

| Suncall Group's materiality                                                                                    |                                                     |                                                                 | Our Approach                                                                                                                                                                                                                                      | Initiatives                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | FY2025 Implementation Results (English)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Relevance to the SDGs                                                                         |
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| E<br>n<br>v<br>i<br>r<br>o<br>n<br>m<br>e<br>n<br>t<br><br>M<br>a<br>t<br>e<br>r<br>i<br>a<br>l<br>i<br>t<br>y | E<br>n<br>v<br>i<br>r<br>o<br>n<br>m<br>e<br>n<br>t | Responding to Climate Change                                    | Resource recycling and environmentally friendly manufacturing                                                                                                                                                                                     | Goal: Planned reduction of CO2 emissions with a view to achieving carbon neutrality by 2050<br>1. Resource Conservation and Energy Conservation<br>1) Reduction of greenhouse gas emissions<br>-Waste reduction: Practice the 6 principles (Stop, Fix, Turn off, Lower, Pick up, Change)<br>-Introduction of renewable energy<br>-Renewal to energy saving top-runner equipment<br>-Renovation to energy saving buildings such as heat shielding and ventilation.<br>-Introduction of eco-cars (HV, PHV, BEV)<br>2) Promotion of continuous improvement leading to resource conservation<br>-Reduction of main materials, auxiliary materials, consumables, improvement of equipment operating rate, process improvement, etc. through cost improvement activities<br>-Reduction of process loss through promotion of quality improvement activities<br>-Initiatives toward Paperless Operations through systemization<br>2. Waste Reduction<br>1) Improvement of waste social circulation ratio<br>-Promotion of 3R activities, including conversion into valuable resources<br>Reduce: Suppression of waste generation<br>Reuse: Reuse of parts, etc.<br>Recycle: Reuse as raw materials<br>3. Environmentally Conscious Procurement<br>-Adoption of Eco Mark products such as supplies and auxiliary materials (Starting in FY2025, increase adoption by 5% compared with FY2024, and continue similarly thereafter) | Target: 40% reduction of total CO2 emissions by 2030 (compared with FY2021), with the goal of achieving carbon neutrality by 2050<br>1. Resource Conservation and Energy Conservation<br>1) Reduction of CO2 Emission<br>-SUNCALL Group CO2 emissions reduction results:<br>1.5% reduction compared with the previous fiscal year<br>[Future reduction measures] Increase the usage of CO2-free electricity<br>-SUNCALL Group solar power generation CO2 emissions reduction results:<br>5% reduction compared with the previous fiscal year<br>-Purchase of CO2-free electricity<br>-Reduction of electricity consumption through the renewal of energy saving air conditioning equipment<br>-Reduction of fuel consumption through review of production processes<br>-Replacement of some company vehicles with HEVs<br>-Reduction of electricity consumption through renewal of production equipment<br>2) Promotion of continuous improvement leading to Resource Conservation<br>-Reduction of packaging material usage through review of packaging configurations<br>Unit price per box: 27% decrease, Basic unit: 15% decrease compared with the previous fiscal year<br>-Promotion of paperless operations through digitization<br>2. Waste Reduction<br>1) Improvement of the Waste Social Circulation Ratio<br>-Reduction in the number of sheets of copy paper used through promotion of the use of scrap paper.<br>-Recycling of paint residue and waste powder<br>-Reduction of waste lubricant usage through improvement of production equipment<br>3. Environmentally Conscious Procurement<br>-Commencement of initiatives to promote the use of eco-friendly office supplies                                                                                                                                                                                                | 7 気候変動<br>気候変動<br>9 産業と資源<br>産業と資源<br>13 気候変動<br>気候変動<br>14 海洋資源<br>海洋資源<br>15 陸域生態系<br>陸域生態系 |
|                                                                                                                |                                                     |                                                                 | Solving problems through the development and application of technology (Social-client)<br>Contribute to CN by developing and providing EV products and bamboo charcoal applications<br>Adopt manufacturing lines that reduce environmental impact | Aiming for " the improvement of Ultimate Energy Management Technology in Electric Powertrains"<br>Development and mass production of high-performance products for EVs and other electric vehicles<br>-Expansion of applications to motorcycles through the promotion of current sensor development.<br>-Energy conservation of EVs and other electric vehicles through weight reduction and lower power consumption of existing current sensor products<br>-Refinement of the company's EV technology through supply of electric components to "Formula E"<br>-Energy conservation of EVs and other electric vehicles through mass production of busbars (Hirose, Kikuchi, America and other domestic and overseas locations)<br>-Vehicle weight reduction through product expansion of long and flexible busbars<br>-Energy conservation through development and sales expansion of magnet wire (products for improving the efficiency of EV motors)<br>-Energy conservation through mass production of LED element-related products for automotive headlights<br>-Start of study on adoption of green steel (CO2-free materials)<br>-Continued promotion of renewable energy utilization (in addition to promoting existing solar power generation introduction, start of verification toward introduction of perovskite, a next-generation solar cell)                                                              | -Sales activities toward achieving a 50% or higher sales ratio of electrification products + new products by 2030 (to total automotive parts sales)<br>FY2025 Initiatives:<br>-Activities to increase the number of projects under consideration<br>Target achievement rate: 103%<br>-Exhibiting at a trade show in Germany<br>-Initiatives toward establishing plastic forming technology for copper and aluminum materials<br>-Introduction of new technologies and new products through cooperation with business partners                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                               |
