



Sustainability

The Nisshinbo Group is aiming to generate growth as a diverse, cohesive corporate group by realizing its Corporate Philosophy – “Change and Challenge! For the creation of the future of Earth and People.”



▶ Nisshinbo Group CSR



▶ The Environment

SDGs



▶ Human Rights and Labor Practices

SDGs



▶ Fair Operating Practices

SDGs



▶ Consumer Issues

SDGs



▶ Community Involvement and Development

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▶ Corporate Ethics Reporting System

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Nisshinbo Group CSR

Basic Stance

The Group will make contributions to and grow along with society as an *Environment and Energy Company* group. We view our promotion of CSR as the realization of our Corporate Philosophies.

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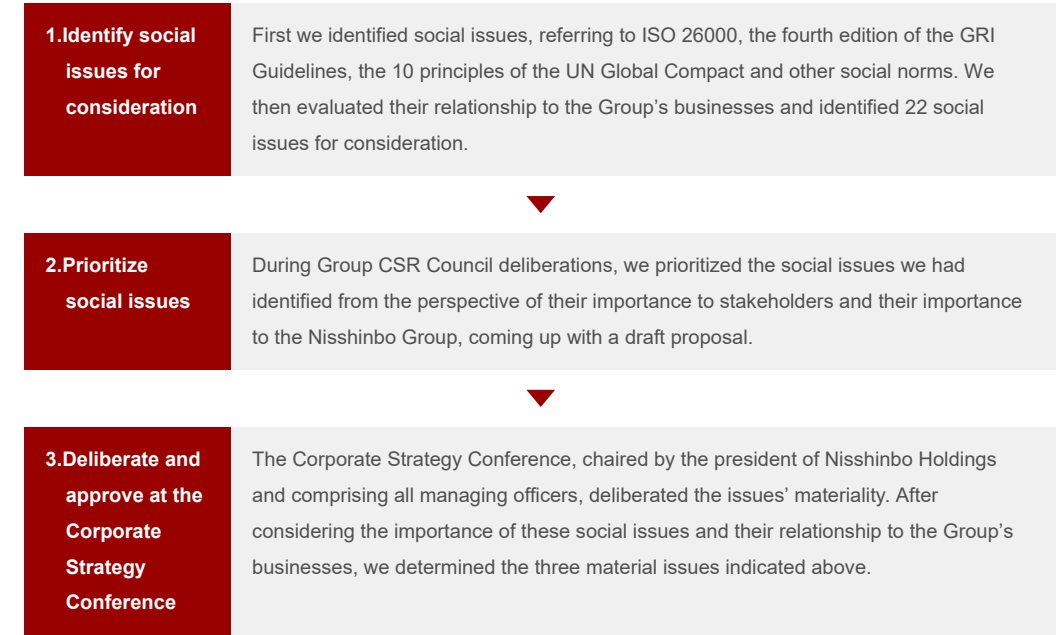
Materiality

In February 2015, we identified material issues for the Group in order to clarify issues that required action to achieve sustainable growth for the Nisshinbo Group's business together with society.

Materiality for the Nisshinbo Group

- Global compliance
- Contribution to the environmental and energy field
- Creation of a safe and secure society

Process of Determining Materiality



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Fourth Mid-Term CSR Targets and Initiatives


We have been conducting unified, group-wide activities to achieve the 14 key performance indicators (KPIs), including compliance and CSR procurement, in our third mid-term CSR targets established in fiscal 2016. As there are still many areas that can be improved, we will continue these activities for our fourth mid-term CSR targets taking effect from fiscal 2019.




We will set goals for each key action item in order to achieve our targets, and we will use KPIs for the items that can be quantified.

All employees will work to achieve the targets, and the achievement status of the targets will be checked with KPIs. We also aim to further improve the content of our activities.

Relationship among Corporate Philosophy, Materiality, and KPI

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	Corporate Philosophy (Business Conduct Guidelines)	Materiality	Key Action Items	The Nisshinbo Group's Initiatives	Key Performance Indicator
E Environment	 Awareness and Concern towards our Environmental Impact	Contribution in the Areas of Environment and Energy	Promote environmental management	Reinforcement of the maintenance of biodiversity	Implement at more than 5 overseas sites
				Reduce water usage per unit of sales	Reduce by 3% or more compared to fiscal 2017
				Promote Life Cycle Assessment (LCA)	50% or more of total sales
				Improvement of the sales percentage by the products that contribute to the development of the sustainable society	55% or more of total sales
				Reduction of the energy consumption per unit of sales	Reduce by 10% or more compared to fiscal 2014
				Reduction of greenhouse gas emissions per unit of sales	Reduce by 10% or more compared to fiscal 2014
				Reduction of the volume of PRTR substance emissions per unit of sales	Reduce by 10% or more compared to fiscal 2017
				Improvement of recycling rate	Increase the recycling rate to 90% or more
S Social	 Respect Human Rights Respect for Diversity Safety is the Basis for Everything Quality Communication	Creation of a Safe and Secure Society	Respect human Rights	Enhance human rights awareness-raising activities and prevent harassment	Implementation rate of human rights training 100%
				Increase employment rate of disabled persons	Employment rate of persons with disabilities(Ratio of achieving companies)100%
			Promote diversity	Promotion of globalization of human resources	Achievement rate of FY2021 targets in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace— General Business Operator Action Plans 100% Rate of reinstatement after child care leave 100%
				Create a comfortable workplace environment for female employees	
			Promote activities for occupational safety and health	Prevent occupational injuries	The number of serious accidents "0"
			Cultivate employee health	Promote health management	Participation rate of regular health examination 100% Implementation rate of stress check 100%
			Improve quality and customer satisfaction	Continuously promote measures to improve customer satisfaction	The number of violations of the Product Liability Act "0"
			Development of social contribution activities	Participate in local contribution activities	
G Governance	 Thorough compliance Fair and Transparent Business Practices	Global Compliance	Instill the Corporate Philosophy	Instill the revised Group Corporate Philosophy	Implementation rate of training on Nisshinbo Group Corporate Philosophy 100%
				Regularly implement compliance training	Participation rate of compliance training 100%
			Thorough compliance	Operate a corporate ethics reporting system	Response rate to corporate ethics reporting system 100%
				Continuously develop and operate an internal control system	
			Promote risk management activities	Improve the effectiveness of risk management	
			Strengthen information security measures	Defend against external threats	
			Promotion of CSR procurement	Improve CSR procurement in collaboration with suppliers	Evaluation of improvement efforts based on the results of the CSR survey to major suppliers 100%
	Corporate Philosophy (Business Conduct Guidelines)	Materiality	Key Action Items	The Nisshinbo Group's Initiatives	Key Performance Indicator

Fourth Medium-Term CSR Targets (FY2019-2021) and Results as of end-FY2019

Key Action Items	Target for end-FY2021	Result as of end-FY2019
Implementation rate of training on Nisshinbo Group Corporate Philosophy	100%	100%
Participation rate of compliance training	100%	91%
Response rate to corporate ethics reporting system	100%	100%
Implementation rate of human rights training	100%	89%

Key Action Items	Target for end-FY2021	Result as of end-FY2019
Employment rate of persons with disabilities (Ratio of achieving companies)	100%	93%
Achievement rate of FY2020 targets in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace—General Business Operator Action Plans (Ratio of achieving companies)	100%	15%
Rate of reinstatement after childcare leave	100%	95%
Participation rate of regular health examination	100%	97%
Implementation rate of stress check	100%	94%
Assessment of the status of improvement in accordance with the results of CSR questionnaires to major suppliers	100%	Each business partner has been surveyed by questionnaire and is in the process of receiving guidance for improvement.
Number of violations of the Product Liability Act	0	0

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Promotional System for CSR

The Nisshinbo Group has established a CSR Department at Nisshinbo Holdings Inc.'s Corporate Strategy Center and is promoting unified, group-wide CSR activities. We have established a Group CSR Council that is made up of CSR supervisors from each business group and is chaired by the chief of the Corporate Strategy Center. This council determines policies and key action items and formulates KPIs. It also regularly shares information regarding implementation statuses and issues, promoting unified initiatives. Furthermore, the Company establishes a separate promotional system for environment, safety and health initiatives and is developing concrete, related activities.



Group CSR Council meeting

Nisshinbo Holdings CSR Structure



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The Environment



Basic Stance

The Nisshinbo Group is aiming to increase corporate value as a more united corporate group by realizing its Corporate Philosophy, "Change and Challenge! For the creation of the future of Earth and People." As an *Environment and Energy Company* group, we will continue to offer new products and systems that help protect the environment, save energy and create alternative sources of energy, while also providing solutions that address some of the greatest issues faced by humanity today, such as environmental destruction and natural disasters caused by climate change, to make life safer and more secure for people everywhere.

▶ Nisshinbo Group Corporate Philosophy



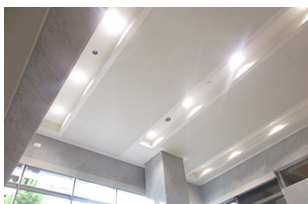
▶ Environmental Activities



▶ Material Balance

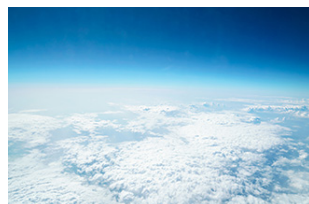


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▶ Climate Change Countermeasures

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▶ Life Cycle Assessment

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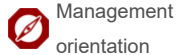
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Environmental Disclosure

The Nisshinbo Group is revising the content it discloses in its integrated reports and on its website to meet the disclosure requirements listed in *Environmental Reporting Guidelines 2018*, published by the Ministry of the Environment on June 29, 2018.

Items to be reported according to *Environmental Reporting Guidelines 2018*

(1) Top management's commitments	
(2) Governance	
(3) Stakeholder engagement	
(4) Risk management	
(5) Business model	
(6) Value chain management	
(7) Long-term vision	
(8) Strategy	
(9) Methodology for identifying material environmental issues	
(10) The entity's material environmental issues	



Management orientation



Soundness of the organizational structure



Environmental performance information

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Initiatives for Medium-and Long-Term Environmental Targets

The Nisshinbo Group has established key performance indicators (KPIs) for medium-and long-term environmental targets, and the Group is working together as a team to achieve them. We are engaged in a variety of activities aimed at achieving medium-and long-term environmental targets in our business activities.

Long-Term Environmental Targets (for Fiscal 2025)

The Nisshinbo Group's long-term environmental targets for fiscal 2025 are as follows.

Increase the ratio of products that contribute to a sustainable society to 65% or more of total sales	Reduce greenhouse gas emissions per unit of sales by 15% or more compared with fiscal 2014	Improve the recycling ratio to 95% or more
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Fourth Medium-Term Environmental Targets (FY2019-2021) and FY2019 Results

Key Action Items	Fiscal 2021 Target	Fiscal 2019 Results
Reinforcement of the maintenance of biodiversity	Implement at more than 5 overseas sites	Activities underway at 2 sites*1

Key Action Items	Fiscal 2021 Target	Fiscal 2019 Results
Reduce water usage per unit of sales	Reduce by 3% or more compared to fiscal 2017	Down by 16% compared to fiscal 2017
Promote Life Cycle Assessment ^{*2} (LCA)	50% or more of total sales	33% of total sales
Improvement of the sales percentage by the products that contribute to the development of the sustainable society	55% or more of total sales	50% of total sales
Reduction of the energy consumption per unit of sales	Reduce by 10% or more compared to fiscal 2014	Down by 5% compared to fiscal 2014
Reduction of greenhouse gas ^{*3} emissions per unit of sales	Reduce by 10% or more compared to fiscal 2014	Down by 7% compared to fiscal 2014
Reduction of the volume of PRTR ^{*4} substance emissions per unit of sales	Reduce by 10% or more compared to fiscal 2017	Down by 22% compared to fiscal 2017
Improvement of recycling rate ^{*5} (Recycling rate is calculated as follows: "the amount of recycling" divided by "the amount of total waste generation including the amount of recycling")	Increase the recycling rate to 90% or more	Improved recycling rate to 82%

^{*1} Started activities at Shenzhen NJRC Technology Co., Ltd. (China) and PT. Nikawa Textile Industry (Indonesia).

^{*2} Life cycle assessment (LCA): Understanding of environmental load, through the life cycle of a product, from raw materials, to production, use, and finally to disposal.

^{*3} We use the CO₂ greenhouse gas emission factor announced by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

^{*4} PRTR substances: Substances subject to the Pollutant Release and Transfer Register (PRTR) system pursuant to the "Act on the Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof" and reports of their amounts of release and transfer must be filed.

^{*5} Excluding landfill waste at the now-closed Miai Plant.

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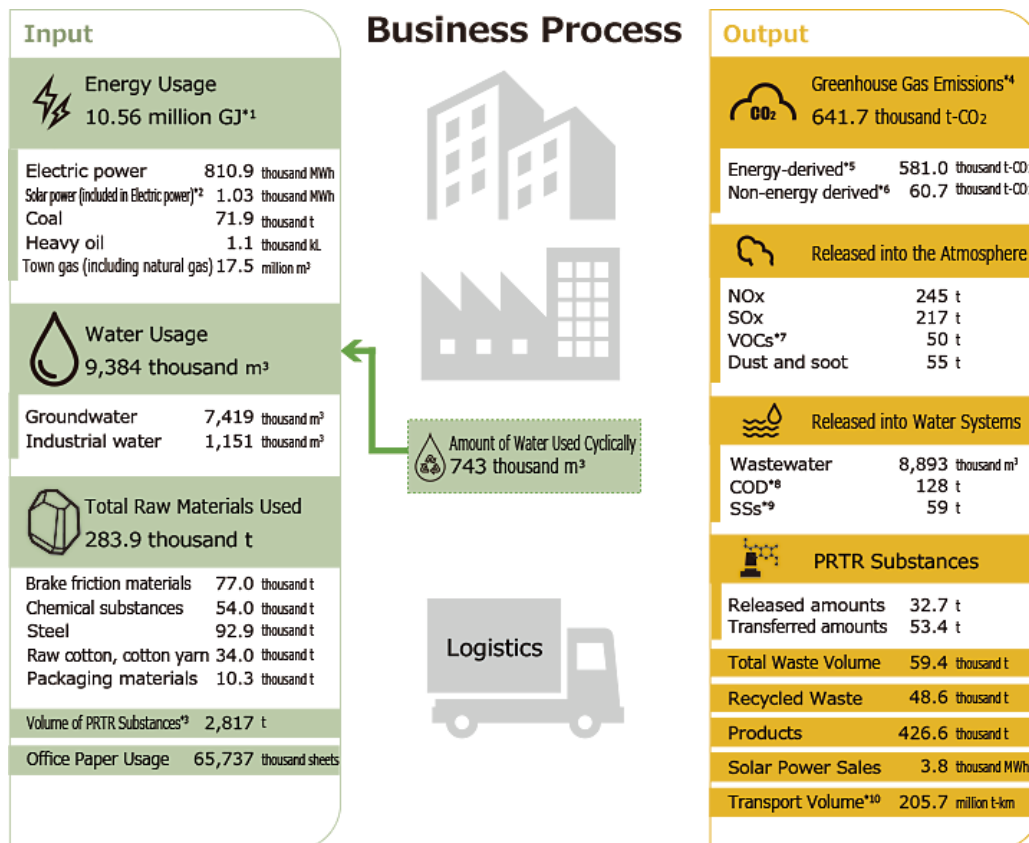
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Material Balance

The table below shows the Nisshinbo Group's business activities and environmental impact.

[Environmental data sheets](#) for principal subsidiaries are also published.



Following the approval of the "Partial Change of the Articles of Incorporation" at the 175th General Meeting of Shareholders held on June 28, 2018, the Company changed the fiscal year-end from March 31 to December 31, starting in the fiscal year that ended in December 2018. As a result, the consolidated fiscal year that ended in December 2018 was a transitional period with an irregular fiscal year adjusted for changes in the fiscal periods of the Company and consolidated subsidiaries as follows: the Company and consolidated subsidiaries switching from fiscal years ending in March (nine-month consolidation from April 1, 2018 to December 31, 2018); consolidated subsidiaries switching from fiscal years ending in February (10-month consolidation from March 1, 2018 to December 31, 2018), and consolidated subsidiaries with fiscal years ending in December (12-month consolidation from January 1, 2018 to December 31, 2018). Consequently, comparisons (% of change) versus past results are not indicated.

^{*1} Gigajoule (GJ): A unit of energy measurement. 1GJ=10⁹J=about 240,000 kilocalories

^{*2} Not including electricity sold under the feed-in tariffs scheme for renewable energy.

^{*3} PRTR substances: Substances subject to the Pollutant Release and Transfer Register (PRTR) system pursuant to the "Act on the Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof" and reports of their amounts of release and transfer must be filed.

^{*4} For calculating greenhouse gas emission volumes, the CO₂ emission conversion factors as defined in the "List of Calculation Methods and Emission Factors for Calculation, Reporting, and Publication" published by the Ministry of the Environment and based on the "Act on Promotion of Global Warming Countermeasures" are used. We also use the coefficients provided by the producer for coal.

Conversion Factors for CO₂ Emission Conversion

Electric power	0.488 t-CO ₂ /MWh	Gasoline	2.322 t-CO ₂ /KL
Coal	1.890 t-CO ₂ /t	Diesel oil	2.585 t-CO ₂ /KL

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A-type heavy oil	2.710 t-CO2/KL	Town gas	2.234 t-CO2/thousand m ³
*5 Energy-derived greenhouse gas emissions: Greenhouse gas emissions due to fuel consumption.			
*6 Non-energy derived greenhouse gas emissions: Greenhouse gas emissions due to reasons other than fuel consumption, e.g. manufacturing process, waste products, etc.			
*7 Volatile Organic Compounds (VOCs): Emissions of volatile organic compounds such as toluene.			
*8 Chemical Oxygen Demand (COD): Chemical Oxygen Demand, or Chemical Oxygen Consumption, is an indicator that shows water contamination levels.			
*9 Suspended Solids (SSs): The amount of foreign substances floating in water.			
*10 Transport volumes in international waters are not included.			

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[Input/Output 2019](#) [ **114KB**]

Input/Output 2019	
Item	Value
Energy-derived greenhouse gas emissions (t-CO2)	2,710
Non-energy derived greenhouse gas emissions (t-CO2)	2,234
Volatile Organic Compounds (VOCs) (kg)	1,234
Chemical Oxygen Demand (COD) (kg)	5,678
Suspended Solids (SSs) (kg)	9,012
Transport volumes in international waters (m ³)	3,456
...	...

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Environmental Management

Environmental Management Promotion Structure

In order to contribute as an *Environment and Energy Company* group to the realization of a sustainable society, the Nisshinbo Group has established environmental management promotion guidelines. We have also put in place an environmental management promotion structure, led by the president of Nisshinbo Holdings Inc. as the highest environmental officer.

All sites that have acquired ISO 14001 certification are following these standards by developing PDCA cycles and promoting environmental management.

Every subsidiary conducts a yearly management review overseen by its executives. An environmental management review for the entire Nisshinbo Group is implemented at the Nisshinbo Holdings Inc. Board of Directors meeting held in June. This meeting is governed by instructions from the Company president, the highest environmental officer.

The Status of Environmental Management System

As of the end of December 2019, 56 sites were certified in accordance with ISO 14001. Certain operations are pursuing integrated certification in the aim of conducting environmental activities more intertwined with their business operations.

At the TMD Group, all manufacturing plants and one service department have received ISO 14001 certification. The group is also pursuing certification under the ISO 50001 standards for energy management systems, and 12 locations have received certification.

TMD/ Merrivale (South Africa) was sold in February 2020 and is excluded from ISO 14001 certification organization.

Organizations with ISO 14001 Certification (As of December 31, 2019)

(Details of related affiliated companies and business sites within each plant included in the scope of registration have been omitted.)

In Japan (23 locations)

Nisshinbo Holdings Inc.*1		(Chuo-ku, Tokyo)
Nisshinbo Holdings Inc.	R&D Center	(Chiba City, Chiba)
Japan Radio Co., Ltd.*2	(integrated authentication)	(Mitaka City, Tokyo)
JRC Tokki Co., Ltd.	Main Plant Kure Office Sasebo Office	(Yokohama City, Kanagawa)
Japan Radio Glass Co., Ltd.		(Fujimino City, Saitama)

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Nagano Japan Radio Co., Ltd.	(integrated authentication)	(Nagano City, Nagano)
Ueda Japan Radio Co., Ltd.	(integrated authentication)	(Ueda City, Nagano)
New Japan Radio Co., Ltd.	Head Office Kawagoe Works	(Chuo-ku, Tokyo)
SAGA ELECTRONICS CO., LTD.	Saga Works	(Kanzai-gun, Saga)
NJR FUKUOKA CO., LTD.		(Fukuoka City, Fukuoka)
Ricoh Electronic Devices Co., Ltd.*³	(integrated authentication)	(Ikeda City, Osaka)
Nisshinbo Brake Inc.	(integrated authentication)	(Chuo-ku, Tokyo)
Nisshinbo Mechatronics Inc.	Miai Machinery Plant	(Okazaki City, Aichi)
Nisshinbo Mechatronics Inc.	Hamakita Plant	(Hamamatsu City, Shizuoka)
Nisshinbo Precision Instrument & Machinery Hiroshima Corp.		(Higashihiroshima City, Hiroshima)
Nanbu Plastics Co., Ltd.	(integrated authentication)	(Haibara-gun, Shizuoka)
Excel Tokai Co., Ltd.		(Gotemba City, Shizuoka)
Nisshinbo Chemical Inc.	Asahi Plant	(Asahi City, Chiba)
Nisshinbo Chemical Inc.	Chiba Plant	(Chiba City, Chiba)
Nisshin Environmental Planning Inc.		(Adachi-ku, Tokyo)
Nisshinbo Textile Inc.	Osaka Office	(Osaka City, Osaka)
Nisshinbo Textile Inc.	Tokushima Plant	(Tokushima City, Tokushima)
Nisshinbo Textile Inc.	Yoshinogawa Plant Fujieda Plant	(Yoshinogawa City, Tokushima)

*1 The Tokyo Head Office of NISSHINTOA IWAO INC. was included in the scope of ISO 14001 certification in February 2019 as an affiliate of Nisshinbo Holdings Inc.

