

CSR Plan for 2024

Material issues	No	Materiality	2024 Goal
Priority Topic 1 Contributing to solutions to environmental issues	1	Reduction of global CO ₂ emissions through environmentally friendly products	· Creation of green products 12
	2	Minimizing the environmental impact of business activities	· 4% reduction in electricity usage ('23/March comparison)
Priority Topic 2 Minimizing the environmental impact of business activities	3	Strengthening the mass and stable supply system for ultra-precision components	· Percentage of critical risk measures achieved (100%)
	4	Practicing responsible procurement	· CSR audit compliance with RBA standards
	5	Coexistence with local communities	· Promotion of corporate PR through event sponsorship · Sponsorship of Omagari fireworks (4 times/year) · Sponsorship of BJ League games (13th.April)
Priority Topic 3 Maximizing the power of employees	7	Global promotion of diversity	· Achieve legally-required employment rate for handicapped persons · Employment of foreign nationals
	8	Creating a positive and rewarding work environment	· Increase job satisfaction and engagement scores · Introduce a job-based system
	9	Employee health and safety	· Zero incidents of workplace injuries · Zero incidents of fire disasters