

Company nameDate of submission: MMM, DD, YYYY

## Checklist of sustainability initiatives

Item	Sustainability initiatives
(1) General affairs	
i. Compliance with laws and regulations  Code : page 4	<p>Regarding compliance with relevant national and international laws, regulations, etc.,  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input checked="" type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts (or given the specific nature of our business, we don't apply; hereinafter, the same).</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We have formulated a company-wide code of conduct that includes execution of legitimate operations for the thorough implementation of compliance.</li> <li>• Having set up a department in charge of compliance, we conduct periodic audits and monitoring of compliance.</li> <li>• We send our employees as participants to compliance training organized by industry groups.</li> </ul> </p>
ii. Ban on retaliatory actions  Code : page 4	<p>Regarding the ban on retaliatory actions against those who have reported violations of laws, etc.,  <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• In our Regulations on Whistle-blowing, we guarantee that secrets related to reporting, such as whistleblowers' secrets, are protected, and that whistleblowers are not treated disadvantageously in personnel matters.</li> </ul> </p>
(2) Environment	
i. Energy savings  Code : page 4	<p>Regarding the promotion of energy saving, e.g., through the introduction of highly energy-saving facilities or logistics systems,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking concrete actions; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We are promoting the use of LED lighting, the improvement of the efficiency of heat source apparatuses such as freezers, and the introduction of energy-saving-type air conditioning equipment in our manufacturing plant.</li> </ul> </p>
ii. Use of low carbon / carbon-free energy  Code : page 5	<p>Regarding the use of energy with low CO2 emission factors such as renewable energy,  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking concrete actions; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We have formulated a plan in which at least 20% of power consumption in our plant will be derived from renewable energy.</li> <li>• We've been using solar energy as electricity since the introduction of solar power generation systems.</li> </ul> </p>
iii. Reduction of greenhouse gas emissions by other means  Code : page 5	<p>Regarding the reduction of greenhouse gas emissions, e.g., through the introduction of non-Freon products or offset programs,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking concrete actions; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We're working to change our freezing and refrigeration equipment and water heaters, which are used in the manufacturing, distribution and sales processes, and some facilities, into ones using non-fluorocarbon refrigerant.</li> </ul> </p>
iv. Promotion of the 3 Rs ("Reduce, Reuse, and Recycle")  Code : page 5	<p>Regarding the promotion of the 3Rs ("Reduce, Reuse, and Recycle"),  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking concrete actions; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We have set our reduction target for waste generation by formulating an environmental plan.</li> <li>• We are making an effort to reduce waste by promoting recycling in our plant.</li> </ul> </p>

<p>v. Reduced use of containers, packaging, etc.</p> <p>Code : page 5</p>	<p>Regarding the promotion of reducing/reusing/recycling containers, packaging, transportation materials, etc.,  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking concrete actions; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)</p> <ul style="list-style-type: none"> <li>In our company's environmental action plan, we have decided to make an effort to reduce environmental load through the improvement of packaging materials.</li> <li>We have reduced the use of packing materials through the introduction of returnable boxes.</li> </ul>
<p>vi. Prevention of contamination, management of chemicals, and waste disposal</p> <p>Code : page 5</p>	<p>Regarding the relevant measures concerning pollution prevention, management of chemicals, and waste disposal,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking concrete actions; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)</p> <ul style="list-style-type: none"> <li>We're working to control the generation of waste water and toxic substances in our business under the standard values by confirming applicable laws and regulations, by setting up related facilities that meet the requirements of laws and regulations, and by implementing legal inspections.</li> </ul>
<p>vii. Collection of raw materials with consideration for resource conservation</p> <p>Code : page 6</p>	<p>Regarding the use of raw materials with consideration for resource conservation, e.g., through the avoidance of illegally sourced material,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking concrete actions; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)</p> <ul style="list-style-type: none"> <li>We have adopted certified paper or paper which is made from environmentally-friendly raw materials.</li> <li>We are trying to reduce our water consumption and reuse of water, including water to be mixed into products.</li> </ul>
<p>viii. Conservation of biodiversity</p> <p>Code : page 6</p>	<p>Regarding the consideration for conservation of biodiversity, e.g. through the conservation of rare speiceis,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking concrete actions; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)</p> <ul style="list-style-type: none"> <li>When using wildlife as a raw material of our products, we confirm that the species are not endangered species.</li> <li>Based on the biodiversity guidelines that our company formulated, we investigate the ecosystem around our business establishments, and engage in protection activities mainly for rare species.</li> </ul>
<p>(3) Human rights</p>	
<p>i. Compliance with and respect for international human rights standards</p> <p>Code : page 6</p>	<p>Regarding respect for human rights in general with reference to international standards such as the Universal Declaration of Human Rights,  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)</p> <ul style="list-style-type: none"> <li>We have a compliance policy to respect every person's individuality and personality, and to prevent discrimination and the violation of human rights.</li> <li>We have prepared guidance related to human rights due diligence, and based on that guidance, we have discussed assessment and prioritization of human right risks, as well as measures to reduce risks.</li> </ul>
<p>ii. Ban on discrimination and harassment</p> <p>Code : page 6</p>	<p>Regarding the prevention of any discrimination or harassment based on race, nationality, religion, sex, sexual orientation, gender identity, level of ability, social status, etc.,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input checked="" type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)</p> <ul style="list-style-type: none"> <li>We have clearly banned discrimination and harassment in our rules of employment and other rules, and have set a provision which stipulates that offenders of this ban may be subject to disciplinary punishment. This has been made known to all employees.</li> <li>We have held training to prevent harassment targeting all employees.</li> </ul>
<p>iii. Ban on violation of the rights of local residents, etc.</p> <p>Code : page 7</p>	<p>Regarding the prevention of the infringement of the rights of local residents by illegally forcing eviction, etc.,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)</p> <ul style="list-style-type: none"> <li>In the occasions of initiating a new business, constructing a plant, and changing mining areas, we hold explanatory meetings for local residents at every stage from planning to implementation.</li> </ul>