*2 JRC Mobility Inc. was added to the scope of ISO 14001 certification in February, 2019 as an affiliate of Japan Radio Co., Ltd.

*3 In December 2019, Ricoh Electronic Devices Co., Ltd.'s ISO 14001 certification was spun off from Ricoh Co., Ltd.'s integrated certification. Certification was awarded to Ricoh Electronic Devices Co., Ltd.'s Head Office, Yashiro Plant and Shin-Yokohama Office.

In Other Countries (33 organizations)

Shenzhen NJRC Technology Co., Ltd.	(China)
THAI NJR CO., LTD.	(Thailand)
TMD/ Leverkusen*¹	(Germany)
TMD/ Leverkusen (Services)*¹	(Germany)
TMD/ Essen*¹	(Germany)
TMD/ Coswig*¹	(Germany)

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TMD/ Hamm^{*1}	(Germany)
TMD/ Hartlepool^{*1}	(United Kingdom)
TMD/ Caransebes^{*1}	(Romania)
TMD/ Creutzwald^{*1}	(France)
TMD/ Valencia^{*1}	(Spain)
TMD/ Salto	(Brazil)
TMD/ Querétaro^{*1}	(Mexico)
TMD/ Shijiazhuang^{*1}	(China)
TMD/ Hangzhou^{*1}	(China)
Nisshinbo Automotive Manufacturing Inc.	(United States)
Nisshinbo Somboon Automotive Co., Ltd.	(Thailand)
Saeron Automotive Corporation	(South Korea)
Saeron Automotive (Beijing) Co., Ltd.	(China)
Nisshinbo Saeron (Changshu) Automotive Co., Ltd.	(China)
Saeron Automotive Yantai Co., Ltd.^{*2}	(China)
Nisshinbo Mechatronics (Shanghai) Co., Ltd.	(China)
Nisshinbo Mechatronics (Thailand) Ltd.	(Thailand)
Nisshinbo-Continental Precision Machining (Yangzhou) Co., Ltd.	(China)
Nisshinbo Mechatronics India Private Limited	(India)
Guangzhou Nanbu Plastics Co., Ltd.	(China)
Nanbu Philippines Incorporated	(Philippines)
Toms Manufacturing Corporation	(Philippines)
PT. Nanbu Plastics Indonesia	(Indonesia)
PT. Standard Indonesia Industry	(Indonesia)
PT. Nikawa Textile Industry	(Indonesia)
PT. Nisshinbo Indonesia	(Indonesia)
PT. Naigai Shirts Indonesia	(Indonesia)

^{*1} Also received certification for ISO 50001 Energy Management System.

^{*2} Saeron Automotive Yantai Co., Ltd. acquired ISO 14001 certification in April 2019.

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Energy Conservation



The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group contributes to the achievement of the Sustainable Development Goals (SDGs) through energy conservation activities.

The Group manages key performance indicators (KPIs) as part of systematic measures to achieve its medium-term environmental target of reducing energy use per unit of sales.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group is promoting energy conservation activities with SDG 12.2 as a core target, as follows.

- ①Promoting activities to curb energy consumption through ISO 14001 activities
- ②Selecting environmentally friendly equipment when renewing equipment and continuously implementing energy conservation measures through improvement activities
- ③Systematic use of LEDs for lighting
- ④Pursuit of the introduction of energy-saving equipment in new buildings and warehouses and the reduction of energy consumed by air conditioning



12. Responsible consumption, production
Ensure sustainable consumption and production patterns.

Targets: 12.2
By 2030, achieve the sustainable management and efficient use of natural resources.

Energy Use by Type of Fuel

The Nisshinbo Group's energy usage amounted to 10.56 million GJ, down 3% year-on-year (YoY) after adjustments*. Energy usage per unit of sales was 20.72 GJ per million yen, down 2% YoY after adjustments*. In the Precision Instruments and Chemicals segments, a change in the sales mix resulted in an increase in the number of products with low energy impact at the time of production.

By type of fuel used, purchased electricity accounted for 75% of the total. Of the total energy used, 14% was represented by coal used at two Indonesian subsidiaries in the textiles business (PT. Nikawa Textile Industry and PT. Nisshinbo Indonesia).

* Effective from the previous consolidated fiscal year, we have changed the fiscal year-end from March 31 to December 31. As a result, the previous consolidated fiscal year, which is the transitional period, was an irregular fiscal year. For this reason, the rate of year-on-year change in actual results is not stated. Instead, when comparing the fiscal year under review with the previous fiscal year, for reference purposes, we state the rate of increase/decrease in energy usage and energy usage per unit of sales from the same period

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of the previous fiscal year, adjusted to be the same 12-month period as in the consolidated fiscal year under review, to the consolidated fiscal year under review.

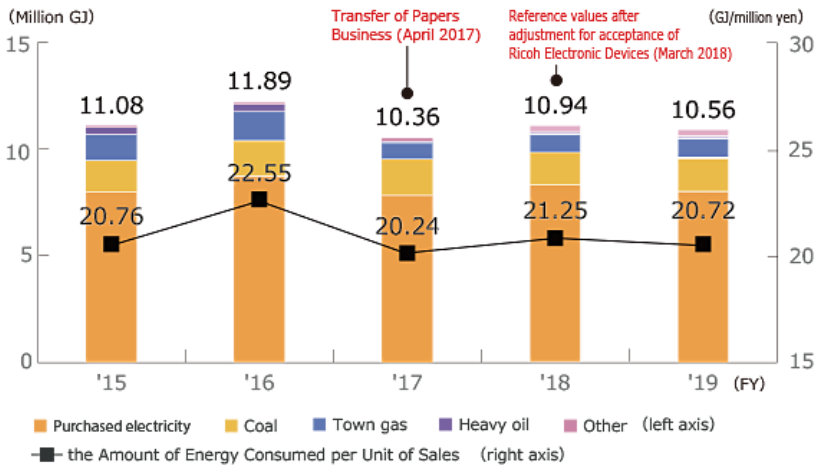
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Trends in the Amount of Energy Consumed and the Amount of Energy Consumed per Unit of Sales



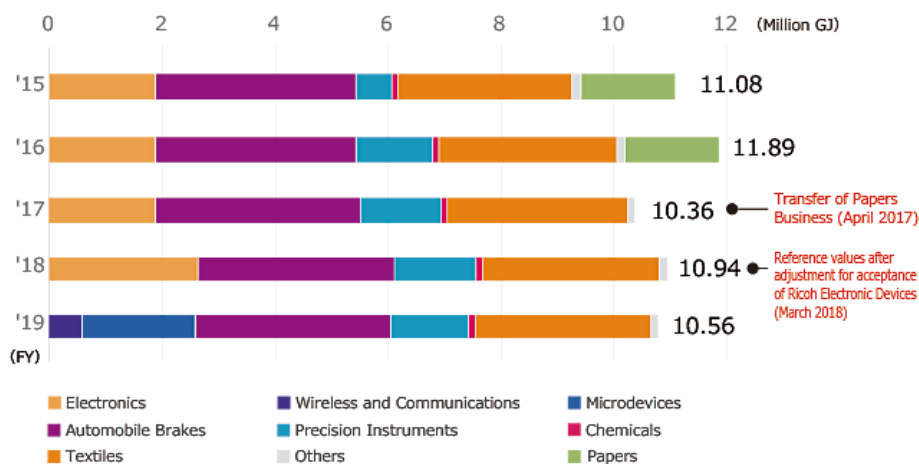
	(Million GJ)				
	2015	2016	2017	2018 (Reference value after adjustment)	2019
Purchased electricity	7.98	8.58	7.75	8.28	7.94
Coal	1.47	1.61	1.66	1.51	1.50
Town gas	1.22	1.33	0.77	0.85	0.80
Heavy oil	0.33	0.24	0.06	0.05	0.04
Other	0.08	0.13	0.12	0.25	0.28
Energy usage	11.08	11.89	10.36	10.94	10.56

	(GJ/million yen)				
The Amount of Energy Consumed per Unit of Sales	20.76	22.55	20.24	21.25	20.72

Amount of Energy Consumed by Business

The automobile brakes business accounts for the largest portion of energy consumed, at 3.30 million GJ, followed by the textiles business at 3.16 million GJ.

Amount of Energy Consumed by Business



(Million GJ)

	2015	2016	2017	2018 (Reference value after adjustment)	2019
Electronics	1.87	1.88	1.89	2.64	--
Wireless and Communications	--	--	--	--	0.49
Microdevices	--	--	--	--	2.09
Automobile Brakes	3.58	3.56	3.63	3.43	3.30
Precision Instruments	0.62	1.35	1.42	1.43	1.31
Chemicals	0.10	0.10	0.11	0.12	0.10
Textiles	3.09	3.18	3.19	3.20	3.16
Others	0.15	0.16	0.12	0.12	0.12
Papers	1.67	1.66	--	--	--
Total	11.08	11.89	10.36	10.94	10.56

* In fiscal 2019, the Electronics business was separated into the Wireless and Communications business and the Microdevices business.

Effect of Introducing LED Lighting

The energy conservation impact of new conversion to LED lighting in fiscal 2019 was 1,435 MWh, as indicated in the table below.

Reduction in Electricity Consumption

Business Category	Reduced Consumption (MWh)
Wireless and Communications	55
Microdevices	133
Automobile Brakes	1,038

Business Category	Reduced Consumption (MWh)
Precision Instruments	49
Chemicals	97
Textiles	63
Total	1,435

* In fiscal 2019, the Electronics business was separated into the Wireless and Communications business and the Microdevices business.

Completion of energy-saving buildings

Japan Radio Co., Ltd. built a logistics Building at its Nagano Plant, and Ueda Japan Radio Co., Ltd. constructed an office building at its Head Office & Factory.

Completed in July 2019, Ueda Japan Radio's office building is outfitted with LED lighting, gas heat pumps, and high-insulation exterior walls and ceiling materials. As a result, the facility consumes roughly half the energy that the former building did.

Japan Radio completed its Logistics Building in October 2019. This facility uses a total heat exchanger that recovers heat lost by ventilation, as well as LED lighting, a double folded roof, sandwich-panel outer wall and insulating double-glazed glass. We adopted spot-type air conditioners for efficient air-conditioning to achieve both eco-friendly performance and an easy-to-work workplace environment. Electricity consumption was 19% lower than that of fluorescent lamps used from January to March 2020.



Japan Radio Co., Ltd. Nagano plant Logistics Building



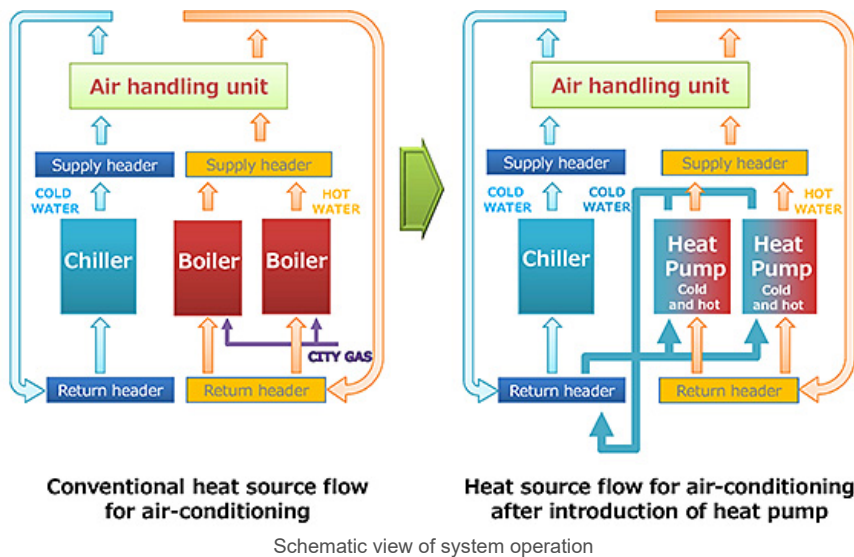
Ueda Japan Radio Co., Ltd. Head Office & Factory Building

Reduction of energy by introducing heat pumps

At New Japan Radio Co., Ltd.'s Kawagoe Works, an electric boiler equipped with a heat pump was installed in conjunction with the boiler renewal.

A heat pump is a technology that uses refrigerant gas to exchange heat with high efficiency. This boiler can produce hot and cold water at the same time. Household heating and air-conditioning units also use the principle of heat pumps, but when the room is heated by air conditioners, cold air is expelled from the outdoor units. This boiler uses the cool air expelled in this way to cool water. Cold water obtained at the same time as hot water in this way is taken into the inlet of the chiller and pre-cooled, thereby reducing the energy used by the chiller to cool water.

Installation of this boiler reduced greenhouse gases by 518 tons of CO₂ in fiscal 2019.



2019 Electrical and Electronic Components Award Received at Nikkan Kogyo Shimbun's Super Manufacturing Parts Awards

In 2019, Ricoh Electronic Devices Co., Ltd. received the Electrical and Electronic Components Award at the Super Manufacturing Components Awards, sponsored by the Monozukuri Japan Conference and the Nikkan Kogyo Shimbun, for the RP604 Series of Buck-Boost DC/DC Converter*1.

The RP604 Series consists of Buck-Boost DC/DC Converter used to ensure the accuracy and responsiveness of output voltage, which is important for the performance of power supply ICs*2. This Series consumes approximately 1/90 (0.3μA versus 27.5μA) of the current used by conventional converters. IoT (Internet of Things) Contributes to long-term operation of batteries such as edge-terminal*3. It contributes to long battery life in devices such as edge terminals³ used in IoT solutions.



Awards ceremony

*1 Buck-Boost DC/DC Converter: Components that convert from DC (direct current) to DC (direct current). When the voltage after conversion is lower than that before conversion, the result is called "falling voltage"; conversely, when it becomes higher it is referred to as "rising voltage." Switching regulators such as DC/DC Converter can obtain voltages higher than the input voltage and different polarities, such as boost, buck-boost, and invert, in addition to step-down.

*2 Power supply ICs: ICs that protect the power line at the same time as switching the power supply on and off.

*3 Edge terminal: In the IoT field, the point (network terminal) that sends the data collected by the terminal and terminal network to the line is called the "edge".

Energy Conservation Activities

Nisshinbo Brake Inc.'s Tatebayashi Plant worked continuously on energy conservation activities Plant-wide, making 223 improvements in fiscal 2019.

The Plant have reduced annual electricity consumption by approximately 2,000 MWh through a range of measures. These included installing LED lighting, upgrading HVAC with high-efficiency motors, and optimizing and raising the efficiency of production equipment. In two particularly effective measures, the Plant eliminated approximately 830 MWh of power consumption by revising the method of operation of the deodorization equipment in the open combustion system, and approximately 240 MWh by switching to LED lighting.

Tatebayashi Plant will continue its efforts to save energy by pursuing further improvements.

Energy-saving activities

Saeron Automotive (Beijing) Co., Ltd. (SABC) is actively engaged in energy conservation activities.

We reviewed the paths of the dust collection ducts connected to the presses of the disc pad and improved them by enabling the dust collector to be stopped when the number of presses in operation decreases due to a reduction in production. This improvement was successful in reducing annual power consumption by approximately 800 MWh, by eliminating two 75 KW dust collectors from use in fiscal 2019.

In addition, 65 lamps in raw material warehouses were replaced with LEDs (from 600 W to 100 W) to reduce annual power consumption by approximately 190 MWh.

In the press process of disc pads, hydraulic pumps were operating continuously even when the facility was on standby. To eliminate this waste, the Plant improved the hydraulic pumps so that they would automatically stop if there was no press operation for 5 minutes. As a result, annual power consumption was reduced by approximately 20 MWh for 33 pre-molding and thermal molding presses, and approximately 110 MWh for three brake lining presses. SABC will continue to promote energy conservation activities.

Energy conservation by reducing the amount of electricity used for air conditioning in the plant

Nisshinbo-Continental Precision Machining (Yangzhou) Co., Ltd. processes precision parts for automobiles.

In the processing room, a hot water boiler was operated for about three months every year for heating in winter. By installing a mid-ceiling and changing the ceiling height from the conventional 13m to 9m, and by partitioning the areas requiring heating with insulation sheets, the Company succeeded in heating the facility using waste heat only, eliminating the need for the hot water boiler. This improvement resulted in a reduction in annual power consumption of 436 MWh. In addition, by installing blinds in the windows of offices to reduce the air-conditioning load in summer, the Company reduced annual electricity consumption by 22 MWh.



Insulation sheets

The Company is currently considering lowering the compressor's pressure setting. Nisshinbo-Continental Precision Machinery (Yangzhou) will continue to work to reduce power consumption further.

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Climate Change Countermeasures



The Nisshinbo Group’s Contributions to the SDGs

The Nisshinbo Group contributes to the achievement of the Sustainable Development Goals (SDGs) through activities to tackle climate-change.

The Group manages key performance indicators (KPIs) as part of systematic measures to achieve its medium-term environmental targets for reducing greenhouse gas emissions per unit of sales and expanding sales of products that contribute to a sustainable society.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group considers SDGs 9.4 and 13.3 as core targets. The Group is promoting the following activities to tackle climate-change.

- ①The Group is advancing reduction of greenhouse gas emissions through ISO 14001 activities
- ②The Group is advancing activities to reduce Scope 1 (in-house emissions) and Scope 2 (off-site emissions of electricity, etc.) at manufacturing sites, and to establish environmentally friendly facilities
- ③In the Microdevices business, the Group is upgrading equipment to reduce emissions of PFCs*1 and SF₆*2 emissions from semiconductor production facilities and expanding their processing systems.
- ④The Group is developing, manufacturing and sell ingseparator materials, core components of the fuel cells that contribute to the development of a hydrogen-based society. We are also advancing the use of CFCs*3 in insulation products in our Chemicals business.
- ⑤In the Wireless and Communications business, the Group is offering products for adaptation to climate change. These include dam and river management systems to prevent flooding damage and disaster prevention notification and communication systems to protect local residents in the event of a disaster.

*1 PFCs: Perfluorocarbons
*2 SF₆: Sulfur hexa-fluoride
*3 CFCs: Chlorofluorocarbons

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

9. Industry, innovation, infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Targets: 9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

13. Climate action

Targets: 13.3

Sustainability

- ▶ Nisshinbo Group CSR
- ▼ The Environment
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Take urgent action to combat climate change and its impacts.

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

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Analysis of climate change scenarios

Nisshinbo Group has begun to analyze climate-change scenarios in accordance with the recommendations of the TCFD*.

Scenario analysis of climate change derives the impact of climate change on the risks and opportunities that can affect our Group's operations in the future. Drawing on results in business strategy formulation allows you to develop more flexible and robust strategies and increase your resilience to future risks.

* TCFD: Climate-related Financial Disclosure Task Force established by the Financial Stability Board

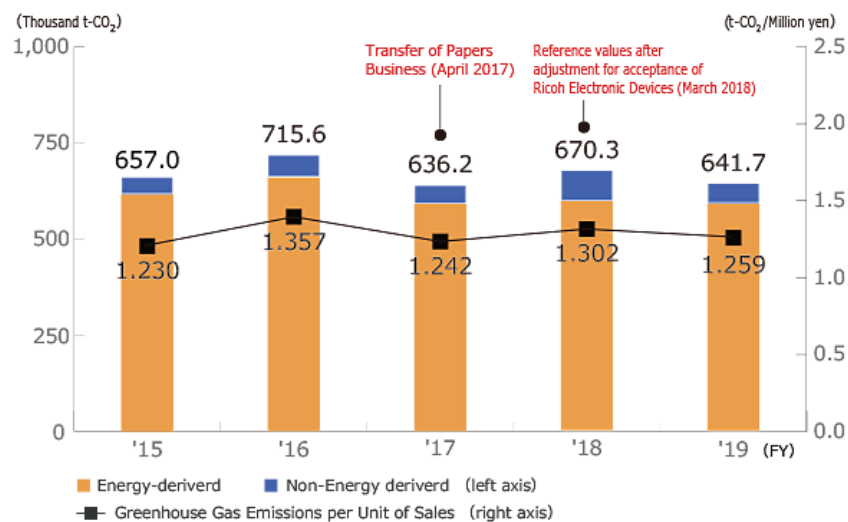
Greenhouse Gas Emissions

The Nisshinbo Group's greenhouse gas emissions totaled 641,700 tons of CO₂, down 4% YoY after adjustments*. Greenhouse gas emissions per unit of sales totaled 1.259 tons of CO₂ per million yen, down 3% year-on-year (YoY) after adjustments*. One reason for the decrease was the completion of production of large-scale orders for LNG insulation materials in the chemicals business.

Perfluorocarbons (PFCs) composed 79% of non-energy derived greenhouse gas emissions. The primary emitters of these PFCs were New Japan Radio Co., Ltd. and the microdevice manufacturing processes of Ricoh Electronic Devices Co., Ltd.

* Effective from the previous consolidated fiscal year, we have changed the fiscal year-end from March 31 to December 31. As a result, the previous consolidated fiscal year, which is the transitional period, was an irregular fiscal year. For this reason, the rate of year-on-year change in actual results is not stated. Instead, when comparing the fiscal year under review with the previous fiscal year, for reference purposes, we state the rate of increase/decrease in greenhouse-gas emissions and greenhouse-gas emissions per unit of sales from the same period of the previous fiscal year, adjusted to be the same 12-month period as in the consolidated fiscal year under review, to the consolidated fiscal year under review.

