in various CSR activities accompanying changes in the social situation. These activities include improvement of labor conditions, disclosure of environmental data on levels of CO2 emissions and energy use as well as establishment of targets for their reduction, expanded contribution to communities, and preparation of business continuity plans (BCP) and other initiatives to address risks.
- Unipres also requests its suppliers to understand, and actively cooperate with, CSR activities as members of society.
  - Compliance with laws and regulations
  - Reinforcement of in-house systems
  - Sure notification to all suppliers throughout the supply chain

### 3. Approaches to Green Procurement

- At Unipres, each and every employee is taking action on his or her own initiative to protect the global and local environments, in keeping with the Unipres Environmental Policies and Green Procurement Guidelines. Our product development takes account of not only product safety but also reduction of environment-burdening substances and conservation of resources and energy, for the purpose of curtailing environmental impact to a minimal level.
- Furthermore, we believe that the automotive industry as a whole, from automakers to small and medium manufacturers of parts throughout the supply chain, must fulfill their social responsibilities from their respective standpoints. We are therefore requesting the cooperation of our suppliers, too, in approaches to green procurement.

**Targets and Results**

(√: Achieved   Δ: Almost/partially achieved   X: Not achieved)

Medium- and Long-term Targets	FY2021 Targets	Results	Level of Achievement	FY2022 Targets
<p>[Promoting sustainable procurement] No high-risk suppliers* regarding the environment and society</p> <p>* Suppliers whose scores are below our standard in the Suppliers' Self-Assessment</p>	<p>(1)100% collection rate of signatures confirming agreement to the revised CSR Guidelines for Suppliers [Unipres Corporation]</p> <p>(2)100% collection rate of signatures confirming agreement to the Green Procurement Guidelines for new suppliers [Unipres Corporation]</p> <p>(3)100% collection rate of self-assessment responses [Unipres Corporation]</p>	<p>(1)98.5% * 131 out of 133 companies</p> <p>(2)100% * New suppliers</p> <p>(3)100% * 37 companies</p>	<p>Δ</p>	<p>■ No high-risk suppliers</p> <p>■ Supplier monitoring</p> <p>1) Conduct interviews : 3 suppliers of Unipres * Suppliers with issues found as a result of self-assessment</p> <p>2) Implementation of self-assessment [Domestic subsidiaries/Asian subsidiaries]</p> <p>■ Collection of signatures for guidelines</p> <p>1) Agreement confirmation of the revised CSR Guidelines for Suppliers [Domestic subsidiaries/Overseas subsidiaries]</p> <p>2) Agreement confirmation of the revised CSR Guidelines and Green Procurement Guidelines for new suppliers [Unipres Corporation]</p>

## Initiatives

### ■ Implementation of CSR Guidelines for Suppliers

On the basis of procurement policies, we engage in business while pursuing compliance and environmental consciousness in cooperation with our partners.

In August 2018, we established the CSR Guidelines for Suppliers, summarizing common items with the aim of enabling our business partners to reflect on their corporate activities from a CSR perspective and take clear actions for further improvement.

In November 2021, we partially revised the Guidelines in light of the growing importance of human rights issues.

We have prepared Japanese, English, and Chinese versions of the Guidelines, and have distributed them to our global suppliers to ensure that they understand and comply with the Guidelines.

In order to confirm compliance, we also request that responsible persons sign and submit the form confirming agreement to the Guidelines.

☆ Online link: [Unipres Supplier CSR Guidelines](#)

### ■ Green Procurement Activities

Unipres established the Unipres Green Procurement Guidelines in April 2009. The guidelines have set forth our commitment to reduce the impact on the environment when materials, parts, and sub-materials are delivered by our supplies. In this way, Unipres promotes global environmental conservation activities with an aim to create a society that enjoys sustainable development throughout the supply chain.

Unipres Supplier CSR Guidelines



Unipres Green Procurement Guidelines



### ■ Self-Assessment with Our Major Suppliers (Implementation of self-assessment questionnaire)

With the aim of cooperating with suppliers to improve the level of CSR and avoid environmental and social risks in the supply chain, we have been conducting Suppliers' Self-Assessment with our major suppliers\* since FY2021. Based on the results of the self-assessment, including questions on compliance, safety/quality, human rights/labor, the environment, and information disclosure, we request that suppliers who fall below our specified criteria make improvements and, if necessary, we provide advice and support to improve their CSR activities.

In the future, we will conduct monitoring through interviews and on-site investigations based on each company's responses, and work with suppliers to improve their efforts and reduce CSR risks.

In FY2021, we requested responses from 37 companies and received responses from all of them.

\* Suppliers accounting for the top 90% of total mass-production purchases in the previous fiscal year for each business division.

### ■ Promotion of Local Procurement and Employment

The Unipres Group basically promotes localization across the globe so that its Group companies buy the materials and parts from local businesses and create local employment opportunities.

### ■ Suppliers' Meetings

As a means of building even greater trust in our relationships, we hold annual suppliers' meetings attended by the companies that supply us, including our affiliated companies. We explain our policies and challenges for the fiscal year regarding procurement, quality, and delivery, and ask for their cooperation in our efforts to meet the challenges. Starting from fiscal 2021, we also deal with subjects related to CSR (ESG) activities in the presentation of our policies. In doing so, we urge our suppliers to understand the importance of CSR (ESG) activities and the challenges involved, and communicate our planned initiatives and requests to the suppliers. Consequently, supply chain-wide activities have already begun.

### ■ Continuous Improvement (Kaizen) Training Workshops

We provide annual introductory training workshops, namely quality training, continuous improvement training, and training for managers and supervisors, for the purpose

of human resource development in order to keep improving suppliers' quality and productivity. Each of the workshops has about 20 participants. The quality and continuous improvement training mostly deals with younger employees, and the training for managers and supervisors with candidates for managerial and supervisory positions, to impart essential knowledge and raise their awareness. Participants stay in the same lodging and spend time together. This makes the training a networking opportunity, encouraging people to get to know each other and forge contacts. The human relationships built at the training actively continue in their professional and/or personal lives. Furthermore, as an occasion for sharing successes among suppliers, we hold annual presentations of continuous improvements at which participants share best practices within their respective companies, thereby offering opportunities for trainees to inspire and support each other.

### ■ Outstanding Supplier Awards

Each year, Unipres presents awards to suppliers that have made special contributions in areas such as quality, delivery, cost, and safety, in order to further enhance the performance of our excellent business partners. In this way we continue to promote improvements in quality and collective strength among our suppliers.

### ■ Use of Supplier Quality Assessments (USSCs)

☆Link (within this PDF): [Use of Supplier Quality Assessments \(USSCs\)](#)

### ■ Education for Procurement Staff

We provide training for procurement staff to ensure that procurement will be conducted in accordance with our procurement policy and Unipres' CSR Guidelines for Suppliers. The training, including learning about the policy and guidelines, is designed to deepen understanding of CSR procurement and to improve the procurement skills and awareness of those in charge.

### ■ Initiative to Address Conflict Minerals

Conflict minerals are specific minerals mined in areas where civil war is endemic, such as the Democratic Republic of the Congo and surrounding countries, that may potentially be used to fund armed groups. The United States has legislation mandating that companies investigate and report on any use of metals derived from conflict minerals within their supply chains. To meet our own obligations from a CSR perspective, we at Unipres Group obtained the understanding and cooperation of our suppliers to investigate the use of conflict minerals within our supply chain. Our investigation revealed no use of such minerals.



## Respect for Human Rights

### Basic Approach and policies

The Unipres Group values the Universal Declaration of Human Rights adopted by the United Nations, the Core Labor Standards by the International Labor Organization (ILO), and other international standards. We conduct our businesses in ways that respect the human rights of anyone we work with, including cooperative companies and business partners. We established our human rights policies in November 2018

with the aim of raising the human rights awareness of each Unipres Group employee. The human rights policies have been translated into multiple languages and applied to all of our global sites. In July 2022, we revised our human rights policy according to our response to human rights due diligence.

Related SDGs



### <Basic Policy for Human Rights>

The Unipres group stipulates its policy of respecting diversity and human rights in “Unipres Group Code of Conduct Guide Book”, and this Basic Policy for Human Rights (“the Policy”) is developed based on the International Bill of Rights (the Universal Declaration of Human Rights and the two International Covenants), the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

As our firm commitment to respect human rights is comprehensively defined in the Policy, we will meet our responsibility to respect human rights in line with the Policy, together with our existing policies and processes.

The policy applies to all the executives and employees of Unipres group.

We expect all business partners to also understand and comply with this policy.

#### 1. Human Rights and Privacy

We respect the human rights and privacy of the individual.

#### 2. Discrimination and Harassment

We do not engage in discrimination or harassment of any kind based on race, nationality, gender, sexual orientation, religion, disability, age, social origin, or employment status.

#### 3. Child Labor, Forced Labor, and Human Trafficking

We do not allow child labor, forced labor, and human trafficking.

#### 4. Remuneration

We will comply with the laws and regulations of each country or region regarding minimum wages, overtime work, wage deductions, volume wages, and other benefits, and strive to pay more than a living wage. Besides, we will not unreasonably reduce wages.

#### 5. Working Hours

We comply with the laws of each country and region regarding the setting of employees’ working hours including overtime and the granting of scheduled days off and paid annual vacation time. In addition, we appropriately manage employees’ working hours, holidays, and vacations, and prohibit excessive overtime work.

#### 6. Dialogue and Consultation with Employees

We respect the freedom of association and collective bargaining rights as fundamental human rights of employees. We also strive to build sound relationships and resolve issues through sincere dialog and consultation with employee representatives or employees in accordance with the laws and labor practices of each country or region.

#### 7. Safe and Healthy Working Environment

We give the top priority to the health and safety of employees and make every effort to prevent accidents

#### 8. Responsibilities to Respect Human Rights

Where we confirm that we have caused or contributed to adverse human right impacts, the company will provide for or cooperate in legitimate processes to provide remediation.

#### 9. Stakeholders and Human Rights

We seek the respect of human rights from all parties we do business with and related parties.

#### 10. Promotion of Human Rights Policy

We cultivate a corporate culture of respecting human rights by conducting human rights enlightenment educations and trainings to all Unipres group executives and employees.

July 11, 2022

President and Representative Director Nobuya Uranishi



### Promotion System

The Sustainability Committee, under the supervision of the Board of Directors, discusses and determines human rights-related policies, targets, and action plans; and the Corporate Ethics Committee, established under the Sustainability Committee, promotes initiatives and regularly conducts quarterly progress checks.

We have added the “respect for human rights” to our materiality in FY2022 and will work to reduce human rights risks throughout the Group.

☆Link (within this PDF): [Structure of Sustainability Committee](#)

### Targets and Results

(✓: Achieved Δ: Almost/partially achieved X: Not achieved)

Medium- and Long-term Targets	FY2021 Targets	Results	Level of Achievement	FY2022 Targets
No incidents of human rights violations	SOGI (LGBT) support: Revision of rules, implementation of education, etc.	<ul style="list-style-type: none"> <li>- Revised employment and related rules</li> <li>- Established an external consultation service</li> <li>- Implemented employee training</li> <li>- Confirmed intent to endorse LGBT ALLY</li> </ul>	✓	<ul style="list-style-type: none"> <li>■ No incidents of human rights violations</li> <li>■ Implementation of human rights due diligence                             <ol style="list-style-type: none"> <li>1) Determination of the first year’s scope and steady start of operation</li> <li>2) Revision of human rights policy</li> </ol> </li> </ul>

### Initiatives

#### ■ Fair Treatment and Appraisal

Unipres does not discriminate against job applicants on the basis of gender or age, nor does it give its employees any discriminatory treatment in working conditions including salaries and vacations, promotion, transfer, and education and training, among others, on the grounds of nationality, belief, social status, race, gender, sexual orientation (LGBT, etc.), religion, disability, age, ethnic or social origin, or type of employment. Our performance evaluation system is designed to review and rate employees’ job performance and skills, and evaluation results are fairly reflected with

a raise in salary and/or bonus, promotion, and entitlement to talent development. For example, our employees in the same rank receive the same salary regardless of their gender.

Personnel appraisal is not just an assessment, but is aimed at enhancing employees' willingness and ability to work and helping them do better work. For this reason, we have created a system for disclosing the items necessary for assessment to the employees concerned and providing a place for frank conversation; this involves feedback interviews with immediate supervisors regarding the results of personnel appraisal.

### ■ Employment of Local Human Resources

The Unipres Group complies with labor laws and regulations in each country where it operates, and employs local human resources.

### ■ Efforts to Prevent Child Labor and Forced Labor

The Unipres Group makes sure that all new employees are at or above the working age in order to prevent child labor. When our employees join or leave the Group, we respect their decisions. We never try to restrict their freedom.

### ■ Compliance with Proper Wage Standards

The Unipres Group complies with labor laws and regulations as well as the standards of minimum wages for its employees in each country it operates. We also set wage standards to ensure that our employees receive proper salaries in line with local commodity prices, which includes providing wages that are higher than subsistence wages.

### ■ Efforts to Ensure Compliance with Labor Standards

The Unipres Group complies with labor standards in each country where it operates, including labor laws and regulations as well as the standards of minimum wages.

Fiscal 2021 saw no cases related to labor issues.

### ■ Relations between Labor Union and Management

The Unipres Group complies with labor laws and regulations in each country where it operates, and supports freedom of association and collective bargaining rights as fundamental human rights.

