

# 2023

Social Responsibility &  
Environmental Report

**SOSHIN ELECTRIC CO., LTD.**  
**SOSHIN DEVICE CO., LTD.**  
**SOSHIN POWERTECH CO., LTD.**  
**RISSHIN ELECTRONICS CO., LTD.**  
**SOSHIN ELECTRONICS(M)SDN. BHD**

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This report introduces the approach taken and details of initiatives addressing sustainability by the SOSHIN ELECTRIC Group in an aim to spread awareness of the Group’s activities among all of its stakeholders.

This report provides an insight into our track record in addressing the key elements of these activities, namely “SOCIAL RESPONSIBILITY ” and “ENVIRONMENTAL PRESERVATION”, through detailed case examples of initiatives implemented and quantitative data disclosure.

### Period Covered

Activity results: FY2022

Data collection: FY2018 - FY2022

\* Results for FY2022 collected from April to December 2022 due to changes in the fiscal year.

### Coverage








- SOSHIN ELECTRIC CO., LTD.
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# SDGs

## Approach to SDGs (Sustainable Development Goals)

We consider it as one of our important social responsibilities to contribute to the extensive solutions of social problems through our business activities on our indexes of SDGs (Sustainable Development Goals) adopted by the United Nations.

We take actions to our possible goals by materializing our offered values.









Categories		Targets	Offered values by SOSHIN ELECTRIC Group	Initiatives	
Business activities		<b>Affordable and Clean Energy</b>	◎ We create solutions that contribute to efficient energy use, such as power and communications quality improvements.	○ Our electronic components are also used in power generation facilities that rely on renewable energy. We look to continue to provide new products that contribute to efficiency improvements in electrical energy sources powering the next generation.	
		<b>Industry, Innovation and Infrastructure</b>	◎ We pursue further improvements to our core technologies across all business lines in our mission to help "Create a noise-free world".		
(ESG) Social goals	(E) Environment		◎ We contribute to forest protection and countermeasures against desertification indirectly and loss of animal diversity, by promoting 3R (Reduce, Reuse, Recycle) and reducing waste to zero (attaining zero-emissions).	○ We have shifted to production methods that do not involve the use of water by introducing new processes in our product processing cycle.	
				◎ We contribute to forest protection and countermeasures against desertification indirectly and loss of animal diversity, by promoting 3R (Reduce, Reuse, Recycle) and reducing waste to zero (attaining zero-emissions).	○ We actively work on environmental preservation by measuring the water quality of factory effuse.
			<b>Affordable and Clean Energy</b>	◎ We help protect the global environment by increasing our renewable energy use.	○ We donate to Picchio, an NPO engaged in forest, flora and fauna preservation activities.
			<b>Responsible Consumption and Production</b>	◎ We strive to achieve a stable supply of high-quality, long-lasting electronic components while using environmentally-appropriate chemical substances and reducing waste based on a principle of resource circulation.	○ We contribute to the preservation of forest resources by promoting a paperless work environment.
			<b>Climate Action</b>	◎ We are working to reduce greenhouse gases in an aim to become carbon neutral by 2050.	○ We contribute to supplying green energy to local communities by participating in local power generation projects (Saku City Megasolar Power Generation Project).
				○ We installed solar power at the Asama Plant and sell surplus electricity to power companies.	
				○ We provide long-lasting products through advanced design and process technologies.	
				○ We act responsibly and comply with customer requirements and laws and regulations through contained chemical management spanning all materials handled by the Group.	
				○ We are working to reduce CO2 emissions by introducing renewable energy sources. (In addition to solar power, this includes the purchase of green electric power)	
				○ We reduced power consumption by shifting data centers to the cloud.	
				○ We reduced power by some 20% by updating specific air conditioning equipment at production sites in FY2022.	
				○ We introduced the means to determine whether environmentally hazardous substances are in use, and to evaluate energy-saving measures when installing production facilities.	

# SDGs

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We consider it as one of our important social responsibilities to contribute to the extensive solutions of social problems through our business activities on our indexes of SDGs (Sustainable Development Goals) adopted by the United Nations.