|                                                                                                                |                                                     |                                                                 |                                                                                                                                                                                                                                                   | Reduction of CO2 emission through the development and provision of applied products using "bamboo charcoal" manufactured by a clean process from abandoned bamboo forests as the raw material.<br>-Development of screen ink (bamboo charcoal for paint)<br>-Capacitors<br>-Development of superheated steam furnace (CO2)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reduction of CO2 emissions through the development and provision of applications of "bamboo charcoal" manufactured by a clean process using abandoned bamboo forests as the raw material<br>-Market distribution volume of Bamboo charcoal enabling low CO2 emissions: 50% increase over the previous fiscal year<br>-Bamboo cellulose: Significant progress in the improvement of the developed product, reaching a level at which sample sales are possible<br>-Progress in the new development of a superheated steam furnace for manufacturing bamboo charcoal with improved activation efficiency<br>-Prototyping production of filaments and pellets for 3D printer became possible at the laboratory level, and development progressed to the next stage<br>Continuing improvements toward practical application                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                               |
|                                                                                                                |                                                     |                                                                 | Energy conservation through entry into and expansion of orders for electrification-related aimed at new markets such as industrial equipment and power generation systems.<br>-Current sensors for inverters                                      | -Entry into electrification-related products for new markets<br>Current sensor for fast chargers<br>Magnetic current sensor for electric outboard motors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                               |
| S<br>o<br>c<br>i<br>e<br>t<br>y                                                                                | S<br>o<br>c<br>i<br>e<br>t<br>y                     | Contribution to a secure Society                                | Product Contributions to Improving Mobility Safety                                                                                                                                                                                                | Develop and supply products that contribute to improving vehicle active safety and collision safety.<br>-Brake-related products for electric vehicles (vehicle stability control and brake units (including ABS))<br>-Power relay-related products for electric vehicles                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | -Increase in production and expansion of sales through the start of mass production by introducing automated equipment for automotive safety-related products<br>-Start of manufacturing and sales of new products in response to the strengthening of overseas safety regulations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 9 産業と資源<br>産業と資源                                                                              |
|                                                                                                                |                                                     |                                                                 | Enhancing Social Infrastructure Through the Expansion of Telecommunications-Related Businesses                                                                                                                                                    | Contribute to improving the convenience of the networked society by expanding the business scale of telecommunications-related products (optical fiber connectors and optical fiber adapters).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | -Acquisition of next-generation optical connector licenses and product deployment thereof, and further promotion of entry into the growing hyperscale market by developing, manufacturing, and supplying highly reliable products that enable high-density mounting and high-speed, broadband communications; thereby expanding sales of communication-related products (optical fiber connectors, optical fiber adapters)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 11 持続可能な都市<br>持続可能な都市<br>12 資源の循環<br>資源の循環                                                    |
|                                                                                                                |                                                     |                                                                 | Promoting communication with society and coexistence with the community                                                                                                                                                                           | Coexistence with Local Communities, Society, and Partnerships<br>1) Conduct and Participate in Various Environmental Activities<br>-Conduct beautification activities around the factory<br>-Conduct public awareness activities for environmental conservation<br>-Participate in local councils, liaison meetings, and similar organizations<br>-Participate in community disaster prevention activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | -Conducting beautification activities around the factory (once per month)<br>River beautification activities<br>Kyoto area: Cleaning of Omuro Tenjingawa River<br>Toyota area: Cleaning of Yahagi River<br>-Participation in community councils, liaison meetings, etc.<br>-Sponsorship of local organizations and events<br>-Participation in community disaster prevention activities<br>Kyoto Hamayuzi sponsorship<br>-Participation in blood donation activities<br>-Conducting company tours for students from nearby elementary schools                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 17 持続可能な都市<br>持続可能な都市                                                                         |
|                                                                                                                |                                                     |                                                                 | Promote business activities that take into consideration the human rights of all stakeholders                                                                                                                                                     | Directors, officers, and employees deepen their understanding of international human rights standards and the laws and philosophies of each country related to human rights.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | -Reading aloud and communicating the Company's Group Code of Conduct at workplace meetings<br>-The Committee secretariat attended a lecture by an attorney specializing in human rights<br>-Trial implementation of the Ministry of Economy, Trade and Industry's "Human Rights Due Diligence Negative Impact Identification and Assessment Sheet" using headquarters as a pilot case                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                               |
