Sustainability Report 2026

UNIPRES CORPORATION

UNIPRES

Pressing Toward a Brighter Tomorrow

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Editorial Policy

At the Unipres Group, we are building mutual understanding and forging trust-based relationships with stakeholders as we undertake various initiatives to maintain our growth, thereby contributing to the sustainable development of society as a whole. In order to use the disclosure of non-financial information as a means to help others understand the Group in even greater detail, we have published the relevant information in the form of the Unipres Sustainability Report 2026.
This report was created in accordance with the GRI Standards.

● Reporting Period
FY2025 (April 1, 2025, to March 31, 2026)
*The reporting period is aligned with the Company's financial reporting period (fiscal year).
(Some information after April 2026 is also included.)

● Publication
September 2026

● Reporting Cycle
Published each year as an annual report

● Reference Guidelines
- GRI Sustainability Reporting Standards (GRI Standards)
- CSR Guidebook of the Japan Auto Parts Industries Association
- Task Force on Climate-related Financial Disclosures (TCFD)

Disclaimer
The Unipres Group's current plans, strategies, beliefs, performance outlook, and other statements in this Sustainability Report that are not historical facts contain forecasts about the future at the time of publication. Please note that such expectations, projections, outlooks, and forecasts contain risks, uncertainties, and assumptions and may turn out to be significantly different from actual results.

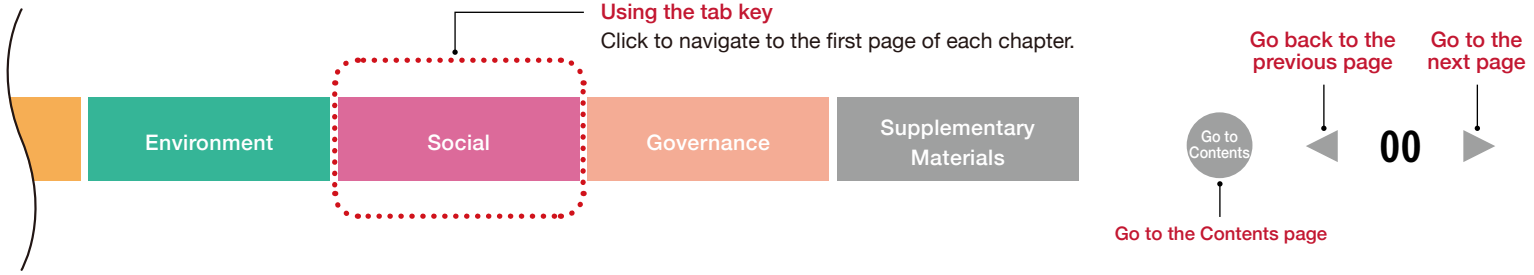
● Target Companies
Unipres Corporation and 23 consolidated subsidiaries in Japan and overseas
(References to the "Unipres Group" in this report encompass the above companies, which is consistent with the scope used for financial reporting, including the Annual Securities Report.)

● Notes on Reporting Scope
- Data is reported on a consolidated basis, combining 100% of the business entities included in the scope of financial reporting with no exclusions. Mergers, acquisitions, and divestitures during the reporting period are, in principle, reflected in accordance with their treatment in financial reporting.
- In principle, the reporting scope covers Unipres Corporation and its 23 consolidated subsidiaries in Japan and overseas (including certain unconsolidated subsidiaries). For certain environmental and social data, the reporting scope may be limited depending on data availability. In such cases, the applicable reporting scope is specified for each relevant indicator.

● Notes on Third-Party Verification
Among the sustainability data presented in this report, global CO_2 emissions data has been verified by an external third party. The verification process was conducted under the guidance of the executive in charge of environmental affairs.

● Contact for Inquiries Regarding this Report
Sustainability Promotion Group
General Administration Department, Unipres Corporation
JS Shin-Yokohama Bldg. 12F, 2-4-13 Shin-Yokohama,
Kohoku-ku, Yokohama, Kanagawa, 222-0033 Japan
https://www.unipres.co.jp/en/

PDF Operation Guide



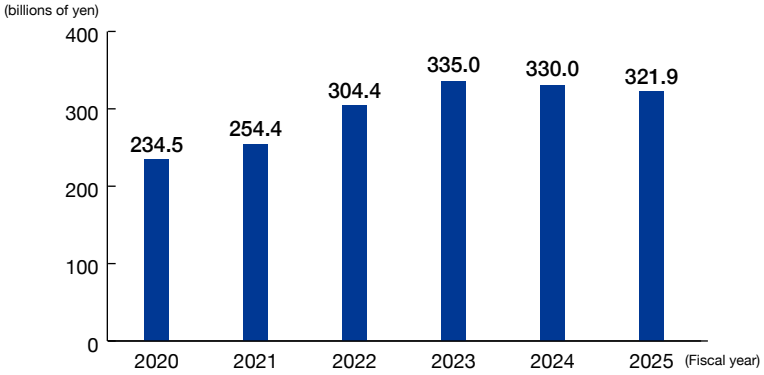
Corporate Profile

Company Overview

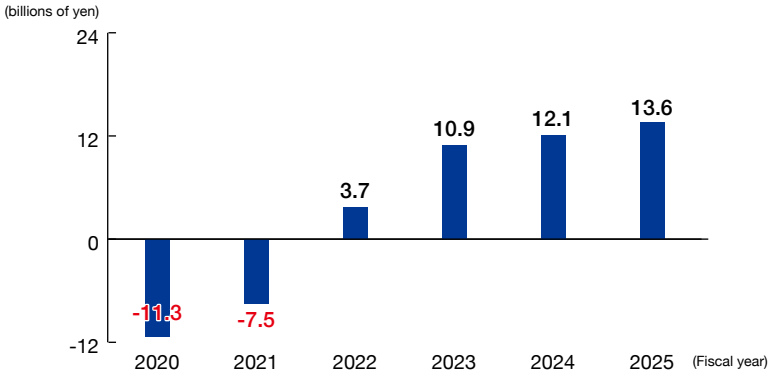
(As of March 31, 2026)

Company Name	Unipres Corporation
Established	March 1, 1945 (Change of name through company merger on April 1, 1998)
Headquarters	JS Shin-Yokohama Bldg., 2-4-13 Shin-Yokohama, Kohoku-ku, Yokohama, Kanagawa, Japan
Business Activities	1. Manufacture and sale of automotive parts 2. Manufacture and sale of electric machinery parts 3. Manufacture and sale of metal products 4. Manufacture and sale of welders, dies, jigs, and tools 5. Inspection and maintenance of press machinery
Capital	10,168.95 million yen
Sales	321.9 billion yen (consolidated; ended March 31, 2026)
Number of employees	6,916 (consolidated)
Consolidated Subsidiaries	23
Affiliated Companies Accounted for by the Equity-Method	4
Principal Offices and Plants	Kanagawa, Shizuoka, Tochigi, Fukuoka, Hiroshima, U.S., Mexico, U.K., France, China, India, and Indonesia
Principal Customers	Nissan Motor Co., Ltd., NISSAN SHATAI CO., LTD., JATCO Ltd, Honda Motor Co., Ltd., Renault SAS, Mitsubishi Motors Corporation, Stellantis N.V., Mazda Motor Corporation, NIO Inc., SUBARU CORPORATION, Toyota Motor Corporation, SUZUKI MOTOR CORPORATION, UD Trucks Corporation, Hino Motors, Ltd., BYD Auto Industry Co., Ltd., Isuzu Motors Limited, AISIN CORPORATION, Marelli Corporation, Musashi Seimitsu Industry Co., Ltd., Dynax Corporation, TOYODA IRON WORKS CO., LTD., and NSK-Warner K.K.
Main Association Membership	Japan Auto Parts Industries Association (JAPIA)
Stock Exchanges on Which the Company's Shares are Listed	Tokyo Stock Exchange Prime Market (Securities code: 5949)
Total Number of Shares Issued and Outstanding	45,004,973
Number of Shareholders	53,172

Sales



Operating Profit



Unipres Group's Main Business Activities

Car Body Pressed Parts

We provide the major car body frame parts that determine basic vehicle performance. Light vehicle weight and safety are achieved by proposing an optimal structure that considers all body frame parts together as a system, as well as by using more high tensile strength steel (HTSS).

<Main Products>
Platform parts
Body frame parts
Fuel-related parts, including gasoline tanks
Chassis parts
Pressing dies
Welding equipment and jigs



Plastic Pressed Parts

By leveraging our strengths in press technology, we achieve high productivity in manufacturing parts, such as large exterior covers for vehicles. Through innovative material engineering, we are also developing new products with features such as sound-absorbing performance.

<Main Products>
Exterior and interior trim parts
Structural body parts
Pressing dies
Welding equipment and jigs

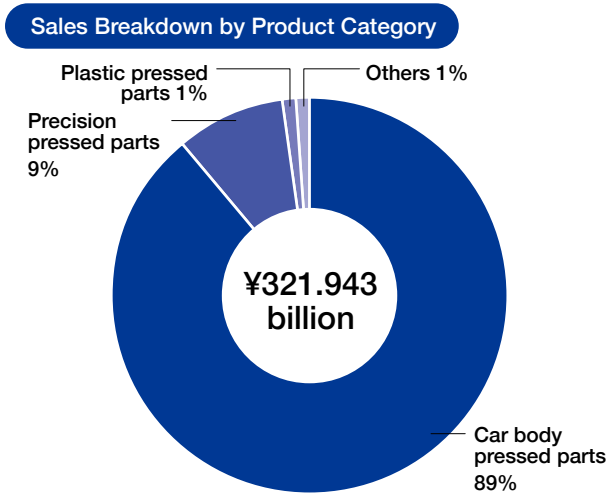


Precision Pressed Parts

We have developed our technological capabilities in car body pressing to provide high-quality, precision component parts for transmissions, including AT and CVT. Furthermore, as a response to electrification, we are also working to develop new products for hybrid and electric vehicles (EVs).

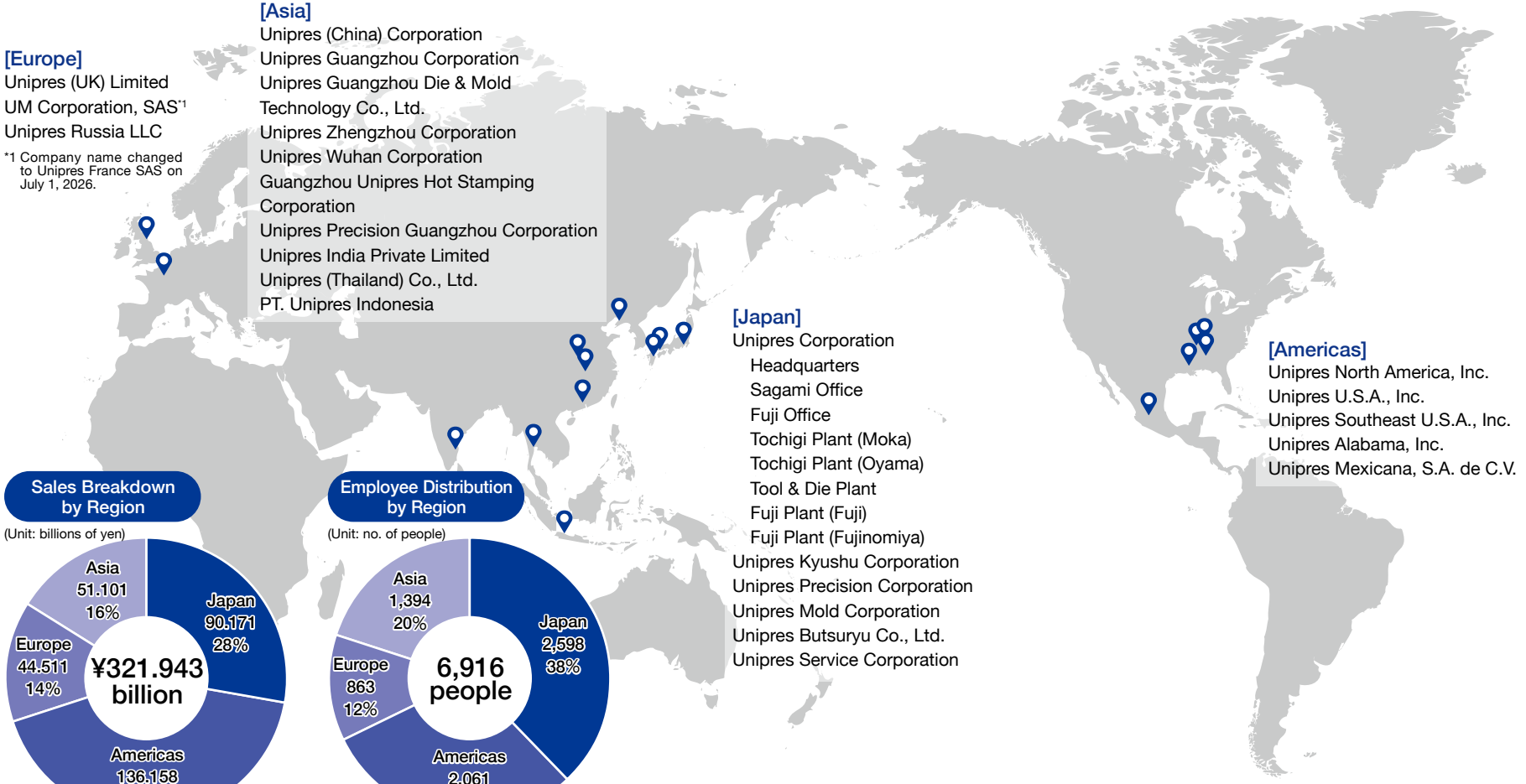
<Main Products>
Automatic transmission parts
Drive motor parts
Pressing dies
Welding equipment and jigs





Unipres Group's Global Network

The Unipres Group, as an automotive parts manufacturer that earns the trust of its customers, supports the strategic development and production of vehicles worldwide by developing and manufacturing mainly car body pressed parts, precision pressed parts, and plastic pressed parts. With our Headquarters in Japan as the global hub, our regional headquarters in the U.S., the U.K., and China and production plants around the world work together to deliver the highest quality products to customers across the globe in a timely manner. We are also building sustainable value chains, spanning from materials procurement through diverse suppliers to the delivery of products.



Sales Breakdown by Region

(Unit: billions of yen)

Employee Distribution by Region

(Unit: no. of people)

Corporate Philosophy Framework for the Unipres Group

The Unipres Group aims to be a valuable company serving society by ensuring that all employees undertake business activities in line with the corporate philosophy framework.



Corporate Philosophy: Perfecting Machine Press Technologies: Going a Step Beyond

- We are committed to raising our cutting-edge press technologies to an entirely new plane, transforming them into mass-production technologies that enable economical, high-quality, and stable production.
- We are determined to continually create new functions and value for press technologies and produce new pressed products never thought achievable with press.

Management Philosophy: Achieve Sustainability Management

- We, through our excellence in press technologies, shall contribute to the realization of an environmentally friendly and safer society globally.
- We shall build trust-based relationships with our stakeholders through fair and honest business activities.
- In this way, we shall create both economic and social value at the same time, thereby realizing the sustainable development of society and the Unipres Group in a mutually beneficial manner.

Guiding Principle: Unified Heart for Manufacturing

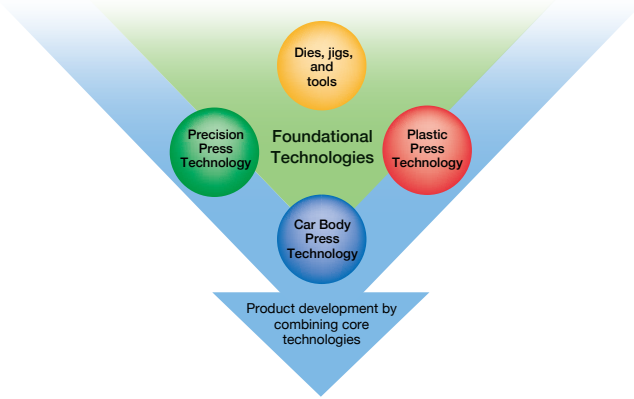
Under our guiding principle of "Unified Heart for Manufacturing," Unipres and its employees, customers, and suppliers will continue to work toward the highest level of achievement through our UPS activities*1, and by so doing, continue to earn the confidence of our customers as an innovative and indispensable manufacturer amid the once-in-a-century major transformation currently occurring across the automotive industry.

*1 UPS (Unipres Production System) activities: Management reform activities for creating a profitable and competitive structure by looking for any "redundancies" in work processes and reforming these work systems.

Unipres Group's Mission

Press technology for the protection of people and the earth.

The automobile, indispensable to people and society, now faces a major turning point.
Reducing the weight of individual vehicle parts leads to improved electricity and fuel efficiency, which in turn, results in lower emissions of CO_2, which is identified as one of the causes of global warming. This kind of evolution is required in the automotive industry.
As a comprehensive manufacturer of pressed automotive parts, the Unipres Group is supporting car manufacturing by proposing a variety of new technologies.
We are currently using highly advanced press technology to create next-generation vehicles that meet both safety and ecology needs.
The Unipres Group continues to take up the challenge of creating vehicles that co-exist harmoniously with the global environment while bringing joy to people all over the world.



Improving Safety × Contributing to a Low Carbon Society

Realizing high strength technologies and reducing CO_2 emissions by reducing weight and improving electricity and fuel efficiency

Message from the President

To sustainably enhance our corporate value and achieve a sustainable society, our activities are guided by three pillars.

To fulfill our management philosophy of “Achieve Sustainability Management,” the Unipres Group is addressing a range of social issues, aiming for the sustainable development of the Group and society by creating social values in addition to economic values.
Specifically, we pursue solutions to issues surrounding three major pillars: well-being, ESG initiatives, and carbon neutrality.

The well-being pillar is the idea that the growth of every employee—our human capital—is essential to the sustainable enhancement of corporate value. Guided by this belief, we are committed to providing work conditions that meet the needs of and offer fulfillment to employees. We strive to continuously improve and elevate the workplace environment from multiple perspectives, including facilities, internal systems, and labor conditions.
As one of the outcomes of these efforts, we were certified as a Platinum Kurumin company by the Ministry of Health, Labour and Welfare in FY2025, in recognition of our initiatives that support employees in balancing work and childcare.

Under ESG initiatives, we are working to raise our performance across environmental, social, and governance metrics and expand these initiatives to our global operations. Especially in the environmental area, we have made efforts to improve the recycling rate of industrial waste toward the realization of a circular economy, increasing the recycling rate at Unipres Corporation and consolidated subsidiaries in Japan to 86% in FY2025. By sharing the know-how accumulated in Japan with our overseas sites, we will aim to raise our global recycling rate to 95%.

Achieving carbon neutrality is a social issue of particular importance across the world. To meet our target of “reducing CO_2 emissions by 50% by FY2030 compared to FY2018 levels,” we have taken measures globally, including introducing photovoltaic power systems, switching to CO_2-free electric power, and strengthening energy conservation activities.
As a result, we achieved our 50% reduction target ahead of schedule in FY2024, albeit with the help of external factors such as falling production volumes and improvements in the electricity emission factor.
Going forward, we will continue to build on our strength in proprietary press technologies to develop green products that are both safe and lightweight, while contributing to the achievement of carbon neutrality throughout society.

To achieve sustainability management, it is essential for us to work together with our stakeholders throughout all our business activities. We will continue to meet expectations by staying up to date with the interests of our stakeholders, carrying out dialogues, and deepening mutual understanding.

Nobuya Uranishi
President and Representative Director



Sustainability

10 Sustainability Management
11 Materiality
14 Stakeholder Engagement
15 External Evaluation

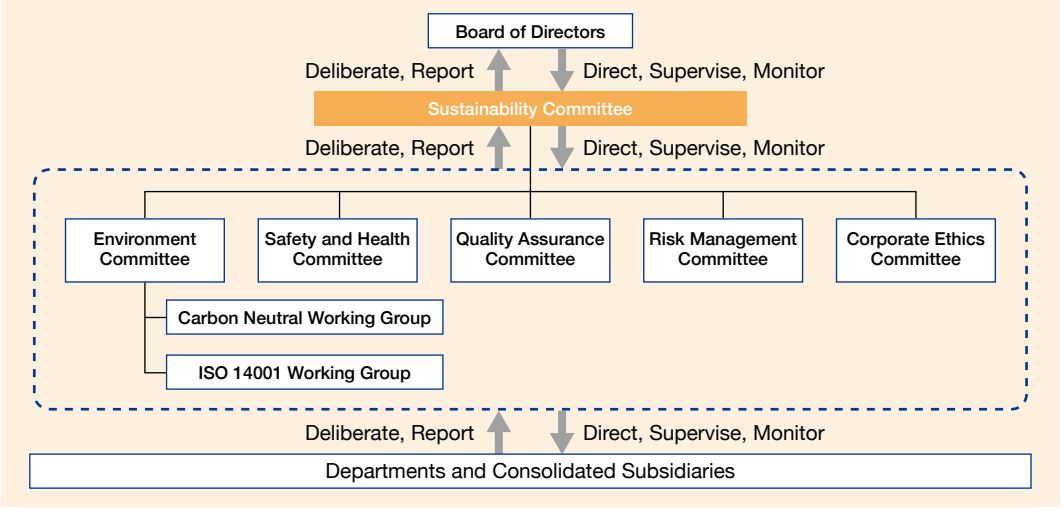
Sustainability Management

Philosophy and Policy on Sustainability

We established the Unipres Group Basic Policy for Sustainability toward our management philosophy (our vision) to “Achieve Sustainability Management,” and have been engaging in initiatives based on this policy.
We will fulfill our social responsibility as a corporation, along with contributing to the achievement of a sustainable society by solving social issues through our business activities.

Sustainability Promotion System

We established the Sustainability Committee in order to further strengthen sustainability management in accordance with our Basic Policy for Sustainability.
The Sustainability Committee, supervised by the Board of Directors, makes reports and proposals to the Board of Directors as necessary concerning policies, targets, action plans, progress, and achievements related to sustainability, including internal controls.
In addition, five specialist committees have been established under the Sustainability Committee, with each specialist committee focusing on ESG-specific issues.



Unipres Group Basic Policy for Sustainability

The Unipres Group, through our excellence in press technologies, shall contribute to the realization of environmentally friendly and safer society globally.
We shall build a trust-based relationship with our stakeholders by fair and sincere business activities.
In this way, we shall create economic and social values at once to enable sustainable development of society and the Unipres Group in a mutually beneficial manner.

Board of Directors

Number of times sustainability-related topics were discussed/Total number of meetings
9 out of 16

Main Deliberation Items
- Corporate Governance Report
- Disclosures under the TCFD recommendations framework
- Internal control reports
- Revising materiality, medium- and long-term targets

Main Reported Matters
- Materiality fiscal year targets
- Progress status of materiality initiatives
- Identifying Unipres Group Key Risks

Sustainability Committee

Total number of meetings
7

Main Deliberation Items
- Materiality fiscal year targets
- Corporate Governance Report
- Disclosures under the TCFD recommendations framework
- Internal audits, internal control reports
- Publishing the Sustainability Report
- Identifying Unipres Group Key Risks
- Revising materiality, medium- and long-term targets

Main Reported Matters
- Progress status of materiality initiatives
- Reporting on activities of specialist committees (Environment Committee, Safety and Health Committee, Quality Assurance Committee, Risk Management Committee, and Corporate Ethics Committee)

Materiality

Identification and Review of Materiality

We have identified key ESG issues (materiality) as management issues with the aim that the Unipres Group will achieve sustainable growth and contribute to developing a sustainable society through solutions to issues affecting global societies, including the SDGs.

We will review materiality each year and revise it as necessary to reflect changes in the social situation and stakeholder opinions.

Process for Identifying Materiality

*1 Details of review in March 2025

STEP 1
Identify Social Issues to be Examined

A total of 110 issues are identified in consideration of relevant guidelines (e.g., the GRI Standards); external evaluations based on environmental, social, and governance (ESG) criteria; and social demands including the SDGs.

STEP 2
Classify and Organize Sustainability Issues

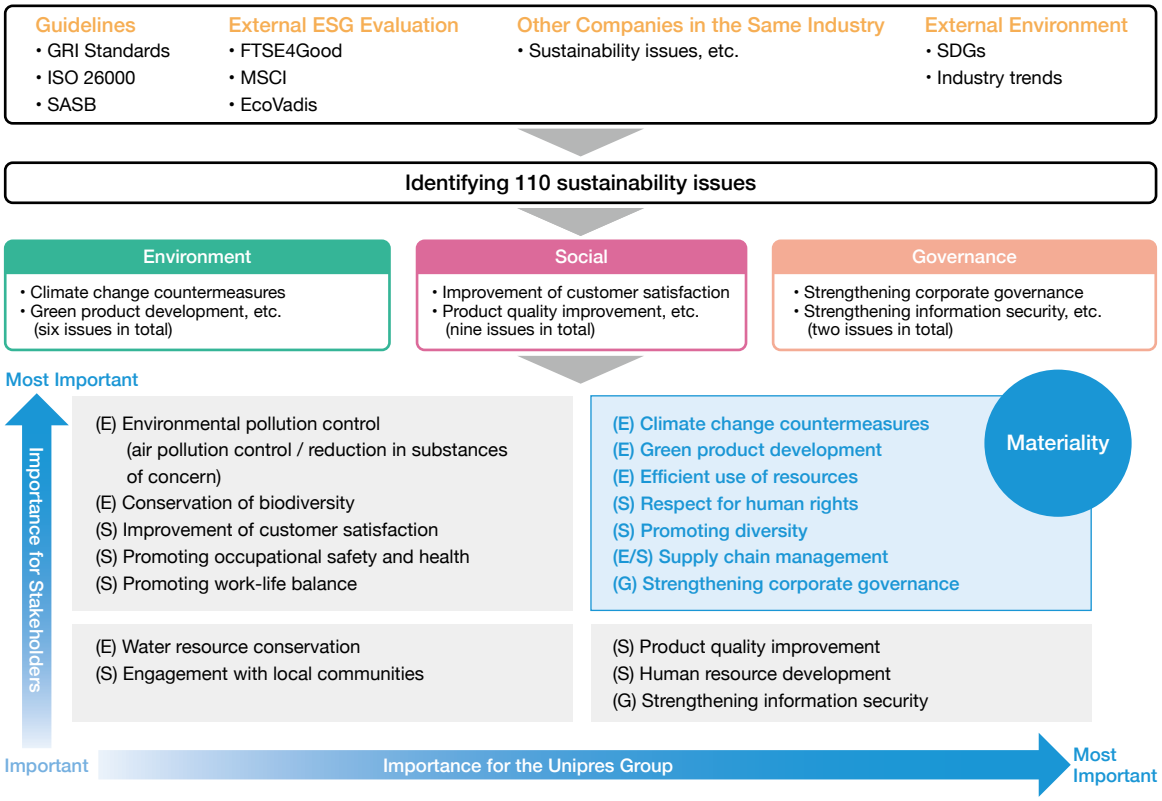
Matters that concern the Group are selected and categorized from the 110 issues identified in Step 1 and organized into 17 issues, while also being classified into E/S/G.