We take actions to our possible goals by materializing our offered values.

Categories		Targets	Offered values by SOSHIN ELECTRIC Group	Initiatives
(ESG) Social goals	(S) Society	 <b>1 NO POVERTY</b>	◎ We are proactive in our social action efforts.	○ We donate food to Second Harvest Japan (food bank) and the Nagano-ken Labour Bank (Food Aid Activities: Food Drive).
		 <b>3 GOOD HEALTH AND WELL-BEING</b>	◎ We actively promote the provision of health and welfare services to employees and local residents, etc. ◎ Through social action, we help to foster a "healthy body and mind", "a harmonious relationship with the community", and "hospitality".	○ We provide a full-fledged industrial health system to protect the physical and mental wellbeing of our employees. ○ We provide educational toys as Christmas presents to local child care facilities. ○ We help donate polio vaccines to developing countries through plastic bottle collection activities.
		 <b>4 QUALITY EDUCATION</b>	◎ We provide equal rights to learn and grow to all.	○ We support learning through internal scholarship programs (for children of employees and prospective employees). ○ We provide an environment for learning with correspondence courses offered to employees by occupational type, function, and industry type. ○ We provide learning opportunities to local students through school visits and school excursion opportunities to manufacturing sites.
		 <b>5 GENDER EQUALITY</b>	◎ We provide a workplace environment where everyone can work and play an active role, regardless of gender.	○ Our human resources system is based on qualifications, leaving no room for unjust treatment based on gender differences.
		 <b>8 DECENT WORK AND ECONOMIC GROWTH</b>	◎ We contribute to economic growth by providing a safe and secure workplace that offers job satisfaction to employees based on an acceptance and respect for personality and human diversity.	○ We provide a flexible workplace environment that respects individual values and diversity, such work-life balance, or limiting where one works.
		 <b>11 SUSTAINABLE CITIES AND COMMUNITIES</b>	◎ We value our connection to local communities, and actively promote social and community contribution activities.	○ We value our connection to local communities by actively engaging in cleaning activities, flower beautification activities and greeting people in the neighborhood around our offices.
	 <b>10 REDUCED INEQUALITIES</b>	◎ We engage in fair hiring practices, regardless of nationality or gender, and work to preserve a workplace environment that protects employees' rights.	○ We take a person-oriented approach to hiring, and do not engage in unfair hiring practices based on nationality or gender. ○ An "opinion box" is installed at each place of business, providing an avenue for employees to freely provide opinions and suggestions for management.	
(G) Governance	 <b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b>	◎ We ensure compliance by observing the laws, regulations, and rules pertinent to each country and region, and by respecting international agreements.	○ We promote supplier management that accounts for human rights considerations through supplier surveys and management processes. ○ We conduct local surveys to ensure that minerals are not procured from conflict zones.	

# Social Responsibility Report

## Respect for Humanity

### ◆ Respect for human rights

We remain a company that respects individual characteristics, including a person's race, nationality, gender, beliefs, personality, or disability, fostering a workplace where each and every employee can work cheerfully and lively, and have equal access to education and training to provide a real sense of growth.

### ◆ Improvement of compliance

We work to promote compliance with rules and eliminate workplace discrimination, harassment, and other acts that infringe upon human rights through compliance training provided by legal advisors and internal reporting.

We also provide information security training, trade management training, competition law training and other training courses with a view to strengthening compliance.

### ◆ Basic employment policy

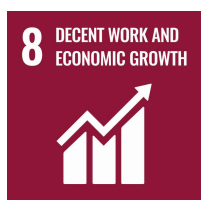
The SOSHIN ELECTRIC Group actively engages in new graduate and mid-career hire recruitment activities based on human resources plans that account for mid-to-long term business development.

We appropriately assign the right people with necessary ability and experience to the right job, including promoting the recruitment of foreign nationals, and promote activities with an awareness of employees' job satisfaction and ease of work.

### ◆ Enhancement of healthy mental state

The SOSHIN ELECTRIC Group has arranged study sessions for acquisition of knowledge about mental disturbance, self-care and line care through consolidated services by industrial physicians, consultant physicians and health nurses to ensure employees' mental health.

