

Sustainability Report 2024

UNIPRES CORPORATION



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

- **Reporting Period** FY2023 (April 1, 2023 to March 31, 2024)
(Some information after April 2024 is also included.)
- **Publication** September 2024
- **Reporting Cycle** Published each year as an annual report

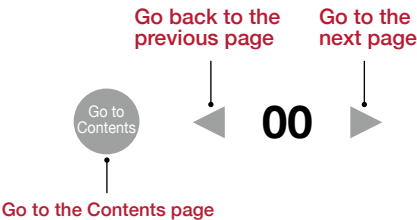
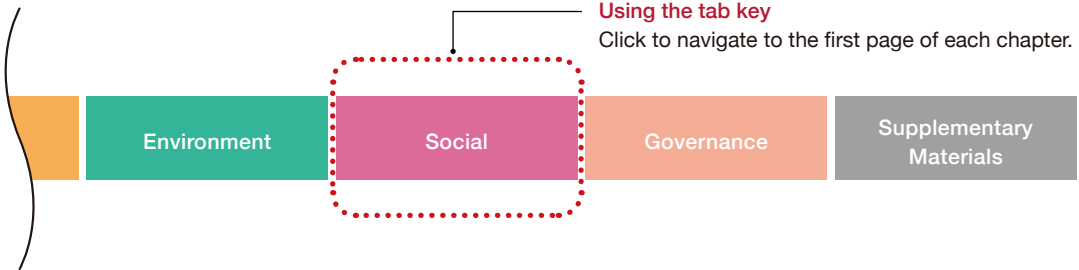
Disclaimer

Unipres' 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.

others understand Unipres in even greater detail, we have published the relevant information in the form of the Unipres Sustainability Report 2024.

This report was created in reference to the Core option of the GRI Standards.

- **Target Companies**
Unipres Corporation and
22 consolidated subsidiaries in Japan and overseas
(References to the Unipres Group in this report encompass the above companies.)
- **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)
- **Contact for Inquiries Regarding this Report**
Sustainability Promotion Group
General Administration Department, Unipres Corporation
SUN HAMADA BLDG. 5F
1-19-20 Shin-Yokohama, Kohoku-ku, Yokohama City,
Kanagawa Pref., 222-0033 Japan
<https://www.unipres.co.jp/en/>

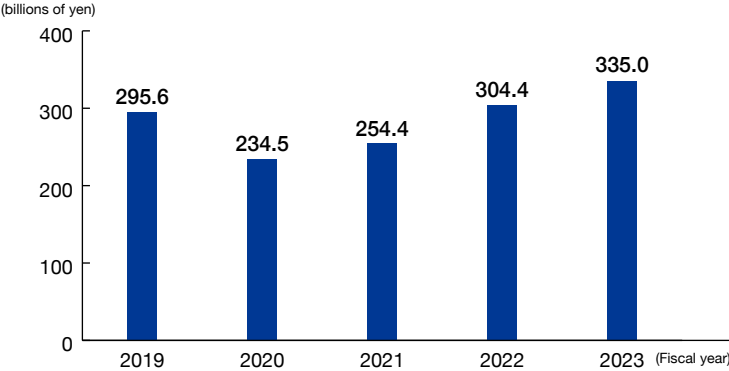


Corporate Profile

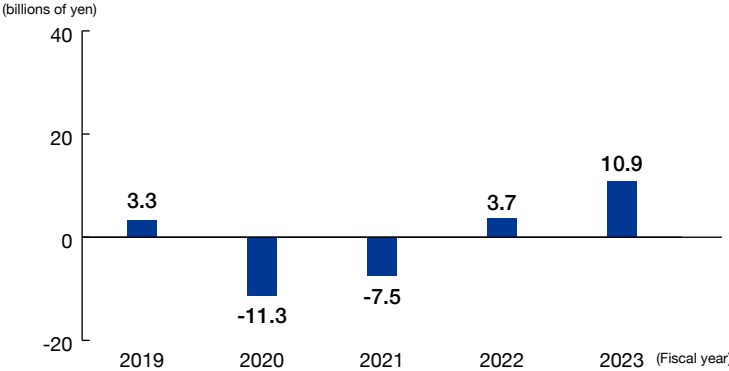
Company Overview
(As of March 31, 2024)

Company Name	UNIPRES CORPORATION	Principal Bases	Kanagawa, Shizuoka, Tochigi, Fukuoka, Hiroshima, U.S., Mexico, U.K.,France, China, India, Thailand, Indonesia, Brazil
Established	March 1, 1945 (change of name through company merger on April 1, 1998)	Principal Customers	Nissan Motor Co., Ltd., NISSAN SHATAI CO., LTD., JATCO Ltd, Honda Motor Co., Ltd., Mitsubishi Motors Corporation, Renault S.A.S., Stellantis N.V., Mazda Motor Corporation, Subaru Corporation, Toyota Motor Corporation, SUZUKI MOTOR CORPORATION,Hino Motors, Ltd., UD Trucks Corporation, Isuzu Motors Limited, Marelli Corporation, AISIN CORPORATION, Dynax Corporation, Musashi Seimitsu Industry Co., Ltd., TOYODA IRON WORKS CO., LTD., NSK-Warner K.K., and KASAI KOGYO CO., LTD.
Headquarters	1-19-20 Shin-Yokohama, Kohoku-ku, Yokohama City, Kanagawa Pref.		
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	Main Association Membership	Japan Auto Parts Industries Association (JAPIA)
Sales	335.0 billion yen (consolidated; ended March 31, 2024)	Stock Exchanges on Which the Company's Shares are Listed	Tokyo Stock Exchange Prime Market (Securities code: 5949)
Number of Employees	7,984 (consolidated)	Total Number of Shares Issued and Outstanding	47,991,873
Consolidated Subsidiaries	22	Number of Shareholders	24,842
Affiliated Companies Accounted for by the Equity-Method	6		

Sales



Operating Profit



Unipres' 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 Parts

Increasing the use of plastic for body parts, which need to be strong and durable, greatly contributes to reducing vehicle weight. Moreover, our original press technology allows for far greater productivity than conventional injection molding.

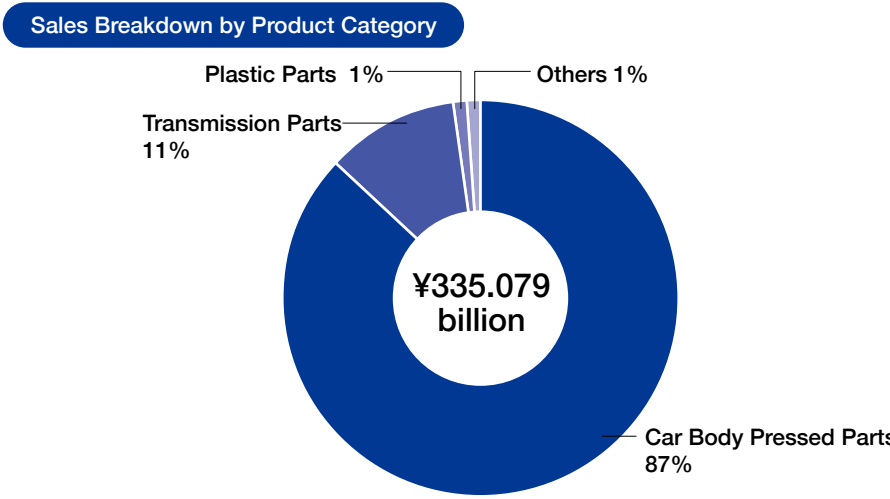
- [Main products]
- Exterior and interior trim parts
 - Structural body parts
 - Pressing dies
 - Welding equipment and jigs



Transmission Parts

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

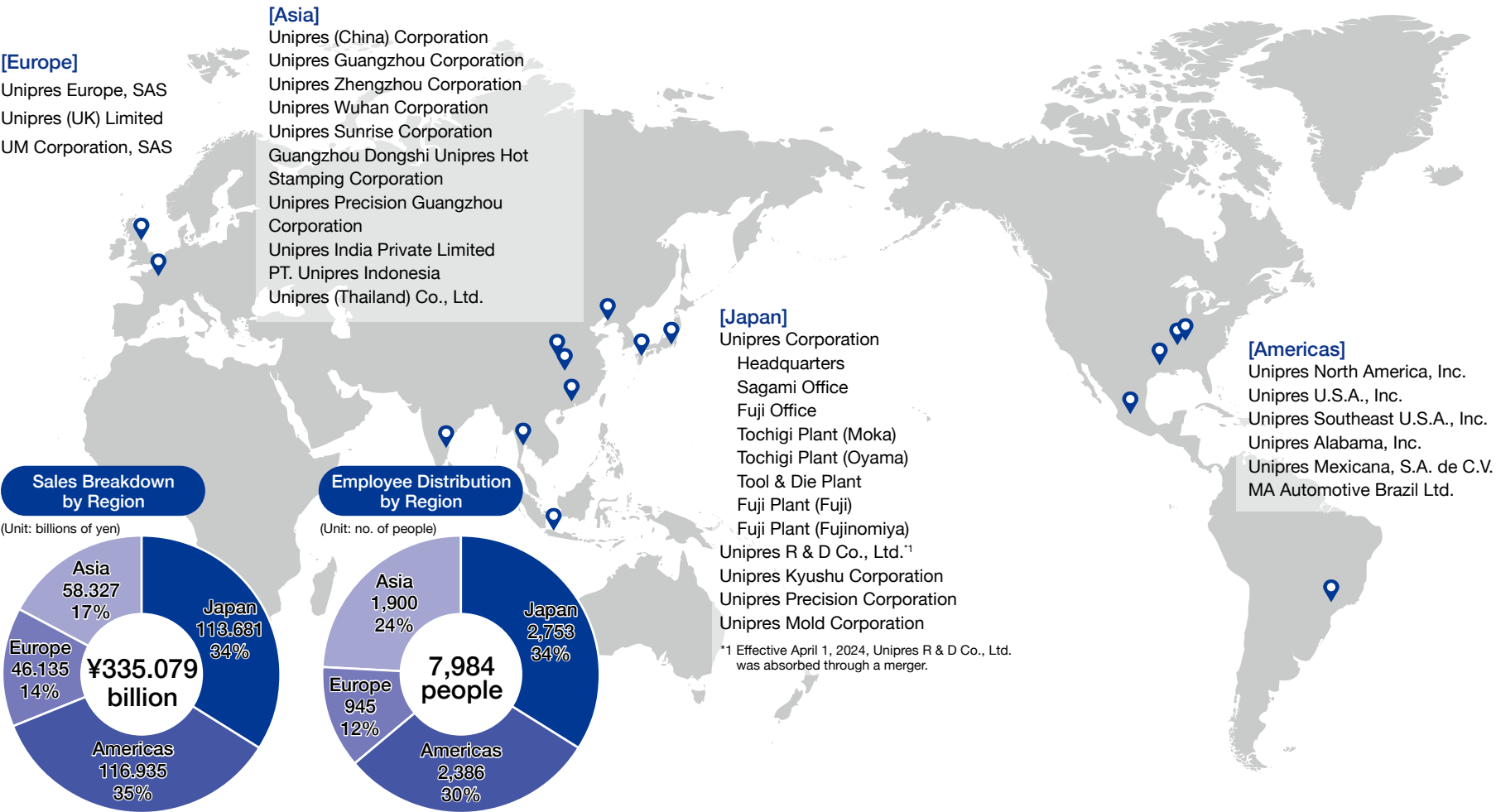
- [Main products]
- Automatic transmission parts
 - Drive motor parts
 - Four-wheel drive transfer parts
 - Pressing dies
 - Welding equipment and jigs



Unipres' Global Network

Unipres supports the strategic development and production of vehicles worldwide as an automotive parts manufacturer that earns the trust of its customers. We deliver the highest quality products in a timely manner to countries all across the

globe. Further, with our Headquarters in Japan at the center and regional headquarters established in the U.S., U.K., and China, we are further strengthening cooperation among our bases spread out over the world.



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.



Unipres' Mission

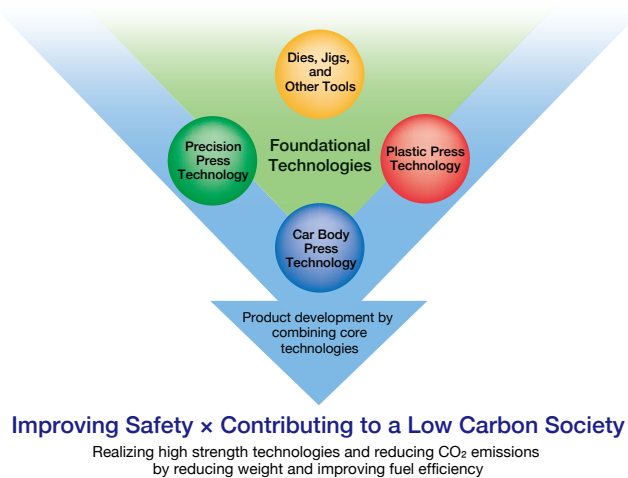
Press technology for the protection of people and the earth.

The automobile, indispensable to people and society, now faces a major turning point.

Reducing the weight of individual vehicle parts leads to improved fuel efficiency, which in turn, results in lower emissions of CO₂, 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, Unipres 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.

Unipres 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.



Message from the President

Contributing to the sustainable development of society by actively addressing social issues.



In April 2023, Unipres announced its new management philosophy, “Achieve Sustainability Management.”

Making full use of our press technologies to contribute to creating an environmentally friendly and safer society. Building trust-based relationships with each of our stakeholders through fair and honest business activities. And, as a result, demonstrating our vision to achieve sustainable development alongside society by creating both economic and social value at the same time.

We are determined to further strengthen our efforts toward solving social issues in line with this management philosophy, thereby positioning ourselves as a company that can contribute to society more than ever before.

As to achieving carbon neutrality, which is currently the most critical issue facing society, we had set a target to reduce CO₂ emissions by 30% in FY2030 compared to FY2018, and were able to achieve a 41% reduction through initiatives in FY2023.

Accordingly, we are working to raise our FY2030 target to a 50% reduction.

In November 2023, we newly established a Social Contribution Policy to reaffirm our mission to not only contribute to society through our business activities, but to also work on a variety of other efforts toward solving social issues.

While social contribution activities have been undertaken at each office and plant up to present, we are currently reevaluating what we can and should do, aiming to ensure consistency in our activities across the entire company.

The three priority areas for participation are “Environmental Conservation,” “Developing the Next Generation,” and “Community Activities.” We have set specific activities in each of these areas, and are currently working to carrying them out.

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 dialogs, and deepening mutual understanding.

President and Representative Director

浦西 信哉

Sustainability

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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.

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.

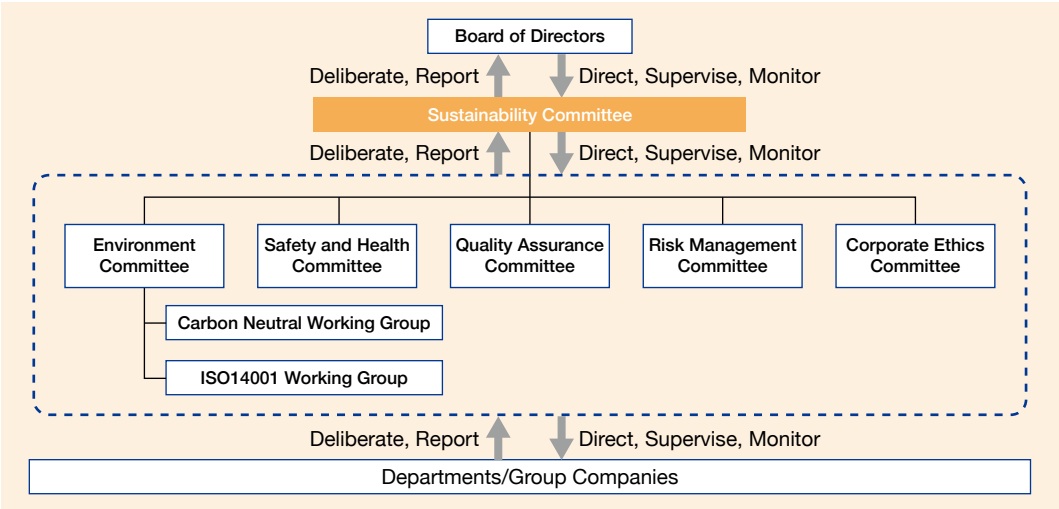
Sustainability Promotion System

We established the Sustainability Committee in order to further strengthen sustainability management in accordance with our Basic Policy for Sustainability.

