

Environment

We actively engage in conserving the Earth's environment by reducing greenhouse gases, providing environmentally friendly products, and making use of our unique technology as we strive toward the goal of carbon neutrality by 2050.

Basic Approach

Our Corporate Philosophy takes into account that we are in a position to impact society, and are continually promoting initiatives to protect the environment, ensure people's health, and achieve a sustainable society.

Environment

Environmental management system

To have every employee strive to implement environmental measures with a shared awareness, 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 toward certification.



Worksites in Japan and abroad that have obtained ISO 14001

8 sites (as of March 2025)

Strategies Addressing Climate Change

Climate change risks and opportunities

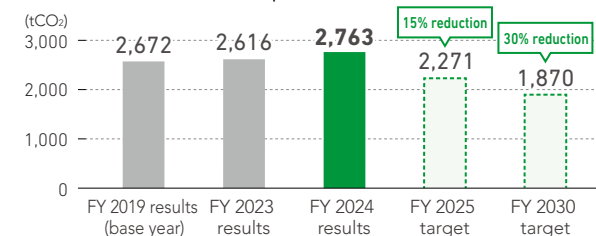
CCI Group conducted scenario analysis based on the TCFD recommendations for 1.5°C and 4°C climate change scenarios. The 1.5°C scenario refers to IEA NZE and IPCC RCP1.9, while the 4°C scenario refers to IEA STEPS and IPCC RCP8.5. Based on the results of the scenario analysis, we identified the following climate change risks and opportunities, while also calculating their financial impact. We will consider measures to minimize risks and maximize opportunities, and will implement these measures appropriately.

■ Table of Climate Change Risks and Opportunities

Category	Details	Time frame	Importance	Issue	Countermeasures
Transition risks	Introduction of a carbon tax will increase the procurement costs of raw materials with high carbon intensity	Medium term	Great	Reduction of greenhouse gases	<ul style="list-style-type: none"> Reduction of Scope 1 and 2 emissions through energy-saving activities and the use of renewable energy P.22 Reduction of Scope 3 emissions through engagement with suppliers
Physical risks	Intensification of abnormal weather may cause production delays and a decline in sales due to the shutdown of production sites	Medium term	Medium	Response to abnormal weather conditions	<ul style="list-style-type: none"> Formulation of a business continuity plan (BCP) manual and establishment of a business continuity management (BCM) system P.30 Regular reassessments and implementation of drills P.30
Opportunities	Increased sales by establishing a competitive advantage through the development and marketing of environmentally friendly products	Medium term	Medium	Development of environmentally friendly products	<ul style="list-style-type: none"> Switching from petroleum-based raw materials to bio-based raw materials Switching to environmentally friendly containers and packaging P.14

Climate Change Initiatives**Greenhouse gas reduction**

In our efforts to reduce greenhouse gas emissions, we promote energy conservation and the use of renewable energy. As such, we have a medium-term target to reduce CO₂ emissions from Scope 1 and 2 activities by 30% before FY 2030 (as compared to FY 2019). We have established a project to promote these activities and created an action plan to reduce emissions during production. Under both, we are now working to lower our CO₂ emissions. Since FY 2022, CCI Group companies have calculated their individual CO₂ emissions and CCI Group as a whole will continue making efforts toward this end.

CCI's CO₂ emissions (Scope 1 and 2)

Note 1: Due to changes in the calculation method, data for FY 2023 has been recalculated based on a new calculation method in order to maintain consistency in comparisons.

Note 2: Regarding CO₂ emissions from gasoline use, from FY 2024 we have been calculating the actual figure based on primary data.

**Efforts to reduce CO₂ emissions—
Adopting renewable energy**

JCI is actively promoting the adoption of renewable energy and implementing thorough energy conservation measures. Since April 2022, we have achieved 100% renewable energy use at our head office, while reducing CO₂ emissions by 80% across the headquarters as a whole. Furthermore, we will aim for net-zero CO₂ emissions from our own factories and will promote this policy to overseas Group companies with the goal of achieving net-zero CO₂ emissions from our factories worldwide.

