

# Sustainability Initiatives

We aim to realize a sustainable society and to enhance our corporate value through fair and faithful business activities and in so doing fulfill our social responsibility.

## CCI Group Sustainability Policy

### CCI Group Sustainability Policy (Excerpt)

We at CCI Group, based on our corporate philosophy, will strive to engage responsibly with every stakeholder, promote fair and faithful business activities, and fulfill our social responsibility to achieve a sustainable society and increase our corporate value.

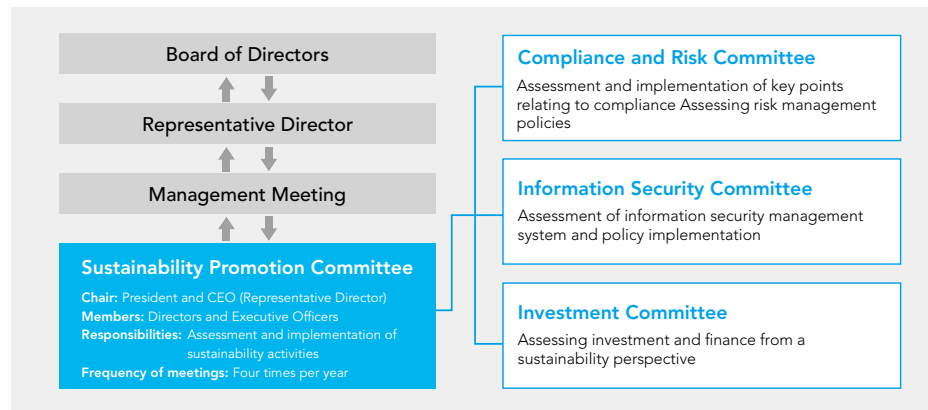
[CCI Group Sustainability Policy \(Full text\)](#)

## Sustainability Promotion System

To promote sustainability activities, CCI Group established the Sustainability Promotion Committee in April 2022, headed by CCI's President and CEO. Under this, we also established three subcommittees – the Investment Committee, the Compliance and Risk Committee, and the Information Security Committee. Through regular meetings, these committees undertake a wide range of activities to promote our corporate goals.

### Committee meetings

- Formulate CCI Group's action plan for sustainability
- Monitor ESG and SDG activities
- Share and hold dialogue with stakeholders
- Communicate internally
- Report to Board of Directors



### Independent ratings and certification

- Awarded the Bronze Medal for sustainability management in 2023 by the international assessment platform, EcoVadis
- Certified *Gold Partner* under the Gifu SDGs Promotion Partner program in 2023

### Education

In order to implement sustainability management, CCI is keeping abreast of worldwide trends and progress of company initiatives while also working to raise awareness.

- Basic training on sustainability
- Governance training

### Voluntary social contribution activities

By undertaking social contribution activities that employees can voluntarily take part in, CCI is working to raise employees' awareness of sustainability.

- Cleanup in the Seki industrial area and around Hazamagawa
  - Supporting children's healthcare through PET plastic bottle caps
  - Supporting employment through empty contact lens cases
  - Supporting childhood education through used books
  - Supporting those in need through daily necessities and food (matching gift)
- (in collaboration with JAPAN CHEMICAL INDUSTRIES Co., Ltd. and Shimoda-Ecotech Co., Ltd.)



Basic training on sustainability (April, 2023)

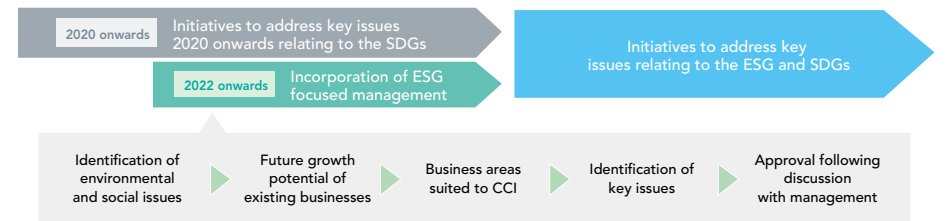


Cleanup in the Seki industrial area (December, 2023)

## CCI Group's Materiality

CCI identifies the materiality (priority issues) of its sustainability activities by accurately understanding and analyzing changes in the environment, society and economy as well as current events. In order to link these issues with business activities, we establish KPIs for each division in an effort to continuously provide safety, comfort and peace of mind to people around the world.







## Identifying ESG Priority Issues



# Sustainability Initiatives

## ESG Activity Report

Achievement rate symbols ◎:100% or higher achievement rate ○:80 to 100% achievement rate △:Less than 80% achievement rate

Field of activity	Key issues	Priority issues (concrete measures up to FY 2030)	KPI Achievement status for FY 2022	ESG	
Business activities	Providing mobility in an environment characterized by safety, comfort, and peace of mind 	Developing next-generation mobility products	Developing low-maintenance products	○	E
	Creating tranquil living spaces 	Providing environmentally friendly products and services driven by new technologies	Improving living spaces with vibration damping and sound absorbing materials	○	E
			Improving other surroundings with vibration damping and sound absorbing materials	△	E
			Expanding sales of Oil Vanish, a fat and oil-degrading microbial agent	△	E
	Transitioning to a circular economy 	Establishing business models for the recovery and recycling of used products	Recovering 10% of waste LC and BF amounts (in Japan) (10,000 kL) and utilizing after recycling	○	E
			Reviewing and changing materials	○	E
			Expanding reuse business	◎	E
			Recycling (reducing) and utilizing 50% of industrial wastewater (2019)	○	E
			Initiatives to reduce plastics	○	E
	Enhancing health and quality of life 	Managing specified chemicals and environmentally-impactful substances: Reducing or eliminating their use	Eliminating the use of specified chemicals and environmentally-impactful substances by reviewing processes	○	E
Eliminating the use of hazardous substances by establishing an appropriate management system			○	S	
Company-wide activities	Enhancing health and quality of life	Contributing to the community through sports, etc.	Sponsoring cultural, art and sporting events	○	S
	Achieving a carbon neutral society 	Reducing Scope 1 + 2 CO <sub>2</sub> emissions by at least 30% by FY 2030 compared to FY 2019	Implementing the CO <sub>2</sub> reduction project	◎	E
		Assessing and monitoring Scope 3 emissions	Assessing Scope 3 emissions globally	○	E
	Realizing diverse work styles 	Improving employee engagement	Improving score on engagement survey Achieving diversity in the workplace Improving the work environment and reviewing current systems	(Due to a revision of the score calculation.)	S
			Increasing productivity through enhanced visualization and digitalization: Realizing a paperless society	Increasing productivity through digitalization and promoting a paperless society	○
	Initiatives relating to human rights	Establishing a due diligence process for human rights	Implementing human rights due diligence processes based on CSR procurement guidelines	○	S
Human rights initiatives in the supply chain			Promoting human rights initiatives in the supply chain	◎	S

Note: Figures in the above table are FY 2023 results.

### TOPIC

## Meeting of Sustainability Promotion Managers

Since April, 2022, CCI has undertaken promotional activities to raise company-wide awareness of sustainability management, led by Sustainability Promotion Managers. These include representatives from each department, numbering around 20 members, who hold meetings once a month. During these meetings, managers share their thoughts on what activities are necessary to encourage better understanding, identification, and practice of sustainability, while also sharing their departments' activities and the results. Various training is held to help employees understand how their work contributes solutions to social problems, a goal for FY 2023.



Meeting of Sustainability Promotion Managers



Sharing each department's initiatives for a paperless society