Trends in Greenhouse Gas Emissions and Greenhouse Gas Emissions per Unit of Sales

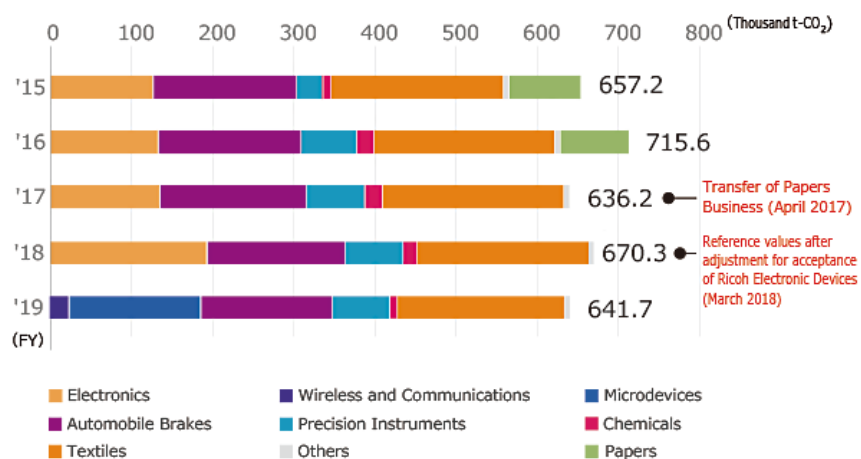


	(Thousand t-CO ₂)				
	2015	2016	2017	2018 (Reference value after adjustment)	2019
Energy-derived	613.7	656.5	579.6	594.0	581.0

Non-Energy derived	43.3	59.1	56.6	76.3	60.7
Greenhouse gas emissions	657.0	715.6	636.2	670.3	641.7
(t-CO ₂ /Million yen)					
Greenhouse Gas Emissions per Unit of Sales	1.230	1.357	1.242	1.302	1.259

In greenhouse gas emissions by business, the Textiles business accounted for 33% of total emissions. This was followed by the Automobile Brakes business and the Microdevices business, each of which accounted for 25%.

Greenhouse Gas Emissions by Business



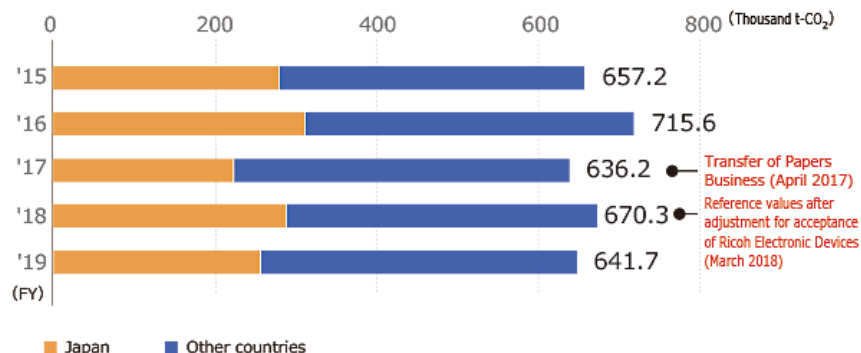
(Thousand t-CO₂)

	2015	2016	2017	2018 (Reference value after adjustment)	2019
Electronics	126.1	132.9	132.8	195.0	--
Wireless and Communications	--	--	--	--	25.1
Microdevices	--	--	--	--	159.8
Automobile Brakes	176.8	175.3	178.5	168.4	163.1
Precision Instruments	30.2	66.7	69.7	70.3	66.1
Chemicals	12.4	22.5	22.7	17.3	10.8
Textiles	215.8	225.8	226.4	213.4	210.8
Others	7.4	7.0	6.0	6.0	6.0
Papers	88.6	85.4	--	--	--
Total	657.2	715.6	636.2	670.3	641.7

* In fiscal 2019, the Electronics business was separated into the Wireless and Communications business and the Microdevices business.

Emissions in Japan accounted for 39% of greenhouse gas emissions.

Greenhouse Gas Emissions in Japan and Other Countries

(Thousand t-CO₂)

	2015	2016	2017	2018 (Reference value after adjustment)	2019
Japan	280.1	309.9	222.6	274.2	252.7
Propotion	43%	43%	35%	41%	39%
Other countries	377.1	405.7	413.6	396.1	389.1
Propotion	57%	57%	65%	59%	61%
Total	657.2	715.6	636.2	670.3	641.7

* For calculating greenhouse gas emission volumes, the CO₂ emission conversion factors as defined in the "List of Calculation Methods and Emission Factors for Calculation, Reporting, and Publication" published by the Ministry of the Environment and based on the "Law Concerning the Promotion of the Measures to Cope with Global Warming" are used. We also use the coefficients provided by the producer for coal.

Conversion Factors for CO₂ Emission Conversion

Electric power	0.488 t-CO ₂ /MWh	Gasoline	2.322 t-CO ₂ /KL
Coal	1.890 t-CO ₂ /t	Diesel oil	2.585 t-CO ₂ /KL
A-type heavy oil	2.710 t-CO ₂ /KL	Town gas	2.234 t-CO ₂ /thousand m ³

The alternative conversion factor from the "Fiscal Year 2018 CO₂ Emission Factors by Electric Power Supplier" has been used.

We have retroactively recalculated all reported years with the factors listed above.

Introduction of Renewable Energy

Operations of photovoltaic modules installed by the Nisshinbo Group remained steady throughout fiscal 2019, generating 4.8 thousand MWh of power.

Generation Capacity by Business Site in Fiscal 2019

Installation site	Generation capacity (kW)	Year operation commenced	Use
Nisshinbo Mechatronics Inc. Miai Machinery Plant	430	2010	Self-consumption
Nisshinbo Chemical Inc. Chiba Plant	150	2011	Electric power sales, self-consumption

Installation site	Generation capacity (kW)	Year operation commenced	Use
Nisshinbo Brake Inc. Tatebayashi Plant	300	2011	Self-consumption
Nagano Japan Radio Co., Ltd. Head Office & Factory	110	2013	Electric power sales
Nisshinbo Holdings Inc. Tokushima Plant	1,768	2013	Electric power sales
Nisshinbo Precision Instrument & Machinery Hiroshima Corp.	1,020	2015	Electric power sales
New Japan Radio Co., Ltd. Kawagoe Works	19	2018	Self-consumption
Total	3,797		

Reduce the emissions of greenhouse gases

Ricoh Electronic Devices Co., Ltd.'s Yashiro Plant expanded its system of greenhouse-gas abatement equipment, to reduce atmospheric emissions of greenhouse gases used in the production of semiconductors.

Greenhouse gases used in the manufacturing of semiconductors have a higher global warming potential than carbon dioxide, making the reduction of atmospheric emissions crucial to addressing climate-change issues. We therefore place priority on installing pollution scrubbing systems on production equipment that emits a large volume of greenhouse gases, to break down greenhouse gases (PFCs and SF₆). In addition, we are making progress on the planned upgrading of pollution scrubbers.

In March 2018, we upgraded our pollution scrubbers. By selecting equipment with high processing capacity, we were able to connect four new production systems to the scrubbers, thereby reducing greenhouse gas emissions by 50%. We will continue to work to reduce greenhouse gas emissions in an efficient manner through future upgrades.

Similarly, NJR FUKUOKA CO., LTD. has introduced equipment to remove PFCs, a greenhouse gas, to reduce greenhouse-gas emissions.

Separator components: Core components of fuel cells

Nisshinbo Chemical Inc. has been supplying separators to fuel cell manufacturers around the world since 2000. Separators are components that separate the individual cells* inside a fuel cell. Their role is to separate and isolate hydrogen and air, maintaining flow in uniform contact along the entire ion-exchange membrane. Each separator contains dozens of channels to ensure a uniform flow of gas across the whole fuel cell.



Fuel cell separator member

In Japan, we have delivered products for household fuel cells (ENE-FARM) for more than 10 years. In 2010 these products were adopted by Daimler AG in Germany and Ballard in Canada for automotive applications. Nisshinbo Chemical supplied enough separators for 280 Daimler AG fuel-cell vehicles (B-

Class), three of which embarked on a trip around the globe. In addition, the separators for 20 buses at the 2010 Vancouver Olympics were delivered to Ballard and installed.

Currently, our separators are attracting attention around the world, and the Nisshinbo Group is looking forward to great results in this field in the near future.

* Cells: The smallest unit of a fuel cell is referred to as a "cell". It has a structure that interposes electrolytes (substances that permit only ions to pass) between the fuel and air poles.

Blowing agent for rigid polyurethane foam

Nisshinbo Chemical Inc. is working to eliminate fluorocarbons from rigid polyurethane foam. This foam is used for insulation of houses and buildings, as well as for cold-chain components such as refrigerator trucks (reefers) and commercial refrigerators and refrigerators, and for the repair of cavities behind tunnels.

HFCs, which are used as a blowing agent, have a global warming potential (GWP)^{*1} greater than 800. GWP has been added to greenhouse-gas regulations under the Kigali Amendment to the Montreal Protocol^{*2}. Therefore, we are switching to hydrofluoroolefins (HFOs), which is not a fluorocarbon and has a GWP of 1.

In fiscal 2019, 43% of the foaming agents used were switched to HFO, reducing carbon-dioxide emissions by 7,900 tons in comparison with fiscal 2018. Going forward, we will further promote the use of non-fluorocarbons to contribute to the prevention of global warming.

^{*1} Global Warming Factor: A figure that expresses a substance's atmospheric warming effect as a multiple of that of carbon dioxide.

^{*2} Kigali Amendment to the Montreal Protocol: Adopted at the 28th Meeting of the Parties (MOP28) held in Kigali, Rwanda in October 2016 and entered into force in January 2019



Residential insulation work using on-site spray foaming



Repairing cavities behind a tunnel

Climate change adaptation shirts

Tokyo Shirts Co., Ltd., the only producer/retailer Specialty store retailer of Private label Apparel (SPA) in the Nisshinbo Group, sells men's and ladies' shirts. In response to the enactment of the Climate Change Adaptation Law of 2018, we are actively developing products that comply with the "cool-biz" and "warm-biz" directives.

In particular, super-wrinkle-resistant shirts made from super-wrinkle-resistant supima cotton* are popular throughout the year because they stay wrinkle-free without ironing. This feature also contributes to reducing greenhouse gas emissions by reducing electricity consumption. The use of supima cotton provides customers with soft-textured shirts, saves time-consuming ironing and offers comfort throughout the year.

* Supima cotton is a high-grade cotton with a long staple of more than 35mm, cultivated in Arizona, southwestern America. It is highly moisture-absorbent, soft and smooth, and has a beautiful, silk-like gloss.

Consumption of carbon dioxide (CO₂) at plant factories

Nisshinbo Holdings Inc.'s Fujieda Plant and Tokushima Plant cultivate strawberries at a fully controlled plant factory using LED lighting. We are able to conduct year-round cultivation of delicious strawberries, which are normally only available in season, steadily throughout the year without being affected by unseasonable weather, typhoons or other disasters.

Strawberry cultivation promotes plant growth by providing CO₂ that is indispensable for photosynthesis at higher levels than natural. CO₂ is generated by recovering it from chemical plants and refining it. Because CO₂ is kept in the plant factory instead of emitted into the atmosphere, this process contributes to the prevention of global warming. The amount of CO₂ used was about 40 tons of CO₂ annually at the Fujieda and Tokushima Plants, and the amount of O₂ produced by photosynthesis was about 30 tons of O₂ annually.



Plant factory (strawberry cultivation)

Sales of Climate-friendly Housing

The Real Estate Division of Nisshinbo Holdings Inc. is engaged in a housing lot sales business in collaboration with a major house builder. A total of 357 housing units are under construction on the former site of the Miai Plant (Okazaki City, Aichi Prefecture).

To cope with rapid climatic changes and frequent natural disasters, these homes are standard-equipped with photovoltaic power generation systems (installed capacity of 3.5 KW), ENE·FARM (max output of 700 W) and lithium-ion storage batteries (storage capacity of 5.4 KWh).

By combining a photovoltaic power generation system with an ENE·FARM battery to generate electricity, we aim to reduce the amount of electricity purchased from power companies and increase energy self-sufficiency, while securing an off-grid power source that can be used during large-scale power outages caused by natural disasters and other factors. Some houses were completed and offered for sale in fiscal 2019.



Designer's conception of completed housing



Life Cycle Assessment

Sustainability

▶ Nisshinbo Group CSR

▼ The Environment

▶ Environmental Activities

▶ Material Balance

▶ Environmental Management

▶ Energy Conservation

▶ Climate Change Countermeasures

▶ Life Cycle Assessment

▶ Resource Conservation

▶ Water Resources

▶ Chemical Substance Management

▶ Biodiversity

▶ Transport Volume

▶ Environmental Contribution Activities

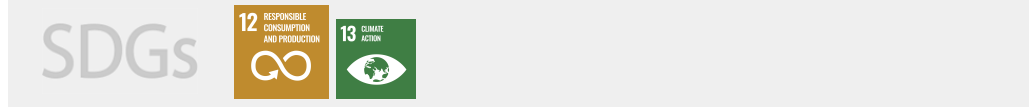
▶ Environmental Accounting, Environmental Data by Principal Company

▶ Human Rights and Labor Practices

▶ Fair Operating Practices

▶ Consumer Issues

▶ Community Involvement and Development



Life cycle assessment (LCA) is a process used to numerically assess the use of raw materials, their environmental impact, and their potential environmental impact on the earth and ecosystem over the entire life of a product, spanning the procurement of raw materials through to production, distribution, use and disposal. To determine and reduce its environmental impact, the Nisshinbo Group calculates LCA data, which it uses to improve product planning and manufacturing processes.

The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group contributes to the achievement of the Sustainable Development Goals (SDGs) through its Life Cycle Assessment (LCA) activities.

The Group manages key performance indicators (KPIs) as part of systematic measures to achieve its medium-term environmental goal of promoting LCA.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group promotes LCA activities with SDG 12.4 as their core target, through the following efforts.

- ① Enhancing user convenience by concluding an unlimited end-user license for LCA software
- ② Promoting the development and expansion of operators by holding LCA software utilization seminars
- ③ Reduction of chemical substances and waste emissions based on product LCA results
- ④ Introduction of LCA from the product development stage and application of it for the development of environmentally friendly products



12. Responsible consumption, production

Ensure sustainable consumption and production patterns.

Target: 12.4

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

Promotion of LCA activities

The Nisshinbo Group will promote LCA activities and develop environmentally friendly products. March 2019 Obtained an unlimited end-user license for convenient LCA software license renewal.

In addition, in order to increase the number of LCA software operators, we hold LCA software utilization workshops at each business site. In 2019 we held seminars at venues in Tokyo, Osaka, Aichi, and Nagano, where in-house instructors thoroughly versed in LCA software trained our trainers. The trainers who have completed the training program are tasked with training managers at each operating company.



Training session

Naturally, the Group draws on LCA product results to reduce energy consumption in manufacturing and emissions of chemical substances. Additionally, we introduced LCA from the product development stage, contributing to the expansion of sales of environmentally friendly products.

- ▶ CSR Procurement Basic Policy
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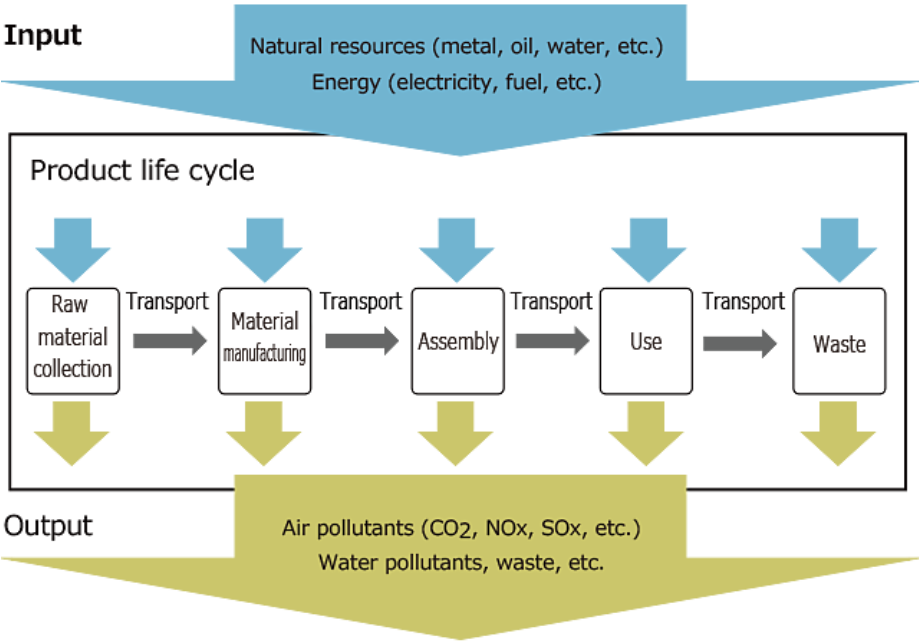


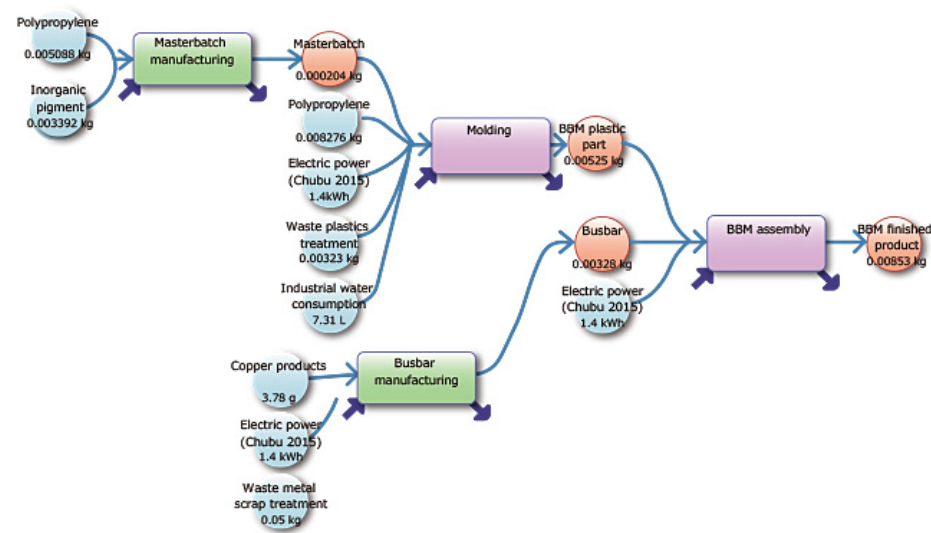
Image of Life Cycle Assessment

Completion of product LCA at Nanbu Plastics Head Office and Techno Center

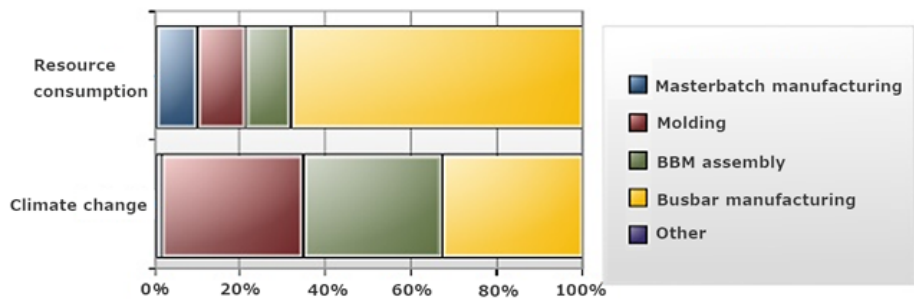
Nanbu Plastics Co., Ltd. began full-scale LCA analysis in 2019. We conduct LCA analyses of our products at four main facilities: Head Office/Techno Center, Susono Plant, Yoshida Plant and Oigawa Plant. Head Office and Techno Center have completed the analysis of four products: bus bar modules (BBM^{*1}), electrical connectors, lighting lenses and mascots^{*2} that we produce.

We plan to utilize the collected data to make improvements. In 2020 we plan to expand this initiative to our domestic and overseas bases and subsidiaries.

^{*1} Bus bar module: Battery electrode connection component for hybrid vehicles
^{*2} Mascot: Emblem of an automobile



System Chart (BBM)



Results of LCA analysis (BBM)

Resource Conservation



The Nisshinbo Group’s Contributions to the SDGs

The Nisshinbo Group contributes to the achievement of the Sustainable Development Goals (SDGs) through resource conservation activities.

The Group manages key performance indicators (KPIs) as part of systematic measures to achieve its medium-term environmental target for improvement of the recycling rate.


Core goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group considers SDG 12.5 to be core target. We are promoting resource conservation activities accordingly, as follows.

①Proper disposal of industrial waste through ISO 14001 activities while ensuring proper waste disposal governance

②Promotion of reduction of waste discharge, recycling, reuse of packaging materials, reduction of use, etc.

③Selection and consignment of outstanding waste recycling companies and activities to promote the recycling and reuse of waste at overseas sites where the conditions for waste treatment differ



12. Responsible consumption, production

Ensure sustainable consumption and production patterns.

Targets: 12.5

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

Volume of Waste Generated

The Nisshinbo Group generated a total of 59,400 tons of waste during the fiscal year, down 2% YoY after adjustments*. Waste generated per sales amounted to 0.117 tons per million yen, down 1% year-on-year (YoY) after adjustments*. This difference resulted from an increase in the amount of waste generated in the textile business.

In the textiles business, the amount of waste generated (wastewater sludge) increased due to stricter wastewater standards, but the Group as a whole saw a slight year-on-year decrease after adjustment.

The recycling rate was 82% (an increase of 3% from the adjusted recycling rate in the previous consolidated fiscal year*). New thermal recycling plants were established in China, South Korea, and Thailand, and efforts were made to improve the recycling rates at overseas sites.

