

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.

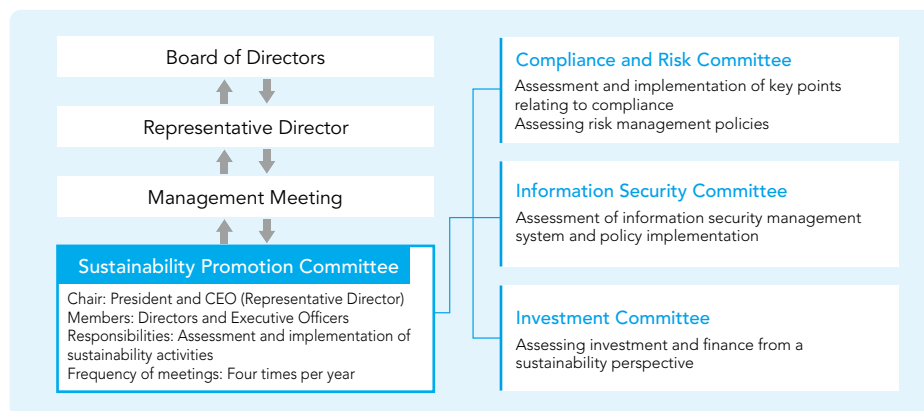
[WEB](#) CCI Group Sustainability Policy (Full text)

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 certifications

- Awarded the Bronze Medal for sustainability management in January 2025 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
- Meeting of sustainability promotion managers



Basic training on sustainability (April 2024)

Voluntary social contribution activities

CCI is engaged in various community and social contribution activities with the aim of raising employee awareness of sustainability.

- Beautification of the local environment through clean-up activities around factories
- Medical support for children through the collection of plastic bottle caps
- Cooperation with employment support organizations through the collection of disposable contact lens cases
- Support for children's learning opportunities through the collection of books, toys, and stuffed animals
- Support activities for people in need through the collection of daily necessities
- Support for the 2024 Noto Peninsula Earthquake (matching gifts)

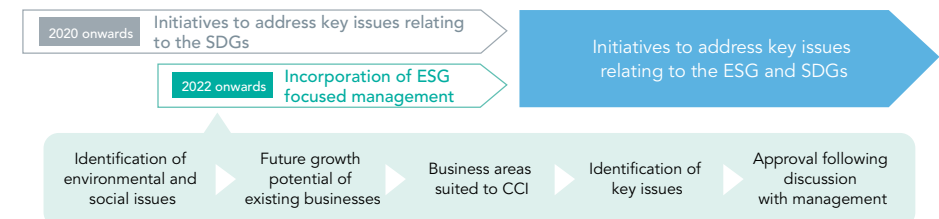


Cleanup in the Seki industrial area (December 2024)

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



Key Issues and KPIs

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

Fields of activities	Key issues	ESG	Priority issues (concrete measures up to FY 2030)		KPI achievement status for FY 2024	Relevant page(s) (FY 2024 results)
Business activities	Providing mobility in an environment characterized by safety, comfort, and peace of mind 	E	Developing next-generation mobility products	Developing low-maintenance products	△	p. 22
	Creating tranquil living spaces 	E	Providing environmentally friendly products and services driven by new technologies	Improving living spaces with vibration damping and sound absorbing materials	○	p. 15
		E		Improving other surroundings with vibration damping and sound absorbing materials	△	p. 15
		E		Expanding sales of Oil Vanish, a fat and oil-degrading microbial agent	△	p. 15
	Transitioning to a circular economy 	E	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	Switching over to recyclable materials (waste reduction)	Reviewing and changing materials	○	p. 14
		E		Expanding reuse business	△	p. 22
		E		Recycling (reducing) and utilizing 50% of industrial wastewater (2019)	△	p. 23
		E		Initiatives to reduce plastics	△	p. 10
		E	Developing products made with nonpetroleum materials	Establishing mass production technology	△	—
Company-wide activities	Enhancing health and quality of life 	E	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	△	p. 23
		S		Eliminating the use of hazardous substances by establishing an appropriate management system	○	—
	Enhancing health and quality of life	S	Contributing to the community through sports, etc.	Sponsoring cultural, art, and sporting events	○	p. 25
	Responding to climate change 	E	Reducing Scope 1 + 2 CO ₂ emissions by at least 30% by FY 2030 compared to FY 2019	Implementing the CO ₂ reduction project	○	p. 22 p. 31
		E	Assessing and monitoring Scope 3 emissions	Assessing Scope 3 emissions globally	○	—
	Improving workplace satisfaction and revitalizing the company 	S	Improving employee engagement	Improving score on engagement survey Achieving diversity in the workplace Improving the work environment and reviewing current systems	○	p. 27 p. 31 p. 32
		S	Increasing productivity through enhanced visualization and digitalization: Realizing a paperless society	Increasing productivity through digitalization and promoting a paperless society	○	p. 27
	Demonstrating our commitment to respecting human rights	S	Establishing a due diligence process for human rights	Implementing human rights due diligence processes based on CSR procurement guidelines	○	p. 28
		S	Human rights initiatives in the supply chain	Promoting human rights initiatives in the supply chain Human rights SAQ response rate of 100%	○	p. 28
	Enhancing compliance	G	Compliance initiatives	100% compliance training participation rate	○	p. 32
		G	Strengthening information security systems	Zero major security incidents	○	p. 32