Unipres uses a union shop system. Employees at Unipres are enrolled in the Unipres Labor Union, and the union is a member of the Federation of All Nissan and General Workers' Unions. As of April 2020, 100 percent of employees were enrolled in the labor union (excluding managers, re-employed retired workers, and non-regular employees), amounting to a total of 1,737 members. Unipres has established a sound relationship with the Unipres Labor Union and we hold monthly departmental union-management council meetings to share information and seek solutions to issues. If management plans major redeployment of personnel that will have a significant impact on employees, the

labor agreement between the Company and the union stipulates a minimum notice period of three months (60 working days) and Company adheres rigorously to fair procedures.

### ■ Efforts to Prevent Human Rights Violations

The Unipres Group has the Unipres Group Code of Conduct Guidebook designed to help its employees deepen their understanding of the importance of human rights.

Unipres' training program for new employees includes hours for human rights education to ensure that young employees understand how vital human rights are from the start of their careers.

Fiscal 2021 saw no cases related to human rights violations.

### ■ Human Rights Due Diligence

To respect the human rights of those affected by our business activities, we will conduct human rights impact assessment and establish a human rights due diligence process.\*

As a first step, we reviewed our basic policy on human rights in July 2022.

\* A process a company should follow to avoid violating human rights and to provide relief to victims of violations.

### ■LGBT Initiatives

In October 2021, Unipres revised its employment rules to clarify that it will not unfairly discriminate against or harm the individual dignity of sexual minorities (LGBTs) or those having alternative sexual orientation or gender identity (SOGIs).

In the benefit program, the leave and payments for congratulation and condolence, which previously covered legal spouses and relatives, have been changed so that same-sex marriages and de facto marriages are covered by the system in the same manner as legal marriages.

In addition, through training and information dissemination to employees, we are working to improve their understanding of LGBT issues, and by establishing internal and external consultation services, we are promoting the development of a workplace environment where the concerned employees can work at ease.



### ■Training related to Human Rights and Harassment

The Unipres Group has the Unipres Group Code of Conduct Guidebook designed to help its employees deepen their understanding of the importance of human rights. More specifically, we provide training related to human rights and harassment for managers. In FY2019, all key personnel at Unipres and its six domestic subsidiaries watched a power harassment prevention video and took a comprehension test for the purpose of preventing power harassment, and since then, similar video viewing and comprehension tests have been conducted during the annual training for new key personnel.

We also consider it vital that all stakeholders' human rights are respected. We have published our basic policy on human rights on our website to communicate it to cooperative companies, business partners, and anyone else who is involved in our businesses.

### ■Employee Motivation Survey

Unipres has been surveying employees' motivation since fiscal 2017 to identify and improve issues such as employees' willingness to work and the work environment. The survey results are quantified for each department and fed back to the management and department heads.

We will continue to conduct surveys to manifest internal issues, and address the identified issues to improve the satisfaction and motivation of each employee.

### ■Collaborative Efforts with Other Companies to Improve Working Environments

As Unipres' subsidiary in the logistics business, Unipres Logistics seeks ways to improve its drivers' working environment at all times by exchanging opinions about wages and working hours with other companies in the same business through the Japan Trucking Association, an industry group to which the company belongs.

## Diversity

Related SDGs



### Basic Approach

Unipres continues to foster an organizational culture in which each and every employee can thrive regardless of age/experience/attributes. In particular, in addition to expanding the number of female leaders, we are focusing on the active participation of male employees in childcare.

### Promotion System

The Sustainability Committee, under the supervision of the Board of Directors, deliberates and determines policies, targets, and activity plans related to diversity, and regularly conducts quarterly progress checks. We are also strengthening our efforts to promote women's success, and are creating a comfortable working environment for women to develop their careers.

### Targets and Results

(✓: Achieved △: Almost/partially achieved X: Not achieved)

Medium- and Long-term Targets	FY2021 Targets	Results	Level of Achievement	FY2022 Targets
Increase in women managers to 7% [Unipres Corporation/ Unipres R&D, Ltd.]	Ratio of women among managers: 2.4% or more	2.5%	✓	2.9% or more
Increased ratio (60%) of local employees in senior management* positions at overseas locations [Overseas].  * Full-time board members and executive officers	—	—	—	Set targets for each site to achieve medium- and long-term goals

## Performance reporting and initiatives

### ■ Promoting Active Participation by Women KPI

In accordance with Japan's Act on Promotion of Women's Participation and Advancement in the Workplace, we drew up the action plan below to provide an employment environment in which women can participate actively.

#### [Duration of action plan]

April 1, 2022 to March 31, 2025

#### [Targets]

- Ensure that 3.5 percent or more of managers are women

The achievements in FY2021 for the active participation of women in the workplace are shown below.

	FY2021	[Reference] FY2020
Percentage of women among new employees	23.70%	17.6%
Applicants per job by gender	Men: 5.3 Women: 3.8	Men: 4.8 Women: 3.5
Percentage of women among all employees	9.0%	8.7%
Male-female gap in average years worked continuously	5.2 years	4.9 years
Percentage of women among managers	2.20%	1.90%
Percentage of women among executives	4.1%	3.3%

We have also set a medium- to long-term goal of having female employees in at least 7% of management positions by 2030.

### ■ Training for Nurturing Female Leaders

In fiscal 2018, we launched a training system for female employees who are prospective managers as part of our efforts to help them become women leaders. The three-month training program assisted by an external organization is designed not only to help participants acquire knowledge necessary for management, but to raise their awareness of being future leaders and motivate them to become managers.

### ■ Women's Success Promotion Events

As part of our efforts to create an organization and people that make the most of diversity, we hold round tables attended by the President and female employees. We support female employees in their working with vigor and enthusiasm by conveying management's thoughts on women's success and providing opportunities, involving senior employees, to discuss female employees' concerns about their careers, balancing work with family life, and other issues.



Women's success promotion event with President's participation

### ■ Acquisition of Level-3 Eruboshi Certification

In 2020, Unipres acquired the Level-3 Eruboshi certification from the Minister of Health, Labor and Welfare.

The Eruboshi certification is given to companies that have developed and submitted their general employer action plans in accordance with the Act on the Promotion of Female Participation and Career Advancement in the Workplace and met certain requirements specified by the Ministry of Health, Labor and Welfare.

Unipres met all the five criteria and acquired the highest-level (level-3) certification on its first try.



### ■Registered as Kanagawa Women's Advancement Supporter

In 2020, Unipres' representative became registered as a supporter for the Kanagawa Women's Empowerment Program, which has been launched to increase the momentum of support for women's empowerment across society.

As a company capable of leveraging its talent and thriving on diversity, Unipres will continue its efforts to empower women in the workplace.

☆Online link: [Kanagawa Women's Activities Support Group](#)(in Japanese)



### ■Encouraging Male Employees to Take Parental Leave

Based on the Law for Measures to Support the Development of the Next Generation, Unipres is actively taking childcare leave for not only women but also men. On average, 42% of male employees took childcare leave during FY2019 to FY2021. In addition, 100% of women are certified.

### ■Employing People with Disabilities

At Unipres we take a proactive approach to hiring people with disabilities. In FY2021, 2.50 percent of our employees were people with disabilities. (Statutory percentage of disabled people in workforce: 2.3%)

Our subsidiaries in China are also hiring people with disabilities in order to revitalize the local communities where they are located, and we currently employ 17 people in four companies. (Total of 37 employees at 7 overseas subsidiaries)

### ■Hiring of Non-Japanese People

At the end of FY2021 Unipres was employing 25 non-Japanese employees and had appointed two non-Japanese executive officers. In our overseas subsidiaries, 47% of our full-time senior managers at the level of executive officer or above are hired from the local community.



## Occupational Health and Safety

Related SDGs



### Basic Approach and Policy

The Unipres Group promotes activities based on the Unipres Basic Safety and Health Policy to protect the safety of all workers and to realize a comfortable workplace free from occupational accidents.

#### Unipres Basic Safety and Health Policy

Recognizing that it is the pooling of employees' efforts that provides the driving force enabling a company to constantly grow, we value every single one of our employees and consider it of the utmost importance to preserve and advance their safety and health. In line with this fundamental stance, we maintain an unwavering commitment to avoiding workplace accidents of any kind as we pursue our activities for safety and health

1. By achieving synergies from combining our top management's determination and each employee's action, we create workplaces where the safety, health, and well-being of all employees continue to improve.
2. In addition to compliance with occupational safety and health-related laws and regulations, we aim to establish a management framework that will ensure a higher level of safety and health.
3. By continually updating the technologies we have accumulated and establishing more sophisticated safety know-how, we promote the intrinsic safety of facilities and equipment.
4. Through day-to-day communication and activities to raise awareness of any close calls in working environments, we bring to the surface safety and health-related problems that are lurking in the workplace and work on improvements.
5. We are committed to actively providing opportunities and environments that enable our employees to manage their physical and mental health and engage in activities to preserve and enhance their health.
6. We operate our occupational safety and health management system in order to continually reach higher levels.
7. We engage in activities to enhance our safety and health management framework not only for Unipres but also for the entire Group.

April 1, 2020

UNIPRES CORPORATION President and Representative Director  
Nobuya Uranishi

### Promotion System

The Safety and Health Committee, under the Sustainability Committee, reports monthly on goals and activities related to occupational health and safety, and shares measures and other information on employees' health and safety in each district. The Safety and Health Committee is chaired by the Executive Vice President and Representative Director responsible for plants and production.

Unipres implements measures to ensure the safety of its workplaces and the safety and health of employees under the leadership of safety and health committee officers (the overall safety and health supervisors) at all its offices and plants. To ensure that our equipment is genuinely safe, we set up the Equipment Safety Standards Committee comprising representatives of the departments in charge of development and design, which determines equipment specifications, and the plants, which uses the equipment.

We also endeavor to maintain and further improve employment terms for union members by including provisions relating to safety and health in the labor agreement between the Company and the union and stipulating matters that require compliance in the Occupational Safety and Health Rules.





## Targets and Results

(✓: Achieved △: Almost/partially achieved ✕: Not achieved)

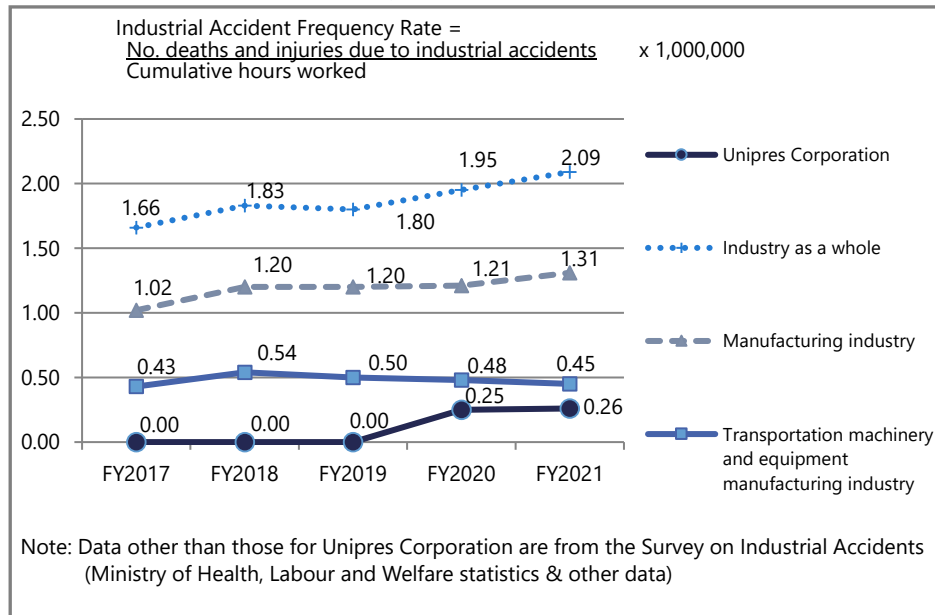
FY2021 Targets	Results	Level of Achievement	FY2022 Targets
Zero serious accidents	Zero serious accidents	✓	Zero serious accidents

## Performance reporting and initiatives

### Occupational Safety and Health Performance

Unipres has been implementing a range of occupational safety and health measures as a management task since FY2006, and our occupational accident levels have consequently remained consistently better than the industry average. We will redouble our efforts going forward to further enhance our performance.

#### Industrial Accident Frequency Rate



### <Priority Activities to Eliminate Occupational Accidents: FY 2021 Targets and Results>

We conduct the activities shown below in order to urge our plants in Japan and overseas to autonomously manage safety as part of our efforts to achieve zero occupational accidents.

Description	Target	Result
Number of safety management assessments conducted	14	14
Number of safety observations conducted	14	14
Number of offices/plants that conduct facility safety checks	19	19

\* The safety management assessment quantitatively assesses how safety is managed so that necessary measures are taken to achieve a higher level of safety management in order to eliminate factors that may lead to occupational accidents. We provide training in safety management assessment at our offices and plants across the globe.

## ■Past Occupational Accidents

We set the global goal of zero occupational accidents for the 10 years from 2017 to 2026, and are working to come as close to the figure as possible. In fiscal 2021, we aimed for the maximum of two accidents in Japan and turned out to have seven, one of which was a lost time accident. At overseas offices and plants, we aimed for the maximum of 93 accidents and had 97, none of which led to impairment or death.