* Effective from the previous consolidated fiscal year, we have changed the fiscal year-end from March 31 to December 31. As a result, the previous consolidated fiscal year, which is the transitional period, was an irregular fiscal year. For this reason, the rate of year-on-year change in actual results is not stated. Instead, when comparing the fiscal year under review with the previous fiscal year, for reference purposes, we state the rate of increase/decrease in waste generated and waste generated per unit of sales from the same

Sustainability

▶ Nisshinbo Group CSR

▼ The Environment

▶ Environmental Activities

▶ Material Balance

▶ Environmental Management

▶ Energy Conservation

▶ Climate Change Countermeasures

▶ Life Cycle Assessment

▶ Resource Conservation

▶ Water Resources

▶ Chemical Substance Management

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▶ Environmental Accounting, Environmental Data by Principal Company

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▶ Consumer Issues

▶ Community Involvement and Development

period of the previous fiscal year, adjusted to be the same 12-month period as in the consolidated fiscal year under review, to the consolidated fiscal year under review.

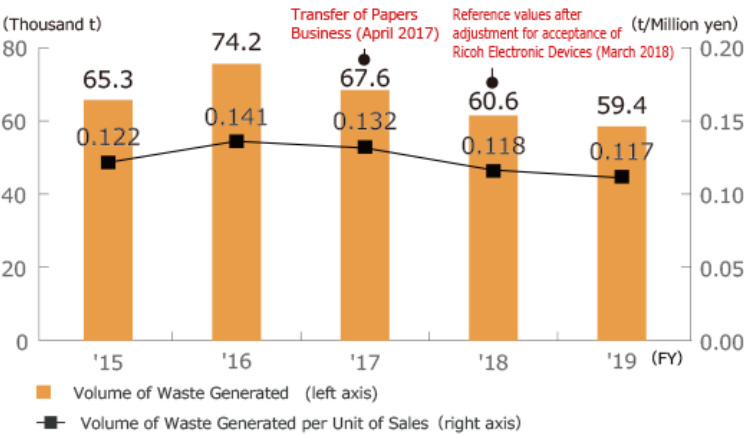
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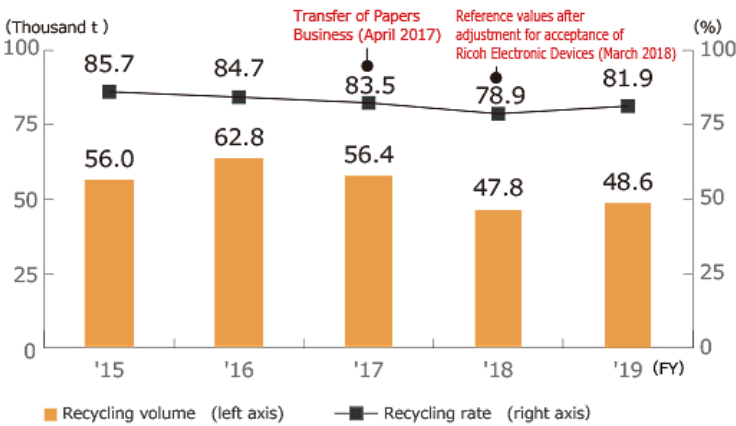
Trends in the Volume of Waste Generated and Volume of Waste Generated per Unit of Sales



	(Thousand t)				
	2015	2016	2017	2018 (Reference value after adjustment)	2019
Volume of Waste Generated	65.3	74.2	67.6	60.6	59.4

	(t/Million yen)				
Volume of Waste Generated per Unit of Sales	0.122	0.141	0.132	0.118	0.117

Trends in the Recycling Volume and Recycling Rates



	(Thousand t)				
	2015	2016	2017	2018 (Reference value after adjustment)	2019
Recycling volume	56.0	62.8	56.4	47.8	48.6

	(%)				
Recycling rate	85.7	84.7	83.5	78.9	81.9

Zero Emissions

Throughout the Nisshinbo Group, we are working toward zero emissions (a recycling ratio of 99% or more). Of our locations that generated 10 tons of waste or more in fiscal 2019, 32 locations achieved zero emissions.

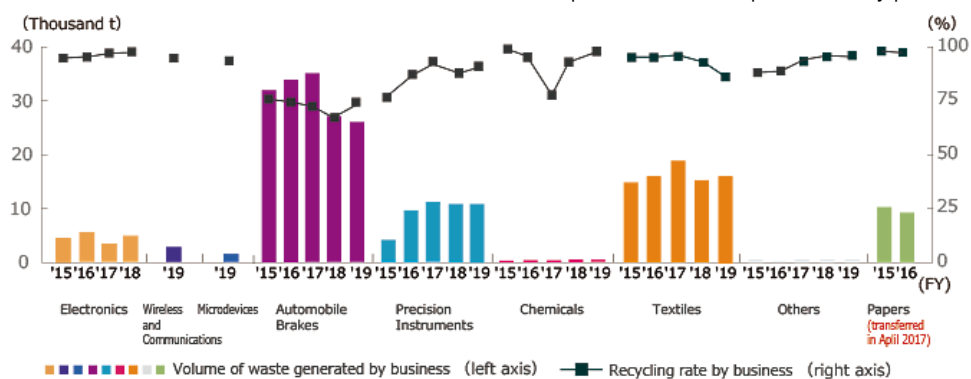
Sites that have Achieved Zero Emissions

Nisshinbo Holdings Inc. R&D Center	Nisshinbo Holdings Inc. Tokushima Plant
Japan Radio Co., Ltd. Nagano Plant	Japan Radio Co., Ltd. Ueda Logistics Center
Japan Radio Co., Ltd. Kawagoe Plant	Japan Radio Co., Ltd. Kanto Logistics Center
Japan Radio Co., Ltd. Tatsumi Office	Japan Radio Co., Ltd. Hokkaido Branch
Japan Radio Co., Ltd. Tohoku Branch	Japan Radio Co., Ltd. Kanto Branch
Japan Radio Co., Ltd. Chubu Branch	Japan Radio Co., Ltd. Kansai Branch
Japan Radio Co., Ltd. Nagasaki Branch	Japan Radio Co., Ltd. Kagoshima Branch
Nagano Japan Radio Co., Ltd. Head Office & Factory	Ueda Japan Radio Co., Ltd. Togura Plant
JRC Tokki Co., Ltd. Main Plant	New Japan Radio Co., Ltd. Kawagoe Works
SAGA ELECTRONICS CO., LTD. Saga Works	NJR FUKUOKA CO., LTD.
Ricoh Electronic Devices Co., Ltd. Yashiro Plant	Nisshinbo Brake Inc. Tatebayashi Plant
TMD Friction GmbH (Hamm)	TMD Friction Services GmbH (Leverkusen Hitdorf)
Nanbu Plastics Co., Ltd. Head Office and Techno Center	Nisshinbo Chemical Inc. Chiba Plant
Nisshinbo Chemical Inc. Tokushima Plant	Nisshinbo Chemical Inc. Toke Development Center
Nissin Environmental Planning Inc.	Nisshinbo Textile Inc. Tokushima Plant
Nisshinbo Do Brasil Industria Textil LTDA.	PT. Naigai Shirts Indonesia

Trends in Volume of Waste Generated by Business and Recycling Rate by Business

The Nisshinbo Group has set the target of achieving a 95% recycling rate by fiscal 2025. To this end, we are engaging in initiatives to reduce the amount of waste generated by each business.

Trends in Volume of Waste Generated by Business and Recycling Rate by Business (Reference Value After Adjustments for FY2018)



(Thousand t)

Volume of waste generated by business	2015	2016	2017	2018 (Reference value after adjustment)	2019
Electronics	4.46	5.43	3.81	4.96	--
Wireless and Communications	--	--	--	--	3.20
Microdevices	--	--	--	--	1.62
Automobile Brakes	31.37	33.15	34.03	27.97	26.62
Precision Instruments	4.01	9.68	11.83	11.62	11.45
Chemicals	0.32	0.38	0.43	0.66	0.30
Textiles	14.73	16.07	17.29	15.16	16.01
Others	0.21	0.19	0.20	0.20	0.19
Papers	10.24	9.31	--	--	--

(%)

Recycling rate by business	2015	2016	2017	2018 (Reference value after adjustment)	2019
Electronics	94.8	95.1	96.3	96.8	--
Wireless and Communications	--	--	--	--	94.9
Microdevices	--	--	--	--	93.1
Automobile Brakes	75.8	73.4	72.5	64.1	74.2
Precision Instruments	76.7	87.1	93.2	88.5	90.1
Chemicals	99.1	95.1	77.7	93.4	98.8
Textiles	95.1	95.1	95.6	92.3	84.7
Others	88.2	88.5	93.9	94.7	94.5
Papers	98.0	97.6	--	--	--

* The drop in the recycling rate for the chemicals business in fiscal 2017 was due to routine repairs at the Company's recycling and disposal contractor. In fiscal 2019 the Electronics business was separated into the Wireless and Communications business and the Microdevices business.

Reduction of raw material plastic consumption

The microwave product manufacturing division of THAI NJR CO., LTD. was faced with a problem: None of the sheet offcuts (waste) resulting from the process of cutting radio-wave absorber sheets could be reused.

To reduce manufacturing costs and make effective use of raw materials, we improved the process of cutting absorber sheets, which had been performed by hand. In the past, 9.0% of raw materials used in manual processes were discarded. By partially automating processes and improving the accuracy of cutting, we succeeded in reducing the waste rate to 0.1%.

Reduction in use of packaging wrapping

Nisshinbo Brake Inc.'s Tatebayashi Plant reviewed the wrapping used to prevent damage to parts during shipping from suppliers.

Wrapping is effective in preventing damage to packages, but wrapping of entire packages results in excessive packaging. To reduce the amount of packaging materials used, we switched to bundling with simple polypropylene (PP) bands. As a result of the success of this solution, about 60% of the shipment volume was changed from wrap wrapping to PP band binding.

In addition, we reviewed the use of wrapping to prevent cargo damage during on-site logistics. As a result, wrapping was eliminated for approximately 5% of products, while 10% were changed to PP band bundling. We plan to continue these activities in 2020 and further reduce the amount of packaging materials used.



Wrapping of incoming parts (before improvement)



Bundling of incoming parts with PP bands (after improvement)

Improving recycling rates overseas

Nisshinbo Somboon Automotive Co, Ltd. (NSA) in Thailand, Saeron Automotive Corporation (SAC) in South Korea and Saeron Automotive (Beijing) Co., Ltd. (SABC) in China accelerated the process of thermal recycling ^{*1}. In Thailand and China, new thermal recycling plants were established, and in South Korea, a new waste-disposal burden-sharing system ^{*2} was introduced, promoting recycling.

Each company greatly improved its recycling rate. NSA increased by 53% over the previous year to 91% (recycled amount: about 990 tons), SAC increased by 32% over the previous year to 78% (recycled amount: about 1080 tons), and SABC increased by 9% over the previous year to 96% (recycled amount: about 960 tons).

The Nisshinbo Group will continue to work to improve recycling rates overseas.

^{*1} Thermal recycling: Recovery and utilization of thermal energy generated when waste is incinerated.

^{*2} Waste-disposal burden-sharing system: Laws and regulations that require separate contributions to be paid when landfill or incineration is carried out.

Measures to reduce waste of scrap materials

Nanbu Philippines Incorporated (NPI) uses scrap materials in the processes of forming molding and plastic sashes for housing construction materials, to reduce plastic use and waste.

From the time plastic molding begins, it takes 30 minutes to 1 hour for the temperature and other conditions to stabilize so that normal products to be manufactured. The plastic that flows through during this period cannot be used to make products. Previously, there was only one input port, and virgin materials were used at start of production. We installed a sub-input port and gradually modified it to enable scrap material* (crushed material) to be input from the sub-input port at the start.

In 2019, we reused a total of approximately 255 tons of crushed materials. Of these, 28% (approx. 72 tons) were used at the start of plastic molding, and the remaining 72% (approx. 183 tons) were used in admixture with virgin material. The ratio of crushed material to raw materials used was raised to 17.7%, and the amount of virgin material purchased was reduced accordingly. The waste recycling rate improved from 94.7% in fiscal 2018 to 96.4% in fiscal 2019.

* Scrap material (crushed material): Collected from gelled fluidized plastic, defective startup products, defective process products, etc., from which foreign materials such as rubber parts are removed and pulverized so that they can be reused as raw materials

Reuse of asbestos waste

Nisshin Environmental Planning Inc. is working to improve the recycling rate of waste. Approximately 460 kg per year of asbestos waste from samples that have been analyzed and discharged is detoxified and reused as recycled materials.

Molten slag*¹ and waste asbestos are melted and homogenized at a temperature of 1,500°C or higher to detoxify the asbestos. Slag incorporating waste asbestos is recycled mainly into products such as caisson filler*² and cement. Recycling of asbestos waste began in November 2019. Through these efforts, we expect the company's annual recycling rate to increase from 98.0% to 99.4%.

*¹ Molten slag: Refuse and its incinerated ash are melted and solidified at high temperatures.

*² caisson filler: a box-like structure used for port work, etc.

Collection and recycling of unneeded shirts

Since November 2019, Tokyo Shirt Co., Ltd. has been co-sponsoring the brand "BRING™" developed by JEPLAN, INC. We have started collecting unnecessary shirts at 10 stores.

BRING is a collaborative project involving a variety of companies to recycle textile products into usable resources. Today, more than 80 companies take part in the project, and further expansion is planned. Those textile products that cannot be used as clothing are recycled into polyester and automotive interior materials, while those that can still be used are donated or reused. Instead of discarding unwanted clothes as waste, we provide opportunities for reuse and recycling.

In fiscal 2020, the company plans to increase the number of stores collecting unneeded shirts to more than 100 nationwide. By communicating these activities to our customers, we are contributing to the reduction of waste generation, including in the supply chain.



BRING logo



Collection box installed at a store

Certification as a 3R-practicing facility under the Tokushima Prefectural Recycling Certification System

In January 2019, Nisshinbo Textile's Tokushima Plant of was certified as a 3R-practicing facility under the Tokushima Prefectural Recycling Certification System. In collaboration with Nisshinbo Holdings Inc. and Nisshinbo Chemical Inc., both of which are already certified, we are continuing our 3R activities by thoroughly sorting and recycling waste.

Since preparing for certification in 2017, we have maintained a recycling rate of 99% or higher by improving yields and taking on the challenge of recycling materials and defective products. The total amount of waste, including the amount recycled, was also the lowest in the past five years in fiscal 2019, decreasing by 27% from fiscal 2017. In anticipation of the next renewal, we are working to strengthen the efforts of all employees.

Osaka City Environmental Management Bureau Director's Award

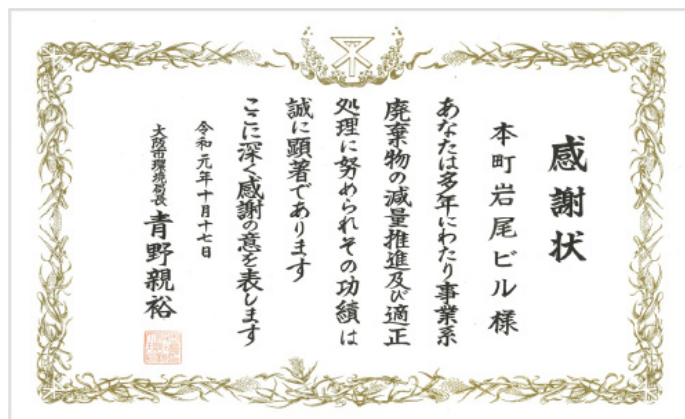
Hommachi Iwao Building, owned by NISSHINTOA IWAO INC. in the City of Osaka, was awarded the Osaka City environmental Management Bureau Director's Award in October 2019 for its efforts to reduce waste and recycle resources.

This system is a commendation system for buildings that have been implementing excellent initiatives for many years, targeting large buildings that have made remarkable achievements in promoting waste reduction, appropriate treatment, and maintaining clean living environments.

The Company has been working with maintenance companies and tenants on waste reduction for about the past 10 years. The Bureau gave the Company particularly high marks for sorting and appropriate treatment of 10 categories of waste.



"Building of Excellence in Trash Reduction" award



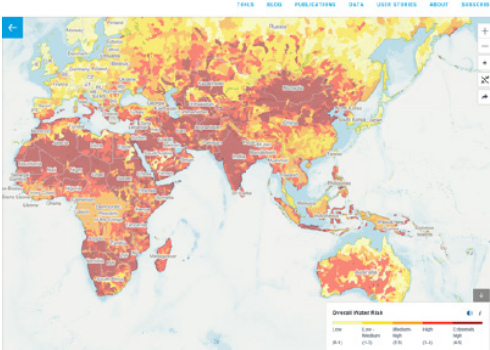
Certificate of appreciation for the activity

Nisshinbo Holdings Inc.

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consumption in the supply chain and manage the results of these surveys.

* AQUEDUCT Water Risk Atlas: Maps based on 12 different water risk indicators, including "physical water stress," "water quality," "water resource regulatory risks," and "reputational risks."



AQUEDUCT Water Risk Atlas

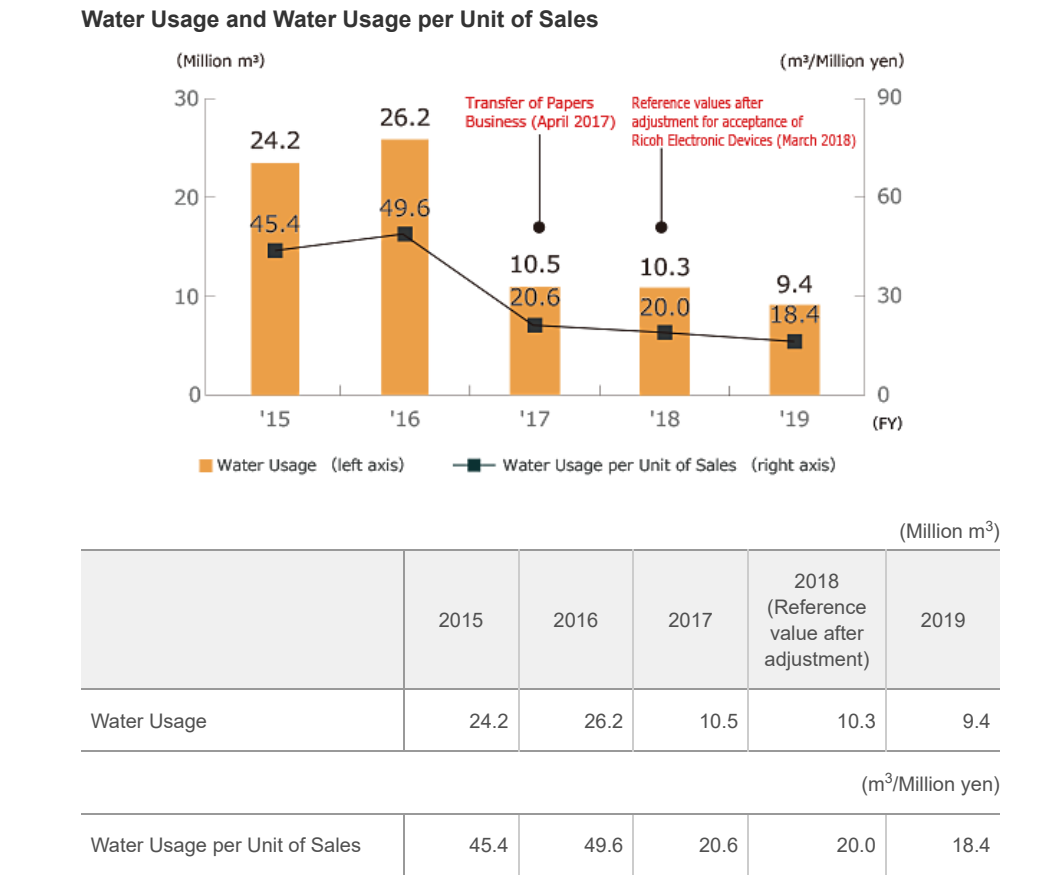
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Use of Water Resources

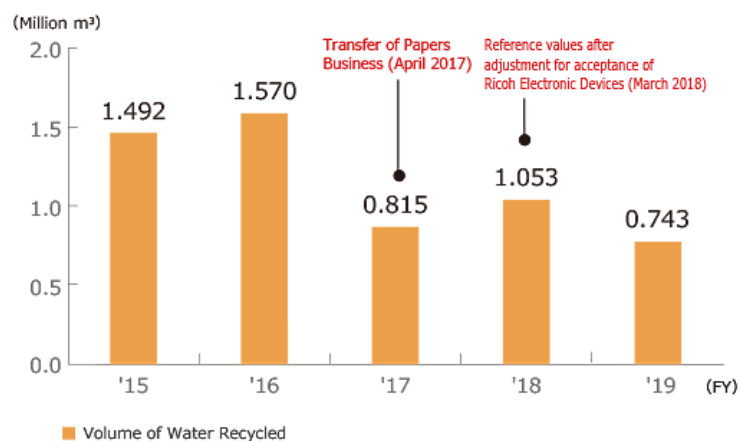
Volume of water usage totaled 9.4 million m³, down 9% year-on-year (YoY) after adjustments*. Volume of water usage per unit of sales was 18.4 m³ per million yen, down 8% YoY after adjustments*. Water consumption decreased due to reuse of wastewater and conservation activities.

Volume of water recycled totaled 0.74 million m³, down 29% YoY after adjustment. The main factor in this result was the withdrawal from the denim division of the textile business, which reduced water usage and eliminated the reuse of wastewater.