The Sustainability Committee is supervised by the Board of Directors and deliberates materiality (key issues) and medium- and long-term targets to address these issues. The Committee also make reports and proposals to the Board of Directors as necessary

concerning policies, targets, action plans, progress, and achievements related to sustainability, including internal control.

In addition, five specialist committees have been established under the Sustainability Committee, with each specialist committee focusing on ESG-specific issues.



Sustainability Committee Results in FY2023
<p>Number of meetings</p> <ul style="list-style-type: none"> • 8
<p>Main items deliberated on or reported</p> <ul style="list-style-type: none"> • Revising materiality, medium- and long-term targets • Progress status of materiality initiatives • Publishing the Sustainability Report • Response to TCFD recommendations • Corporate Governance Report • Internal audits, internal control reports • Reporting on activities of specialist committees • Identifying Unipres Group key risks and related planning • Items related to business continuity plans (BCP)

Materiality

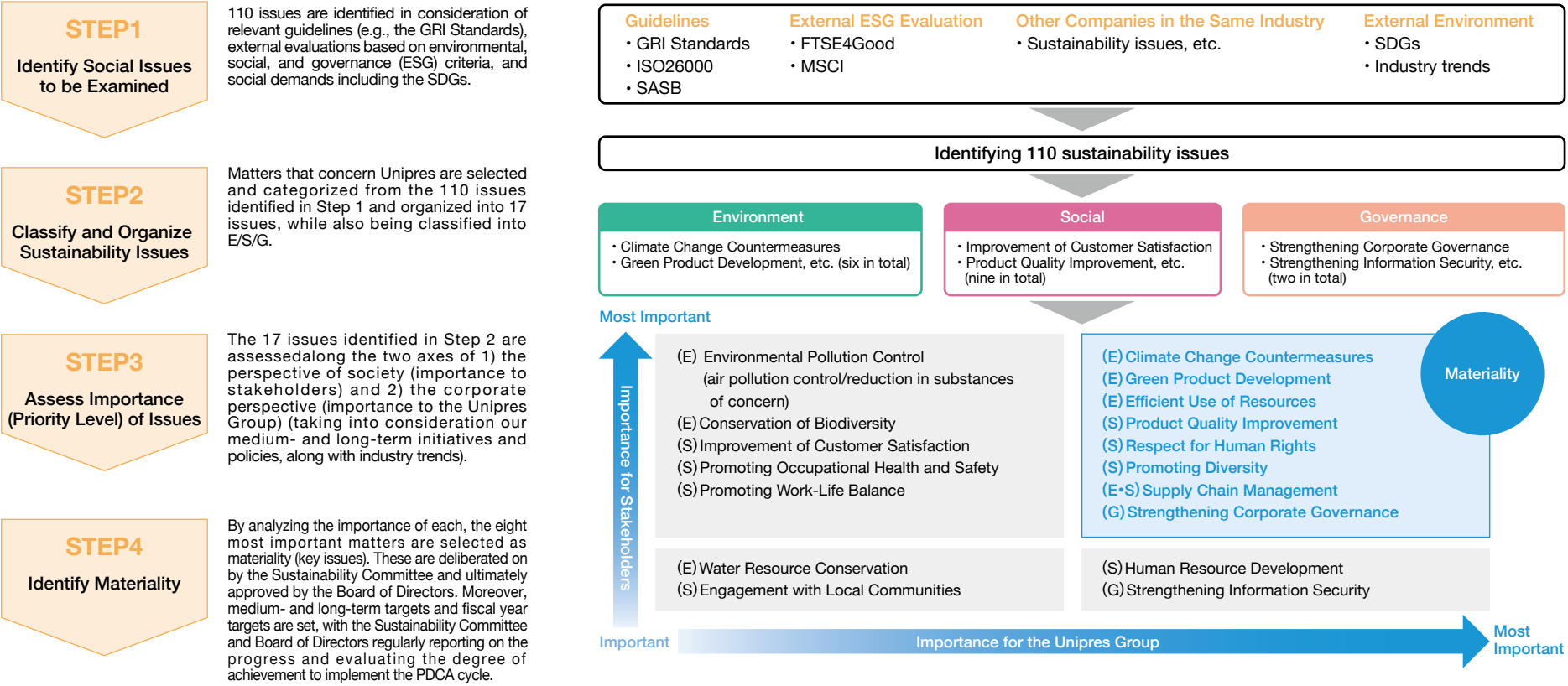
Identification and Review of Materiality

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 2024



Medium- and Long-Term Targets for FY2030 (Set in FY2023)

*1 Those with no indication of scope are global targets

Materiality	Medium- and Long-Term Targets	SDGs
Climate Change Countermeasures	30% reduction in CO ₂ emissions from business activities in FY2030 (relative to FY2018)	  
Green Product Development	<Car body pressed parts business> Development of lighter parts and adoption of parts in mass-produced vehicles <Transmission parts business> Development of parts for electric vehicle powertrains and adoption of parts in massproduced vehicles	    
Efficient Use of Resources	Recycling rate of industrial waste: 70% or higher [Unipres Corporation/Unipres R & D Co., Ltd./Unipres Kyushu Corporation]	  
Product Quality Improvement	Zero defects on delivery	   
Respect for Human Rights	Zero incidents of serious human rights violations	  
Promoting Diversity	1. Increased ratio of women managers (7%) [Unipres Corporation/Unipres R & D Co., Ltd.] 2. Increased ratio (60%) of local employees in senior management positions ^{*2} at overseas locations [Overseas] ^{*2} Full-time Board of Directors members and Executive Officers	  
Supply Chain Management	[Promoting sustainable purchasing] 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)

Unipres 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)
Donation activities through a shareholder benefit plan (Goals 1, 3, 10, 11, 13, 15, and 17)
Initiatives to reduce CO₂ in logistics (Goals 13, 15, and 17)

• Examples of technological development to realize weight reduction (P. 31–32)


• More Trees

• Foundation for Orphans from Automobile Accident

• Kids Smile QUO Card (P. 66)

• CO₂ reduction by modal shifts

• CO₂ reduction through improvements in logistics (P. 24)



Medium- and Long-Term Targets for FY2030 (Set in FY2024)

We have raised the figures of some of our medium- and long-term targets from FY2024 onward. We will further promote efforts to achieve these targets.





























CO₂ Emissions Reduction Target

-30% → -50%
(Compared to FY2018)

Industrial Waste Recycling Rate Target

70% → 90%
or Higher or Higher

*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> Development of lighter parts and adoption of parts in mass-produced vehicles <Transmission parts business> Development of parts for electric vehicle powertrains and adoption of parts in mass-produced vehicles	    
Efficient Use of Resources	Recycling rate of industrial waste: 90% or higher [Unipres Corporation/Unipres Kyushu Corporation]	  
Product Quality Improvement	Zero defects on delivery	   
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 (60%) of local employees in senior management positions*2 at overseas locations [Overseas] *2 Full-time Board of Directors members and Executive Officers	  
Supply Chain Management	[Promoting sustainable purchasing] 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	 

*4 Unipres R & D Co., Ltd. was absorbed through a merger with Unipres on April 1, 2024, therefore it is no longer listed here.

Stakeholder Engagement

The Unipres Group has a wide variety of important stakeholders that affect its business activities. To ensure the continued growth of the Unipres 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' Stakeholders



Methods of Interacting with Stakeholders

Customers

Sales/proposal activities, quality assurance activities, and joint research activities

Employees

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

Suppliers

Purchasing 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 external websites), General Meetings of Shareholders, business reports, financial results briefings for analysts and institutional investors (twice), small meetings (5 times), individual interviews (with 126 individuals), shareholder questionnaires, and IR Information E-mail Distribution Service

Local communities

Sponsorships: Supporting member of General Incorporated Association F. Marinos Sports Club, u-life21, Mt. Fuji Women's Relay, Fuji Festival, etc.

Donations: Foundation for Orphans from Automobile Accident, More Trees, etc.

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

External Evaluation

(As of August 31, 2024)

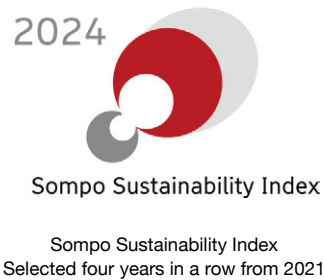
To contribute to the creation of a sustainable society, the Unipres Group has been promoting initiatives toward resolving social issues through its business activities.

Inclusion in ESG Indexes

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



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



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

Sustainability/ESG Evaluation

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



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.



We acquired Kurumin certification from the Minister of Health, Labour and Welfare as a company that supports childcare.



We received an 'A-' rating in the area of climate change from CDP, an international organization that evaluates a corporation's efforts to address environmental issues.



Environment

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Environmental Management

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Climate Change Countermeasures

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Information Disclosure Based on TCFD Recommendations

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Green Product Development

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Efficient Use of Resources

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Prevention of Environmental Pollution

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Water Resource Conservation

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Conservation of Biodiversity

Environmental Management

Basic Approach and Policy

Guided by the Unipres 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.

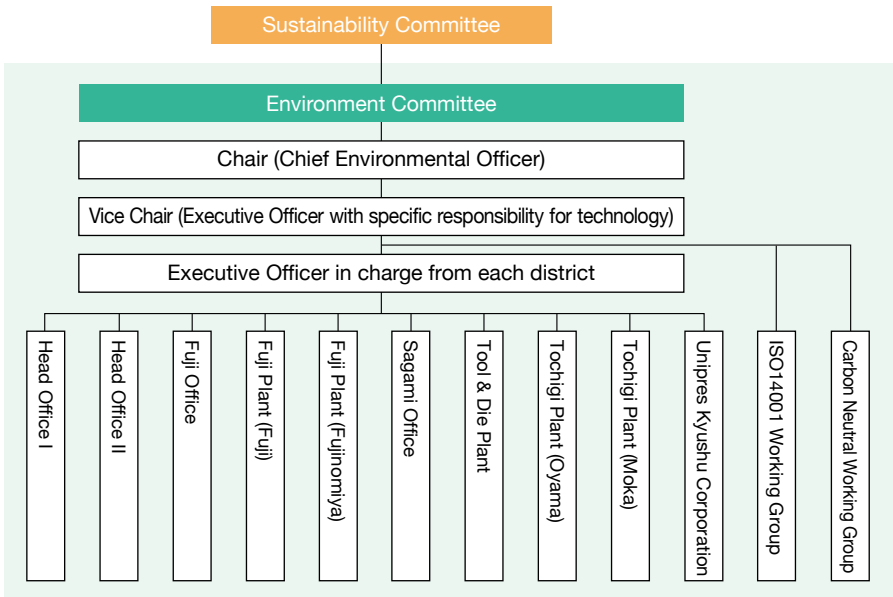
1. We comply with environmental laws and regulations as well as other requirements to which our company agrees, and we work to protect the environment.
2. We endeavor to curb greenhouse gas emissions by bringing together materials, dies, equipment, and products on an entirely new plane.
3. We strive 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 Officers in charge of general administration.

In addition, we have established the Carbon Neutral Working Group and ISO14001 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 CO₂ emissions. Meanwhile, the ISO14001 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.

FY2023: ISO 14001 Certification Acquisition Status

Across the entire Unipres Group, 82.6% of business sites are certified.

*1 Based on the number of production sites

(Domestic: 100%, overseas: 69.2%)

Domestic Sites	Overseas Sites
<ul style="list-style-type: none">● 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	<ul style="list-style-type: none">● Unipres Southeast U.S.A., Inc.● Unipres Mexicana, S.A. de C.V. auto body parts plant● Unipres Mexicana, S.A. de C.V. transmission parts plant● Unipres (UK) Limited● Unipres Guangzhou Corporation● Unipres Zhengzhou Corporation● Unipres Precision Guangzhou Corporation● Unipres Wuhan Corporation● Unipres India Private Limited

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 gases, 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 our 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%)

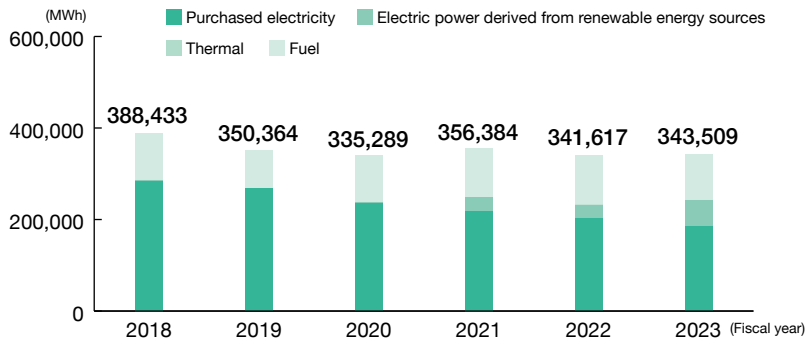
Medium- and Long-Term Targets	FY2023 Targets	Result	Degree of Achievement
CO ₂ emissions from business activities in FY2030 30% reduction (relative to FY2018)	21% reduction in CO ₂ emissions compared to FY2018 *1 Scope1 and Scope2	-41.0%	✓
	Reduction of 150 t-CO ₂ or more in logistics [Unipres Corporation/Unipres R & D Co., Ltd./Unipres Kyushu Corporation/Unipres Mold Corporation/Unipres Precision Corporation]	-220 t-CO ₂	✓
	Green procurement ratio of 42.0% or more [Unipres Corporation/Unipres R & D Co., Ltd.]	52.0%	✓

Performance Reporting and Initiatives

Initiatives to Reduce Energy Usage

Our energy usage across domestic and global sites saw a slight increase in FY2023 as production recovered from a reduced operation capacity caused by the spread of COVID-19 and the semiconductor shortage. However, daily energy-saving activities bore fruit, keeping energy usage at about the same level as in FY2022.

Change in Global Energy Usage



<Target Companies> Unipres Corporation and consolidated subsidiaries in Japan and overseas

*1 The scope of tabulation was partially revised and retroactively amended to the base year

*2 UM Corporation, SAS was added to the scope of tabulation from FY2020, Unipres Kyushu (Tobata area), Unipres North America, and Unipres Thailand from FY2021, and Unipres Wuhan from FY2022

Initiatives to Reduce Greenhouse Gas Emissions

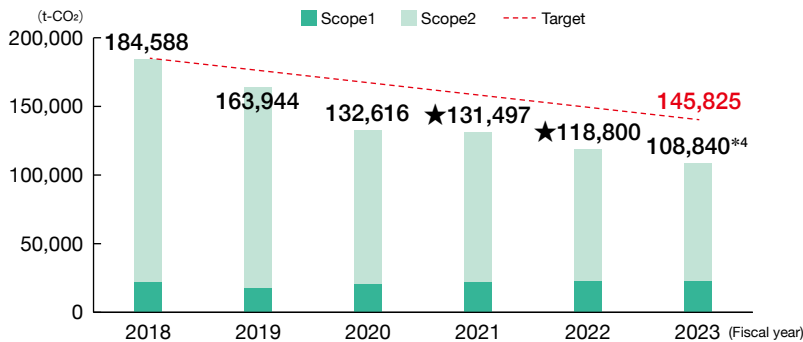
<Reduction activities for Scope1 and Scope2>

Scope1 refers to greenhouse gases generated through energy usage and other activities associated with our business activities, while Scope2 refers to greenhouse gases generated by other companies as a result of our electric power or other energy usage.

