

ESG Classification	Suncall Group's materiality	Our Approach	matters to be addressed	FY2024 Initiative Results	Relevance to the SDGs
E n v i r o n m e n t	E n v i r o n m e n t	Responding to Climate Change Resource recycling and environmentally friendly manufacturing	Target : 2050 Planned reduction of CO2 emissions with a view to achieving carbon neutrality 1. Resource and energy conservation 1) Reduction of greenhouse gas emissions • Waste Reduction: Practice the 6 Principles (leave, cure, stop, remove, pick up, change) • Introduction of renewable energy • Upgrading to top-runner equipment with energy-saving performance • Retrofit buildings to save energy (heat shielding, ventilation, etc.) • Introduction of eco-cars (HVs, PHVs, BEVs) 2) Promote continuous improvement that leads to resource conservation • Reduction of main materials, sub-materials, and consumables through cost improvement activities, increased facility operating rates, improved production methods, etc. • Reduction of process loss by promoting quality improvement activities 2. Waste Reduction 1) Improvement of Waste-to-Social Circulation Ratio • Promote 3R activities (including conversion to valuable resources) Reduce : Reduction of waste generation Reuse : Reuse of parts, etc. Recycle : Reuse as raw material	FY2024 results (year-on-year evaluation): Domestic locations 1) CO2 emissions = △9.9% from the previous year (Scope 1 + 2) 2) Waste emissions = △1.1% from the previous year  Status of implementation of medium- and long-term measures with a view to carbon neutrality 1. Resource and energy conservation 1) Reduction of greenhouse gas emissions • Continued efforts to reduce electricity consumption by conducting inspections based on visualization of facility air leaks introduced in FY2023 (domestic production sites) • Efforts to reduce power consumption by turning off lights, etc., including in indirect divisions • Installation of new solar power generation systems at domestic subsidiaries and additional solar power generation panels at overseas subsidiaries • Selection and introduction of air conditioning equipment with emphasis on energy-saving performance when updating air conditioning equipment (overseas subsidiaries) • Reduced electricity consumption by installing inverters to increase air conditioning operating efficiency (overseas subsidiary) • Update existing lighting to LED lighting and other types at overseas subsidiaries. • Reduction of lighting locations by revising the layout of the manufacturing line (domestic subsidiary) • Improvement of electricity usage efficiency and reduction of water usage due to appropriate maintenance frequency of equipment (domestic production bases) 2) Promotion of continuous improvement leading to resource conservation. • Verification efforts to reduce the usage of auxiliary materials in the manufacturing process (overseas subsidiaries) • Review of processes and procedures to eliminate waste generation (all production sites) • Utilizing Network Clouds and transitioning to digitalization for paperless operations (elimination and reduction of paper documents)  2. Waste reduction 1) Improvement of the waste society circulation ratio • Reduction of waste through the reuse of used packaging materials (Headquarters) • Increase the recovery rate of valuable materials by reviewing and improving the separation and sorting procedures of waste included in the manufacturing process of electric automotive-related products.	7 気候変動に由来するリスクを軽減する 9 資源とエネルギーの効率化を図る 13 気候変動に貢献する 14 海洋資源を持続的に利用する 15 陸域生態系を持続的に利用する
		Solving problems through the development and application of technology (Social-client) Contribute to CN (What does CN stand for?) by developing and providing EV products and bamboo charcoal applications Adopt manufacturing lines that reduce environmental impact	Development and mass production of high-performance products for Electric Vehicles	• Started sales activities locally to expand the North American market for current sensors and related products. • Started receiving orders, mass production, and supply of custom shunt bus bars. • Supply of high current detection current sensors for automotive and non-automotive applications (e.g., batteries, electric forklifts, and rapid chargers). Initiated expansion efforts targeting the domestic, Chinese, and European markets.	
		Development and provision of applied products of "bamboo charcoal" produced by clean process from abandoned bamboo groves.	Development and provision of applied products of "bamboo charcoal" produced by clean process from abandoned bamboo groves.	• Development of bamboo fiber materials Successfully micro-fined the bamboo from the abandoned bamboo groves in Miyazu City to fiber lengths of several dozen microns. The biomass ink pigment made from these fibers is currently being evaluated by manufacturers. • Expansion of a highly versatile product lineup Successfully produced a resin made from bamboo charcoal and bamboo fibers as fillers. Also developed a 3D printer filament to provide versatility in resin product shapes.	
		Entry into electrification-related products for new markets such as industrial equipment and power generation systems and expansion of orders	Product development and sales expansion of environmentally friendly items	• The new product "magnetic current sensor" has been adopted by domestic electric vehicle manufacturers and rapid charger manufacturers and as a result mass production has begun.  • In order to reduce waste paint and eliminate organic solvents, we are establishing the powder mixing coating conditions for printer rollers in Japan and conducting mass production verification tests at the Vietnam factory.  • We have started the development and expansion of a current sensor that is highly precise, lightweight, and excels in space-saving design, aimed at promoting the spread of eco-cars (HEV/PHEV and BEV). The new magnetic current sensor has been selected for use in non-automotive (e-bikes) and automotive (North American BEV buses) applications.	