We investigated the cause and wrote a report immediately following each of these occupational accidents, and disclosed the report on our intranet. We also reported each accident at a Safety and Health Committee meeting held at the office in order to share information and alert the staff in order to prevent any recurrence.

The lost time accident in Japan happened because the afflicted employee touched equipment in operation. To prevent the recurrence of the same accident, safety fences have been installed around the moving part of the machine.

We will continue to work toward the goal of zero occupational accidents at our offices and plants across the globe. We are committed to creating workplaces where our employees, contractors, and others who work for us feel completely safe.

## ■Our Actions When an Occupational Accident Occurs

When any accident occurs, we provide protection and first aid to the afflicted employee and take him/her to a hospital or call an ambulance as necessary in accordance with the Unipres Occupational Safety and Health Rules.

The operation that has caused the accident is suspended and the machine used for the operation is turned off. Then we identify the cause of the accident as soon as possible to explore and draw up permanent measures to prevent any recurrence. The department that had the accident submits an accident report to the Secretariat of the Safety and Health Committee. The Secretariat adds its observations to the report before it is delivered to all committee members.

If a Unipres Group employee has an unfortunate accident on the job or on the way to work, the company offers non-statutory special compensation for the employee or the bereaved family.

## ■Safety Supervisor System

In April 2013 Unipres reinforced the safety arrangements at its plants by inaugurating the safety supervisor system. Safety supervisors are responsible for assisting plant managers with their duties relating to safety and health and upgrading management of safety and

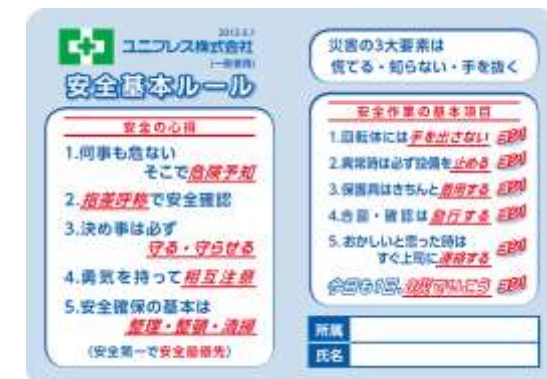
health in the workplace. We are aiming to establish independent safety management measures at each operating site and eradicate industrial accidents.

## ■Ensuring the Safety of Contractors and Other External Personnel

Unipres applies its safety and health policy to contractors and other external personnel who are not Unipres employees. Our staff provides safety training for them to avoid accidents and injuries.

## ■Recitation of Basic Safety Rules

In May 2013 we instituted recitation of Unipres' basic safety rules with the aim of nurturing a culture of safety within the Company. Everybody from senior management to employees recites together the rules before meetings, assemblies, and morning gatherings in order to enhance safety awareness.



The pocket-sized basic safety rules distributed for all employees to carry with them

### ■Global Safety Audits

We conduct safety audits at all our bases globally to reduce the risk of serious accidents caused by production equipment. We employ checklists based on equipment safety standards to perform inspections including not only for existing facilities but also for new facilities, checks to confirm that safety catches are functioning correctly.



Auditing at an overseas base

### ■Implementing Safety Management Status Assessments

Safety management assessments aim to systematically eliminate the factors that cause industrial accidents by quantitatively assessing the status of safety management and pursuing measures to upgrade it. We are conducting training on safety management status assessment at our bases globally.

### ■Hands-on Education at Safety Dojo

Unipres Kyushu has set up a Safety Dojo where personnel can experience simulated dangers. They can experience where and what dangers exist when handling production equipment, so

that they can work with high safety awareness. The Dojo is aimed at creating a workplace where people can work with peace of mind and reducing the number of occupational accidents.



Safety Dojo of Unipres

### ■Traffic Safety Measures

In addition to enacting measures to prevent traffic accidents at all our operating sites, we conduct health and safety workshops as a companywide initiative. As a company engaged in the manufacture of automotive parts, we are promoting activities aimed at eradicating traffic accidents.

All employees are required to submit a hazard prediction map. By creating a map of the commuting route between home and workplace and clearly indicating dangerous locations on it, the employees will have an opportunity to think about danger prediction on their own. The map is revised every year.

### ■First Aid Training

Believing that the more people we have who can administer emergency medical treatment

in our company, the more colleagues' lives we can save, we place emphasis on first aid, providing training sessions for CPR and AED (automated external defibrillator) use. Our aim is to increase the number of people with first aid experience so that whoever happens to be at the scene of an accident in a plant or office can give first aid or take life-saving action. We intend to save colleagues' lives by enabling action to be taken in the so-called nine-minute gap before an ambulance arrives.



Practical AED training

### ■Unipres Safety and Health Council

The Unipres Safety and Health Council aims to upgrade safety and health management by cooperating with the Group companies and suppliers who comprise its membership to prevent industrial accidents, protect against disease, and promote health within those companies. Each year the council interviews five companies about their safety and health measures and inspects their manufacturing sites.

Related SDGs



## Health and Productivity Management

### Basic Approach

Unipres Group works to support employees' health management, cut overtime hours, and encourage employees to take paid days off, coupled with the measures it has adopted to check employees' stress levels and help with their mental health care, among others, as part of its efforts to create a healthy environment both physically and mentally for employees to work.

### Unipres Group Declaration on Health

The Unipres Group, with our slogan "Unified Commitment to Manufacturing," places top priority on the physical and mental health as well as happiness of each of our employees and their families.

We believe that employees and their families being healthy and happy encourages employees to be considerate of their peers and fosters mutual cooperation. This produces a vibrant organization which leads to value creation for the company as well as to our contribution to society.

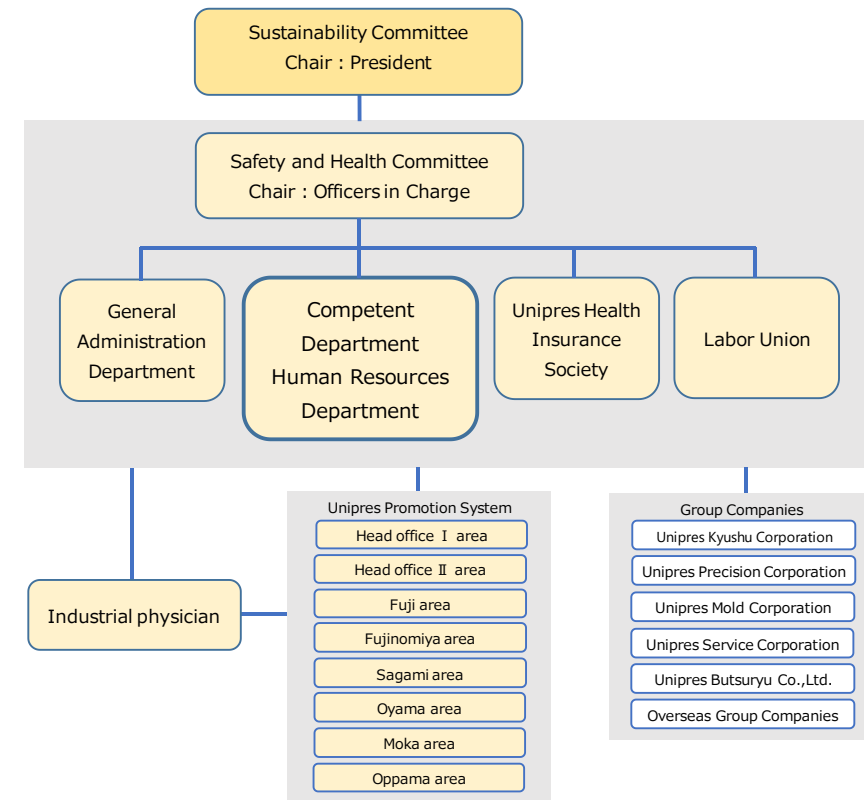
To ensure all employees are healthy and can work energetically, we will take steps to create a safe and comfortable working environment and support the advancement of health and prevention of illness for each and every one of our employees. We hope all employees will unite to advance in our efforts for health improvement so that we can be healthy and continue our challenges for our families as well as for ourselves.

July 1, 2021

UNIPRES CORPORATION President and Representative Director  
Nobuya Uranishi

### Promotion System

The Safety and Health Committee, under the Sustainability Committee, reports monthly on goals and activities related to health management, and shares measures and other information on employees' health management in each district.



## Performance reporting and initiatives

### ■ KPIs for Health Management Promotion

The following are the FY2021 results for the promotion of health management.

Indicator		FY2021	
Health	Periodic health examination	100%	
	Completion rate of specific health guidance * Of those selected for the concerned fiscal year	86.8%	
	Percentage of smokers	39.0%	
Mental health	Seminar participation rate * Of those who are eligible	New employees	100%
		Supervisors	95.3%
	Stress check inspection rate	96.6%	
Work-life balance	Percentage of annual leave taken	74.2%	

### ■ Certified as Health & Productivity Management Outstanding Organization, Two Years in a Row

On March 9, 2022, Unipres was certified as a Health & Productivity Management Outstanding Organization in 2021 by the

Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi. This is the second consecutive year that we have been certified as a Health & Productivity Management Outstanding Organization.

The Certified Health & Productivity Management Outstanding Organizations Recognition Program recognizes corporations that practice especially outstanding health and productivity management in consideration of their initiatives to tackle local health issues and to make health enhancement efforts promoted by Nippon Kenko Kaigi.

Under the Unipres Group Declaration on Health, we are working to create an environment in which employees and their supportive families can work and live in good physical and mental health. We will continue to promote health management by continuing and strengthening our efforts in lifestyle-related disease prevention, mental health support, work-life balancing, and infectious disease countermeasures.



### ■ Efforts to Preserve and Enhance Employees' Health <Efforts to Maintain Employees' Health and Improve employees' Lifestyles for Health Benefits>

- 1) Based on the results of each regular health checkup, we provide a metabolic syndrome-specific health guidance and other follow-ups to the checkup in cooperation with the Unipres Health Insurance Association.
- 2) We provide gastric cancer risk assessment tests (ABC screening), dental examinations, postural assessment service, and guidance in stretching.
- 3) We have introduced a health management tool for employees. With this tool, employees can go online to view their health data and read healthcare information by topic, which helps improve their health literacy.
- 4) Our cafeterias increasingly offer healthy dishes on the menu to choose from.
- 5) The Cafeteria Plan is designed to cover part of the cost of a complete medical checkup and/or immunization for each employee and his/her family.
- 6) Employees (including managers) who worked more than 70 overtime hours in a month receive a checkup to see the level of accumulated fatigue, and those who have been judged to be "high-risk" are interviewed by an occupational health physician.



### <Actions to Support Employees' Mental Health>

- 1) We annually check employees' stress levels. Employees with a high stress level are interviewed by an occupational health physician or public health nurse.
- 2) We provide for each need mental health training workshops on introduction to mental health, self-care, line-care, and communication, among others, for new employees as well as managers, supervisors, and other employees.
- 3) We support employees who have been on long-term leave due to mental health issues in their efforts to return to work through our job reinstatement program.
- 4) In addition to occupational health physicians and public health nurses available for consultation about mental health, consultations by external professionals can also be arranged. Employees can contact these mental health professionals via email, phone, or other appropriate means. The services are available also to their families.



Mental Health Seminar

### ■Response to the COVID-19 Pandemic

In May 2021, we set up special paid leave for COVID-19 vaccination in order to facilitate inoculations among our employees and their families.

#### 【should be taken :】

When the newly established special paid leave for COVID-19 vaccination (effective as of May 1, 2021)

- 1) On the appointment dates for a vaccine
- 2) When an employee feels unwell due to side effects of the vaccine he/she has received (only the day following a vaccination)
- 3) When an employee needs to attend and/or care for a family member he/she lives with, his/her parents and/or grandparents on the days specified in (1) and (2) above

### <Examples of Other Efforts to Prevent Infections with the New Coronavirus :>

Employees are required to take their temperature and make sure they feel well before coming to the office. They must stay home if they feel unwell.

Employees are urged to wash and sanitize their hands whenever possible.

Employees are discouraged from non-essential business trips or outings and encouraged to have online meetings.

Only a certain number of people are allowed into each meeting room to prevent a close-contact setting and rooms must be thoroughly ventilated.

Partitions have been set up in each office and meeting room to control the risk of infections through respiratory droplets.

CO<sub>2</sub> detectors have been installed to note any close-contact setting through a visual representation of CO<sub>2</sub> in a place.



A partition and CO<sub>2</sub> detector placed in a conference room

### ■ Reduction in Overtime Hours

The Unipres Group Code of Conduct specifies, “By not engaging in the employment of children, forced labor or human trafficking and ensuring appropriate working hours and payment of wages, etc., we take measures to observe the employment regulations of each nation.” We have adopted more strict management of working hours than ever in order to prevent our employees from overworking and encouraging a reduction in overtime hours.

In fiscal 2021, the overtime hours worked by employees averaged 16.0 hours per month.

### ■ Encouraging Employees to Use Paid Annual Leave

We endeavor to have each employee use at least 15 days of annual leave entitlement, of which 8 days are planned annual paid leave, and we make a plan at the beginning of the year to ensure the use of annual leave.

In addition, we have also set up five days of company-wide mandatory paid annual leave in an effort to create a workplace environment in which employees feel comfortable taking leave.

In fiscal 2021, we achieved 14.0 days per employee.