iv. Respect for women's rights  Code : page 7	Regarding respect for women's rights, through the promotion of women's empowerment and a gender-equal society, <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems; <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts; <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.  (Description/Explanation on initiative details) • We have formulated a diversity inclusion policy, including support for female employees to play active roles. • We're promoting support for women's career formation, and the improvement of the work environment.
v. Respect for the rights of persons with disabilities  Code : page 7	Regarding respect for the rights of persons with disabilities, through supporting their participation in economic and social activities, <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems; <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input checked="" type="checkbox"/> we are making other efforts; <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.  (Description/Explanation on initiative details) • We're working on the creation of a work environment also friendly for employees with disabilities by providing reasonable considerations, such as creating barrier-free business establishments, and reviewing working methods according to characteristics of disabilities. • We are authorized by the local municipality as a company to support disabled worker's employment.
vi. Respect for children's rights  Code : page 7	Regarding respect for children's rights, through supporting children's healthy growth, <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems; <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts; <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.  (Description/Explanation on initiative details) • Safety tests focusing on the use by children are essential for our products. • We have established a flexible working system for employees currently raising children.
vii. Respect for the rights of social minorities  Code : page 7	Regarding respect for the rights of social minorities, through supporting their ability to enjoy equal economic and social rights, <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems; <input checked="" type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts; <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.  (Description/Explanation on initiative details) • We have established a consultation counter at which foreign employees, LGBT (lesbian, gay, bisexual and transgender) employees, and employees with disabilities can convey their opinions and requests. The consultation counter considers the security of consultants' privacy. • To promote understanding of different cultures, sexual orientation & gender identity, we offer training, workshops, and seminars for each level of employees.
(4) Labour	
i. Compliance with and respect for international labour standards  Code : page 8	Regarding the optimisation of all labour issues in line with international labour standards, <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems; <input checked="" type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts; <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.  (Description/Explanation on initiative details) • Our compliance code of conduct clearly stipulates our support for the ILO Core Labour Standards. • Since we created our personnel and human resource management manual, we have made this manual known to all employees, and have conducted periodic checks on the implementation status of this manual.
ii. Freedom of association and the right of collective bargaining  Code : page 8	Regarding the respect for the right to establish and join a labour union and the right to negotiate freely with one's employer, <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems; <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts; <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.  (Description/Explanation on initiative details) • Our labor agreement with the labor union clearly stipulates that our company shall approve the legitimate exercise of workers' rights, and that our employees will not be treated unfairly due to being a union member, or by engaging in legitimate union activities.
iii. Ban on forced labour  Code : page 8	Regarding the prevention of forced labour and human trafficking, <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems; <input checked="" type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts; <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.  (Description/Explanation on initiative details) • Our company's code of conduct clearly stipulates with some concrete examples that our company shall not force any employees to work or make them work against their will. Furthermore, after making a similar request to our supply chains, we continuously carry out monitoring on the related situation. • In our education for employees, we have made our policy to ban any forced labor known to them.