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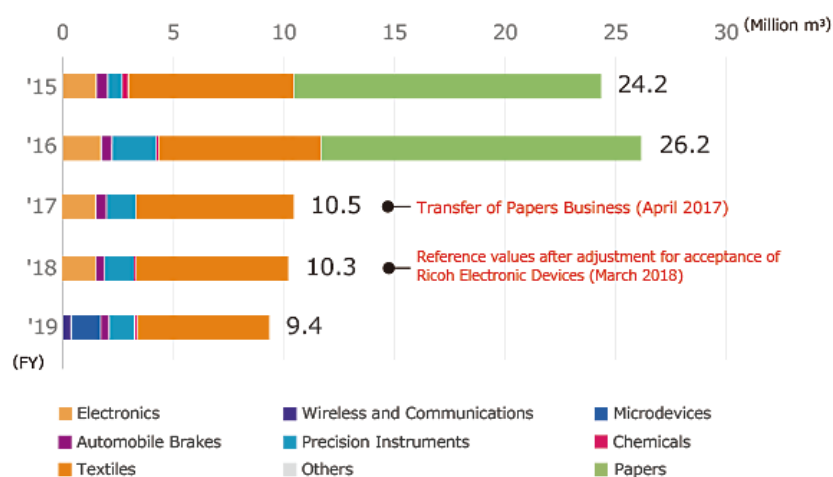
Trends of Water Recycled

(Million m³)


	2015	2016	2017	2018 (Reference value after adjustment)	2019
Volume of Water Recycled	1.492	1.570	0.815	1.053	0.743

The textiles business accounted for 65% of total water usage.

Trends in Volume of Water Usage by Business

(Million m³)

	2015	2016	2017	2018 (Reference value after adjustment)	2019
Electronics	1.5	1.7	1.5	1.6	--
Wireless and Communications	--	--	--	--	0.4
Microdevices	--	--	--	--	1.3
Automobile Brakes	0.5	0.5	0.5	0.4	0.4
Precision Instruments	0.7	2.0	1.3	1.2	1.0
Chemicals	0.2	0.1	0	0.1	0.1
Textiles	7.5	7.4	7.2	6.9	6.1
Others	0	0	0	0	0

 Papers	13.8	14.6	--	--	--
Total	24.2	26.2	10.5	10.3	9.4

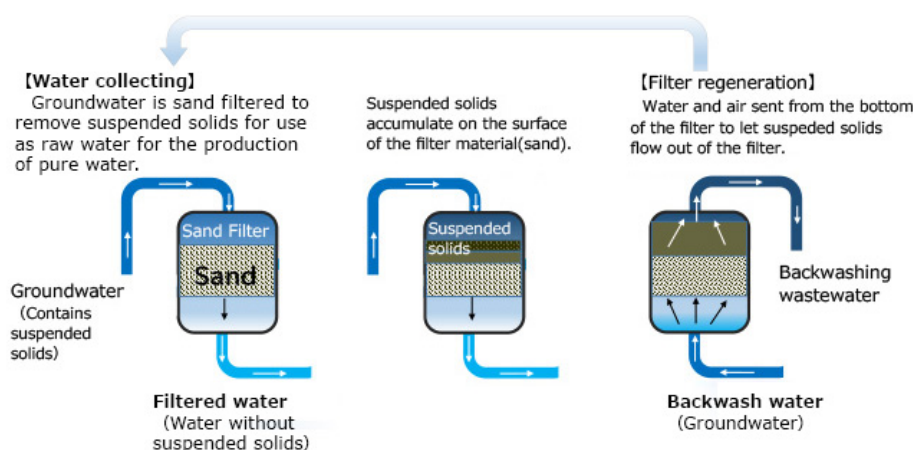
* In fiscal 2019, the Electronics business was separated into the Wireless and Communications business and the Microdevices business.

Reduction of groundwater consumption

At New Japan Radio Co., Ltd.'s Kawagoe Works, pure water (water with low impurities) used in the semiconductor manufacturing process is produced at a pure water manufacturing facility and sent to the plant. The raw water is groundwater pumped from a well.

Groundwater contains a lot of solid matter (small debris), which is removed by passing it through a filter. Over time, however, solid matter accumulates in the filter, obstructing the passage of water through the filter. To resolve this problem, we regularly send water back through the filter to clean it and remove any accumulated solid material. This process is called the filter regeneration process.

To reduce groundwater consumption, we rescheduled this process, which was previously performed once every eight hours, to once every 56 hours. This change in procedure served to reduce the use of groundwater by 7,490 m³ in fiscal 2019.



Operating cycle of the filter

Reuse of wastewater from wastewater treatment plants

Nisshinbo Somboon Automotive Co, Ltd. (NSA) in Thailand, has built a system to make wastewater from wastewater treatment plants reusable, by means of scrubbers and sprinklers.

By switching entirely from industrial water to recycled wastewater, we were able to recycle about 34% of our own wastewater. This solution reduces the use of industrial water by approximately 15,000 m³ per year.

Contributing to solving Marine Plastic Waste Problems

Nisshinbo Chemical Inc. contributed to the production and sale of Carbodilite to solve the problem of marine plastic garbage (microplastics). Microplastics have emerged as a new global issue due to the marine ecosystem destruction and pollution they cause. Carbodilite is an additive used in biodegradable plastics, paints, inks, adhesives and coating agents. Powdery modifiers, which are one group of products in which Carbodilite is used, can be added to biodegradable plastics made using plant-derived raw materials, for example, to improve the durability of the plastics without impairing their degradation performance and safety.

We are reducing the volume of plastic waste (microplastics) in the oceans through two approaches. The first is by contributing to the practical reuse of products such as shopping bags, agricultural mulch film, and disposable tableware and cutlery. The second is by enabling them to be broken down by microbes in the soil and oceans. By supporting the expansion of demand for plant-derived biodegradable plastics, we are contributing to solving many environmental and energy problems, including oil-resource depletion and the formation of a sustainable carbon recycling society.

In addition, we are currently exploring materials that make it easier to decompose biodegradable plastics in the oceans by utilizing the New Energy and Industrial Technology Development Organization (NEDO)'s leading research program.

Reducing Water Consumption through KAIZEN Activities

Nisshinbo Textile Inc. and its subsidiaries are working to create an organization and culture that nurtures innovation while operating efficiently and effectively. One approach we are taking is to eliminate strain, waste and variance (*muri-muda-mura* in Japanese quality management parlance) through activities named "T-KAIZEN".

As part of this initiative, PT. Nikawa Textile Industry in Indonesia has improved its control of the cooling water used in the cooling towers of its own power generation facilities. Water quality has been controlled using the electrical conductivity of cooling water, and the adjustment of water supply and drainage volume, which were adjusted using the upper and lower limits of electrical conductivity. In this improvement case, we remodeled the drainage piping and made improvements so that the electrical conductivity could be maintained and managed at a fixed value through continuously draining. With this new approach, we have been able to reduce water consumption by about 8,800 m³ per year.

The Group will continue to pursue T-KAIZEN activities to identify and implement measures to reduce strain, waste and variance hidden in the workplace.

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Chemical Substance Management

Sustainability

▶ Nisshinbo Group CSR

▼ The Environment

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The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group contributes to the achievement of the Sustainable Development Goals (SDGs) through chemical substance-management activities.

The Group manages key performance indicators (KPIs) as part of systematic measures to reduce the emissions of PRTR* substances per sales, to achieve our medium-term environmental target.

* PRTR substances: Substances subject to the Pollutant Release and Transfer Register (PRTR) system pursuant to the "Act on the Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof" and reports of their amounts of release and transfer must be filed.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group considers SDGs 6.3 and 12.4 to be core targets. The Group advances activities to manage chemical substances on that basis, as follows.

- ① Conducting appropriate control and anti-leakage measures for hazardous materials through ISO 14001 activities in accordance with the laws and regulations of each country
- ② Reducing the use of substances subject to PRTR and reducing the release and transfer of substances subject to PRTR at manufacturing sites
- ③ In the precision instruments business, switching of cleaning agents used in cleaning processes to products not covered by PRTR



6. Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all.

Targets: 6.3

By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.



12. Responsible consumption, production

Ensure sustainable consumption and production patterns.

Targets: 12.4

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

Volume of Chemical Substances Handled

The volume of substances subject to PRTR handled by the Nisshinbo Group was 2,817 tons, down 9% year-on-year (YoY) after adjustments*. A key factor is that the cleaning thinner used by Kyushu Nanbu Plastics Co., Ltd. was replaced by one not covered by PRTR.

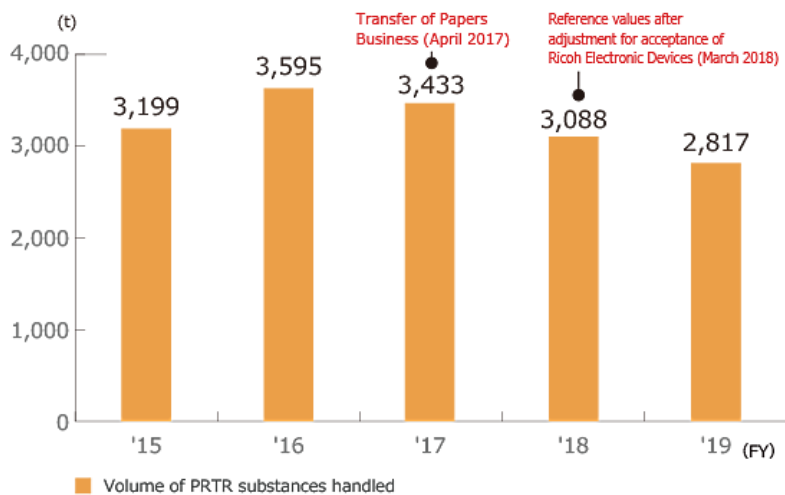
Major items making up the Nisshinbo Group's volume of PRTR substances handled were antimony (798 tons) for brake materials, as well as methylenebis (4,1-phenylene)=diisocyanate (577 tons) and methylenebis (4,1-cyclohexylene)= diisocyanate (367 tons) for urethane materials.

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The automobile brakes business accounted for 54% of the overall volume of chemical substances handled by the Group.

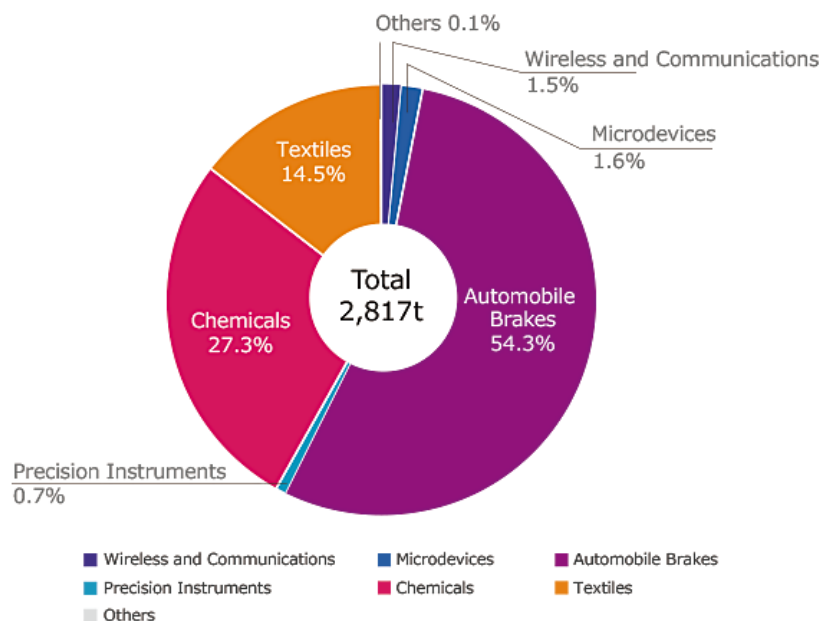
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Trends in the Volume of PRTR Substances Handled



	2015	2016	2017	2018 (Reference value after adjustment)	2019
Volume of PRTR substances handled	3,199	3,595	3,433	3,088	2,817

Volume of PRTR Substances Handled by Business



(t)

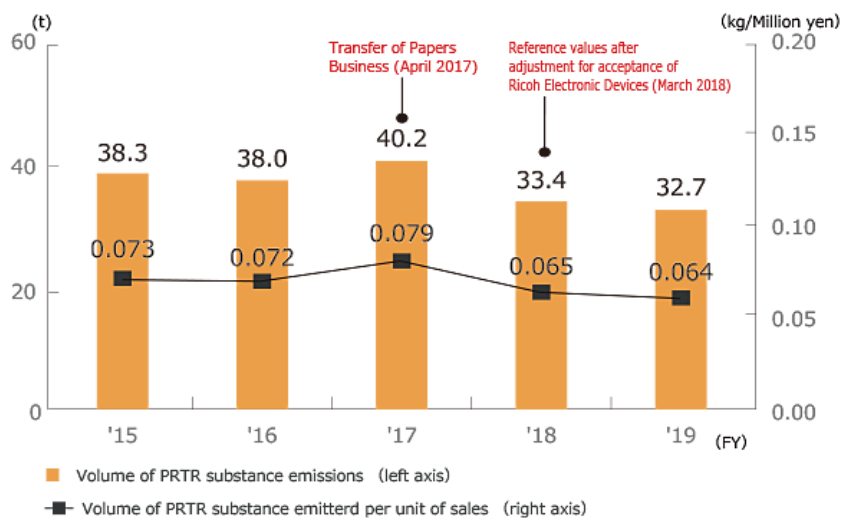
	2019
Wireless and Communications	41
Microdevices	46
Automobile Brakes	1,529
Precision Instruments	21
Chemicals	770
Textiles	407
Others	3
Total	2,817

Volume of Chemical Substance Emissions

The Nisshinbo Group's volume of PRTR substance emissions totaled 32.7 tons, down 2% year on year after adjustments*. Volume of PRTR substance emissions per unit of sales was 0.064 kg per million yen, down 1% year on year after adjustments*. The decrease in the amount of PRTR substances handled.

* Effective from the previous consolidated fiscal year, we have changed the fiscal year-end from March 31 to December 31. As a result, the previous consolidated fiscal year, which is the transitional period, was an irregular fiscal year. For this reason, the rate of year-on-year change in actual results is not stated. Instead, when comparing the fiscal year under review with the previous fiscal year, for reference purposes, we state the rate of increase/decrease in volume of PRTR substance emissions and volume of PRTR substance emissions per unit of sales from the same period of the previous fiscal year, adjusted to be the same 12-month period as in the consolidated fiscal year under review, to the consolidated fiscal year under review.

Trends in Volume of PRTR Substance Emissions and Volume of PRTR Substance Emissions per Unit of Sales



(t)

	2015	2016	2017	2018 (Reference value after adjustment)	2019
Volume of PRTR substance emissions	38.3	38.0	40.2	33.4	32.7

(kg/Million yen)

Volume of PRTR substance emitted per unit of sales	0.073	0.072	0.079	0.065	0.064
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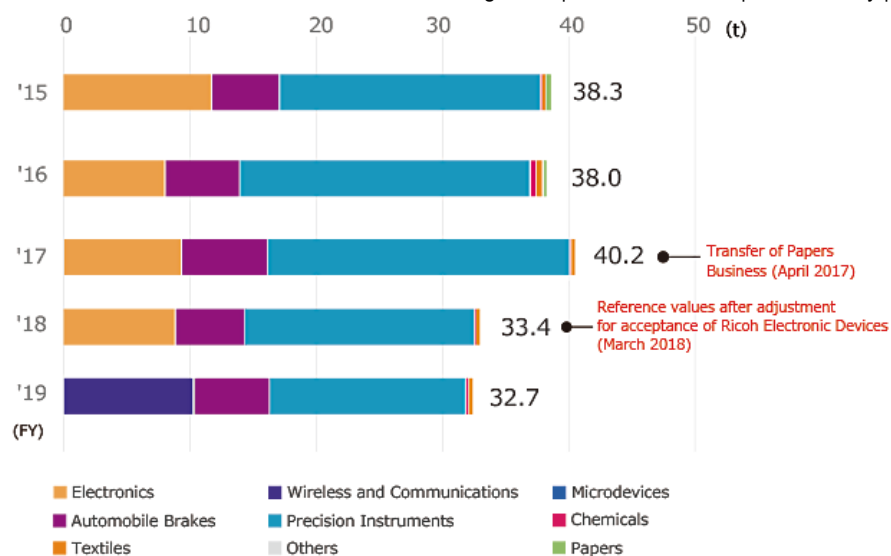
Emission Breakdown by Chemical Substance

Substance	Discharge volume (t)	Ratio
Toluene	10.4	31.8%
Ethylbenzene	7.8	23.8%
Xylene	7.7	23.4%
Phenol	1.8	5.5%
Hexamethylenetetramine	1.8	5.4%
Antimony	1.4	4.3%
Others	1.9	5.8%

Toluene accounted for the highest proportion of emitted chemical substances, at 32% of the total.

By business, the precision instruments business, which emits large quantities of toluene, ethylbenzene, and xylene, accounted for 48% of the total.

Volume of PRTR Substances Emitted by Business



(t)

	2015	2016	2017	2018 (Reference value after adjustment)	2019
Electronics	11.6	8.1	9.3	8.9	--
Wireless and Communications	--	--	--	--	10.3
Microdevices	--	--	--	--	0.1
Automobile Brakes	5.2	5.9	6.4	5.6	5.7
Precision Instruments	20.5	22.1	23.4	18.0	15.5
Chemicals	0.2	0.8	0.3	0.2	0.2
Textiles	0.4	0.9	0.8	0.7	0.9
Others	0	0	0	0	0
Papers	0.4	0.2	--	--	--
Total	38.3	38.0	40.2	33.4	32.7

* In fiscal 2019, the Electronics business was separated into the Wireless and Communications business and the Microdevices business.

Purification of Wastewater

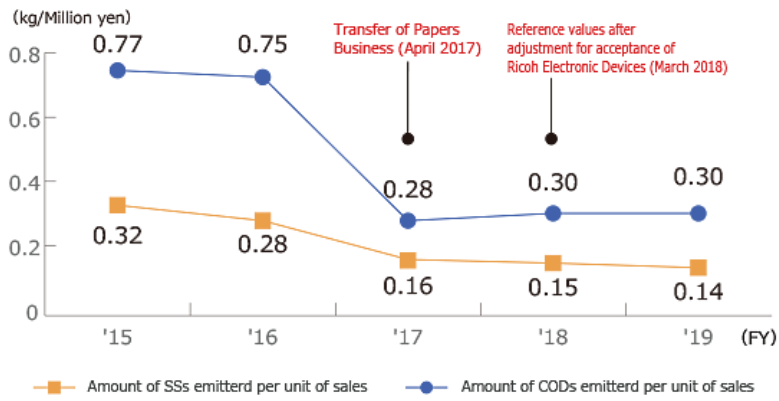
The Nisshinbo Group's volume of suspended substances (SSs) emissions per unit of sales totaled 0.14 kg per million yen, down 9% year on year after adjustments^{*1}. This was mainly due to a 9% decrease in wastewater volume.

Volume of CODs^{*2} emissions per unit of sales was 0.30 kg per million yen, unchanged year on year after adjustments^{*1}.

^{*1} Effective from the previous consolidated fiscal year, we have changed the fiscal year-end from March 31 to December 31. As a result, the previous consolidated fiscal year, which is the transitional period, was an irregular fiscal year. For this reason, the rate of year-on-year change in actual results is not stated. Instead, when comparing the fiscal year under review with the previous fiscal year, for reference purposes, we state the rate of increase/decrease in SSs emissions and CODs emissions per unit of sales from the same period of the previous fiscal year, adjusted to be the same 12-month period as in the consolidated fiscal year under review, to the consolidated fiscal year under review.

^{*2} Chemical Oxygen Demand (CODs): An index of water contamination expressed as the volume of oxygen chemically required or chemically consumed

Trends in Amount of SSs Emissions per Unit of Sales and Amount of CODs Emissions per Unit of Sales



	(kg/Million yen)				
	2015	2016	2017	2018 (Reference value after adjustment)	2019
Amount of SSs emitted per unit of sales	0.32	0.28	0.16	0.15	0.14
Amount of CODs emitted per unit of sales	0.77	0.75	0.28	0.30	0.30

Atmospheric Releases

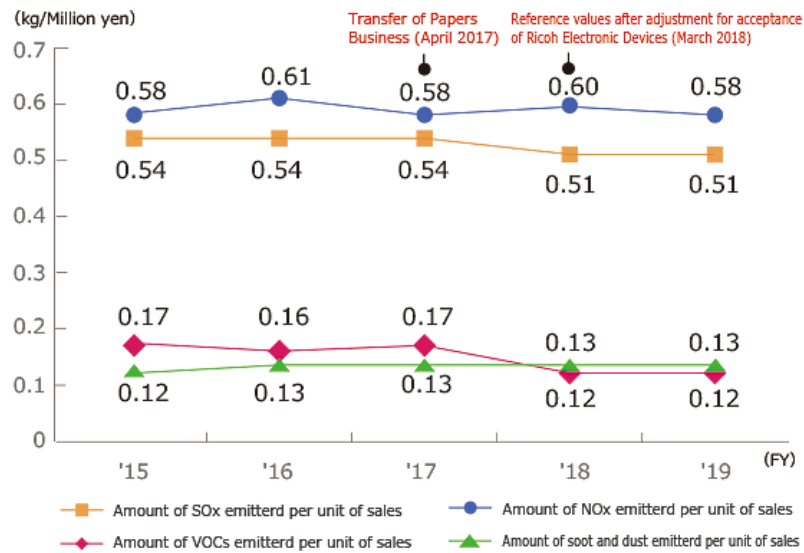
The Nisshinbo Group's sulfuric oxides (SOx) emissions per unit of sales was 0.51 kg per million yen, down 7% YoY after adjustments^{*1}. Nitrogen oxides (NOx) emissions per unit of sales was 0.58 kg per million yen, down 4% YoY after adjustments^{*1}.

Volatile organic compounds (VOCs^{*2}) emissions per unit of sales was 0.12 kg per million yen, unchanged YoY after adjustments^{*1}. Soot and dust emissions per unit of sales was 0.13 kg per million yen, unchanged YoY after adjustments^{*1}.

