

ESG Activity Report

Environment



CCI Group actively engages in conservation through greenhouse gas reduction, environmentally friendly products, and technology unique to CCI as we strive towards the goal of carbon neutrality by 2050.

Basic Approach

Understanding that the Company is in a position to impact society, the CCI Group continually promotes initiatives to protect the environment, ensure people's health and achieve a sustainable society in line with its Corporate Philosophy.

Environmental Management

►Environmental management system

CCI Group has adopted an environmental management system based on ISO 14001 and focuses on the planning, execution, and review of environmental initiatives as we make continuous improvements. Production sites that are not yet ISO 14001-accredited will strive towards certification.



Worksites in Japan and abroad that have obtained ISO14001

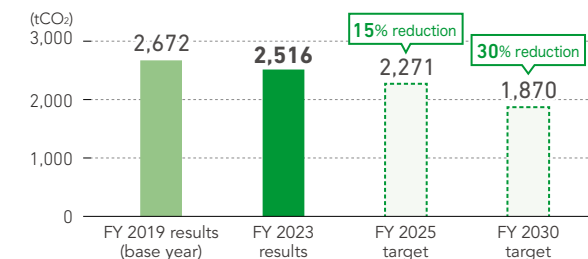
8 sites
(as of March, 2024)

Climate Change Initiatives

►Greenhouse gas reduction

In our efforts to reduce greenhouse gas emissions, CCI promotes energy conservation and the use of renewable energy. Reducing CO₂ emissions as outlined in Scope 1 and 2 by 30% before FY 2030, compared to FY 2019, is our medium-term target. We have established a project to promote activities and created an action plan to reduce emissions during production. Under both, we are now working to lower our CO₂ emissions. Additionally, in FY 2022, CCI Group companies calculated their individual CO₂ emissions. CCI Manufacturing Illinois in the United States is working with a consultant to implement reduction activities. CCI Group as a whole will make efforts toward this end.

CCI's CO₂ emissions (Scope 1 and 2)



Key initiatives to reduce CO₂ emissions

- Launching the LCA Calculation Study Seminar
- Adopting internal carbon pricing (ICP)
- Replacing all company vehicles with hybrid cars (by 2025)
- Reducing equipment use time by revising work processes

Contributions to the Environment

►Developing environmentally friendly products

Switching to Environmentally Friendly Packaging

The Automotive Chemicals Division reduced plastic usage by switching to paper packaging. In addition, products developed since December, 2020 have used FSC-certified paper (use of responsible wood materials). The division will continue to reduce plastic and waste material by switching to environmentally friendly packaging in order to protect the environment.



Plastic use:
36% reduction

36% reduction

(In the case of the product shown)

* The amount of plastic used was calculated from the weight of the plastic



ESG Activity Report Environment

Expanding sales of fat and oil-degrading microbial agents

Oil Vanish, a fat and oil-degrading microbial agent, significantly reduces grease waste through its powerful ability to break down fats and oils contained in the drainage of food factories and other facilities. It also substantially reduces n-Hex (normal hexane extract content) found in drainage, reducing foul odors caused by decaying fats and oils and preserving the environment. Since launching sales in 2018, Oil Vanish has proven effective through use in food factories. We will contribute to waste reduction by further promoting sales of this product.



Oil Vanish

Chemical Management System

► Building our chemical management system

CCI complies with all relevant laws including the Act on the Regulation of Manufacture and Evaluation of Chemical Substances, the Act on the Assessment of Releases of Specified Chemical Substances in the Environment and the Promotion of Management Improvement, the Industrial Safety and Health Act as well as the Poisonous and Deleterious Substances Control Act. To prevent harmful effects on people and the environment caused by chemicals, each of our departments is working together to build our chemical management system.

Striving Towards a Circular Economy

Basic Approach

CCI will strive to achieve a circular economy as we follow our code of conduct in our operations. We endeavor to reduce waste and to promote the use of recycled resources. We will also focus on the recycling and effective utilization of our own products.

► Waste control

Reducing the amount of raw materials used by reviewing work processes

CCI is reviewing disposal methods for unrecyclable industrial waste. In addition to reusing part of the waste generated during routine operations as a resource, we also recycle manufacturing waste as raw material. CCI MANUFACTURING GERMANY, too, is also making progress with waste sorting and improving their recycling rate. We are also promoting initiatives to reduce paper usage in our global operations, actively working to reduce waste.



Material recycling rate (CCI)

69%
(FY 2023)



Reduction in paper usage (CCI)

35%
(compared to FY 2021)

Reducing waste

The Residential Materials Division changed the size of its PVC sheets used in soundproof drainage pipes, increasing the usable proportion of each soundproofing sheet and reducing waste.



33%
reduction
in raw material usage

(CCI, compared to FY 2022)

Reducing and reusing wash water

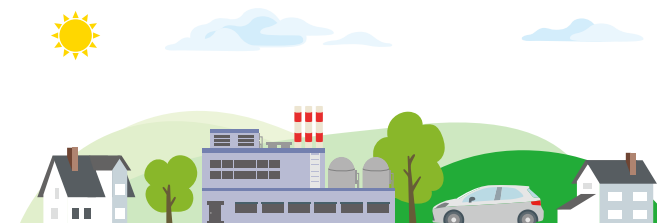
The Automotive Chemicals Division is working to reduce and reuse water used to wash its tanks at plants. In setting a reduction target for water usage at CCI, we will contribute to a sustainable society through ongoing efforts to secure water resources.