►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

Environmental Contribution of CCI Products**Basic Approach**

CCI is working to develop environmentally friendly products by utilizing technologies cultivated over the years.

Developing environmentally friendly products**Retreading ULTRUNS long life urethane tires**

In the Industrial Tires business, we are retreading our ULTRUNS long life urethane tires. Retreading is a technology that reuses the wheel portion of the tires and replaces the urethane layer to restore function. Retreading helps mitigate environmental impacts by avoiding the necessity to replace the whole tire, and by reducing the costs of manufacturing and disposing of wheels. We will seek to further reduce waste by developing products with excellent wear resistance, as well as products that are more durable and longer lasting.

**Developing fuel additives**

JCI is currently developing fuel additives to remove deposits and enhance engine performance. In the combustion chamber of an engine, deposits accumulate from impurities in the fuel, as well as soot from incomplete combustion, which can have a negative impact on the engine. With a single use, and only two active ingredients, our engine cleaner successfully removes oil-soluble and water-soluble deposits adhering to the intake valve, injector, spark plugs, combustion chamber, etc. In terms of the environment, our fuel additives contribute to cleaning exhaust gas and recovering fuel efficiency, and, even in the markets of emerging countries where fuel quality is an issue, CCI can leverage the high adaptability and reliability of our products to promote sales expansion with the aim of realizing sustainable mobility.



Fuel additive

Compact grease traps significantly improve efficiency

Shimoda-Ecotech designs, manufactures and sells grease traps (fat and oil separators) that are required by law to be installed in commercial kitchens. The new and improved Grease Trap (NS Series), launched in October 2022, features a compact design with size reductions of up to 33% in installation area and 46% in trap volume compared to conventional products, reducing the materials used to make this series. Compared to conventional products of a similar size, the NS series traps up to 47% more fats and oils.



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, and 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 and reassess work processes in order to reduce environmentally harmful substances.

Striving Toward a Circular Economy

Basic Approach

Based on our code of conduct, we strive to achieve a circular economy in our operations. We work to reduce manufacturing waste and encourage the use of recycled resources as we promote products that minimize resource inputs. We also focus on the recycling and effective use of our own products.

Waste control

Reassessing our disposal methods for industrial waste, while reducing waste through careful waste sorting

We recently reviewed our disposal methods for unrecycled industrial waste and converted some of the industrial waste generated during the manufacturing process into recyclable materials. In addition to recycling part of the waste generated during the manufacturing process and daily operations, we are

boosting our recycling rate with careful sorting. Furthermore, we are promoting initiatives to reduce paper usage across all Group companies.



Material recycling rate (CCI)

66%
(FY 2024)



Reduction in paper usage (CCI)

48%
(compared to FY 2021)

Reducing waste

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



Reduction in raw material usage

35%
(CCI, compared to FY 2023)

Reducing raw material waste

In the Industrial Tires business, we reviewed the amount of time in between feeding different raw materials into machines and were able to streamline the process and more effectively use our raw materials.



Reduction in raw material usage

28%
(CCI, compared to FY 2023)

Reducing and reusing wash water

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



Wash water reduction

13%
(CCI, compared to FY 2019)

Coexistence with Nature

Environmental preservation activities

As part of our efforts to preserve the local environment and protect biodiversity, we regularly conduct cleanup activities in industrial parks, rivers, and coastal areas through volunteer activities by our employees. In June 2024, JCI participated in a coastal cleanup activity at Miho Masaki and collected trash that had washed onto the shore. Going forward, we will continue to promote ongoing environmental preservation activities while deepening our ties with local communities.



Cleanup activity on Miho Masaki beach (June 2024)

Social

We at CCI Group prioritize safety above all else along our journey to improve customer satisfaction. We also actively work with local communities and strive to continually contribute to society through activities that leverage our business and address social issues.