S o c i e t y	S o c i e t y	Contribution to a secure Society Reduction of risk in the event of automobile accidents involving our products	Development and supply of products that contribute to the functional improvement of automobile preventive safety and collision safety	• Detect abnormal currents at high speed and send commands to the interrupting device (pyro fuse) to cut off the current. Develop a DST current sensor to quickly interrupt the main current, ensuring safety in case of collisions and other accidents. • Introduction of automation equipment into the manufacturing process of seatbelt-related products.	9 産業・労働者の安全と健康を確保する
		Promoting communication with society and coexistence with the community	Coexistence with community, society and partnerships 1) Implementation and participation in various environmental events • Implementation of aesthetic campaigns around the factory • Implementation of public relations activities for environmental preservation • Participation in regional councils, liaison meetings, etc. • Participation in Community Disaster Prevention Activities	• Regularly conduct external cleaning around the factory. • Continued participation in the Regional Council and Liaison Meetings. • Disseminating information on participation in external clean activities and community events through social media.	11 気候変動に由来するリスクを軽減する 12 持続可能な消費を推進する
		Promote business activities that take into consideration the human rights of all stakeholders	Formulation of a Human Rights Policy to deepen the understanding among executives and employees of international norms, national laws, and ideologies related to human rights in the supply chain: • Build a framework through dialogue with experts • Express commitment both internally and externally	• Establishing the implementation of the "Suncall Supplier Sustainability Guidelines" and obtaining declarations through agreement forms with new business partners	17 パートナーシップで目標を達成しよう
		Contributing to an Aging Society Contribution to the 100-year life period through gait-assist robots, etc.	Support for the desire to walk, not only from a hardware perspective, but also from a service/software perspective	• We conducted sales activities for the walking assistance robot (OrthoBot®) as part of a comprehensive project for local governments, but it did not lead to adoption. In rehabilitation facilities, it has been adopted for rehabilitation purposes after a stroke.	
G o v e r n a n c e	M a n a g e m e n t	Employment of diverse personnel Providing an environment where diverse talents can thrive. (Diversity & Inclusion)	Promotion of diverse personnel to management positions • Establishment of a personnel system that allows everyone to easily challenge managerial positions. • Implementation of women's leadership training	Conducted workplace patrols with the addition of alumni and female members to address challenges towards creating a more comfortable workplace. • Strengthening collaboration and interaction with support schools (domestic subsidiaries) to promote the employment of persons with disabilities and women, set respective goals and achieve them. • Expansion of diverse work style systems. • Appointment of female managers. • Assigned female engineers to the development of current sensor-related products (2 for the 2024 fiscal year). They worked on the development of new products, evaluation, and testing equipment.	3 働き方改革を推進し、持続可能な成長を達成する 4 質の高い教育をみんなに
		Aiming to acquire the Platinum Kurumin Certification in 2026.	Maintaining a work environment that supports career advancement while raising children. Creating a workplace environment where employees, regardless of gender, can easily take parental leave. • Establishment of childcare support systems that exceed the Platinum Kurumin certification standards. • Implementation of promotional activities to encourage the taking of childcare leave.	• Establishment of a system aimed at acquiring the Platinum Kurumin certification as a company by balancing work and childcare support for employees.	5 ジェンダー平等を推進する 8 働きがい、持続可能な成長を達成する
		Respect for human rights Improvement of labor environments in various countries	Formulation of a Human Rights Policy to deepen the understanding among executives and employees of international norms, national laws, and ideologies related to human rights within our group: • Build a framework through dialogue with experts • Declare our commitment both internally and externally	• We conducted e-learning training and group reading sessions within each department on the company's "Code of Conduct," which related to the respect for human rights.	10 人や国の不平等をなくそう
		Development of human resources with flexible thinking and advanced knowledge, skills, and technology.	Training employees who can succeed globally • Human resource development through collaboration between industry, academia, and government • Expansion of language education • Management skills development training for mid-level employees and above	Taking into account the employees' hierarchical levels and the job responsibilities, the following training was conducted as necessary. • Holding a briefing aimed at strengthening the knowledge of our products among the members of the sales department. • Notifying the entire company of the established Basic Safety Action Guide and promote efforts towards "creating a safety-oriented culture". • Provided Basic education by organizational level • Language education, management skills enhancement education, management skills training • Training for New Expatriates	16 平和と公正な社会を築く
C o r p o r a t e	C o r p o r a t e	Realizing corporate management that supports sustainable growth Enhancement of corporate governance	Execution of each business activity in accordance with the corporate governance code compliance policy. 1) Strengthening IR activities • Holding an online briefing for investors • Expansion of information dissemination through press releases and other channels 2) Progress management and implementation promotion of the mid-term management plan	• Implementation of Board of Directors effectiveness evaluation through third-party assessment and recognition of issues. • Disclosure of efforts to address climate change in line with TCFD (Task Force on Climate-related Financial Disclosures) recommendations • Regularly disclosed supplementary financial materials • News releases on the website homepage regarding IR information and articles published in newspapers and magazines. • Delivery of various latest information on social media.	
		Thorough compliance and risk management	Development and Establishment of the compliance system • Review of the 'Hotline Regulations' and expansion for global response. • Conducted a compliance survey and implemented corrective actions • Implementation of compliance training • Establishment of internal information management system Development and Implementation of a risk management system • Organizing the risk map • Determined countermeasures for key issues	• Held Compliance Committee Meetings • Implementation of hotline reporting response • Submission of the Code of Conduct Compliance Pledge by all employees • Held Risk Management Committee • Report and propose actions to the management on important issues.	