Wash water reduction

12%
reduction

(compared to FY 2023)



ESG Activity Report

Social



Following our code of conduct, we at CCI Group prioritize safety above all else as we strive to improve customer satisfaction. We actively work with local communities and do our utmost to give back through services that fulfill our corporate social responsibilities.

Quality

Basic Approach

Based on CCI's Corporate Philosophy, we endeavor to exceed the quality demands of our customers by engaging in responsible dialogue and providing products and services that ensure our customers' safety, comfort, and peace of mind.

Working globally to build a system that delivers safe, high-quality products

We have built a quality assurance system to maintain the safety and quality of our products, which is consistent in all our global operations. We are also introducing a globally unified core system and quality system, which will enable us to visualize production process management and implement quality control using the same methods at all our factories around the world, enabling prompt detection of defects, rapid problem-solving, and appropriate measures to prevent recurrence of failures. Our goal for the future is to minimize errors by automating visual inspections through the use of AI and other means and automatically linking them with core and other systems. We will keep working on higher quality manufacturing on a global basis.



Yasuaki Mori
Executive Officer, Technology Management, Quality Assurance Department, and R&D Department
Division Manager, Technical Division, Automotive Chemicals Division

Initiatives for a Quality Assurance System

CCI Group has acquired quality management system certification (ISO 9001) and IATF certification, and promotes continuous improvement in our daily operations. For standardization of quality control, we hold monthly quality meetings with each of our global bases. At manufacturing sites, we regularly conduct training to improve quality and productivity and promote visualization of all work procedures.

Any complaints we receive from customers are addressed promptly and appropriately with customer safety as a top priority. We will continue to enhance our system to ensure quality in the manufacturing process.

External certification of quality management system (as of March, 2024)

ISO 9001 certification	9 sites	IATF 16949 certification	4 sites
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Training

CCI holds training on quality periodically for all employees. In the product division, improvement activities are undertaken with consultants to improve awareness of quality and raise productivity. We will continue to periodically hold training and raise employees' awareness of quality.

Hours of improvement in productivity in all CCI factories from training



With Our Customers

Initiatives to improve customer satisfaction

In an effort to improve customer satisfaction, CCI carefully considers all forms of feedback on our products and services. These include comments noted on surveys and communications from patrons at our customer service centers. These valuable opinions provide us the keys to plan our next steps. CCI has also developed a telephone response manual and conducts communication skills training for service center staff. We will strive to further improve our level of service in responding to customer inquiries.

With Our Business Partners

Initiatives for CSR-based supply procurement

CCI works with business partners (suppliers) to mold conventional procurement activities that focus on quality, performance, cost and delivery as well as corporate social responsibility (CSR) elements regarding environment, labor and human rights. To reduce potential risks to business operations, CCI has established procurement guidelines based on CSR principles. With supplier consent, these guidelines are implemented across the supply chain. To ensure compliance with CSR guidelines and other regulations such as conflict minerals reporting, we implement self-assessment questionnaires (SAQ) and maintain open communication with our business partners.

ESG Activity Report Social

Contributions to Society

Basic Approach

Based on our Corporate Philosophy, the CCI Group aims to contribute to the realization of richer, more fulfilling lives and a sustainable society through the active participation of our executives and employees in social contribution activities in the priority areas of community contributions, human resource development, environmental preservation, and disaster relief.

Royal Theater, Caring Project

In December, 2023, we sponsored the "Caring Project" of the Royal Theater located in the Yanagase Shopping district in Gifu City. This project is to support the Royal Theatre, the one and only cinema in Japan specializing in 35mm film, which is on the verge of extinction due to obsolescence. The funds were used to help pay for the theater's maintenance, to keep it running. We also provided support at the event of "Chizuko's Younger Sister," a film directed by Yoshihiko Obayashi, which screened at the theater on December 23, and distributed our products to the attendees, who greatly enjoyed the event. We will continue our activities to protect cultural properties and contribute to local communities.



Royal Theater

Seki Jimoto University

Every year since FY 2021, we have been supporting educational activities for local high school students through a local NPO in Seki, Gifu Prefecture. In August, 2023, we hosted an online discussion on CCI's initiatives for the SDGs. We stand committed to continually support education for the future leaders of the community.



Supporting educational activities at Seki Jimoto University (August, 2023)

TOPIC

Ski Association of Gifu, Freestyle Club

Since FY 2023, we have been sponsoring the Ski Association of Gifu, Freestyle Club to support the cultivation of local athletes and children who will lead the future. Freestyle is a competition in which athletes ski across snow fields while jumping and spinning, and is characterized by competition in terms of difficulty and skill rather than speed. At the 2024 JOC Junior Olympic Cup All-Japan Junior Ski Championships held in March, 2024, we provided T-shirts and goods with our company logo as participation prizes. We will continue to plan and organize a variety of events and hope to also revitalize local sports, and will continue to promote our activities in the future.