| M<br>a<br>t<br>e<br>r<br>i<br>a<br>l<br>i<br>t<br>y                                                            | C<br>o<br>m<br>p<br>a<br>n<br>y                     | Contributing to an Aging Society                                | Contributing to the Extension of Healthy Life Expectancy Through Walking Assistance Robots and Other Technologies                                                                                                                                 | Through OrthoBot, support the desire to "walk" not only through hardware but also through services and software.<br>Expand sales of EMS-related products.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Aiming to develop an orthosis that can be easily attached for the purpose of expanding Orthobot users<br>FY2025 Results: Development of an optional product for short leg orthoses was completed and commercialized<br>Compared with the current long leg orthosis in use, a 27% reduction in weight and a 60% reduction in attachment time were achieved (Weight: 1.74kg → 1.27kg, Wearing time: 5 min → 2 min)<br>-Completion of the proof-of-concept demonstration test related to remote rehabilitation; and functional improvements are being made based on the acquired data<br>Contributing to solving issues such as the shortage of medical institutions and physical therapists in depopulated areas<br>Aiming to establish a new solution that will serve as a model case                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                               |
|                                                                                                                |                                                     | C<br>o<br>m<br>p<br>a<br>n<br>y                                 | Improving Employee Engagement                                                                                                                                                                                                                     | -All departments develop action plans and continuously review the workplace environment<br>-Promote the use of paid annual leave<br>-Conduct multi-rater evaluations of managers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | -All departments formulate action plans and improve the workplace environment based on those plans<br>-Paid leave utilization rate: 80.0%<br>-Conducting multi-rater evaluations for managers<br>-Achievement of the mid-term plan numerical target for engagement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 3 働きがい<br>働きがい<br>4 働きがい<br>働きがい                                                              |
|                                                                                                                |                                                     |                                                                 | Promoting Diversity, Equity and Inclusion (DEI)                                                                                                                                                                                                   | -Provide a work environment where diverse talent can thrive<br>-Conduct training related to the advancement of women in the workplace<br>-Develop the workplace environment to achieve the objectives of the Next-Generation Action Plan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | -Providing women leader training<br>-Introduction of family support leave<br>-Obtaining the Ministry of Health, Labour and Welfare certification "Kurumin Two-Star"<br>-Conducting a women's empowerment training session for supervisors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5 働きがい<br>働きがい<br>8 働きがい<br>働きがい                                                              |
|                                                                                                                |                                                     |                                                                 | Developing Talented Individuals Who Embrace Challenges                                                                                                                                                                                            | -Establish positions to develop candidates for the next-generation of management<br>-Introduce a goal management system that promotes "changing" and "being changed".                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | -Equalization of the knowledge of sales department members through presentations on assigned customers/products (4 times/year)<br>-Establishment of Section Chief positions to develop candidates for the next-generation of managers<br>Introduction of a goal management sheet to promote "Changing" and "Being Changed"<br>-Conducting career design training for young employees                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 10 働きがい<br>働きがい<br>16 働きがい<br>働きがい                                                            |
| G<br>o<br>v<br>e<br>r<br>n<br>a<br>n<br>c<br>e                                                                 | G<br>o<br>v<br>e<br>r<br>n<br>a<br>n<br>c<br>e      | Realizing corporate management that supports sustainable growth | Enhancement of corporate governance                                                                                                                                                                                                               | Execution of Business Activities in Accordance with the Corporate Governance Code Response Policy<br>1) Strengthen Investor Relations (IR) activities<br>-Hold online briefings for individual investors<br>-Expand information disclosure through news releases and other communications<br>2) Manage the progress of and promote the achievement of the Mid-Term Management Plan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | -Disclosure of sustainability initiatives in the annual securities reports<br>Examined the disclosure contents internally in accordance with the listing standards, and disclosed them<br>-Responding to the governance survey<br>Received feedback from an external organization and confirmed the Company's current status and issues at the Sustainability Committee<br>-Conducting the board of directors effectiveness evaluation<br>At the Board of Directors meeting, reconfirm this fiscal year's issues and the status of initiatives addressing those issues, and conducted the Board of Directors Effectiveness Evaluation Questionnaire.<br>Target: all directors<br>1) Strengthening IR activities<br>-In June, held a web briefing for institutional investors on the FY24 financial results and the mid-term management plan<br>2) Strengthening public relations activities<br>-Conducted press releases and responded to newspaper and TV interviews regarding new products in growth fields (communications-related products (optical fiber connectors, optical fiber adapters), and current sensors)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                               |