STEP 3
Assess Importance (Priority Level) of Issues

The 17 issues identified in Step 2 are assessed along the two axes of (1) the perspective of society (importance to stakeholders) and (2) the corporate perspective (importance to the Group) (taking into consideration our medium- and long-term initiatives and policies, along with industry trends).

STEP 4
Identify Materiality

By analyzing the importance of each, the seven most important matters are selected as materiality (key issues). These are deliberated on by the Sustainability Committee and ultimately approved by the Board of Directors. Moreover, medium- and long-term targets and fiscal year targets are set, with the Sustainability Committee and Board of Directors regularly reporting on the progress and evaluating the degree of achievement to implement the PDCA cycle.



Medium- and Long-Term Targets for FY2030 (Set in FY2025)

*1 Those with no indication of scope are global targets.

Materiality	Medium- and Long-Term Targets	SDGs
Climate change countermeasures	50% reduction in CO_2 emissions from business activities in FY2030 (relative to FY2018)	
Green product development	<Car Body Pressed Parts Business> Integration of frame parts (DOOR-RING, RR-FRAME, FR-FLOOR), developing battery case <Precision Pressed Parts Business> Development of e-Axle components, using pressing technology for cast and forged parts <Plastic Pressed Parts Business> Use of bio-based and recycled materials	
Efficient use of resources	Industrial waste recycling rate of 90% or higher [Unipres Corporation/Unipres Kyushu Corporation]	
Respect for human rights	Zero incidents of serious human rights violations	
Promoting diversity	(1) Increased ratio of women managers (7%) [Unipres Corporation] (2) Increased ratio of local employees in senior management positions*2 at overseas sites (60%) [Overseas] *2 Full-time Board of Directors members and Executive Officers	
Supply chain management	[Promoting sustainable procurement] Zero high-risk suppliers*3 in respect of the environment and society *3 Suppliers whose scores fall below our standards in the Suppliers' Self-Assessment	
Strengthening corporate governance	(1) Zero serious legal violations (2) Zero serious anti-corruption policy violations	

Initiatives for the Sustainable Development Goals (SDGs)

The Unipres Group will contribute to achieving the SDGs in cooperation with our stakeholders through our technologies, products, and various other business activities.

Examples of Initiatives That Contribute to the SDGs

Contributing to a decarbonized society by reducing vehicle body weight (Goals 9, 13, and 15)	• Examples of technological development to realize weight reduction (P. 29-30)
Donation activities through a shareholder benefit plan (Goals 1, 3, 10, 11, 13, 15, and 17)	• General Incorporated Association More Trees • Foundation for Orphans from Automobile Accident • Kids Smile QUO Card (P. 63)
Initiatives to reduce CO_2 in logistics (Goals 13, 15, and 17)	• CO_2 emissions reduction by modal shifts • CO_2 emissions reduction through activities to improve logistics (P. 24)



Medium- and Long-Term Targets for FY2030 (Set in FY2026)

We have revised some of our medium- and long-term targets from FY2026 onward. We will further promote efforts to achieve these targets.

*1 Those with no indication of scope are global targets.

Materiality	Medium- and Long-Term Targets	SDGs
Climate change countermeasures	50% reduction in CO_2 emissions from business activities in FY2030 (relative to FY2018)	
Green product development	<Car Body Pressed Parts Business> Integration of frame parts (DOOR-RING, RR-FRAME, FR-FLOOR), developing battery case <Precision Pressed Parts Business> Development of e-Axle components, using pressing technology for cast and forged parts <Plastic Pressed Parts Business> Use of bio-based and recycled materials	
Efficient use of resources	**Recycling rate of industrial waste: 95% or higher*2** ***2 Target companies expanded to global from FY2026.**	
Respect for human rights	Zero incidents of serious human rights violations	
Promoting diversity	(1) Increased ratio of women managers (7%) [Unipres Corporation] (2) Increased ratio of local employees in senior management positions*3 at overseas sites (60%) [Overseas] *3 Full-time Board of Directors members and Executive Officers	
Supply chain management	[Promoting sustainable procurement] Zero high-risk suppliers*4 in respect of the environment and society *4 Suppliers whose scores fall below our standards in the Suppliers' Self-Assessment	
Strengthening corporate governance	(1) Zero serious legal violations (2) Zero serious anti-corruption policy violations	

Stakeholder Engagement

The Unipres Group has a wide variety of important stakeholders that affect its business activities. To ensure the continued growth of the Group and enable the sustainable development of society, we will communicate with our stakeholders in our efforts to build mutual understanding and forge trust-based relationships.

Unipres Group's Stakeholders



Methods of Interacting with Stakeholders

Customers

Sales/proposal activities, quality assurance activities, and joint research activities (as needed)

Employees

Employee performance appraisals, educational program, awards program, informal gatherings between workers and management (as needed), internal whistleblowing (via internal and external contact points), occupational safety and health measures, stress checks, employee motivation surveys, various counselling services, and in-house newsletters/intranet

Suppliers

Procurement activities, suppliers' meetings, Continuous Improvement (Kaizen) Training Workshops, and awards program

Shareholders and investors

Disclosure of information (via statutory disclosure, the Tokyo Stock Exchange's timely disclosure, mass media, and websites), General Meetings of Shareholders, business reports, financial results briefings for analysts and institutional investors (twice), small meetings (twice), individual interviews (75 times), plant tours for institutional investors, shareholder questionnaires, and IR information e-mail distribution service

Local communities

Sponsorships: Supporting member of General Incorporated Association F.Marinos Sports Club, Nissan Roren NPO Center U-Life 21, Mt. Fuji Women's Ekiden (All Japan University Women's Selected Ekiden Race), Fuji Festival (Fuji City, Shizuoka), and "Kids Engineer" by Society of Automotive Engineers of Japan, Inc.

Donations: Public Interest Incorporated Foundation Foundation for Orphans from Automobile Accident, General Incorporated Association More Trees, etc.

Plant tours, disclosure of information and responding to inquiries via websites, and participation in business associations (Japan Auto Parts Industries Association, etc.)

External Evaluation

(As of September 30, 2026)

To contribute to the creation of a sustainable society, the Unipres Group has been promoting initiatives toward resolving social issues through its business activities.

We have received the following evaluations from external organizations for our efforts, and have been selected for inclusion in various ESG indices.

Inclusion in ESG Indices

We have been selected for inclusion in leading stock indices related to ESG investment developed by FTSE Russell.

FTSE JPX Blossom Japan Index
Selected from 2021

FTSE JPX Blossom Japan Sector Relative Index
Selected from 2022

We have been selected for inclusion in the SOMPO Sustainability Index set by Sompo Asset Management Co., Ltd.

Sompo Sustainability Index
Selected six years in a row from 2021

Based on our strong performance in disclosure of environmental information and carbon efficiency, we have been selected for inclusion in the S&P/JPX Carbon Efficient Index, a stock price index with a focus on the environment jointly developed by S&P Dow Jones Indices LLC and the Japan Exchange Group.

S&P/JPX Carbon Efficient Index
Selected from 2018

Sustainability/ESG Evaluation

We have acquired Level 3 Eruboshi certification from the Minister of Health, Labour and Welfare.

Level 3 Eruboshi
Certified each year from 2020

We have been recognized as a Health & Productivity Management Outstanding Organization, a certification jointly awarded by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.

Health & Productivity Management Outstanding Organization
Certified six years in a row from 2021

We received Platinum Kurumin certification from the Ministry of Health, Labour and Welfare in 2025. This certification is awarded to Kurumin-certified companies which have demonstrated a higher level of commitment to supporting childcare by introducing systems that allow employees to balance work and childcare, and employees are making use of them.

Platinum Kurumin certification
Certified in 2025

We consistently respond to the questionnaire of CDP, a global non-profit, regarding our initiatives in environmental fields such as climate change and water security.

CDP
Selected as a Supplier Engagement Leader, the highest rating in the Supplier Engagement Assessment (SEA), for the first time in 2025

Environment

17 Environmental Management
19 Climate Change Countermeasures
25 Information Disclosure Based on TCFD Recommendations
28 Green Product Development
31 Efficient Use of Resources
33 Prevention of Environmental Pollution
34 Water Resource Conservation
36 Conservation of Biodiversity

Environmental Management

Basic Approach and Policy

Guided by the Environmental Policy, we will comply with laws and regulations on the environment, along with building, maintaining, and continually improving our environmental management system.
In addition to placing importance on product safety, we aim to keep environmental impact to a minimum in our product development by working to reduce the use of substances that negatively impact the environment and conserve resources and energy. Various environmental regulations have been put in place toward achieving a sustainable society. We have therefore set out a basic approach behind all our activities in the form of our Environmental Policy, which forms the basis for our efforts to preserve the environment.

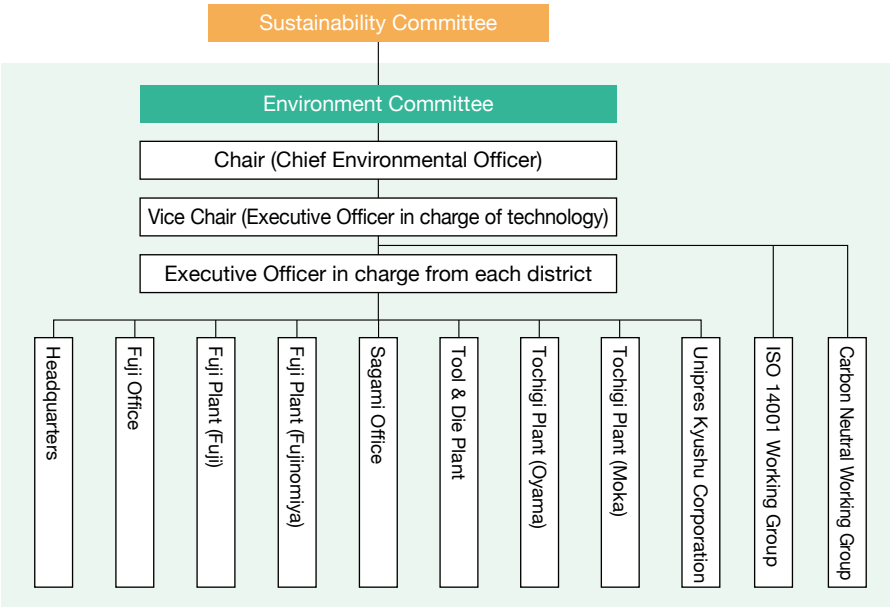
Environmental Policy

Based on our management philosophy of “Achieve Sustainability Management,” Unipres Corporation contributes to environmental preservation from an international perspective by utilizing our excellence in press technology and providing environmentally friendly and safe products.
To pass down a beautiful and rich earth to the next generation, Unipres promotes the following activities.

1. **We comply with environmental laws and regulations as well as other requirements to which our company agrees, and we work to protect the environment.**
2. **We endeavor to curb greenhouse gas emissions by bringing together materials, dies, equipment, and products on an entirely new plane.**
3. **We strive to prevent pollution of the air, water, and soil by reducing and limiting our use of environmentally hazardous substances (including harmful chemicals).**
4. **We endeavor to curb our use of mineral and water resources and our production of waste by conserving energy and resources, as well as reusing and recycling.**
5. **We collaborate with local communities and society at large to help preserve biodiversity and ecosystems.**
6. **We seek to maintain and upgrade our environmental management system by making ongoing improvements.**

Promotion System

Under the supervision of the Board of Directors, the Sustainability Committee deliberates on and determines environmental policies, targets, and action plans, including climate change countermeasures. Meanwhile, the Environment Committee, established under the Sustainability Committee, promotes related initiatives and regularly follows up on their progress on a quarterly basis.
The Environment Committee, whose members comprise the Executive Officers and environmental managers of each district, meets four times a year. The Committee is chaired by the Executive Officer in charge of general administration.
In addition, we have established the Carbon Neutral Working Group and ISO 14001 Working Group under the Environment Committee. The Carbon Neutral Working Group works to grasp the actual situation within the company toward achieving carbon neutrality, examines the possibility of converting to renewable energies, and considers initiatives to reduce CO_2 emissions. Meanwhile, the ISO 14001 Working Group promotes initiatives to maintain and operate the environmental management system and resolve environmental issues.



Environmental Management System

Since 2004, the Unipres Group has been working on the acquisition of ISO 14001 certification, an international standard for environmental management systems. We are making progress in our efforts to reduce the environmental impact of our corporate activities through implementing the environmental management system.

FY2025: ISO 14001 Certification Acquisition Status

Across the entire Unipres Group, 91.3% of business sites are certified.
*1 Based on the number of production plants
(Domestic: 100%, overseas: 84.6%)

Domestic Sites	Overseas Sites
● Fuji Plant (Fuji) ● Fuji Plant (Fujinomiya) ● Tool & Die Plant ● Tochigi Plant (Oyama) ● Tochigi Plant (Moka) ● Unipres Kyushu Corporation ● Unipres Mold Corporation Fuji Plant ● Unipres Mold Corporation Hiroshima Plant ● Unipres Mold Corporation Moka Plant ● Unipres Precision Corporation	● Unipres Southeast U.S.A., Inc. ● Unipres Mexicana, S.A. de C.V. auto body parts plant ● Unipres Mexicana, S.A. de C.V. precision parts plant ● Unipres (UK) Limited ● UM Corporation, SAS ● Unipres Guangzhou Corporation ● Unipres Zhengzhou Corporation ● Unipres Precision Guangzhou Corporation ● Unipres Wuhan Corporation ● Unipres India Private Limited ● PT. Unipres Indonesia

Related SDGs



Climate Change Countermeasures

Basic Approach

The Unipres Group has recognized the importance of the Paris Agreement and various other agreements on global warming countermeasures, and supports them. We support the Japanese government's move toward decarbonization and strictly comply with national climate change-related laws and regulations, such as the Act on Rationalization of Energy Use and Shift to Non-fossil Energy and the Act on Promotion of Global Warming Countermeasures, along with submitting reports once yearly to the government on our energy usage, the achievement status of our energy conservation targets, and greenhouse gas emissions.
In June 2021, we expressed our support for the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and we are also involved in the Japan Climate Initiative (JCI), a loose network of companies and organizations actively working to prevent climate change. We have also set targets for reducing greenhouse gas emissions, using as a reference the Voluntary Action Plan for the Environment created by the Japan Auto Parts Industries Association (JAPIA), an industry group to which we belong. We are working to gather information, such as answering questionnaires concerning a company's efforts toward carbon neutrality given by JAPIA, actively participating in seminars on carbon neutrality, and similar activities.
Having identified climate change countermeasures as one of its material issues, the Unipres Group will work to mitigate the effects of climate change by reducing its greenhouse gas emissions, identified as the principal cause of climate change, across the Group. Specifically, we will promote the introduction of highly efficient equipment, review manufacturing methods, and switch to renewable energy sources.
If the position of an industry association is significantly weaker than or inconsistent with the Group's Environmental Policy or carbon neutral targets, we will talk with the association and, in the unlikely event of a discrepancy, will give priority to our own position.

TCFD Supporters
https://www.fsb-tcfd.org/

Japan Climate Initiative (JCI)
https://japanclimate.org/english/

Japan Auto Parts Industries Association's Voluntary Action Plan for the Environment
https://www.japia.or.jp/work/kankyou/jisyukeikaku/ (in Japanese)

Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

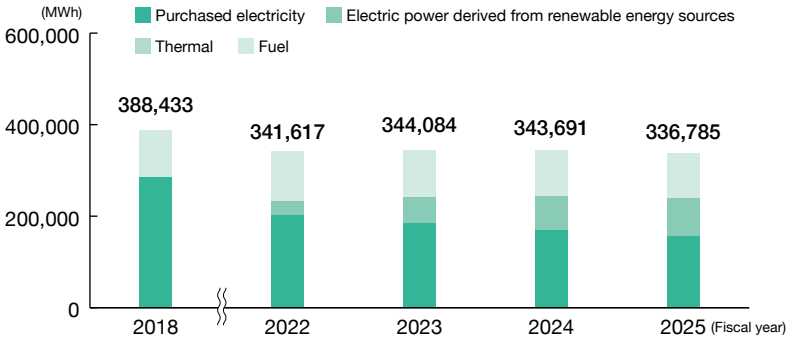
Medium- and Long-Term Targets	FY2025 Targets	Results	Degree of Achievement	[Reference] FY2026 Targets
50% reduction in CO_2 emissions from business activities in FY2030 (relative to FY2018)	50% reduction in CO_2 emissions compared to FY2018 *1 Scope 1 and Scope 2	52.7% reduction	✓	50% reduction in CO_2 emissions compared to FY2018

Performance Reporting and Initiatives

Initiatives to Reduce Energy Usage

Energy usage in FY2025 was reduced by approximately 2% compared to FY2024 due to ongoing daily energy-saving activities that have produced steady results. While energy usage declined overall, usage of electric power derived from renewable energy sources increased from approximately 74,000 MWh in the previous fiscal year to approximately 84,000 MWh, resulting in a steady rise in the use ratio of electric power derived from these sources. We will continue to pursue business operations that prioritize environmental considerations.

Change in Energy Usage



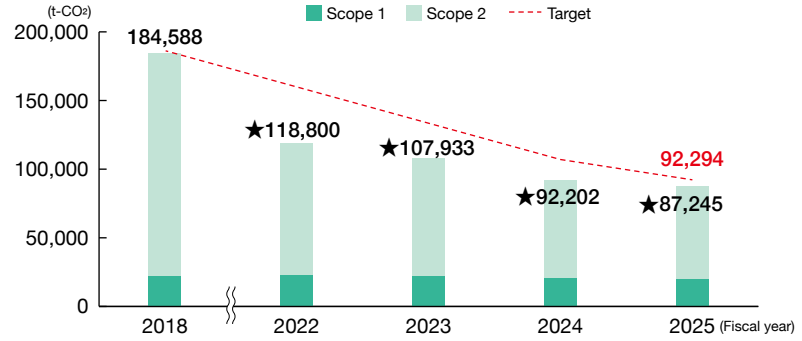
<Target Company> Unipres Group*1

Initiatives to Reduce Greenhouse Gas Emissions

<Reduction Activities for Scope 1 and Scope 2>

Scope 1 refers to greenhouse gases generated through energy usage and other activities associated with our business activities, while Scope 2 refers to greenhouse gases generated by other companies as a result of our electric power or other energy usage.
Our greenhouse gas emissions in FY2025 were reduced by 52.7% compared to FY2018 levels and by 5% compared to the previous fiscal year's levels. The primary reasons were the switch to electric power derived from renewable energy sources at Unipres Kyushu Corporation and emissions reductions resulting from the restructuring of our Chinese sites. We will continue to accelerate our global efforts to achieve carbon neutrality and contribute to the realization of a sustainable society.

Change in Greenhouse Gas Emissions (Scope 1 and 2)



<Target Company> Unipres Group*1

★Third-party verification by SGS Japan Inc.
Target companies: Unipres Corporation and consolidated subsidiaries in Japan in FY2022 and FY2023
Unipres Group in FY2024 (excluding fuel for off-site mobile sources, as well as CH_4 and N_2O)
Unipres Group*1 in FY2025 (excluding CH_4 and N_2O)

Please see our website for details on third-party verification of environmental data.
https://www.unipres.co.jp/en/csr/environment/#others

*1 The target companies of the calculation and third-party verification for FY2025 do not include Unipres Guangzhou Die & Mold Technology Co., Ltd. and Guangzhou Unipres Hot Stamping Corporation, which became consolidated subsidiaries in the middle of FY2025.

Energy Conservation Initiatives

Installation of Energy-Efficient Transformers

We install transformers with less energy losses when we need a new transformer or replace an old one in an effort to save energy. Currently, our Tochigi Plant (Moka) and Fuji Plant (Fujinomiya) have these energy-efficient transformers.



Switching to High-Efficiency Lighting

In order to reduce CO_2 emissions through energy conservation, we are promoting switching to high efficiency lighting at our offices and plants. By FY2018, we replaced all ceiling lights at the Tochigi Plants (Oyama, Moka, and Oppama), the Sagami Office, and the Fuji Plants (Fuji and Fujinomiya) with LED lighting. As a result, we successfully reduced electric power consumption by up to one-quarter while providing better illumination.



Installation of Cogeneration Systems

We have introduced a cogeneration system that uses city gas as fuel at three sites: Tochigi Plant (Moka), Sagami Office, and Fuji Plant (Fuji). By switching from conventional heavy-oil-fired hot air boilers, the office was able to recover exhaust heat to reduce energy usage by about 14%. In addition, as the system runs on city gas, which is regarded as disaster-tolerant, we can anticipate a quick recovery in the case that damage is inflicted during an earthquake or other disaster.



Switching to Gas Heat Pumps in Air Conditioning Equipment

Our Tochigi Plant (Moka) has replaced its boiler for indoor heating with a gas heat pump (GHP) that runs on city gas. GHPs are designed to recover exhaust heat. We expect that effectively using this recovered heat, which would simply be discarded by conventional equipment, will help us conserve more energy.



Replacing Company Vehicles with Electric Vehicles

We have been working to reduce exhaust gas and CO_2 emissions arising from gasoline usage by replacing company vehicles with the Nissan Leaf, a model of electric vehicle (EV). Moreover, by manufacturing component parts such as car body frame parts, battery cases, and plastic under covers for the Nissan Leaf, we are contributing to improving vehicle electricity and fuel efficiency through the creation of lightweight products and the spread of zero-emission vehicles.



Introduction of Ultrasonic Cameras for Air Leak Detection

Ultrasonic cameras were introduced at the Tochigi Plants (Oyama, Moka, and Oppama), the Fuji Plants (Fuji and Fujinomiya), Unipres Mold, Unipres Kyushu, and Unipres (UK) to detect air leaks in pneumatic equipment. This, along with regular inspections and measures to eliminate air leaks, enables us to contribute to reducing energy usage and utility costs.

Fuel Conversion

Converting to Fuels with Lower Greenhouse Gas Emissions

Unipres (UK) is promoting the use of the bio-fuel HVO100 (hydrotreated vegetable oil) in its efforts to curb environmental impact. In FY2022, the company replaced six of its seven diesel-powered vehicles with bio-fuel vehicles. With bio-fuel vehicles, it is possible to reduce greenhouse gas emissions by about 90% compared to standard diesel fossil fuel.
Furthermore, since August 2024, the company has switched the fuel for hot stamping from the conventional LPG to the cleaner BioLPG. BioLPG is liquefied petroleum gas manufactured from renewable raw materials, and can significantly reduce greenhouse gas emissions compared to the conventional LPG.



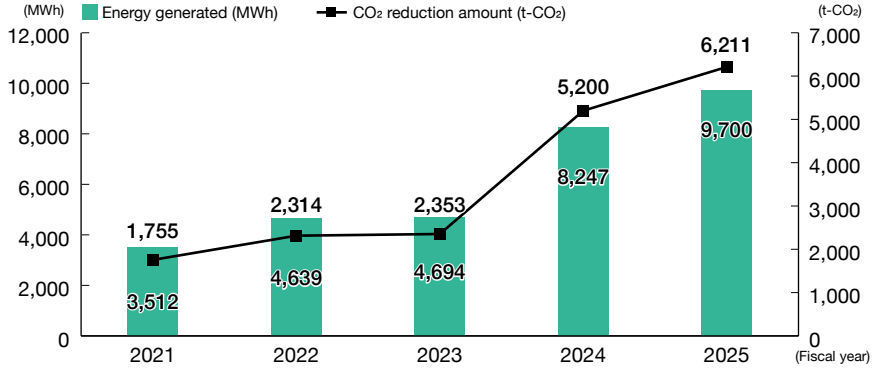
Bio-fuel station
(Unipres (UK))

Renewable Energy Initiatives

Installation of Photovoltaic Power Systems

With a view to reducing greenhouse gas emissions in business activities, we are actively promoting the introduction of photovoltaic power systems globally.
In Japan, photovoltaic power systems have been introduced and are supplying some of the electric power used at the Tochigi Plants (Oyama and Moka), the Fuji Plants (Fuji and Fujinomiya), and Unipres Mold (Moka). Overseas, we began installing photovoltaic power systems at Unipres Mexicana, Unipres (UK), and Unipres Zhengzhou since FY2021 and introduced photovoltaic power systems at Unipres Guangzhou, Unipres Precision Guangzhou, and Unipres Indonesia in FY2024.
As a result of these initiatives, we are recording annual increases in electricity generated by photovoltaic power generation, along with accompanying reductions in CO_2 emissions. The graph on the right shows changes in the amount of electricity generated by photovoltaic power systems and the amount of CO_2 reduction across the Group.
We will continue to consider the possible introduction of photovoltaic power systems and strive to increase the ratio of renewable energy used at the Unipres Group through effective system installation and operation.

Change in Amount of Electricity Generated by Photovoltaic Power Systems and Amount of Reduction in CO_2



<Installed Sites> Domestic: Tochigi Plants (Oyama and Moka), Fuji Plants (Fuji and Fujinomiya), and Unipres Mold (Moka)
Overseas: Unipres Mexicana, Unipres (UK), Unipres Guangzhou, Unipres Zhengzhou, Unipres Precision Guangzhou, and Unipres Indonesia

Using Renewable Energy

The Unipres Group has switched to photovoltaic- and wind power-derived electric power free of CO_2 emissions for 100% of electric power used at 10 sites: the Sagami Office, the Tochigi Plants (Oyama and Moka), the Fuji Plants (Fuji and Fujinomiya), Unipres Kyushu (Katsuyama), Unipres Mold (Hiroshima and Moka), Unipres Butsuryu (Gotemba), and Unipres (UK). Additionally, measures are being taken to switch some of the electric power used at Unipres Mold (Fuji), Unipres Precision, and Unipres India to electric power derived from renewable energy sources.
We will continue to promote this initiative throughout the entire Group and further introduce renewable energy.


Unipres Mold Corporation (Moka Plant)


Unipres Indonesia

<Scope 3 Initiatives>

Scope 3 refers to indirect greenhouse gas emissions other than those of Scope 1 and Scope 2. It is split into 15 categories.
The category with the highest emissions in Scope 3 is Category 1 (purchased goods and services) at 93.7%.