Signing ceremony with the Ski Association of Gifu (November, 2023)

Activities of CCI Manufacturing Germany

In May, 2023, as a contribution to the local community, the Sturzelberg Fire Brigade of Dormagen, where CCI MANUFACTURE RING GERMANY is located, used our building to conduct a fire drill. We will continue such activities to contribute to the local community.



Sturzelberg Fire Brigade fire drill (May, 2023.)

Activities of CCI Automotive Products (Thailand)

In June, 2023, we sponsored a safe driving campaign organized by the management company of the industrial park where our plant is located, and donated windshield chemicals and other car care supplies that make driving safe and comfortable on rainy days when visibility is poor to WHA Corporation PCL, which operates a regional industrial park. We will continue to support activities to promote safe driving through our business.



Donating car care supplies to WHA (May, 2023)

Main sponsorships (FY 2023)

▶ Supporting motorsports

- TOYOTA GAZOO Racing
- Honda Mobilityland
- Honda Racing School
- AUTOBACS RACING TEAM AGURI

▶ Supporting local sports

- Professional basketball Gifu Swoops
- Professional soccer FC Gifu
- Motocross rider, Genki Tsuchiya
- Fudo no mori trail run

- Gifu Half Marathon
- Gifu Football Associations (elementary school student team)
- SHIBATA RACING TEAM

▶ Supporting students

- Formula SAE Japan
- Gifu University Formula Racing
- iGEM for Gifu University (A global synthetic biology competition for students)

▶ Supporting local literature

- ART AWARD IN THE CUBE 2023
- Screening event for Nobuhiko Obayashi's 35mm films

Feature 2

Project to Spread Our Corporate Philosophy

Shift from "Exploring" to "Spreading our corporate philosophy"

CCI launched the Corporate Philosophy Exploration Project in June, 2022. With 25 members, the project team explored our corporate philosophy which represents the company's roots. Identifying new values that can be imparted to future generations, the team articulated in writing CCI's purpose and the plan to promote this as advocates of our mission.

For each task, the team presented the results to upper management and reviewed the managers' objectives. Several discussions were held to accurately express our intentions in writing. Through this undertaking, team members learned about CCI's history, current strengths, future duties and the direction in which we should proceed. In understanding our philosophy, we learned how to approach critical analysis as well as task planning and implementation as a company.



Process for rebuilding our corporate philosophy

1	June, 2022 Launched the Corporate Philosophy Exploration Project with a core team of 25 members, consisting of both mid-career and younger employees.
2	June–Dec. 2022 Uncovered CCI's future vision in collaboration with managers and divisions. ▶ Reviewed CCI's history, strengths and goals thus far ▶ Reviewed changes in business environment
3	Nov. 2022–Feb. 2023 Drafted the proposal for CCI's newly redefined philosophy. ▶ Incorporated key principles that indicate the company's vision ▶ Utilized easily comprehensible language
4	Mar. 2023 Following deliberations, upper management agreed to adopt the proposal submitted by the Corporate Philosophy Exploration Project team.
5	May 31, 2023 Reestablished CCI's corporate philosophy.

Newly reestablished corporate philosophy

CCI's corporate philosophy thus far

Creating a rich environment for the 21st century

Intellectual utilization of technological results



Change
Taking on the challenges of change

Create
Originality and ingenuity

Innovate
Management innovation



Our Purpose
Advancing technological solutions by synergistic approach. Contributing to society for safety, comfort and peace of mind.

Our Values

Change

Changing through challenges for a better tomorrow

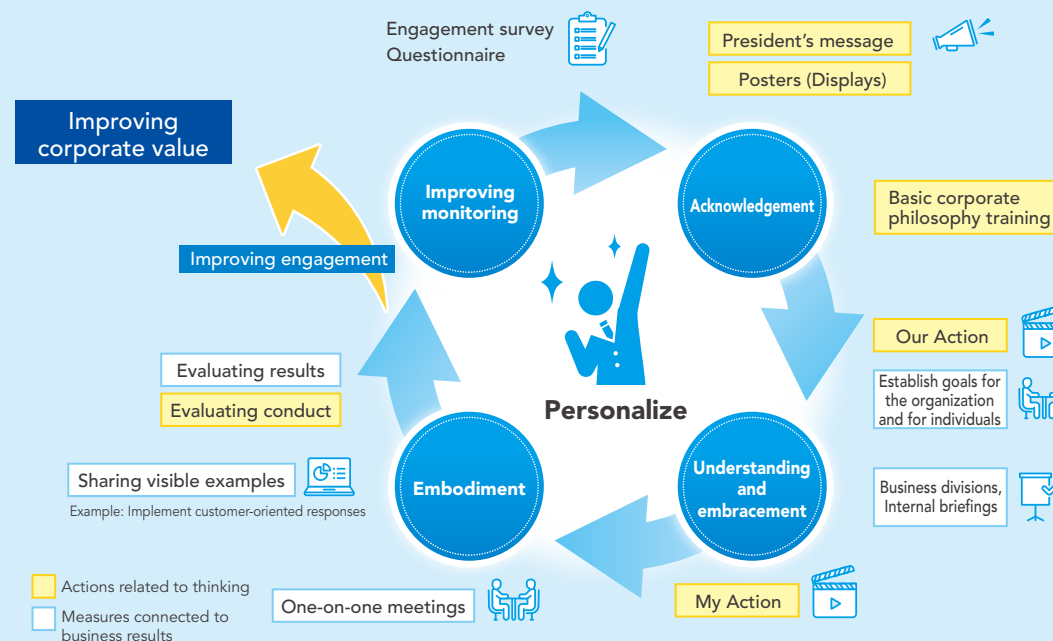
Create

Creating ingenious solutions, driven by customer focus

Innovate

Innovating through collaboration

Initiatives to support corporate philosophy implementation



Feature 2 Project to Spread Our Corporate Philosophy

Since FY 2023, to fulfill our purpose under the newly reestablished philosophy, CCI has undertaken various initiatives for each employee to understand, identify with and adopt its principles. Through these endeavors, CCI encourages each employee to mature while growing as a company that can give back to the community.