Quality

Ensuring world-class quality with smart factories

Basic Approach

Our Corporate Philosophy is to 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.

In order to consistently deliver products that offer safety and peace of mind to our customers, we hold monthly global quality meetings. With regard to quality control, our management system covers our entire supply chain, including overseas technology licensees and contract manufacturing partners. We are currently promoting the smart factory conversion of our production sites in Japan, and as we renew our ERP system at all production sites in the future, we will build a sophisticated and efficient quality control system globally.

Initiatives for quality assurance

CCI Group has acquired ISO 9001 quality management system certification and IATF certification and promotes continuous quality improvement. We are also proceeding with steps to visualize production processes at manufacturing sites, and any complaints we receive from customers are addressed promptly and appropriately, with safety as a top priority. We will continue to strengthen our framework for quality assurance going forward.

► External certification of quality management system (as of March 2025)

ISO 9001 certification **10 sites** IATF 16949 certification **5 sites**

Training

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

With Our Customers

Initiatives to improve customer satisfaction

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

With Our Business Partners

Policy

As part of our commitments regarding procurement, we have published the CCI Group Procurement Policy on our corporate website.

 [CCI Group Procurement Policy](#)

Initiatives for CSR-based procurement

CCI works with business partners (suppliers) to take conventional procurement activities that focus on quality, performance, cost, and delivery, and ensure that they also include corporate social responsibility (CSR) elements regarding environment, labor, and human rights. To reduce potential risks to sustainable business operations, CCI established CSR-based procurement guidelines. 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 strive for sustainable business activities with our business partners.

Contributions to Society**Basic Approach**

Our Corporate Philosophy 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. Areas of priority include community contributions, human resource development, environmental preservation, and disaster relief.

Community contributions**Ski Association of Gifu, Freestyle Club**

Since FY 2023, we have been sponsoring the Freestyle Club of the Ski Association of Gifu. As part of our efforts to support the development of local athletes and children who will lead the future, starting in FY 2024, we are the proud sponsor of freestyle ski mogul athletes Ikuma Horishima (Toyota Motor Corporation) from Ikeda Town (Ibi District), and Shiori Asano (Chukyo University) from Kakamigahara City. Moguls is an event in which athletes jump and spin while skiing down a slope, with the focus on the difficulty and execution of their



Signing ceremony with the Ski Association of Gifu (December 2024)

► Main sponsorships (FY 2024)**► Supporting motorsports**

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

► Supporting local sports

- Ski Association of Gifu, Freestyle Club
- Ski moguls, Ikuma Horishima
- Ski moguls, Saori Asano
- Professional basketball Gifu Swoops
- Professional soccer FC Gifu

techniques rather than speed. We provide signs and banners at competitions and promotional events, in addition to participation prizes with our company logo. We will continue to plan various events as we support the popularity of local sports and the excitement of these activities.

Corporate version of the hometown tax payment system, Shirakawa Village

In FY 2024, we started making donations to Shirakawa Village, in Ono-gun, Gifu Prefecture, utilizing the corporate version of the hometown tax payment system. Shirakawa Village has Gifu Prefecture's only UNESCO World Cultural Heritage Site, the historic village of Shirakawa-go, and it has been garnering global attention. However, the village is facing a dire situation due to Japan's trend toward a shrinking and aging population. CCI's donations will be used as funds for activities to preserve the unique Gassho-style houses and this picturesque rural landscape for future generations. Going forward, we will continue our efforts to protect cultural assets and contribute to regional revitalization.

TOPICS**Activities of CCI Automotive Products (Thailand)**

Since July 2024, we have been an official sponsor of YFA Football Club, a local soccer team in Chonburi Province. YFA is a mixed team of both hearing-impaired and non-hearing-impaired members, and they interact through football (soccer) with a special needs school in their local Chonburi Province. In November 2024, the CCI futsal team participated for the first time in a tournament hosted by YFA, and we look forward to continued interactions with the local community.