In addition, training of managers, control of overtime work and strict observance of the previously established no-overtime day program have been implemented against excessively long-time work.



# Social Responsibility Report

## Ensuring a Comfortable Workplace Environment, Human Resource Development, CSR Initiatives

### ◆ Realization of work-life balance

The SOSHIN ELECTRIC Group has extended its reduced working hour program for parents of young children until the second year of primary schools (previously, this program applied until the first year of primary school) in order to help parents achieve a balance between work and childcare.

In addition, eligibility for the refreshment leave program for bettering employee physical and mental health was extended to start from employees 25 years of age and up (previously, 35 years of age and up).

Also, steps have been taken to allow for greater flexibility in working styles since FY2021, with the introduction of an hourly paid leave system being one example of such.

### ◆ Creating an environment conducive to improving conversational English

The SOSHIN ELECTRIC Group allows anyone interested to take online English conversation lessons. We have established an “English conversation box” to facilitate employees learning conversational English.

In addition to conversational English, we have also worked to establish a diverse range of correspondence courses in the aim of becoming a company that provides a real sense of growth and achievement to employees.

### ◆ CSR activities in the supply chain

CSR required of suppliers by the SOSHIN ELECTRIC Group: Corporate Social Responsibility (CSR) activities include controlled substance management and green procurement.

In order to achieve decarbonization across our supply chain in the future, we will track CO<sub>2</sub> emissions related to products and services purchased from suppliers, and in transporting and shipping, and take steps to reduce CO<sub>2</sub> emissions.



# Social Responsibility Report

## Cooperation with Local Communities and Examples of Social Action Programs



Photo taken November 2022  
SOSHIN DEVICE CO., LTD.

### ◆ Beautification campaign around factory

We conducted trash pick-ups around SOSHIN DEVICE and RISSIN ELECTRONICS factories.



Photo taken December 2022  
SOSHIN POWERTECH CO., LTD.

### ◆ Christmas gifts for local child care facilities

SOSHIN POWERTECH and SOSHIN DEVICE gave Christmas gifts to local child care facilities.



Photo taken November 2022  
Asama Plant

### ◆ Support for the Nagano-ken Labour Bank's food drive program

We assist with food drives run by the Labour Bank at our Asama Plant and Chikuma Plant.



Photo taken May 2022  
Chikuma Plant

### ◆ Environmental Beautification Campaign (Adopt System)

We planted flowers donated by Nagano Prefecture in planters at Chikuma Plant and put them on sidewalks near the factory.

# Social Responsibility Report

## Cooperation with Local Communities and Examples of Social Action Programs



Photo taken May 2022  
Head Office



Photo taken May and November 2022  
SOSHIN POWERTECH CO., LTD.

### ◆ Donation of emergency food supplies

When replacing our emergency food stocks at our Head Office, we donated surplus food supplies to Second Harvest Japan (food bank).

### ◆ Greeting campaign

We participated in a greeting campaign held by the urban development committee in the Yamanokuchi district of Miyakonoyo City.



Photo taken September 2022  
Head Office



Photo taken November 2022  
Asama Plant

### ◆ Cooperation to blood donations

We participated in blood donations at our Head Office, Asama Plant, and Chikuma Plant.

### ◆ Internship program with local high schools

Students from Sakudaira General Technical High School got first-hand experience into making noise filters at the Asama Plant.



# Social Responsibility Report

## Cooperation with Local Communities and Examples of Social Action Programs



Photo taken October 2022



### ◆ Environmental fair in Saku

We held solar car building workshops for children under our affiliate, Saku Saku Himawari (LLP).