Process for corporate philosophy implementation

1 June, 2023

Carrying on the goals of the Corporate Philosophy Exploration Project, the Corporate Philosophy Promotion Project was launched with a new team of mid-career and younger colleagues recruited internally.



2 June–August, 2023

Dividing into communication, education and evaluation teams, we planned and adopted the structure and functions of the project. An interim report was submitted to the management team.



3 September, 2023

Submitted the final project proposal to the management team. Decisions made on the steps to promote philosophy principles.



4 October, 2023– (Ongoing)

Began implementing and improving measures to spread the corporate philosophy.

Process

Action plan

Acknowledge

Acknowledge CCI's corporate philosophy and statements (Be able to recite)

Understand and embrace

Understand and identify with the corporate philosophy's significance and meaning

Embody

Apply the philosophy principles to daily operations

Communication

- Visualize corporate philosophy and organizational structure
- President's message
- Creating posters (Displays)
- Proclaim together
- Publishing Our Action (Corporate Philosophy Booklet)

Education

- Corporate philosophy management training (For executives and department managers)
- Basic corporate philosophy training
- Briefing for business division and departments
- Establishing My Action (Actions that each employee should focus on in their work)

Evaluation

- Sharing visible examples
- Reviewing evaluation items

Creating the corporate philosophy booklet
Our Action: Striving to Achieve Our Purpose

We created an illustrated booklet to help employees understand our vision. This booklet serves as a guide when employees feel uncertain about the options available to them when making a decision.

Our Action

Striving to Achieve Our Purpose

Conduct Basic Corporate Philosophy Training
(Frequency: Once a year for all employees)

We conducted training to deepen our understanding of CCI's corporate philosophy. Through original videos and the exchange of opinions, we reviewed the company's history, "DNA" and visible examples of our philosophy in action. More than 90% of participants agreed that the training was meaningful.



Sharing visible examples of our philosophy in action

Using CCI's social media tools, we share examples of our "Change," "Create" and "Innovate" measures in action. Our goal is to inspire employees to act in ways that embody our philosophy's principles. Employees encouraging one another further serve to enliven the company.

Sharing our corporate philosophy and visible examples—

Spreading our corporate philosophy and revitalizing CCI

This year, we have requested the ●● Division to present examples of our philosophy in action.

ESG Activity Report Social

With Our Employees

Basic Approach

Based on our Corporate Philosophy, CCI is working to develop human resources by expanding our education system. In addition, based on our code of conduct, we aim to establish a workplace where all personnel can maintain work-life balance and make the most of their capabilities.

Establishing systems that meet the needs of the times and aiming to create a workplace where diverse human resources can play an active role

In 2019, we revamped our personnel and grading system to be more detailed in evaluations. This has clarified the roles of each grade and defined fair and impartial evaluation criteria. Currently, we provide training by rank based on a new grading system, new employee training, and skill development training by outside instructors, business English conversation training, etc., which directly motivates employees to advance in their careers. In addition, we are building the foundation for a workplace environment in which everyone can work comfortably. We are also broadening the recruitment of people with disabilities and raising the retirement age from 60 to 65. We will continue to respect the values and differences of our diverse workforce and aim to create a workplace where employees can demonstrate their unique talents.



Nobuhiro Yamada
Managing Director,
General Affairs
Department, Finance
Department, and
Information Systems
Department



▶ Human resource development

In addition to expanding its training programs, CCI has established incentives for obtaining qualifications to encourage employees to obtain qualifications related to their work, so that they have fair opportunities to develop their skills and advance their careers.

List of training courses

Corporate titles	Position-specific training	Subject-specific training	Departmental training	Personal development
Management	New department manager training New group manager training	Corporate philosophy Sustainability Human rights Code of conduct Compliance Health and safety Environment and quality Information security Evacuation training Harassment LGBTQ* Mental health SS Safe driving First-aid training	Implementation in each department	Outside seminars In-house study sessions Business English courses e-learning Incentives for obtaining qualifications
Mid-career employees	New leader training Promotional training			
New employees	Third-year training New hire training			
Prospective candidates	Prospective candidate training (prior to joining the company)			

* LGBTQ: An acronym for sexual minorities

▶ Creating a comfortable workplace

Diverse work styles

CCI has adopted systems to accommodate “Super Flex Time” and second jobs, and in FY 2023 introduced a rehiring system (Return to Work) for retired employees, enabling employees who have left for whatever reason to return to work. In FY 2020, we introduced remote work options. We furthered our transition to a cloud-based system in FY 2022, expanding the number of jobs that can be handled remotely. We have also introduced free-address workspaces to promote flexible and efficient work styles that are not restricted by location, and are working to create a safe and comfortable work environment for our employees.