Change in Greenhouse Gas Emissions (Scope 3)

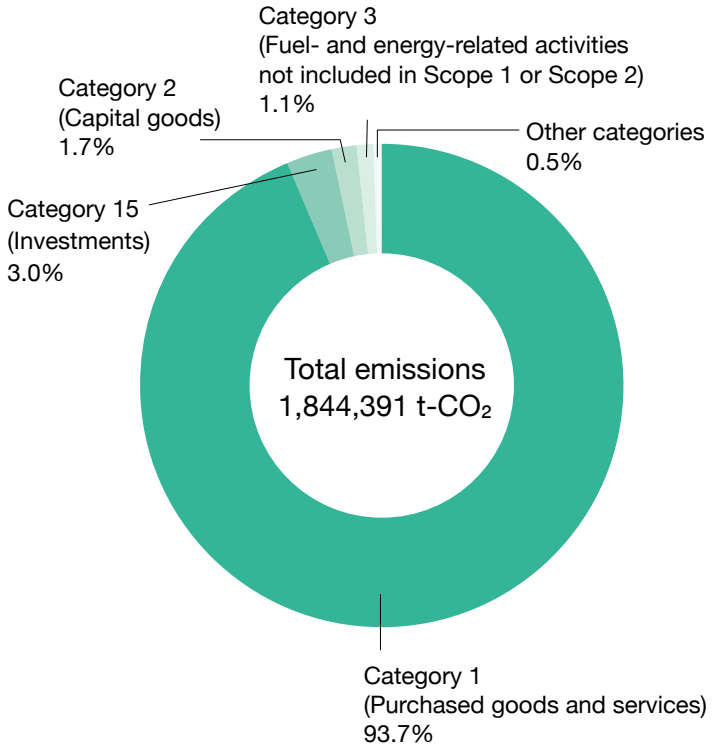
Unit [t-CO_2]

	FY2018	FY2022	FY2023	FY2024	FY2025
Total emissions	2,219,693	1,684,930	1,848,950	1,860,502	1,844,391
Category 1 (Purchased goods and services)	2,195,097	1,629,802	1,791,198	1,726,195	★1,727,315
Category 2 (Capital goods)	10,742	34,744	35,371	44,106	31,188
Category 3 (Fuel- and energy-related activities not included in Scope 1 or Scope 2)	10,049	13,796	★15,701	★21,733	21,027
Category 4 (Upstream transportation and distribution)	1,295	2,327	2,685	2,204	2,348
Category 5 (Waste generated in operations)	563	967	1,975	1,227	2,641
Category 6 (Business travel)	1,173	2,547	1,341	988	902
Category 7 (Employee commuting)	774	747	678	3,222	3,389
Category 15 (Investments)	—	—	—	60,827	55,580

<Target Company> Unipres Group*1
★ Third-party verification by SGS Japan Inc.
Target companies: Unipres Corporation and consolidated subsidiaries in Japan in FY2022 and FY2023
Unipres Group in FY2024 (excluding fuel for off-site mobile sources)
Unipres Group*1 in FY2025

*1 The target companies of the calculation and third-party verification for FY2025 do not include Unipres Guangzhou Die & Mold Technology Co., Ltd. and Guangzhou Unipres Hot Stamping Corporation, which became consolidated subsidiaries in the middle of FY2025.
*2 For Category 4, target companies are Unipres Corporation and Unipres Kyushu Corporation.
*3 Categories 8, 9, 10, 11, 12, 13, and 14 are not applicable.
*4 For Scope 3, some emissions have increased compared to FY2018 due to the expansion of the scope of calculation from FY2024.
*5 For Category 5, the boundaries have been expanded to include overseas consolidated subsidiaries from FY2025.

Breakdown of Scope 3 Emissions by Category (Based on FY2025 Results)

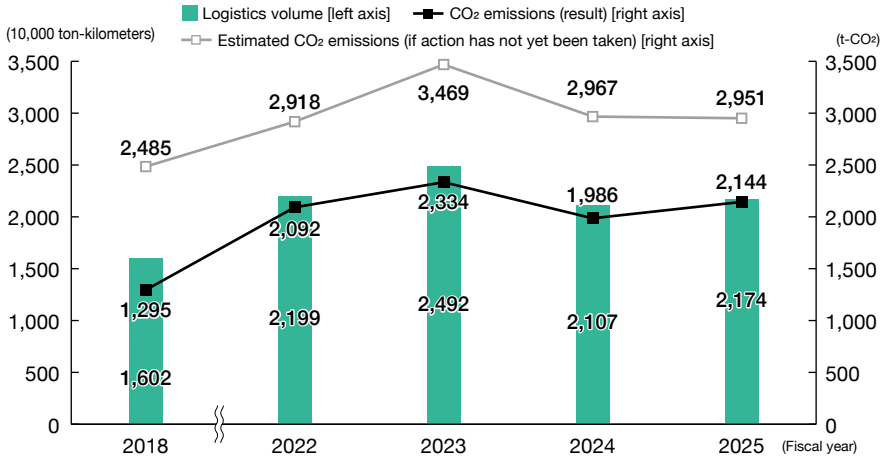


Category 4 Initiatives in Logistics

CO_2 Emissions Reduction Results

As the volume of freight we transport through consigned logistics amounts to less than 30 million ton-kilometers annually, Unipres does not qualify as a specified consignor as defined under the Act on Rationalization of Energy Use and Shift to Non-fossil Energy and is therefore exempt from submitting notifications. Nonetheless, we strive to reduce CO_2 emissions in logistics.

Change in Freight Volume and Greenhouse Gas (CO_2) Emissions Arising from Logistics



CO_2 Emissions Reduction Activities

To reduce the environmental impact in logistics, we expanded the use of modal shifts and improved loading efficiency, among other initiatives, during this fiscal year. As a result, newly implemented activities reduced annual CO_2 emissions by 116 tons.

CO_2 Reduction Effect and Rate of Continuous Improvement Activities

Unit [t-CO_2]

Action Items	FY2018	FY2022	FY2023	FY2024	FY2025
Modal shifts	(1,175)	(667)	(891)	(625)	(439)
Route changes	(3)	(37)	(15)	(40)	(16)
Improved packaging	(4)	(88)	(87)	(59)	(64)
Increased proximity	(2)	(6)	(117)	(209)	(213)
Improved loading efficiency	(7)	(27)	(24)	(48)	(75)
Total	(1,190)	(826)	(1,134)	(981)	(807)
CO_2 emissions (results)	1,295	2,092	2,334	1,986	2,144
Estimated CO_2 emissions (if action has not yet been taken)	2,485	2,918	3,469	2,967	2,951
Reduction rate	(48%)	(28%)	(33%)	(33%)	(27%)

CO_2 Reduction Activities (Example: Modal Shift)

Modal shifts, which are a typical initiative among logistics improvements, can curb environmental impact by reducing CO_2 emissions, preventing air pollution by easing traffic congestion, and similar. CO_2 emissions per transportation unit are about one-tenth for rail freight and one-fifth for ferry transportation compared to commercial trucks*1. These modal shifts in FY2025 resulted in a reduction effect of approximately 439 tons of CO_2 emissions.



*1 Estimated figures from FY2024 given by the Ministry of Land, Infrastructure, Transport and Tourism

Information Disclosure Based on TCFD Recommendations

The Unipres Group expressed its support for the TCFD recommendations in June 2021 and is enhancing climate change-related information disclosures in line with the TCFD framework.

Governance

At the Unipres Group, the Sustainability Committee was established to promote initiatives addressing climate change-related challenges. Meanwhile, the Environment Committee was established to assess and respond to climate-related risks and opportunities by drawing on specialized expertise. The Environment Committee, in coordination with the Risk Management Committee, regularly reports the assessment results and responses to climate-related risks and opportunities to the Sustainability Committee.
The President chairs the Sustainability Committee, and assumes responsibility for addressing issues surrounding sustainability. The Sustainability Committee meets about four times a year and reports the results of deliberation at such meetings to the Board of Directors at least once in a quarter.
The Board of Directors directs, supervises, and monitors business execution in respect of all measures aimed at addressing matters related to climate change for achieving our medium- and long-term sustainability targets. The chair of the Board of Directors is responsible for overall supervision regarding sustainability issues, including climate-related issues, presents a strategic direction, and assesses the implementation of concrete measures.

Please see P. 10 for details on the Sustainability Promotion System.

Roles of Organizations and Meeting Frequency

Organization	Role	Meeting Frequency
Board of Directors	• Determines Unipres' ESG-related business plans and directs, supervises, and monitors the execution of those plans	12 times/year
Sustainability Committee	• Decides on ESG-related policies and strategies • Sets targets, checks progress, and assesses activities • Examines other important matters related to promoting ESG	About 4 times/year
Environment Committee	• Executes plans concerning environment-related matters	4 times/year
Risk Management Committee	• Assesses and analyzes company-wide risks and implements activities for reducing those risks	4 times/year

Strategy (Scenario Analysis)

Conditions for Analysis

The Unipres Group has analyzed two scenarios—a 1.5°C scenario and a 4°C scenario—as recommended by the TCFD. The idea is to find out what kinds of business challenges could manifest themselves in anticipation of a highly uncertain future associated with the transition to a decarbonized society.
The scenario analyses cover two periods consistent with our carbon neutral targets, 2030 and 2050, with all of our businesses, including our overseas sites, subject to examination. These analyses encompass not only our direct operations, but also our entire supply chain from raw material procurement to transportation, in addition to our customers.

We have considered each scenario's impact on the business environment for the Group as of 2030, assuming the following world view.

Scenario	Risks	Reference Value	Expected Environment
1.5°C scenario	Physical	SSP 1-1.9 (IPCC Sixth Assessment Report)	[Definition] A scenario in which new policies and regulations aimed at decarbonizing society will keep global warming at a 1.5°C increase from pre-industrial levels. This scenario entails higher transition risks, but lower physical risks. [Unipres] We will be further called upon to reduce CO_2 emissions across the value chain, while finished car manufacturers ask us to achieve both weight reduction and sufficient strength. Investment in low-carbon technologies and introduction of renewable energy is expected to expand, and the establishment of sustainable procurement and manufacturing systems will become a prerequisite for receiving orders. At the same time, advanced decarbonization initiatives may lead to increased opportunities to receive orders.
	Transition	NZE 2050 (IEA WEO 2024)	
4°C scenario	Physical	SSP 5-8.5 (IPCC Sixth Assessment Report)	[Definition] A scenario that presupposes that only ongoing and already announced policies will be implemented. Without implementing any new policies or regulations, global CO_2 emissions will continue to increase. This scenario entails lower transition risks, but higher physical risks. [Unipres] We anticipate risk of damage to our sites due to intensifying weather disasters, a decline in labor productivity from rising temperatures, and increasing costs of employee health measures. Addressing business continuity risks will become a priority. We will need to ensure stable supply by strengthening our BCP.
	Transition	STEPS (IEA WEO 2024)	

Strategy (Risks and Opportunities Perceived by the Unipres Group)

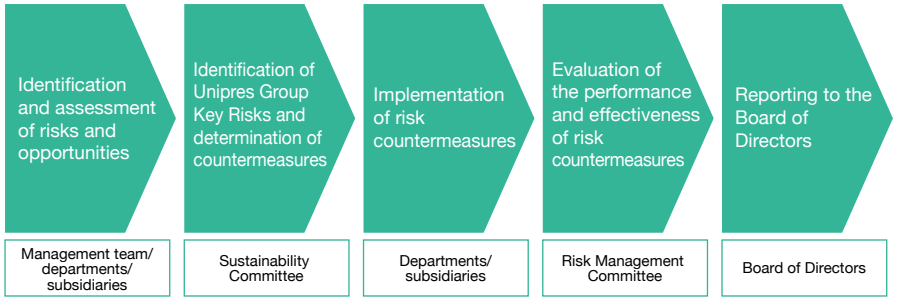
Category			Observation	Target Site	Metrics	Timing of Emergence*1	Scale of Financial Impact*2		Major Actions to Take
							1.5°C	4°C	
Risks	Physical risks	Acute	Greater wind and flood damage due to more powerful typhoons (Damage to facilities and buildings)	Fuji Plant (Fuji)	Costs up	Medium-term	Low	Medium	Upgrading BCP countermeasures (Developing a flood response manual)
		Chronic	Impacts on production due to water shortages arising from drastic changes in meteorological events	Unipres Mexicana Unipres India	Sales down	Medium-term	Medium	Medium	Recycling water as much as possible Installing water storage tanks
			Greater health hazards due to rising average temperatures	Global	Costs up	Long-term	Medium	Medium	Enhancing air conditioning equipment or replacing with more heat-resistant equipment
			Failure of production systems (control equipment, etc.) due to rising average temperatures	Global	Costs up	Long-term	Low	Medium	
	Transition risks	Market	Growing customers' calls for carbon neutrality	Global	Costs up	Long-term	Medium		Investing in the development of products with a low environmental impact to achieve greenhouse gas emission reduction targets
		Policies/ regulations	Expanding regulations on prohibiting the sale of vehicles with internal combustion engines	Precision press business	Sales down	Long-term	Medium		Investing in the development of products compatible with electric vehicles
			Expanding introduction of carbon tax	Global	Costs up	Medium-term	Medium	Low	Aiming to convert to renewable energies or switching to 100% renewable energy
		Technology	Growing calls for a lower carbon hot stamping process	Sites with hot stamping	Costs up	Long-term	Low	Low	
			Developing new products through R&D and technological innovation in response to needs for lower fuel costs and lower carbon technologies	Global	Costs up	Medium-term	Medium	Medium	<Car Body Pressed Parts Business> Integration of frame parts (DOOR-RING, RR-FRAME, FR-FLOOR), developing battery case <Precision Pressed Parts Business> Development of e-Axle components, using pressing technology for cast and forged parts <Plastic Pressed Parts Business> Use of bio-based and recycled materials
		Reputation	Stricter assessments by ESG evaluators and stakeholders	Global	Capital down	Medium-term	Low		Responding to demands
Opportunities	Energy sources		Usage of renewable and low-carbon energy sources at our facilities	Global	Costs down	Long-term	Low		Clarifying and implementing investments needed to materialize opportunities
	Products/ services		Developing new products in the automotive field through R&D and technological innovation in response to needs for lower fuel costs and lower carbon technologies, and further expanding application to new fields	Global	Sales up	Medium-term	High	High	<Car Body Pressed Parts Business> Integration of frame parts (DOOR-RING, RR-FRAME, FR-FLOOR), developing battery case <Precision Pressed Parts Business> Development of e-Axle components, using pressing technology for cast and forged parts <Plastic Pressed Parts Business> Use of bio-based and recycled materials

*1 Timing of emergence: "Short-term" denotes the current year to 2026, "medium-term" 2027 to 2030, and "long-term" 2031 to 2050, with FY2030 and FY2050 set as the target years for reducing greenhouse gas emissions to achieve carbon neutrality.
*2 Scale of financial impact: "High" denotes 10 billion yen or more, "medium" 1 to 10 billion yen, and "low" 1 billion yen or lower

Risk Management

At the Unipres Group, the Risk Management Committee plays a central role in implementing a range of processes, including identifying and assessing risks and opportunities, determining which countermeasures to implement, implementing such risk countermeasures, and assessing their effectiveness, as well as reporting to the Board of Directors.
The process for identifying and assessing these risks and opportunities involves assessing climate-related risks, as well as business risks and risks related to information security and regulatory compliance.

Please see P. 72 for details on risk management.



Metrics and Targets (Targets and Performance Under Climate Change)

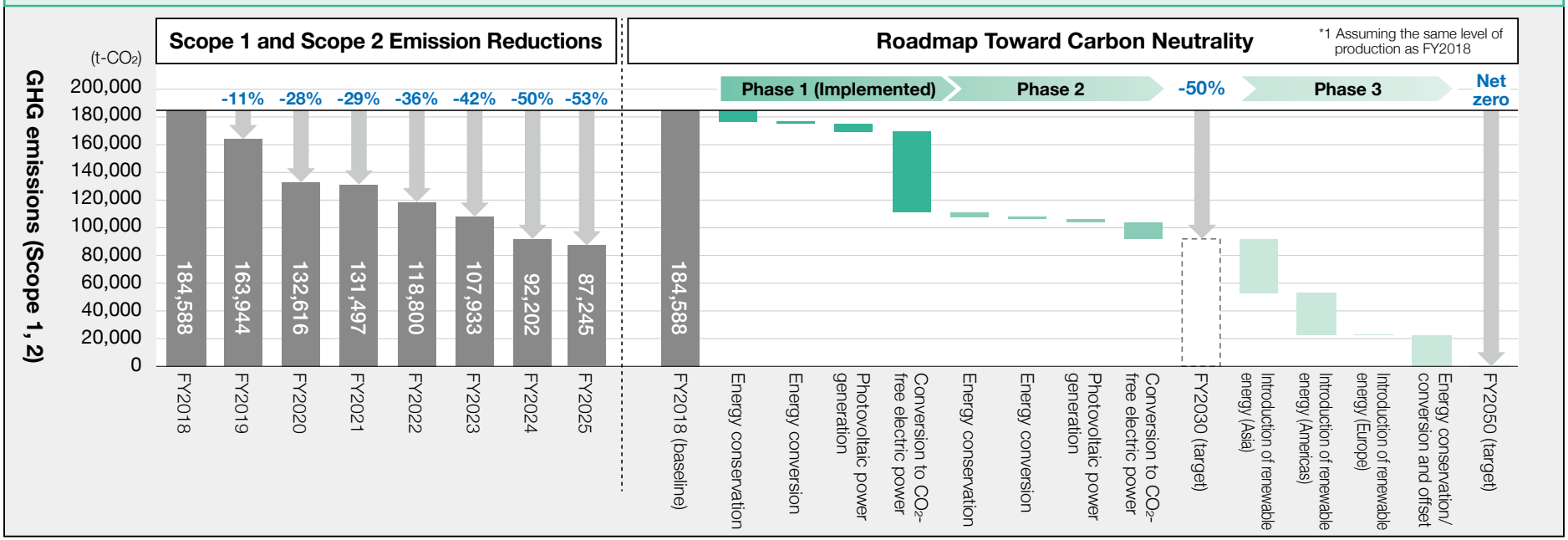
Aiming for a 50% reduction of greenhouse gas (GHG) emissions (Scope 1 and 2) directly emitted from business activities by FY2030 compared to FY2018 and becoming carbon neutral (net zero) by FY2050 toward achieving carbon neutrality, the Unipres Group is promoting thorough energy conservation activities and the active use of renewable energy sources, such as making use of photovoltaic power generation and switching to electric power derived from renewable energy sources. Also, as a challenge for FY2050, we will work together with our suppliers to achieve net zero GHG emissions (Scope 3).

Moreover, in October 2023, we introduced the Internal Carbon Pricing (ICP) System, a framework aiming to reduce environmental impact by converting GHG emissions into virtual costs. With the price set at 18,000 yen/t-CO_2, we will leverage the ICP system as a reference for investment decisions in future capital investment plans involving increases or decreases of GHG emissions in our efforts to reduce GHG emissions.

Please see P. 20 for details on greenhouse gas emissions results and reduction initiatives.

[Unipres Carbon Neutral Target]

FY2030: 50% reduction of GHG emissions emitted from business activities (Scope 1, 2) (compared to FY2018)
FY2050: Net zero GHG emissions emitted from business activities (Scope 1, 2)
FY2050 challenge: Work together with suppliers to achieve net zero GHG emissions



Related SDGs

Green Product Development

Overview of Technological Development

The Unipres Group combines its foundational technologies relating to dies, jigs, and tools with core technologies comprising car body pressing, precision pressing, and plastic pressing to develop and manufacture products with an emphasis on safety and the environment. Based on our corporate philosophy of “Perfecting Machine Press Technologies: Going a Step Beyond,” the Group is strengthening initiatives in new domains by enhancing core technologies centering on press technologies and developing new products and technologies.
While the electrification of automobiles has been advancing worldwide in recent years toward achieving carbon neutrality, one challenge concerning electric vehicles is the increase in vehicle weight due to the battery. There will be increased demand in future to improve electricity and fuel efficiency by working out how much we can reduce vehicle weight while still ensuring safety in the event of a collision; in other words, making car body parts both lightweight and high-strength. In addition to developing products using ultra-high-tensile and hot-stamped materials, which we have already been working on for some time, we are also working to develop optimal car body structures through research and development into new materials and production methods.
Furthermore, switching from metal to plastic car body structure parts also significantly contributes to reducing weight. Through our proprietary plastic press technology, we are developing plastic parts that satisfy the performance requirements for strength and rigidity, along with increasing the number of locations where these parts can be applied.
In addition, electric vehicles are equipped with an inverter, gears, and motor integrated as a drive unit (= e-Axle). We are also strengthening efforts in the new area of research and development into these component parts.
At the end of FY2025, personnel involved in R&D numbered 533, while R&D expenditure for FY2025 amounted to 6.7 billion yen. Meanwhile, industrial property rights held by the Group as a whole at the end of FY2025 numbered 65.
We are actively engaged in research not only within Unipres, but also jointly with automobile manufacturers, steel manufacturers, and through industry-academia collaborations with universities.

Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

Business	Medium- and Long-Term Targets	FY2025 Targets	Results	Degree of Achievement
Car Body Pressed Parts Business	Development of even lighter parts and adoption of parts in mass-produced vehicles	Proposing optimal car body structures (1) Integrating body frame parts (2) Development of battery case structures	(1) Hot stamping Completed prototype of infrared gradation tempering technology (2) Completed prototype of integrated battery case with small corner radius	✓
Plastic Pressed Parts Business	Multifunctional plastic pressed parts	Adapting to electrification (1) Improving electric efficiency (2) Improving noise reduction (3) Reducing environmental impact	(1) Large-scale full-flat cover (three-layer foamed sheet) (2) Sound-absorbing fender protector (acoustic sheet) (3) Applied eco-friendly materials (Bioplastics, recycled materials, and CNF)	△
Precision Pressed Parts Business	Development of parts for electric vehicle powertrains, adoption of parts in mass-produced vehicles, and initiatives to enter other fields	Initiatives to enter development of parts for electric vehicle powertrains (1) Transmission field (2) Motor and inverter field	(1) Gearing components, carrier parts, and clutch parts (2) Completed prototype of inverter cover and battery cell case	✓

Examples of Technological Development to Realize Weight Reduction

Development Example 1

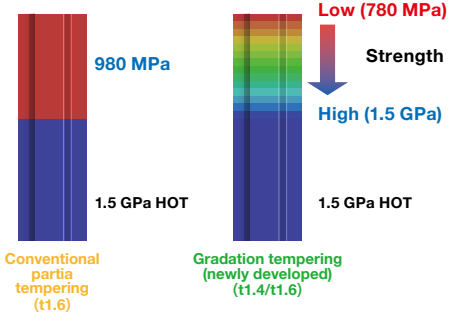
Technological Development of Parts Using Infrared Gradation Tempering

Infrared partial tempering technology for Hot Stamping, developed by Unipres, has been further developed into infrared gradation tempering technology, an innovative technology that achieves an exceptional balance between improved vehicle safety and weight reduction.
Using conventional infrared partial tempering technology, material strength changes abruptly at the boundary between hardened and softened areas. In contrast, the updated technology precisely controls the heating temperature, so that the strength of a single part changes seamlessly from ultra-high-strength hard areas to ductile areas that absorb impact. This realizes ideal energy absorption and reduces crash intrusion. Furthermore, the technology reduces the weight by 13% using thinner steel while simultaneously lowering costs.
By enhancing crash safety while meeting the demand for lighter car bodies driven by electrification, this technology contributes to the future of sustainable mobility.

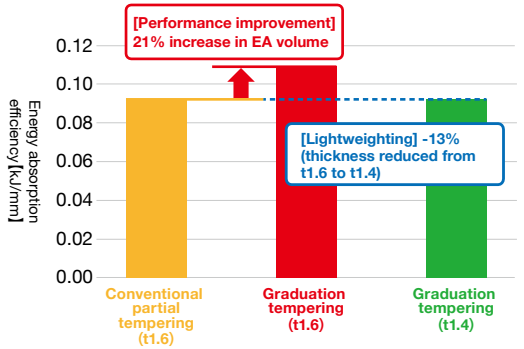


<Rear Side Member>

Tempering Image



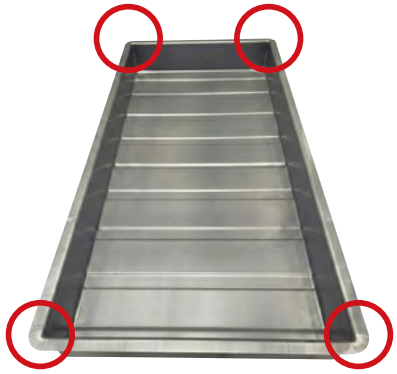
Energy Absorption (EA) Efficiency



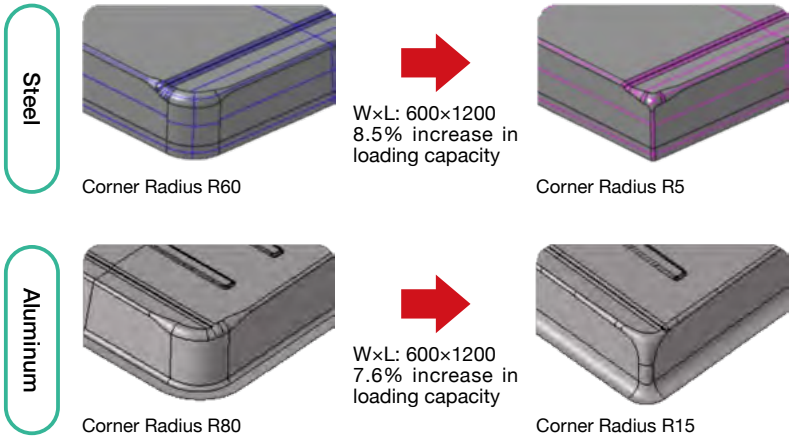
Development Example 2

Technological Development of Battery Cases with Small Corner Radii

Unipres has independently developed a next-generation battery case featuring extremely small corner radii, made possible by its proprietary Small Corner Radius Forming Technology.
This technology significantly shortens the corner radius to R5 for steel cases and R15 for aluminum cases, reducing dead space and increasing loading capacity by up to 8.5%. An additional strength is that the integrally formed bathtub structure provides excellent airtightness.
Equipped with prototyping capacities for both steel and aluminum battery cases, we will support the future of sustainable mobility powered by our pressing capabilities.



Battery case with small corner radius



Development Example 3

Technological Development of Plastic Parts with Sound Absorption Properties

Unipres has independently developed plastic parts with sound absorption properties in response to the changes in vehicle noise from engine noise to tire noise due to the shift to electrification.
By using a new fiber material, made by adding a foaming agent to polypropylene (PP), glass fiber (GF), and other materials, this technology provides excellent sound-absorbing performance to cover components. As a result, tire noise created between the road surface and the vehicle floor is efficiently reduced. The sheet we developed delivers superior sound-absorbing performance, with a normal incidence sound absorption coefficient exceeding that of conventional and commercially available sheets. In addition, the sheet increases rigidity by 20% while simultaneously reducing ice removal load by 30% compared with those of nonwoven material sheets in the market, achieving a superb combination of enhanced quietness, high practicality, and strong durability.
This technology contributes to improving interior comfort and vehicle performance in electrified mobility.