### ■ Measures to Protect Employees from Global Health Problems

Unipres holds orientation sessions for its employees scheduled to work in overseas locations. Each session provides copies of a document containing information about risks of infectious diseases (e.g., malaria, tuberculosis, HIV, hepatitis A, rabies) in the countries where they will be working, and about recommended vaccines coupled with the healthcare institutions.

Our subsidiaries in China provide annual employee training to impart the knowledge needed to prevent infectious diseases, including HIV and tuberculosis. The subsidiary in India conducts disinsection to prevent its employees from contracting malaria. The subsidiary in Mexico has its prospective employees tested for malaria and HIV, and its employees for tuberculosis each year.



Related SDGs



## Work-Life Balance

### Basic Approach

Unipres offer our employees various work styles to choose from and provide environments where they feel comfortable working so that each of them will successfully advance his or her career regardless of age or gender.

### Initiatives

#### ■ Telecommuting (Working from Home, etc.) and Flextime

We have been adopting teleworking (such as telecommuting) mainly for employees with childcare or nursing care needs as well as employees in charge of overseas business affected by time differences. Meanwhile, taking the opportunity of utilizing teleworking as a countermeasure against infectious diseases and incorporating it in a business continuity plan, we have established a new teleworking system that our employees can use at a certain frequency regardless of their circumstances even after the COVID disaster. We also have an established super-flexitime system without core hours, thereby increasing our employees' productivity through the flexible work arrangement and reducing overtime.

#### ■ Volunteer Holiday System

In FY2019, we established a volunteer holiday system in order to encourage our employees to engage in community service and to help them improve work-life balance.



Volunteer activity of beach cleanup

#### ■ Reinstatement System for Former Employees

Unipres has set up a reinstatement system for former employees to enable jobs to be reinstated for those who leave the Company due to pregnancy, childbirth, childcare, caring for sick family members, marriage, or their spouse's job relocation. Regardless of why they once left the company, we flexibly re-hire talented former employees.

#### ■ Re-employing Retired Workers

At Unipres we re-employ 100 percent of employees who wish to continue working after reaching the official retirement age of 60, enabling them to carry on working until 65. To get the most out of those who are re-employed, we take steps to boost their motivation, reviewing their performance like other employees.

☆Link (within this PDF): [Employee Data](#)

Related SDGs



## Human Resource Development

### Basic Approach

Unipres is developing human resources to achieve sustainable growth on a global scale under the management philosophy of "Perfecting Machine Press Technologies: Going a Step Beyond." Our global headquarters focuses on technical and specialist education, rank-specific training to improve leadership and management skills, and language education to strengthen global business responsiveness.

### Initiatives

#### ■ Achievements in Human Resources Development

In FY2021, we provided 35,511 hours of training for the total of 944 employees (15.77 hours per employee). The annual investment in education is 14,110 yen per employee.

#### ■ Cultivating Next-Generation Leaders (the Middle Management Development Program)

In FY2017 Unipres introduced a middle management program targeting early cultivation of next-generation leaders (i.e., heads of overseas bases and heads of departments), and the program provides "systematic acquisition of management skills" and "cultivation of a company-wide management perspective".

In the training provided by an external organization, the trainees systematically acquire basic knowledge about management to develop their overall ability for corporate management. They also discuss business cases related to Unipres' businesses, thereby acquiring a broad perspective, leadership skills, and resourcefulness required of human resources for business management. At the end of the nine-month program, the trainees propose visions of their companies to management, leveraging the knowledge they have acquired through the training.

#### ■ Improving Employees' Skills Needed to Navigate Through Our Global Business (Language Programs)

We have an overseas Training dispatch program hands-on English conversation classes organized according to ability, a TOEIC class, and pre-overseas assignment training, among others.

#### [Overseas Training Dispatch Program]

By eliminating the conventional overseas language study program and instead providing opportunities for young employees to work on problem-solving through on-the-job training at overseas locations while interacting with local staff, we aim to improve young employees' ability to execute work, communicate, and solve problems in different countries and cultures.

By making the most of their training experience, young talents are expected to grow to be active in overseas offices in the future. Two employees were selected in FY2021 and are currently undergoing training at U.S. sites.

## ■ Education System for Skills Transfer

The Global Manufacturing Training Center has been established at the Sagami Office, where skills training has been provided since FY2016, with the aim of raising our level of manufacturing.

To improve the skills of technical staff in charge of maintenance that requires special skills and expertise, we have developed teaching materials and equipment for instructors, various assessment and diagnostic tools, and award systems. With these elements in place, we are working to nurture trainers who have both expertise and advanced skills in handling dies, press equipment, and assembly equipment. Our goal is that each plant will eventually act independently in the future by having these training trainers serve as the key of the training systems at their plants and take charge various skill education for technical staff.

In FY2019, Regional Training Centers were established at our sites in Japan in an effort to enhance our system for training staff. After FY2020, we created an environment that allows us to remotely provide training for overseas manufacturing plants amid the current coronavirus pandemic.

In addition, as for management education on manufacturing plant operation too, we have set up a new training program for supervisors,

in addition to the elementary, intermediate and advanced hierarchical courses that have long been offered. Likewise, we provide solid educational programs that consist of several levels to help our employees acquire the knowledge they need for their lines of work and improve their skills. In doing so, we train the employees to become technical experts equipped with “technical skills and expertise,” “management skills (on-the-ground management),” and “humanity” in a well-balanced manner.



Robot teaching practical training

## Coexistence with Local Communities

### Basic Approach

We are actively involved in local communities and contribute to the development of our business activities and these communities. In addition to complying with international rules and the laws in the countries where we operate, we also respect those countries' cultures and customs and contribute to their development.

### ■Principles for Community Investing

The Unipres Group promotes community service activities that aim to develop a sustainable society, with a focus on environmental conservation, and social welfare and contributions to local communities that center on support for future generations. As a company in the automobile industry, we consider environmental conservation to be a particularly important issue.

### Promotion System

The General Affairs Department is at the core of Unipres' social contribution activities, and those in charge at each site are taking the lead in such activities. Our sites collaborate with each other to plan, prepare, implement, and invigorate activities, and share improvements. Our overseas sites also plan and implement community-based activities individually at each site.

In FY2019, we have also established a volunteer leave system to support employees' voluntary social contribution activities.

☆Link (within this PDF): [Volunteer Holiday System](#)

### Initiatives

(★: Environmental Conservation  
★: Cultivating the Next Generations)

### ■Contribute to Society <Supporting Charities in Conjunction with Our Shareholders> ★/★

Unipres works together with its shareholders to contribute to society. We introduced a points-based system to our shareholder incentive program, enabling shareholders to donate their points to organizations contributing to society. As a company, we

### Related SDGs



double the total amount of money (i.e., points) donated by shareholders, and at the same time donate any points that shareholders have not used. In FY2021 we donated a total of 2,569,500 yen to two organizations: More Trees, which is engaged primarily in forest preservation activities in Japan and overseas, and the Foundation for Orphans from Automobile Accidents, which supports children who have lost their parents as a result of car accidents.

In addition, we have introduced Kids Smile QUO Cards into our incentive gifts for shareholders. For each Kids Smile QUO Card purchased, 50 yen are donated to support activities that make life better for children in the areas affected by the March 2011 earthquake and tsunami.

☆Online link: [Shareholders Meeting, Dividends, Shareholder Incentive Program, etc](#) (in Japanese)

**<Neighborhood and Beach Cleanups> ★**

Unipres cleans up the areas around its plants. In FY2021, the Sagami Office and Fuji Office conducted cleanup activities at their nearest railway stations and areas around their plants. We will continue our activities to beautify the local environment.

In FY2021, as in the previous fiscal year, volunteers from the Head Office cleaned the Miura Coast in Kanagawa Prefecture. The employees picked up cigarette butts, plastic bags, PET bottles, and a lot of other trash at the beach that looked clean at a glance.

**<Plant Tours> ★**

We conduct plant tours for local schools at each Unipres plant. In October 2021, we hosted 10 first-year students from a nearby high school at our Fuji Plant for a plant tour and a dialogue with their alumni, providing a good opportunity for them to learn about press technology and the appeal of manufacturing.



High school students listening to an explanation about a press machine

**<Donation of Ruined or Unused Postcards> ★**

We asked employees to donate ruined or unused postcards if they had any at home. A total of 418 postcards were collected across our offices and plants. These postcards were exchanged for postage stamps, which we donated to Plan International, an organization that provides aid for children in developing countries.

**<Delivery of Translated Picture Books> ★**

In February 2022, employees from the Head Office and the Fuji and Sagami Offices participated in the Campaign to Deliver Picture Books promoted by Shanti Volunteer Association. This campaign is to deliver Japanese picture books in the local language using stickers to children living in harsh environments. In this event, we prepared books for children in Afghanistan. Employees who participated in the campaign shared many motivational comments, saying, for example, they were glad to be able to help children's future.



Employees putting local language stickers on a picture book

**<Food Drive Operations> ★**

In January 2022, we held a food drive at the Head Office and the Fuji and Sagami Offices. A food drive is an activity to reduce food loss and support the needy by bringing unused food left over from home and donating it to food bank organizations.

By publicizing the event on the company intranet and displaying posters at each site, as many as 164 food items were collected.

## ■ Sponsorship

Unipres provides sponsorship and financial support, focusing primarily on organizations and events in communities where its head offices and plants are located. We also play an active part in community events.

### <Endorsement of F. Marinos Sports Club> ★

In FY2020, endorsing F. Marinos Sports Club's ideas to "create a sustainable local community through sports" and "offer training for children to become world-class athletes," we became a supporting member of the Sports Club as our small contribution to future generations.



©F.M.S.C.

### <Main Sponsorships in FY2021>

- Supporting members of General Incorporated Association F. Marinos Sports Club
- Federation of All Nissan and General Workers' Unions NPO Center u-life21
- All Japan Intercollegiate Women's Ekiden Championship (Mt. Fuji Women's Relay)
- National Wheelchair Marathon (Nissan Cup Oppama Championship)\*
- Fuji Festival, Fuji, Shizuoka Prefecture\*



One of "u-life21"'s social welfare activities  
Puppet show performance for children

\* These programs were cancelled in FY2020 due to the COVID-19.



## Initiatives (Group Companies)

Unipres Group companies in Japan and overseas are also engaged in a range of initiatives.

### ◆Traffic Safety Education for Foreign Trainees [Unipres Precision Corporation]

On the occasion of accepting foreign technical intern trainees, we invited police officers to give lectures on bicycle traffic rules and manners, as well as basic rules for living in Japan. In FY2021, 30 trainees attended the lecture.



### ◆Christmas Donations [Unipres Mexicana, S.A. de C.V.]

Every year, Unipres Mexicana donates gifts to children in low-income families at Christmas time. In FY2021, we donated blankets to police stations, beside our annual donations to kindergartens and elementary schools.



### ◆Training Technical Interns at Training Academy [Unipres (UK) Limited]

We have established a Training Academy in 2017, which accepts about 50 apprentices a year who aim to become technical personnel in the automotive field. The Academy's practical training program is aimed at not only gaining specialized knowledge but also learning at actual production sites.



### ◆Donation of Cattle and Sheep to Neighboring Villages [PT. Unipres Indonesia]

As part of our community contribution activities, we are working with Japanese companies in the KBI Industrial Park, where Unipres Indonesia is located, to donate cattle and sheep to neighboring villages during the Feast of Sacrifice. We have been taking part in the donation for more than 10 years, and we will continue this initiative to contribute to the regional development.





# Governance

## Corporate Governance

Related SDGs



### Basic Approach and Policy

Unipres has established the Sustainability Committee chaired by the President in FY2022 to develop a system ensuring the appropriateness of operations. In promoting an integrated internal control system, we have established the Risk Management Committee and Corporate Ethics Committee under the Sustainability Committee to determine policies and measures and to ensure the appropriateness of operations. We are fulfilling our corporate social responsibility by promoting activities based on our management philosophy and corporate code of conduct throughout the company and by strengthening our management system on a global level.

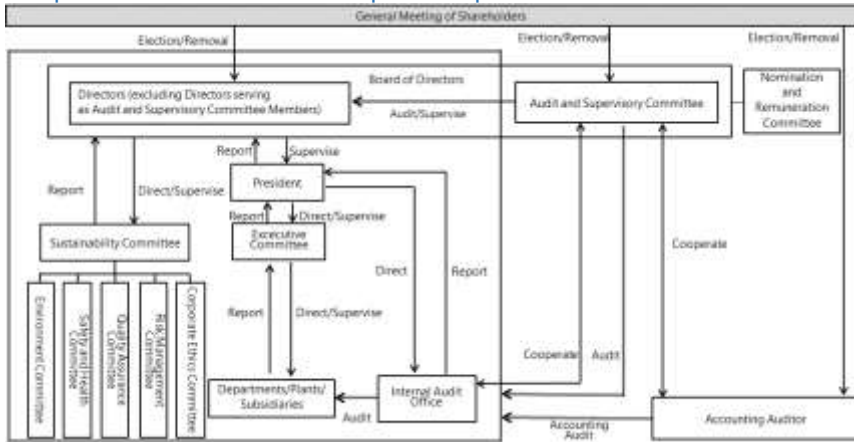
### Organizational System for Governance

In April 2015, Unipres implemented changes to its business management structure. The changes were intended to facilitate prompt managerial decisions and business execution

by clearly separating managerial decision-making and supervision from business execution, as well as to enhance corporate value by strengthening corporate governance. Moreover, the Company sought to strengthen its governance even further by converting from a company with an audit and supervisory board to a company with an audit and supervisory committee at the 77th Regular Shareholders' Meeting held in June 2016. The Board of Directors, which supervises management, requires that internal directors be knowledgeable about our businesses and have expertise based on work experience in relevant fields, and that outside directors have specialized knowledge and insight related to management in general, laws and regulations, and finance, among others. Consequently, we have a balanced Board. In an effort to ensure diversity on the Board of Directors, we elected two women at the Annual General Meeting of Shareholders in June 2022. The bodies and chairs of the committees that sustainability and administer internal control are as follows:

- The Sustainability Committee is chaired by the President.
- The Executive Committee, which passes resolutions on matters delegated to it by the Board of Directors, as well as other important matters relating to business execution, is also chaired by the president.
- The Chairs of the Environment Committee, Safety and Health Committee, Quality Assurance Committee, Risk Management Committee, and Corporate Ethics Committee are appointed by the President, who chairs the Sustainability Committee. The Environment Committee is chaired by the Executive Officer in charge of general affairs; the Safety and Health Committee, by the Executive Vice President in charge of plants and production; the Quality Assurance Committee, by the Executive Vice President in charge of quality; the Risk Management Committee, by the Executive Vice President in charge of corporate planning; and the Corporate Ethics Committee, by the Executive Vice President in charge of sales.