A free-address workspace

Balancing childcare with work

CCI offers extended parental leave and shortened work hours for all employees with children, which exceeds the statutory requirements. In FY 2022, the eligibility period for these programs were adjusted to allow until the end of the fiscal year in which the child reaches the age of three. This system also enables male employees to participate in childcare.

▶ Diversity and inclusion

LGBTQ initiatives

CCI organizes training for all employees, led by guest instructors, to accurately understand the LGBTQ community. In FY 2022, employees were encouraged to show their support by donning rainbow badges and becoming visible LGBTQ allies. In recognition of these activities, CCI was granted bronze certification by the PRIDE Index (an evaluation of a company's LGBTQ initiatives) in November, 2022.



Ally
(a person who understands and supports the LGBTQ community)

93 people
(as of March, 2024)

▶ Improved productivity through digitalization

CCI is digitalizing and automating operations in all departments to improve productivity across the company and create a comfortable work environment for its employees.

In FY 2018, we began converting our plants into smart factories, visualizing manufacturing processes and digitalizing manufacturing instructions, quality checks, and other processes to improve productivity and quality.

In addition, we adopted robotic process automation (RPA) in FY 2019 to automate our order entry operations, achieving an automation rate of 72% in FY 2023.



Reduction of working hours through digitalization of operations, etc.

2,036 hours
(Estimated figure for CCI in FY 2023)

ESG Activity Report Social

Upholding Human Rights

Basic Approach

Based on our Corporate Philosophy, the CCI Group is committed to continuously providing society with innovative added value, while altering our business model to meet the needs of the times. We position respect for human rights as one of the most important responsibilities needed to continue our business, and have established the CCI Group Human Rights Policy to promote the concerted efforts of all officers and employees.

Policy

The CCI Group Human Rights Policy is published on our corporate website to demonstrate our commitment to human rights.

[CCI Group Human Rights Policy](#)

Human Rights Due Diligence

In 2022, the CCI Group began human rights due diligence* in accordance with the UN Guiding Principles on Business and Human Rights.

<Remedial Measures>

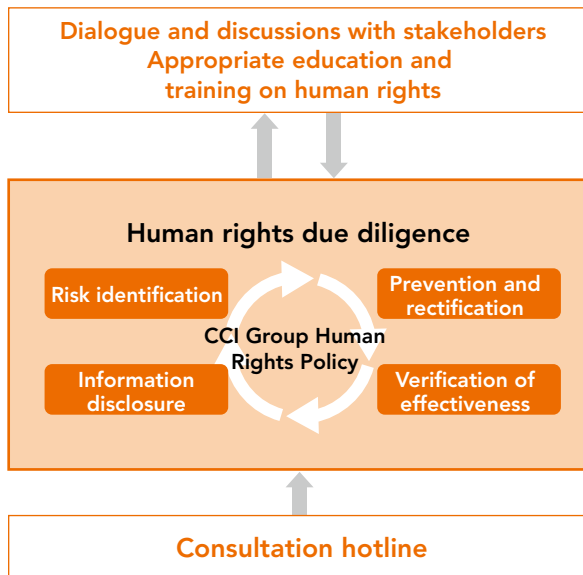
Based on the assessment conducted in FY 2022, we took corrective measures for our partner companies, including the establishment of rules to be followed in the event of a workplace incident. In addition, CCI Group companies have been engaged in the development of human rights-related rules and regulations and opportunities for employee feedback in order to reduce human rights risks by aligning standards across the entire CCI Group.

<Assessment>

In FY 2023, a total of 91 CCI Group companies and partner companies in Japan and abroad were asked to complete a self-assessment questionnaire. The information provided allowed us to complete a risk assessment and analysis. We will address the issues identified in this process.

* Human rights due diligence: An ongoing process of identifying, preventing and mitigating negative impacts on human rights and determining the best course of action.

A look at all initiatives



Training

Since 2021, CCI has provided annual training on respect for human rights for all board members and employees in Japan, and in FY 2023, e-learning and training by external instructors were conducted to provide background information on CCI's commitment to business and human rights, to foster an understanding of possible human rights risks, and to prevent harassment. Furthermore, we share the results of our human rights due diligence efforts with managers to help them understand the challenges we face and encourage them to work together to address them.

TOPIC

Providing etiquette training

CCI MANUFACTURING IL CORPORATION (USA) conducts regular training on harassment and office etiquette to ensure that all employees feel safe and secure in the workplace.

Setting up a consultation hotline

We have established a consultation hotline available to employees of all CCI Group companies in Japan and abroad. In addition, we are working to familiarize employees with the consultation hotline through periodic training sessions and other means. All consultations and reports are subject to fact-finding investigations, and the results of these investigations are provided to those who consulted with or reported the matter to the Company, and efforts are made to correct the situation or prevent its recurrence, as necessary.

Occupational Health and Safety

Basic Approach

Based on our Corporate Philosophy, the CCI Group will promote initiatives that prioritize health and safety in all aspects of our operations.