Photo credit: Picchio



### ◆ Donations to the NPO Picchio

We donate to Picchio, which is involved in wild flora and fauna preservation activities. <https://npo.picchio.jp/>

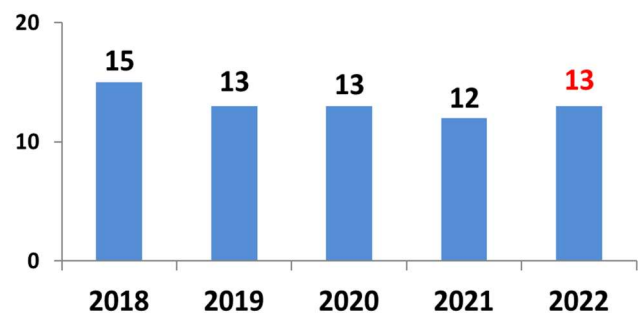


### ◆ Eco-cap campaign

The used plastic bottle caps we collect are sold as recycling materials by recycling companies, and part of the profits are donated to JCV (Japan Committee, Vaccines for the World's Children). In FY2022, we collected enough caps for 13 vaccines.

### Eco-caps for vaccines

(No. of vaccines)



# Social Responsibility Report

## Examples of a Comfortable Workplace Environment (Health and Safety)



Disaster prevention training  
(Chikuma Plant)

Safety patrols (Asama Plant)

### ◆ Health and safety

We ensure the health and safety of employees and provide a comfortable workplace environment, while actively pursuing health and safety activities in an aim to achieve zero occupational accidents.

Major activities include prevention of serious incidents through risk assessments, extraction and correction of risk factors through employee surveys on safety, as well as enhancement of fire prevention activities.

Fire prevention activities currently promoted include receiving fire risk diagnoses from external organizations for the purpose of “preventing fires”, the results of which were reflected in our fire prevention activities and fire prevention management rules. We are also promoting the introduction of highly sensitive smoke detective systems.



ISO45001 : 2018 certificate

### ◆ Acquisition of ISO45001 Certification in all the domestic sites

The SOSHIN ELECTRIC Group obtained “ISO45001:2018” Certification at all domestic sites in FY2022.

We will look to leverage our management system to prevent serious accidents and implement health and safety activities to live up to our customers’ expectations and trust.

We plan to receive certification for our overseas group companies in FY2023.

# Environmental Report

## Environmental Management System

### ◆ Environmental policy

1. Compliance with legislation, pacts, agreements with customers and voluntary standards
2. Identification of environmental objectives and organized continuous promotion of activities with local communities to reduce environmental loads
3. Development, design, production and marketing of environmentally-friendly products
4. Implementation of preventive measures and monitoring of environmental pollution
5. Continuous encouragement of education, training and enlightenment activities to raise awareness of the roles and responsibilities of employees, as well as all other people involved in our business activities

### ◆ System of promoting environmental preservation activities

Decisions on policies and tactics of the SOSHIN ELECTRIC Group regarding environmental preservation will be made by the “Environmental Committee” which the Director responsible for environmental matters chairs. The policies and tactics decided will be put in action across the company via factory managers, the location manager and the managers responsible for environmental matters for each site.

Activities for which the environmental organization is responsible include a monthly environmental meeting, as well as the Environmental Committee held semi-annually. These meetings are to track progress toward CO2 emission industrial waste discharge targets, exchange information on the environment, and continue the promotion of the environment preservation activities.

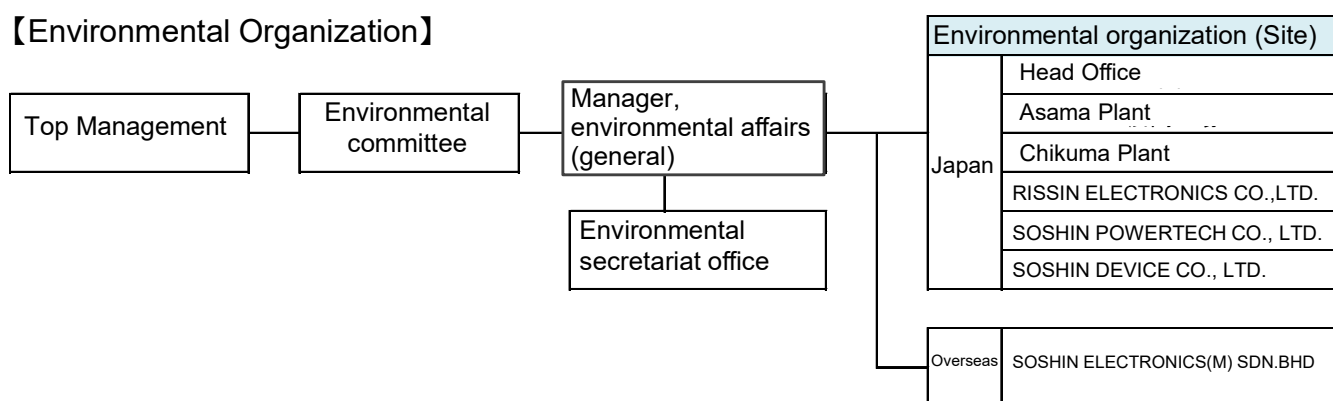
### ◆ Qualification for ISO14001 and environmental audits