|                                                                                                                |                                                     |                                                                 | Improving Safety and Quality                                                                                                                                                                                                                      | Safety<br>1) Zero occupational accidents across the Group<br>2) Zero fire incidents across the Group<br>Quality<br>1) Enhance the quality assurance system<br>-Implement initiatives to improve customer satisfaction<br>-Implement activities incorporating the IATF 16949 framework<br>2) Maintain and improve global quality<br>3) Strengthen quality education<br>4) Transfer technical expertise and know-how                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Safety<br>1) Group Occupational Accidents "Zero"<br>-Development of safety-conscious personnel / Accident analysis: It was determined that the majority of accidents were caused by insufficient hazard prediction.<br>① Confirmation of accident risks through distribution of individual KY (hazard prediction) cards<br>② Improvement of hazard awareness through promotion of risk assessment activities<br>③ Suppression of accidents caused by risk-taking through safety and environment patrols<br>④ Improvement of hazard prediction capability through hands-on training, and instruction on point-and-call, and one-breath activities<br>⑤ Improvement of safety awareness through communication of the Seven Basic Actions<br>2) Group Fire Occurrence "Zero"<br>-Fire damage reduction activities<br>① Prevention before occurrence: Continuing early detection of abnormal conditions through inspections of fire prevention management equipment<br>② Fire prevention checklist: Periodic inspections of equipment where oil tank fires may occur, and ducts, etc.<br>1) Enhancement of the Quality Assurance System<br>① Establishment of the three-pillar activities "Prevention, Confirmation, and Compliance"<br>② Support for departments where defects have occurred<br>③ Quality improvement of business partners<br>2) Maintenance and Improvement of Global Quality<br>-Quality management system improvement activities<br>① Improvement of FMEA, QC process charts, etc.<br>② Incorporation of IATF requirements into ISO<br>-Identification of weak items in each department using Three-Pillar Checklist<br>3) Strengthening Quality Education<br>① FMEA training<br>② Control chart training<br>③ "Why-Why" training<br>4) Transfer of Technology and know-how<br>-Visualization of tacit knowledge through documentation of standards, judgment criteria, etc. |                                                                                               |
|                                                                                                                |                                                     |                                                                 | Thorough compliance and risk management                                                                                                                                                                                                           | Establishment and operation of compliance management system<br>-Implement global coverage for the "Whistleblower Hotline Policy"<br>-Implement compliance training<br>Establishment and operation of the risk management system<br>-Review and update the risk map<br>-Implement measures to address key risk issues                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Establishment and Operation of the Compliance System<br>-Establishment of a hotline reporting route in accordance with overseas personal information protection laws<br>Reestablishment and Redefinition of the appropriate scope subject to establishment<br>-Continuing compliance awareness activities, and conducting education for all employees and compliance reinforcement week<br>-Conducting "Code of Conduct" education and obtaining "Compliance Pledge Forms" through e-learning<br>-During Compliance Reinforcement Week, conducting the following:<br>Distribution of a message from the Chairperson of the Compliance Committee<br>Posting of Compliance Reinforcement Week posters<br>Distribution of a special edition of the Compliance Newsletter<br>Conducting self-inspections through distribution of the "13-Item daily behavior checklist"<br>-Conducting compliance training through e-learning for managers<br>Establishment and Operation of the Risk Management System<br>-Holding Risk Management Committee meetings<br>-Reporting and sharing the matters deliberated by the Risk Management Committee with management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                               |
|                                                                                                                |                                                     |                                                                 | Addressing Information Security and Cybersecurity                                                                                                                                                                                                 | 1) Strengthen the confidential information management system<br>2) Strengthen the information security and cybersecurity incident response system<br>3) Implement information security and cybersecurity training                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1) Strengthening the management system for confidential information<br>① Conducting an identification survey of information assets to be protected (important confidential information)<br>② Establishing the subsidiaries subject to the "Cybersecurity Measures Regulations"<br>③ Conducting surveys<br>-Conducting a survey of the compliance status with the "Group Information Security Basic Policy" for domestic and overseas group companies<br>-Conducting an information security checklist survey for each section at Headquarters<br>2) Strengthening the response system for information security and cybersecurity incident and accidents<br>-Adding to the "Group Information Security Basic Policy" a statement that surveys will be conducted in cooperation with the relevant departments.<br>3) Conducting information security and cybersecurity education<br>-Conducting cybersecurity education                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                               |