Initiatives for occupational health and safety

All of CCI's business sites have obtained ISO 45001 accreditation for their occupational health and safety management systems, establishing safety and disaster prevention standards to mitigate and manage workplace incidents. To reduce risks that could lead to serious injury, we have developed appropriate work procedures, require the use of protective equipment, and conduct safety patrols of plants with management staff. We will strive to continue reducing the risk of incidents by formulating safety standards for CCI Group and providing continuous training to enhance safety awareness.



CCI MANUFACTURING IL CORPORATION (USA) Safety patrol inside a plant



Posters at the entrance of each plant

ESG Activity Report

Governance

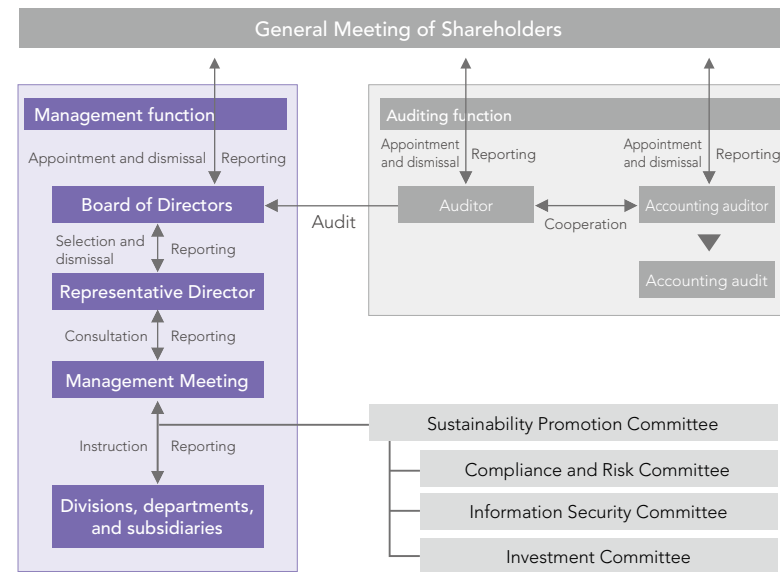


As part of corporate governance, the CCI Group places the utmost importance on ensuring compliance by enhancing management transparency, reinforcing the supervisory function and expediting the decision-making process. It is our goal to improve our corporate value by strengthening the corporate governance system.

Corporate Governance

CCI has established the following corporate governance structure to ensure transparent, fair, prompt and resolute decision-making for all stakeholders including employees, shareholders, customers, business partners and local communities. The Board of Directors, which serves as the highest level of management decision-making, provides oversight on matters stipulated by law and other important issues. A system is also in place wherein Audit & Supervisory Board members, including those from a third party, conduct fair and independent inspections of the duties executed by directors and business administrators.

Corporate governance system diagram



Compliance

Basic Approach

The CCI Group has created a Code of Conduct Guidebook and thoroughly implements compliance, focusing not only on adherence to laws but also on the ethical actions of all employees.

Legal and regulatory compliance

CCI holds monthly meetings involving our legal counsel and relevant departments to ensure that our compliance with new or revised laws and regulations is seamless and correct. In this manner, we have a management system in place to share information on new and revised laws and regulations, along with our response and progress. Through these measures, we will continue to strengthen our management system.



Serious violations of laws or regulations

0 cases (FY 2023)



Number of reports
Reports involving serious legal violations or misconduct

1 case (FY 2023)

ESG Activity Report Governance

Compliance

▶ Training

The CCI Group continually implements training on the code of conduct, compliance and harassment, conducted by outside instructors, to provide employees with the appropriate knowledge and awareness. We will continue to instill proper understanding of these subjects in our employees.

Risk Management

▶ Business Continuity Plan

In addition to creating an Emergency Response Plan (ERP), Crisis Management Plan (CMP) and Business Continuity Plan (BCP), CCI established a business continuity management (BCM) system. We strive to be prepared by conducting annual reviews and training so that everyone can continue to work in the case of an emergency.



Safety confirmation system training response rate

100% (March, 2024)



Comprehensive disaster prevention training (December, 2023)

Information Security

Basic Approach

CCI Group, under our corporate philosophy, acknowledges that ensuring information security in business activities is a critical management issue related to fulfilling our social responsibility. We formulated the Information Security Policy in 2023 and are working to maintain and improve information security.

▶ Policy

The CCI Group Information Security Policy is available on our corporate website.

[CCI Group Information Security Policy](#)

▶ Information security initiatives

CCI has established an information security management system. In the event of an incident, we ascertain the causes and implements preventative measures against recurrences. As we move forward with digitalization and DX, we are working to reinforce data safety by introducing security solutions (EDR), reducing the risk of cyberattacks and information leaks. We will strive to strengthen information security management not only in Japan but throughout the Group.