Our greenhouse gas emissions across domestic and global sites dropped 8.4% between FY2022 and FY2023. The main reasons for this decrease were the switch to electric power derived from renewable energy sources at eight sites in Japan^{*3}, as well as an improvement in the CO₂ emission coefficient per unit of electric power of purchased electricity at our U.S. sites.

^{*3} Sagami Office, Tochigi Plants (Oyama/Moka), Fuji Plants (Fuji/Fujinomiya), Unipres Mold Corporation (Hiroshima/Moka), Unipres Butsuryu Co., Ltd. (Gotemba)

Change in Direct Global Greenhouse Gas Emissions (Scope 1 and 2)



<Target Companies> Unipres Corporation and consolidated subsidiaries in Japan and overseas

★Third-party verified by SGS Japan Inc. (Unipres Corporation in FY2021, Unipres Corporation and consolidated subsidiaries in Japan in FY2022)

Please see our website for details on third-party verification of environmental data.

▶ <https://www.unipres.co.jp/csr/environment/> (in Japanese)

*4 FY2023 results are provisional values not yet verified by a third party

*5 The scope of tabulation was partially revised and retroactively amended to the base year

*6 UM Corporation, SAS was added to the scope of tabulation from FY2020, Unipres Kyushu (Tobata area), Unipres North America, and Unipres Thailand from FY2021, and Unipres Wuhan from FY2022

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 in Mooka and Fuji Plant in Fujinomiya have these energy-efficient transformers.



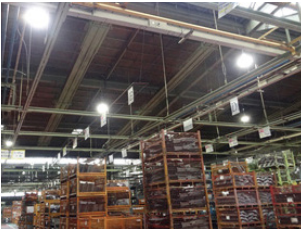
Switching to Gas Heat Pumps in Air Conditioning Equipment

Our Tochigi Plant in 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.



Switching to High-Efficiency Lighting

In order to reduce CO₂ 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 our plants in Oyama, Moka, Oppama, Sagami, Fuji, and Fujinomiya with LED lighting. As a result, we successfully reduced electric power consumption by up to one fourth while providing better illumination.



Replacing Company Vehicles with Electric Vehicles

We have been working to reduce exhaust gas and CO₂ 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 fuel efficiency through the creation of lightweight products and the spread of zero-emission vehicles.



Installation of Cogeneration Systems

The Sagami Office has introduced a cogeneration system that uses city gas as fuel. 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.



Introduction of Ultrasonic Cameras for Air Leak Detection

Ultrasonic cameras were introduced at Tochigi plants in Oyama, Moka, and Oppama, Fuji plants in 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 CO₂ Emissions

Unipres (UK) is promoting the use of the biofuel HVO100 (hydrotreated vegetable oil) in its efforts to curb CO₂ emissions. In FY2022, the company replaced six of its seven

diesel-powered vehicles with biofuel vehicles. With biofuel vehicles, it is possible to reduce greenhouse gas emissions by about 90% compared to standard diesel fossil fuel.

Renewable Energy Initiatives

Installation of Photovoltaic Power Systems

As part of our strategy to reduce greenhouse gas emissions, we are promoting the introduction of photovoltaic power generation. Having installed photovoltaic power systems in Japan at the Tochigi plants in Oyama and Moka, Fuji Office, Fuji plants in Fuji and Fujinomiya, as well as overseas in Mexico and the U.K. in 2020, we are now generating electricity.

At our Tochigi Plant in Moka, for example, the power system supplies almost all the electric power used in the administrative building. The generated electricity is also used to charge the company's Nissan Leaf EVs, as well as an emergency power supply during power cuts.

In FY2023, Unipres generated a total of 196,412 kWh of electricity domestically, all of which was used within the company. This has enabled us to reduce the usage of fossil fuels (crude oil) by approximately 51 kL each year, and as a result, annual CO₂ emissions have been lowered by about 88 tons. This is equivalent to the amount of CO₂ absorbed by 9,976 cedar trees in a year^{*1}.

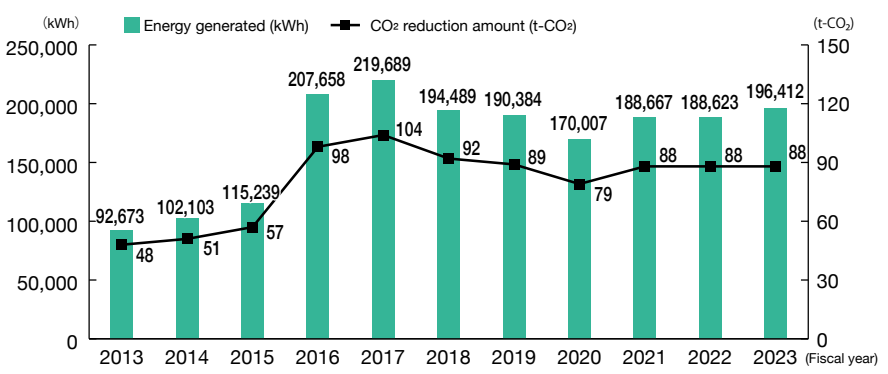
^{*1} Calculation based on the assumption that the average amount of CO₂ absorbed by one cedar tree is about 8.8 kg per year (Ministry of the Environment/Forestry Agency website)

Using Renewable Energy

The Unipres Group has switched to solar and wind power-derived electric power free of CO₂ emissions for 100% of electric power used at nine sites: Sagami Office, Tochigi Plants (Oyama and Moka), Fuji Plants (Fuji and Fujinomiya), Unipres Mold (Hiroshima and Moka), Unipres Butsuryu (Gotemba), and Unipres (UK).

We will continue to promote this initiative throughout the entire Group and further introduce renewable energy at our domestic and overseas sites.

Change in Amount of Electricity Generated by Photovoltaic Power Systems and Amount of Reduction in CO₂ in Japan



<Target Companies> Tochigi Plants (Oyama and Moka), Fuji Office, Fuji Plants (Fuji and Fujiyama)



Unipres (UK)



Unipres Mexicana

<Scope3 Initiatives>

Scope3 refers to indirect greenhouse gas emissions other than those of Scope1 and Scope2 (emissions by other companies related to our business activities). It is split into 15 categories.

The category with the highest emissions in Scope3 is Category 1 (purchased goods and services) at 97.0%.

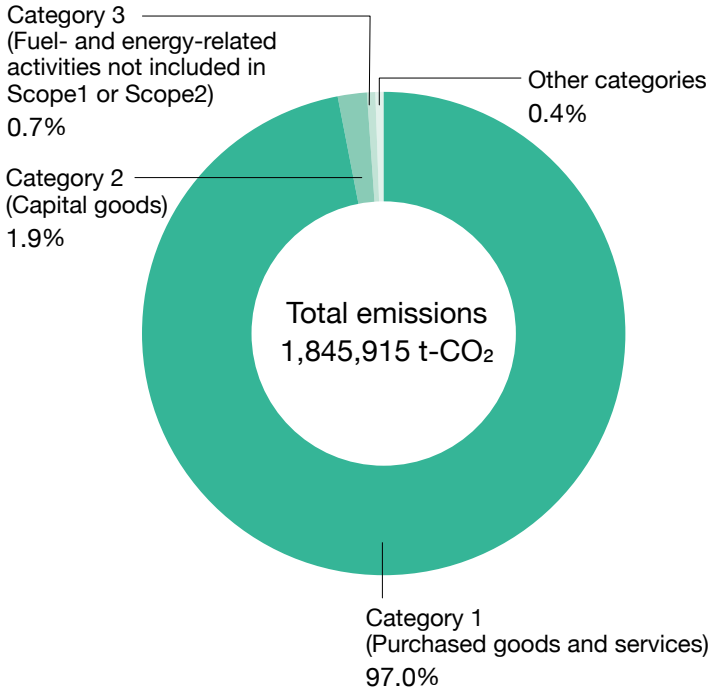
Change in Indirect Greenhouse Gas Emissions in the Supply Chain (Scope3)						
	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Emissions Total	2,219,693	2,001,829	1,639,910	1,696,568	1,684,930	1,845,915
Category 1 (Purchased goods and services)	2,195,097	1,968,120	1,514,567	1,611,005	1,629,802	1,791,198
Category 2 (Capital goods)	10,742	11,737	103,669	63,996	34,744	35,371
Category 3 (Fuel- and energy-related activities not included in Scope1 or Scope2)	10,049	18,238	16,097	14,923	13,796	12,666
Category 4 (Upstream transportation and distribution)	1,295	1,593	1,768	2,061	2,327	2,685
Category 5 (Waste generated in operations)	563	306	348	741	967	1,975
Category 6 (Business travel)	1,173	977	2,725	3,123	2,547	1,341
Category 7 (Employee commuting)	774	858	736	719	747	678

*1 FY2023 boundaries : Unipres Corporation and consolidated subsidiaries in Japan and overseas
Categories 1, 2, and 3 : Unipres Corporation and consolidated subsidiaries in Japan
Categories 4 and 5 : Unipres Corporation
Categories 6 and 7 : Unipres Corporation
Categories 8, 9, 10, 11, 12, 13, 14, and 15 : Not applicable

*2 Simple comparisons are not possible as different calculation boundaries were used in each fiscal year

*3 Calculation conditions for Category 3 were revised and retroactively updated to the base year
We will continue to revise calculation conditions in response to the current situation as we strive for a more optimal understanding of the figures

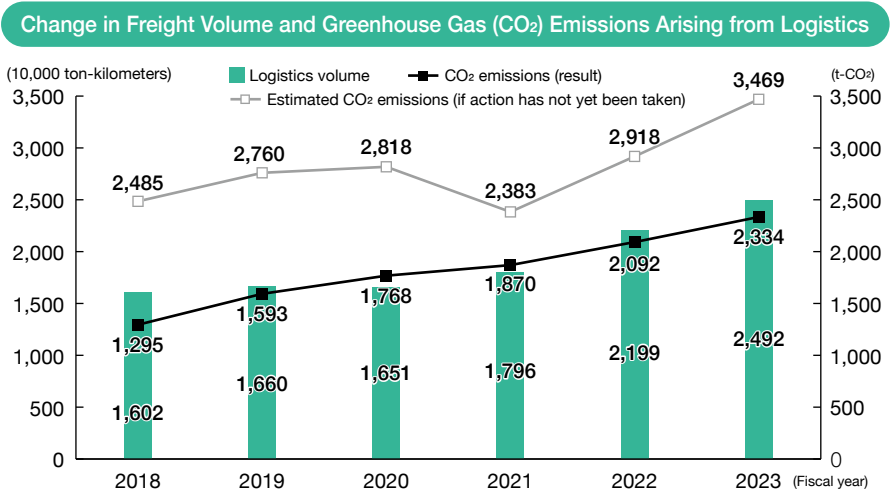
CO₂ Emissions for Each Scope 3 Category (Based on FY2023 Results)



Category 4 Initiatives in Logistics

Reduction of Greenhouse Gas (CO₂) Emissions in Logistics

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 under that act or other laws and regulations. Nonetheless, we are drawing up plans for reducing CO₂ emissions in logistics, and strive to achieve these reductions.



CO₂ Reduction through Activities to Improve Logistics

Each fiscal year, we plan activities to improve logistics and set CO₂ reduction targets based on those plans. This fiscal year, we worked on various reduction activities, such as increasing the proximity of sites in the production stages and reusing packaging materials, and as a result, we exceeded our CO₂ reduction target with an achievement rate of 146%.

CO₂ Emissions Reduction in FY2023

CO ₂ Reduction Target	CO ₂ Reduction Result	Rate of Achievement
150 t-CO ₂	220 t-CO ₂	146%

*1 Excludes continuous initiatives

CO₂ Reduction Effect and Rate of Continuous Improvement Activities

Action Items	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Modal shifts	(1,175)	(1,149)	(1,017)	(454)	(667)	(891)
Route changes	(3)	(2)	(4)	(13)	(37)	(15)
Improved packaging	(4)	(8)	(6)	(22)	(88)	(87)
Increased proximity	(2)	(1)	(1)	(1)	(6)	(117)
Improved loading efficiency	(7)	(7)	(21)	(23)	(27)	(24)
Total	(1,190)	(1,167)	(1,050)	(513)	(826)	(1,134)
CO ₂ emissions (Results)	1,295	1,593	1,768	1,870	2,092	2,334
Estimated CO ₂ emissions (If action has not yet been taken)	2,485	2,760	2,818	2,383	2,918	3,469
Reduction rate	(48%)	(42%)	(37%)	(22%)	(28%)	(33%)

CO₂ Reduction by Modal Shifts

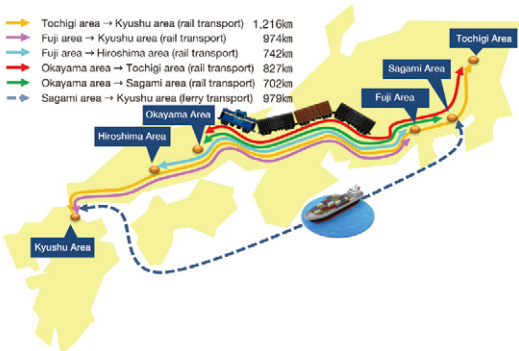
Modal shifts, which are a typical initiative among logistics improvements, can curb environmental impact by reducing CO₂ emissions, preventing air pollution by easing traffic congestion, and similar.

CO₂ emissions per transportation unit are about one-eleventh for rail freight and one-fifth for ferry transportation compared to commercial trucks*².

Unipres' rail freight and ferry transportation volume for existing and new routes amounted to 8.47 million ton-kilometers in FY2023.

If the resulting emissions are compared with emissions from the equivalent transportation volume by truck, these modal shifts can be considered to result in a reduction in CO₂ emissions of approximately 891 tons (about 81%).

*² Estimated figures from FY2021 given by the Ministry of Land, Infrastructure, Transport and Tourism



Information Disclosure Based on TCFD Recommendations

The Task Force on Climate-related Financial Disclosures (TCFD), established by the Financial Stability Board (FSB), an international organization dedicated to stabilizing the financial system, published recommendations in 2017 recommending that companies and others disclose information about risks and opportunities related to climate change.

Governance

At the Unipres Group, the Sustainability Committee was established to work on issues related to climate change. Meanwhile, the Environment Committee was established to assess and respond to climate-related risks and opportunities due to its specialist nature. 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.

Unipres’ Board of Directors directs, supervises, and monitors business execution in respect of all measures aimed at addressing matters related to climate change in line with our medium- and long-term sustainability targets. Responsibility for such direction, supervision, and monitoring regarding sustainability issues, including climate-related issues, rests with the chair of the Board of Directors.

Please see [P.10](#) for details on the Sustainability Promotion System.

Roles of Organizations and Meeting Frequency

Organization	Role	Meeting Frequency
Board of Directors	<ul style="list-style-type: none"> Determines Unipres’ ESG-related business plans and directs, supervises, and monitors the execution of those plans 	12 times/year
Sustainability Committee	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Executes plans concerning environment-related matters 	4 times/year
Risk Management Committee	<ul style="list-style-type: none"> Assesses and analyzes company-wide risks and implements activities for reducing those risks 	4 times/year

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

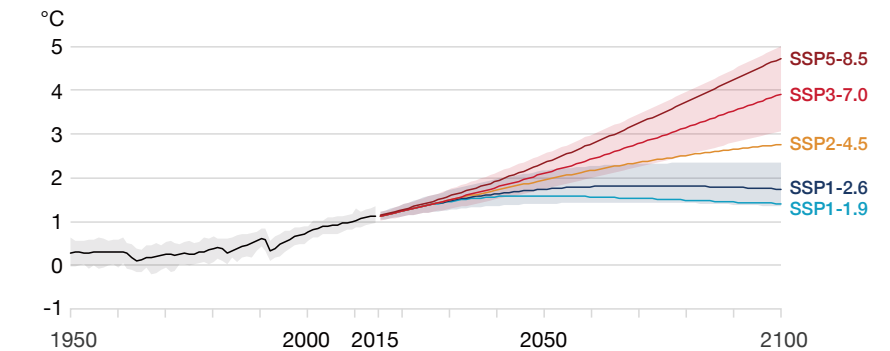
Strategy (Scenario Analysis)

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 bases, subject to examination. These analyses encompass not only our direct operations, but also our entire supply chain from raw material purchasing to transportation, in addition to our customers.