Players at the futsal tournament (November 2024)

Community cleanup activities by new employees

Starting in FY 2024, we made an addition to our new employee training program with the aim of both promoting communication among new employees and also preserving the environment of the local community. This addition includes conducting a litter cleanup activity on Mt. Hatofuki and the surrounding roads in Gifu Prefecture, where the headquarters of CCI are located. We are honored to actively engage in cleanup activities that help promote coexistence between our employees and the local community.



Cleanup activity on Mt. Hatofuki (April 2024)

Activities of USC Limited

Since FY 2024, as part of our volunteer activities, we have been participating in children's cafeteria events and providing popcorn, made with a commercial popcorn machine that we own, free of charge to children attending the events. As the number of these events—better known as children's cafeterias—continues to increase year by year, we plan to keep participating in areas where our sales branches are located as one way to support the healthy physical and mental development of our youth.



Event at the Dagashiya Cafeteria (August 2024)

► Supporting students

- Formula SAE Japan
- Gifu University Formula Racing
- Nagoya University Formula Racing
- Gifu University, Faculty of Engineering, technology showcase project

► Other events supported

- Seki Chamber of Commerce & Industry 70th anniversary event (noh & kyogen)
- Seki City fireworks festival
- Gifu Nagara River fireworks festival
- Gifu Broadcasting System festival
- Yu-no-kai gathering (ohayashi instruments and nagauta singing)

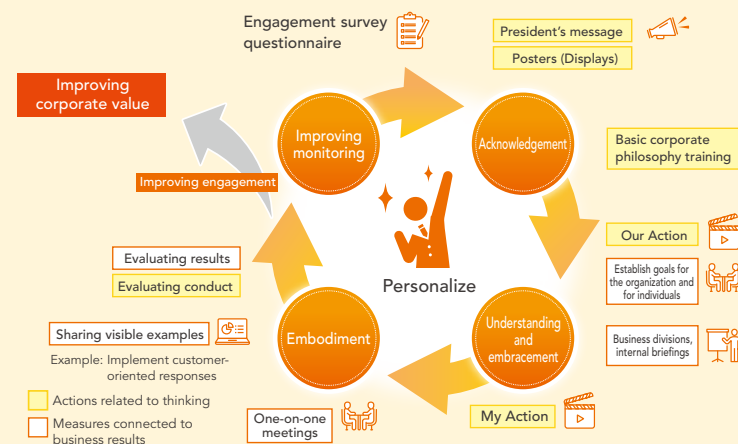
Corporate Philosophy Implementation— Two Synergistic Projects

Since reestablishing our corporate philosophy in 2023, we have undertaken various initiatives for each employee to understand, identify with, and consider ways of adopting the philosophy's principles, with the aim of realizing our purpose as a company. Through these endeavors, we encourage each employee to mature while we grow as a company that can give back to our customers and society.

Corporate Philosophy



Initiatives to support corporate philosophy implementation



Projects

It is vital to communicate our Corporate Philosophy to the next generation. As part of our efforts to develop human resources and build our organization and corporate culture, we implemented a cross-departmental project in FY 2024.

Project to formulate a Group vision that transcends company and departmental boundaries

In October 2024, we launched the Group Vision Formulation Project, in which 27 mid-career and younger colleagues from Group companies in Japan participated to review the medium-term direction of the Group, looking out to 2040. In this project, participants summarized and examined megatrends, future information, expected changes in the business environment by 2040, the future of the company, and synergies between companies and other businesses segments.

In the process of creating the elements necessary to realize our desired future, each team held numerous discussions and ultimately presented their ideas to management using storyboards and business/policy posters depicting what they want the company to be in 2040. This project allowed participants to clarify the current strengths and future challenges of each company from the perspective of the entire Group, and to learn how to formulate a long-term vision. In addition, having members from different backgrounds and work cultures together on the same project helped foster a sense of unity among Group companies. (The Group vision is slated to be finalized in FY 2025.)