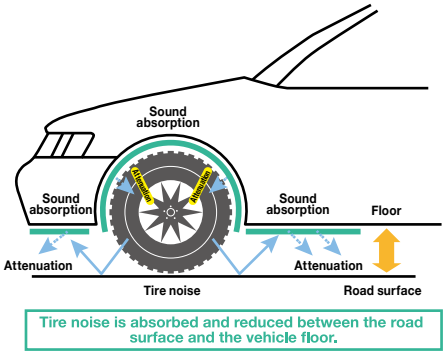


Floor cover



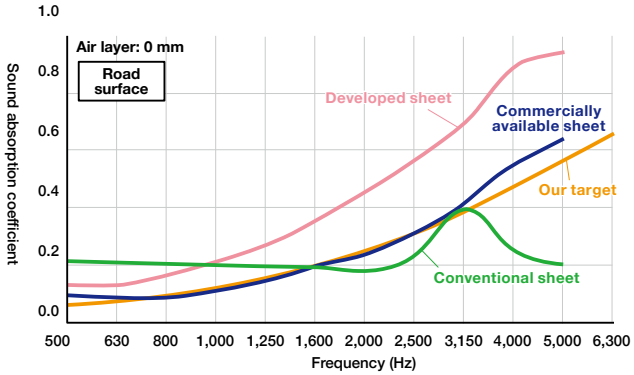
Fender protector

With Sound Absorption Properties



Tire noise is absorbed and reduced between the road surface and the vehicle floor.

Normal Incidence Sound Absorption Coefficient



Development Example 4

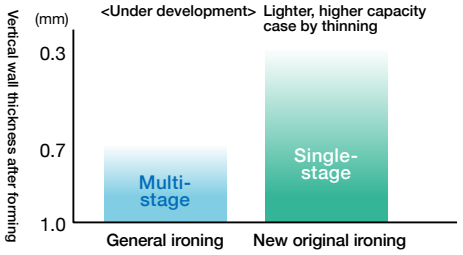
Technological Development of Battery Cell Cases for Electric Vehicles

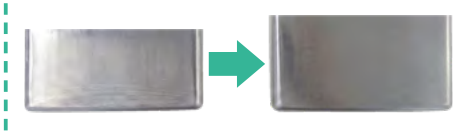
For precision pressed parts, Unipres is developing aluminum parts by applying its expertise in material flow control technology.
One example is the development of prismatic battery cell cases designed to reduce the weight and increase the capacity of electric vehicle batteries. Our proprietary ironing process enables the vertical walls of the cell case to be formed to a highly accurate, reduced thickness in a single stage. This lowers costs by shortening the ironing process and contributes to making battery cells lighter with greater capacity.
By leveraging our forming technologies, we will continue to develop products that meet the demands of electric vehicles, including weight reduction and thermal management.



Battery cell case

Process	Process Overview			
General supplier	Material	Multi-stage drawing	End face cut	Multi-stage ironing
Unipres				Single-stage ironing





Before ironing
Thickness: 1.0 mm

After ironing
Thickness: 0.7 mm

View A

Related SDGs

Efficient Use of Resources

Basic Approach

With the rapid increase in the global population and growing urbanization, along with the fast-track economic growth of emerging and developing countries, there is concern about the depletion of natural resources essential to our daily lives.
The Unipres Group considers the efficient use of limited resources as a material issue for realizing a sustainable society.
Based on our Environmental Policy, we are promoting energy conservation, resource conservation, and reusing and recycling, thereby curbing the use of mineral and water resources and reducing the generation of industrial waste.

Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

Medium- and Long-Term Targets	FY2025 Targets	Results	Degree of Achievement	[Reference] FY2026 Targets
Recycling rate of industrial waste: 90% or higher [Unipres Corporation/ Unipres Kyushu Corporation]	Recycling rate of industrial waste: 80% or higher [Unipres Corporation/ Unipres Kyushu Corporation]	96.5%	✓	Recycling rate of industrial waste: 90% or higher [Unipres Group]

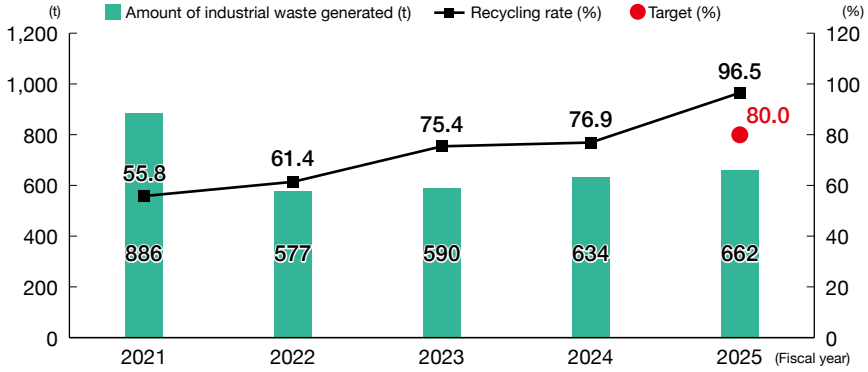
*1 Excludes steel and other valuable materials

Performance Reporting and Initiatives

Initiatives by Offices and Plants

<Activities for Improving the Industrial Waste Recycling Rate>
Steel materials, which make up more than 90% of the industrial waste we emit, are increasingly being recycled, and there is already a stable recycling system for these materials.
Therefore, our target recycling rate is intentionally set for industrial waste excluding steel materials, and the target is set at a more ambitious level.
In FY2025, we achieved an industrial waste recycling rate of 96.5%, compared to the target of 80%.

Change in Volume of Industrial Waste Emissions and Recycling Rate



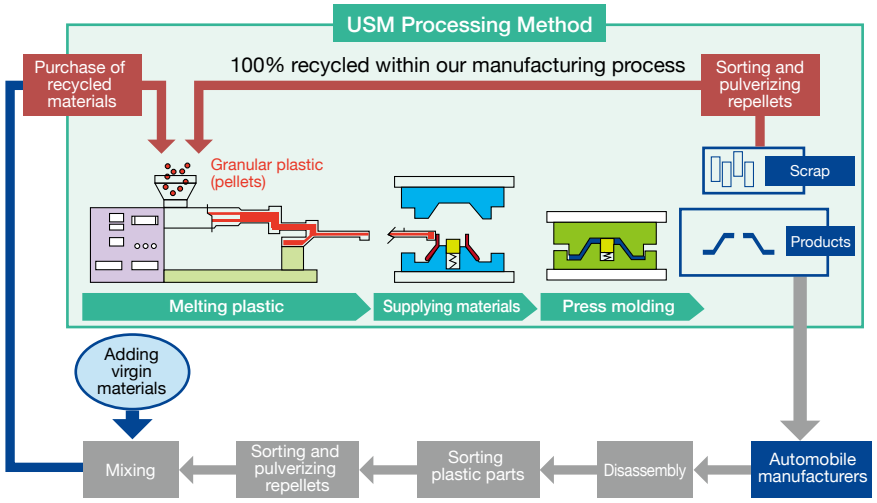
<Target Companies> Unipres Corporation and Unipres Kyushu Corporation

<Recycling Steel Materials>
The Unipres Group's flagship products are car body pressed parts and precision pressed parts, which are mostly made of steel materials. Steel scrap from the manufacturing process is recycled to be used as materials for iron products.
Unipres U.S.A. and Unipres Southeast U.S.A. sell scrap metal used in presses to Cumberland Scrap Processors, creating a circular process in which scrap metal is recycled.

<Curbing Industrial Waste Emissions by Reusing Packaging Materials and Containers>
By delivering products packed in returnable containers that can be used more than once, we contribute to the reduction of industrial waste emissions.
We also reuse packaging materials in an effort to reduce the emission of industrial waste.
Any materials that would be difficult to reuse are recycled wherever possible.

<Recycling of Plastic Materials: Recycling System in the Plastic USM Processing Method*1>
In the plastics business, we have established a recycling system utilizing Unipres processing methods. We use recycled materials containing up to 50% of post-consumer recycled bumper materials in plastic pressed parts in conjunction with the environmental action plan for automobile manufacturers. This high usage percentage was only made possible due to the USM processing method, our in-house developed proprietary plastic-press technology.
Furthermore, 100% of scrap from plastic-press products generated through the USM processing method during the manufacturing process is recycled internally.
The use of these recycled materials allows us to contribute to protecting the environment, while at the same time helping us reduce the costs of parts, thereby enabling us to offer more competitively priced products.

*1 USM (Unipres Stamping Molding) is a processing method for press molding molten plastic poured into dies.



Using materials containing up to 50% of post-consumer recycled bumper material (percentage made possible due to USM processing method)

Related SDGs



Prevention of Environmental Pollution

Basic Approach

Environmental pollutants and chemical substances used in products or generated during manufacturing may adversely affect human health or biodiversity. The Unipres Group will therefore fulfill its responsibility to society by reducing and restricting the use of substances that negatively impact the environment (including harmful chemicals) and preventing air, water, and soil pollution in accordance with its Environmental Policy.

Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

FY2025 Targets	Results	Degree of Achievement
Strict compliance with regulatory standards on air and water quality (Zero violations of regulatory standards) [Unipres Corporation/Unipres Kyushu Corporation]	Zero violations	✓

Performance Reporting and Initiatives

Initiatives by Offices and Plants

<Conservation of Air and Aquatic Environments>

Unipres has been working toward its medium- and long-term target of zero regulatory standard violations related to air or water pollution. In FY2025, we committed zero regulatory standard violations across Japan.

<Initiatives for Substances of Very High Concern>

With the understanding and cooperation of its suppliers, Unipres keeps track of whether the materials it uses contain substances that negatively impact the environment, including substances of high concern, and reports on these to customers.
Moreover, in order to respond quickly and appropriately to tightening regulations on chemical substances in each country, including PRTR regulations, domestic chemical substance-related laws, European ELV Directives, and REACH regulations, the Environment Committee shares information and considers countermeasures as needed.

<Technological Solutions for Preventing Air Pollution>

To reduce the impact on the air environment, cogeneration systems are being introduced as an environmentally friendly option for supplying energy. All sites installed with the system are working to reduce nitrogen oxides (NO_x) emitted by lean combustion.
In addition to the cogeneration system, Fuji Plant (Fuji) also uses urea water to clean exhaust gases to further reduce NO_x emissions.
We will continue to actively introduce technological solutions for curbing air pollution from energy use and make efforts to operate a sustainable business.

Please see P. 21 for details on installation of cogeneration systems.

Supply Chain Initiatives

<Green Procurement Initiatives>

Please see P. 42 for details on green procurement initiatives.

Related SDGs

Water Resource Conservation

Basic Approach

Water is an essential resource for all humans. The growing global population and accelerating climate change are behind the emergence of global-scale water resource issues at present. Recognizing that water resources are not only essential for the continuation of our business, but also important to the residents of regions where we operate, we are committed to reducing water usage and environmental impact.

Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

FY2025 Targets	Results	Degree of Achievement
Total water withdrawal of 1,100 thousand m³ or less [Target value] 3% reduction compared with FY2018 [Unipres Corporation/Unipres Kyushu Corporation]	754 thousand m³	✓

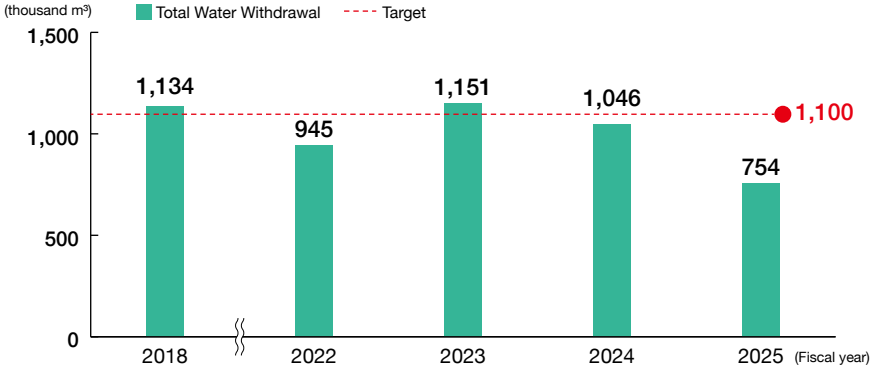
Performance Reporting and Initiatives

Initiatives by Offices and Plants

<Reduction of Water Withdrawal>

Each business office strives to use water resources efficiently and reduce water withdrawal by recirculating and reusing cooling water, and by conducting site patrols to check for leaks.

Change in Total Water Withdrawal in Japan



<Target Companies> Unipres Corporation and Unipres Kyushu Corporation

Change in Volume of Water Resources Used Globally

Unit [thousand m³]

Category	FY2021	FY2022	FY2023	FY2024	FY2025
Total water withdrawal	1,485	1,278	1,669	1,347	995
Total wastewater released	796	545	742	681	568
Total consumed water	1,485	1,278	1,669	1,347	995

<Target Company> Unipres Group*1

*1 The target companies of the calculation for FY2025 do not include Unipres Guangzhou Die & Mold Technology Co., Ltd. and Guangzhou Unipres Hot Stamping Corporation, which became consolidated subsidiaries in the middle of FY2025.

<Wastewater Treatment and Water Quality Control Initiative>
Substances discharged from our operations into bodies of water are listed below. Since the substances are not generated at sites other than Fuji Plant (Fuji) due to the characteristics of our business, the target scope of this initiative is confined to Fuji Plant (Fuji).
Wastewater is discharged into bodies of water after it is processed at the plant's wastewater treatment facility until it meets the standards set by the national government and Shizuoka Prefecture.
We routinely survey the water quality and monitor compliance with wastewater standards, alongside other efforts to reduce the environmental impact of wastewater.

Wastewater Quality

Unit [t]

Category	FY2021	FY2022	FY2023	FY2024	FY2025
Chemical oxygen demand (COD) emissions	0.555	0.420	0.370	0.299	0.492
n-Hexane extract	0.359	0.344	0.278	0.291	0.354
Suspended solids emissions	0.403	0.371	0.301	0.343	0.387
Zinc content	0.035	0.031	0.028	0.036	0.036
Soluble iron content	0.036	0.034	0.035	0.029	0.051
Ammonium compound, nitrous acids, and nitrates	0.662	0.491	0.284	0.179	0.287
Nickel content	0.036	0.034	0.030	0.029	0.035

<Target Site> Fuji Plant (Fuji)
*1 The discharge sites mentioned above refer to rivers and the ocean.

<Wastewater After Oil-Water Separation>
Unipres U.S.A. cooperates with the local area of Portland in treating wastewater. Water is discharged from the plant after being treated with an on-site oil-water separator that removes oil. The discharged water passes through the sewage system before being sent to a sewage treatment plant.

Related SDGs

Conservation of Biodiversity

Basic Approach

While the Unipres Group receives numerous benefits from various ecosystems, it also adversely impacts biodiversity through its business activities.
Therefore, in addition to preventing environmental pollution, reducing greenhouse gas emissions, and other climate change countermeasures, we contribute to conserving biodiversity through bio-conservation activities in collaboration with local communities as part of our social contribution initiatives.
Going forward, we aim to further contribute to the conservation of biodiversity, while at the same time identifying biodiversity-related “risks” and “opportunities” for promoting our activities and considering disclosures in line with the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD).

Initiatives

Biodiversity Conservation Activities

<Forest Restoration Partnership System/ Unipres Forest>
We have endorsed Kanagawa Prefecture’s Forest Restoration Partnership System since July 2024.
This activity supports the conservation of unmaintained forests within designated areas, and links to the creation of diverse forest systems, thereby ensuring habitats optimized for a wider range of organisms.



<River Friendship Activities>
Shizuoka Prefecture, Fuji City, and the Fuji Office jointly signed a River Friendship Agreement in 2023, and since then, we have been undertaking environmental conservation activities for the Urui River, a first-class river in the Fuji River system.
Waste discarded in rivers can obstruct the movement of wildlife or be ingested accidentally. Through waste cleanup activities, we are working to restore habitats so that wildlife and other organisms can live healthy lives.



<Beach Cleanup Activities>
We have been carrying out beach cleanup activities each year since FY2020. During the activities, volunteers picked up small pieces of plastic waste, polystyrene foam pieces, and cigarette butts, helping to prevent marine life and seabirds from getting tangled up in or accidentally ingesting waste.



<Installation of Beehives>
The honeybee population is in decline in France, where UM Corporation, SAS is located. We partnered with a local beekeeper to install four beehives on the premises, thereby creating a new habitat for honeybees.



<Tree-Planting Initiative on Company Premises>
At Unipres India, we planted approximately 1,000 trees on the premises in FY2024. We anticipate that the trees will provide a habitat and sources of food for wildlife and other organisms.



Social

38 Product Quality Improvement
41 Supply Chain Management
45 Respect for Human Rights
49 Diversity
52 Occupational Safety and Health
56 Health and Productivity Management
60 Work-Life Balance
61 Human Resource Development
63 Social Contribution Activities

Related SDGs



Product Quality Improvement

Basic Approach

We will provide high quality and reasonably priced products with full consideration of safety from the standpoint of consumers and users, while also contributing to the global environment by keeping product defect loss to the absolute minimum.

Promotion System

Under the supervision of the Board of Directors, the Sustainability Committee deliberates on and determines policies, targets, action plans, and the like related to quality. Meanwhile, the Quality Assurance Committee, established under the Sustainability Committee, promotes related initiatives and regularly follows up on their progress on a quarterly basis.
The Quality Assurance Committee is chaired by the Executive Officer in charge of quality, as appointed by the Chair of the Sustainability Committee. The other committee members consist of four Vice Chairs (three Executive Officers in charge of technology and one Executive Officer in charge of quality) and members appointed by the Chair from heads of departments related to quality, technology, and manufacturing. The committee meets four times a year in principle. In addition, a full-time Audit and Supervisory Committee member attends committee meetings as an observer.
Furthermore, quality status reporting meetings are held under the Quality Assurance Committee to report on activities related to top-priority quality assurance issues and discuss and decide on countermeasures for such issues. The meetings are held twice a year in principle. They are attended by the President, the Executive Officer in charge of quality, heads of departments related to quality, and heads of other related departments.

Please see P. 10 for details on the Sustainability Promotion System.

Policy of Quality

Unipres Corporation supplies quality assured products with a consistent focus on customer satisfaction and trust.
—This Policy of Quality is both our starting point in terms of quality assurance and our end point in terms of how we aspire to run our business—

1) **The President will review the appropriateness of the Policy of Quality. Furthermore, in its aim to realize the policy's objectives, Unipres will constantly make improvements to conform even more with requirements and increase the efficacy of the Quality Management System.**
2) **To ensure that the policy's objectives are achieved, the Executive Officer with specific responsibility for quality will set quality targets for each fiscal year and implement these across all departments. These quality targets are for the entire organization and should be achieved by all members of the organization.**
3) **The heads of each department will produce a departmental policy document that sets out management tasks, along with measures and items to manage for achieving the quality targets. After obtaining the approval of the Executive Officer with specific responsibility, each head of department will implement the departmental policy across his or her department alongside department employees and ensure consistently target-oriented management for each area of responsibility and task.**

Quality Management System

All Unipres Group production plants in Japan and overseas have acquired IATF 16949 certification, an international standard for quality management systems specifically for the automobile industry.
With Unipres Precision becoming newly certified in FY2023, we have now achieved and continue to maintain certification at all of our production plants worldwide.
We will continue to ensure rigorous quality management based on our globally unified technical standard (UES) and advance initiatives aimed at zero-defect deliveries.

Details on product quality improvement can also be found on the Unipres website.
https://www.unipres.co.jp/en/csr/society/#improve

IATF 16949-Certified Offices and Plants

Domestic Sites	Overseas Sites
● Fuji Plant (Fuji)	● Unipres U.S.A., Inc.
● Fuji Plant (Fujinomiya)	● Unipres Southeast U.S.A., Inc.
● Tochigi Plant (Moka)	● Unipres Alabama, Inc.
● Tochigi Plant (Oyama)	● Unipres Mexicana, S.A. de C.V. auto body parts plant
● Tochigi Plant (Oppama)	● Unipres Mexicana, S.A. de C.V. precision parts plant
● Unipres Kyushu Corporation	● Unipres (UK) Limited
● Unipres Mold Corporation Fuji Plant	● UM Corporation, SAS
● Unipres Mold Corporation Hiroshima Plant	● Unipres Guangzhou Corporation
● Unipres Mold Corporation Moka Plant	● Unipres Zhengzhou Corporation
● Unipres Precision Corporation	● Unipres Wuhan Corporation
	● Guangzhou Unipres Hot Stamping Corporation
	● Unipres Precision Guangzhou Corporation
	● Unipres India Private Limited
	● PT. Unipres Indonesia

*1 Based on the number of production plants
*2 In addition to those listed above, the following companies have also been certified: Unipres Sunrise Corporation, an affiliated company accounted for by the equity method, and Unipres Kyushu Techno Corporation, an unconsolidated subsidiary.

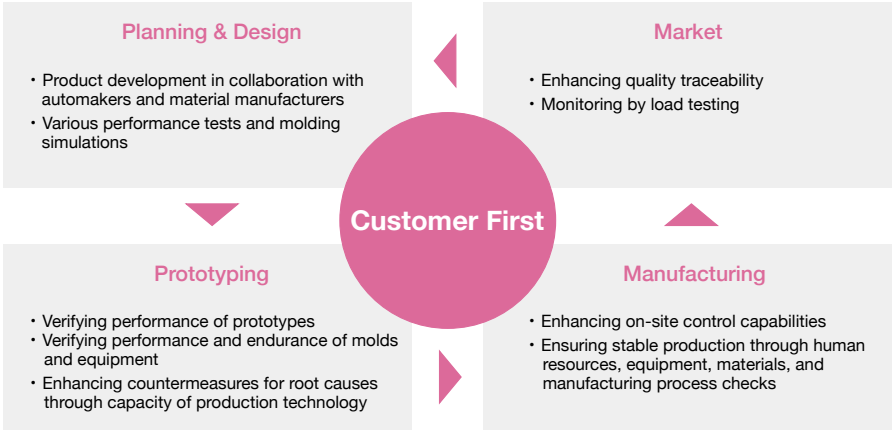
Initiatives

Key Quality Improvement Initiatives in FY2025

(1) Eradicate serious defects
(2) Achieve customer defect reduction targets at all the production plants
(3) Achieve quality targets for new models
(4) Reduce internal defects

Quality Control

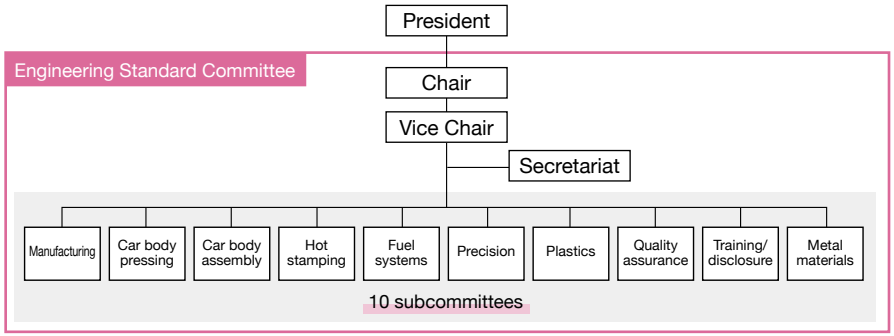
We established the Unipres worldwide quality control system with the aim of achieving zero-defect deliveries.
By developing a quality assurance system that remains consistent across the entire process from development through mass-production, as well as basing quality control on the same standards at all our global sites, we can provide the best possible products and quality all over the world.



Developing a quality assurance system that remains consistent across the entire process from development through mass-production

Implementation of Shared Global Standards

We have been implementing new measures since FY2014 in our aim to further improve product quality and increase productivity.
We have organized our technological knowledge into one system and put together the Unipres Engineering Standard (UES) as our globally-applied technical standard. The UES helps us identify issues that have been a concern, enabling us to find solutions to them as soon as possible.
To promote related initiatives, we have set up the Engineering Standard Committee with 10 subcommittees. Each subcommittee is in charge of its respective technologies, which it standardizes and maintains (916 engineering standard documents have been compiled as of FY2025).
We strive to improve quality and prevent the recurrence of defects in our internal manufacturing processes through these actions. We also aim to establish efficient manufacturing processes, and as a result, are working on initiatives linked to reducing energy loss and CO_2 emissions.



Use of Supplier Quality Assessments (USSCs)

The bar for quality set by customers gets higher each year. In order to work closely with suppliers to share target values and achieve the best outcomes, we issue Unipres Supplier Score Cards (USSCs) to our suppliers each month as a way of encouraging them to independently work to improve quality and be motivated to make improvements. We also publicly recognize suppliers who deliver products of excellent quality as part of our efforts to boost their motivation.

Daily Notification of Quality Status

To share actions for raising awareness of zero-defect deliveries, we have been sending the target number of defect deliveries and the data on actual defect deliveries at each of our production plants in Japan and overseas daily to supervisors and related parties at each of these plants since FY2018.
Through these efforts, we reduced the number of defects across all of our production plants in FY2025 by 70% compared to FY2018, which was the highest result on record.

Promoting QC Circle Activities

Unipres is actively conducting QC (quality control) Circle activities. In FY2022, we positioned QC circle activities as a key action for human resource development and workplace revitalization. As a result, we were recognized for improving operational excellence throughout the entire organization, earning an award from the Union of Japanese Scientists and Engineers as an excellent company and business site.
In FY2025, too, Unipres continued its efforts to further improve product quality and operational efficiency by strengthening its human resource development program and actively participating in external QC circle competitions.
As a result, the Fujinomiya Chapter's F1 Circle received the excellence award at the 6633rd Office Tour and Exchange, and the Fuji Office's Luck Me Circle received the excellence award at the 6654th Conference to award continuous improvement case studies.


The Fujinomiya F1 Circle received the excellence award at the 6633rd Office Tour and Exchange


The Fuji Office's Luck Me Circle received the excellence award at the 6654th Conference to award continuous improvement case studies

Related SDGs



Supply Chain Management

Basic Approach and Policy

We are always developing equitable, fair, and transparent trade relationships with all our suppliers and build strong cooperative ties through mutual understanding and respect. In this way, both parties can succeed together as business partners.
We have established the Unipres Purchasing Way based on the need to mutually fulfill our social responsibility together with all our suppliers in Japan and overseas when procuring parts and materials. We undertake procurement activities in accordance with the following three basic guidelines.

Promotion System

Under the supervision of the Board of Directors, the Sustainability Committee deliberates on and determines policies, targets, action plans, and the like related to CSR procurement and regularly follows up on their progress on a quarterly basis.
Specific efforts are mainly undertaken by the Purchasing Department, and include understanding the status of CSR-related efforts by our suppliers and promoting their activities.

Please see P. 10 for details on the Sustainability Promotion System.

Unipres Purchasing Way

Unipres shall conduct its procurement activities in accordance with the following three basic guidelines.

1. Fair transactions

- Unipres shall build equitable, fair, and transparent relationships with all of its suppliers, inside and outside Japan. It shall also forge ties of mutual understanding and respect, and aim for coexistence and co-prosperity with them as business partners.
- In addition, Unipres shall constantly pursue new technology, high quality, and low costs in keeping with its management philosophy, and endeavor to strengthen its competitiveness through a concerted effort with its suppliers.