The SOSHIN ELECTRIC Group has acquired the authentication of International Standards of ISO14001 (2015 version).

The effectiveness and suitability of the management system is verified by external inspections by accreditation bodies, environmental surveys by the environmental control department, and internal environmental audits by the execution department (internal environmental auditors: 262).

Applicability of ISO14001: 2015 qualification

#### 【Environmental Organization】



\* Organizational charts within each site are omitted.

### ◆ State of activities addressing environmental targets for FY2022

	Plan	Achievements	Comments
CO2 emissions [t-CO <sub>2</sub> ]	6,365	5,877	Reduced due to lower production volumes
The amount of discharged waste [t]	210	262	Increased due to the disposal of plant equipment
Complaints	0	0	No complaints from local community

# Environmental Report

## Approach to Energy Saving



### ◆ Approach to the introduction of renewable energy

We have implemented a solar power system at the Asama Plant, and will review further solar power installations at other sites in the future.



### ◆ Introduction of highly efficient air conditioners

We completed the installation of high-efficiency air conditioning systems at four domestic manufacturing sites by FY2022.



### ◆ Conversion of all lighting at domestic manufacturing sites to LED

We converted the lighting system at four domestic manufacturing sites to LED by FY2022.

# **Data Collection**

## Environmental Data

### Domestic and Overseas Group Total

(t-CO<sub>2</sub>)

	Category	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Greenhouse gases (GHG)	Scope 1, 2 total	7,325	7,343	7,689	8,236	6,681
	Scope 1	383	447	482	631	547
	Scope 2	6,942	6,896	7,207	7,605	6,134

Results for FY2022 collected from April to December 2022 due to changes in the fiscal year.

Scope 1: Direct emission of greenhouse gases by the business operator itself (fuel combustion, industrial processes, use of A-type heavy oil, fuel oil, gases, gasoline, non-CO<sub>2</sub> greenhouse gases by the Company)

Scope 2: Indirect emissions associated with the use of electricity, heat and steam provided by a third party (electricity purchased by the Company)

Scope 3: Other indirect emissions not falling under Scope 1 or 2 (emissions by other companies related to the activities of the business operator)

\* Progress is being made on calculating Scope 3 estimates, which shall be disclosed in the following fiscal year

## Domestic Group Total

Category		Unit	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	
Energy consumption	Purchased power	Kwh	15,557,971	15,047,367	15,627,893	16,675,699	12,998,468	
	Renewable energy	Solar power generation	Kwh	155,800	150,209	149,865	145,323	113,608
		Green energy	Kwh	-	-	-	-	942,125
	A-type heavy oil	L	47,200	49,650	53,950	48,900	12,200	
	Kerosene	L	23,843	22,467	24,216	23,655	8,323	
	Gas (LPG)	kg	36,937	43,384	53,992	74,545	77,737	
	Gasoline	L	18,409	12,474	10,722	9,515	8,961	
Water resources	Water consumption	m <sup>3</sup>	17,517	13,529	19,463	19,833	18,623	
Wastes	Total emissions	t	258	268	221	256	262	
	Basic unit divided by sales amount	t/100 million yen	3	4	3	3	3	
Amount of substances subject to the Pollutant Release and Transfer Register handled		t	10	8	11	13	11	
Non-CO <sub>2</sub> greenhouse gas emissions (CO <sub>2</sub> conversion) PFC		t-CO <sub>2</sub>	150	75	75	184	259	