Change in Average Global Temperature Relative to 1850 to 1900



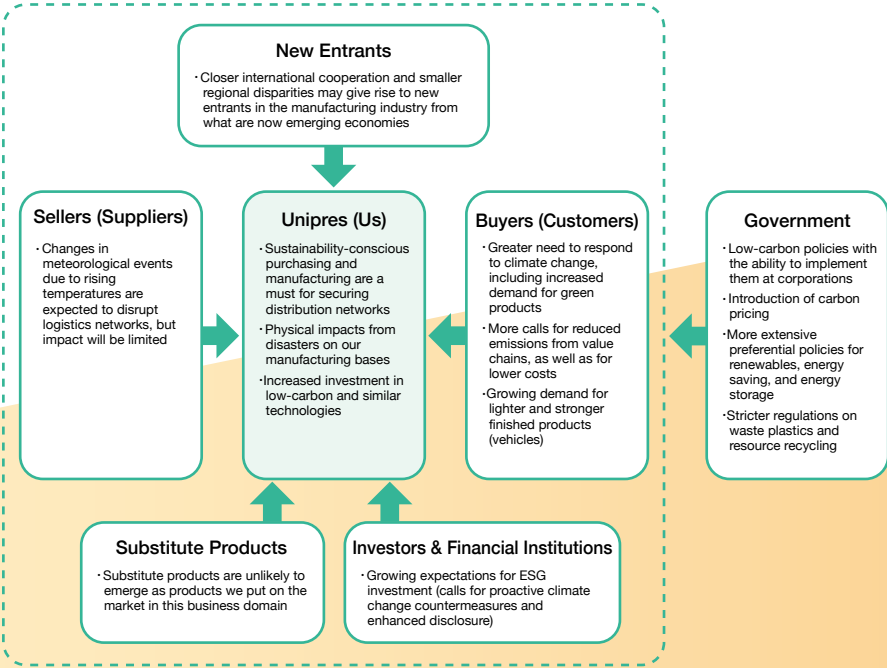
Source: IPCC_AR6_WGI_Full_Report

Strategy (Scenario Analysis)

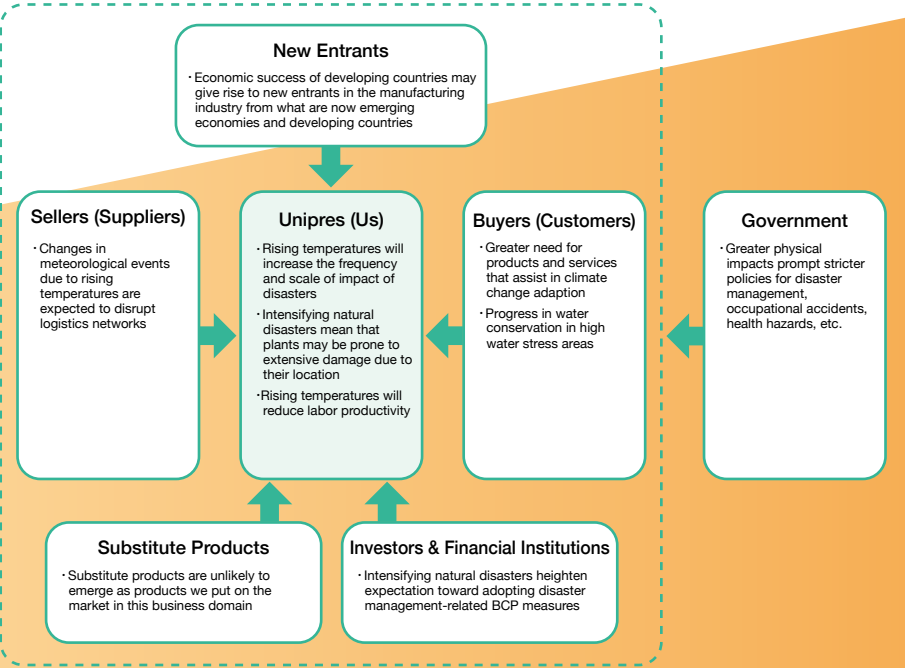
We have considered each scenario’s impact on the business environment for the Company as of 2030, assuming the following world view.

Scenario	Risk	Reference Value	Expected Environment
1.5°C Scenario	Physical	SSP1-1.9	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, than the 4°C scenario.
	Transition	IEA NZE2050	
4°C Scenario	Physical	SSP5-8.5	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.
	Transition	IEA STEPS	

■ A World Under the 1.5°C Scenario



■ A World Under the 4°C Scenario



Strategy (Risks and Opportunities Perceived by the Unipres Group)

Category			Observation	Applicable Scenario	Metrics	Timing of Emergence	Scale of Financial Impact	Major Actions to Take
Risks	Physical Risks	Acute	Greater wind and flood damage due to more powerful typhoons (Damage to facilities and buildings)	1.5°C/4°C	Costs up	Medium-term	Medium Fuji Plant (Fuji)	Upgrading BCP countermeasures (Developing a flood response manual)
		Chronic	Impacts on production due to water shortages arising from drastic changes in meteorological events	1.5°C/4°C	Sales down	Medium-term	Medium Unipres India Unipres Mexicana	Recycling water as much as possible Installing water storage tanks
			Greater health hazards due to rising average temperatures	1.5°C/4°C	Costs up	Long-term	High	Enhance air conditioning equipment or replace with more heat-resistant equipment
			Failure of production systems (control equipment, etc.) due to rising average temperatures	4°C	Costs up	Long-term	Low	
	Transition Risks	Markets	Inadequate response to customers' calls for carbon neutrality	1.5°C	Sales down	Long-term	High	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	1.5°C/4°C	Sales down	Medium-term	High	Investing in the development of products for exclusive use in EVs
			Expanded introduction of carbon tax	1.5°C/4°C	Costs up	Medium-term	Medium	Aiming to convert to renewable energies or switching to 100% renewable energy
		Technology	Growing calls for a lower carbon hot stamping process	1.5°C/4°C	Costs up	Long-term	Low	Investing in the development of products for exclusive use in EVs Promoting the development of technologies for expanding the application of ultra-high-tensile materials
			Developing new products through R&D and technological innovation in response to needs for lower fuel costs and lower carbon technologies	1.5°C/4°C	Costs up	Short-term	Medium	
	Reputation	Inadequate response to stakeholders' calls for carbon neutrality	1.5°C	Capital down	Medium-term	Low	Responding to demands	
Opportunities	Energy Sources	Usage of renewable and low-carbon energy sources at our facilities	1.5°C	Costs down	Long-term	Low	Clarifying investments needed to materialize opportunities	
	Markets	Use of subsidies in introducing high-efficiency equipment	1.5°C	Costs down	Medium-term	Low		
	Products/ Services	Developing new products through R&D and technological innovation in response to needs for lower fuel costs and lower carbon technologies	1.5°C/4°C	Sales up	Medium-term	Car bodies: High	Investing in the development of products for exclusive use in EVs	
						TM: High	Promoting the development of technologies for expanding the application of ultra-high-tensile materials	
						Plastics: Medium		

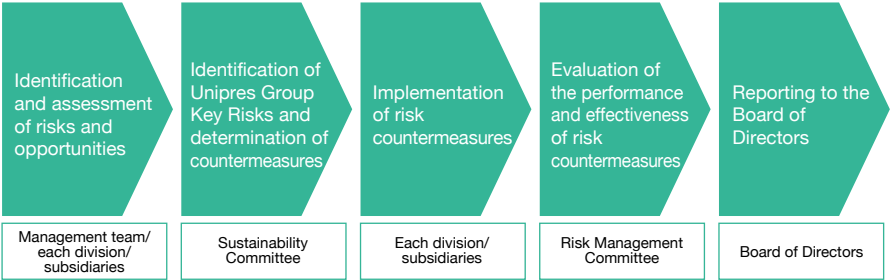
*1 Timing of emergence: "Short-term" denotes the current year to 2026, "medium-term" 2027 to 2030, and "long-term" 2031 to 2050, with FY2030 and FY2050 set as the target years for reducing greenhouse gas emissions to achieve carbon neutrality
*2 Scale of financial impact: "High" denotes 10 billion yen 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. 75](#) for details on risk management.

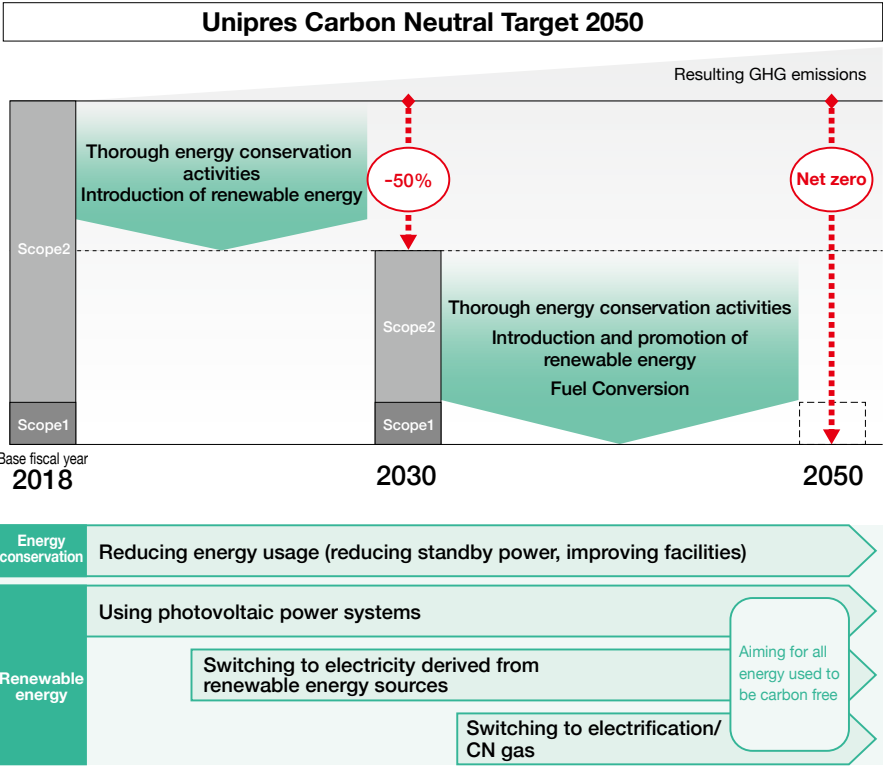


Metrics and Targets (Targets and Performance under Climate Change)

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 solar power generation and switching to electric power derived from renewable energy sources. Also, as a challenge for 2050, 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-CO₂, 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.



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 deepening its core domains centering on press technologies, as well as strengthening initiatives for new domains, including innovative production methods and products.

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 reduce fuel and electricity costs 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.



Further, 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 FY2023, personnel involved in R&D numbered 616, while R&D expenditure for FY2023 amounted to 6.4 billion yen. Meanwhile, industrial property rights held by the Unipres Group as a whole at the end of FY2023 numbered 69.

We are actively engaged in research not only within Unipres, but also jointly with automakers, steel manufacturers, and through industry-academia collaborations with universities.



Related SDGs



Targets and Results

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

	Medium- and Long-Term Targets	FY2023 Targets	Result	Degree of Achievement
Car Body Pressed Parts Business	Development of even lighter parts and adoption of parts in massproduced vehicles	1. Expanded application of cold pressed hightensile materials (1.2/1.5 GPa materials) 2. Development of value-added hot stamping technologies 3. Development of technology to enhance adaptability to aluminum parts 4. Improved added value of plastic parts	1. Expanded applicable parts made with 1.2 GPa materials 2. Completion of trial production of integrally molded parts 3. Completion of study into pressing and joining elements technologies 4. Completion of study into application of flame retardant plastic BAT-CASE	✓
Transmission Parts Business	Development of electric vehicle parts and adoption of parts in mass-produced vehicles	1. Development of parts for electric vehicle powertrains 2. Development of new technologies to increase added value	Completion of trial production of rotor shafts, etc.	✓

Initiatives

Technological Development for Electrification

We are working to utilize our strengths in each area based on the press technology we have developed up to present.

In the area of car body pressed parts, we are promoting technological development to further increase the strength of steel parts, integrate car body frame parts, and enhance adaptability to aluminum parts. By proposing optimal body structures that combine these technologies to automakers, car bodies can be made both lighter and stronger.

In the area of plastic parts, we are focusing on offering high added value functions to electric vehicles, such as improved aerodynamic, sound-absorbing, and noise-reducing performance, and developing the application of eco-friendly materials.

Meanwhile, in the area of transmission parts, we are leveraging our precision press technology in initiatives toward entering development of e-Axle component parts and other parts for electric vehicle powertrains.

	Major Technological Development Initiatives
Car Body Pressed Parts	Proposing optimal car body structures <ul style="list-style-type: none"> ● Further improving the strength of steel parts ● Development of lighter parts ● Integration of body frame parts ● Enhanced adaptability to aluminum parts
Plastic Parts	Multifunctionality <ul style="list-style-type: none"> ● Improving added value by offering new functions ● Developing the application of eco-friendly materials
Transmission Parts	Initiatives to enter development of parts for electric vehicle powertrains <ul style="list-style-type: none"> ● Strengthening the development of e-Axle component parts ● Using pressing technology for cast and forged parts

Examples of Technological Development to Realize Weight Reduction

Development Example 1

Technological Development to Integrate Body Frame Parts

Unipres is working to integrate car body frame parts toward further promoting the development of lightweight parts.

Along with the advancement of electrification, there is a demand for further weight reduction, while at the same time, customers also increasingly require lower costs.

Hot stamping main body frame parts into a single integrally molded form has enabled Unipres to reduce the number of component parts by 90%, weight by 30%, and molds by 80%, while still ensuring the same level of performance as conventional parts. In the future, we will utilize this technology to promote the integration of parts in other locations.

<Example of Examining Integrated Structure of Hot Stamped Body Frame Parts>



Integrally molded part (rear component)

- Development Aims and Key Points
- Weight reduction
 - Assembly process integration through parts integration (including OEM)
 - Reduction in the number of press processes (reducing number of molds)
 - Enabling production at our own facilities

Reduction Effects	
	Effect
Number of component parts	90% reduction
Weight	30% reduction
Number of molds	80% reduction

Development Example 2

Technology Development for Multifunctional Plastic Parts

In the area of plastic parts, we are working to develop functional parts with newly added value and the application of eco-friendly materials.

In addition to the development of lightweight battery case covers that are also high-strength and flame-retardant, along with large floor covers and the like that can enhance the aerodynamic characteristics of electric vehicles, we are also developing parts featuring both sound-absorbing and noise-reducing properties to reduce road surface noise.

We are also working to develop environmentally friendly products, such as bio-based plastic materials and CNF fillers that factor in recyclability. These initiatives have enabled us to create multifunctional plastic parts.