■ CCI's Key Initiatives

- Reinforcement of information security management system
- Information asset management
- Information security incident response
- Information security training

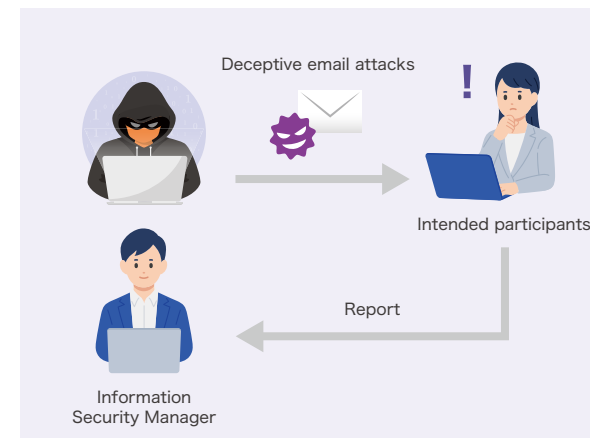
▶ Training

CCI provides training to all employees on information security and targeted email attacks. We work to improve basic knowledge on the subject, undertaking educational activities for employees to be aware of information security in their daily work. We designate a period between February and March each year as information security reinforcement month, coinciding with the government's Cybersecurity Awareness Month.

Seminar agenda

1. What is security?
2. Third-party crimes
3. Employee behavior
4. Natural phenomena and physical destruction
5. Summary

Information Security Training Material

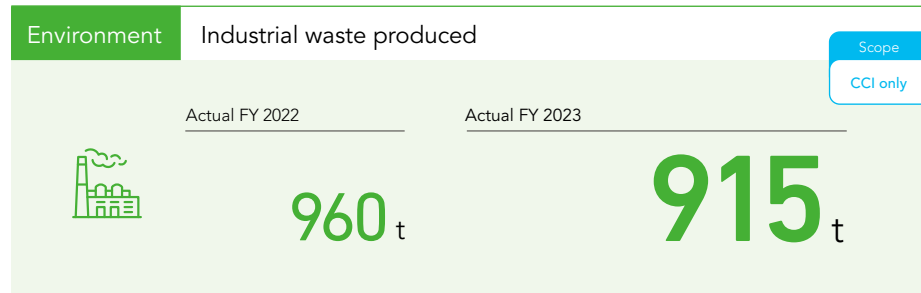
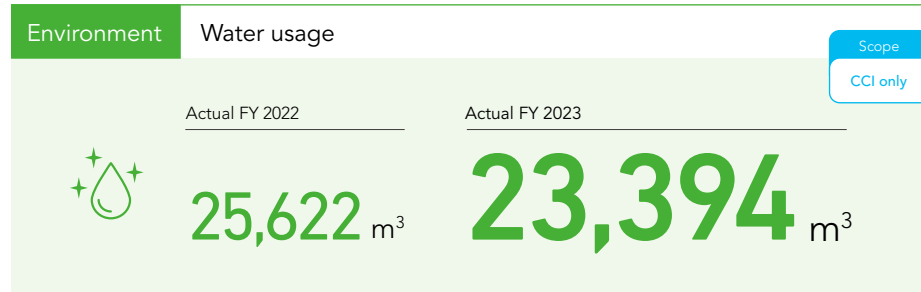
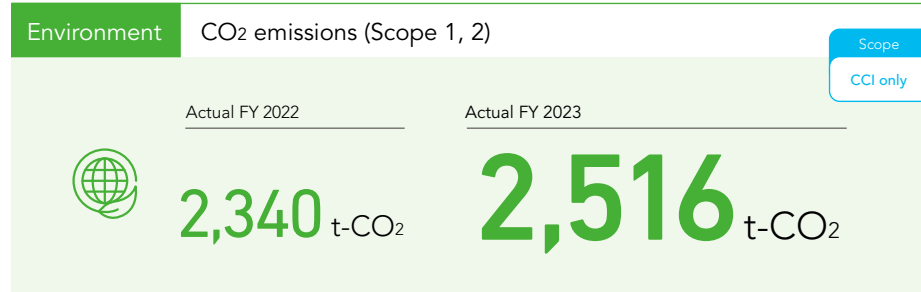


Training on targeted email attacks

ESG Activity Report

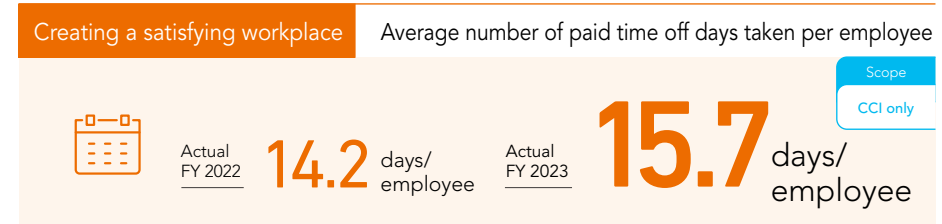
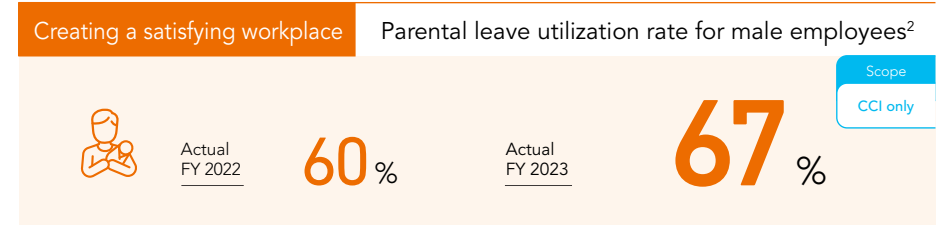
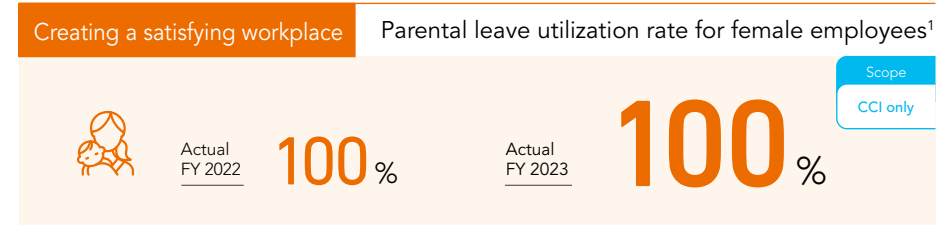
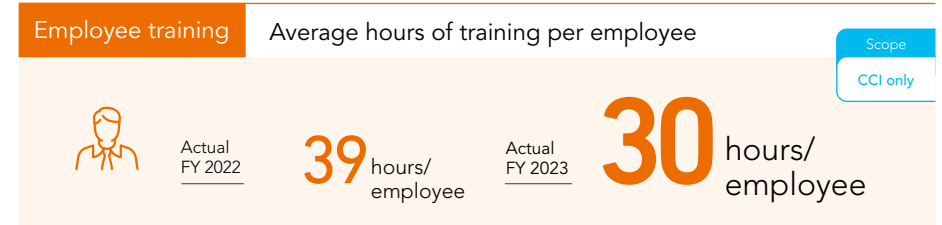
ESG Data