**【Corporate Governance at Unipres Corporation】**



☆Online link:[Corporate Governance Report \(in Japanese\)](#)  
[Internal Control System Basic Policy](#)

**■Nomination and Remuneration Committee**

In June 2022, we established the Nomination and Remuneration Committee, a voluntary advisory body to the Board of Directors, in order to strengthen the independence, objectivity, and accountability of the Board's function related to director nominations and remuneration, and to further enhance and strengthen the corporate governance system. The three-member Committee consists of one internal director (Chairman: Yoshio Ito) and two independent outside directors (Hiroko Yoshiba and Sonoe Hasegawa), which means the outside directors account for the majority. The Committee discusses the matter as consulted from the Board of Directors and reports back to the Board.

**Goal and Result**

(√: Achieved Δ: Almost/partially achieved X: Not achieved)

Medium- and long-term Targets	FY2021 Targets	Result	Level of achievement	FY2022 Targets
Continued implementation of measures to improve the effectiveness of the Board of Directors	—	—	—	<ul style="list-style-type: none"> <li>■ Establish and implement the Nomination and Remuneration Committee</li> <li>■ Implement a new executive remuneration system</li> </ul>

## Board of Directors

### ■ Board Composition (skills matrix)

We expect our directors to have the following skills.

A new female director was elected at the Annual General Meeting of Shareholders held in June 2022, increasing the percentage of women on the Board of Directors from 13% to 22%.

Name	Corporate Management	Financial Accounting	Legal / Compliance	Technology / Development	Manufacturing / Quality	Sales / Procurement	Environment / Safety	Governance / Risk Management	Global
Nobuya Uranishi	○	○				○		○	○
Hideki Ogoshi				○	○		○		○
Shinji Shiohawa				○	○		○		○
Yukihiko Morita		○							○
Kenji Miura					○	○			○
Kiyochi Doi	Outside Independent	○						○	○
Yoshio Ito			○			○		○	
Hiroko Yoshida	Outside Independent Female		○					○	
Sonoe Hasegawa	Outside Independent Female	○						○	

### ■ Directors and Their Attendance at Board/Committee Meetings

Post	Name	Independent Director	Attendance at Board Meeting	Attendance at Audit and Supervisory Committee Meeting
Representative Director	Nobuya Uranishi	—	15 out of 15 (100%)	—
Representative Director	Hideki Ogoshi	—	15 out of 12 (80%)	—
Member of the Board	Shinji Shiohawa	—	15 out of 15 (100%)	—
Member of the Board	Yukihiko Morita	—	15 out of 15 (100%)	—
Member of the Board	Kenji Miura	—	15 out of 15 (100%)	—
Member of the Board	Masashi Imoto	—	11 out of 11*1 (100%)	—
Member of the Board (Full-time Audit and Supervisory Committee Member)	Ito Yoshio	—	11 out of 11*2 (100%)	10 out of 10 (100%)
Member of the Board (Audit and Supervisory Committee Member)	Hiroko Yoshida	○	15 out of 15 (100%)	14 out of 14 (100%)
Member of the Board (Audit and Supervisory Committee Member)	Shigeru Nishiyama	○	15 out of 15 (100%)	14 out of 14 (100%)

\*1 Masashi Imoto's attendance at Board of Directors meetings is for the period from his appointment as a director on June 24, 2021 until his resignation on March 25, 2022.

\*2 The Board of Directors meetings and Audit and Supervisory Committee meetings that Yoshio Ito were those that were held after they became Members of the Board (a member of the Audit and Supervisory Committee) on June 24, 2021.

## Executive Remuneration

### ■ Details of Basic Policy on Executive Remuneration

The composition of remuneration for Executive Directors (directors who also serve as executive officers) is determined in consideration of the linkage with business performance and shareholder value, as well as the stability of remuneration.

Specifically, remuneration consists of base remuneration (monetary compensation), short-term performance-linked remuneration, and long-term performance-linked remuneration.

Basic remuneration is a monthly fixed remuneration based on the position, in consideration of merit, experience, and other factors.

Short-term performance-linked remuneration is a bonus that is a monetary compensation as an incentive for short-term performance improvement.

Long-term performance-linked remuneration is a restricted stock compensation that causes executives to share the benefits and risks of stock price fluctuations with shareholders and motivates them to contribute to stock price increase and corporate value enhancement.

In order to maximize the performance of Executive Directors in the execution of their duties, the percentage of performance-linked remuneration is increased for those with higher positions. Generally, the percentage of fixed remuneration is 50% when performance targets are achieved 100%, and that of performance-linked remuneration (bonuses and stock compensation) is 50%.

For Executive Directors, provisions concerning the forfeiture, reduction, and return of remuneration (clawback and malus provisions)\* have been introduced for long-term performance-linked remuneration (restricted stock compensation).

Outside directors who are not Audit and Supervisory Committee members is rewarded only by stable monthly remuneration, with no link to business performance or shareholder value.

The remuneration for directors who are Audit and Supervisory Committee members is determined, through consultation among such directors, within the total amount of remuneration resolved at the General Meeting of Shareholders.

\* Provisions stipulating that in the event of serious misconduct or material breach of laws, regulations, or the like, the stocks shall be returned after the termination of transfer restrictions or shall be forfeited or reduced during the period of transfer restrictions.

## ■ Structure and Composition of Executive Directors' Remuneration

Type of remuneration		Percentage	Reward policy
Monthly remuneration	Monetary compensation	50%	- The monthly remuneration shall be a fixed remuneration, the amount and calculation method of which shall be determined on the basis of the position of responsibility, in consideration of the merit, experience, and other factors of the executive.
	Short-term performance-linked remuneration (monetary compensation)	50%	- Short-term performance-linked remuneration is a monetary compensation as an incentive for short-term performance improvement. - The amount shall be determined on the basis of monthly remuneration multiplied by a predetermined coefficient that comprehensively takes into account performance indicators and other factors. - The performance index shall be ordinary income, which is an objective and unambiguous index that can measure the outcome of efforts to maintain and improve ordinary profitability on a consolidated basis.
Restricted stock compensation	By position		- The position-specific remuneration shall be determined according to the executive's position.
	Performance-linked		- Long-term performance-linked remuneration is a restricted stock compensation that causes executives to share the benefits and risks of stock price fluctuations with shareholders and motivates them to contribute to stock price increase and corporate value enhancement. - The restrictions on transfer shall be terminated upon retirement. - The performance-linked remuneration shall be granted according to the base amount of each position in consideration of the percentage of achievement of performance indicator targets in the previous fiscal year. - The performance indicators are company performance (ordinary income), external ESG evaluation including climate change countermeasures, and the performance of the department in charge. The weight ratio of performance indicators varies within the range of 0-100%; the higher the position, the higher the percentage of company-wide performance.

## Risk Management

### Basic Approach and Policy

In order to promote sustainability management and internal control, the Unipres Group puts in place the necessary systems and other measure for appropriate management to minimize the impact of risks when they become a reality. In doing so, we define risk as the possibility of occurrence of events that prevent Unipres and its subsidiaries from achieving their management policies, and anticipate various risks related to the management of Unipres and its subsidiaries.

### Promotion System

The Unipres Group had the Risk Management Subcommittee under the Internal Control Committee until FY2021 for the purpose of promoting company-wide risk management. In April 2022, however, this subcommittee was reorganized to establish the Risk Management Committee, which carry out its activities under the Sustainability Committee. The Risk Management Committee takes over and enhances the role of the former Risk Management Subcommittee by reviewing and discussing risk management-related policies, targets, action plans, progress, and

performance, and by making reports and proposals to the Board of Directors and the Sustainability Committee.

The Risk Management Committee is chaired by the Executive Officer in charge of corporate planning, appointed by the Chair of the Sustainability Committee, and it also consists of two vice chairs (the Executive Officer in charge of technology and the Executive Officer in charge of general affairs) and three members (the department head in charge of corporate planning, the department head in charge of general strategy planning, and the department head in charge of general affairs). In addition, a full-time Audit and Supervisory Committee member also attends Committee meetings as an observer. Four Committee meetings are scheduled for FY2022. For reference purposes, the former Risk Management Subcommittee met four times in FY2021.

### Initiative

#### ■ Identifying Risks Using a Risk Management Self-Checklist

In order to manage risk of loss, we assessed

and analyzed risk throughout the Company and selected five major areas requiring companywide responses (measures to address tax law, information security, business continuity plan [BCP], human resource risk, and compliance). We take action to reduce each of the associated risks and report progress to the Board of the Directors. In FY2022, we have changed the name of company-wide risks to Unipres Group Key Risks in order to further enhance the mobility and comprehensiveness of our activities.

#### ■ Information Security System

At Unipres we recognize our social obligation to take comprehensive and effective measures to minimize the risk of information being leaked, and to manage and use our information assets securely. We have therefore formulated an Information Security Policy to maintain information security properly, and we are working to improve our management of confidential information by establishing an information security system based on this policy.

#### Related SDGs



## ■ Business Continuity

Our measures to counter risks related to possible large-scale natural disasters include (1) BCP development, (2) seismic reinforcement implementation, (3) emergency stockpile deployment, etc. Thus, we are taking action to ensure that post-disaster damage to our businesses is kept to a minimum.

## ■ Implementation of BCM Training

We conduct regular BCM training in order to continue our business when we are exposed to threats and minimize the unavailability of our products to customers.

Training is provided to cope with situations that may occur due to risks, and the effectiveness of functions and procedures is checked against the prepared risk management plan.

☆Online link: [Corporate Governance Annual Securities Report \(in Japanese\)](#)

Related SDGs



# Compliance

## Basic Approach and Policy

In order to set the compliance with laws and regulations and social ethics as the foundation of our corporate activities, we have established the Unipres Group Code of Conduct, the spirit of which is communicated to all executives and employees by the President.

## Promotion System

The Unipres Group had established a Compliance Subcommittee under the Internal Control Committee to promote compliance throughout the Unipres Group until FY2021, but in April 2022, this subcommittee was reorganized and the Corporate Ethics Committee was established under the Sustainability Committee to carry out its activities. The Corporate Ethics Committee takes over and enhances the role of the former Compliance Subcommittee by reviewing and discussing compliance- and human rights-related policies, targets, action plans, progress, and performance for the promotion of sustainability management and internal control, and by making reports and proposals to the Board of Directors and the Sustainability Committee.

## Goal and Result

The Corporate Ethics Committee is chaired by the Executive Vice President and Director (in charge of sales and cost planning), as appointed by the Chair of the Sustainability Committee. The other Committee members consist of one Vice Chair (Executive Officers in charge of general affairs and human resources) and 14 members (department heads for human resources, general affairs, accounting, sales, procurement, comprehensive strategic planning, manufacturing, production engineering, and internal audit). In addition, a full-time Audit and Supervisory Committee member attends Committee meetings as an observer. Six Committee meetings are scheduled for FY2022. For reference purposes, the former Compliance Subcommittee met four times in FY2021.

(✓: Achieved    △: Almost/partially achieved    X: Not achieved)

Medium- and long-term Targets	FY2021 Targets	Result	Level of achievement	FY2022 Targets
No incidents of serious legal violations	—	—	—	<ul style="list-style-type: none"> <li>■ No incidents of serious legal violations</li> <li>■ Plan and implement company-wide compliance education</li> </ul>



## Initiatives

### ■The Unipres Group Code of Conduct

Guided by our management philosophy, “Perfecting Machine Press Technologies: Going a Step Beyond,” we in the Unipres Group will continue to operate in a way that merits society’s trust. In order to realize this management philosophy, we believe it is essential to make a unified commitment to manufacturing, and at the same time to fulfill our corporate social responsibility by complying with all national and international laws and regulations, as well as internal rules, and by keeping our other promises. We have established the Unipres Group Code of Conduct, coupled with the Unipres Group Code of Conduct Guidebook (instructions), as guidelines on how officers and employees of the Unipres Group should perform their day-to-day work based on this belief, so that the Group as a whole works to further ensure compliance.