<Reduced Electricity Costs>

Weight reduction

Battery cover

- ◆ Clear requirements for flame retardancy

UPR: Plastic

LWR: steel

Inverter cover

- ◆ Strength, rigidity, electromagnetic radiation proofing

Improved aerodynamic performance

Large floor covers

- ◆ Lightweight, high rigidity

Larger and flatter

<Improved Noise Reduction (Sound Absorbance and Insulation)>

Added sound-absorbing and noise-reduction performance

- ◆ Reduced road surface noise

Fender protector

Floor cover

<Environmental Response>

Application of eco-friendly materials

Application in Unipres plastic parts

- Biomass plastics
- Biodegradable plastics
- CNF fillers
- Recycling

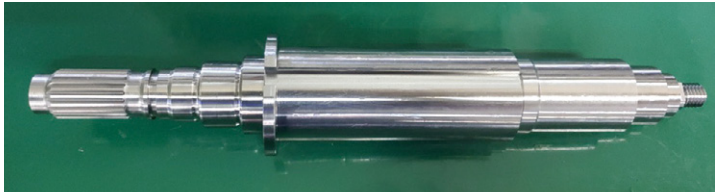
Development Example 3

Strengthening Development of Parts for Electric Vehicle Powertrains

In the area of transmission components, we are working to develop parts adapted for reduced weight motors in electric vehicle drives.

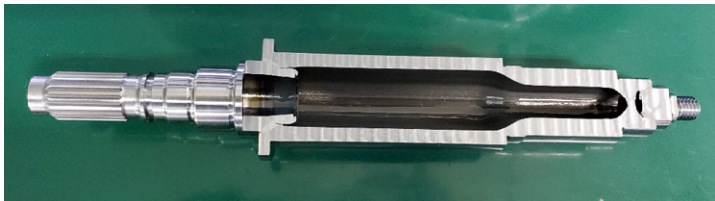
One of them is the motor rotor shaft, an e-Axle component part. Amid an increase in rotations due to ever smaller motors, higher cooling performance is required. Unipres has been able to create a hollow rotor shaft through advanced precision press technology. This enables us to reduce weight by about 50% compared to the solid types machined from steel bars. Further, the use of a hollow section also improves cooling performance.

<Solid Type Rotor Shaft>
Machined from steel bars



Weight reduction of about 50%

<Hollow Type Rotor Shaft>
Pipe press molding



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	FY2023 Targets	Result	Degree of Achievement
Industrial waste recycling rate of 70% or higher [Unipres Corporation/Unipres R & D Co., Ltd./Unipres Kyushu Corporation]	Industrial waste recycling rate of 63% or higher *1 Excludes steel and other valuable materials [Unipres Corporation/Unipres R & D Co., Ltd./Unipres Kyushu Corporation]	75.4%	✓

Related SDGs



Performance Reporting and Initiatives

Initiatives by Offices and Plants

<Activities for Improving the Industrial Waste Recycling Rate>

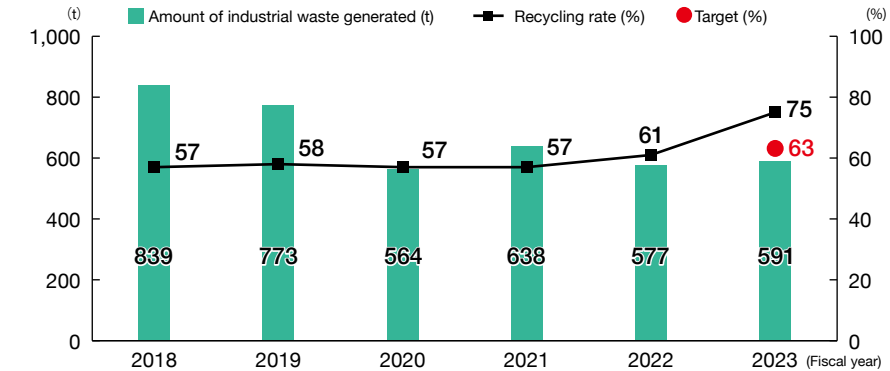
As part of its efforts to make efficient use of resources, Unipres is continuously working to curb waste generation and improve the recycling rate of industrial waste.

Unipres products delivered to customers are packed in returnable containers that can be used more than once.

We also reuse packaging materials in an effort to reduce industrial waste. Any materials that would be difficult to reuse are recycled wherever possible.

In FY2023, we achieved an industrial waste recycling rate of 75.4%, compared to the target of 63%.

Change in Volume of Industrial Waste Generated and Recycling Rate



<Target Companies> Unipres Corporation, Unipres R & D Co., Ltd., and Unipres Kyushu Corporation

<Recycling Steel Materials>

Unipres’ flagship products are auto body and transmission 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.

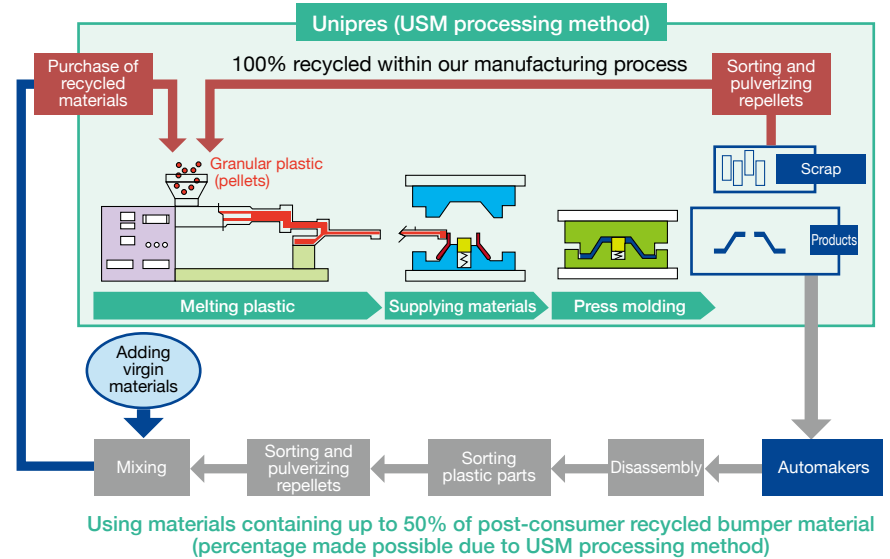
<Recycling of Plastic Materials: Recycling System in the Plastic USM Processing Method>

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 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^{*1}, our in-house developed proprietary plastic-press technology.

Further, 100% of scrap from plastic-press products generated through the USM processing method during the manufacturing process is recycled internally.

The use of 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



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%)

FY2023 Targets	Result	Degree of Achievement
Strict compliance with regulatory standards on air and water quality (Zero violations of regulatory standards) [Unipres Corporation/Unipres R & D Co., Ltd./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- to long-term target of zero regulatory standard violations related to air or water pollution. In FY2023, 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.

Supply Chain Initiatives

<Green Procurement Initiatives>

Please see [P. 45](#) for details on green procurement initiatives.

Related SDGs



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%)

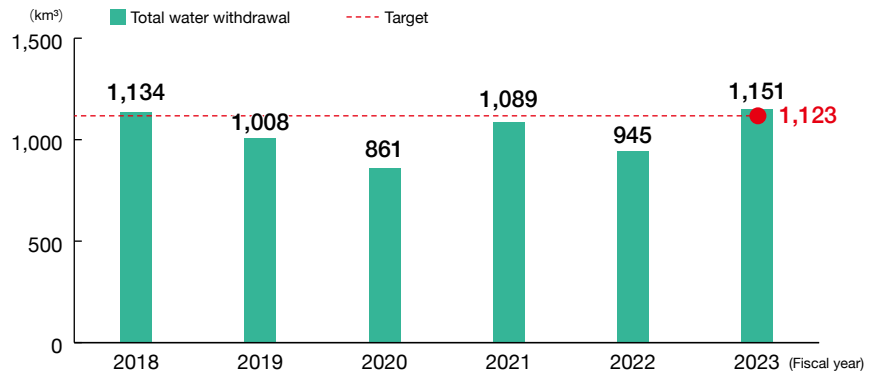
FY2023 Targets	Result	Degree of Achievement
Total water withdrawal of 1,123 km ³ or less [Target value] 1% reduction compared with FY2018 [Unipres Corporation/Unipres R & D Co., Ltd./Unipres Kyushu Corporation]	1,151 km ³	✓

Performance Reporting and Initiatives

■ Reduction of Water Withdrawal

Each business office strives to use water resources effectively by circulating and reappropriating cooling water and patrolling sites to check for water leakages, along with reducing water withdrawal.

Change in Total Water Withdrawal in Japan



<Target Companies> Unipres Corporation, Unipres R & D Co., Ltd., and Unipres Kyushu Corporation

Change in Volume of Water Resources Used Globally

Category	FY2019	FY2020	FY2021	FY2022	FY2023
Total Water Withdrawal	1,537	1,325	1,485	1,278	1,443
Total Wastewater Released	973	765	796	545	742
Total Consumed Water	1,537	1,325	1,485	1,278	1,443

<Target Companies> Unipres Corporation and consolidated subsidiaries in Japan and overseas

*1 Excludes Unipres North America, Unipres U.S.A., and Unipres Indonesia

*2 UM Corporation was added to the scope of tabulation in FY2020

Wastewater Treatment Initiatives

Substances discharged from our operations into bodies of water are as the below. Since the substances listed below are not generated at locations other than the Fuji Plant (Fuji) due to the characteristics of our business, the target scope has been set as the Fuji Plant (Fuji).

Wastewater is discharged into bodies of water only after being processed at wastewater treatment facilities until it meets the standards set by the national government and Shizuoka Prefecture.

Wastewater Quality

Unit [t]					
Category	FY2019	FY2020	FY2021	FY2022	FY2023
Chemical Oxygen Demand (COD) Emissions	0.384	0.776	0.555	0.420	0.370
n-Hexane Extract	0.302	0.297	0.359	0.344	0.278
Suspended Solids (SS) Emissions	0.302	0.345	0.403	0.371	0.301
Zinc Content	0.026	0.062	0.035	0.031	0.028
Soluble Iron Content	0.030	0.036	0.036	0.034	0.035
Ammonium Compound, Nitrous Acids, and Nitrates	0.596	0.665	0.662	0.491	0.284
Nickel Content	0.030	0.030	0.036	0.034	0.030

<Target Company> 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 separated from oil using an on-site oil-water separator. 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 biodiversity, it also adversely impacts those ecosystems through its business activities. We therefore contribute to conserving biodiversity and ecosystems in cooperation with local communities by protecting biodiversity both in our business activities, that

is, preventing air, water, and soil pollution and combating climate change by curbing greenhouse gas emissions, as well as in our social contribution and other non-business activities.

Initiatives

Ecosystem Conservation Activities

<Environmental Conservation Activities at Local Rivers>

Our Fuji Office signed a River Friendship Agreement with Shizuoka Prefectural Public Works and Fuji City in May 2023. Under this agreement, we have been undertaking environmental conservation activities at Urui River, a Class A river in the Fuji river system that runs right alongside the Fuji Office. River Friendships are joint projects between local communities and governments. Their purpose is to carry out activities to clean up rivers and tidy up riverside areas while raising interest in conserving neighboring river environments throughout the entire community. Going forward, we will continue to undertake activities together with Shizuoka Prefecture and Fuji City as a River Friendship member.

<Ecosystem Survey>

We defined FY2019 as the year to kick off activities for conserving biodiversity and ecosystems, and selected a target for survey.

[Survey Objectives and Basic Approach]

- 1. To prevent or minimize any impact from our business activities on biodiversity and work toward its conservation
- 2. To engage in preventive measures to conserve biodiversity and initiatives that reflect the results of monitoring
- 3. To be committed to the conservation of biodiversity from a long-term perspective

[Selected Survey Target]

According to the Report of Comprehensive Assessment of Biodiversity and Ecosystem Services in Japan (Japan Biodiversity Outlook 2) published in March 2016 by the Ministry of the Environment, the outlook on biodiversity shows “a declining trend over a long period.” The report states that one of the major drivers of this trend is the “Second Crisis (reduction in use/management of Satochi-Satoyama [woodlands and mountains near populated areas]).” In consideration of the surrounding environment and other factors, we selected Unipres Kyushu from among our business sites within Japan as the target location in FY2019, then organized priorities for environmental protection and conducted field surveys.



Kingfishers and other wildlife were sighted during a field survey at Unipres Kyushu

Social

40	Product Quality Improvement
44	Supply Chain Management
48	Respect for Human Rights
52	Diversity
55	Occupational Health and Safety
59	Health and Productivity Management
63	Work-Life Balance
64	Human Resource Development
66	Social Contribution Activities

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 Senior Executive Vice President in charge of quality assurance, as appointed by the Chair of the Sustainability Committee. The other committee members consist of one Vice Chair (Executive Officer with specific responsibility for technology) 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 with specific responsibility for quality, heads of departments related to quality, and heads of other related departments.

Please see [P. 10](#) for details on the Sustainability Promotion System.

Related SDGs



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

Unipres Group manufacturing bases 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, all of our production plants have now achieved IATF 16949 certification.

Details on product quality improvement can also be found on the Unipres website.

▶ <https://www.unipres.co.jp/en/csr/society/>

IATF 16949-Certified Offices and Plants

*1 Based on the number of production sites

Domestic Sites	Overseas Sites
<ul style="list-style-type: none">● Fuji Plant (Fuji)● Fuji Plant (Fujinomiya)● Tochigi Plant (Moka)● Tochigi Plant (Oyama)● Tochigi Plant (Oppama)● Unipres Kyushu Corporation● Unipres Mold Corporation Fuji Plant● Unipres Mold Corporation Hiroshima Plant● Unipres Mold Corporation Moka Plant● Unipres Precision Corporation	<ul style="list-style-type: none">● Unipres U.S.A., Inc.● Unipres Southeast U.S.A., Inc.● UNIPRES ALABAMA, INC.● Unipres Mexicana, S.A. de C.V. Auto Body Parts Plant● Unipres Mexicana, S.A. de C.V. Transmission Parts Plant● Unipres (UK) Limited● UM Corporation, SAS● Unipres Guangzhou Corporation● Unipres Zhengzhou Corporation● Unipres Wuhan Corporation● Unipres Precision Guangzhou Corporation● Unipres India Private Limited● PT. Unipres Indonesia

*2 In addition to those listed above, three other affiliated companies accounted for by the equity-method have also been certified: MA Automotive Brazil Ltd., Unipres Sunrise Corporation, and Guangzhou Dongshi Unipres Hot Stamping Corporation.

Targets and Results

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

Medium- and Long-Term Targets	FY2023 Targets	Result	Degree of Achievement
Zero defects on delivery	[Car Body Pressed Parts Business] Maintaining IATF 16949 certification (Passing renewal audit) [Oyama/Moka/Oppama/Kyushu]	Passed renewal audit	✓
	[Transmission Parts Business] (1) Maintaining IATF 16949 certification (Passing periodic audit) [Fuji/Fujinomiya] (2) Acquiring IATF 16949 certification [Unipres Precision Corporation]	(1) Passed periodic audit (2) Acquired certification	✓
	[Plastic Parts Business] Maintaining IATF 16949 certification (Passing periodic audit) [Unipres Mold Corporation: Fuji/Hiroshima/Moka]	Passed periodic audit	✓

Initiatives

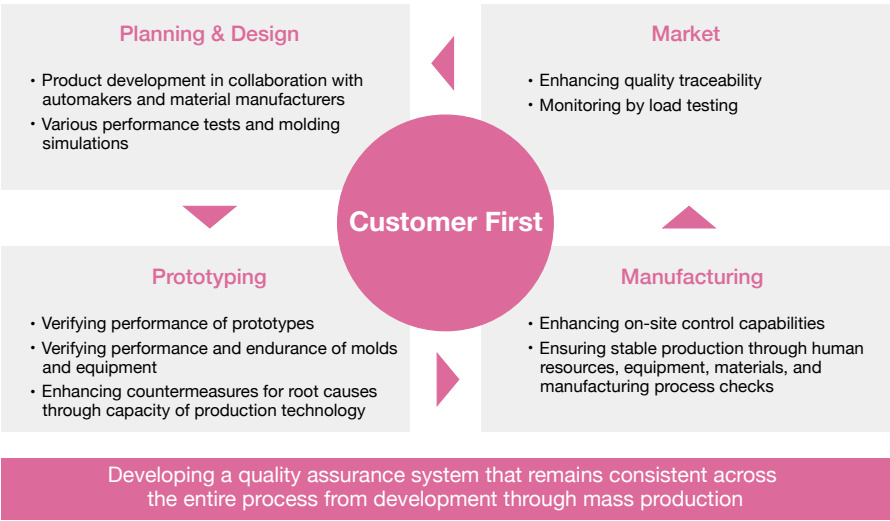
Key Quality Improvement Initiatives in FY2023

1. Eradicate serious defects
2. Achieve targets for reducing defects on delivery at all production sites
3. Achieve quality targets for new models
4. Reduce in-process defects

Quality Control

We established the Unipres worldwide quality control system with the aim of zero defects on delivery.