2. Compliance with CSR procurement

- In recent years, Unipres has been engaged in various CSR activities accompanying changes in the social situation. These activities include improvement of labor conditions, disclosure of environmental data on levels of CO_2 emissions and energy use as well as establishment of targets for their reduction, expanded contribution to communities, and preparation of business continuity plans (BCP) and other initiatives to address risks.
- Unipres also requests its suppliers to understand, and actively cooperate with, CSR activities as members of society.
  i. Compliance with laws and regulations
  ii. Reinforcement of in-house systems
  iii. Sure notification to all suppliers throughout the supply chain

3. Approaches to green procurement

- At Unipres, each and every employee is taking action on his or her own initiative to protect the global and local environments, in keeping with the Unipres Environmental Policies and Green Procurement Guidelines. Our product development takes account of not only product safety but also reduction of environment-burdening substances and conservation of resources and energy, for the purpose of curtailing environmental impact to a minimal level.
- Furthermore, we believe that the automotive industry as a whole, from automakers to small and medium manufacturers of parts throughout the supply chain, must fulfill their social responsibilities from their respective standpoints. We are therefore requesting the cooperation of our suppliers, too, in approaches to green procurement.

Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

Medium- and Long-Term Targets	FY2025 Targets	Results	Degree of Achievement	[Reference] FY2026 Targets
[Promoting sustainable procurement] Zero high-risk suppliers*1 in respect of the environment and society *1 Suppliers whose scores fall below our standards in the Suppliers' Self-Assessment	Implementing self-assessment [Suppliers of domestic/Asian subsidiaries]	100% (47 of 47 companies)	✓	Self-assessment target companies [Suppliers of subsidiaries in the Americas/ Europe]
	Zero high-risk suppliers in respect of ESG (Suppliers whose scores fall below our standards as a result of self-assessment) [Suppliers of domestic/Asian subsidiaries]	Zero companies	✓	Implementing training for procurement personnel on social issues in the supply chain [Global]

Initiatives

Implementation of Unipres CSR Guidelines for Suppliers

On the basis of the Unipres Purchasing Way, we are engaging in efforts with our suppliers while strictly ensuring compliance and being environmentally conscious. We established the Unipres CSR Guidelines for Suppliers in August 2018. These Guidelines summarize common action items with the aim of enabling all our suppliers to reflect on their corporate activities from a CSR perspective and take definite actions toward further improvement.
Moreover, in November 2021, we partially revised the Guidelines in light of the growing importance of human rights issues and other factors.
The Guidelines have been prepared in Japanese, English, and Chinese, and we have distributed them to our global suppliers to ensure that they understand and strictly comply with the content.
In addition, to ensure strict compliance, 97.7% of our global suppliers have submitted the Supplier Agreement Confirmation Form for the Guidelines, signed by their designated representatives.
For suppliers who are noncompliant, we undertake corrective actions in accordance with the Guidelines.

Unipres CSR Guidelines for Suppliers can be found on the Unipres website.
https://www.unipres.co.jp/images/pdf/unipres_csr_guidelines_for_suppliers_en.pdf

Approaches to Green Procurement

Unipres established the Unipres Green Procurement Guidelines (in Japanese) in April 2009. The Guidelines lay out our efforts to reduce environmental impact through the materials, parts, and sub-materials delivered by our suppliers. All our suppliers submit a form to show agreement to the Guidelines. In this way, we promote global environmental conservation activities with an aim to create a society capable of sustainable development throughout the entire supply chain.
Moreover, in April 2023, we partially revised the Guidelines in light of the importance of managing environmental impact across a product's entire life cycle.


Unipres CSR Guidelines for Suppliers


Unipres Green Procurement Guidelines (in Japanese)

Implementation of Suppliers' Self-Assessment (Self-Inspection Survey)

With the aim of working together with suppliers to improve their level of CSR and by doing so, prevent the occurrence of environmental and social risks in the supply chain, we have had major suppliers*1 take part in the Suppliers' Self-Assessment on a regular basis*2 since FY2021. The self-assessment includes questions to confirm the presence of policies on environmental and social issues for which responses from suppliers are required by customers throughout the entire supply chain, such as compliance (including anti-corruption measures), quality and safety, human rights and labor, the environment, and information disclosure, as well as the status of related efforts. Based on analysis of the self-assessment results, we evaluate and identify risks throughout the entire supply chain and work to reduce those risks.
Following the completion of global activities in FY2023, a self-assessment was conducted for the suppliers of domestic subsidiaries and Asian subsidiaries in FY2025. Furthermore, during the three fiscal years from FY2021 to FY2023, 58.1% of our global suppliers participated in the initiative. The supplier coverage rate was 56.6% in FY2025. Based on analysis of the self-assessment results, we evaluate and identify risks throughout the entire supply chain and will continue to work to reduce those risks.

*1 Suppliers accounting for the top 90% of total mass-production purchases in the previous fiscal year for each business division
*2 The self-assessment is conducted on a three-year cycle: the first year focuses on the suppliers of Unipres, the second on the suppliers of domestic and Asian subsidiaries, and the third on the suppliers of subsidiaries in the Americas and Europe.

Suppliers' Self-Assessment Uptake Status

	FY2021	FY2022	FY2023	FY2024	FY2025
Target companies	Suppliers of Unipres 37 companies	Suppliers of Unipres' domestic subsidiaries and Asian subsidiaries 59 companies	Suppliers of Unipres' Americas and European subsidiaries 55 companies	Suppliers of Unipres 37 companies	Suppliers of Unipres' domestic subsidiaries and Asian subsidiaries 47 companies
Response rate	100%	100%	100%	100%	100%
Supplier coverage rate *( ) = total number of suppliers	28.0% (132 companies)	81.9% (72 companies)	98.2% (56 companies)	28.0% (132 companies)	56.6% (83 companies)
Monitoring	3 companies (implemented in FY2022)	None	None	None	None

Monitoring

Based on self-assessment results, we hold interviews to speak with suppliers directly about the status of their efforts and offer advice on making improvements.
In FY2023, we requested the formulation of action plans (improvement plans) by two of the three Unipres suppliers targeted for monitoring in FY2021 and confirmed the progress of both. Accordingly, we continue to promote efforts to meet the challenges.
In FY2025, zero monitoring suppliers were identified as a result of self-assessment.

Promotion of Local Procurement and Employment

The Unipres Group essentially promotes localization across the globe, consequently striving to procure raw materials and parts locally and create employment opportunities for local people.

Suppliers' Meetings

As a means of building even greater trust in our relationships, we hold annual suppliers' meetings attended by the companies that supply us, including our affiliated companies. Upon explaining our policies and challenges for the fiscal year concerning each of procurement, quality, delivery, and ESG, we ask for suppliers' cooperation in our initiatives to meet these challenges, and they are tackled across the supply chain.
In FY2025, following on from the previous fiscal year, we shared our human rights initiatives. We also explained about the Unipres Supplier Hotline established in March 2026 and requested suppliers' understanding and cooperation in these efforts.

Continuous Improvement (Kaizen) Training Workshops

We provide annual introductory training workshops, namely quality training, continuous improvement training, and training for managers and supervisors, for the purpose of human resource development in order to keep improving suppliers' quality and productivity. Each of the workshops has about 10 participants. Quality and continuous improvement training is mainly offered to younger employees, while training for managers and supervisors is mainly offered to candidates for managerial and supervisory positions, in order to impart essential knowledge and raise awareness. Moreover, participants spend time together while staying in the same lodgings, making the training a great opportunity to deepen relationships with other participants. It encourages people to network with new people and create relationships, which participants can make use of in their professional and personal lives even after the training.
Furthermore, as an occasion for sharing successes among suppliers, we hold annual presentations of continuous improvement case studies, providing an environment for sharing and mutual study of best practices at each company.

Outstanding Supplier Awards

Each fiscal year, Unipres awards several suppliers that have been selected for making particular contributions in areas such as quality, delivery, cost, and safety in order to further enhance the performance of excellent business partners for Unipres. In this way, we continue to promote improvements in quality and collective strength among our suppliers.

Use of Supplier Quality Assessments (USSCs)

Please see P. 40 for details on the use of supplier quality assessments (USSCs).

Education for Procurement Personnel

We provide training for procurement personnel to ensure that procurement is conducted in accordance with our Unipres Purchasing Way and the Unipres CSR Guidelines for Suppliers. The training includes learning about the Policies and Guidelines, along with content designed to deepen understanding of CSR procurement. Through this training, we are working to improve the procurement skills and awareness of responsible personnel.
In FY2026, we newly implemented training on human rights, a major social issue in the supply chain, for all procurement personnel globally. We achieved a 100% completion rate, with all 118 target employees completing the training.

Initiatives to Address Conflict Minerals

Conflict minerals are specific minerals mined in areas where civil war is endemic, such as the Democratic Republic of the Congo and surrounding countries, that may potentially be used to fund armed groups. The United States has legislation mandating that companies investigate and report on whether or not they use metals derived from conflict minerals within their supply chains. To meet our own obligations from a CSR perspective, we obtained the understanding and cooperation of our suppliers to investigate the use of conflict minerals within our supply chain. Our investigation revealed no use of such minerals.

Launch of a Supplier Hotline

Unipres undertakes efforts to respect human rights across its supply chain based on international principles on business and human rights and the guidelines of the Japanese government. As part of these efforts, we newly established the Unipres Supplier Hotline in March 2026.
The hotline is available to executives and employees of our suppliers in Japan. Through dedicated telephone and online channels operated by an external organization, the hotline accepts anonymous reports and consultations on human rights violations, harassment, legal violations, and other compliance concerns related to transactions with Unipres. We will never subject the whistleblower or suppliers to disadvantageous treatment on the grounds of their report.

Related SDGs



Respect for Human Rights

Basic Approach and Policy

The Unipres Group respects the Universal Declaration of Human Rights of the United Nations, the Core Labor Standards of the International Labour Organization (ILO), and other international standards. Accordingly, we strive to conduct our business in a way that respects the human rights of anyone involved in our business, including partner companies and suppliers. We established a human rights policy in November 2018 with the aim of raising awareness of human rights among each Unipres Group employee. Moreover, we revised the human rights policy in July 2022 to more closely comply with international standards, along with enhancing our efforts to respect human rights. The human rights policy has been translated into multiple languages and is in effect at all our global sites.

Basic Policy for Human Rights

The Unipres group stipulates its policy of respecting diversity and human rights in “Unipres Group Code of Conduct Guide Book,” and this Basic Policy for Human Rights (“the Policy”) is developed based on the International Bill of Rights (the Universal Declaration of Human Rights and the two International Covenants), the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.
As our firm commitment to respect human rights is comprehensively defined in the Policy, we will meet our responsibility to respect human rights in line with the Policy, together with our existing policies and processes. The Policy applies to all the executives and employees of the Unipres group. We also expect all business partners to understand and comply with the Policy.

1. **Human Rights and Privacy**
   We respect the human rights and privacy of the individual.
2. **Discrimination and Harassment**
   We do not engage in discrimination or harassment of any kind based on race, nationality, gender, sexual orientation, religion, disability, age, social origin, or employment status.
3. **Child Labor, Forced Labor, and Human Trafficking**
   We do not allow child labor, forced labor, and human trafficking.
4. **Remuneration**
   We comply with the laws of each country and region regarding the minimum wages, overtime, wage deductions, performance-based pay, and other remuneration, and will strive to pay at or above the living wage. We will also not reduce wages without justifiable reason.
5. **Working Hours**
   We comply with the laws of each country and region regarding the setting of employees’ working hours including overtime and the granting of scheduled days off and paid annual vacation time. In addition, we appropriately manage employees’ working hours, days off, and vacation time, and prohibit excessive overtime work.
6. **Dialogue and Consultation with Employees**
   We respect the freedom of association and the right to collective bargaining as fundamental human rights of employees. Moreover, taking into account the laws and labor practices of each country and region, the Company will try to foster a good relationship with its employees and to resolve issues by having a sincere dialogue with them or their representatives.
7. **Safe and Healthy Working Environment**
   We give the top priority to the health and safety of employees and make every effort to prevent accidents.
8. **Responsibilities to Respect Human Rights**
   Where we confirm that we have caused or contributed to adverse human right impacts, the company will provide for or cooperate in legitimate processes to provide remediation.
9. **Stakeholders and Human Rights**
   We seek the respect of human rights from all parties we do business with and related parties.
10. **Promotion of Human Rights Policy**
    We cultivate a corporate culture of respecting human rights by conducting human rights enlightenment educations and trainings to all Unipres group executives and employees.

Promotion System

Under the supervision of the Board of Directors, the Sustainability Committee deliberates on and determines policies, targets, action plans, and the like related to human rights. Meanwhile, the Corporate Ethics Committee, established under the Sustainability Committee, promotes related initiatives and regularly follows up on their progress on a quarterly basis.
We added “respect for human rights” to our materiality in FY2022, and are working to reduce human rights risks throughout the Group.

Please see P. 10 for details on the Sustainability Promotion System.

Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

Medium- and Long-Term Targets	FY2025 Targets	Results	Degree of Achievement	[Reference] FY2026 Targets
Zero incidents of serious human rights violations	Zero incidents of serious human rights violations	Zero violations	✓	Zero incidents of serious human rights violations
	Human rights due diligence 1) Mitigating long working hours and unpaid overtime [Unipres Corporation/domestic subsidiaries] • Unipres Corporation: Confirming the effectiveness of recurrence prevention measures • Domestic subsidiaries (Unipres Kyushu Corporation and Unipres Service Corporation): Implementing prevention measures 2) Implementing measures to mitigate key human rights issues (seven issues) [Overseas subsidiaries] 3) Selecting key human rights issues and implementing mitigation measures [Domestic suppliers]	Human rights due diligence 1) Mitigating long working hours and unpaid overtime • Unipres Corporation: Completed effectiveness investigation • Domestic subsidiaries (Unipres Kyushu Corporation): Completed the installation of work log collection software into PCs (Unipres Service Corporation): Completed implementation of prevention measures 2) Implementing measures to mitigate key human rights issues (seven issues) Completed measures (six issues), implementing measures (one issue) 3) Selecting key human rights issues and implementing mitigation measures Completed distribution of learning materials to suppliers on key human rights issues identified (personal information protection and discrimination prevention)	△	Human rights due diligence 1) Long working hours and unpaid overtime [Unipres Corporation/domestic subsidiaries] • Unipres Corporation: Considering and implementing measures to mitigate long working hours and unpaid overtime • Domestic subsidiaries: Evaluating the outcome of measures based on actual conditions 2) Evaluating measures to mitigate key human rights issues and the outcome of the measures [Overseas subsidiaries] 3) Evaluating the outcome of measures to mitigate key human rights issues [Domestic suppliers]

Initiatives

Human Rights Due Diligence

Policy on Addressing Key Human Rights Issues

In accordance with its Basic Policy for Human Rights, Unipres promotes human rights due diligence to respect the human rights of anyone impacted by the Group’s business activities.

Stakeholder Engagement

Recognizing the importance of engaging with potentially affected groups and other relevant stakeholders, we conduct surveys and interviews with employees as well as human rights assessments with our suppliers and, where necessary, human rights interviews with the suppliers’ management.

Human Rights Impact Assessment and Implementation of Measures

We identify human rights issues concerning Unipres Corporation, domestic and overseas subsidiaries, and suppliers and implement mitigation measures. Their status is as follows.

	Human Rights Issues Identified		Status of Measures
Unipres Corporation/ domestic subsidiaries	Long working hours		Revising the time and attendance management system to improve the management of working hours and implementing employee awareness-raising activities
Overseas subsidiaries	U.S.	Dialogue and consultation with employees	Revising the employment rules to align with our human rights policy
	Mexico	Working hours	Implementing measures to curb long working hours
		Discrimination and harassment	Promoting the clarification of disciplinary criteria
	U.K.	Working hours	Establishing maximum working hours and ensuring appropriate working hour management
	India	Remuneration	Revising the criteria on salary deductions
	Indonesia	Discrimination and harassment	Clarifying the procedures for disciplinary action
		Human rights and privacy	Establishing advising methods that respect employees' human rights
Domestic suppliers	Harassment and personal information protection		Providing suppliers with training materials created by Unipres, which are being used effectively by suppliers to address human rights issues

Grievance Mechanisms

Unipres has established internal and external whistleblowing channels and asks employees to regularly complete compliance surveys to identify any human rights violations. In addition, since March 2026, we have set up and operate the Unipres Supplier Hotline available to the executives and employees of our suppliers.

Fair Treatment and Appraisal

The Unipres Group does not set conditions for employment that discriminate on the basis of gender, age, or the like, nor does it discriminate with respect to working conditions including salaries and vacation time, promotions, transfers, or education and training on the grounds of nationality, belief, social status, race, gender, sexual orientation (LGBTQ+, etc.), religion, disability, age, ethnic or social origin, or type of employment. Our performance appraisal system is designed to review and assess employees' job performance and skills. Benefits are given fairly, with assessment results reflected in salary raises, bonuses, promotions, and entitlement to talent development. For example, employees at the same rank receive the same salary regardless of gender.
Personnel appraisal is not just an assessment, but is aimed at enhancing employees' job motivation and abilities, as well as helping them do a better job. For this reason, we have created a system for disclosing the items necessary for assessment to the employees concerned and providing a place for frank conversation by way of having immediate supervisors give feedback interviews regarding the results of personnel appraisal.

Employment of Local Personnel

The Unipres Group strictly complies with labor laws and regulations in each country it operates in the employment of local personnel.

Initiatives to Prevent Child and Forced Labor

The Unipres Group verifies the age of all new employees in order to prevent child labor, as part of its efforts to achieve the materiality quantitative target of "zero incidents of serious human rights violations." When employees join or leave the Group, we respect their decisions. We never try to restrict their freedom of residence or movement.
In FY2025, there were no instances of child labor or forced labor at any of our global offices and plants, and we continued to achieve our target of "zero incidents of serious human rights violations."

Strict Compliance in Paying Appropriate Salaries

The Unipres Group strictly complies with labor laws and regulations, along with minimum wage standards, in each country it operates, as well as setting standard wages to ensure that our employees receive appropriate salaries in line with local commodity prices, such as paying high enough salaries that employees can afford more than just their basic needs.

Initiatives to Ensure Strict Compliance with Labor Standards

The Unipres Group strictly complies with labor standards in each country it operates, including labor laws and regulations, along with minimum wage standards.
In FY2025, there were no cases related to labor issues.

Relations Between Labor Unions and Management

In accordance with its Basic Policy for Human Rights, the Unipres Group respects employees' fundamental rights to freedom of association and collective bargaining. Moreover, in accordance with the laws and labor practices of each country and region, we strive to build sound relationships with employees and resolve issues through union membership or the election of employee representatives. As a result, by the end of FY2025, 3,477 employees accounting for 50.3% of the total 6,916 employees across the Group have participated in dialogue. For non-union members who are not covered by labor agreements, the employment terms and conditions are set out clearly in employment rules, employment contracts, and other documents.
At Unipres, a union shop system is in place, and 100% of employees (excluding managers, employees who rejoined the company after statutory retirement, and non-regular employees) are enrolled in the Unipres Labor Union.

Initiatives to Prevent Human Rights Violations

The Unipres Group makes use of the Unipres Group Code of Conduct Guidebook in its efforts to help employees deepen their understanding of the importance of human rights. Unipres' training program for new employees includes time dedicated to human rights education to ensure that younger employees understand how vital human rights are from the start of their careers.
In FY2025, there were no cases of human rights violations.

LGBTQ+ Initiatives

In October 2021, Unipres revised its employment rules to clearly lay out that it will not unfairly discriminate against or harm the individual dignity of any employee with an alternative sexual orientation and gender identity (SOGI), including LGBTQ+ employees. Our benefits program, which includes time off and monetary gifts for employees undergoing life events such as weddings, births, and bereavements, no longer only recognizes events involving legal spouses or relatives, but has been amended to also cover same-sex marriages and de facto marriages in the same manner as legally recognized marriages.
In addition, we are working to deepen understanding of LGBTQ+ issues through employee training and information sharing, and have established internal and external consultation services as a way of promoting the development of workplace environments where people of all sexual orientations and gender identities can work comfortably.
We have created lapel badges, stickers, and other goods declaring that we understand and support the LGBTQ+ community as an ally, and have offered these to all employees who agree with this stance.

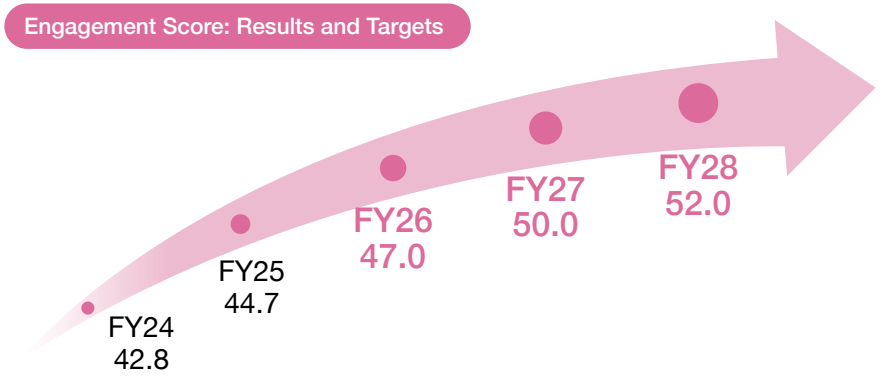
Training Related to Human Rights and Harassment

The Unipres Group provides training for managers on human rights and harassment. For the purpose of preventing power harassment (workplace bullying of a subordinate), we have been showing all managers at Unipres and its six domestic subsidiaries a video on preventing power harassment and having them take a test to check their understanding of the issue since FY2019.
Moreover, since FY2023, we have offered training with a revised structure, expanding the scope of participation from all managers to all employees. In FY2025, a total of 18 Unipres Group companies (6 in Japan and 12 overseas) implemented the program, with a total of 5,628 employees (1,565 in Japan and 4,063 overseas) participating in the training.
We also consider it vital to respect the human rights of all stakeholders, and have published our Basic Policy for Human Rights on the Unipres website so as to share it with cooperative companies, suppliers, and anyone else who is involved in our businesses.

Employee Engagement

Unipres has been surveying employee engagement since FY2017 to identify and improve issues such as employees' motivation to work and working environments. The survey results are quantified for each organization and fed back to management and department heads.
We continually conduct surveys to visualize internal issues and work to resolve the issues identified for the entire company and each department in our aim to improve the motivation of each employee.

Engagement Score: Results and Targets



Initiatives with Other Companies to Improve Working Environments

Unipres Butsuryu is always seeking ways to improve its drivers' working environments by sharing opinions about wages and working hours with other companies in the same industry through the Japan Trucking Association, an industry group to which the company belongs.

Related SDGs



Diversity

Basic Approach

The Unipres Group is continually cultivating an organizational culture where each and every employee, regardless of age, experience, or other attributes, can be successful in their career. In particular, along with increasing the number of women in leadership positions, we are focusing on encouraging male employees to take an active role in childcare.

Promotion System

Under the supervision of the Board of Directors, the Sustainability Committee deliberates on and determines policies, targets, action plans, and the like related to diversity and regularly follows up on their progress on a quarterly basis.
We are also strengthening our efforts to promote women's success, and are working to create comfortable working environments where female employees can develop their careers.

Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

Medium- and Long-Term Targets	FY2025 Targets	Results	Degree of Achievement	[Reference] FY2026 Targets
Increasing ratio of women managers (7%) [Unipres Corporation]	(1) Percentage of female employees in management positions 3.5% or higher (as of April 1, 2026) (2) Percentage of new graduate hires in April 2026: 30%	(1) 3.0% (2) 31.6%	△	(1) Percentage of female employees in management positions 3.6% or higher (as of April 1, 2027) (2) Percentage of new graduate hires in April 2027: 30%
Increasing ratio of local employees in senior management positions*1 at overseas sites (60%) [Overseas]	Promoting initiatives to increase the ratio of local employees in senior management positions*1 at North American sites (Other sites remain unchanged)	We confirmed with the responsible executive the targets for improving the ratio in FY2026. (Current) (Trend) Unipres North America, Inc. 25% ⇒ 33% Unipres U.S.A., Inc. 33% ⇒ 67% Unipres Southeast U.S.A., Inc. 100% ⇒ 100% Unipres Alabama, Inc. 50% ⇒ 50% Unipres Mexicana, S.A. de C.V. 40% ⇒ 40% All North American sites 44% ⇒ 53%	✓	Promoting initiatives to increase the ratio of local employees in senior management positions*1 at North American sites (Other sites remain unchanged)

*1 Full-time Board of Directors members and Executive Officers

Performance Reporting and Initiatives

KPIs on Promoting Active Participation by Women

In line with the Act on the Promotion of Women's Active Engagement in Professional Life, we drew up the following action plan to provide an employment environment in which women can participate actively.

[Plan Period] April 1, 2025, to March 31, 2028
[Target] To raise the percentage of female employees in management positions to 4.2% or higher.

FY2025 results for the active participation of women in the workplace are shown below.

	FY2025	FY2024	[Reference] FY2023
Percentage of newly employed female employees	22.5%	28.8%	29.5%
Applicants per job by gender	Men: 4.3 Women: 4.6	Men: 4.3 Women: 3.9	Men: 4.0 Women: 2.9
Percentage of female employees	10.1%	9.1%	9.1%
Male-female gap in average consecutive number of years worked	5.3 years	5.7 years	6.7 years
Percentage of women in management positions	3.0%	3.2%	3.9%
Percentage of women executives	8.3%	8.0%	8.0%

We have also set a medium- and long-term target of women in management positions at 7% or higher by 2030.

Training to Develop Future Women Leaders

With the aim of developing future woman leaders, in FY2018, we launched a training program for female employees with their sights set on management positions. The three-month training program, which is supported by an external organization, is designed not only for participants to acquire the knowledge necessary for management, but also to raise awareness among participants of being future leaders and motivate them to become managers.

Implementing Diversity Training

As part of our efforts to develop an organization and people that leverage the power of diversity, we provide diversity training to senior-level managers. We are further promoting diversity by cultivating a deeper general awareness of the importance of diversity among employees. Moreover, the President shares management's thoughts on the subject.
In addition, to promote the creation of workplace environments where diverse opinions are welcomed, we hold lectures for all executives and managers across Group companies, as well as training sessions for executives and department heads on improving psychological safety, thereby creating a shared understanding throughout the Group.



Scene from a lecture on psychological safety

Acquiring Eruboshi Certification

In 2020, Unipres acquired Eruboshi certification (Level 3) from the Minister of Health, Labour and Welfare. Eruboshi certification is a system for recognizing companies that have formulated and submitted a general employer action plan and who meet certain requirements specified by the Ministry of Health, Labour and Welfare in accordance with the Act on the Promotion of Women's Active Engagement in Professional Life.
Unipres met the standards for all five criteria and acquired the highest level of certification (Level 3) on its first try.

Participation in D&I Kanagawa Members

Unipres has joined D&I Kanagawa Members. This organization was established to promote diversity and inclusion (D&I) initiatives, including gender equality, along with women's empowerment, across Kanagawa Prefecture.
Unipres will continue to promote this initiative as a company capable of leveraging its talent and thriving on diversity.

D&I Kanagawa Members
https://www.pref.kanagawa.jp/docs/x2t/dikanagawa.html (in Japanese)

Encouraging Male Employees to Take Parental Leave

In line with the Act on Advancement of Measures to Support Raising Next-Generation Children, Unipres is actively encouraging both male and female employees to take parental leave. In FY2025, 88.5% of male employees took parental leave, while the cumulative rate from FY2023 to FY2025 was 76.5%. The percentage of female employees taking parental leave was 100%.