^{*1} Effective from the previous consolidated fiscal year, we changed the fiscal year-end from March 31 to December 31. As a result, the previous consolidated fiscal year, which is the transitional period, was an irregular fiscal year. For this reason, the rate of year-on-year change in actual results is not stated. Instead, when comparing the fiscal year under review with the previous fiscal year, for reference purposes, we state the rate of increase/decrease in SOx, NOx and VOCs emissions and SOx, NOx and VOCs emissions per unit of sales, from the same period of the previous fiscal year, adjusted to be the same 12-month period as in the consolidated fiscal year under review, to the consolidated fiscal year under review.

^{*2} Volatile Organic Compounds (VOCs): Volatile organic compounds such as toluene

Trends in Amount of SOx Emissions per Unit of Sales, Amount of NOx Emissions per Unit of Sales, Amount of VOCs Emissions per Unit of Sales and , Amount of soot and dust Emissions per Unit of Sales



(kg/Million yen)

	2015	2016	2017	2018 (Reference value after adjustment)	2019
Amount of SOx emitted per unit of sales	0.54	0.54	0.54	0.51	0.51
Amount of NOx emitted per unit of sales	0.58	0.61	0.58	0.60	0.58
Amount of VOCs emitted per unit of sales	0.17	0.16	0.17	0.12	0.12
Amount of soot and dust emitted per unit of sales	0.12	0.13	0.13	0.13	0.13

Education and Training on the Characteristics of Chemical Substances

To prepare for emergencies arising from chemical spills, each year THAI NJR CO., LTD. conducts employee education and training. The Company uses various chemical substances in its business operations, as well as oil and gas, and those involved in these operations need to understand their basic characteristics.

Emergency drills are held in January every year to ensure that all concerned parties are able to respond appropriately to emergencies. This training is divided into lectures and practical skills. In the lectures, participants learn about the characteristics of chemicals at risk of fire or explosion, the causes of spill accidents and how to prevent them, how to assure safety when using high-pressure gas, and storage methods for various chemicals. To teach practical skills, drills are conducted on responding to a chemical spill in accordance with the Emergency Response Manual, clarifying the roles of each employee. After the training, the manual is updated based on lessons learned from the exercise.



Lecture



Training

Reduction of Use of Chemical Substances by Changing the Method of Fluorochemical Wastewater Treatment

Ricoh Electronic Devices Co., Ltd.'s Yashiro Plant reduced the quantity of chemical substances (hydrochloric acid and sodium hydroxide) used in the recycling process by optimizing fluorine removal at its waste liquid processing facility. This innovation succeeded in reducing hydrochloric acid use by 5,947 kg/year for and sodium hydroxide use by 23,180 kg/year.

In March 2019 we upgraded our fluorine treatment facilities to improve our fluorine removal capacity, as we expected wastewater volumes to increase in the future. By upgrading the capacity of the fluorine treatment facilities at the first stage, we reduced the volume of fluorine that had to be removed from the advanced fluorination treatment facilities at the second stage. The number of regenerations required to restore the function of functional materials (ion-exchange plastics) used in advanced fluorination processes was also reduced, as was the volume of chemicals (hydrochloric acid and sodium hydroxide) used in regeneration.

Plant update

Old Fluorine treatment plant



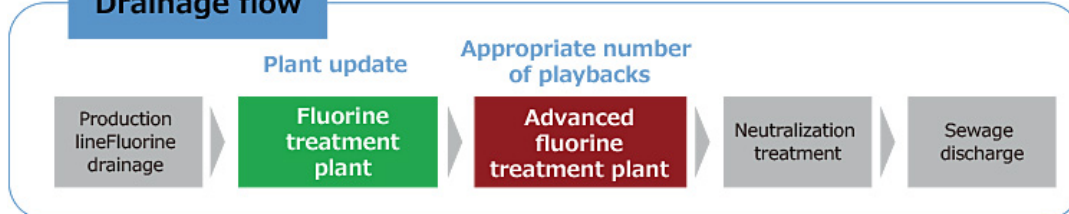
New Fluorine treatment plant



Advanced fluorine treatment plant
(Appropriate number of playbacks)



Drainage flow



Chemical-spill and employee-response training

Nanbu Philippines Inc. (NPI) conducts chemical spill training every year. Gasoline leaked from a motorcycle at a bicycle parking lot after giving a lecture to This year, employees listened to a presentation on the dangers of all chemical substances used, how to deal with spills, communication methods in case of emergency, basics of waste management and other matters. Afterward, training was conducted based on a scenario in which gasoline was discovered to be leaking from a motorcycle in the motorcycle parking lot.

The drills were conducted in the following manner.

- ① One employee discovered gasoline flowing in the vicinity of a bicycle parking lot.
- ② The discoverer immediately contacted the pollution control officer and the safety manager to report the location of the spill, the type of spilled chemical and the amount leaked.
- ③ Pollution prevention officers and safety managers called the emergency response members and instructed them to take action immediately.
- ④ Emergency response members put on personal protective equipment and contained the area using spill kit.
- ⑤ After the containment was finally complied with, the safety manager declared the area safe.

All members, including the emergency response members, safety committee members, generator maintenance staff and forklift drivers, confirmed that they were fully trained in the response methods, and the training was concluded.



Meeting-room presentation

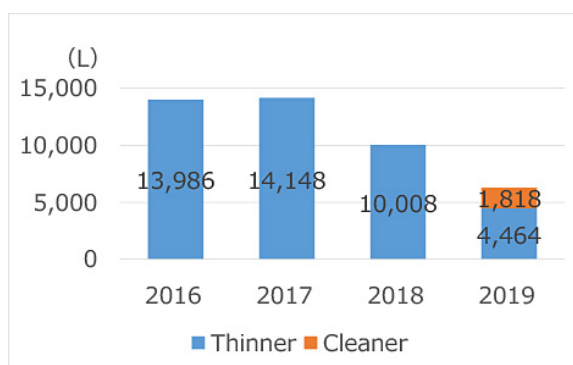


Training

Reducing consumption of PRTR-listed substances

Kyushu Nanbu Plastics Co., Ltd., for cleaning coating jigs, was storing a quantity of a cleaning thinner consisting of 40% toluene, a PRTR substance, in cleaning tanks. Seeking to reduce PRTR-substance emissions, we tested six alternatives, confirming the cleaning performance and selecting cleaning agents not subject to the PRTR Law. Although the cleaning performance of the substitutes was inferior to the cleaning agent used conventionally, we reviewed the production plan and secured sufficient cleaning time to obtain the same cleaning effect.

As a result of these improvements, we were able to reduce the use of conventional cleaning thinner to 31.6% in fiscal 2019 compared to fiscal 2017, when it was the highest in recent years. One process in which the cleaning agent has not yet been replaced is the process for cleaning the hoses that supply paint in the painting facility. We will continue to examine alternative materials and further reduce emissions of PRTR materials.



Changes in cleaning agent usage

Crosslinking agents for water-based plastics have reduced VOCs and CO₂ emissions

Nisshinbo Chemical Inc. manufactures and sells Carbodilite, an additive used in biodegradable plastics, paints, inks, adhesives and coating agents.

Crosslinking agents for water-based plastics, which are part of the Carbodilite product series, offer high safety and reactivity. For example, because they promote the water-solubility of paints, these products contribute to the

reduction of volatile organic compounds (VOCs^{*}), which are problematic in terms of air pollution. Also, because these agents react at low temperatures, the temperature of the drying process for automobile exterior coatings can be lowered, thereby reducing CO₂ emissions.

We will continue to develop and provide safe and high-performance Carbodilite products in order to realize a sustainable society.

^{*} Volatile Organic Compounds (VOCs): Volatile organic compounds such as toluenes

Responses to REACH

Amid worldwide moves to strengthen chemical safety, the European Union passed REACH (Registration, Evaluation, Authorisation, Restriction and Chemicals), its chemical substance control law, in 2007. The aim of REACH is to minimize the impact of chemicals on human health and the environment by requiring all chemical substances manufactured and used in the EU to be registered, evaluated, authorized and restricted, and by sharing information on the safety and handling of chemical substances throughout the supply chain.

From an early date, Nisshinbo Chemical Inc.'s Carbodilite series has been supplied to the European Union market as REACH-compliant, environmentally-friendly products. The series is used today by a wide range of users as modifiers and cross-linking agents for biodegradable plastics, water-based paints, inks, adhesives and other products. We will continue our efforts to respond to REACH in order to make the Carbodilite series a safe product that can be provided to our clients faster and more reliably.



Modified agent for Adhesive Resins



Carbodiimide Crosslinkers for Waterborne Resins

Training in Handling Chemical Leaks

Nisshin Environmental Planning Inc. handles approximately 400 types of substances. The Company conducts drills twice a year on scenarios of chemical leaks, selecting target chemicals based on usage frequency, risk and other factors.

The training procedure begins with reporting the name, amount, location and other information about the leaked chemicals. Instructions are issued for evacuation and guidance, confirming the condition of victims and other vital tasks. Training on cutting off electrical and gas supplies is then performed, to prevent secondary disasters. At the end of the training, the scene is cleaned up (all materials are collected) with the participation of all technical groups. Based on the scenario that a chemical has leaked, we carry out recovery training using protective equipment and a suction mat to inform participants of the danger of the target chemical. In anticipation that there may be accident victims, as a response before transporting to the hospital, repeated training on first aid methods, including resting posture, is conducted to ensure appropriate response while waiting to transport victims to the hospital.

We will continue to conduct drills to ensure that we can respond promptly and appropriately without any panic in the event of a chemical leak.

The Company's activities to conserve biodiversity began in fiscal 2015, and 9 activities are continuing in Japan.

The Fourth Medium-Term Environmental Targets, activities for which began in fiscal 2019, call for the development of biodiversity conservation activities at five overseas sites. In fiscal 2019, biodiversity conservation activities began at two overseas sites.

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► Corporate Ethics Reporting System






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Activities to Conserve Biodiversity



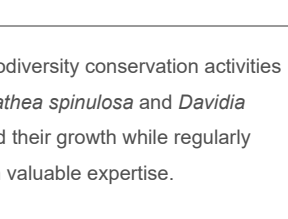
Nine domestic sites

Company, Business Site	Related Aichi Targets Details of Preservation Wildlife Being Protected	
Japan Radio Co., Ltd.	<p>Target 6: Preservation of marine resources</p> <p>Activities: Gathering of basic data on the preservation of marine resources in Tokyo Bay collaborating with the Tokyo University of Marine Science and Technology</p> <p>Wildlife being protected: Habitat survey of Whitespotted conger, conducted from a fisherman's perspective</p>	 <p>Boat fishing for Whitespotted conger, equipped with information-gathering equipment</p>
Nagano Japan Radio Co., Ltd. Head Office & Factory	<p>Target 5: Preservation of natural habitats</p> <p>Activities: Afforestation and preservation of a forest near business sites, the "Forest of Nagano Japan Radio" (Matsushiro-machi, Nagano, 0.4ha)</p> <p>Wildlife being protected: Ecosystems or endemic species cultivated in Japanese larch forests (species to be protected not specified)</p>	 <p>Afforestation and preservation activities</p>
New Japan Radio Co., Ltd. Head Office and Kawagoe Works Japan Radio Glass Co., Ltd. Head Office Plant	<p>Target 11: Preservation of important ecosystems</p> <p>Activities: Preservation of the Shingashigawa River waterfront environment near business sites (Fujimino, Saitama Prefecture)</p> <p>Wildlife being protected: Flora and fauna near the Shingashigawa River (species to be protected not specified)</p>	 <p>Waterside environmental conservation activities</p>
Nisshinbo Brake Inc. Tatebayashi Plant	<p>Target 12: Preservation of endangered species</p> <p>Activities: Preservation activities at the Nakanonuma Nishinuma swamp in Ora-</p>	

	<p>machi, Ora-gun, Gunma Prefecture</p> <p>Wildlife being protected: <i>Carassius auratus subsp.2</i> (Ministry of the Environment: Threatened category II), etc.</p>	 <p>Extermination of alien species</p>
<p>Nisshinbo Mechatronics Inc. Maii Machinery Plant</p>	<p>Target 11: Preservation of important ecosystems</p> <p>Activities: Habitat creation for dragonfly varieties at the on-premises Masuda Park</p> <p>Wildlife being protected: Dragonflies (anticipated arrival and breeding of the Asian Bluetail, the lesser emperor and other dragonflies)</p>	 <p>Extermination of alien water lilies</p>
<p>Nisshinbo Holdings Inc. R&D Center</p> <p>Nisshinbo Chemical Inc. Toke Plant</p>	<p>Target 12: Preservation of endangered species</p> <p>Activities: Surveys, protection and propagation of valuable species living in the surrounding forest (Onodai, Midori-ku, Chiba)</p> <p>Wildlife being protected: <i>Cephalanthera falcata</i> (Thunb.) Blume (Ministry of the Environment: Threatened category II)</p>	 <p>Protection of <i>Cephalanthera falcata</i> (Thunb.) Blume</p>
<p>Nisshinbo Textile Inc. Fujieda Plant</p>	<p>Target 12: Preservation of endangered species</p> <p>Activities: Preservation of water quality at a pond on the plant site</p> <p>Wildlife being protected: Japanese rice fish (Ministry of the Environment: Threatened category II)</p>	 <p>Pond for preserving Japanese rice fish</p>
<p>Nisshinbo Textile Inc. and two other companies Tokushima Plant</p>	<p>Target 12: Preservation of endangered species</p> <p>Activities: Propagation of fish fry donated by Tokushima Prefecture in fire protection water tanks and release into the river several years later</p> <p>Wildlife being protected: Golden venus chub (Tokushima Prefecture: Threatened category IA; Ministry of the Environment: Threatened category IB)</p>	 <p>Golden venus chub</p>

Two overseas sites

Company, Business Site	Related Aichi Targets Details of Preservation
------------------------	--

	Wildlife Being Protected	
Shenzhen NJRC Technology Co., Ltd. (China)	Target 12: Preservation of endangered species	 Tree planting and conservation activities
	Activities: Environmental conservation activities at business sites	
	Wildlife being protected: <i>Cyathea spinulosa</i> (Japanese name: Hego) and <i>Davidia involucrata</i> (Japanese name: Hankachinoki) (China's top priority protection level)	 Tree planting and conservation activities
	Target 12: Preservation of endangered species	
PT. Nikawa Textile Industry (Indonesia)	Activities: Environmental conservation activities at business sites	 Tree planting and conservation activities
	Wildlife being protected: <i>Cycas Javana</i> (Indonesian endangered species EN)	

Start of Activities to Conserve Biodiversity

Shenzhen NJRC Technology Co., Ltd., in Guangdong Province, China, started biodiversity conservation activities using green spaces within its business sites. In China, we planted two plants, *Cyathea spinulosa* and *Davidia involucrata*, which are plants of national priority. We observe the plants and record their growth while regularly watering and pruning them and conducting pest control. In the process, we obtain valuable expertise.

Cyathea spinulosa is an evergreen, large woody fern that reaches a height of 4m and has large leaves over 2m in length, fanning out like an umbrella. The region of origin is widely distributed from Southeast Asia to Okinawa. Export permission forms are required to trade this plant under Annex II of the Washington Treaty.

Davidia involucrata is a deciduous tree that originates in the vicinity of Yunnan Province, Sichuan Province, China. Two leaf-like parts called braces hang down to wrap the flowers, looking like a white handkerchief. It arrived in Japan from China in the 1950s and can now be seen in plant gardens such as Koishikawa Botanical Gardens in Tokyo.



Cyathea spinulosa



Davidia involucrata

Conservation activities for the endangered species Cycas Javana

In November 2019, PT. Nikawa Textile Industry in Indonesia planted Cycas Javana, which is on the IUCN (International Union for Conservation of Nature) Red List, at its business sites and started biodiversity conservation

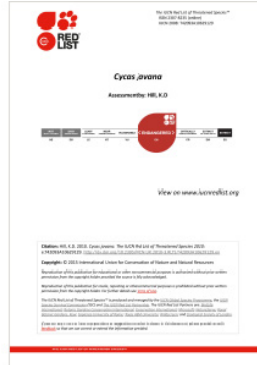
activities. The trees planted on this occasion were evaluated for endangered status (EN) by IUCN and confirmed to be protected species.

In this activity, we planted *Cycas Javana*, an endangered species. Over the next two years, we will observe the plant's growth regularly and maintain it, acquiring expertise in the process.

The stem is 2 to 4m high and the stem is 15 to 20cm wide. Leaves are bright green, glossy and flat and grow to lengths of 40 to 60cm. Its range is distributed across the islands of Java and the Lesser Sunda Islands.



Cycas Javana planted



IUCN Assessment Report

Participation in environmental conservation activities to enrich ecosystems

At THAI NJR CO., LTD., six employees participated in environmental conservation activities sponsored by Industrial Estate Authority of Thailand (IEAT) in July 2019. This was an activity to plant trees and build weirs together with government agencies and local residents in a forested area upstream of the Faikungnam River in Makeua Chae Subdistrict, Meuang Lamphun District, Lamphun Province.

The aim of this activity was to enrich the ecosystem by reducing the flow of water, by building weirs in a stream (maximum river width of about 3m) that runs through the mountains behind the industrial park. Main materials used were natural materials such as bamboo and stone. The weirs will also serve as homes for aquatic organisms. Moreover, the pool of water created provides a watering hole for forest animals such as deer, elephants and wild birds, even during the dry season of the river. It can also provide water for the villagers during times of drought.



Building a weir



Group photo

Mangrove reforestation activities

Nisshinbo Somboon Automotive Co, Ltd. (NSA) in Thailand has been conducting mangrove planting activities in the Rayong Prefecture in collaboration with the Company and its union since 2018.

In 2018, prior to tree planting, the company received a lecture on tree-planting methods and the history of the decline of mangroves, and 14 employees planted 170 mangroves. In 2019, a total of 120 people participated in the tree-planting program (67% of all employees), and 200 trees were planted.

Mangrove forests and the following wetlands are said to be the ecosystems with the highest biodiversity. This activity contributed to the conservation and restoration of related ecosystems through the conservation of mangrove forests.



Mangrove reforestation activities



Group photograph

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Transport Volume

Sustainability

▶ Nisshinbo Group CSR

▼ The Environment

▶ Environmental Activities

▶ Material Balance

▶ Environmental Management

▶ Energy Conservation

▶ Climate Change Countermeasures

▶ Life Cycle Assessment

▶ Resource Conservation

▶ Water Resources

▶ Chemical Substance Management

▶ Biodiversity

▶ Transport Volume

▶ Environmental Contribution Activities

▶ Environmental Accounting, Environmental Data by Principal Company

▶ Human Rights and Labor Practices

▶ Fair Operating Practices

▶ Consumer Issues

▶ Community Involvement and Development

The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group contributes to the achievement of the Sustainable Development Goals (SDGs) through its transportation volume activities. To achieve its medium-term environmental targets regarding reductions of emissions of greenhouse gases per unit of sales, the Group manages key performance indicators (KPIs) as part of systematic measures.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group considers SDG 12.2 to be a core target, and is working to reduce transportation volumes. We are reducing transportation volumes and promoting the efficient use of natural resources such as fuel used in transportation.



12. Responsible consumption, production

Ensure sustainable consumption and production patterns.

Targets: 12.2

By 2030, achieve the sustainable management and efficient use of natural resources.

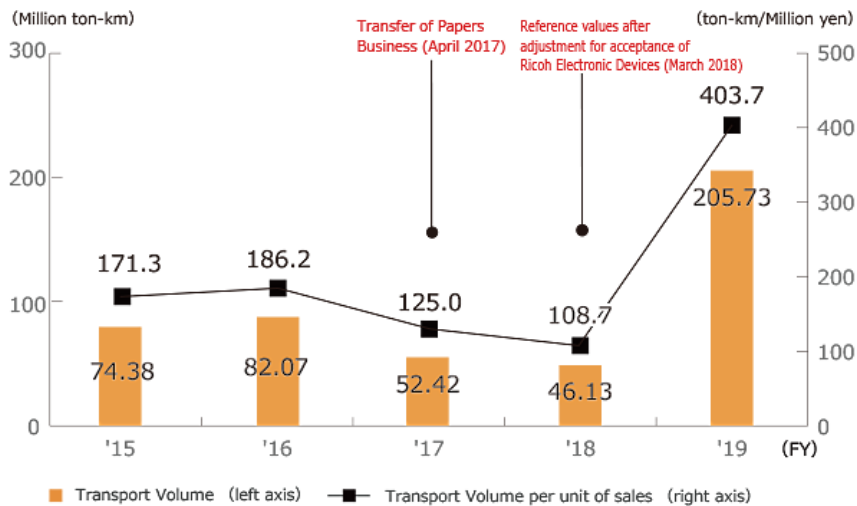
Transport Volume

The Nisshinbo Group's freight transport volume totaled 36.74 million ton-kilometers (t/km), up 346% year-on-year (YoY) after adjustments*. Freight transport volume per unit of sales was 403.7 t/km per million yen, up 271% YoY after adjustments*.

This year we added the volume of TMD transported overseas to the tabulation. This change resulted in a significant increase.

* Effective from the previous consolidated fiscal year, we have changed the fiscal year-end from March 31 to December 31. As a result, the previous consolidated fiscal year, which is the transitional period, was an irregular fiscal year. For this reason, the rate of year-on-year change in actual results is not stated. Instead, when comparing the fiscal year under review with the previous fiscal year, for reference purposes, we state the rate of increase/decrease in freight transport volume and freight transport volume per unit of sales from the same period of the previous fiscal year, adjusted to be the same 12-month period as in the consolidated fiscal year under review, to the consolidated fiscal year under review.