Workshop participants were divided into four teams that were a mix of different companies and departments



Team members presenting their ideas to management

Project to plan a company trip arranged by 10 younger employees

In October 2024, we launched a Company Trip Planning Project in which 10 younger employees planned an employee trip to be held in 2025. After surveying internal needs, the project members decided that the purpose of the company trip would be to expand interaction and enhance the power of Group synergy. Accordingly, the theme they chose was "Borderless Challenge: The Circle You Create."

Through the process of drafting plans, creating project materials, and giving presentations, members honed their practical business skills. Because this project energized communication between employees who typically have little interaction of this kind in their everyday work, we expect that future business collaboration will become more fruitful. This project has become an important initiative that promotes the dissemination and implementation of CCI's Corporate Philosophy, while also providing younger employees with opportunities for growth and ways to challenge themselves.



Team members after presenting their ideas to management



Employees on the company trip

With Our Employees

Rank-specific education and support for fostering individual capabilities
Creating an accommodating and comfortable work environment

Basic Approach

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

At CCI, we have established an education system that is systematic and rank-specific, from new employees to managers. In addition to mechanisms that support employees who are motivated to learn voluntarily, such as acquiring a professional qualification, we have also established a rehiring system for retired employees. In FY 2024, we revised our childcare and nursing care regulations to support diverse working styles among employees. Through the promotion of remote work and other measures, we are committed to creating an environment where employees of child-rearing age, regardless of gender, can build their careers. We also conduct annual employee satisfaction surveys aimed at maintaining and improving a safe, secure, and comfortable working environment. The feedback and opinions shared in the surveys help fuel our commitment to continuous improvement.



Human resource development

In addition to expanding 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

Rank	Rank-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 eLearning Incentives for obtaining qualifications
Mid-career employees	New leader training Training after being promoted			
New employees	Third-year training New hire training			
Prospective candidates	Prospective candidate training (prior to joining the company)			

* LGBTQ: An acronym for sexual and gender minorities

Creating a comfortable workplace

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. Additionally, we have offered remote work options for select positions since 2020, and further expanded the number of jobs that can be handled remotely in 2022 with our transition to a cloud-based system. 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 all of our employees.

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 periods 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, equity and inclusion

LGBTQ initiatives

CCI organizes training for all employees, led by guest instructors, to accurately understand the LGBTQ community. Since FY 2022, employees have been encouraged to show their support by donning rainbow badges and becoming visible LGBTQ allies. In recognition of these activities, CCI has been granted bronze certification—for three consecutive years since FY 2022—by the PRIDE Index (an evaluation of a company’s LGBTQ initiatives).



133 people
(as of March 2025)

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. In addition, we have been working to improve quality and productivity by revamping our core systems since FY 2020.



1,446 hours
(Estimated figure for CCI in FY 2024)

Upholding Human Rights**Basic Approach**

Our Corporate Philosophy is to be 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.