Acquiring Platinum Kurumin Certification

Unipres has been working to create comfortable working environments for employees involved in childcare. To this end, we have created various systems and are putting our efforts into providing information and spreading knowledge. In 2025, we received Platinum Kurumin certification from the Ministry of Health, Labour and Welfare. This certification is awarded to Kurumin-certified companies which have demonstrated a higher level of commitment to supporting childcare by introducing systems that allow employees to balance work and childcare, and employees are making use of them.
Going forward, we will continue to develop environments where all our employees can display their full potential.

Employing People with Disabilities

At Unipres, we are proactively working to employ people with disabilities and support their careers. In FY2025, the employment rate of people with disabilities at Unipres was 2.6% (the statutory employment rate is 2.5%).
Our consolidated subsidiaries are also promoting the employment of people with disabilities to help revitalize the local communities where their business sites are located. Currently, a total of 35 individuals have been hired across 10 subsidiaries in Japan and overseas (17 at four domestic subsidiaries, and 18 at six overseas subsidiaries).

Employing Non-Japanese People

As of the end of FY2025, Unipres employs 29 non-Japanese employees (excluding fixed-term employees). Two of them have been appointed as Executive Officers. Moreover, at our overseas subsidiaries, 50% of full-time senior-level managers at the level of full-time Executive Officer and above are local hires.

Active Recruitment of Residents from Low-Income Areas

Unipres Southeast U.S.A. has built partnerships with job centers (public employment offices) and temp agencies in low-income areas such as Forest, Newton, Lena, and Morton in its efforts to actively recruit residents from those areas.

Related SDGs

Occupational Safety and Health

Basic Approach and Policy

The Unipres Group promotes activities in line with the Unipres Basic Safety and Health Policy to protect the safety of all workers and create comfortable workplaces free from occupational accidents.

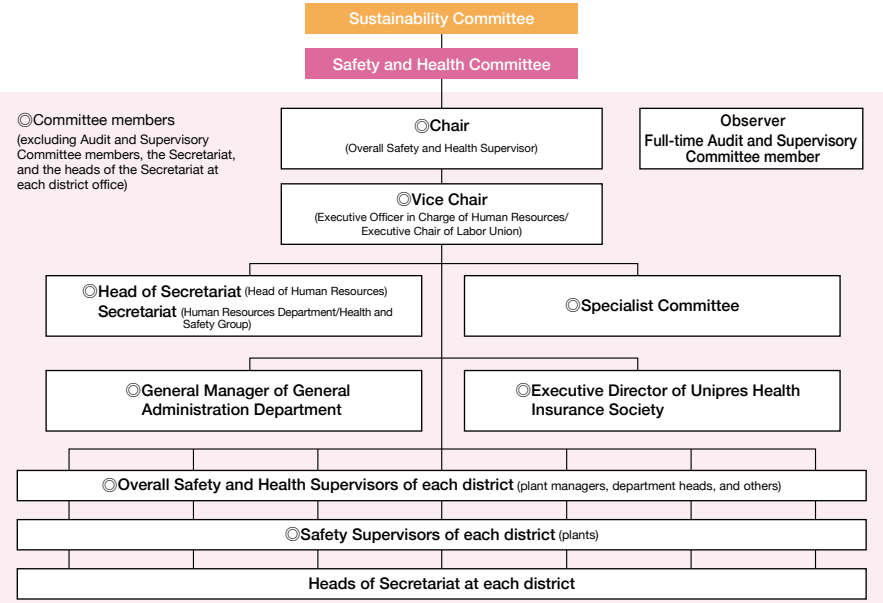
Unipres Basic Safety and Health Policy

Recognizing that it is the pooling of employees' efforts that provides the driving force enabling a company to constantly grow, we value every single one of our employees and consider it of the utmost importance to preserve and advance their safety and health. In line with this fundamental stance, we maintain an unwavering commitment to avoiding workplace accidents of any kind as we pursue our activities for safety and health.

1. By achieving synergies from combining our top management's determination and each employee's action, we create workplaces where the safety, health, and well-being of all employees continue to improve.
2. In addition to compliance with occupational safety and health-related laws and regulations, we aim to establish a management framework that will ensure a higher level of safety and health.
3. By continually updating the technologies we have accumulated and establishing more sophisticated safety know-how, we promote the intrinsic safety of facilities and equipment.
4. Through day-to-day communication and activities to raise awareness of any close calls in working environments, we bring to the surface safety and health-related problems that are lurking in the workplace and work on improvements.
5. We are committed to actively providing opportunities and environments that enable our employees to manage their physical and mental health and engage in activities to preserve and enhance their health.
6. We operate our occupational safety and health management system in order to continually reach higher levels.
7. We engage in activities to enhance our safety and health management framework not only for Unipres but also for the entire Group.

Promotion System

Under the supervision of the Sustainability Committee, the Safety and Health Committee makes monthly reports on targets and activities related to occupational safety and health and shares measures and other information on the safety and health of employees in each district. The Safety and Health Committee is chaired by the Executive Officer in charge of plants and production.
Under the leadership of the Overall Safety and Health Supervisors at each business site or plant, we are engaging in activities to maintain safety at workplaces and ensure the safety and health of our employees. Also, to ensure the intrinsic safety of our equipment, we established the Equipment Safety Standards Committee, which comprises representatives of the departments in charge of development and design, where equipment specifications are determined, and plants, where the equipment is used, to carry out activities for equipment safety.
In addition, we aim to maintain and improve labor conditions for union members by including provisions relating to safety and health in labor agreements between Unipres and labor unions, and stipulate matters that require compliance in the Occupational Safety and Health Rules.



Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

FY2025 Targets	Results	Degree of Achievement
Zero serious accidents [Unipres Corporation]	Zero accidents	✓

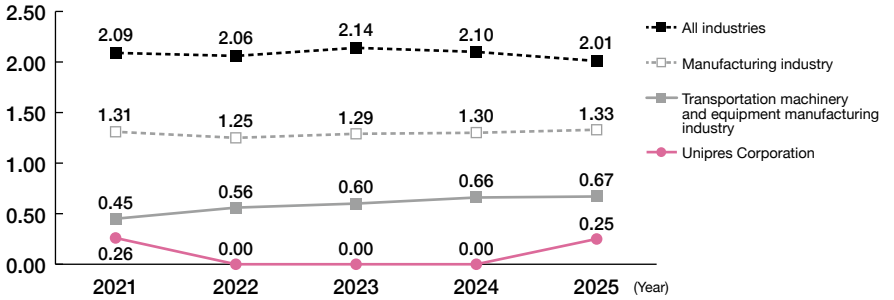
Performance Reporting and Initiatives

Occupational Safety and Health Performance

Unipres has been implementing a range of occupational safety and health measures, and we consistently uphold a higher level in terms of occupational safety and health indicators than the industry average. Going forward, we will enhance efforts to further improve our performance.

Lost Time Injury Frequency Rate

$$\text{Lost time injury frequency rate} = \frac{\text{No. of persons on medical leave due to occupational accidents}}{\text{Total hours worked}} \times 1 \text{ million hours}$$



*1 Data other than that for Unipres Corporation is taken from the Survey on Industrial Accidents (Ministry of Health, Labour and Welfare statistics and white paper).

<Priority Activities to Eradicate Occupational Accidents>

We conduct the following activities in order to encourage autonomous safety management at the Unipres Group's production plants as part of our efforts to eradicate occupational accidents.

FY2025 Targets and Results

Details	Targets	Results
Number of safety management assessments conducted	20	20
Number of safe work observations conducted	20	20
Number of offices/plants that conduct facility safety checks	19	19

Status of Occupational Accidents

We are working on activities toward a target of 13 or less occupational accidents at all global offices and plants by FY2027. In FY2025, there were 25 incidents compared to our target of 21.
We investigated the causes and compiled a report immediately following each of these occupational accidents, and disclosed the report on our intranet. We also reported the incidents at a Safety and Health Committee meeting held at each office in order to share information and alert staff toward preventing recurrence.
We remain committed to creating workplaces where all persons who work for the Group feel completely safe toward our aim of zero occupational accidents at our offices and plants across the globe.

Responding to Occupational Accidents

We respond to any accidents that occur in accordance with the Occupational Safety and Health Rules. This involves providing protection and first aid to the afflicted employee, along with taking them to a hospital or arranging for emergency transport as necessary.
We take measures to suspend any operations that led to the accident and stop any machines used for those operations. Then, we look into the cause of the accident as soon as possible to examine and draw up permanent measures to prevent recurrence. The department in which the accident occurred submits an accident report to the Secretariat of the Safety and Health Committee. The Secretariat then writes any additional observations to the report before it is delivered to all committee members.
If a Unipres Group employee is involved in an accident on the job or during their commute, we have established a separate non-statutory special compensation that is provided to the employee involved or their next of kin.

Safety Supervisor System

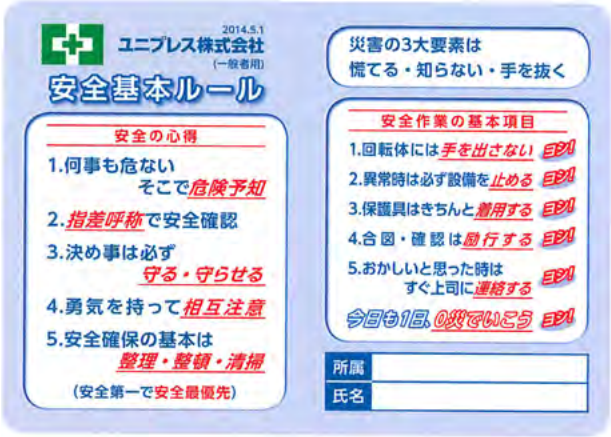
Unipres has assigned a Safety Supervisor to each plant dedicated to managing and supervising safety and health. Safety Supervisors are responsible for assisting Plant Managers with their duties relating to safety and health and raising management standards of safety and health in the workplace.
They also conduct safe work observations (twice per year), safety management assessments (three times per year), workplace inspection tours, and other activities, aiming to promote autonomous safety management at each plant and eradicate occupational accidents.

Ensuring the Safety of Contractors and Other External Personnel

Unipres also applies its safety and health policy in the case of contractors and other external personnel who are not Unipres employees. Staff members responsible provide safety training for new external personnel before they begin working to help them avoid accidents and injuries.

Reciting the Basic Safety Rules

Since May 2013, we have been reciting Unipres' basic safety rules as a way of nurturing a culture of safety across the Group. All employees, including senior management, recite the rules together before meetings, assemblies, and morning gatherings in order to enhance safety awareness.



The pocket-sized basic safety rules distributed to all employees to carry with them

Implementing Global Safety Audits

We conduct safety audits at all our global offices and plants to reduce the risk of serious accidents caused by production equipment.
We use checklists created based on the equipment safety standards to perform inspections to check that safety functions are working correctly not only for existing facilities, but also when installing new equipment.


Scene from auditing at an overseas site

Implementing Safety Management Assessments

Safety management assessments quantitatively assess how safety is managed so that necessary measures are taken to improve the level of safety management, thereby eliminating factors that may lead to occupational accidents. We provide training on safety management assessments at our offices and plants across the globe.

Implementing Hands-On Education at a Safety Dojo

Unipres Kyushu has set up a Safety Dojo where personnel can experience simulated dangers. They can experience what dangers are present and where when handling production equipment, which enables them to work with a high level of safety awareness. Through the Dojo, we are striving to create workplaces where people can work with peace of mind, thereby helping to reduce the number of occupational accidents.


Safety Dojo at Unipres Kyushu

Traffic Safety Initiatives

On top of enacting measures to prevent traffic accidents at each of our offices and plants, we hold lectures on transport safety as an initiative across all Group companies. As a corporation engaged in the manufacture of automotive parts, we have been promoting activities aimed at eradicating traffic accidents. Moreover, all employees are required to submit a hazard prediction (kiken yochi = KY) map. Having employees create a map showing how they get from home to work and clearly indicate any dangers along their commute gives them the opportunity to think about predicting hazards by themselves. These maps are revised every year.

First Aid Training

Believing that the more people we have who can administer first aid in our company, the greater number of colleagues we can save, we place emphasis on providing first aid training that teaches participants how to carry out CPR and use automated external defibrillators (AEDs). Our aim is to increase the number of people experienced in giving first aid in order to increase the likelihood of having someone at the scene of an accident at a plant or office who can administer first aid or take other life-saving actions. We intend to save colleagues' lives by responding during the average nine-minute window before an ambulance arrives.


Hands-on AED training

Unipres Safety and Health Council

The Unipres Safety and Health Council is working together with the Group companies and suppliers that comprise its membership to prevent industrial accidents, prevent disease, and improve employees' health at those companies with the aim of improving the standard of safety and health management. Each year, the Council interviews five companies about their safety and health measures and inspects their manufacturing sites.

Implementing Safety Training Using VR Technology

The Unipres Group offers safety training programs using the latest virtual reality (VR) technology in an effort to achieve zero industrial accidents.
Through VR, employees experience the gravity of accidents, which cannot be fully conveyed through conventional classroom instruction alone, helping them to transform their mindset.


Example of VR safety training (pinch point simulation)


Receiving VR safety training

Related SDGs

Health and Productivity Management

Basic Approach

The Unipres Group strives to create workplace environments where all employees are mentally and physically healthy and can fully demonstrate their potential. Specifically, we aim to become a vibrant organization through the strategic implementation of initiatives to enhance health management support, reduce long working hours, encourage employees to take leave, and promote mental health.

Unipres Group Declaration on Health

Under its slogan of “Unified Heart for Manufacturing,” the Unipres Group positions the mental and physical health and happiness of each of its employees and their families as a top priority.

We believe that ensuring the health and happiness of our employees and their families encourages employees to be considerate of their peers and creates a vibrant organization that runs on mutual cooperation, which will result in an increase in company value and social contribution.

To ensure that all employees are healthy and can actively undertake their work, we strive to create safe and comfortable working environments while supporting each and every one of our employees in making improvements to their health and preventing disease.

We hope that all our employees come together in promoting health and wellness in order that we can continue taking on challenges in full health for our families as well as for ourselves.

Nobuya Uranishi
President and Representative Director

Health and Productivity Management Goal

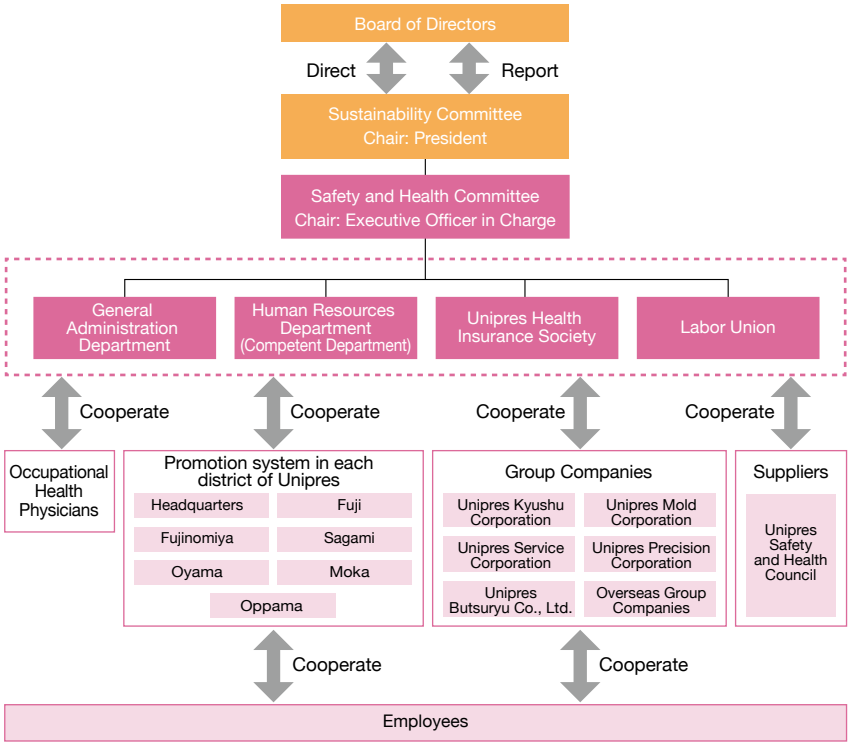
Our goal for health and productivity management is “achieving the well-being of employees and companies,” and to measure its progress, we have identified “employee engagement” as the key goal indicator. We will continue to promote health and productivity management to achieve the targets set by the Executive Committee.

- Key Goal Indicator (KGI)

Employee engagement: 52.0 in FY2028 (+7.3 compared to FY2025)

Promotion System

Under the supervision of the Sustainability Committee, the Safety and Health Committee makes monthly reports on targets and activities related to health and productivity management and shares measures and other information on the health and productivity management of employees in each district.



Performance Reporting and Initiatives

KPIs for Health and Productivity Management Promotion

Targets and results for promoting health and productivity management are as follows.

			Results			Targets (FY2030)
			FY2023	FY2024	FY2025	
Health Management and Improvements to Lifestyle Habits	Early detection and response	Periodic health examination uptake rate	100%	100%	100%	100%
		Detailed examination screening rate	30.3%	46.8%	54.1%	75%
		Specific health guidance completion rate *Out of those selected by Unipres	95.6%	84.6%	89.8%	100%
		Treatment continuation rate among employees at risk of hypertension	—	—	88.0%	95%
	Lifestyle habits	Percentage of employees who smoke	35.6%	36.0%	35.8%	25%
		Percentage of employees maintaining an appropriate body weight	60.3%	59.7%	58.4%	65%
		Percentage of employees who exercise regularly	19.8%	21.5%	20.7%	26%
	Literacy and education	Number of women's health seminar participants (participation rate)	261 people (93.0%)	415 people (72.4%)	1,469 people (81.8%)	100%
		Participation rate in health e-learning	—	13.9%	19.9%	50%
		Comprehension rate of health e-learning	—	95.9%	98.1%	100%
		Employee satisfaction with health and productivity management measures	—	—	73.4%	90%
Organizational Vitality and Productivity	Productivity metrics	Presenteeism *1 Single-Item Presenteeism Question, The University of Tokyo (Number of respondents/ response rate)	70.7% (2,034/98.9)	72.0% (1,991/95.3)	75.1% (1,872/96.3)	85%
		Absenteeism *2 Percentage of employees on leave due to physical or mental health issues	1.9%	2.6%	2.9%	—
		Work engagement *3 Average score of two items in the new brief job stress questionnaire	—	2.18 (1,991/98.8)	2.22 (1,872/96.3)	3.00
	Mental health	Stress check uptake rate	98.5%	99.0%	96.7%	100%
		Percentage of high-stress employees	23.5%	25.1%	22.4%	19%
	Working environment	Percentage of annual leave taken	93.0%	87.8%	82.9%	80%

The Health and Productivity Management Strategy Map is available on the Unipres website.

https://www.unipres.co.jp/de10a080f57707881c95e8f3bac23c17bee8eed5.pdf (in Japanese)

*1 Some of the previously disclosed figures for FY2024 have been revised due to errors in the tabulation method.

Certified as Health & Productivity Management Outstanding Organization Six Years in a Row

On March 9, 2026, we were recognized as a Health & Productivity Management Outstanding Organization 2026, a certification jointly awarded by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi. This is the sixth consecutive year that we have been certified. We ranked between 501st and 550th overall.

The Certified Health & Productivity Management Outstanding Organizations Recognition Program recognizes corporations that practice especially outstanding health and productivity management in line with initiatives to tackle local health issues and efforts promoted by Nippon Kenko Kaigi to improve people's health.

Going forward, we will further enhance employees' health literacy and promote health and productivity management with a focus on improving our performance in the health metrics.

2026
健康経営優良法人
KENKO Investment for Health
大規模法人部門

Initiatives to Help Maintain and Improve Employees' Health

<Initiatives to Maintain Employees' Health and Encourage Improvements to Lifestyle Habits>

(1) Based on the results of each employee's periodic health examination, we work alongside the Unipres Health Insurance Society to provide specific health guidance and follow up after the examination.
(2) With the introduction of a health management tool for employees, employees can view personal health data, find healthcare information by topic, and access other functions online, helping to improve their level of health literacy.
(3) We are increasing our healthier meal options, such as by offering healthy menu items in employee cafeterias and providing fresh food vending services.
(4) To promote employee health, each workplace is equipped with body composition monitors and blood pressure gauges, as well as stair stickers, stride mats, and pull-up bars to encourage physical activity.



Stair sticker

(5) The Cafeteria Plan covers part of the cost of a full medical checkup, health product purchases, infertility treatment, etc. for employees and their families.
(6) As part of our efforts to create opportunities for exercise, we participate in the FUN+WALK PROJECT, a public and private sector initiative organized by the Sports Agency to improve people's health, as well as regularly holding walking events within the company.
(7) As a partner company supporting Corporate Action to Promote Cancer Control, a project commissioned by the Ministry of Health, Labour and Welfare, we encourage employees to undergo cancer screenings through efforts to highlight their importance.
(8) Employees, including managers, who have worked over 70 hours of overtime in a month receive a checkup to confirm the level of accumulated fatigue, with those deemed as a high risk case having a talk with an occupational health physician.
(9) We make it easier for employees to get vaccinated, such as by implementing mobile flu vaccination programs and covering part of the cost.

<Mental Health Initiatives>

(1) We check the stress levels of all employees each year. We have employees with high levels of stress consult with an occupational health physician or public health nurse.
(2) We hold mental health seminars on topics including the basics of mental health, self-care, care for subordinates (line care), and communication for new employees as well as managers, supervisors, and other employees, in line with their respective needs.
(3) We support employees who have been on long-term leave due to mental health issues in returning to work through our return to work program.
(4) In addition to consultations on mental health given by occupational health physicians and public health nurses, consultations with external mental health care professionals can also be arranged. Employees can contact these external professionals via email, phone, or other means. The service is also available for the families of employees.


Scene from a mental health seminar

Creating Workplace Environments Free From Second-Hand Smoke

(1) We show videos on health (raising awareness about the health risks of smoking and second-hand smoke) to all employees and provide them with accurate information regarding their health.
(2) To protect employees from second-hand smoke, we ensure that smoking and nonsmoking areas are separated in workplaces.
(3) We provide direct assistance to employees who want to quit smoking. We support such efforts in several forms to ensure success, including motivating employees to quit smoking through consultations with public health nurses, giving advice on not giving up, offering nicotine gum, patches, and other medicines, and referring employees to outpatient clinics.
(4) Initiatives for anti-smoking measures are taken in collaboration with the Unipres Health Insurance Society.

Health and Productivity Management Across the Supply Chain

(1) We regularly hold discussions on safety and health with companies participating in the Unipres Safety and Health Council, where we jointly deliberate and promote health and productivity management initiatives.
(2) We carry out surveys of our suppliers to understand their health and productivity management needs. Based on the survey results, we provide individualized consultations and information to support their health and productivity management initiatives.

Reducing Overtime Hours

The Unipres Group Code of Conduct states, “By not engaging in the employment of children, forced labor or human trafficking and ensuring appropriate working hours and payment of wages, etc., we take measures to observe the employment regulations of each nation.” In line with the Code of Conduct, we are more strictly managing working hours and promoting the reduction of overtime hours in order to prevent employees from overworking.
In FY2025, overtime hours worked by employees at Unipres averaged 17.3 hours per month.

Encouraging Employees to Use Paid Annual Leave

We are promoting the use of annual paid leave with a target for employees to take 80% of their paid leave entitlement for the year. To ensure success, we set eight days aside as planned annual paid leave and create a plan for those days at the beginning of the year.
In addition, in an effort to create workplace environments where employees feel comfortable taking time off, we have also set aside five days a year of encouraged paid annual leave across Group companies.
In FY2025, the percentage of annual paid leave taken per employee averaged 82.9% (16.1 days/year).

Responding to Global Health Problems

Unipres holds orientation sessions for employees scheduled to work in overseas locations prior to them leaving. At these sessions, we provide document packets containing information on the risks of infectious diseases in the countries employees will be working (such as malaria, tuberculosis, HIV, hepatitis A, rabies, etc.) and recommended vaccines, as well as healthcare facilities and the like.
Our Chinese subsidiaries provide training once yearly for employees to impart the necessary knowledge for preventing the spread of infectious diseases, including HIV and tuberculosis. Meanwhile, our Indian subsidiary conducts disinfection to prevent its employees from contracting malaria. Further, our subsidiary in Mexico has employees undergo testing for tuberculosis as part of their yearly health examinations.

Related SDGs

Work-Life Balance

Basic Approach

Unipres is establishing comfortable working environments that support a variety of working styles in order to enable each and every employee, regardless of age or gender to be successful in their career.

Initiatives

Teleworking (Working from Home, etc.) and Flextime

We have introduced a teleworking system not only for employees involved in childcare or nursing care, but for all employees regardless of circumstances. With this system, employees can work from home a certain amount of times each month.
We have also established a super flextime system with no core hours to improve employee productivity through a more flexible working arrangement, and by doing so, we are working to reduce overtime.

Side Jobs

Employees have been permitted to have side jobs since FY2023. We are working to develop an environment that supports diverse working styles to enhance employee motivation.

Leave System for Life Events

We have introduced a system for offering employees time off to help support them outside of work. The system grants a certain number of days off on top of regular annual paid leave. We are improving the working environment so that employees can continue to work with peace of mind through a range of life events, including personal injury or illness, childcare, and nursing care.

- Personal injury or illness
- Recovery from infectious diseases or other illnesses
- Leave to care for a sick or injured child
- Women's health-related needs
- Voluntary health examination
- Vaccination
- Nursing care leave
- Damaged home due to fire, natural disaster, or other causes
- Detailed examination screening
- Acclimating children to childcare
- Fertility treatment
- Volunteer work

Leave System for Volunteer Work

In FY2019, we introduced a system for offering employees time off for volunteer work in order to support employees in engaging in social contribution activities and improve their work-life balance.



Scene from a volunteer activity to clean up a beach

Back-to-Work System for Former Employees

Unipres has established a system for supporting former employees in coming back to work after having previously left due to pregnancy, childbirth, childcare, nursing care, marriage, or relocating for their spouse's job. We also welcome back talented former employees regardless of their reasons for leaving.

Re-Employing Retired Workers

At Unipres, we re-employ 100% of employees who wish to continue working after reaching the official retirement age of 60, making it possible for them to carry on working until 65. To get the most out of employees aged 60 and above, we take steps to boost their motivation, including giving them personnel appraisals like any other employee.

Please see P. 81 for details on human resource data (Unipres Corporation).

Related SDGs

Human Resource Development

Basic Approach

Unipres is developing human resources with the aim of sustainable growth on a global scale under its management philosophy of "Achieve Sustainability Management." Our global headquarters focus on technical and specialist education, rank-specific training to improve leadership and management skills, and language education to enhance employees' capacity to navigate our global business.