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.



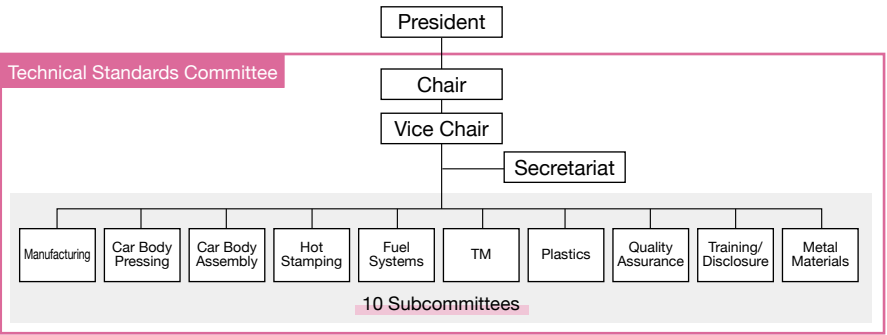
Implementation of Shared Global Standards

Unipres has been implementing new measures since FY2014 in its 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 Technical Standards Committee with 10 subcommittees. Each subcommittee is in charge of its respective technologies, which it standardizes and maintains (901 engineering standard documents have been compiled as of FY2023).

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 for Unipres products, and as a result, are working on initiatives linked to reducing energy loss and CO₂ 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 defects on delivery, we have been sending the target number of defects on delivery and the data on actual defects at each of our manufacturing bases in Japan and overseas daily to supervisors and related parties at each of these bases since FY2018.

Through these efforts, we reduced the number of defects across all of our manufacturing bases in FY2023 by approximately 54% compared to FY2018.

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 FY2023, the Victory Circle received the excellence award at the 6475th Conference and Championships to award continuous improvement case studies as a result of continued efforts linked to further improvements in product quality and operational efficiency by strengthening its human resource development program and actively participating in company-wide and external contests.



The Victory Circle receiving the excellence award at the 6475th Conference and Championships to award continuous improvement case studies

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.

Unipres has formulated Unipres Purchasing Way based on the need to mutually fulfill our social responsibility together with all our suppliers in Japan and overseas when purchasing parts and materials. We undertake purchasing 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.

Related SDGs



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 CO₂ 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	FY2023 Targets	Result	Degree of Achievement
[Promoting sustainable purchasing] Zero high-risk suppliers ^{*1} in respect of the environment and society <small>*1 Suppliers whose scores fall below our standards in the Suppliers' Self-Assessment</small>	Implementing measures to improve supplier standards [Suppliers of domestic subsidiaries/Asian subsidiaries]	Implemented written interviews and provided feedback to suppliers who failed to provide sufficient answers to key questions in the self-assessment 10 out of 10 companies	✓
	Implementing self-assessment [Suppliers of U.S./European subsidiaries]	Implemented self-assessment 55 out of 55 companies	✓
	Zero high-risk suppliers in respect of ESG (Suppliers whose scores fall below our standards as a result of self-assessment) [Suppliers of U.S./European subsidiaries]	Zero companies	✓

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 confirm strict compliance, we also ask that responsible parties sign and submit a form for suppliers confirming agreement to the Guidelines.

For suppliers who are noncompliant, we undertake corrective actions in accordance with the Guidelines.

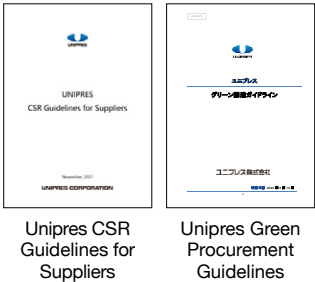
Details on the Unipres CSR Guidelines for Suppliers can be found on the Unipres website.

▶ <https://www.unipres.co.jp/en/csr/society/>

Green Procurement Initiatives

Unipres established the Unipres Green Procurement Guidelines 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.



■ 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 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.

In FY2023, activities were carried out all across the globe. We will continue our efforts to further raise standards across suppliers.

^{*1} Suppliers accounting for the top 90% of total mass production purchases in the previous fiscal year for each business division

Suppliers’ Self-Assessment Uptake Status

	FY2021	FY2022	FY2023
Target	Suppliers of Unipres alone: 37 companies	Suppliers of domestic and Asian subsidiaries: 59 companies	Suppliers of U.S. and European subsidiaries: 55 companies
Response Rate	100%	100%	100%
Monitoring	Three companies (implemented in FY2022)	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 promoted initiatives to meet challenges by establishing action plans (improvement plans) for two of the three Unipres suppliers targeted for monitoring in FY2021.

Zero noncompliant suppliers were identified as a result of monitoring.

■ Promotion of Local Purchasing and Employment

The Unipres Group essentially promotes localization across the globe, consequently striving to purchase 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. We explain our policies and challenges for the fiscal year concerning each of purchasing quality, and delivery, and ask for suppliers’ cooperation in our initiatives to meet these challenges. Since the policies for FY2021, we have added topics related to CSR (ESG) activities. In doing so, we urge our suppliers to understand the importance of CSR (ESG) activities and the challenges involved, and communicate our planned initiatives and requests to each supplier. Consequently, activities have already begun across the entire supply chain.

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.

Further, 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. 42](#) for details on the use of supplier quality assessments (USSCs).

Education for Purchasing Staff

We provide training for purchasing staff to ensure that purchasing will be 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 purchasing skills and awareness of responsible parties.

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.

Violations of the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors by Affiliated Companies

In FY2023, an affiliate company of Unipres was contacted by the Japan Fair Trade Commission for violating the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors.

We received the investigation results and improvement plan of the relevant affiliate company, and are carefully verifying that improvement measures based on the plan are being implemented without fail.

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 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.

Related SDGs



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	FY2023 Targets	Result	Degree of Achievement
Zero incidents of serious human rights violations	Zero incidents of serious human rights violations	Zero violations	✓
	Implementing human rights due diligence (1) Implementing human rights risk countermeasures [Unipres/domestic subsidiaries] (2) Identifying important human rights issues [Domestic suppliers/overseas subsidiaries]	(1) • Examined clearly laying out a definition for discriminatory advertising and developing related guidelines • Currently working to clearly lay out a system for capturing the times employees log on and off their computers and create cautions for properly capturing this information in order to ensure that working hours are tracked properly (2) • Domestic suppliers: Held meetings with four companies and gave feedback on issues • Overseas subsidiaries: Held meetings in seven countries (nine companies). Currently examining potential human rights issues for each country.	△

Initiatives

Fair Treatment and Appraisal

Unipres 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. When employees join or leave the Group, we respect their decisions. We never try to restrict their freedom.

■ 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 fiscal 2023, there were no cases related to labor issues.

■ Relations between Labor Unions and Management

The Unipres Group strictly complies with labor laws and regulations in each country it operates, respecting freedom of association and collective bargaining rights as fundamental human rights.

Unipres has adopted a union shop system. Employees are enrolled in the Unipres Labor Union, which is a member of the Federation of All Nissan and General Workers' Unions. As of April 2024, 100 percent of employees were enrolled in the labor union (excluding managers, employees who rejoined the company after statutory retirement, and non-regular employees), amounting to a total of 1,475 members.

Unipres has built a sound relationship with the Unipres Labor Union. We hold monthly departmental union-management council meetings and share information in our efforts to resolve issues. If any major redeployment of personnel that would have a significant impact on employees is planned, we adhere rigorously to fair procedures, with the labor agreement between Unipres and the union stipulating a minimum notice period of three months (60 working days).

■ 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 fiscal 2023, there were no cases of human rights violations.

■ Human Rights Due Diligence

In our efforts to respect the human rights of anyone impacted by our business activities, we conduct human rights impact assessments to establish a human rights due diligence process^{*1}.

As a first step, we reviewed our Basic Policy for Human Rights in July 2022. In addition, we initiated human rights due diligence efforts in FY2022 to identify human rights issues both for Unipres and Japan. Moreover, we began identifying human rights issues for our domestic suppliers and overseas subsidiaries in FY2023.

^{*1} A process companies should follow to prevent human rights violations and provide relief to victims of violations should they occur.

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 or 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 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. Specifically, we provide 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, in FY2023, we offered training on human rights and harassment with a revised training structure, as well as expanding the scope of participation from all managers to all employees.

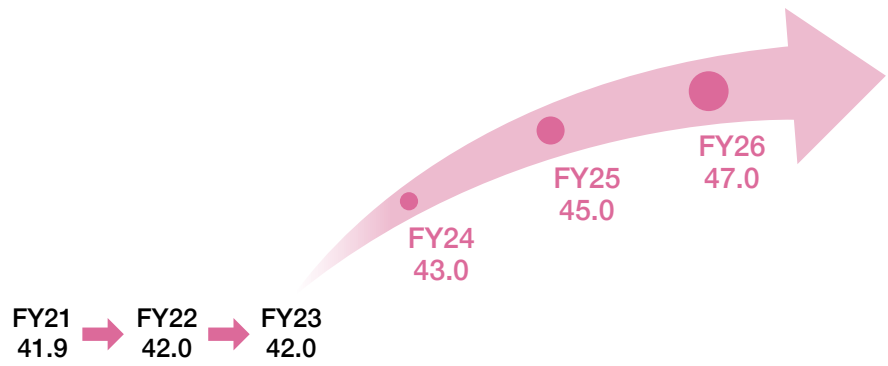
We also consider it vital to respect the human rights of all stakeholders, and have published our Basic Policy for Human Rights on the Unipres website so as to share it with cooperative companies, business partners, and anyone else who is involved in our businesses.

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 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

Unipres 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 supporting male employees in taking 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	FY2023 Targets	Result	Degree of Achievement
Increasing ratio of women managers (7%) [Unipres Corporation/Unipres R & D Co., Ltd.]	Percentage of women in management positions at 3.2% or higher [Unipres Corporation/Unipres R & D Co., Ltd.]	3.9%	✓
Increasing ratio of local employees in senior management positions ^{*1} at overseas locations (60%) [Overseas]	Promoting initiatives to increase the ratio of local employees in senior management positions ^{*1} at North American sites	Examined trends at each site <div>(Current) (Trend)</div> <div>Unipres North America 25% ⇒ 33%</div> <div>Unipres U.S.A. 33% ⇒ 50%</div> <div>Unipres Southeast U.S.A. 66% ⇒100%</div> <div>Unipres Alabama 50% ⇒ 66%</div> <div>Unipres Mexicana 0% ⇒ 25%</div> <div>Overall 31% ⇒ 50%</div>	✓

^{*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, 2022, to March 31, 2025
[Target] To raise the percentage of female employees in management positions to 3.5% or higher.

FY2023 results for the active participation of women in the workplace are shown below.

	FY2023	[Reference] FY2022
Percentage of newly employed female employees	29.5%	27.8%
Applicants per job by gender	Men: 4.0 Women: 2.9	Men: 6.5 Women: 6.8
Percentage of female employees	9.1%	9.1%
Male-female gap in average consecutive number of years worked	6.7 years	6.7 years
Percentage of women in management positions	3.9%	2.6%
Percentage of women executives	8.0%	8.0%

We have also set a medium- to 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 officers and managers across Group companies 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 three) 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 FY2023, 71% of male employees took parental leave, while the average uptake percentage between FY2021 to FY2023 was 66%. The percentage of women taking parental leave was 100%.

■ Acquiring 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 2023, we were recognized for our efforts to support childcare by being awarded Kurumin certification by the Minister of Health, Labour and Welfare.

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 FY2023, the employment rate of people with disabilities at Unipres was 2.6% (the statutory employment rate is 2.3%).

Our subsidiaries in China are also employing people with disabilities with the aim of revitalizing the local communities where their offices are located. At present, 11 people with disabilities are working at four subsidiaries (the total across all overseas subsidiaries is 15 employees at five companies).

■ Employing Non-Japanese People

As of the end of FY2023, Unipres employs 19 non-Japanese employees. Two of them have been appointed as Executive Officers. Moreover, at our overseas subsidiaries, 47% of full-time senior-level managers at the level of 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 Health and Safety

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.

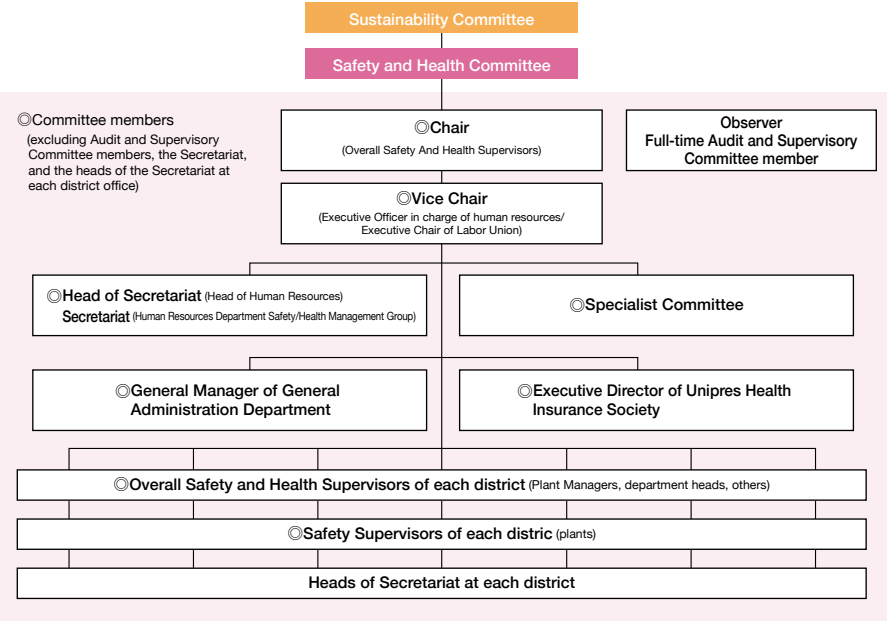
- 1. By achieving synergies from combining our top management’s determination and each employee’s action, we create workplaces where the safety, health, and well-being of all employees continue to improve.
- 2. In addition to compliance with occupational safety and health-related laws and regulations, 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 health and safety and shares measures and other information on the health and safety of employees in each district. The Safety and Health Committee is chaired by the Senior Executive Vice President in charge of plants and production.

Under the leadership of the Safety and Health Committee Officers (Overall Safety and Health Supervisors) at each business site or plant, we are engaging in activities to maintain safety at workplaces and ensure the health and safety 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 health and safety in labor agreements between Unipres and labor unions, and stipulate matters that require compliance in the Occupational Safety and Health Rules.