Trends in Transport Volume and Transport Volume per Unit of Sales



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► Corporate Ethics Reporting System

► CSR Reports (Downloads)

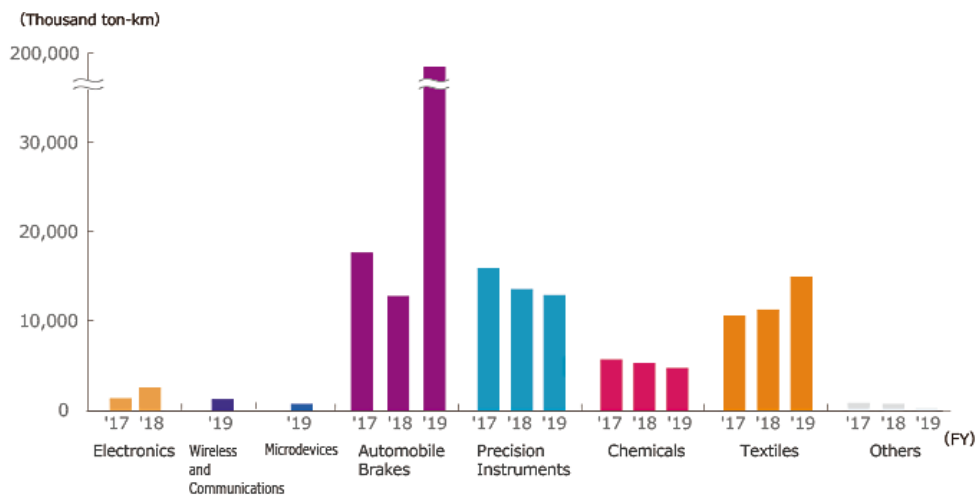
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	(Million ton-km)				
	2015	2016	2017	2018 (Reference value after adjustment)	2019
Transport Volume	74.38	82.07	52.42	46.13	205.73





	(ton-km/Million yen)				
	2015	2016	2017	2018 (Reference value after adjustment)	2019
Transport Volume per unit of sales	171.3	186.2	125.0	108.7	403.7

The automobile brakes business accounted for 83% of overall transport volume.

Trends in Transport Volume by Business (Reference Value After Adjustments for FY2018)



	(Thousand ton-km)		
	2017	2018 (Reference value after adjustment)	2019
Electronics	1,655	2,454	--
Wireless and Communications	--	--	1,227
Microdevices	--	--	686
Automobile Brakes	17,542	12,523	171,019

 Precision Instruments	15,950	13,543	12,813
 Chemicals	5,890	5,692	4,904
 Textiles	10,518	11,204	14,868
 Others	866	717	209

* In fiscal 2019, the Electronics business was separated into the Wireless and Communications business and the Microdevices business.

Nitrogen gas supply changed to pipeline

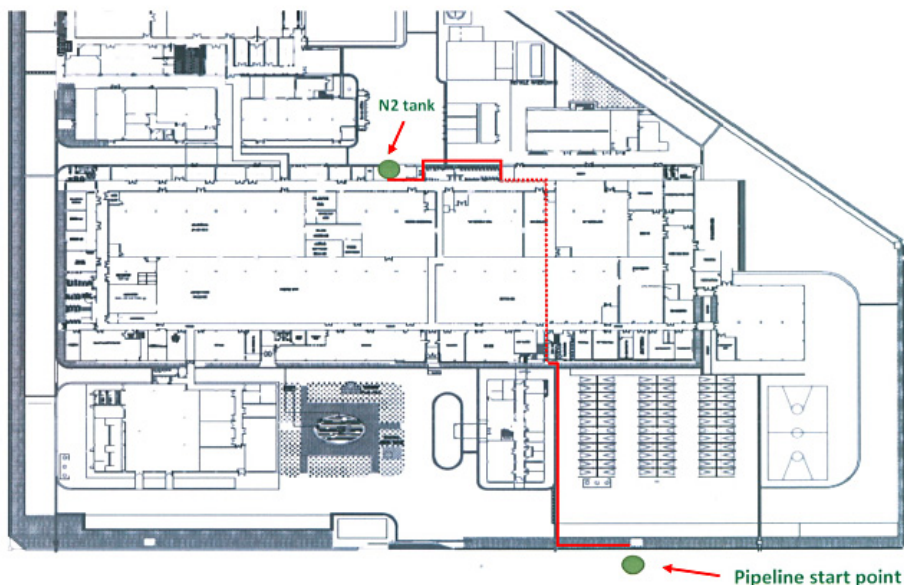
THAI NJR CO., LTD. uses about 760 tons of nitrogen gas annually for processing products and storing materials. We are proceeding with a plan to change the method of supplying this nitrogen gas from conventional truck transportation to a gas pipeline.

By connecting a storage tank on the Company's site to a nitrogen pipeline that runs into the industrial park where the company is located, THAI NJR can significantly reduce truck transportation, and therefore carbon-dioxide emissions, due to the reduction in truck exhaust.



Pipeline

We made the switch in January 2020. Through this effort, truck transportation distances are expected to fall from the current level of approximately 1,600 km/year to approximately 100 km/year. This decrease in truck transportation volume reduces transportation volume from about 3,400 tons of km per year to about 210 tons of km per year, and carbon dioxide generation from about 910 kg of CO₂ per year to about 60 kg of CO₂ per year.



Pipeline Layout Diagram

Efforts related to transportation

To continue to reduce frequency of transportation and thereby environmental impact from transportation, Nisshinbo Brake Inc.'s Tatebayashi Plant is combining shipping dates of purchased raw materials and consolidating truck transportation.

For some customers, we have changed product delivery from daily shipments to weekly shipments, among other measures, resulting in an 80% reduction in shipments and an increase in load factor from about 10% to about 40%. With the cooperation of our customers and transportation companies in the supply chain, we were able to reduce the volume of transportation per month by about 93,000 tons of km.

Saving on transportation costs by reducing transportation frequency

At Nisshinbo Somboon Automotive Co., Ltd. (NSA) in Thailand, we proposed and approved reductions in the number of deliveries to improve transportation efficiency for our customers. By doubling the load ratio at the time of delivery and reducing deliveries from four times a month to twice a month, we were able to reduce the fuel required for transportation by about 100 L/month.

Because of the large variation in the number of customer orders, we were able to obtain the cooperation of our customers by highlighting the inefficiency and energy losses caused by weekly delivery.

Reducing transportation costs through collaboration in the supply chain

At Nisshinbo Automotive Manufacturing Inc. (NAMI) in the United States, NAMI takes the lead in coordinating with three suppliers (MMF*1, YSPS*2, UTIL*3) to integrate transportation vehicles between supply chains.

Previously, separate vehicles moved between NAMI and the three supply chains, but now the same vehicle is picked up from all three suppliers. As a result, we have achieved a reduction in transportation volume of 6,734 tons per year.

*1 MMF: Micro Metal Finishing, LLC

*2 YSPS: YS Precision Stamping Inc.

*3 UTIL: UTIL CANADA

Reduction in transportation costs

Kyushu Nanbu Plastics Co., Ltd. reviewed the production processes at its Oita and Saga Plants, optimized production sites, and worked to reduce transportation between plants. To bolster production efficiency, we conducted integrated production at the same site (from the plastic molding process to the surface-treatment process to the assembly process) and reduced the volume of materials transported between plants in process (fabric/material prior to completion). In addition, we reduced the amount of transportation from external procurement by moving outside production from subcontracted factories to in-house production).

As a result of these efforts, we were able to reduce the amount of diesel oil used in transportation by 73kL (189 tons of CO₂ emissions). We will continue these and other activities to improve transportation efficiency.

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Group Photograph



Tree planting

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Participation in Beach Clean and Dosukoi Beach Clean

JRC Tokki Co., Ltd. participated in "Beach Clean" on the Enoshima and Katase coasts sponsored by NPO UMISAKURA.

As many as 400 people at a time take part in Beach Clean. The aim of this activity is restore the sea to sufficiently pristine beauty that the seahorses that once frolicked here can live here again. Employees have participated every month since 2018, and continuously for one year since May 2019, for which they received the "Umi Sakura Trash Master T-shirt."

In August we participated in another beach-cleaning operation, "Dosukoi Beach Clean," in which active sumo wrestlers and masters participate. A total of 800 people, including five from JRC Tokki (four employees and one family member) joined in this cleaning activity aimed at making the beaches safe and clean so that children can run barefoot. We were able to refresh ourselves in mind and body by doing gymnastics and sumo wrestling on the beautiful beach. Once again, it was a day to reaffirm that our lives are supported by the blessings of nature.

In the future, we plan to encourage more employees and their families able to participate.



Group photo of beach cleaning participants



Group photo of Dosukoi Beach Clean participants

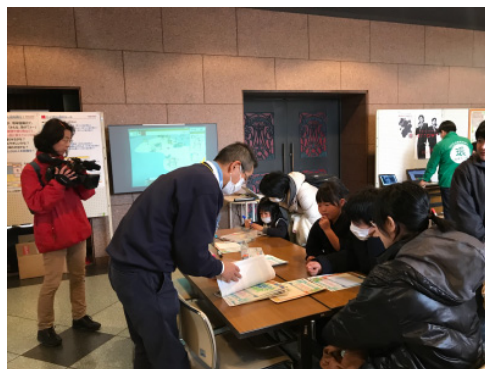


Posing for pictures with sumo wrestlers

Third participation in Kato citizens' gatherings to think about the environment

Ricoh Electronic Devices Co., Ltd.'s Yashiro Plant has an environmental partnership agreement with the City of Kato in Hyogo Prefecture. The Company also participates in the Kato Citizens' Meetings hosted by the city and presents an experiential learning booth.

Participants have fun at these meetings using an app developed to teach about global warming. Participants draw pictures, which are scanned in by the app. The characters in the drawing live on an island, and the app automatically determines their environmental impact based on the drawing. The living environment on the island (waste and carbon dioxide emissions) gradually changes. Both children and their parents



Kato Citizens' Meeting

swing from joy to sorrow, knowing that the environment on the island can be improved, and felt that the app taught valuable lessons about the importance of environmental issues and biodiversity.

We will continue to value these points of contact and help raise the environmental awareness of citizens, while broadening understanding of Yashiro Plant, with its deep roots in Kato, and the environmental measures to which it is committed.

Receipt of the Tatebayashi City Environmental Award

Nisshinbo Brake Inc.'s Tatebayashi Plant is a member of the Kurakake Industrial Club, a group of companies that neighbor each other. The group conducts clean-up activities in the vicinity of their business sites in June of each year, Environment Month. This year, a total of 13 people participated in the "Kurakake Club Plant Vicinity Cleanup Activities 2019." A total of 804 people from 14 companies participated in these activities, collecting approximately 700 kg of waste.

The Kurakake Industrial Club was awarded the Environmental Award (Environmental Beautification Category) in recognition of its contribution to preserving the rich natural environment that the City of Tatebayashi City desires for its citizens and preserving an environment in which citizens can live with peace of mind in the future.

We will continue to participate enthusiastically in activities to contribute to local communities by protecting the natural environment.

River purification activities and environmental cleanup activities

Since 2008, Saeron Automotive Corporation (SAC) in South Korean has been conducting monthly clean-up activities around rivers, as well as environmental purification activities in the vicinity of its Byeongcheon-myeon business site.

The nearby Sunban River flows through a wide swath of Byeongcheon-myeon. Most of the river basin consists of fields and residential areas, hosting a variety of ecosystems. The river basin harbors plants such as *Brassica rapa* and *Persicaria perfoliata*, and freshwater fish such as *Oryzias* and *Carassius* live in the rivers. Unfortunately, during the rainy season or when heavy rains occur, wind and rain cause large volumes of garbage collected in the levees from fields and residential areas to flow into this precious river, damaging the natural environment.

To protect the natural environment and prevent water pollution, SAC employees conduct intensive clean-up activities on the bank before the rainy season begins. In 2019, a total of 122 people participated.

By continuing these clean-up activities, we aim to contribute to the enhancement of the morale of local residents and the conservation of the region's natural environment.



River purification activities

Cleanup of the Marimango River

Nanbu Philippines Incorporated (NPI) participates in a cleanup of the Marimango River that is conducted four times a year by the Philippine Economic Zone Authority. The Company also supports the River/Waterfront Program of the Environmental Management Bureau of the Department of Environment and Natural Resources.

In 2019 a total of 21 employees participated in two volunteer activities in March and December. A total of 800 employees from about 60 companies participate in large-scale programs each year.

These activities are intended primarily for flood control, but they also serve to improve the environment and ecosystems of rivers and surrounding waters.



Group Photograph



Cleanup activities

Participated in GO GREEN GO LIFE tree-planting events

In August 2019 PT. Standard Indonesia Industry (SII), a subsidiary of Nanbu Plastics Co., Ltd., participated in GO GREEN GO LIFE, an environmental event to plant trees on Mt. Sanga Buana (1,291m). Sponsored by the Karawang Industrial Estate (KIE) in the Sangga Buana area, this event has been held once a year since its inception three years ago. In addition to KIE, it is sponsored by local communities, businesses, relevant government agencies and NGOs.

This year about 300 participants from 18 companies planted 10,000 saplings. Nine people joined in the Company's participation for the first time, donating 1,000 pine saplings. The main purpose of these activities is to manage the floods that occur frequently in the rainy season. We hope that this afforestation effort will improve the ecosystem while contributing to the local community.



Group Photograph



Tree planting

Participation in Adopt Program Yoshinogawa and the "530 Days of Zero Garbage" campaign

Nisshinbo Textile Inc.'s Tokushima Plant, together with Nisshinbo Holdings Inc., Nisshinbo Chemical Inc., and Daio Paper Products Corporation, which are located within the plant, participates in Adopt Program Yoshinogawa and the 530 Days of Zero Garbage campaign. For 10 years, these Companies have been

conducting cleanup activities on roads around the plant and on the river dikes of the Imagiregawa River.

Adopt Program Yoshinogawa was held three times in 2019, in March, June, and October. A total of 63 people from the Companies' business sites participated in the program over the three days of the program.

In March 2020, in the first activity in the year of Adopt Program Yoshinogawa, 21 workers cleaned the seawalls and weeded around the site. The event is held every year with more than 80 participants, contributing greatly to improving the appearance of the community.

The 530 Days of Zero Garbage campaign was held in May 2019. On that occasion, 21 people participated in clean-up activities on the western and northern walkways of Tokushima Plant.



Banks of the Imagiregawa River

Cleanup and Weeding Activities in Areas Surrounding Business Sites

As part of continuous efforts to contribute to local communities, Nisshinbo Textile Inc.'s Yoshinogawa Plant continued its cleanup and weeding activities in the vicinity of its business sites for one year. In fiscal 2019, 10 activities were held, with a total of 53 people participating.

In these activities, which began in fiscal 2019, Nisshinbo Textile employees contributed to the beautification of the community by picking up waste paper, empty cans, PET bottles and other waste in the vicinity of the company's business site; weeding walkways; and picking up fallen leaves in the wake of a typhoon. Nisshinbo Textile is committed to continuing these activities, to do its part to raise environmental awareness among employees and local residents.



Cleaning and weeding activities

Certification under GOTS*, the world standard for organic textiles

In December 2019, PT. Nisshinbo Indonesia (NID) acquired certification under the Global Organic Textile Standard (GOTS), a global standard for organic textiles. This certification imposes strict standards regarding issues such as certified raw materials and their traceability, prohibition and restriction of the use of chemicals, separation and identification, environmental management, residue limits and social criteria.

NID acquired certification at the request of its European customers, who are keenly aware of sustainability issues. Our customers in the United States also give the Company high marks for



GOTS certification

obtaining certification in a field where Japanese companies are expected to have the greatest strengths. The requirements are rigorous, including purchasing raw materials only from GOTS-certified suppliers and considering multiple factors such as restrictions on the use of chemicals in manufacturing. Nonetheless, as an *Environment and Energy Company* group, the Nisshinbo Group is committed to contributing to the communities in which it does business, in all of these ways and more.

* GOTS: A global standard for manufacturing and processing textiles from organic cotton, wool, hemp, silk, and other raw materials in an environmentally and socially friendly manner.

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Nisshinbo Holdings Inc.

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Environmental Accounting, Environmental Data by Principal Company

(1) Environmental Conservation Costs

The Nisshinbo Group's total investment in the environment amounted to 610 million yen*.

This includes 102 million yen in R&D cost, mainly from the development of new materials at Nisshinbo Brake Inc.

The Nisshinbo Group's total spending on environmental conservation for the year came to 2,194 million yen*.

Landfill waste disposal is being continued at the now-closed Miiai Plant.

(2) Environmental Conservation Effects

The Nisshinbo Group reduced greenhouse gas emissions by 14,018 tons of CO₂* through its environmental conservation activities.

(3) Income from Environmental Conservation Measures

The Nisshinbo Group's economic benefits from environmental conservation measures totaled 420 million yen*.

* The consolidated fiscal year that ended in December 2018 was a transitional period with an irregular fiscal year adjusted for changes in the fiscal periods of the Company and consolidated subsidiaries as follows: the Company and consolidated subsidiaries switching from fiscal years ending in March (nine-month consolidation from April 1, 2018 to December 31, 2018); consolidated subsidiaries switching from fiscal years ending in February (10-month consolidation from March 1, 2018 to December 31, 2018), and consolidated subsidiaries with fiscal years ending in December (12-month consolidation from January 1, 2018 to December 31, 2018). Consequently, we do not indicate comparisons (% of change) versus past results.

Environmental Accounting Spreadsheet for Fiscal 2019

Category		(1) Environmental conservation costs			
		Investment (million yen)	YoY change (%) *	Costs (million yen)	YoY change (%) *
On-Site	Pollution prevention costs	286	-	491	-
	Environmental conservation costs	165	-	249	-
	Resource recycling costs	53	-	400	-
Upstream/downstream costs		0	-	177	-
Management costs		4	-	252	-
R&D costs		102	-	566	-

Sustainability

[▶ Nisshinbo Group CSR](#)
[▼ The Environment](#)
[▶ Environmental Activities](#)
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Social activity costs	0	-	15	-
Environmental remediation costs	0	-	43	-
Other costs	0	-	1	-
Total	610	-	2,194	-

▶ CSR Procurement Basic Policy

▶ Corporate Ethics Reporting System

▶ CSR Reports (Downloads)

▶ Editing Policy

Category		(2) Environmental conservation effects		(3) Income from environmental conservation measures	
		Greenhouse gas reduction (t-CO ₂)	YoY change (%) *	Income (million yen)	YoY change (%) *
On-Site	Pollution prevention effects	0	-	0	-
	Environmental preservation effects	10,999	-	79	-
	Resource recycling effects	1,948	-	340	-
Upstream/downstream effects		1,071	-	0	-
Management effects		0	-	0	-
R&D effects		0	-	0	-
Social activity effects		0	-	0	-
Environmental remediation effects		0	-	0	-
Other effects		0	-	0	-
Total		14,018	-	420	-

* The consolidated fiscal year that ended in December 2018 was a transitional period with an irregular fiscal year adjusted for changes in the fiscal periods of the Company and consolidated subsidiaries as follows: the Company and consolidated subsidiaries switching from fiscal years ending in March (nine-month consolidation from April 1, 2018 to December 31, 2018); consolidated subsidiaries switching from fiscal years ending in February (10-month consolidation from March 1, 2018 to December 31, 2018), and consolidated subsidiaries with fiscal years ending in December (12-month consolidation from January 1, 2018 to December 31, 2018). Consequently, we do not indicate comparisons (% of change) versus past results.