The Unipres Group Code of Conduct and the Unipres Group Code of Conduct Guidebook are reviewed annually by compliance subcommittees. If any changes must be made, the Internal Control Committee discusses proposed changes.

☆Online link: [The Unipres Group Code of Conduct](#)

### ■E-Learning Training (Compliance Self-Check)

As part of the training based on the Unipres Group Code of Conduct, we provide annual e-learning training (compliance self-check) for all officers and employees. A survey is conducted to check the effects of the training, and the results are reported to the Board of Directors. In fiscal 2021, a total of 21 Unipres Group companies (7 in Japan and 14 overseas) implemented the program, and a total of 9,336 people (3,615 in Japan and 5,721 overseas) participated in the training.

### ■Internal Whistle-Blowing System

We have established a whistleblowing system and set up the Unipres Hotline for whistleblowers in order to enhance our compliance operation by facilitating early detection and correction of misconduct. This enables directors and employees who have discovered any compliance issues (an act that violates an act, ordinance, etc./an in-house rule or regulation/corruption, etc./ the Unipres Group Code of Conduct, etc.) to directly notify or consult with the compliance supervisory unit. In addition, external contact points involving external counselors have been established for Unipres and its domestic subsidiaries to ensure fairness and transparency. For privacy protection, anonymous reports are also accepted. The total number of whistle-blowing reports in FY2021 was 19 in 6 domestic subsidiaries and 13 overseas subsidiaries, and all cases have been handled.

Moreover, we strive to improve the capability of staff in charge of whistle-blowing affairs by letting them regularly attend seminars for whistle-blower contact persons.



## Anti-Corruption

### Basic Approach and Policy

In accordance with the Unipres Group Code of Conduct and various policies, the Unipres Group officers and employees are committed to preventing all kinds of corrupt practices, including bribery, conflicts of interest, anti-competitive practices, and insider trading.

In FY2021, no employee was punished or dismissed for violating the Unipres Group Code of Conduct with regard to anti-corruption or the Basic Policy on Anti-Corruption.

### <Basic Anti-Corruption Policy>

#### 1. Legal Compliance

UNIPRES CORPORATION and its subsidiaries (hereinafter referred to as "UNIPRES Corporate Group") and their officers and employees (including contract employees, part-time workers and temporary workers that are not regular company employees. Hereinafter referred to as "Employees") shall comply with the anti-corruption-related laws and ordinances that apply to UNIPRES Corporate Group companies and this Basic Anti-Corruption Policy (hereinafter referred to as "the Policy.").

#### 2. Prohibition of Bribery and Excessive Entertainment and Gifts

The UNIPRES Corporate Group and the Employees shall not under any circumstances provide, or offer or promise to provide benefits including money, gifts, entertainment or travel to public officials or members of the private sector (natural people and corporations) for the purpose of obtaining unjust business benefits. However, entertainment, gifts and travel are allowed only if the purpose and amount of money, etc. conform to applicable laws and regulations, do not violate the UNIPRES Group Code of Conduct (including national Code of Conduct Guide Books), and are within the appropriate range according to social norms.

The UNIPRES Corporate Group and the Employees shall not under any circumstances receive, or require or promise to receive money, gifts, entertainment, travel or any other benefits from third parties intending to conduct business with UNIPRES Corporate Group. However, this shall be allowed if the purpose and amount of money, etc. conform to applicable laws and regulations, do not violate the UNIPRES Group Code of Conduct (including national Code of Conduct Guide Books), and are within the appropriate range according to social norms.

#### 3. Facilitation Payments

Even small payments (so-called "facilitation payments") to facilitate procedures for ordinary administrative services can be bribery, and therefore such payments are prohibited.

#### 4. Appointment of Agents, etc.

The UNIPRES Corporate Group requires suppliers, contractors, vendors, distributors, external agents, consultants and agents of UNIPRES Corporate Group to comply with the Policy.

#### 5. Violation Reporting Obligation

Employees shall always report any violation of the Policy to the company through Internal Notification, etc. Under the Internal Notification Rules of UNIPRES Corporate Group companies, disadvantageous acts against reporting of violations are strictly prohibited.

#### 6. Proper Accounting

Employees shall comply with laws and internal rules, perform appropriate accounting treatment to ensure the accuracy and reliability of financial and tax accounting, keep accurate records, and retain them properly.

## ■ Anti-Corruption Compliance

The Unipres Group has established the following anti-corruption policies in its Code of Conduct.

### 【Observance of the Competition Law and Related Legislation】

We observe the Competition Law and Related Legislation, and conduct all our transactions with integrity, fairness, and transparency.

### 【Relations with Interested Parties and Business Partners】

In our relations with interested parties and business partners, we neither accept nor engage in profit-sharing activities or gift exchange beyond the scope of social courtesy.

### 【Prohibition of Insider Trading】

We do not engage in transactions deemed to be, or leading to suspicion of, insider trading.

### 【Separation of Our Professional and Private Lives】

We separate our professional and private lives. We do not use the company name for personal gain. We do not engage in such actions as taking company resources for personal use or personally receiving money or gifts from business partners or other similar parties.

### 【Proper Accounting】

We observe laws and internal company regulations engage in proper accounting to secure accuracy and credibility in our financial and tax accounting. By strengthening internal and external audit functions, we aim to engage in transparent corporate management.

### 【Relations with Government and Public Administration】

In our business relations with public officials, we strive to build transparent and fair relationships and do not engage in the exchange of money or gifts beyond the scope of social custom.

**Promotion System**

The Unipres Group promotes company-wide anti-bribery and anti-corruption initiatives, and as in the case of compliance, the Corporate Ethics Committee reviews targets and action plans.

**Goal and Result**

(✓: Achieved    Δ: Almost/partially achieved    X: Not achieved)

Medium- and long-term Targets	FY2021 Targets	Result	Level of achievement	FY2022 Targets
No incidents of anti-corruption violations	Formulation of global anti-corruption guidelines	Formulated the Basic Anti-Corruption Policy and deployed it to domestic and overseas offices	✓	<ul style="list-style-type: none"> <li>■ No incidents of anti-corruption violations</li> <li>■ Establishment of entertainment and gift-giving guidelines and company-wide education</li> </ul>

**Initiatives**

■ **Education**

We assess and analyze risks involved in matters related to the anti-corruption efforts. Our e-learning training (compliance self-check) deals with the subject of anti-corruption based on the assessment and analysis in order to raise employees' awareness through education.

■ **Risk Assessment**

We have added items pertaining to anti-bribery and anti-corruption to the check list we use for legal due diligence on an alliance partner in whom we have a stake.

# Supplementary Materials

## Employee Data (Target companies: Unipres Corporation and Unipres R & D Co., Ltd.)

	Unit	FY2019	FY2020	FY2021	
Employees	No.	2,550	2,585	2,500	
	Men	No.	2,335	2,366	2,274
		Women	215	219	226
Average age	Years	41.6	41.8	42.5	
Average age	Years	Men	41.9	42.1	42.9
		Women	38.6	38.6	38.8
Average years employed	Years	17.6	17.7	18.1	
Average years employed	Years	Men	18.1	18.2	18.6
		Women	13.1	13.3	13.4
	Employees who left the company	%	3.8	2.2	4.6
Employees who left the company	%	For personal reasons	3.8	2.2	4.6
		For company reasons	0	0	0
Employee retention rate (three years after recruitment of new graduates)	%	92.8	88.4	92.3	
Average annual salary	Thousand yen	6,211	5,882	5,631	
Disabled people in workforce	%	2.28	2.53	2.50	
Employees taking children leave	No.	17	32	26	
	Men	No.	14	24	17
		%	28.0	61.5	43.6
Women	No.	3	8	9	
	%	100	100	100	
Employees returning after childcare leave	%	100	100	100	
Employees returning after childcare leave	%	Men	100	100	100
		Women	100	100	100
Employees taking nursing care leave	No.	0	0	0	
	Men	No.	0	0	0
		Women	0	0	0
Employees taking maternity leave	No.	3	10	11	
Days of annual leave taken	Days	16.2	13.8	14.0	
Annual leave taken	%	87.5	73.6	74.2	

	Unit	FY2019	FY2020	FY2021	
Average hours of overtime	Hours/month	21.2	18.3	16.0	
Total union members	No.	1,750	1,737	1,751	
Female managers	No.	5	6	7	
	Female (%)	%	1.6	1.9	2.2
Female directors	No.	1	1	1	
	Female (%)	%	11.1	11.1	12.5
Female outside directors	No.	1	1	1	
	Female (%)	%	33.3	33.3	50.0
Non-Japanese employees	No.	20	22	25	
	Men	No.	11	13	16
		Women	9	9	9
New graduates hired	No.	82	51	0	
	Men	No.	71	40	0
		Women	11	11	0
Mid-career hired	No.	40	8	3	
	Men	No.	32	5	2
		Women	8	3	1
Percentage of women hired	%	17.6	23.7	33.3	

## Employee Data (Global)

		Unit	FY2019	FY2020	FY2021
Employees	No. of employees (Unipres Group)	No.	11,398	10,175	9,845
	Female	%	-	-	12.3
	Japan	No.	3,351	3,418	3,328
	Female	%	-	-	9.5
	Overseas	No.	7,867	6,757	6,517
	Female	%	-	-	14.1
Female managers	Japan	No.	-	8	9
	Female	%	-	2.0	2.3
	Overseas	No.	-	90	82
	Female	%	-	20.5	19.1
Disabled people in workforce	Japan	No.	-	53	51
	Overseas	No.	-	26	37
Full time staff voluntary turnover rates	Japan	%	-	-	6.0
	Overseas	%	-	-	14.2

## Safety and Health Data 【Accidents That Require Time off from Work】

(Target companies: Unipres Corporation and Unipres R & D Co., Ltd.)

		Unit	FY2019	FY2020	FY2021
Lost work-time incidents	No. of serious accidents	No.	0	0	0
	Industrial accident frequency rate	-	0.000	0.247	0.257
	Severity rate of accidents causing absence from work	-	0.000	0.003	0.006

## 【Safety and Health Training and Number of Employees Receiving Training】

(Target companies: Unipres Corporation and its consolidated subsidiaries in Japan and overseas)

Training	No. of participants in 2021 *Total number of attendees
Safety and health training for new employees	825
Training for managers and supervisors	99
Traffic safety training	2,575
Fire drill	2,082
Training to prevent the transmission of the new coronavirus *Mostly in China	1,910
Workshop on life-saving procedures and other	2,356



## Environmental Data

(Target companies: Unipres Corporation and Unipres R & D Co., Ltd.)

	Unit	FY2019	FY2020	FY2021
Power usage	MWh	35,092	29,388	26,311
Energy usage	MWh	55,265	54,069	65,343
Renewable energy generation	KWh	190,384	170,007	188,667
Greenhouse gas emissions (scopes 1 and 2)	t-CO <sub>2</sub>	20,462	20,733	18,188
* See page 19 for scope 3, which has different criteria				
Waste emissions (general waste + industrial waste)	t	949	697	779
* Excludes valuables that have been sold.				
Emissions of substances subject to the PRTR law	kg	0.5	-	0.0
Water consumption (water supply and groundwater)	Km <sup>3</sup>	1,014	837	1,061

\* Emissions from mobile sources is not added to the system boundary of Energy usage and Greenhouse gas emissions.

\* In FY2020, the amount of substances subject to the PRTR law handled was less than that subject to notification, so no emissions were reported.

### [Direct Greenhouse Gas Emissions (Scope 1)]

	Unit [t-CO <sub>2</sub> ]				
	FY2017	FY2018	FY2019	FY2020	FY2021
Energy-derived CO <sub>2</sub>	6,186	4,166	4,290	4,147	6,083
Other GHGs	190	98	99	124	96
Non-energy sources CO <sub>2</sub>	110	90	89	74	81
Methane (CH <sub>4</sub> )	4	5	5	6	9
Dinitrogen monoxide (N <sub>2</sub> O)	2	2	3	3	4
Leaked fluorocarbons	74	1	2	41	2

\* Amount of Leaked fluorocarbons is calculated based on the calculated leakage reporting system based on "Act on Rational Use and Proper Management of Fluorocarbons JAPAN".

### [Indirect Greenhouse Gas Emissions (Scope 2)]

	Unit [t-CO <sub>2</sub> ]				
	FY2017	FY2018	FY2019	FY2020	FY2021
Energy-derived CO <sub>2</sub>	17,339	16,800	16,073	16,462	12,009

### [Targets and Results for Basic Unit of Energy Consumption]

	FY2017	FY2018	FY2019	FY2020	FY2021
Target(Year-on-year changes)	99.0%				
Result(Year-on-year changes)	94.7%	107.9%	115.3%	110.0%	121.1%
Average yearly change in energy intensity over a five-fiscal-year period					113.5%

\* Energy use is calculated according to the Act on the Rational Use of Energy.

\* The average yearly change in energy intensity over a five-fiscal-year period is the geometric mean of the year-on-year changes of the four consecutive years including the fiscal year of reporting.

### [Sulfur Oxides (SOx) Emissions Per Year]

(Target companies: Unipres Corporation, Unipres R&D, and Unipres Kyushu.)

	Unit [t]		
	FY2019	FY2020	FY2021
Sulfur oxide (SOx) emissions per year	1.163	0.924	0.073

\*The figures have been calculated in accordance with the "Environmental Reporting Guidelines 2018."