Targets and Results

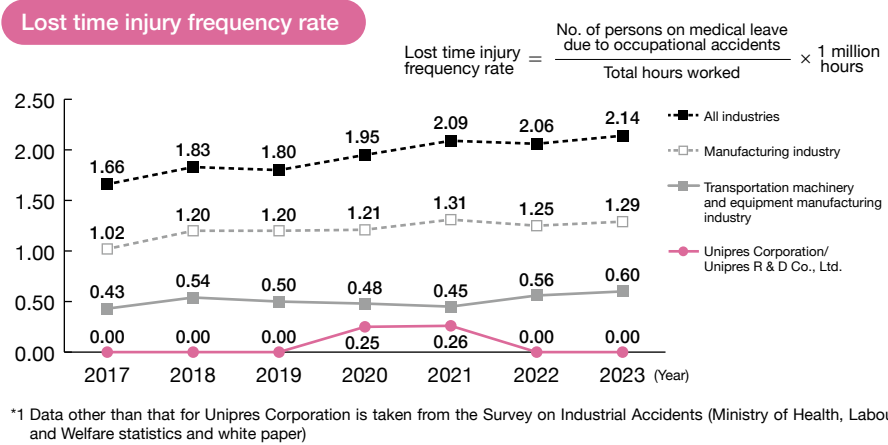
(Degree of achievement: ✓: 90% or more △: 50% to 90% ×: Less than 50%)

FY2023 Targets	Result	Degree of Achievement
Zero serious accidents [Unipres Corporation/Unipres R & D Co., Ltd.]	Zero accidents	✓

Performance Reporting and Initiatives

Occupational Health and Safety Performance

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



<Priority Activities to Eradicate Occupational Accidents>

We conduct the following activities in order to urge our plants in Japan and overseas to autonomously manage safety as part of our efforts to eradicate occupational accidents.

FY2023 Targets and Results

Details	Target	Result
Number of safety management assessments conducted	14	14
Number of safe work observations conducted	14	14
Number of offices/plants that conduct facility safety checks	19 sites	19 sites

Status of Occupational Accidents

We are working on activities toward a target of 18 or less occupational accidents at all global offices and plants by FY2026. In FY2023, there were 38 incidents compared to our target of 62.

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 Unipres 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 Unipres 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 health and safety. Safety Supervisors are responsible for assisting Plant Managers with their duties relating to health and safety and raising management standards of health and safety in the workplace.

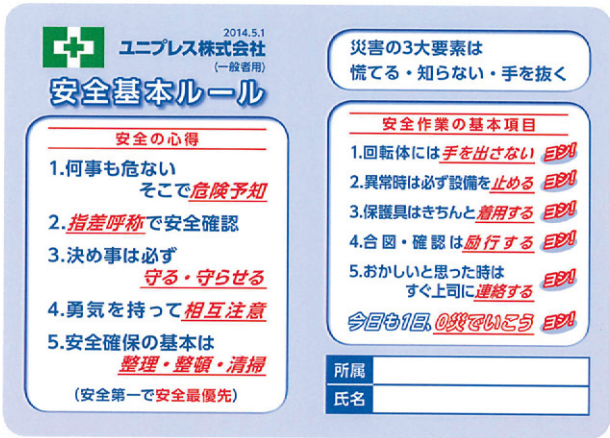
They also conduct safe work observations (twice per year), safety management assessments (three times per year), workplace inspection tours, and other activities, aiming to promote autonomous safety management at each plant and eradicate occupational accidents.

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 base

■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 health and safety management. Each year, the Council interviews five companies about their health and safety measures and inspects their manufacturing sites.

Related SDGs



Health and Productivity Management

Basic Approach

Through initiatives to support employees’ health management, reduce overtime, and encourage employees to take vacation days, coupled with measures to check employee stress levels, support their mental health, and other efforts, the Unipres Group strives to create environments where employees can work with optimal mental and physical 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.

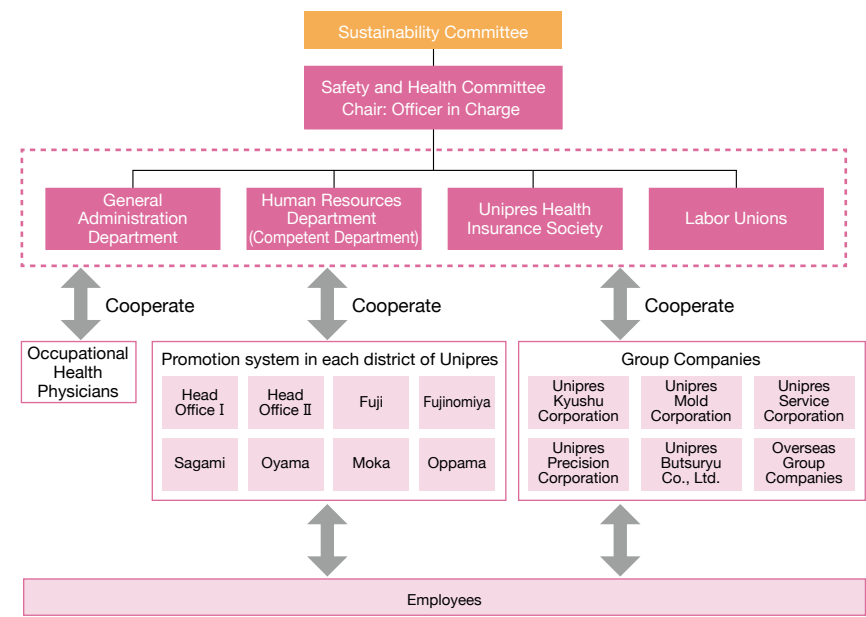
We believe that ensuring the health and happiness of our employees and their families encourages employees to be considerate of their peers and creates a vibrant organization that runs on mutual cooperation, which will result in an increase in company value and social contribution.

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.

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.

			Result		Target (FY2030)
			FY2022	FY2023	
Physical Health	Periodic health examination uptake rate		100%	100%	100%
	Detailed examination screening rate		25.7%	30.3%	75%
	Specific health guidance completion rate (out of those selected)		91.0%	95.6%	100%
	Percentage of employees who smoke		38.8%	35.6%	25% *1 FY2027 Target
	Percentage of employees maintaining an appropriate body weight		60.1%	60.3%	65%
	Percentage of employees who exercise regularly		20.3%	19.8%	26%
	Women's health seminar participation rate		—	93%	100%
Mental Health	Seminar participation rate *2 Out of those eligible	New employees	—	100%	100%
		Third-year employees	100%	100%	100%
		Managers and supervisors	87.3%	79%	100%
	Stress check uptake rate		96.2%	98.5%	100%
	Percentage of high-stress employees		23.1%	23.5%	19%
Work-Life Balance	Percentage of annual leave taken		80%	93%	80%
	Absenteeism *3 Percentage of employees on leave due to physical or mental health issues (Calculated for all employees)		1.8%	1.9%	—
	Presenteeism *4 Single-Item Presenteeism Question, The University of Tokyo		71.3%	70.7% (Number of respondents/ response rate: 2,034 people /98.9%)	85%

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

▶ <https://www.unipres.co.jp/csr/society/map.pdf> (in Japanese)

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

On March 8, 2024, we were recognized as a Health & Productivity Management Outstanding Organization 2024, a certification jointly awarded by the Ministry of

Economy, Trade and Industry and Nippon Kenko Kaigi. This is the fourth consecutive year that we have been certified.

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.

Under the Unipres Group Declaration on Health, we are working to create environments where employees can work with optimal mental and physical health, and which promote the health of the families that support them. Going forward, we will promote health and productivity management by continuing and strengthening our efforts to prevent lifestyle-related diseases, support mental health, encourage work-life balance, and eradicate infectious diseases.



Initiatives to Help Maintain and Improve Employees' Health

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

- Based on the results of each employees' periodic health examination, we work alongside the Unipres Health Insurance Society to provide specific health guidance and follow up after the examination.
- 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.
- Our employee cafeterias offer healthy menus with added healthier options to choose from.
- The Cafeteria Plan covers part of the cost of a full medical checkup, health product purchases, infertility treatment, etc. for employees and their families.
- 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.
- 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.
- 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.

<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 non-smoking areas are separated in workplaces.
- 3. The 22nd of every month is designated as “Swan Swan Day” (22 looks like two swans, while “swan” sounds like ‘suwan,’ which means “don’t smoke”). “Swan Swan Day” has been established for employees to think about refraining from smoking, along with their own health. Before and after “Swan Swan Day,” we provide employees with information about cigarettes, health, and other topics.
- 4. 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.
- 5. Initiatives for anti-smoking measures are taken in collaboration with the Unipres Health Insurance Society.

Measures to Prevent the Spread of Infectious Diseases

- 1. We implement mobile flu vaccination programs to make it easier for employees to get vaccinated.
- 2. In addition to regularly ventilating workplaces, we monitor the concentration of CO₂ using concentration meters and ensure that spaces are thoroughly ventilated based on the results.



Introduction of CO₂ concentration meters

■ 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 FY2023, overtime hours worked by employees averaged 19.7 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 8 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 mandatory paid annual leave across Group companies.

In FY2023, the percentage of annual paid leave taken per employee averaged 93.0% (18.0 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 disinsection 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 increase 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.

This leave can be used for personal injury or illness, childcare, or nursing care, along with fertility treatment, volunteer work, acclimating children to childcare, and making arrangements in the event of a disaster. Through this, we are improving the working environment so that employees can work with peace of mind.

■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. 84](#) for employee data.

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 FY2023, we provided 25,647 hours of training for a total of 1,665 employees (12.17 hours per employee). In addition, the amount invested in training per employee was ¥16,446.

■ Developing Next-Generation Leaders

With the aim of developing next-generation leaders (i.e., heads of overseas bases 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 though the training.

Since FY2017, a total of 35 people have participated in the training, of which 16 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 locations 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.

We anticipate that talented young employees will make use of their experiences during the program and develop into skilled personnel that can take an active role at overseas offices and plants in the future. We selected two employees in FY2021, who were dispatched to the U.S., and three in FY2022, with one dispatched to the U.K. and two to Mexico. In FY2023, one employee was dispatched to France. All are undergoing training at each site.

Education System for Skills Transfer

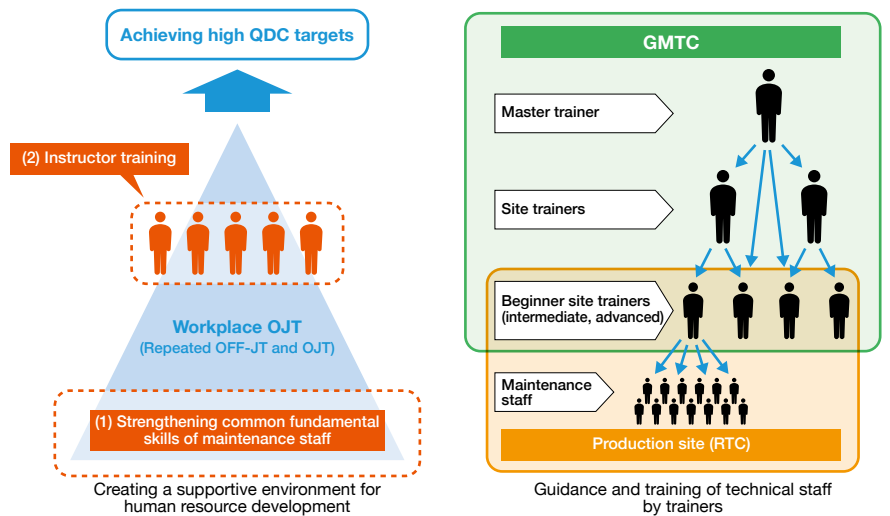
In FY2016, we opened the Global Maintenance Training Center (GMTC) in our Sagami Office with the aim of raising our overall standard of manufacturing, and began providing skills training.

Specifically, we are working on: (1) training instructors at our plants 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 plants and other overseas sites. As the bedrock of their respective education systems, trainers provide various skill training for maintenance staff and help each plant become autonomous. Site trainers are working at sites across the globe. As of the end of FY2023, there are 42 certified site trainers in Japan and 64 overseas who have completed training at GMTC.

Improving the Training Environment to Increase Autonomy of Plants



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 offices and plants, 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. 63](#) for details on the leave system for volunteer work.

Initiatives

★Environmental Conservation ★Developing the Next Generation ★Community Activities

■Social Contribution 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 FY2023, we donated a total of ¥2.888 million 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 is donated to support activities that bring a smile to children from areas affected by the March 2011 earthquake and tsunami.

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/ir/stock/>

★Environmental Conservation ★Developing the Next Generation ★Community Activities

<Cleanup Activities in Areas around Plants> ★/★

Unipres participates in cleanup activities in areas around each of its plants and offices. The Sagami Office gets involved in activities arranged by the Green Yamato Project to tidy up the area around Chuo-rinkan Station every March and November, which we have designated as active participation months for Unipres. We will continue taking part in activities to tidy up local environments.

<Beach Cleanup Activities> ★

We have been carrying out beach cleanup activities each year since FY2020. In FY2023, employees from the Kanagawa area volunteered to clean up Yuigahama 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.

<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 136 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.

<Delivering Translated Picture Books> ★

In February and March of 2024, employees from Headquarters, Fuji and Sagami offices, and the Tochigi plants (Oyama, Moka, and Oppama) 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. The picture books are then delivered to children living in poverty or other difficult conditions. For the 2024 event, we created picture books for children in 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.”



<Holding Food Drives> ★/★

We held food drives in October 2023 at Headquarters and the Fuji and Sagami offices, as well as at our plants in Tochigi (Oyama, Moka, and Oppama).

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 308 items of food for donation.

In addition, Unipres Mold donated flavored packet rice to Food Bank Fujinokuni in November.

<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. In FY2023, we collected an amount weighing 16.09 kg. Recycling the empty cases instead of burning them as garbage has contributed to reducing CO₂ 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.



★Environmental Conservation ★Developing the Next Generation ★Community Activities

<Plant Tours> ★

We conduct plant tours for local schools at each Unipres plant. In September 2023, the Tochigi Plant (Oyama) provided hands-on experiences during a workplace tour for university students and held panels where they could speak to people already in the workplace as part of education for future career choices.



University students asking questions to people already in the workplace at a panel discussion

<Book Santa Activities> ★

We participated in the Book Santa Activity organized by the NPO Charity Santa during the Christmas season in December 2023. This project involves delivering books to children across Japan who lack developmental experiences due to various difficulties. Fifty books on the topic of cars were donated to kindergarten and elementary school-aged children.



<River Friendship Activities> ★/★

The Fuji Office signed a River Friendship Agreement with Shizuoka Prefecture and Fuji City in May 2023. In October of that year, 28 volunteer employees from the Fuji area took part in activities to tidy up the Urui River, which runs right alongside the office. We will continue to clean up the river, remove weeds, and otherwise work to protect the environment of the entire region.



Social Contribution Activities by Group Companies

Unipres Group companies overseas are also engaged in a range of initiatives.

<Participating in Blood Drives> ★
[Unipres (Thailand) Co., Ltd.]

In FY2023, volunteers from Unipres gave blood at a National Blood Center. Due to the shortage of blood available for transfusions following the spread of COVID-19, we participated in this activity in the hope of helping save as many lives as possible.



<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 FY2023, too, we handed out toys in the lead up to Christmas and could see the joy spreading on the children's faces.



<Training Technical Interns at the Training Academy> ★
 [Unipres (UK) Limited]

In 2017, we established the Training Academy, a facility that admits about 50 interns a year, targeting students and others aiming to become technical personnel in the automotive field. The Academy's practical training program enables trainees not only to gain specialized knowledge, but also to learn at actual production sites.



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.



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★Environmental Conservation ★Developing the Next Generation ★Community Activities

<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.



Main Sponsorships in FY2023

- Supporting member of General Incorporated Association F.Marinos Sports Club
- NPO Center u-life21, Federation of All Nissan and General Workers' Unions
- Mt. Fuji Women's Relay, All Japan Women's Intercollegiate Ekiden Championship
- Fuji Festival, Fuji City, Shizuoka Prefecture



A puppet show held for children, one of u-life21's social welfare activities

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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 Senior Vice President in charge of general administration, the Safety and Health Committee is chaired by the Senior Executive Vice President in charge of plants and production, the Quality Assurance Committee is chaired by the Senior Executive Vice President in charge of quality assurance, the Risk Management Committee is chaired by the Senior Executive Vice President in charge of corporate planning, and the Corporate Ethics Committee is chaired by the Senior Executive Vice President in charge of sales.