Initiatives

Results of Human Resource Development Activities

In FY2025, Unipres implemented training programs totaling 21,666 hours for a total of 1,172 participants, averaging 11.30 hours per employee. In addition, the amount invested in training per employee was 20,822 yen. The Unipres Group conducted 82,539 hours of training related to job skills and career development for a total of 2,461 participants.
Furthermore, in FY2025, 5,111 employees across the Group received regular performance and career development evaluations and consultations, representing 73.9% of all employees of the Group.

Developing Next-Generation Leaders

With the aim of developing next-generation leaders (i.e., heads of overseas sites and heads of departments) at an early stage, we have been offering a training program that allows participants to systematically acquire management skills and cultivate a company-wide management perspective since FY2017.
In the training supported by an external organization, trainees discuss cases related to our business to develop a broad outlook and high-level perspective, along with leadership and critical thinking skills, required for management personnel. At the end of the nine-month program, trainees propose their ideal vision for the company to which they belong to management while leveraging the knowledge they acquired through the training.
Since FY2017, a total of 45 people have participated in the training, of which 20 have already been appointed to department head positions and are actively contributing as next-generation leaders.

Enhancing Employees' Capacity to Navigate Global Business (Language Education)

We offer an overseas training dispatch program, TOEIC® classes, English conversation classes, and training to prepare employees for overseas deployment.

Overseas Training Dispatch Program

By eliminating the conventional overseas language study program and instead providing opportunities for employees to work on problem-solving through on-the-job training at overseas sites alongside local staff at an early stage, we aim to help young employees improve their abilities in respect of job execution, communication, and problem-solving in different countries and cultures.

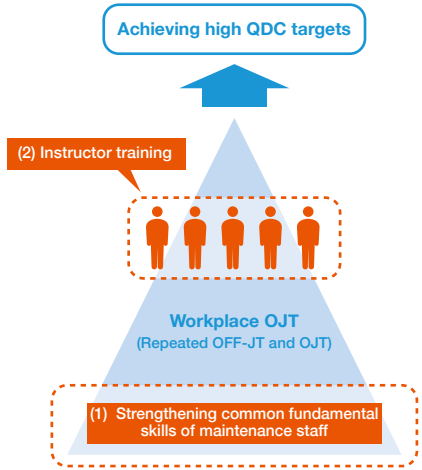
By making use of the experience gained through the program, talented young employees can develop into skilled personnel capable of playing active roles at overseas sites in the future. From FY2022 to FY2025, a total of eight employees participated in training programs, and three more participants assigned to the United States, Mexico, and France are scheduled for FY2026.

Fiscal Year of Training	Destination	No. of People
FY2022	U.S.	2
FY2023	U.K.	1
	Mexico	2
FY2024	France	1
FY2025	U.K.	1
	Mexico	1
FY2026	U.S.	1
	Mexico	1
	France	1

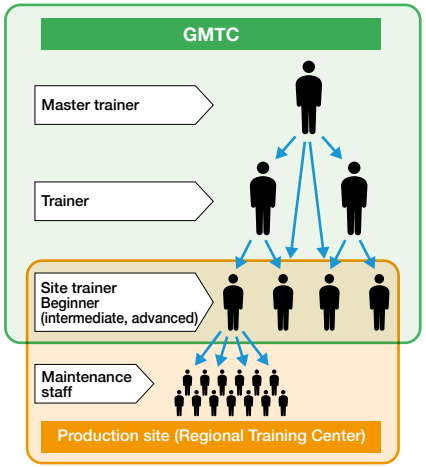
Education System for Skills Transfer

In FY2016, we opened the Global Maintenance Training Center (GMTC) in our Sagami Office with the aim of raising our overall standard of manufacturing, and began providing skills training.
Specifically, we are working on: (1) training instructors at our sites to increase their autonomy; (2) accelerating the capability enhancement of technical staff; (3) passing on technical skills; and (4) enhancing the capabilities of technical staff to contribute to improving production KPIs. Among the technical staff, we are particularly focused on improving the skills of die, press equipment, assembly equipment, and other maintenance staff who require expertise and advanced skills. We are creating an environment to support them in improving their skills, including providing teaching materials and equipment for instructors, introducing various assessment and diagnostic tools to measure skill improvement and certify trainers, and implementing award programs.
GMTC also offers training led by highly experienced master trainers. They develop site trainers to give them both expertise and advanced skills, as well as trainers who will guide those site trainers.
Site trainers are assigned to domestic and overseas sites. As the bedrock of their respective education systems, trainers provide various skill training for maintenance staff and help each site become autonomous. Site trainers are working at sites across the globe. As of the end of FY2025, there are 51 certified site trainers in Japan and 79 overseas who have completed training at GMTC.

Improving the Training Environment to Increase Autonomy of Sites



Creating a supportive environment for human resource development



Guidance and training of technical staff by trainers





Intermediate press maintenance training (hands-on clutch/brake inspection training)

Social Contribution Activities

Basic Approach

As a member of society, the Unipres Group strives to resolve social issues and supports employees' voluntary participation in social contribution activities under its Social Contribution Policy. We will improve well-being by providing opportunities for employees to connect with communities and gain a sense of fulfillment by implementing employee-led activities in the three priority areas for participation defined in our Social Contribution Policy (environmental conservation, developing the next generation, and community activities).

Social Contribution Policy

In addition to contributing to society through its business, the Unipres Group continually engages in the following priority areas with the aim of realizing a sustainable society as a good corporate citizen. Furthermore, we provide opportunities for individual employees to volunteer in social contribution activities, thereby raising their awareness in this regard.

<Priority Areas for Participation>

- **Environmental Conservation**
  We engage in initiatives to reduce environmental impact and promote activities to protect the global environment.
- **Developing the Next Generation**
  We support the healthy development of children, who will take on the mantle of guiding the future.
- **Community Activities**
  We contribute to building safe and peaceful communities by supporting and engaging with local people.

Related SDGs



Promotion System

At Unipres, the parties responsible for social contribution activities at each office and plant take the lead in promoting these activities, with the General Administration Department at the center. In order to actively bring about these activities, sites collaborate with one another in their planning, preparation, and implementation, along with sharing information on improvements. At our overseas sites, we also plan and implement activities closely tied to local communities at each site.
Moreover, starting in FY2019, we have established a leave system for volunteer work to support the independent participation of employees in social contribution activities.

Please see P. 60 for details on the leave system for volunteer work.

Initiatives

Social Contribution Activities

★Environmental Conservation ★Developing the Next Generation ★Community Activities

<Social Contribution in Conjunction with Shareholders> ★/★

Unipres works together with shareholders in its efforts to contribute to society. We introduced a points-based shareholder benefit service to our shareholder incentive program that enables shareholders to donate their points to organizations taking part in activities that contribute to society. As a company, we double the total amount of money (i.e., points) donated by shareholders, along with donating any points unused by shareholders. In FY2025, we donated a total of 3,849,500 yen to two organizations: More Trees, which is primarily engaged in forest conservation activities in Japan and overseas, and the Foundation for Orphans from Automobile Accident, which supports children who have lost their parents as a result of traffic accidents.
In addition, we have introduced the Kids Smile QUO Card to the lineup of shareholder benefits. For each Kids Smile QUO Card exchanged for points, 50 yen is donated to the "Kids' Smiles Connecting to the Future" Fund to support activities that bring a smile to children.

Details on the General Meeting of Shareholders, dividends, shareholder benefits, and related matters can be found on the Unipres website.
https://www.unipres.co.jp/en/ir/stock-information/

★Environmental Conservation ★Developing the Next Generation ★Community Activities

<Forest Restoration Partnership System/ Forest Maintenance Activities> ★

Since 2024, we have endorsed Kanagawa Prefecture's Forest Restoration Partnership System and have been working to restore forest environments. As part of this initiative, we made use of the naming rights scheme to name approximately 10 hectares of forest near Lake Miyagase the "Unipres Forest." In December 2025, we carried out thinning work as a partnership activity at the Yadoriki Watershed Forest.



<Wood Use Project / Making Chopsticks> ★/★/★

In June and July 2025, in collaboration with NPO The Life style Research Institute of Forests, we held workshops at the Sagami and Fuji Offices and at Headquarters to make chopsticks using domestically-sourced thinned wood*1. Participants tried their hand at planing the wood and personalizing them with woodburning pens, creating their own eco-friendly chopsticks that they will cherish. Some participants commented that the workshop gave them an opportunity to think about forests, making it a valuable experience to learn about the importance of resource circulation through using and nurturing resources.



*1 Timber generated from thinning trees that grow too densely together in the course of cultivating a forest

<Beach Cleanup Activities> ★

We have been carrying out beach cleanup activities each year since FY2020. In FY2025, employees from the Kanagawa area volunteered to clean up Hiratsuka Beach in Kanagawa Prefecture. While the beach looked clean at first glance, a large amount of trash, including small pieces of plastic waste, polystyrene foam pieces, and cigarette butts, had been dropped in the sand.

<Cleanup Activities in Areas Around Plants> ★/★

Unipres conducts cleanup activities in the areas surrounding each of its plants and offices. At the Sagami Office, all departments take turns carrying out cleanup activities for 10 minutes before the lunch break. We will continue these activities to help beautify the local environment.

<Providing a Parking Area for Field Trip Buses> ★

After an elementary and junior high school near our Sagami Office told us about a lack of parking spaces for field trip buses, we started providing them a place to park in FY2022 in the hope that it would be useful for local children. We have since heard from schools that they appreciate the ability to line students up, take roll call, and load and unload luggage safely and with ease.

<Collecting Ruined or Unused Postcards> ★

Over the New-Year holiday, we asked employees to check if they had any ruined or unused postcards at home, and if so, to donate them. A total of 534 postcards were collected at our offices and plants. The collected postcards were exchanged for donations, which we donated to the National Federation of UNESCO Associations in Japan to be used to provide aid for children in developing countries.

<Holding Food Drives> ★/★

We held food drives at all domestic sites (including subsidiaries) in October 2025.
Food drives involve having participants bring in donations of unused food from home, then collecting these donations and delivering them to food banks and similar organizations. Through these donations, it is possible not only to help people in need of groceries and other daily items, but also to reduce food waste.
By publicizing the event on the Company intranet and putting up posters at plants and offices, we were able to collect over 400 items of food for donation.

<Delivering Translated Picture Books> ★

In February and March of 2026, 253 employees of all domestic sites, including subsidiaries in Japan, participated in the Campaign to Deliver Picture Books organized by the Shanti Volunteer Association. The campaign involves preparing Japanese picture books by applying stickers with translations into local languages over the top of the original Japanese text and delivering them to children living in difficult environments. For the 2025 event, we created picture books for children in Cambodia, Myanmar, and Laos.
We received a lot of enthusiastic feedback from employees who participated, such as "I'm happy that it will contribute to children's future."



<Recycling Disposable Contact Lens Cases> ★/★

From FY2022, we have placed collection boxes for disposable contact lens cases at Headquarters and the Fuji and Sagami offices. Recycling the empty cases instead of burning them as garbage has contributed to reducing CO_2 emissions. Moreover, people with disabilities were involved in recycling efforts, providing them with independence and support in employment.
All proceeds from recycling were donated to the non-profit public interest corporation Japan Eye Bank Association to support activities to restore the sight of those in need of corneal transplants.

<Donation Drive for Unneeded Stationery and Office Supplies> ★

In conjunction with the relocation of Headquarters and year-end and New Year cleanups at the Fuji and Sagami Offices, we conducted a donation drive for unneeded stationery and office supplies. The collected items will be delivered to children and support organizations both in Japan and overseas through the NPO Good Life. Additionally, this donation contributed to providing vaccines against polio and other infectious diseases for 62 people in developing countries.

★Environmental Conservation ★Developing the Next Generation ★Community Activities

<Mt. Fuji Cleanup Activities> ★/★

In November 2025, employees from Fuji City and Fujinomiya City carried out a cleanup activity at Mt. Fuji. They collected illegally dumped waste, such as tires and empty cans, around the Mt. Fuji Skyline. Additionally, at Nishiusuzuka, participants learned about the impact on the forest caused by deer browsing and oak wilt and worked on constructing a walking path using fallen trees. We will continue these activities to protect the local natural environment.



<Sashiba (Grey-faced Buzzard) Conservation Activities> ★/★

In September 2025, employees from the Tochigi Plants (Oyama and Moka) and Unipres Mold (Moka) conducted *satoyama* conservation activities at Sashiba-no-Sato Nature School in Ichikai Town. Participants learned about the importance of biodiversity, and to protect the breeding grounds of the grey-faced buzzard, which is classified as Vulnerable (Category II), they cut down bamboo and constructed *hazakake* wooden racks for drying harvested rice ears.



<Plant Tours> ★

We conduct plant tours for local schools at each Unipres plant. In December 2025, elementary school students from near the Fuji Plant visited for a plant tour. As part of their social studies class on automobile manufacturing, we held a tour and a Q&A session. Some students commented that they were amazed by the power of the presses, making it a valuable opportunity for them to deepen their interest in manufacturing.

<Book Santa Activities> ★

We participated in the Book Santa Activity organized by the NPO Charity Santa during the Christmas season in December 2025. This project involves delivering books to children across Japan who lack developmental experiences due to various difficulties. 75 books in seven categories on the topic of cars were donated to kindergarten and elementary school-aged children.



<River Friendship Activities> ★/★

Shizuoka Prefecture, Fuji City, and the Fuji Office jointly signed a River Friendship Agreement in 2023, and since then, we have been continually undertaking activities to tidy up the area around the Urui River. From 2024, Unipres Mold Corporation also joined the initiative, commencing activities around the Numa River close to the company's office. The weed-covered pathway was also cleared, for which members of the local community expressed gratitude. We will continue working on environmental conservation across the entire region.

Social Contribution Activities by Overseas Group Companies

<Donation of Desks and Chairs to a Local Elementary School> ★

[Unipres India Private Limited]

Unipres India donated desks and chairs to an elementary school in the Vadakkupattu area, where its plant is located. The donation was made with the hope of improving the learning environment for children who had been sitting on their classroom floor. Seeing the children studying hard at their new desks brought us great happiness. We will continue to support the educational environment of children who will shape the next generation.



<Christmas Donation Activities> ★/★

[Unipres Mexicana, S.A. de C.V.]

Twice a year, we donate stationery and toys to about 100 children in nearby kindergartens.
In FY2025, too, we handed out toys in the lead up to Christmas and could see the joy spreading on the children's faces.



★Environmental Conservation ★Developing the Next Generation ★Community Activities

<Training the Next Generation of Automotive Experts at the Training Academy> ★

[Unipres (UK) Limited]

Established in 2017, the Training Academy still serves as a central training facility for the next generation of automotive experts. From August through September, the Academy focused on providing a structured apprenticeship program for Level 3 Engineering Maintenance Technicians and hosted its first Open Day. Prospective trainee participants visited various departments and gained hands-on experience at production sites. Through this initiative, we contribute to the sustainable development of specialized experts for the future.



<Activities to Support Elementary Schools> ★/★

[PT. Unipres Indonesia]

As part of our community contribution activities, we donate stationery to local elementary schools in collaboration with Japanese companies at KBI Industrial City, where Unipres Indonesia is also located. We have been involved in this activity for more than 10 years, and will continue to do so as a way of cooperating with community development.



Sponsorships

Unipres provides sponsorship and support to organizations and events in communities where its headquarters and plants are located, focusing primarily on the two priority areas for participation of Developing the Next Generation and Community Contribution. We also play an active part in community events.

<Supporting General Incorporated Association F. Marinos Sports Club> ★

In support of the newly established F. Marinos Sports Club's principles to "create a sustainable local community through sports" and "offer training for children to become world-class athletes," we became a supporting member of the club in FY2020 in order to make a small contribution to the next generation.

F·Marinos Sports Club
Yokohama F·Marinos

©F.M.S.C.

Main Sponsorships in FY2025

- Supporting member of General Incorporated Association F. Marinos Sports Club
- Nissan Roren NPO Center U-Life 21
- Mt. Fuji Women's Ekiden (All Japan University Women's Selected Ekiden Race)
- Fuji Festival (Fuji City, Shizuoka)
- "Kids Engineer" by Society of Automotive Engineers of Japan, Inc.
- Kohoku Ekiden (Kohoku Ward, Yokohama City)



A puppet show held for children, one of U-Life 21's social welfare activities

Governance

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Related SDGs



Corporate Governance

Basic Approach and Policy

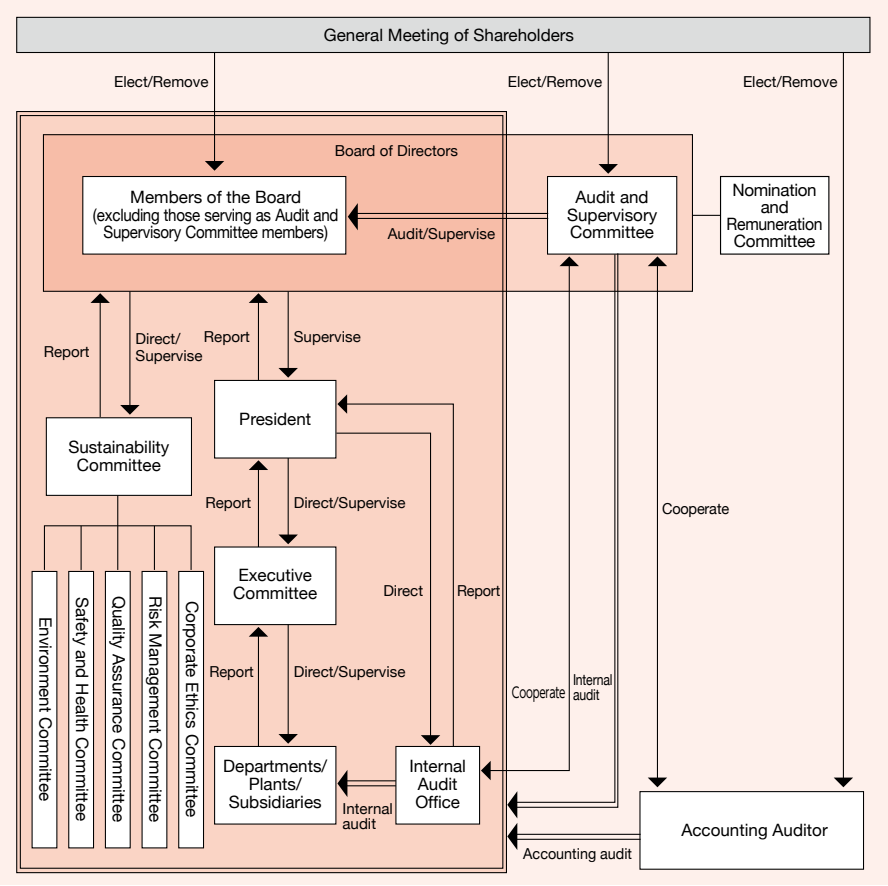
Unipres has established the Sustainability Committee chaired by the President in FY2022 and developed an organizational system for ensuring the appropriateness of its operations. In promoting an integrated internal control system, we have established the Risk Management Committee and Corporate Ethics Committee under the Sustainability Committee to determine policies and measures and work on activities to ensure the appropriateness of our operations.
We are fulfilling our corporate social responsibility by promoting activities based on our management philosophy and Unipres Group Code of Conduct across Group companies and strengthening our management system on a global level.

Organizational System for Governance

In April 2015, Unipres implemented changes to its business management structure. The changes were intended to facilitate prompt managerial decisions and business execution by clearly separating its managerial decision-making and supervisory functions from business execution, as well as to enhance corporate value by strengthening corporate governance. Moreover, we sought to strengthen our governance even further by upgrading the Audit and Supervisory Board to an Audit and Supervisory Committee at the 77th Ordinary General Meeting of Shareholders held in June 2016.
For our Board of Directors, which supervises management, we attach great importance on our internal directors having knowledge of our business and expertise based on work experience in relevant fields, as well as outside directors having specialized knowledge and insight related to all aspects of management, laws and regulations, and finance, among others. Through this, we have created a well-balanced Board. Further, in an effort to ensure diversity on the Board, we elected two women at the Ordinary General Meeting of Shareholders in June 2022.
The organizations and chairs of each committee governing sustainability and internal control are as follows:

- The Sustainability Committee is chaired by the President.
- The Executive Committee, which passes resolutions on matters delegated by the Board of Directors, as well as other important matters relating to business execution, is also chaired by the President.
- The chairs of the Environment Committee, Safety and Health Committee, Quality Assurance Committee, Risk Management Committee, and Corporate Ethics Committee are appointed by the President, who chairs the Sustainability Committee. The Environment Committee is chaired by the Executive Officer in charge of general administration, the Safety and Health Committee is chaired by the Executive Officer in charge of plants and production, the Quality Assurance Committee is chaired by the Executive Officer in charge of quality, the Risk Management Committee is chaired by the Executive Officer in charge of corporate planning, and the Corporate Ethics Committee is chaired by the Executive Officer in charge of sales and procurement.

Corporate Governance Diagram



Nomination and Remuneration Committee

In June 2022, we established the Nomination and Remuneration Committee, a voluntary advisory body to the Board of Directors, in order to strengthen the independence, objectivity, and accountability of the Board's functions related to director nominations and remuneration, and to further enhance and strengthen the corporate governance system. The three-member Committee consists of one internal director (Chairman: Shigeto Ito) and two independent outside directors (Hiroko Yoshiba and Sonoe Hasegawa), with outside directors accounting for the majority. The Committee deliberates on the content of consultations with the Board of Directors and submits its recommendations to the Board.

Our Corporate Governance Report can be found on the Unipres website.

https://www.unipres.co.jp/20260625en/Corporate%20Governance%20Report.pdf

Our Internal Control System Basic Policy can be found on the Unipres website.

https://www.unipres.co.jp/en/csr/governance/corporate-governance/

Status of the Board of Directors

Board Composition (Skills Matrix)

We expect our directors to have the following skills. The percentage of women on the Board of Directors is 28.6% (two of the seven directors as of March 31, 2026).

Name		Corporate Management	Financial Accounting	Legal/ Compliance	Technology/ Development	Manufacturing/ Quality	Sales/ Procurement	Environment/ Safety	Governance/Risk Management	Global
Nobuya Uranishi		✓	✓				✓		✓	✓
Yukihiko Morita			✓						✓	✓
Kunio Yamamoto					✓	✓		✓		✓
Kazushi Sakuma						✓	✓	✓		✓
Kiyoshi Doi	Outside/Independent	✓					✓		✓	✓
Shigeto Ito				✓		✓		✓	✓	
Hiroko Yoshiba	Outside/Independent/Woman			✓					✓	
Sonoe Hasegawa	Outside/Independent/Woman		✓						✓	

*1 Mr. Kazushi Sakuma retired from the Board on November 1, 2025, due to his passing.

Status of Attendance at Board/Committee Meetings

Post	Name	Independent Director	Attendance at Board Meetings	Attendance at Audit and Supervisory Committee Meetings	Attendance at Nomination and Remuneration Committee Meetings
Representative Director	Nobuya Uranishi	—	16 out of 16 (100%)	—	—
Member of the Board	Yukihiko Morita	—	16 out of 16 (100%)	—	—
Member of the Board	Kunio Yamamoto	—	16 out of 16 (100%)	—	—
Member of the Board	Kazushi Sakuma	—	5 out of 5 (100%)	—	—
Member of the Board	Kiyoshi Doi	✓	14 out of 16 (87.5%)	—	—
Member of the Board (Audit and Supervisory Committee member)	Shigeto Ito	—	16 out of 16 (100%)	13 out of 13 (100%)	2 out of 2 (100%)
Member of the Board (Audit and Supervisory Committee member)	Hiroko Yoshiba	✓	16 out of 16 (100%)	13 out of 13 (100%)	2 out of 2 (100%)
Member of the Board (Audit and Supervisory Committee member)	Sonoe Hasegawa	✓	16 out of 16 (100%)	13 out of 13 (100%)	2 out of 2 (100%)

*2 The Board of Directors meetings that Mr. Kazushi Sakuma attended were those that were held after he became a member of the Board on June 26, 2025, until his retirement from the Board on November 1, 2025, due to his passing.

Executive Remuneration

Details of Basic Policy on Executive Remuneration

The composition of remuneration for Executive Directors (directors who also serve as Executive Officers) is determined in consideration of business performance and shareholder value, as well as providing consistent remuneration.
Specifically, remuneration consists of base remuneration (monetary compensation), short-term performance-linked remuneration, and long-term performance-linked remuneration.
Basic remuneration is paid monthly as fixed remuneration based on a person's position and in consideration of merit, experience, and other factors.
Short-term performance-linked remuneration is a bonus paid as monetary compensation as an incentive for short-term performance improvement.
Long-term performance-linked remuneration is a restricted stock compensation. Executives share the benefits and risks of stock price fluctuations with shareholders, thereby motivating them to contribute to increasing stock prices and enhancing corporate value.

In order to maximize the performance of Executive Directors in the execution of their duties, the percentage of performance-linked remuneration increases as one's position rises. When performance targets are 100% achieved, the weight ratio of fixed remuneration to performance-linked remuneration (bonuses and stock compensation) is generally 50-50.
Provisions concerning the forfeiture, reduction, and return of remuneration (clawback and malus provisions)*1 for Executive Directors have been introduced for long-term performance-linked remuneration (restricted stock compensation).
Outside directors who are not Audit and Supervisory Committee members are only paid a consistent monthly remuneration with no consideration of business performance or shareholder value.
Meanwhile, the remuneration for directors who are Audit and Supervisory Committee members is determined through consultation among the members within the scope of remuneration approved at the General Meeting of Shareholders.

*1 Provisions stipulating that in the event of serious misconduct or material breach of laws, regulations, or the like, stock shall be returned after the termination of transfer restrictions or forfeited or reduced during the period of transfer restrictions.

Structure and Composition of Executive Director Remuneration

<table>
<tr><th colspan="3">Type of Remuneration</th><th>Percentage</th><th colspan="2">Reward Policy</th></tr>
<tr><td colspan="2">Monthly remuneration</td><td>Monetary remuneration</td><td>50%</td><td colspan="2">• Monthly remuneration is a fixed remuneration, the amount and calculation method of which is determined based on position and in consideration of merit, experience, and other factors.</td></tr>
<tr><td colspan="2">Bonus</td><td>Short-term performance-linked remuneration / Monetary compensation</td><td rowspan="3">50%</td><td colspan="2">• Short-term performance-linked remuneration is monetary compensation given as an incentive for short-term performance improvement.
• The amount is determined on the basis of monthly remuneration multiplied by a predetermined coefficient that comprehensively takes into account performance indicators and other factors.
• The performance index is ordinary profit, which is an objective and unambiguous index capable of measuring the outcome of efforts to maintain and improve ordinary profitability on a consolidated basis.</td></tr>
<tr><td rowspan="2">Restricted stock compensation</td><td>By position</td><td rowspan="2">Long-term performance-linked remuneration / Stock compensation</td><td rowspan="2">• Long-term performance-linked remuneration is a restricted stock compensation in which executives share the benefits and risks of stock price fluctuations with shareholders, thereby motivating them to contribute to increasing stock prices and enhancing corporate value.
• The restrictions on transfer will be terminated upon the executive leaving his or her position.</td><td>• Position-specific remuneration is granted in accordance with an executive's position.</td></tr>
<tr><td>Performance linked</td><td>• Performance-linked remuneration is granted after reflecting the achievement rate of performance indicator targets during the previous fiscal year in the position-specific remuneration amount.
• Performance indicators include company performance (recurring profit margin and ROE), external ESG evaluation including climate change countermeasures, and the performance of the department of which the executive is in charge. The weight ratio of performance indicators varies within a range of 0 to 100%; the higher the position, the higher that company-wide performance is weighted.</td></tr>
</table>

Related SDGs

Risk Management

Basic Approach and Policy

In order to promote sustainability management and internal control, the Unipres Group puts in place the necessary systems and other measures for appropriate management to minimize the impact of risks when they become a reality. In doing so, we define risk as the possibility of events occurring that prevent Unipres and its subsidiaries from achieving the targets of their management policies, and anticipate various risks related to the management of Unipres and its subsidiaries.