### [Nitrogen Oxides (NOx) Emissions Per Year]

(Target companies: Unipres Corporation, Unipres R&D, and Unipres Kyushu.)

	Unit [t]		
	FY2019	FY2020	FY2021
Nitrogen oxide (NOx) emissions per year	4.91	6.96	8.62

\*The figures have been calculated in accordance with the "Environmental Reporting Guidelines 2018."

### [Disposal of Hazardous Wastes]

	Unit [kg]				
Type	FY2017	FY2018	FY2019	FY2020	FY2021
Waste containing high-concentration PCBs	-	-	541	198	-
Waste containing low-concentration (or neqligible) PCBs	41,845	9,016	-	-	-

## 【Trends in the Amount of Specified Chemical Substances Transferred】

(Target companies: Unipres Corporation)

Unit [kg]

Chemical	FY2017	FY2018	FY2019	FY2020	FY2021
Toluene	0.8	0.9	0.5	-	-
Xylene	0.1	0.1	-	-	-
Normal hexane	-	2.8	-	-	-
Methylnaphthalene	49	10	-	-	-
Manganese and its compounds	-	-	-	-	0.0

\*Dashes in the table above indicate that the amount of the substance handled was less than the minimum reporting threshold.

## 【Changes in Volatile Organic Compounds (VOCs) Emissions】

(Target company: Unipres Corporation)

Unit [kg]

Chemical	FY2019	FY2020	FY2021
Toluene	0.5	0.3	0.2
Xylene	0.1	0.0	0.0
Normal hexane	1.5	0.7	0.7
Benzene	0.1	0.1	0.1
Ethylbenzene	0.0	0.0	0.0

\* The "0.0" in the table is the result of calculations rounded to two decimal places.

## Environmental Data (Global)

	Unit	FY2019	FY2020	FY2021
Power usage	MWh	234,999	206,583	190,804
Energy usage	MWh	303,287	298,328	327,583
Renewable energy generation	KWh	190,384	170,007	3,512,198
Greenhouse gas emissions (scopes 1 and 2)	t-CO <sub>2</sub>	148,723	122,278	115,645
* See page 19 for scope 3, which has different criteria				
Waste emissions (general waste + industrial waste)	t	1,353	892	1,014
* Excludes valuables that have been sold.				
Water consumption (water supply and groundwater)	Km <sup>3</sup>	1,622	1,305	1,413

\*Unipres North America is out of the scope of tabulation.

\*Unipres Wuhan and Unipres (Thailand) were added to the scope of tabulation in FY2021.

\*UM Corporation has been added to the scope of tabulation for power usage and renewable energy only since FY2020.

\*The data on emissions from mobile sources (mostly vehicles traveling on public roads) do not include data from some offices.

【Offices excluded】FY2019: Unipres Mold, Unipres Alabama, Unipres (UK), Unipres Guangzhou, Unipres Precision Guangzhou, Unipres India, and PT. Unipres Indonesia  
FY2020: Unipres Mold, Unipres Alabama, Unipres Mexicana, Unipres (China), Unipres Guangzhou, Unipres Precision Guangzhou, Unipres India, and PT. Unipres Indonesia

\*The data from Unipres Mold and Unipres U.S.A. used to calculate the water consumption during FY 2020 were estimates.

## Others (Social Contributions, Compliance)

(Target companies: Unipres Corporation and its consolidated subsidiaries in Japan)

	FY2021
Total amount of spending on community service activities (millions of yen)	3.1
Political contributions; spending on lobbying and other activities (millions of yen)	0.4
Disclosed fines, monetary penalties, or settlement money related to corruption (millions of yen)	0.0
Total amount of fines and penalties related to the environment during the fiscal year (millions of yen)	0.0

## Comparative Table with GRI Standards

This report conforms to the Core option of the GRI Standards.

### <General Disclosures>

\*Core items

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 102: General Disclosures 2016	102-1 *	a. Name of the organization.	4
	102-2 *	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	4,5
	102-3 *	a. Location of the organization's headquarters.	4
	102-4 *	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	4,6
	102-5 *	a. Nature of ownership and legal form.	4
	102-6 *	a. Markets served, including: · geographic locations where products and services are offered; · sectors served; · types of customers and beneficiaries.	4,5
	102-7 *	a. Scale of the organization, including: · total number of employees; · total number of operations; · net sales (for private sector organizations) or net revenues (for public sector organizations); · total capitalization (for private sector organizations) broken down in terms of debt and equity; · quantity of products or services provided.	4,5,6, <a href="#">Annual Securities Reports (in Japanese)</a>
	102-8 *	a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	73,74
	102-9 *	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	6,13,36-39

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 102: General Disclosures 2016	102-10 *	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: · Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; · Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); · Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	N/A
	102-11 *	a. Whether and how the organization applies the Precautionary Principle or approach.	66,67
	102-12 *	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	16
	102-13 *	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	4,13
	102-14 *	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	8
	102-15	a. A description of key impacts, risks, and opportunities.	11,16,66, <a href="#">Annual Securities Reports (in Japanese)</a>
	102-16 *	a. A description of the organization's values, principles, standards, and norms of behavior.	7,69,71
	102-17	a. A description of internal and external mechanisms for: · seeking advice about ethical and lawful behavior, and organizational integrity; · reporting concerns about unethical or unlawful behavior, and organizational integrity.	68-71
	102-18 *	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	62,63
	102-19	a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	62,63
	102-20	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	9,15,32,36,41,44,47,51,62,64
	102-21	a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	-

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 102: General Disclosures 2016	102-22	a. Composition of the highest governance body and its committees by: <ul style="list-style-type: none"> <li>· executive or non-executive;</li> <li>· independence;</li> <li>· tenure on the governance body;</li> <li>· number of each individual's other significant positions and commitments, and the nature of the commitments;</li> <li>· gender;</li> <li>· membership of under-represented social groups;</li> <li>· competencies relating to economic, environmental, and social topics;</li> <li>· stakeholder representation.</li> </ul>	9,62,63, <a href="#">Corporate Governance Report (in Japanese)</a>
	102-23	a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	<a href="#">Corporate Governance Report (in Japanese)</a>
	102-24	a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: <ul style="list-style-type: none"> <li>· stakeholders (including shareholders) are involved;</li> <li>· diversity is considered;</li> <li>· independence is considered;</li> <li>· expertise and experience relating to economic, environmental, and social topics are considered.</li> </ul>	<a href="#">Corporate Governance Report (in Japanese)</a>
	102-25	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> <li>Cross-board membership;</li> <li>Cross-shareholding with suppliers and other stakeholders;</li> <li>Existence of controlling shareholder;</li> <li>Related party disclosures.</li> </ul>	70,71, <a href="#">Corporate Governance Report (in Japanese)</a> , <a href="#">Annual Securities Reports (in Japanese)</a>
	102-26	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	9,15,32,36,41,44,47,51,62,64
	102-27	a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	64, <a href="#">Shareholders' Meeting Notices</a>
	102-28	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	62,63, <a href="#">Annual Securities Reports (in Japanese)</a> , <a href="#">Corporate Governance Report (in Japanese)</a>

Topic	Disclosure		Page no. / document
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GRI 102: General Disclosures 2016	102-29	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.	17,62,66, <a href="#">Shareholders' Meeting Notices</a>
	102-30	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	17,62,66, <a href="#">Shareholders' Meeting Notices</a>
	102-31	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	-
	102-32	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	9,10,11
	102-33	a. Process for communicating critical concerns to the highest governance body.	62,68,69, <a href="#">Shareholders' Meeting Notices</a>
	102-34	a. Total number and nature of critical concerns that were communicated to the highest governance body. b. Mechanism(s) used to address and resolve critical concerns.	68,70
	102-35	a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: · Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; · Sign-on bonuses or recruitment incentive payments; · Termination payments; · Clawbacks; · Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.	64,65, <a href="#">Corporate Governance Report (in Japanese)</a> , <a href="#">Annual Securities Reports (in Japanese)</a> , <a href="#">Shareholders' Meeting Notices</a>
	102-36	a. Process for determining remuneration. b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the organization.	63,64, <a href="#">Corporate Governance Report (in Japanese)</a> , <a href="#">Annual Securities Reports (in Japanese)</a> , <a href="#">Shareholders' Meeting Notices</a>
	102-37	a. How stakeholders' views are sought and taken into account regarding remuneration. b. If applicable, the results of votes on remuneration policies and proposals.	-
	102-38	a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-
102-39	a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	-	



Topics	Disclosure		Page no. / document
	No.	Title	
GRI 102: General Disclosures 2016	102-40 *	a. A list of stakeholder groups engaged by the organization.	13
	102-41 *	a. Percentage of total employees covered by collective bargaining agreements.	42
	102-42 *	a. The basis for identifying and selecting stakeholders with whom to engage.	13
	102-43 *	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	13
	102-44 *	a. Key topics and concerns that have been raised through stakeholder engagement, including: <ul style="list-style-type: none"> <li>· how the organization has responded to those key topics and concerns, including through its reporting;</li> <li>· the stakeholder groups that raised each of the key topics and concerns.</li> </ul>	N/A
	102-45 *	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	3, <a href="#">Annual Securities Reports (in Japanese)</a>
	102-46 *	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	10,11
	102-47 *	a. A list of the material topics identified in the process for defining report content.	11
	102-48 *	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	N/A
	102-49 *	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	N/A
	102-50 *	a. Reporting period for the information provided.	3
	102-51 *	a. If applicable, the date of the most recent previous report.	<a href="#">Sustainability Report</a>
	102-52 *	a. Reporting cycle.	3
	102-53 *	a. The contact point for questions regarding the report or its contents.	3
	102-54 *	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: <ul style="list-style-type: none"> <li>· 'This report has been prepared in accordance with the GRI Standards: Core option';</li> <li>· 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.</li> </ul>	3,72
102-55 *	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: <ul style="list-style-type: none"> <li>· the number of the disclosure (for disclosures covered by the GRI Standards);</li> <li>· the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;</li> <li>· if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.</li> </ul>	77-97	

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 102: General Disclosures 2016	102-56 *	<p>a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If the report has been externally assured:</p> <ul style="list-style-type: none"> <li>· A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;</li> <li>· The relationship between the organization and the assurance provider;</li> <li>· Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.</li> </ul>	No third-party guarantee obtained

### <Topic-Specific Disclosures>

★ : Material topics

Topic	Disclosure		Page no. / document.
	No.	Title	
GRI 103 : Management Approach 2016	103-1*	<p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> <li>· where the impacts occur;</li> <li>· the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</li> </ul> <p>c. Any specific limitation regarding the topic Boundary.</p>	All material topics;10,11 GRI205;70-72 GRI302•305;16-22,75,76 GRI306;26-30 GRI307;16,28 GRI308;38 GRI401•405•412;40-46 GRI414;38,39
	103-2	<p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> <li>· Policies</li> <li>· Commitments</li> <li>· Goals and targets</li> <li>· Responsibilities</li> <li>· Resources</li> <li>· Grievance mechanisms</li> <li>· Specific actions, such as processes, projects, programs and initiatives</li> </ul>	GRI205;70-72 GRI302•305;16-22,75,76 GRI306;26-30 GRI307;16,28 GRI308;38 GRI401•405•412;40-46 GRI414;38,39
	103-3	<p>a. An explanation of how the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> <li>the mechanisms for evaluating the effectiveness of the management approach;</li> <li>the results of the evaluation of the management approach;</li> <li>any related adjustments to the management approach.</li> </ul>	GRI205;72 GRI302•305;17 GRI306;26,28,29 GRI307;28 GRI308;37 GRI401•405•412;41,44 GRI414;37

Topic	Disclosure		Page no. / document.
	No.	Title	
GRI 201 : Economic Performance 2016	201-1	<p>a. Direct economic value generated and distributed (EVG&amp;D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <ul style="list-style-type: none"> <li>· Direct economic value generated: revenues;</li> <li>· Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;</li> <li>· Economic value retained: 'direct economic value generated' less 'economic value distributed'.</li> </ul> <p>b. Where significant, report EVG&amp;D separately at country, regional, or market levels, and the criteria used for defining significance.</p>	<a href="#">Annual Securities Reports (in Japanese)</a>
	201-2	<p>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:</p> <ul style="list-style-type: none"> <li>· a description of the risk or opportunity and its classification as either physical, regulatory, or other;</li> <li>· a description of the impact associated with the risk or opportunity;</li> <li>· the financial implications of the risk or opportunity before action is taken;</li> <li>· the methods used to manage the risk or opportunity;</li> <li>· the costs of actions taken to manage the risk or opportunity.</li> </ul>	16, <a href="#">TCFD Report</a> , <a href="#">Annual Securities Reports (in Japanese)</a>
	201-3	<p>a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.</p> <p>b. If a separate fund exists to pay the plan's pension liabilities:</p> <ul style="list-style-type: none"> <li>· the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;</li> <li>· the basis on which that estimate has been arrived at;</li> <li>· when that estimate was made.</li> </ul> <p>c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.</p> <p>d. Percentage of salary contributed by employee or employer.</p> <p>e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.</p>	<a href="#">Annual Securities Reports (in Japanese)</a>