<p>iv. Ban on child labour</p> <p>Code : page 8</p>	<p>Regarding the prevention of the employment of children under the minimum working age,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• Our rules of employment stipulates that our company shall not hire any persons under 15 years old.</li> <li>• The check items for employees at the time of their employment include their ages at the time of joining our company. In particular, for employment overseas, we ensure thorough confirmation of ages through verifiable methods.</li> </ul> </p>
<p>v. Ban on discrimination in employment and careers</p> <p>Code : page 8</p>	<p>Regarding the prevention of discrimination in employment or promotion for reasons other than reasonable factors such as abilities and aptitude,  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• Advocating ban on discrimination and equal opportunities, we have formulated a policy on human rights that stipulates concrete procedures to realize the advocacy, and have announced the policy as the top management's commitment both inside and outside the company.</li> <li>• Our internal rules stipulate that our company shall perform employment screening based on applicants' aptitudes, abilities, and motivation, regardless of their gender, nationalities, beliefs, ages, and sexual orientation &amp; gender identity, etc.</li> </ul> </p>
<p>vi. Wage</p> <p>Code : page 8</p>	<p>Regarding the proper payment of wages based on related laws and ordinances,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• Collating the latest minimum wage of each prefecture in the salary database, we have confirmed that our company does not violate the minimum wage requirement.</li> <li>• In our business establishments overseas, we have established rules conforming to all local wage-related laws and regulations, and we provide wages based on those rules.</li> </ul> </p>
<p>vii. Ban on long working hours</p> <p>Code : page 8</p>	<p>Regarding the prevention of long working hours that exceed the legal limit or the limit set by a labour-management agreement,  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input checked="" type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• As a labor-related CSR policy, we advocate control of overwork.</li> <li>• Managing working hours by week, we warn employees who have reached a fixed overtime limit.</li> <li>• Our company was granted Eruboshi certification based on the Act on Promotion of Women's Participation and Advancement in the Workplace, and Kurumin certification based on the Act for Measures to Support the Development of the Next Generation.</li> </ul> </p>
<p>viii. Safety and hygiene of workplaces</p> <p>Code : page 9</p>	<p>Regarding the creation of a working environment and conditions where workers can work safely and healthily,  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We have formulated a course of action to observe labor-related laws and regulations, including the maintenance of a safe and healthy working environment.</li> <li>• We deliberate safety measures in the workplace based on risk assessment in our safety and health committee, and ensure thorough observance of safety rules through on-site patrols.</li> </ul> </p>
<p>ix. Foreign and migrant workers</p> <p>Code : page 9</p>	<p>Regarding the implementation of employment procedures and labour management in accordance with the laws of foreign and migrant workers (including technical intern trainees),  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input checked="" type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• When employing a foreign worker or a migrant worker, we confirm that the worker has a legitimate qualification for employment.</li> <li>• We have a system to provide appropriate advice and support in which we accept questions and consultations from foreign national employees in English or their native language on working conditions, including wages, as well as matters such as regarding daily diet and medical treatment.</li> <li>• We hold training for senior management and management-level employees at workplaces to which foreign national employees are assigned.</li> </ul> </p>