## Overseas Group Total

Category		Unit	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	
Energy consumption	Purchased power	Kwh	970,364	1,041,701	1,164,300	1,088,110	988,960	
	Renewable energy	Solar power generation	Kwh	-	-	-	-	-
		Green energy	Kwh	-	-	-	-	-
	A-type heavy oil	L	-	-	-	-	-	
	Kerosene	L	-	-	-	-	-	
	Gas (LPG)	kg	294	896	980	868	714	
	Gasoline	L	8,423	8,965	5,100	3,552	4,139	
Water resources	Water consumption	m <sup>3</sup>	5,047	4,964	6,109	5,298	5,262	
Wastes	Total emissions	t	69	59	67	83	80	
	Basic unit divided by sales amount	t/100 million yen	6	7	6	7	5	

## Social Data

All data is accurate as of March 31, unless otherwise noted.

\*1 Data as of April 1

\*2 Calculated for regular employees

\*3 Contract employees, reinstated employees, part-time employees

Scope : Domestic Group

Items	Unit	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
No. of employees	Persons	670	657	630	626	640
Male		481	470	452	450	466
Female		189	187	178	176	174
Ratio of female employees of total	%	28.2	28.5	28.3	28.1	27.2
No. of persons in management positions	Persons	113	111	108	110	111
Male		110	108	106	107	108
Female		3	3	2	3	3
Ratio of female managers of total	%	2.7	2.7	1.9	2.7	2.7
Ratio of female managers to total female employees		1.6	1.6	1.1	1.7	1.7
No. of foreign employees	Persons	3	3	2	3	3
No. of directly employed non-regular employees *3	Persons	15	16	17	21	20
No. of dispatch employees	Persons	80	92	113	150	107
Average age	Years of age	41.9	42.6	42.5	43.5	43.8
Male		39.5	40.2	39.6	41.2	41.4
Female		44.4	45	45.4	45.7	46.2
No. of continued years of service	Years	15.7	16.6	16.9	17.3	17.2
Male		15.0	15.8	15.9	16.1	15.7
Female		16.4	17.4	17.9	18.4	18.6



All data is accurate as of March 31, unless otherwise noted.

\*1 Data as of April 1

\*2 Calculated for regular employees

\*3 Contract employees, reinstated employees, part-time employees

Items		Unit	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
No. of new graduate hires *1		Persons	15	13	11	19	13
Male			13	10	8	14	9
Female			2	3	3	5	4
Ratio of female hires		%	13.3	23.1	27.3	26.3	30.8
No. of mid-career hires		Persons	4	7	5	38	27
Male			3	6	4	33	19
Female			1	1	1	5	8
Ratio of mid-career hires to the total number of hires		%	21.1	35	31.3	66.7	67.5
Turnover *2		%	3.4	3.3	3.7	3.7	4.1
Ratio of child care leave/special annual leave (child birth by spouse) taken	Male	%	-	71.4	75	77.7	50
	Female		100	100	100	100	100
Ratio of employees returning to work after child care leave (female)		%	100	100	100	100	100
Injury or illness rate		-	0.8	0.3	1.9	1.8	1.3
Frequency of occupational accidents		-	0.53	1.14	0	0	0.68
No. of fatal accidents		No. of cases	0	0	0	0	0
Stress check take-up rate		%	100	100	100	100	100
Ratio of employees with a disability		%	2.92	2.97	3.03	3.14	3.13



**双信電機株式会社**  
**SOSHIN ELECTRIC CO., LTD.**  
**URL : <http://www.soshin.co.jp>**

Inquiries  
ESG Promotion Office  
664-1 Sarukubo, Saku City, Nagano 385-0011  
Tel. +81-267-4511

Please send any opinions or feedback to this report.  
Email : [environment@soshin.co.jp](mailto:environment@soshin.co.jp)