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 201 : Economic Performance 2016	201-4	<p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <ul style="list-style-type: none"> <li>· tax relief and tax credits;</li> <li>· subsidies;</li> <li>· investment grants, research and development grants, and other relevant types of grant;</li> <li>· awards;</li> <li>· royalty holidays;</li> <li>· financial assistance from Export Credit Agencies (ECAs);</li> <li>· financial incentives;</li> <li>· other financial benefits received or receivable from any government for any operation.</li> </ul> <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	-
GRI 202 : Market Presence 2016	202-1	<p>a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</p> <p>b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.</p> <p>c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.</p> <p>d. The definition used for 'significant locations of operation'.</p>	-
	202-2	<p>a. Percentage of senior management at significant locations of operation that are hired from the local community.</p> <p>b. The definition used for 'senior management'.</p> <p>c. The organization's geographical definition of 'local'.</p> <p>d. The definition used for 'significant locations of operation'.</p>	46
GRI 203 : Indirect Economic Impacts 2016	203-1	<p>a. Extent of development of significant infrastructure investments and services supported.</p> <p>b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.</p> <p>c. Whether these investments and services are commercial, in-kind, or pro bono engagements.</p>	-
	203-2	<p>a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.</p> <p>b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.</p>	-
GRI 204 : Indirect Economic Impacts 2016	204-1	<p>a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).</p> <p>b. The organization's geographical definition of 'local'.</p> <p>c. The definition used for 'significant locations of operation'.</p>	-

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 205 : Anti-corruption 2016★	205-1	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	-
	205-2	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	69-72
	205-3	a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	72,76
GRI 206 : Anti-competitive Behavior 2016	206-1	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.	N/A
GRI 301 : Materials 2016	301-1	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: non-renewable materials used; renewable materials used.	-
	301-2	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	26,27
	301-3	a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected.	26

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 302 : Energy 2016★	302-1	<p>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> <li>· electricity consumption</li> <li>· heating consumption</li> <li>· cooling consumption</li> <li>· steam consumption</li> </ul> <p>d. In joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> <li>· electricity sold</li> <li>· heating sold</li> <li>· cooling sold</li> <li>· steam sold</li> </ul> <p>e. Total energy consumption within the organization, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>g. Source of the conversion factors used.</p>	18,19,75,76
	302-2	<p>a. Energy consumption outside of the organization, in joules or multiples.</p> <p>b. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>c. Source of the conversion factors used.</p>	19
	302-3	<p>a. Energy intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</p>	-
	302-4	<p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p>	18
	302-5	<p>a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p>	20,22



Topic	Disclosure		Page no. / document
	No.	Title	
GRI 303 : Water 2016	303-1	a. Total volume of water withdrawn, with a breakdown by the following sources: <ul style="list-style-type: none"> <li>· Surface water, including water from wetlands, rivers, lakes, and oceans;</li> <li>· Ground water;</li> <li>· Rainwater collected directly and stored by the organization;</li> <li>· Waste water from another organization;</li> <li>· Municipal water supplies or other public or private water utilities.</li> </ul> b. Standards, methodologies, and assumptions used.	29
	303-2	a. Total number of water sources significantly affected by withdrawal by type: <ul style="list-style-type: none"> <li>· Size of the water source;</li> <li>· Whether the source is designated as a nationally or internationally protected area;</li> <li>· Biodiversity value (such as species diversity and endemism, and total number of protected species);</li> <li>· Value or importance of the water source to local communities and indigenous peoples.</li> </ul> b. Standards, methodologies, and assumptions used.	-
	303-3	a. Total volume of water recycled and reused by the organization. b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1. c. Standards, methodologies, and assumptions used.	29,30
GRI 304 : Biodiversity 2016	304-1	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: <ul style="list-style-type: none"> <li>· Geographic location;</li> <li>· Subsurface and underground land that may be owned, leased, or managed by the organization;</li> <li>· Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;</li> <li>· Type of operation (office, manufacturing or production, or extractive);</li> <li>· Size of operational site in km2 (or another unit, if appropriate);</li> <li>· Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);</li> <li>· Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).</li> </ul>	31

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 304 : Biodiversity 2016	304-2	<p>a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <ul style="list-style-type: none"> <li>· Construction or use of manufacturing plants, mines, and transport infrastructure;</li> <li>· Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);</li> <li>· Introduction of invasive species, pests, and pathogens;</li> <li>· Reduction of species;</li> <li>· Habitat conversion;</li> <li>· Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).</li> </ul> <p>b. Significant direct and indirect positive and negative impacts with reference to the following:</p> <ul style="list-style-type: none"> <li>· Species affected;</li> <li>· Extent of areas impacted;</li> <li>· Duration of impacts;</li> <li>· Reversibility or irreversibility of the impacts.</li> </ul>	-
	304-3	<p>a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.</p> <p>b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.</p> <p>c. Status of each area based on its condition at the close of the reporting period.</p> <p>d. Standards, methodologies, and assumptions used.</p>	31
	304-4	<p>a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:</p> <ul style="list-style-type: none"> <li>· Critically endangered</li> <li>· Endangered</li> <li>· Vulnerable</li> <li>· Near threatened</li> <li>· Least concern</li> </ul>	-
GRI 305 : Emissions 2016★	305-1	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> <li>· the rationale for choosing it;</li> <li>· emissions in the base year;</li> <li>· the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ul> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	19,75,76

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 305 : Emissions 2016★	305-2	<p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> <li>· the rationale for choosing it;</li> <li>· emissions in the base year;</li> <li>· the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ul> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	19,75,76
	305-3	<p>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> <li>· the rationale for choosing it;</li> <li>· emissions in the base year;</li> <li>· the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ul> <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	19,22
	305-4	<p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p>	-
	305-5	<p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Base year or baseline, including the rationale for choosing it.</p> <p>d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>e. Standards, methodologies, assumptions, and/or calculation tools used.</p>	17,18,20

Topic	Disclosure		Page no. / document
	No.	Title	
GRI 305 : Emissions 2016★	305-6	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.	N/A
	305-7	a. Significant air emissions, in kilograms or multiples, for each of the following: · NOX · SOX · Persistent organic pollutants (POP) · Volatile organic compounds (VOC) · Hazardous air pollutants (HAP) · Particulate matter (PM) · Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	75
GRI 306 : Effluents and Waste 2016★	306-1	a. Total volume of planned and unplanned water discharges by: · destination; · quality of the water, including treatment method; · whether the water was reused by another organization. b. Standards, methodologies, and assumptions used.	30

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GRI 306 : Effluents and Waste 2016★	306-2	<p>a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ul style="list-style-type: none"> <li>· Reuse</li> <li>· Recycling</li> <li>· Composting</li> <li>· Recovery, including energy recovery</li> <li>· Incineration (mass burn)</li> <li>· Deep well injection</li> <li>· Landfill</li> <li>· On-site storage</li> <li>· Other (to be specified by the organization)</li> </ul> <p>b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:</p> <ul style="list-style-type: none"> <li>· Reuse</li> <li>· Recycling</li> <li>· Composting</li> <li>· Recovery, including energy recovery</li> <li>· Incineration (mass burn)</li> <li>· Deep well injection</li> <li>· Landfill</li> <li>· On-site storage</li> <li>· Other (to be specified by the organization)</li> </ul> <p>c. How the waste disposal method has been determined:</p> <ul style="list-style-type: none"> <li>· Disposed of directly by the organization, or otherwise directly confirmed</li> <li>· Information provided by the waste disposal contractor</li> <li>· Organizational defaults of the waste disposal contractor</li> </ul>	26
	306-3	<p>a. Total number and total volume of recorded significant spills.</p> <p>b. The following additional information for each spill that was reported in the organization's financial statements:</p> <ul style="list-style-type: none"> <li>· Location of spill;</li> <li>· Volume of spill;</li> <li>· Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).</li> </ul> <p>c. Impacts of significant spills.</p>	N/A
	306-4	<p>a. Total weight for each of the following:</p> <ul style="list-style-type: none"> <li>· Hazardous waste transported</li> <li>· Hazardous waste imported</li> <li>· Hazardous waste exported</li> <li>· Hazardous waste treated</li> </ul> <p>b. Percentage of hazardous waste shipped internationally.</p> <p>c. Standards, methodologies, and assumptions used.</p>	75

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GRI 306 : Effluents and Waste 2016★	306-5	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on: · the size of the water body and related habitat; · whether the water body and related habitat is designated as a nationally or internationally protected area; · the biodiversity value, such as total number of protected species.	-
GRI 307 : Environmental Compliance 2016★	307-1	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: · total monetary value of significant fines; · total number of non-monetary sanctions; · cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.	28
GRI 308 : Supplier Environmental Assessment 2016★	308-1	a. Percentage of new suppliers that were screened using environmental criteria.	38
	308-2	a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	38
GRI 401 : Employment 2016★	401-1	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	73
	401-2	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: · life insurance; · health care; · disability and invalidity coverage; · parental leave; · retirement provision; · stock ownership; · others. b. The definition used for 'significant locations of operation'.	-



Topic	Disclosure		Page no. / document
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GRI 401 : Employment 2016★	401-3	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	46,73
GRI 402 : Labor / Management Relations 2016	402-1	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	42
GRI 403 : Occupational Health and Safety 2016	403-1	a. The level at which each formal joint management-worker health and safety committee typically operates within the organization. b. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.	47
	403-2	a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by: · region; · gender. b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by: · region; · gender. c. The system of rules applied in recording and reporting accident statistics.	48,49
	403-3	a. Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.	-
	403-4	a. Whether formal agreements (either local or global) with trade unions cover health and safety. b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.	47
GRI 404 : Training and Education 2016	404-1	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: · gender; · employee category.	56
	404-2	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	56,57
	404-3	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	-

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GRI 405 : Diversity and Equal Opportunity 2016★	405-1	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: · Gender; · Age group: under 30 years old, 30-50 years old, over 50 years old; · Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: · Gender; · Age group: under 30 years old, 30-50 years old, over 50 years old; · Other indicators of diversity where relevant (such as minority or vulnerable groups).	44-46,74
	405-2	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	41
GRI 406 : Non-discrimination 2016	406-1	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: · Incident reviewed by the organization; · Remediation plans being implemented; · Remediation plans that have been implemented, with results reviewed through routine internal management review processes; · Incident no longer subject to action.	-
GRI 407 : Freedom of Association and Collective Bargaining 2016	407-1	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: · type of operation (such as manufacturing plant) and supplier; · countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	-
GRI 408 : Child Labor 2016	408-1	a. Operations and suppliers considered to have significant risk for incidents of: · child labor; · young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: · type of operation (such as manufacturing plant) and supplier; · countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor	-
GRI 409 : Forced or Compulsory Labor 2016	409-1	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: · type of operation (such as manufacturing plant) and supplier; · countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	-

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GRI 410 : Security Practices 2016	410-1	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. b. Whether training requirements also apply to third-party organizations providing security personnel.	43
GRI 411 : Rights of Indigenous Peoples 2016	411-1	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Status of the incidents and actions taken with reference to the following: · Incident reviewed by the organization; · Remediation plans being implemented; · Remediation plans that have been implemented, with results reviewed through routine internal management review processes; · Incident no longer subject to action.	N/A
GRI 412 : Human Rights Assessment 2016★	412-1	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	-
	412-2	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	40,42,43
	412-3	a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. The definition used for 'significant investment agreements'.	-
GRI 413 : Local Communities 2016	413-1	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: social impact assessments, including gender impact assessments, based on participatory processes; environmental impact assessments and ongoing monitoring; public disclosure of results of environmental and social impact assessments; local community development programs based on local communities' needs; stakeholder engagement plans based on stakeholder mapping; broad based local community consultation committees and processes that include vulnerable groups; works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; formal local community grievance processes.	-
	413-2	a. Operations with significant actual and potential negative impacts on local communities, including: · the location of the operations; · the significant actual and potential negative impacts of operations.	N/A

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GRI 414 : Supplier Social Assessment 2016★	414-1	a. Percentage of new suppliers that were screened using social criteria.	-
	414-2	a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	38
GRI 415 : Public Policy 2016	415-1	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated.	76
GRI 416 : Customer Health and Safety 2016	416-1	a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	-
	416-2	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: · incidents of non-compliance with regulations resulting in a fine or penalty; · incidents of non-compliance with regulations resulting in a warning; · incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	-
GRI 417 : Marketing and Labeling 2016	417-1	a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: · The sourcing of components of the product or service; · Content, particularly with regard to substances that might produce an environmental or social impact; · Safe use of the product or service; · Disposal of the product and environmental or social impacts; · Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	-
	417-2	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: · incidents of non-compliance with regulations resulting in a fine or penalty; · incidents of non-compliance with regulations resulting in a warning; · incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	-

Topic	Disclosure		Page no. / document
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GRI 417 : Marketing and Labeling 2016	417-3	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <ul style="list-style-type: none"> <li>· incidents of non-compliance with regulations resulting in a fine or penalty;</li> <li>· incidents of non-compliance with regulations resulting in a warning;</li> <li>· incidents of non-compliance with voluntary codes.</li> </ul> <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	-
GRI 418 : Customer Privacy 2016	418-1	<p>a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none"> <li>· complaints received from outside parties and substantiated by the organization;</li> <li>· complaints from regulatory bodies.</li> </ul> <p>b. Total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	-
GRI 419 : Socioeconomic Compliance 2016	419-1	<p>a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:</p> <ul style="list-style-type: none"> <li>· total monetary value of significant fines;</li> <li>· total number of non-monetary sanctions;</li> <li>· cases brought through dispute resolution mechanisms.</li> </ul> <p>b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.</p> <p>c. The context against which significant fines and non-monetary sanctions were incurred.</p>	76