<p>(5) Economy</p>	
<p>i. Prevention of corruption</p> <p>Code : page 9</p>	<p>Regarding the prevention of corruption such as bribery of civil servants,  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input checked="" type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We have formulated action guidelines on the prevention of bribery.</li> <li>• We have prepared anti-bribery guidelines, and are working to make them known to all employees. In particular, we provide thorough education for employees in charge of procurement.</li> </ul> </p>
<p>ii. Fair business practices</p> <p>Code : page 10</p>	<p>Regarding the promotion of fair business practices that comply with anti-trust acts and subcontracting laws,  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input checked="" type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We have formulated a compliance policy to comply with competition laws and the antitrust law of each country, and to engage in fair trade.</li> <li>• Having prepared guidelines for employees on the prevention of cartels &amp; bid rigging, we provide education and training for employees.</li> </ul> </p>
<p>iii. Use of raw materials with no involvement with a conflict or crime</p> <p>Code : page 10</p>	<p>Regarding the prevention of the use of raw materials linked to conflict or crime,  <input checked="" type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We have formulated our group policy not to use unjustly sourced conflict minerals for our products.</li> <li>• Having established an internal response system, our company conduct surveys on the status of use of conflict minerals, and information on refineries, using a tool developed by an industry group.</li> </ul> </p>
<p>iv. Protection of intellectual property rights</p> <p>Code : page 10</p>	<p>Regarding the prevention of infringement of intellectual property rights and trade secrets of third parties,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input checked="" type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We thoroughly investigate patents of third parties so that our company's products will not infringe third parties' intellectual property rights.</li> <li>• We provide training and e-learning related to intellectual properties for our employees.</li> </ul> </p>
<p>v. Responsible marketing</p> <p>Code : page 10</p>	<p>Regarding ethics in advertising, such as regarding the prevention of misleading representation,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input checked="" type="checkbox"/> we are conducting awareness-raising/dissemination; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We have set in-house standards regarding advertisement, and established a mechanism to review products and the representation and expression of advertisement.</li> <li>• To prevent misrepresentation, we provide training for related employees.</li> </ul> </p>
<p>vi. Proper management of information</p> <p>Code : page 10</p>	<p>Regarding the proper management of information including the protection of personal information,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking preventive measures based on relevant rules/systems;  <input type="checkbox"/> we are conducting awareness-raising/dissemination; <input checked="" type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• We're working on formulating information management rules, introduction of security software, and training for information management.</li> <li>• Our company has acquired ISO 27001 Certification (the international standard for information security management systems (ISMS)).</li> </ul> </p>
<p>vii. Invigoration of regional economies</p> <p>Code : page 10</p>	<p>Regarding consideration of small and mid-sized enterprises working on the environment and social considerations,  <input type="checkbox"/> we have a relevant policy/plan/code of conduct; <input checked="" type="checkbox"/> we are taking concrete actions; <input type="checkbox"/> we are making other efforts;  <input type="checkbox"/> we are not doing anything in particular, but are planning some efforts; <input type="checkbox"/> we are not making or planning any efforts.</p> <p>(Description/Explanation on initiative details)  <ul style="list-style-type: none"> <li>• To contribute to local communities, we're promoting local procurement activities, and making efforts to strengthen our CSR activities in cooperation with our supply chains.</li> <li>• With the use of the Business Chance Navi 2020, we collect information on our environmentally-friendly and social-friendly candidate supply chains.</li> </ul> </p>

<p>Encouragement of supply chains' efforts towards sustainability</p> <p>Code : page 11</p>	<ul style="list-style-type: none"> <li>■ we are working to identify important material supply chains or areas of sustainability;</li> <li>■ we are requesting that supply chains comply with our own CSR procurement policy/code;</li> <li>■ we are monitoring CSR/sustainability efforts made by supply chains;</li> <li><input type="checkbox"/> we are making other efforts;</li> <li><input type="checkbox"/> we are not doing anything in particular, but are planning some efforts;</li> <li><input type="checkbox"/> we are not making or planning any efforts.</li> </ul> <p>(Description/Explanation on initiative details)</p> <ul style="list-style-type: none"> <li>• We have specified fields and supply chains high in degrees of importance by evaluating and analyzing risks and opportunities related to the conduct of our company's business.</li> <li>• We have shown our requests regarding environment, human rights, labor, and compliance to our supply chains as procurement guidelines.</li> <li>• We inspect our supply chains' state of implementation of CSR from a standpoint focusing on human rights, labor, and environment.</li> <li>• We support our supply chains to establish a management system &amp; rules, such as the provision of teaching materials for education/training for their employees, and support through our help desk.</li> </ul>
<p>Disclosure of information related to sustainability efforts</p>	<p>Regarding the sustainability efforts mentioned above, if you are disclosing the status of activities and achievements, please provide the name of the publication, the place of release, or the link.</p>
<p>Others</p>	<p>In addition to the above, if you are conducting any activities regarding your own sustainability, please describe them freely.</p> <p>Please describe the judicial disposition history of at least being referred to prosecution for illegal acts, if any, of a corporation, an officer or an employee against related laws and ordinances within the past five years.</p>

Manufacturing facilities of products to be delivered	
Product name	(If there are more than one, please describe each.)
Name of manufacturing facility	(If it is not fixed at the time of submission, indicate the assumed manufacturing location.)
Location of manufacturing facility	
Others	(Example) <ul style="list-style-type: none"> <li>• Number of employees</li> <li>• Acquisition status of ISO certification</li> <li>• Status of conformity audits to industry standards</li> <li>• Awards record, etc.</li> </ul>

\_\_\_\_\_ Company name

\_\_\_\_\_ Address

\_\_\_\_\_ Website address

\_\_\_\_\_ Department name

\_\_\_\_\_ Contact name

\_\_\_\_\_ Phone number

\_\_\_\_\_ Email address