Promotion System

The Unipres Group has established the Risk Management Committee under the Sustainability Committee to carry out activities in its aim to promote risk management across all Group companies. The Risk Management Committee reviews and discusses risk management-related policies, targets, action plans, progress, and performance, and makes reports and proposals to the Board of Directors and the Sustainability Committee.
The Risk Management Committee is chaired by the Executive Officer in charge of corporate planning, appointed by the chair of the Sustainability Committee. The Committee also comprises two vice chairs (the respective Executive Officers in charge of technology and general administration) and three members (the respective department heads in charge of corporate planning, comprehensive strategic planning, and general administration). In addition, a full-time Audit and Supervisory Committee member also attends Committee meetings as an observer.

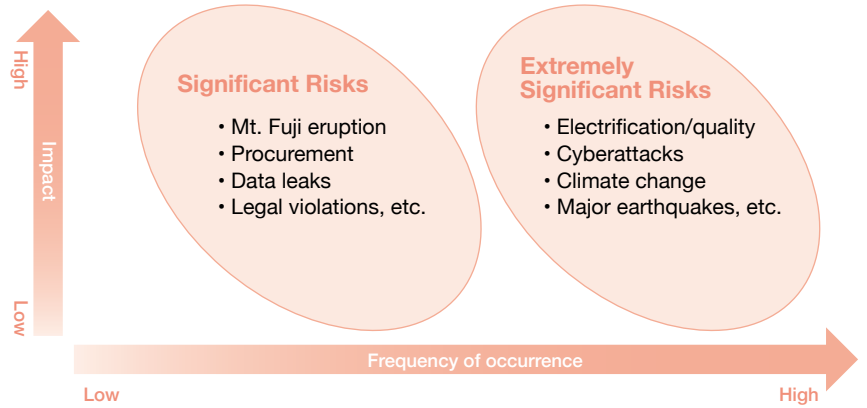
Initiatives

Identification of Unipres Group Key Risks and Reduction Activities

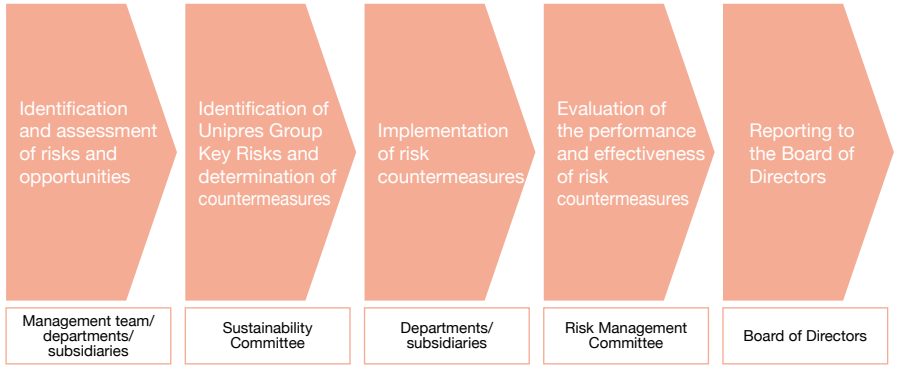
To address the many diversifying risks faced by the Unipres Group, we identify risks that require particularly focused attention as Unipres Group Key Risks, as well as implementing activities to reduce those risks.
The process used to identify Unipres Group Key Risks is as follows:

(1) Conduct interviews with the President and have all divisions of Unipres and its domestic subsidiaries perform risk assessments in order to prepare a list of potential risks
(2) Arrange these risks on a risk map in accordance with their potential degree of impact and frequency to verify and analyze their relative significance
(3) Identify Unipres Group Key Risks based on the analysis results

Risk Map



Unipres Group Key Risks currently identified include electrification/quality issues, a major Nankai Trough earthquake, and cyberattacks.



The Sustainability Committee deliberates on and approves the risk identification process, risk reduction activities, and assessments on the effectiveness of such activities, as well as making regular reports to the Board of Directors.

Information Security System

We have formulated the Unipres Group Information Security Policy to appropriately manage and protect information assets obtained through our business activities. We are working to constantly strengthen security through the establishment of an information security system.
In addition, we have been proactively responding to the recent increase in cyberattacks through improvements (enhancing prevention and detection capabilities, response training based on incident scenarios, and employee education) drawing on the JAMA/JAPIA Cybersecurity Guidelines, the industry standard.

Business Continuity

Our measures to counter anticipated risks from possible large-scale natural disasters include (1) developing a BCP, (2) installing seismic reinforcement, and (3) deploying emergency supplies, etc. Through this, we are taking action to ensure that any impact on our business is kept to a minimum.

Implementing BCM Training

We regularly implement BCM training in order to ensure the continuation of our business should risks occur and minimize any failures in providing our products to customers.
Training is given on responding to potential situations resulting from risks, and the effectiveness of functions and procedures is verified against actual risk management plans.

Details on risk management can also be found in our Corporate Governance Report and Annual Securities Report.

Corporate Governance Report:
https://www.unipres.co.jp/20260625en/Corporate%20Governance%20Report.pdf

Annual Securities Report:
https://www.unipres.co.jp/20260618/1adbde4f958e6b0dead27b0a63ed4841e0fa0b71.pdf
(in Japanese)

Related SDGs



Compliance

Basic Approach and Policy

In order to position strict compliance with laws and regulations and social ethics as the foundation of our corporate activities, we have established the Unipres Group Code of Conduct, the spirit of which is communicated to all executives and employees by the President.

Promotion System

The Unipres Group has established the Corporate Ethics Committee under the Sustainability Committee to carry out activities in its aim to promote compliance across all Group companies. In order to promote sustainability management and internal control, the Corporate Ethics Committee reviews and discusses compliance and human rights-related policies, targets, action plans, progress, and performance, and makes reports and proposals to the Board of Directors and the Sustainability Committee.
The Corporate Ethics Committee is chaired by the Executive Officer in charge of sales and procurement, as appointed by the chair of the Sustainability Committee. The other Committee members consist of one vice chair (the Executive Officer in charge of general administration) and 12 members (the department heads in charge of human resources, general administration, accounting, sales, procurement, comprehensive strategic planning, manufacturing, production engineering, and internal audits). In addition, a full-time Audit and Supervisory Committee member attends Committee meetings as an observer.

Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

Medium- and Long-Term Targets	FY2025 Targets	Results	Degree of Achievement	[Reference] FY2026 Targets
Zero serious legal violations	Zero serious legal violations	Zero violations	✓	Zero serious legal violations
	Implementing company-wide compliance education based on the plan	Held 11 courses (out of a total of 11)	✓	Implementing company-wide compliance education based on the plan

Initiatives

Unipres Group Code of Conduct

The Unipres Group aims to build trust-based relationships with stakeholders through fair and honest business activities in line with its management philosophy of “Achieve Sustainability Management.” In order to realize this philosophy, we believe that it is essential for all executives and employees of the Unipres Group to strictly comply with not only national and international laws and regulations, as well as internal rules, but also social norms in their daily activities, as well as to act in a sensible and responsible manner in both their public and private activities. We have established the Unipres Group Code of Conduct and the Unipres Group Code of Conduct Guidebook based on this belief and are making Group-wide efforts to improve compliance.
The Unipres Group Code of Conduct and the Unipres Group Code of Conduct Guidebook are reviewed annually by the Corporate Ethics Committee. If revisions are required, changes to the Unipres Group Code of Conduct will be approved by the Board of Directors, while changes to the Unipres Group Code of Conduct Guidebook will be approved by the Sustainability Committee.

The Unipres Group Code of Conduct can be found on the Unipres website.
https://www.unipres.co.jp/images/pdf/CodeofConduct_en.pdf

Compliance Training

<Compliance Self-Check>

As part of the training based on the Unipres Group Code of Conduct, we provide annual compliance self-checking for all executives and employees. A survey is conducted to verify the effects of the training, with the results reported to the Board of Directors.
In FY2025, a total of 18 Unipres Group companies (6 in Japan and 12 overseas) implemented the program, with a total of 7,132 employees (2,837 in Japan and 4,295 overseas) participating in the training.

<Functional Axis / Rank-Specific Education>

To further deepen understanding of the Unipres Group Code of Conduct, we have been offering functional axis-specific education, in which more specialized content has been developed for the departments that require it, as well as rank-specific education for managers and supervisors, since FY2023.

Internal Whistleblowing System

We have established an internal whistleblowing system and set up the Unipres Hotline for whistleblowers in order to enhance compliance management by facilitating early detection and correction of any misconduct. This enables executives and employees who have discovered any compliance issues (acts that violate laws or ordinances, internal rules or regulations, anti-corruption rules, Unipres Group Code of Conduct, etc.) to directly notify or consult with the compliance supervisory unit. In addition, external contact points manned by outside counselors have been established for Unipres and its consolidated subsidiaries to ensure fairness and transparency. To protect a whistleblower’s privacy, anonymous reports are also accepted.
The total number of whistleblowing reports in FY2025 was 41 across the Unipres Group. All cases are already being handled.
Moreover, we strive to improve the capacity of staff in charge of whistleblowing matters by having them regularly attend seminars for whistleblower contact staff.

Related SDGs

Anti-Corruption

Basic Approach and Policy

In accordance with the Unipres Group Code of Conduct and various policies, Unipres Group executives and employees are committed to preventing all kinds of corrupt practices, including bribery, conflicts of interest, anti-competitive practices, and insider trading.

In FY2025, no employees were subject to disciplinary action or dismissal for violating the Unipres Group Code of Conduct in respect of anti-corruption or the Basic Anti-Corruption Policy.

Basic Anti-Corruption Policy

1. Legal Compliance

UNIPRES CORPORATION and its subsidiaries (hereinafter referred to as “UNIPRES Corporate Group”) and their officers and employees (including contract employees, part-time workers and temporary workers that are not regular company employees. Hereinafter referred to as “Employees”) shall comply with the anti-corruption-related laws and ordinances that apply to UNIPRES Corporate Group companies and this Basic Anti-Corruption Policy (hereinafter referred to as “the Policy”).

2. Prohibition of Bribery and Excessive Entertainment and Gifts

The UNIPRES Corporate Group and the Employees shall not under any circumstances provide, or offer or promise to provide benefits including money, gifts, entertainment or travel to public officials or members of the private sector (natural people and corporations) for the purpose of obtaining unjust business benefits. However, entertainment, gifts and travel are allowed only if the purpose and amount of money, etc. conform to applicable laws and regulations, do not violate the Unipres Group Code of Conduct (including national Code of Conduct Guide Books), and are within the appropriate range according to social norms.

The UNIPRES Corporate Group and the Employees shall not under any circumstances receive, or require or promise to receive money, gifts, entertainment, travel or any other benefits from third parties intending to conduct business with UNIPRES Corporate Group. However, this shall be allowed if the purpose and amount of money, etc. conform to applicable laws and regulations, do not violate the Unipres Group Code of Conduct (including national Code of Conduct Guide Books), and are within the appropriate range according to social norms.

3. Facilitation Payments

Even small payments (so-called “facilitation payments”) to facilitate procedures for ordinary administrative services can be bribery, and therefore such payments are prohibited.

4. Appointment of Agents, etc.

The UNIPRES Corporate Group requires suppliers, contractors, venders, distributors, external agents, consultants and agents of UNIPRES Corporate Group to comply with the Policy.

5. Violation Reporting Obligation

Employees shall always report any violation of the Policy to the company through Internal Notification, etc. Under the Internal Notification Rules of UNIPRES Corporate Group companies, disadvantageous acts against reporting of violations are strictly prohibited.

6. Proper Accounting

Employees shall comply with laws and internal rules, perform appropriate accounting treatment to ensure the accuracy and reliability of financial and tax accounting, keep accurate records, and retain them properly.

Strict Compliance with Anti-Corruption Measures

The Unipres Group has included the following anti-corruption policies in the Unipres Group Code of Conduct.

[Strict Compliance with the Competition Law and Related Legislation]
We strictly comply with the Competition Law and related legislation, and conduct all transactions with integrity, fairness, and transparency.

[Relations with Interested Parties and Business Partners]
In relations with interested parties and business partners, we neither accept nor engage in profit-sharing activities or gift exchanges beyond the scope of social courtesy.

[Prohibition of Insider Trading]
We do not engage in insider trading or transactions suspected to be insider trading.

[Separation of Professional and Private Lives]
We keep our professional and private lives separate. We never use the company name for personal gain. We never engage in such actions as taking company resources for personal use or receiving money or gifts from business partners or other parties as an individual.

[Appropriate Accounting]
We comply with laws, regulations, and internal rules, undertake accounting appropriately to ensure the accuracy and credibility of financial and tax accounting, keep accurate records, and retain them properly. Moreover, by strengthening internal and external audit functions, we aim to engage in transparent corporate management.

[Relations with Government and Public Administration]
In our business relations with public officials and other parties, we strive to build transparent and fair relationships and never engage in acts that exceed the scope of socially accepted norms, including offering benefits in the form of money, gifts, or the like.

In accordance with internal policies and rules, the Unipres Group Code of Conduct, the Unipres Group Code of Conduct Guidebook, and the Basic Anti-Corruption Policy, all of which stipulate strict compliance with anti-corruption measures, are reviewed annually by the Corporate Ethics Committee. If any changes are required, the proposed changes will be deliberated first by the Corporate Ethics Committee and the Sustainability Committee. Changes to the Unipres Group Code of Conduct are approved by the Board of Directors, while changes to the Unipres Group Code of Conduct Guidebook and the Basic Anti-Corruption Policy are approved by the Sustainability Committee.

Promotion System

The Unipres Group aims to promote company-wide anti-bribery and anti-corruption initiatives, and as with compliance, has the Corporate Ethics Committee examine related targets and action plans.

Targets and Results

(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

Medium- and Long-Term Targets	FY2025 Targets	Results	Degree of Achievement	[Reference] FY2026 Targets
Zero serious anti-corruption policy violations	Zero serious anti-corruption policy violations	Zero violations	✓	Zero serious anti-corruption policy violations
	1) Identifying operational issues and improving problem areas [Unipres Corporation / domestic subsidiaries]	1) After reviewing the situation of executives' entertainment expenses at domestic and overseas subsidiaries, developed and implemented new guidelines	✓	1) Reviewing the implementation of the "Entertainment Expense Management Regulations" Semiannually reviewing executives' use of entertainment expenses and taking corrective measures as necessary [Global]
	2) Monitoring the implementation of the "Entertainment and Gift-giving Guidelines" [Domestic suppliers]	2) Implemented		2) Implementing the "Entertainment and Gift-giving Guidelines" [Suppliers of overseas subsidiaries]
	3) Implementing company-wide training on anti-corruption [Unipres Corporation / domestic subsidiaries]	3) Implemented		3) Implementing company-wide training on anti-corruption [Global]

Initiatives

Education

We assess and analyze risks involving matters related to anti-corruption efforts every year. Our e-learning training (compliance self-check) deals with the subject of anti-corruption in line with this assessment and analysis in order to raise employees' awareness through education. In addition, anti-corruption-specific training was initiated at Unipres in FY2023. It is also available to domestic subsidiaries since FY2024.

Risk Assessment

We have added items pertaining to anti-bribery and anti-corruption to the check list we use for legal due diligence on alliance partners in which we have an equity stake.

Implementation of Compliance Assessments Across All Global Offices and Plants

The Unipres Group is strengthening its anti-bribery and anti-corruption efforts in pursuit of fair and transparent business activities. As part of our internal assessment of specific business ethics issues, we have conducted a survey on entertainment and gifts twice a year (semiannually) since last year, covering 100% of the Unipres Group's relevant global offices and plants.
The survey is administered by the department in charge of legal affairs. If any compliance issues or areas of concern are identified, we ask the relevant offices and plants to take prompt corrective action. Through these regular surveys and assessments, we will continue to strengthen our internal governance and promote sound business operations.

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Environmental Data

Indicator	Unit	Target Companies*1	FY2023	FY2024	FY2025
Energy usage	MWh	Unipres Group	344,084	343,691	336,785
Purchased electricity	MWh	Unipres Group	185,661	168,384	155,211
Electric power derived from renewable energy sources	MWh	Unipres Group	55,288	74,449	84,147
Thermal	MWh	Unipres Group	593	593	562
Fuel	MWh	Unipres Group	102,542	100,266	96,865
Renewable energy generation	MWh	Unipres Group	4,694	8,247	9,700
GHG emissions (Scope 1)	t-CO_2	Unipres Group	★22,230	★20,849	★19,916
GHG emissions (Scope 2)	t-CO_2	Unipres Group	★85,702	★71,353	★67,329
GHG emissions (Scope 3)	t-CO_2		1,848,950	1,860,502	1,844,391
Category 1 (Purchased goods and services)	t-CO_2	Unipres Group	1,791,198	1,726,195	★1,727,315
Category 2 (Capital goods)	t-CO_2	Unipres Group	35,371	44,106	31,188
Category 3 (Fuel- and energy-related activities not included in Scope 1 or Scope 2)	t-CO_2	Unipres Group	★15,701	★21,733	21,027
Category 4 (Upstream transportation and distribution)	t-CO_2	Unipres Corporation/ Unipres Kyushu Corporation	2,685	2,204	2,348
Category 5 (Waste generated in operations)	t-CO_2	Unipres Group	1,975	1,227	2,641
Category 6 (Business travel)	t-CO_2	Unipres Group	1,341	988	902
Category 7 (Employee commuting)	t-CO_2	Unipres Group	678	3,222	3,389
Category 15 (Investments)	t-CO_2	Unipres Group	—	60,827	55,580

★Third-party verification by SGS Japan Inc.
Target Companies: Unipres Corporation and consolidated subsidiaries in Japan in FY2023
Unipres Group in FY2024 (excluding fuel for off-site mobile sources, as well as CH_4 and N_2O for Scope 1)
Unipres Group*1 in FY2025 (excluding CH_4 and N_2O for Scope 1)

Details on third-party verification of environmental data can be found on the Unipres website.

https://www.unipres.co.jp/en/csr/environment/#others

*1 The target companies of the calculation and third-party verification for FY2025 do not include Unipres Guangzhou Die & Mold Technology Co., Ltd. and Guangzhou Unipres Hot Stamping Corporation, which became consolidated subsidiaries in the middle of FY2025.
*2 For Scope 3, Category 5, the boundaries have been expanded to include overseas consolidated subsidiaries from FY2025.
*3 PFCs and SF_6 are not emitted in the course of Unipres' operations.

Indicator	Unit	Target Companies*1	FY2023	FY2024	FY2025
Amount of industrial waste generated (excluding valuable materials)	t	Unipres Group	1,515	2,317	3,038
Water usage (waterworks, groundwater, and rainwater)	thousand m^3	Unipres Group	1,669	1,347	995
Emissions of substances subject to PRTR regulations	kg	Unipres Corporation	0.0	0.0	1,407.0
Leaked fluorocarbons (HFCs, etc.)	t-CO_2	Unipres Corporation	31	76	263.0
Waste containing high levels of PCB	kg	Unipres Corporation	5	64.5	0.0
Waste containing low levels (trace amounts) of PCB	kg	Unipres Corporation	—	—	18,680
Sulphur oxide (SOx) emissions per year	t	Unipres Corporation/ Unipres Kyushu Corporation	0.837	1.394	1.673
Nitrogen oxide (NOx) emissions per year	t	Unipres Corporation/ Unipres Kyushu Corporation	6.93	6.26	9.29
Change in amount of specified chemical substances transferred					
Toluene	kg	Unipres Corporation	—	—	—
Xylene	kg	Unipres Corporation	—	—	—
n-Hexane	kg	Unipres Corporation	—	—	—
Methylnaphthalene	kg	Unipres Corporation	—	—	—
Manganese and its compounds	kg	Unipres Corporation	0.0	0.0	0.0
Sulfurized 2,4,4-trimethylpentene	kg	Unipres Corporation	—	—	1,390.5
Change in volatile organic compound (VOC) usage					
Toluene	kg	Unipres Corporation	0.4	7.0	4.5
Xylene	kg	Unipres Corporation	17.4	101.0	25.1
n-Hexane	kg	Unipres Corporation	0.0	0.0	0.0
Benzene	kg	Unipres Corporation	0.0	0.0	0.0
Ethylbenzene	kg	Unipres Corporation	28.6	101.0	19.6

*4 Dashes in the table indicate that the amount of substance handled was less than the minimum reporting threshold.
*5 The "0.0" in the table is the result of rounding to one decimal place.

Human Resource Data (Unipres Corporation)

Indicator		Unit	FY2023	FY2024	FY2025
Number of regular employees		People	2,184	2,076	2,041
	Men	People	1,985	1,877	1,839
	Women		199	199	202
Average age		Age	43.7	44.2	43.9
	Men	Age	44.0	44.6	44.4
	Women		40.6	40.4	39.8
Average consecutive number of years worked		Years	20.8	21.4	21.1
	Men	Years	21.4	22.1	21.9
	Women		14.7	14.6	14.1
Employee resignation rate		%	5.1	3.9	3.4
Retention rate (three years from joining as a new graduate)		%	86.3	—	92.3
Average yearly salary		Thousands of yen	6,229	6,766	6,949
Employment rate of people with disabilities		%	2.56	2.62	2.58
Number of employees taking parental leave		People	30	23	28
	Men	People	25	17	23
		%	71.4	70.8	88.5
	Women	People	5	6	5
		%	100	100	100
Rate of employees returning to work after taking parental leave		%	100	100	100
	Men	%	100	100	100
	Women		100	100	100
Number of employees taking nursing care leave		People	0	1	1
	Men	People	0	1	1
	Women		0	0	0
Number of employees taking maternity leave		People	5	6	7
Number of annual leave days taken		Days	18.0	16.9	16.1
Percentage of annual leave taken		%	93.0	87.8	82.9
Average overtime worked		Hours/month	19.7	18.5	17.3
Total number of union members		People	1,564	1,475	1,430
Number of women in management roles		People	11	9	8
	Percentage of women	%	3.9	3.2	3.0
Number of women directors		People	2	2	2
	Percentage of women	%	22.2	22.2	28.6
Of those, number of female outside directors		People	2	2	2
	Percentage of women	%	66.7	66.7	66.7
Non-Japanese employees		People	19	23	29
	Men	People	12	13	16
	Women		7	10	13
New graduate hires		People	34	38	34
	Men	People	26	28	28
	Women		8	10	6
Mid-career hires		People	10	14	6
	Men	People	5	9	3
	Women		5	5	3
Percentage of newly employed female employees		%	29.5	28.8	22.5
Engagement score			42.0	42.8	44.7
	Number of eligible respondents	People	2,023	2,000	1,926
	Number of respondents	People	1,982	1,853	1,755
	Response rate	%	98.0	92.7	91.1

Human Resource Data (Unipres Group)

Indicator			Unit	FY2023*1	FY2024	FY2025
Number of regular employees	Consolidated		People	7,984	7,581	6,916
		Percentage of women	%	15.5	14.2	12.7
	Japan		People	2,753	2,686	2,598
		Percentage of women	%	10.6	10.1	9.0
	Overseas		People	5,231	4,895	4,318
		Percentage of women	%	18.0	16.5	15.0
Number of women in management roles	Japan		People	14	12	11
		Percentage of women	%	3.9	3.4	3.3
	Overseas		People	88	68	61
		Percentage of women	%	21.7	17.8	20.5
Number of employees with disabilities	Japan		People	46	43	51
	Overseas		People	15	14	18
Full time employee resignation rate	Japan		%	5.2	3.8	4.4
	Overseas		%	15.4	15.2	12.1
Non-employee workers*2	Japan		People	—	—	193
	Overseas		People	—	—	86

*1 Previously disclosed figures for FY2023 have been revised due to errors in the tabulation method.
*2 Tabulated from FY2025. Main duties included production-line manufacturing operations and general administrative work.

Human Resource Data (Unipres Group Cont'd)

<Number of Employees by Employment Contract> (Gender)

Type of Employment	Men	Women	Total
Number of employees	6,665	1,000	7,665
Number of employees under lifetime employment	5,715	900	6,615
Number of fixed-term employees	945	105	1,050
Number of employees without guaranteed working hours	0	0	0
Number of full-time employees	6,636	973	7,609
Number of part-time employees	29	27	56

<Number of Employees by Employment Contract> (Region)

Type of Employment	Japan	Americas	Europe	Asia	Total
Number of employees	2,770	2,254	948	1,693	7,665
Number of employees under lifetime employment	2,371	2,254	823	1,167	6,615
Number of fixed-term employees	399	0	125	526	1,050
Number of employees without guaranteed working hours	0	0	0	0	0
Number of full-time employees	2,742	2,251	924	1,692	7,609
Number of part-time employees	28	3	24	1	56

Social Contribution, Compliance

Indicator	Unit	FY2023	FY2024	FY2025
Total amount of spending on social contribution activities	millions of yen	8.7	17.7	25.6
Political donations, amount of spending on lobbying and similar activities	millions of yen	0.0	0.0	0.0
Total amount of fines or penalties related to the environment during the fiscal year	millions of yen	0.0	0.0	0.0
Amount of fines, monetary penalties, or settlements related to corruption	millions of yen	0.0	0.0	0.0

<Target Company: Unipres Group>

*1 For "Political donations, amount of spending on lobbying and similar activities" in FY2023 and FY2024, target companies were Unipres Corporation and consolidated subsidiaries in Japan.

Safety and Health Data

<Status of Lost Time Incidents>

Indicator		Unit	FY2023	FY2024	FY2025
Status of lost time incidents	Number of serious accidents	Number	0	0	0
	Lost time injury frequency rate	—	0.00	0.00	0.25
	Lost time incident severity rate	—	0.00	0.00	0.00

<Target Company: Unipres Corporation>

<Number of Employees Receiving Safety and Health Training>

Training Content	Unit	FY2023	FY2024	FY2025
Safety and health training for new employees	People	1,898	929	524
Training for managers and supervisors	People	253	253	101
Traffic safety education	People	2,327	3,953	660
Fire drills	People	1,912	2,782	1,671
First aid training	People	168	153	231
Recurrence prevention and other training using past accident cases	People	2,564	9,946	8,920

<Target Company: Unipres Group>

*2 Number of Employees Receiving Training (Total Number)
*3 Previously disclosed figures for FY2023 results have been revised due to transcription errors.