**Human Rights Due Diligence**

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

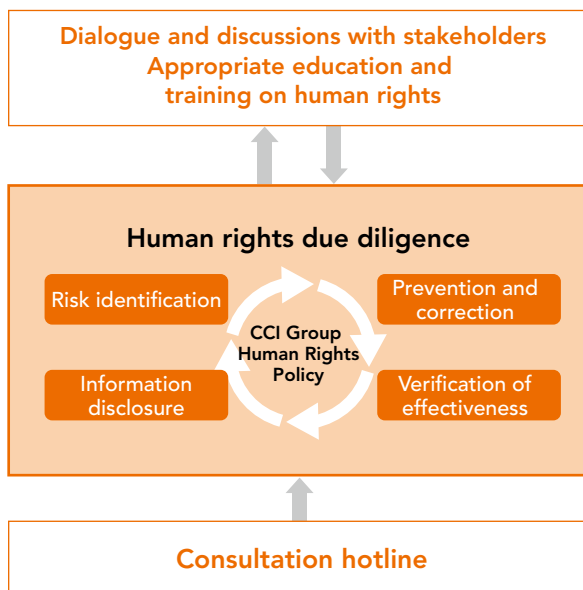
■ **Corrective measures**

Based on the assessment conducted in FY 2023, 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 2024, a total of 20 CCI Group companies and partner companies in Japan and abroad were asked to complete a self-assessment questionnaire (response rate: 100%). The information provided allowed us to complete a risk assessment and analysis, and 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 brought in external instructors to conduct annual training on respect for human rights for all board members and employees in Japan (attendance rate: 100%). The purpose of this training is 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, comprehend the ideal that we would like to embody as a company, and be encouraged to work together to address issues.

Setting up a consultation hotline

We have 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**

Our Corporate Philosophy is to promote initiatives that prioritize health and safety in all aspects of our operations.

Initiatives for occupational health and safety

CCI pursues business operations while putting a high priority on the creation of a workplace that provides safety and security. 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 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.



Managers conducting a plant safety patrol (April 2025)

TOPIC**Conducting EHS inspections**

CCI has been conducting EHS (environment, health, and safety) inspections at its overseas Group companies in Greater China since FY 2023 with the aim of both protecting the safety and health of employees and also creating a workplace environment where they can work with peace of mind. In FY 2024, we also expanded these inspections to include two plants in Japan and our plant at CCI Automotive Products (Thailand). Inspections involved visiting the local plant, checking compliance with laws and regulations related to safety, health, and the environment, and using checklists to inspect matters such as whether there are any dangerous areas on site. We are prioritizing and addressing the issues identified in these inspections. Going forward, we will continue striving for workplaces that offer safety and security across all Group companies.



An EHS inspection in progress (January 2025)

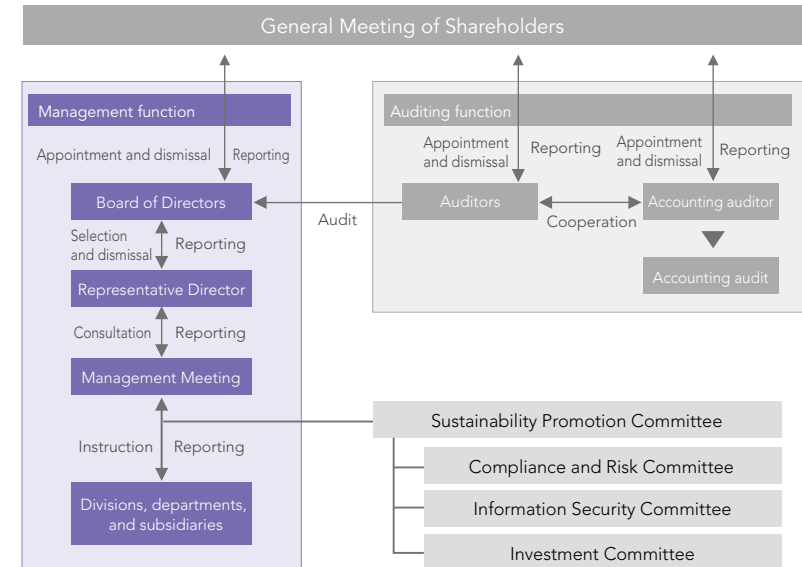
Governance

As part of corporate governance, 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 the following corporate governance structure (see diagram to the right) 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, as the highest management decision-making body, is responsible for making decisions on matters stipulated by laws and regulations, as well as other important matters related to management, and for acting as the supervisory body for directors. In addition, we have a system in which auditors, including external auditors, conduct audits of the execution of duties by directors, and audits of management in general, from a fair and independent standpoint.

Corporate governance system



Compliance

Basic Approach

We have created a Code of Conduct Guidebook and thoroughly implemented 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 with its legal counsel and relevant departments to ensure 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 responses and progress. Through these measures, we will continue to strengthen our management system.