Environment



Scope | CCI only: CCI HOLDINGS INC. and CCI CORPORATION
CCI consolidated (Japan): CCI HOLDINGS INC., CCI CORPORATION and Shimoda-Ecotech Co., Ltd.

Society

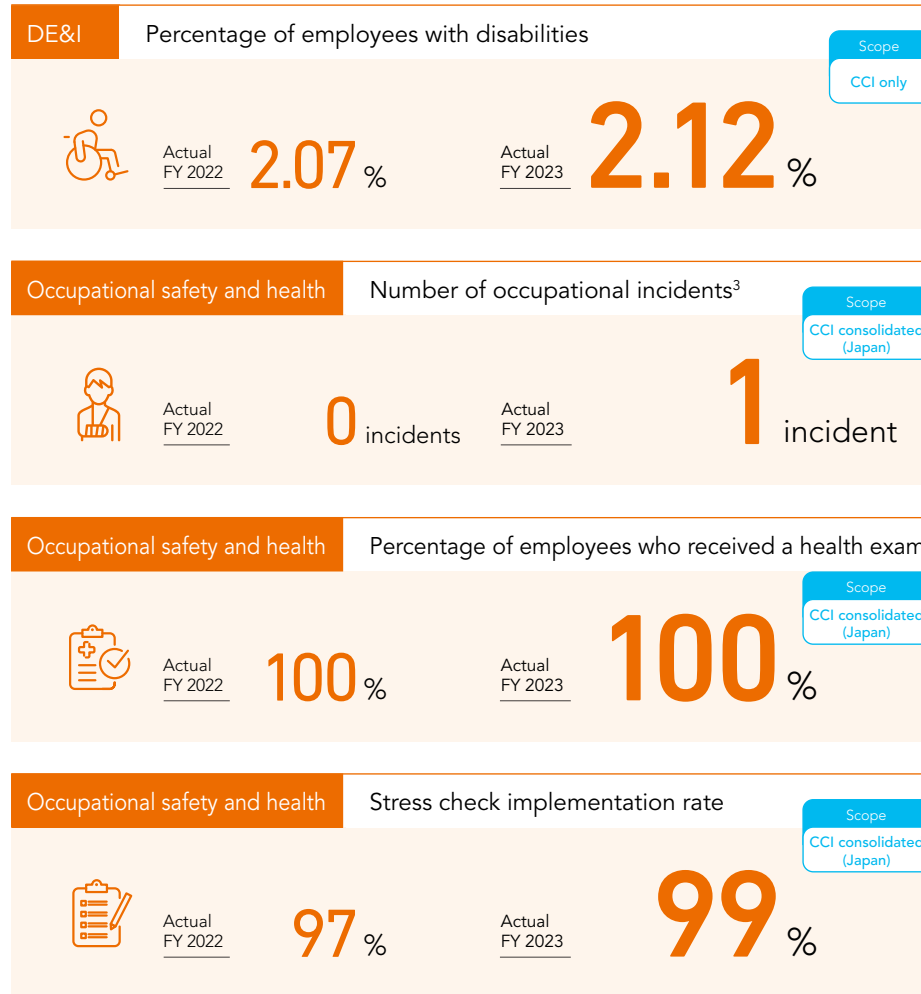


¹ Parental leave utilization rate for female employees = Number of female employees who started parental leave in FY 2023 / Number of female employees who gave birth in FY 2023
² Parental leave utilization rate for male employees = Number of male employees who started parental leave in FY 2023 / Number of male employees who had newborn children in FY 2023

ESG Activity Report

ESG Data

Society



3 Lost-time injury or worse

Governance

Scope | CCI only: CCI HOLDINGS INC. and CCI CORPORATION
CCI consolidated (Japan): CCI HOLDINGS INC., CCI CORPORATION and Shimoda-Ecotech Co., Ltd.