▶ <https://www.unipres.co.jp/en/csr/governance/control.html>

Status of Board Meetings

Board Composition (Skills Matrix)

We expect our directors to have the following skills. The percentage of women on the Board of Directors is 22.2% (two of the nine directors).

Name		Corporate Management	Financial Accounting	Legal/ Compliance	Technology/ Development	Manufacturing/ Quality	Sales/ Purchasing	Environment/ Safety	Governance/ Risk Management	Global
Nobuya Uranishi		✓	✓				✓		✓	✓
Hideki Ogoshi					✓	✓		✓		✓
Shinji Shiokawa					✓	✓		✓		✓
Yukihiko Morita			✓						✓	✓
Kenji Miura				✓		✓	✓			✓
Kiyoshi Doi	Outside/ Independent	✓					✓		✓	✓
Yoshio Ito				✓		✓	✓		✓	
Hiroko Yoshiba	Outside/ Independent/ Woman			✓					✓	
Sonoe Hasegawa	Outside/ Independent/ Woman		✓						✓	

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	—	15 out of 15 (100%)	—	—
Representative Director	Hideki Ogoshi	—	15 out of 15 (100%)	—	—
Member of the Board	Shinji Shiokawa	—	15 out of 15 (100%)	—	—
Member of the Board	Yukihiko Morita	—	15 out of 15 (100%)	—	—
Member of the Board	Kenji Miura	—	15 out of 15 (100%)	—	—
Member of the Board	Kiyoshi Doi	—	14 out of 15 (93%)	—	—
Member of the Board (Full-time Audit and Supervisory Committee member)	Yoshio Ito	—	15 out of 15 (100%)	13 out of 13 (100%)	2 out of 2 (100%)
Member of the Board (Audit and Supervisory Committee member)	Hiroko Yoshiba	✓	15 out of 15 (100%)	13 out of 13 (100%)	2 out of 2 (100%)
Member of the Board (Audit and Supervisory Committee member)	Sonoe Hasegawa	✓	15 out of 15 (100%)	13 out of 13 (100%)	2 out of 2 (100%)

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

Type of Remuneration		Percentage	Reward Policy	
Monthly remuneration		50%	• 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.	
Bonus		50%	• 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.	
Restricted stock compensation	By position		• 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.	• Position-specific remuneration is granted in accordance with an executive's position.
	Performance-linked			• 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 (ordinary profit), 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.

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 Senior Executive Vice President 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

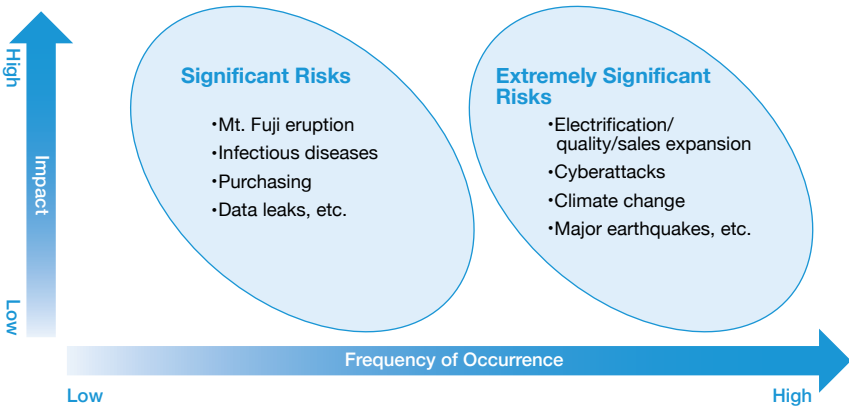
Identification of Unipres Group Key Risks and Reduction Activities

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



Key risks currently identified for the Unipres Group include electrification, quality, sales expansion, 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

At Unipres, 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 (strengthening prevention and detection, training for responding to information security incidents, and employee education) based 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/csr/governance/cg_20240620.pdf (in Japanese)

Annual Securities Report:

▶ <https://www.unipres.co.jp/asset/81343/view> (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 officers 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 Senior Executive Vice President in charge of sales, as appointed by the chair of the Sustainability Committee. The other Committee members consist of one vice chair (the respective Executive Officers in charge of general administration and human resources) and 14 members (the department heads in charge of human resources, general administration, accounting, sales, purchasing, 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	FY2023 Targets	Result	Degree of Achievement
Zero serious legal violations	Zero serious legal violations	Zero violations	✓
	Implementing company-wide compliance education based on the plan	Held seven courses (out of a total of 10)	△

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 officers 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 any changes are required, the Sustainability Committee will deliberate on the proposed changes.

The Unipres Group Code of Conduct can be found on the Unipres website.
▶ <https://www.unipres.co.jp/en/csr/governance/en20230401.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 officers and employees. A survey is conducted to verify the effects of the training, with the results reported to the Board of Directors.

In FY2023, a total of 21 Unipres Group companies (7 in Japan and 14 overseas) implemented the program, with a total of 7,553 employees (2,726 in Japan and 4,827 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 officers 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 subsidiaries in Japan and overseas to ensure fairness and transparency. To protect a whistleblower’s privacy, anonymous reports are also accepted.

The total number of whistleblowing reports in FY2023 was 39 across 6 domestic subsidiaries and 13 overseas subsidiaries. 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 officers and employees are committed to preventing all kinds of corrupt practices, including bribery, conflicts of interest, anti-competitive practices, and insider trading.

In FY2023, no employees were subject to punishment 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, vendors, 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.

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	FY2023 Targets	Result	Degree of Achievement
Zero serious anti-corruption policy violations	Zero serious anti-corruption policy violations	Zero violations	✓
	<div>(1) Implementing company-wide training on anti-corruption [Unipres Corporation/Unipres R & D Co., Ltd.]</div> <div>(2) Implementing policies and internal rules related to anti-corruption^{*1} [Domestic subsidiaries]</div> <div>(3) Fact-finding surveys for introducing policies and internal rules related to anti-corruption [Overseas subsidiaries]</div> <div>^{*1} Policies and internal rules related to anti-corruption<ul style="list-style-type: none">Entertainment expense management regulationsEntertainment and gift-giving guidelines</div>	<div>(1) Implemented anti-corruption training (Oct. 13 to Nov. 10)</div> <div>(2) Introduced entertainment expense management regulations and entertainment and gift-giving guidelines</div> <div>(3) · In the process of translating the policies and internal rules related to anti-corruption into various languages</div> <div>· In the process of collating the policies and internal rules related to anti-corruption currently held at each office and plant</div>	△

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.

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.

Supplementary Materials

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Environmental Data

	Unit	Target Companies	FY2021	FY2022	FY2023
Energy usage	MWh	Unipres Corporation and consolidated subsidiaries in Japan and overseas	★356,384	★341,617	343,509
Purchased electricity	MWh	Unipres Corporation and consolidated subsidiaries in Japan and overseas	218,742	202,234	185,661
Electric power derived from renewable energy sources	MWh	Unipres Corporation and consolidated subsidiaries in Japan and overseas	29,384	30,266	55,288
Thermal	MWh	Unipres Corporation and consolidated subsidiaries in Japan and overseas	594	591	593
Fuel	MWh	Unipres Corporation and consolidated subsidiaries in Japan and overseas	107,664	108,525	101,966
Renewable energy generation	MWh	Unipres Corporation and consolidated subsidiaries in Japan and overseas	3,512	4,639	4,694
Greenhouse gas emissions (Scope1)	t-CO ₂	Unipres Corporation and consolidated subsidiaries in Japan and overseas	★22,291	★23,027	22,510
Greenhouse gas emissions (Scope2)	t-CO ₂	Unipres Corporation and consolidated subsidiaries in Japan and overseas	★109,206	★95,773	86,330
Greenhouse gas emissions (Scope3)	t-CO ₂	Unipres Corporation and consolidated subsidiaries in Japan and overseas	1,696,568	1,684,930	1,845,915
Purchased goods and services	t-CO ₂	Unipres Corporation and consolidated subsidiaries in Japan and overseas	1,611,005	1,629,802	1,791,198
Capital goods	t-CO ₂	Unipres Corporation and consolidated subsidiaries in Japan and overseas	63,996	34,744	35,371
Fuel and energy activities	t-CO ₂	Unipres Corporation and consolidated subsidiaries in Japan and overseas	14,923	13,796	12,666
Upstream logistics	t-CO ₂	Unipres Corporation, Unipres R & D Co., Ltd., and Unipres Kyushu Corporation	2,061	2,327	2,685
Industrial waste generated by business activities	t-CO ₂	Unipres Corporation, Unipres R & D Co., Ltd., and Unipres Kyushu Corporation	741	967	1,975
Traveling associated with business trips	t-CO ₂	Unipres Corporation and Unipres R & D Co., Ltd.	3,123	2,547	1,341
Employee commuting	t-CO ₂	Unipres Corporation and Unipres R & D Co., Ltd.	719	747	678
Industrial waste emissions (excludes valuable materials)	t	Unipres Corporation and consolidated subsidiaries in Japan and overseas	1,450	1,195	1,250
Water usage (waterworks, groundwater, and rainwater)	km ³	Unipres Corporation and consolidated subsidiaries in Japan and overseas	1,485	1,278	1,669

★Third-party certified by SGS Japan Inc. (Unipres Corporation in FY2021, Unipres Corporation and consolidated subsidiaries in Japan in FY2022)

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

▶ <https://www.unipres.co.jp/csr/environment/> (in Japanese)

*1 The scope of tabulation for greenhouse gas emissions was partially revised and retroactively amended to the base year
*2 FY2023 results for greenhouse gas emissions are provisional values not yet certified by a third party
*3 UM Corporation, SAS was added to the scope of tabulation for greenhouse gas emissions from FY2020, Unipres Kyushu (Tobata area), Unipres North America, and Unipres Thailand from FY2021, and Unipres Wuhan from FY2022
*4 PFCs and SF6 are not emitted in the course of Unipres' operations

	Unit	Target Companies	FY2021	FY2022	FY2023
Emissions of substances subject to PRTR regulations	kg	Unipres Corporation and Unipres R & D Co., Ltd.	0.0	0.0	0.0
Leaked fluorocarbons (HFCs, etc.)	t-CO ₂	Unipres Corporation and Unipres R & D Co., Ltd.	2	14	31
Waste containing high levels of PCB	kg	Unipres Corporation and Unipres R & D Co., Ltd.	—	106	5
Waste containing low levels (trace amounts) of PCB	kg	Unipres Corporation and Unipres R & D Co., Ltd.	—	—	—
Sulphur oxide (SOx) emissions per year	t	Unipres Corporation, Unipres R & D Co., Ltd., and Unipres Kyushu Corporation	0.073	0.837	0.837
Nitrogen oxide (NOx) emissions per year	t	Unipres Corporation, Unipres R & D Co., Ltd., and Unipres Kyushu Corporation	8.62	6.83	6.93

Change in amount of specified chemical substances transferred

Toluene	kg	Unipres Corporation and Unipres R & D Co., Ltd.	—	—	—
Xylene	kg	Unipres Corporation and Unipres R & D Co., Ltd.	—	—	—
Normal hexane	kg	Unipres Corporation and Unipres R & D Co., Ltd.	—	—	—
Methylnaphthalene	kg	Unipres Corporation and Unipres R & D Co., Ltd.	—	—	—
Manganese and its compounds	kg	Unipres Corporation and Unipres R & D Co., Ltd.	0.0	0.0	0.0

Change in volatile organic compound (VOC) emissions

Toluene	kg	Unipres Corporation and Unipres R & D Co., Ltd.	0.2	0.2	0.0
Xylene	kg	Unipres Corporation and Unipres R & D Co., Ltd.	0.0	0.0	17.0
Normal hexane	kg	Unipres Corporation and Unipres R & D Co., Ltd.	0.7	0.6	0.0
Benzene	kg	Unipres Corporation and Unipres R & D Co., Ltd.	0.1	0.1	0.0
Ethylbenzene	kg	Unipres Corporation and Unipres R & D Co., Ltd.	0.0	0.0	29.0

*5 Dashes in the table indicate that the amount of substance handled was less than the minimum reporting threshold

*6 The "0.0" in the table is the result of rounding to one decimal place

Employee Data (Unipres Corporation and Unipres R & D Co., Ltd.)

	Unit	FY2021	FY2022	FY2023
Number of employees	People	2,448	2,322	2,184
Men	People	2,224	2,110	1,985
Women		224	212	199
Average age	Age	42.2	43.0	43.7
Men	Age	42.5	43.4	44
Women		38.7	39.7	40.6
Average consecutive number of years worked	Years	19.1	20.0	20.8
Men	Years	19.7	20.6	21.4
Women		13.1	13.9	14.7
Employee resignation rate	%	4.6	4.8	5.1
Retention rate (three years from joining as a new graduate)	%	92.3	85.4	86.3
Average yearly salary	Thousands of yen	5,631	5,811	6,229
Employment rate of people with disabilities	%	2.5	2.61	2.56
Number of employees taking parental leave	People	26	36	30
Men	People	17	28	25
	%	43.6	84.8	71.4
Women	People	9	8	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	0	0
Men	People	0	0	0
Women		0	0	0
Number of employees taking maternity leave	People	11	7	5
Number of annual leave days taken	Days	14	15.3	18.0
Percentage of annual leave taken	%	74.2	80	93.0

	Unit	FY2021	FY2022	FY2023
Average overtime worked	Hours/month	16.0	16.0	19.7
Total number of union members	People	1,751	1,688	1,564
Number of women in management roles	People	8	8	11
Percentage of women	%	2.5	2.6	3.9
Number of women directors	People	1	2	2
Percentage of women	%	12.5	22.2	22.2
Of those, number of female outside directors	People	1	2	2
Percentage of women	%	50	66.7	66.7
Non-Japanese employees	People	25	19	19
Men	People	12	11	12
Women		13	8	7
New graduate hires	People	0	26	34
Men	People	0	21	26
Women		0	5	8
Mid-career hires	People	3	10	10
Men	People	2	5	5
Women		1	5	5
Percentage of newly employed female employees	%	33.3	27.8	29.5

Employee Data (Global)

		Unit	FY2021	FY2022	FY2023
Number of employees	Consolidated	People	9,844	9,078	8,714
	Percentage of women	%	12.3	13.0	14.2
	Japan	People	3,328	3,107	2,943
	Percentage of women	%	9.5	9.8	9.9
	Overseas	People	6,516	5,971	5,771
	Percentage of women	%	14.1	14.6	16.3
Number of women in management roles	Japan	People	9	11	14
	Percentage of women	%	2.3	2.9	3.9
	Overseas	People	82	76	88
	Percentage of women	%	19.1	18.2	21.7
Number of employees with disabilities	Japan	People	51	51	49
	Overseas	People	37	26	15
Full-time employee resignation rate	Japan	%	6.0	4.9	5.2
	Overseas	%	14.2	16.2	15.4

<Target Companies: Unipres Corporation/consolidated subsidiaries in Japan and overseas>

Health and Safety Data

<Status of Lost Time Incidents>

		Unit	FY2021	FY2022	FY2023
Status of lost time incidents	Number of serious accidents	Number	0	0	0
	Lost time injury frequency rate		0.257	0.000	0.000
	Lost time incident severity rate		0.006	0.000	0.000

<Target Companies: Unipres Corporation/Unipres R & D Co., Ltd.>

<Number of Employees Receiving Health and Safety Training>

Training Content	Number of Employees Receiving Training in FY2023 (Total Number)
Health and safety training for new employees	1,898
Training for managers and supervisors	168
Traffic safety education	253
Fire drills	2,327
Training to prevent the spread of COVID-19 *1 China	1,912
First aid and other life-saving training	2,564

<Target Companies: Unipres Corporation/consolidated subsidiaries in Japan and overseas>

Other (Social Contribution, Compliance)

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

<Target Companies: Unipres Corporation/consolidated subsidiaries in Japan>

*2 For "Total amount of spending on social contribution activities" only, target companies were Unipres Corporation and consolidated subsidiaries in Japan and overseas