Serious violations of laws or regulations

0 cases (FY 2024)



Number of reports
Reports involving serious legal violations or misconduct

0 cases (FY 2024)

Compliance**Training**

CCI Group continually implements training on the code of conduct, as well as compliance and harassment prevention training 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. CCI MANUFACTURING IL CORPORATION (USA) also conducts training on automated external defibrillators (AEDs) and cardiopulmonary resuscitation (CPR) for employees every other year.



Comprehensive disaster prevention training (December 2024)



Safety
confirmation
system training
response rate

100% (March 2025)

Information Security**Basic Approach**

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 an information security management system. In the event of an incident, we ascertain the causes and implement preventative measures against recurrences. As we move forward with digitalization of operations and pursue digital transformation, we are working to reinforce data safety by introducing security solutions (EDR) to reduce the risk of cyberattacks and information leaks. We strive to strengthen information security management not only in Japan but throughout the Group.

▶ CCI's Key Initiatives

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

Training

CCI provides training on information security and countermeasures to targeted attack email for all employees. In addition, we use internal social media tools to disseminate content on information security, such as security measures for working from home. Furthermore, in line with the government's Cybersecurity Awareness Month, we designate February and March as Information Security Awareness Months every year. We conduct awareness activities to encourage employees to be conscious of information security risks in their daily work, with the aim of improving basic knowledge of information security among each and every employee.

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

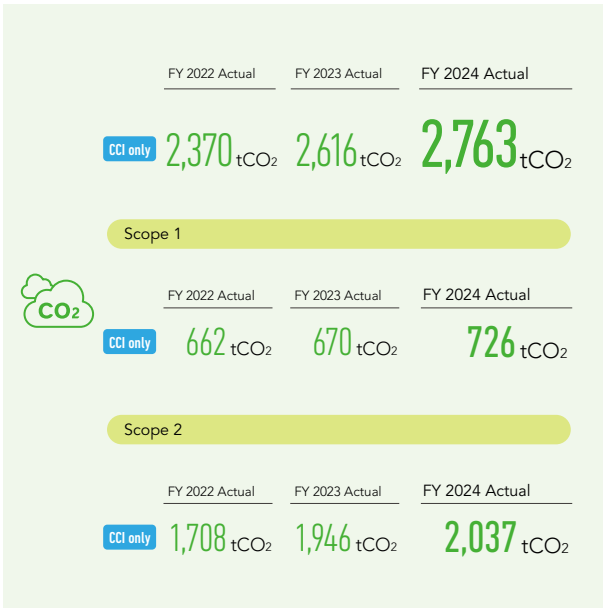
ESG Data

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

Environment

Environment

CO2 emissions (Scope 1, 2)¹



Environment

Total energy consumption



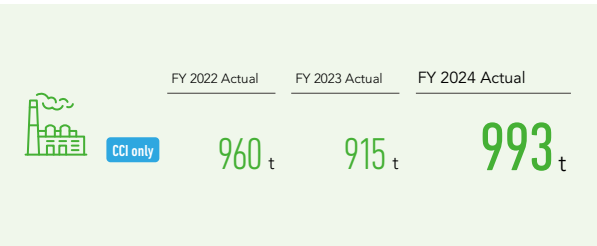
Environment

Water usage



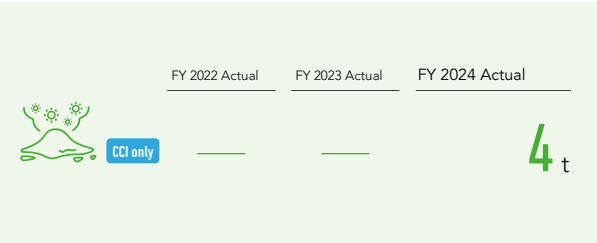
Environment

Industrial waste produced



Environment

Hazardous waste generated



Society

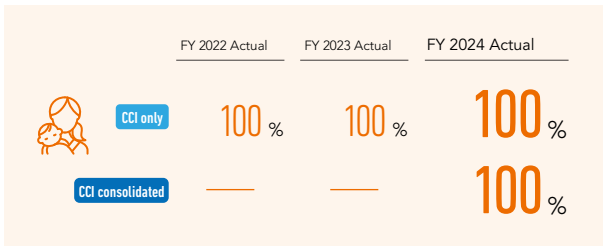
Human resource development

Average hours of training per employee per year



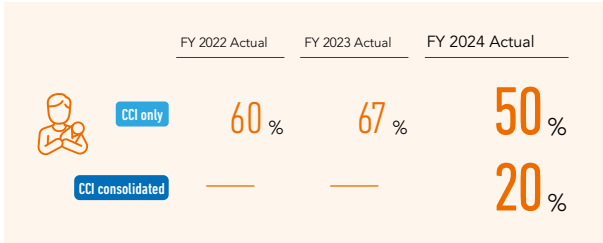
Creating a comfortable workplace

Parental leave utilization rate for female employees²



Creating a comfortable workplace

Parental leave utilization rate for male employees³



1. Due to changes in the calculation method, and to maintain consistency in comparisons, data for FY 2022 and FY 2023 have been recalculated based on a new calculation method. Also, regarding CO2 emissions from gasoline use, from FY 2024 we have been calculating the actual figure based on primary data.
2. Number of female employees who started parental leave in FY 2024 / Number of female employees who gave birth in FY 2024 3. Number of male employees who started parental leave in FY 2024 / Number of male employees who had newborn children in FY 2024

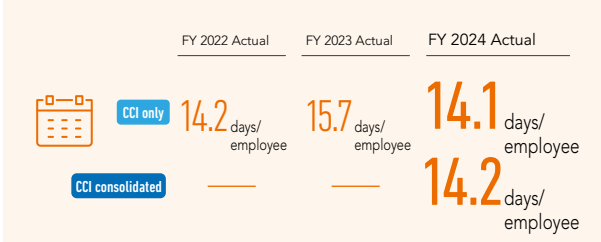
ESG Data

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

Society

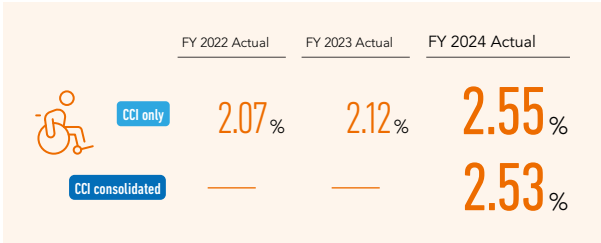
Creating a comfortable workplace

Average number of paid time off days taken per employee



DEI

Percentage of employees with disclosed disabilities



Occupational health and safety

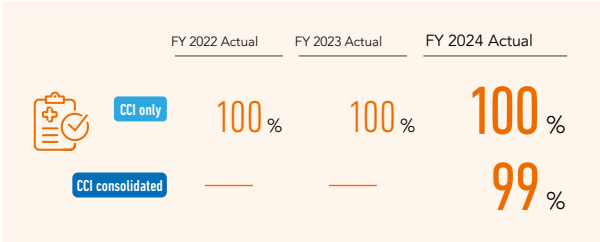
Number of occupational incidents⁴



4. Lost-time injury or worse

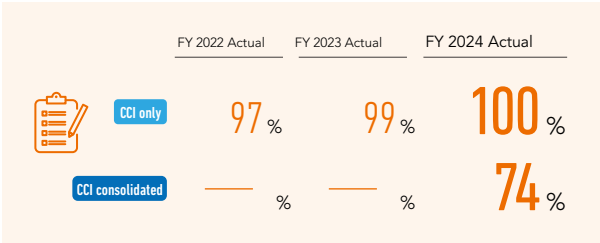
Occupational health and safety

Percentage of employees who received a health exam



Occupational health and safety

Stress check implementation rate



Governance

Compliance

Attendance at compliance training



Information security

Attendance at Information Security Training



Information security

Serious security incidents