Environmental Data by Principal Nisshinbo Group Company

[2019 date](#) [ 109KB]

[2018 date](#) [ 109KB]

Environmental Data by Principal Company in 2020									
Company Name	CO ₂ Emissions (t)	Water Consumption (t)	Waste Disposal (t)	Other Emissions (t)	Other Data	Other Data	Other Data	Other Data	Other Data
Nisshinbo Holdings Inc.	1,234,567	12,345,678	123,456	12,345					
Nisshinbo Engineering Co., Ltd.	123,456	1,234,567	12,345	1,234					
Nisshinbo Chemical Co., Ltd.	234,567	2,345,678	23,456	2,345					
Nisshinbo Electric Co., Ltd.	345,678	3,456,789	34,567	3,456					
Nisshinbo Precision Co., Ltd.	456,789	4,567,890	45,678	4,567					
Nisshinbo Textile Co., Ltd.	567,890	5,678,901	56,789	5,678					
Nisshinbo Food Co., Ltd.	678,901	6,789,012	67,890	6,789					
Nisshinbo Paper Co., Ltd.	789,012	7,890,123	78,901	7,890					
Nisshinbo Steel Co., Ltd.	890,123	8,901,234	89,012	8,901					
Nisshinbo Cement Co., Ltd.	901,234	9,012,345	90,123	9,012					
Nisshinbo Glass Co., Ltd.	101,234	1,012,345	10,123	1,012					
Nisshinbo Rubber Co., Ltd.	112,345	1,123,456	11,234	1,123					
Nisshinbo Plastic Co., Ltd.	123,456	1,234,567	12,345	1,234					
Nisshinbo Textile Co., Ltd.	134,567	1,345,678	13,456	1,345					
Nisshinbo Paper Co., Ltd.	145,678	1,456,789	14,567	1,456					
Nisshinbo Steel Co., Ltd.	156,789	1,567,890	15,678	1,567					
Nisshinbo Cement Co., Ltd.	167,890	1,678,901	16,789	1,678					
Nisshinbo Glass Co., Ltd.	178,901	1,789,012	17,890	1,789					
Nisshinbo Rubber Co., Ltd.	189,012	1,890,123	18,901	1,890					
Nisshinbo Plastic Co., Ltd.	190,123	1,901,234	19,012	1,901					
Nisshinbo Textile Co., Ltd.	201,234	2,012,345	20,123	2,012					
Nisshinbo Paper Co., Ltd.	212,345	2,123,456	21,234	2,123					
Nisshinbo Steel Co., Ltd.	223,456	2,234,567	22,345	2,234					
Nisshinbo Cement Co., Ltd.	234,567	2,345,678	23,456	2,345					
Nisshinbo Glass Co., Ltd.	245,678	2,456,789	24,567	2,456					
Nisshinbo Rubber Co., Ltd.	256,789	2,567,890	25,678	2,567					
Nisshinbo Plastic Co., Ltd.	267,890	2,678,901	26,789	2,678					
Nisshinbo Textile Co., Ltd.	278,901	2,789,012	27,890	2,789					
Nisshinbo Paper Co., Ltd.	289,012	2,890,123	28,901	2,890					
Nisshinbo Steel Co., Ltd.	290,123	2,901,234	29,012	2,901					
Nisshinbo Cement Co., Ltd.	301,234	3,012,345	30,123	3,012					
Nisshinbo Glass Co., Ltd.	312,345	3,123,456	31,234	3,123					
Nisshinbo Rubber Co., Ltd.	323,456	3,234,567	32,345	3,234					
Nisshinbo Plastic Co., Ltd.	334,567	3,345,678	33,456	3,345					
Nisshinbo Textile Co., Ltd.	345,678	3,456,789	34,567	3,456					
Nisshinbo Paper Co., Ltd.	356,789	3,567,890	35,678	3,567					
Nisshinbo Steel Co., Ltd.	367,890	3,678,901	36,789	3,678					
Nisshinbo Cement Co., Ltd.	378,901	3,789,012	37,890	3,789					
Nisshinbo Glass Co., Ltd.	389,012	3,890,123	38,901	3,890					
Nisshinbo Rubber Co., Ltd.	390,123	3,901,234	39,012	3,901					
Nisshinbo Plastic Co., Ltd.	401,234	4,012,345	40,123	4,012					
Nisshinbo Textile Co., Ltd.	412,345	4,123,456	41,234	4,123					
Nisshinbo Paper Co., Ltd.	423,456	4,234,567	42,345	4,234					
Nisshinbo Steel Co., Ltd.	434,567	4,345,678	43,456	4,345					
Nisshinbo Cement Co., Ltd.	445,678	4,456,789	44,567	4,456					
Nisshinbo Glass Co., Ltd.	456,789	4,567,890	45,678	4,567					
Nisshinbo Rubber Co., Ltd.	467,890	4,678,901	46,789	4,678					
Nisshinbo Plastic Co., Ltd.	478,901	4,789,012	47,890	4,789					
Nisshinbo Textile Co., Ltd.	489,012	4,890,123	48,901	4,890					
Nisshinbo Paper Co., Ltd.	490,123	4,901,234	49,012	4,901					
Nisshinbo Steel Co., Ltd.	501,234	5,012,345	50,123	5,012					
Nisshinbo Cement Co., Ltd.	512,345	5,123,456	51,234	5,123					
Nisshinbo Glass Co., Ltd.	523,456	5,234,567	52,345	5,234					
Nisshinbo Rubber Co., Ltd.	534,567	5,345,678	53,456	5,345					
Nisshinbo Plastic Co., Ltd.	545,678	5,456,789	54,567	5,456					
Nisshinbo Textile Co., Ltd.	556,789	5,567,890	55,678	5,567					
Nisshinbo Paper Co., Ltd.	567,890	5,678,901	56,789	5,678					
Nisshinbo Steel Co., Ltd.	578,901	5,789,012	57,890	5,789					
Nisshinbo Cement Co., Ltd.	589,012	5,890,123	58,901	5,890					
Nisshinbo Glass Co., Ltd.	590,123	5,901,234	59,012	5,901					
Nisshinbo Rubber Co., Ltd.	601,234	6,012,345	60,123	6,012					
Nisshinbo Plastic Co., Ltd.	612,345	6,123,456	61,234	6,123					
Nisshinbo Textile Co., Ltd.	623,456	6,234,567	62,345	6,234					
Nisshinbo Paper Co., Ltd.	634,567	6,345,678	63,456	6,345					
Nisshinbo Steel Co., Ltd.	645,678	6,456,789	64,567	6,456					
Nisshinbo Cement Co., Ltd.	656,789	6,567,890	65,678	6,567					
Nisshinbo Glass Co., Ltd.	667,890	6,678,901	66,789	6,678					
Nisshinbo Rubber Co., Ltd.	678,901	6,789,012	67,890	6,789					
Nisshinbo Plastic Co., Ltd.	689,012	6,890,123	68,901	6,890					
Nisshinbo Textile Co., Ltd.	690,123	6,901,234	69,012	6,901					
Nisshinbo Paper Co., Ltd.	701,234	7,012,345	70,123	7,012					
Nisshinbo Steel Co., Ltd.	712,345	7,123,456	71,234	7,123					
Nisshinbo Cement Co., Ltd.	723,456	7,234,567	72,345	7,234					
Nisshinbo Glass Co., Ltd.	734,567	7,345,678	73,456	7,345					
Nisshinbo Rubber Co., Ltd.	745,678	7,456,789	74,567	7,456					
Nisshinbo Plastic Co., Ltd.	756,789	7,567,890	75,678	7,567					
Nisshinbo Textile Co., Ltd.	767,890	7,678,901	76,789	7,678					
Nisshinbo Paper Co., Ltd.	778,901	7,789,012	77,890	7,789					
Nisshinbo Steel Co., Ltd.	789,012	7,890,123	78,901	7,890					
Nisshinbo Cement Co., Ltd.	790,123	7,901,234	79,012	7,901					
Nisshinbo Glass Co., Ltd.	801,234	8,012,345	80,123	8,012					
Nisshinbo Rubber Co., Ltd.	812,345	8,123,456	81,234	8,123					
Nisshinbo Plastic Co., Ltd.	823,456	8,234,567	82,345	8,234					
Nisshinbo Textile Co., Ltd.	834,567	8,345,678	83,456	8,345					
Nisshinbo Paper Co., Ltd.	845,678	8,456,789	84,567	8,456					
Nisshinbo Steel Co., Ltd.	856,789	8,567,890	85,678	8,567					
Nisshinbo Cement Co., Ltd.	867,890	8,678,901	86,789	8,678					
Nisshinbo Glass Co., Ltd.	878,901	8,789,012	87,890	8,789					
Nisshinbo Rubber Co., Ltd.	889,012	8,890,123	88,901	8,890					
Nisshinbo Plastic Co., Ltd.	890,123	8,901,234	89,012	8,901					
Nisshinbo Textile Co., Ltd.	901,234	9,012,345	90,123	9,012					
Nisshinbo Paper Co., Ltd.	912,345	9,123,456	91,234	9,123					
Nisshinbo Steel Co., Ltd.	923,456	9,234,567	92,345	9,234					
Nisshinbo Cement Co., Ltd.	934,567	9,345,678	93,456	9,345					
Nisshinbo Glass Co., Ltd.	945,678	9,456,789	94,567	9,456					
Nisshinbo Rubber Co., Ltd.	956,789	9,567,890	95,678	9,567					
Nisshinbo Plastic Co., Ltd.	967,890	9,678,901	96,789	9,678					
Nisshinbo Textile Co., Ltd.	978,901	9,789,012	97,890	9,789					
Nisshinbo Paper Co., Ltd.	989,012	9,890,123	98,901	9,890					
Nisshinbo Steel Co., Ltd.	990,123	9,901,234	99,012	9,901					
Nisshinbo Cement Co., Ltd.	1,001,234	10,012,345	100,123	10,012					

Environmental Data by Principal Company in 2020									
Company Name	CO ₂ Emissions (t)	Water Consumption (t)	Waste Disposal (t)	Other Emissions (t)	Other Data	Other Data	Other Data	Other Data	Other Data
Nisshinbo Holdings Inc.	1,234,567	12,345,678	123,456	12,345					
Nisshinbo Engineering Co., Ltd.	123,456	1,234,567	12,345	1,234					
Nisshinbo Chemical Co., Ltd.	234,567	2,345,678	23,456	2,345					
Nisshinbo Electric Co., Ltd.	345,678	3,456,789	34,567	3,456					
Nisshinbo Precision Co., Ltd.	456,789	4,567,890	45,678	4,567					
Nisshinbo Textile Co., Ltd.	567,890	5,678,901	56,789	5,678					
Nisshinbo Food Co., Ltd.	678,901	6,789,012	67,890	6,789					
Nisshinbo Paper Co., Ltd.	789,012	7,890,123	78,901	7,890					
Nisshinbo Steel Co., Ltd.	890,123	8,901,234	89,012	8,901					
Nisshinbo Cement Co., Ltd.	901,234	9,012,345	90,123	9,012					
Nisshinbo Glass Co., Ltd.	101,234	1,012,345	10,123	1,012					
Nisshinbo Rubber Co., Ltd.	112,345	1,123,456	11,234	1,123					
Nisshinbo Plastic Co., Ltd.	123,456	1,234,567	12,345	1,234					
Nisshinbo Textile Co., Ltd.	134,567	1,345,678	13,456	1,345					
Nisshinbo Paper Co., Ltd.	145,678	1,456,789	14,567	1,456					
Nisshinbo Steel Co., Ltd.	156,789	1,567,890	15,678	1,567					
Nisshinbo Cement Co., Ltd.	167,890	1,678,901	16,789	1,678					
Nisshinbo Glass Co., Ltd.	178,901	1,789,012	17,890	1,789					
Nisshinbo Rubber Co., Ltd.	189,012	1,890,123	18,901	1,890					
Nisshinbo Plastic Co., Ltd.	190,123	1,901,234	19,012	1,901					
Nisshinbo Textile Co., Ltd.	201,234	2,012,345	20,123	2,012					
Nisshinbo Paper Co., Ltd.	212,345	2,123,456	21,234	2,123					
Nisshinbo Steel Co., Ltd.	223,456	2,234,567	22,345	2,234					
Nisshinbo Cement Co., Ltd.	234,567	2,345,678	23,456	2,345					
Nisshinbo Glass Co., Ltd.	245,678	2,456,789	24,567	2,456					
Nisshinbo Rubber Co., Ltd.	256,789	2,567,890	25,678	2,567					
Nisshinbo Plastic Co., Ltd.	267,890	2,678,901	26,789	2,678					
Nisshinbo Textile Co., Ltd.	278,901	2,789,012	27,890	2,789					
Nisshinbo Paper Co., Ltd.	289,012	2,890,123	28,901	2,890					
Nisshinbo Steel Co., Ltd.	290,123	2,901,234	29,012	2,901					
Nisshinbo Cement Co., Ltd.	301,234	3,012,345	30,123	3,012					
Nisshinbo Glass Co., Ltd.	312,345	3,123,456	31,234	3,123					
Nisshinbo Rubber Co., Ltd.	323,456	3,234,567	32,345	3,234					
Nisshinbo Plastic Co., Ltd.	334,567	3,345,678	33,456	3,345					
Nisshinbo Textile Co., Ltd.	345,678	3,456,789	34,567	3,456					
Nisshinbo Paper Co., Ltd.	356,789	3,567,890	35,678	3,567					
Nisshinbo Steel Co., Ltd.	367,890	3,678,901	36,789	3,678					
Nisshinbo Cement Co., Ltd.	378,901	3,789,012	37,890	3,789					
Nisshinbo Glass Co., Ltd.	389,012	3,890,123	38,901	3,890					
Nisshinbo Rubber Co., Ltd.	390,123	3,901,234	39,012	3,901					

1. The above data is based on the information provided by the companies. The data is not audited. The data is for the year 2020. The data is for the



Human Rights and Labor Practices

Sustainability

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Basic Stance

Each and every employee's ability is key for companies to contribute sustainably to a diverse and global society. We aim to create a more worker-friendly environment for employees by respecting each of their character and individuality and placing the right people in the right jobs. To this end, we respect diversity in all respects, including human rights and hiring, and promote work-life balance. Additionally, we carry out safety and occupational health activities in an aim to eliminate all occupational hazards.

▶ Nisshinbo Group Corporate Philosophy

The Nisshinbo Group's Efforts on the SDGs

The objectives of the Nisshinbo Group overlap with those of the SDGs. We contribute to the achievement of the SDGs through our business.

We are aware of all of the SDGs and are considering goals to which we can make real contributions. We believe that the following four goals are at the core of human rights and fair labor practices.



SDGs Goals deeply involved in Our Businesses



3. Good Health and Well-Being

Ensure healthy lives and promote well-being for all at all ages.



4. Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



5. Gender Equality

Achieve gender equality and empower all women and girls.



8. Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

▶ Respect for Human Rights

▶ Human Resources Training

▶ Diversity Management

▶ Safety

▶ Health

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Respect for Human Rights




The Nisshinbo Group's Contributions to the SDGs

The Niss shinbo Group will contribute to the achievement of the Sustainable Development Goals (SDGs) through activities that respect human rights.

The Group is managing and systematically implementing Key Performance Indicators (KPIs) to achieve its Mid-Term CSR Targets for expanding human rights awareness activities and preventing harassment.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group regards SDG 4.7 as a core target, and is promoting activities that respect human rights.

<div data-bbox="199 1178 292 1254"> <div>4</div> <div>QUALITY EDUCATION</div> <div>  </div> </div> <div data-bbox="292 1178 590 1254"> <h4>4. Quality Education</h4> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> </div>	<h4>Targets: 4.7</h4> <p>By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non- violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.</p>
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In an effort to promote respect for human rights and put in place a more comfortable workplace, the Nisshinbo Group engages in human rights education and training activities based on a structure in which Nisshinbo Holdings Inc.'s Chief of the Corporate Strategy Center serves as the Promotion Committee Chair, and Chief of the CSR Department serves as the Promotion Committee Vice-Chair.

With respect to the Group's human rights education, we conduct training for new employees and training for all employees throughout the year. To raise employee awareness of human rights, in December each year coinciding with Human Rights Week, Group companies in Japan and other countries invite employees and their families to submit human rights slogans and present awards for exceptional works.

Our subsidiaries in Japan establish a harassment consultation help desk aimed at preventing harassment, and contact people for both male and female employees provide consultation under the system. Newly appointed contact people undergo basic training and follow-up courses to hone their consultation skills.

We also place importance on giving consideration to human rights in our supply chains. [The Nisshinbo Group CSR Procurement Policy](#) and CSR Procurement Guidelines of Group companies clarify rules such as consideration toward basic human rights and the prohibition of child labor.

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Further Expansion of Anger Management Training

Anger management is psychological training program to control the emotion of anger. It spread from the United States in the 1970s. In recent years, Anger Management has been introduced into employee training and other programs at Japanese companies.

Since 2017, the Nisshinbo Group has been conducting training for managers at all of its business sites in Japan, with the aim of achieving good workplace management through appropriate emotional control. Participants praised the training program with comments such as, "It was a good opportunity to face my anger" and "I learned that I can control my anger by myself." The program is expected to help foster good communication in the workplace.



Anger Management Training

In June 2020, the Act for Comprehensive Promotion of Labor Policy was enacted in Japan, obliging companies for the first time to take measures in employment management to prevent power harassment.

In response, the Group has further expanded its anger-management training program and is developing "basic training" and "reprimand training," to develop the ability to control the feelings of anger that can lead to power harassment.

Basic training is designed to teach the fundamentals of anger management. Originally offered only to managers, the program has been expanded to include general employees. Reprimand training teaches managers how to reprimand employees in positive ways that help them to grow professionally. It provides opportunities to explore ways of mentoring subordinates in ways that do not amount to power harassment.

Leveraging the strengths of the disabled

As companies face the challenge of securing workers, people with disabilities, particularly those with mental disabilities, have become a major force for Nisshinbo Holdings Inc. New ways of working have also been proposed, and a movement to leverage the power of motivated people with mental disabilities is spreading throughout the world.

In Fujieda City, Shizuoka Prefecture, Nisshinbo Holdings operates a plant factory, which grows strawberries under perfect artificial light. This facility was showcased on the Shizuoka Broadcasting TV info program *Orange* as an example of a workplace in which people with mental disabilities play an active role.

The TV program detailed how each of the managers who were qualified as occupational health counselors for the disabled fills out a self-check sheet every day to check their own problems. The program showed how, based on these data, approaches are devised to empower disabled people to make full use of their abilities while safeguarding their mental stability. In addition, the program featured interviews with disabled people, who said that they were happy for the opportunity to take part in society as company members.



Interview

Employment Opportunities for the Disabled

Tokyo Shirts Co., Ltd. employed 15 people with disabilities (2.28% of its workforce) as of the end of December 2019. Employees work in a wide range of workplaces, including two at retail outlets, three at headquarters and 10 in sewing positions. In stores, I work with other staff to handle sales operations such as customer service and cash register operations. At the head office, they are involved in clerical operations such as the preparation of sales materials and accounting documents. In sewing duties, disabled employees play valuable roles in a variety of frontline operations, from fabric management to sewing and shipping.



Trainee at work

Tokyo Shirts Industry Co., Ltd., a subsidiary of Tokyo Shirts Co., Ltd., works with the Kashiwa Special Assistance School in Chiba Prefecture to provide workplace training to people with disabilities. In May and October 2019 respectively, one person each spent two weeks practicing sewing and ironing. One of the trainees has been working since April of this year. This training program is a vital means of building friendly relations with local communities as well as an effective recruitment tool. The company plans to continue these activities going forward.

Hiring and Retaining People with Disabilities

The Osaka Office of Nisshinbo Textile Inc. employs four people with disabilities. Work details are determined in consideration of each person's disability, and methods such as subdividing work procedures are devised, while individual support through regular interviews is provided in an effort to ensure that these procedures are firmly entrenched. In November, we invited an outside lecturer to train all employees at the Osaka Office on the employment of people with disabilities, under the theme of "making the disabled a part of the workforce through understanding and support from peers." By acquiring knowledge and deepening understanding of how to work with people with disabilities, we are promoting the creation of a work environment in which both all parties can work together comfortably.

Training Supporters for Employees with Disabilities

Japan Radio Glass Co., Ltd. temporarily fell below the statutory percentage of employees with disabilities, as a result of increasing its workforce in response to inquiries from customers. To address this issue, Japan Radio Glass decided to consult with Hello Work and employ people with disabilities on a trial basis.

The current trial will be conducted on the employment of people with mental disabilities. We have considerable experience in this regard and understand the need to take sufficient care, such as paying attention to the physical condition of people with disabilities.

One issue is how well executives and front-line managers understand the Company's social



Supporter training materials

responsibility regarding employment of people with disabilities and the specific responses required. To this end, Japan Radio Glass invited lecturers from Hello Work to provide support training for the employment of people with disabilities within the Company, which they did on March 15, 2019. All managers, including the president, and staff from indirect departments participated. As a result, we have successfully terminated trial employment and are continuing to comply with the statutory rate of employment of people with disabilities.

Preventing bullying in the workplace

In South Korea, the revised Work Standards Law on Workplace Bullying was passed on December 27, 2018, and came into force on July 16, 2019. This law obliges companies to prohibit bullying in the workplace and to list measures the Company will take in the event of bullying.

The Law on Prevention of Bullying at the Workplace prohibits employers and workers from committing acts that misuse their position and relationships in the workplace and that go beyond the bounds of appropriate work, causing physical or mental distress to other workers or deterioration of the working environment. In South Korea, bullying in the health, IT, manufacturing and other industries had become a topic of concern, leading to the enactment of laws to prevent incidents and improve conditions caused by such behavior.

In line with these government initiatives, four months prior to the enactment of the revised law, Saeron Automotive Corporation established workplace bullying prohibitions in its internal employment regulations and created a bullying prohibition process. If anyone becomes aware of bullying or is bullied, he or she can report this fact to the Complaint Handling Team so that it can be handled through the complaint handling process. It is also mandatory to make sure that there is no disadvantageous treatment for the applicant or victim. The Company uses an in-house bulletin board to inform employees about the prevention of bullying in the workplace and to protect the human rights of all employees.

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Human Resources Training

SDGs



The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group contributes to the achievement of the Sustainable Development Goals (SDGs) through human resource development activities. We are implementing systematic measures to achieve the Group's Mid-Term CSR Target of promoting the globalization of human resources.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group considers SDG 4.7 as a core target, and is promoting human resource development activities through the implementation of various training programs and support for self-development.



4. Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Targets: 4.7

By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non- violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

The Nisshinbo Group concentrates on personnel training based on the belief that "good people make for a good business."

■ Training

We are systematically upgrading our training, including training by position level (for new employees, newly appointed supervisors, newly appointed managers and newly appointed senior managers) and skill set; career training; general education on safety, human rights and the environment; and specialized technical, accounting and intellectual property training by department and function. We also conduct a special training program for successors of executive managers to help them get an early start on acquiring the mindset, knowledge and role behaviors they will need as future executive managers. Additionally, we established a “workshop to strengthen business ability” for young executives and a “workshop for young employees to consider future Group business strategies” aimed at cultivating future managers.

We also focus on cultivating people capable of playing a role in global business. We hold seminars enabling new recruits to understand different cultures, hold discussions with employees experienced in doing business overseas, and impart knowledge about cross-cultural communication, compliance and risk management. To improve language skills, we provide language training for employees dispatched overseas, provide language training for young

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employees in the U.S. and China for two to six months, and also provide English and business Japanese training jointly with Group companies. In addition, we support young employees under the age of 35 with measures to encourage them to gain overseas experience, online English conversation and language evaluation tools that can be used on the Web.

Going forward, we will focus on the development of tech-savvy human resources. In 2020 we will introduce a new employee training program for this purpose.

■Self-Development Support System

We have established systems to support employees' self-development. These include subsidies for study at facilities outside the Group, for attending correspondence and e-learning courses, and for acquiring qualifications.

Voices of Students:

(Student of corporate strategy training)

I was tasked with judging and tabling proposals for new business creation and business withdrawal. It was training that met my needs.

(Student of language training system/English)

The training wasn't just about language acquisition, but rather I was able to make many new discoveries such as expressions used in daily life, and choosing the right word depending on the situation. By using phrases and words that are also used by people in other countries, I was able to feel much closer to the people I spoke with, and this led to quality communication.

Primary Training and Systems

Education and Training by Position	Training for new employees, training for newly appointed supervisors, newly appointed managers and newly appointed senior managers
Training for Executive Managers and Supervisors	Executive managers training program, workshop to strengthen business ability, advanced organizational studies training, standard organizational studies training, human resource administration training, finance and cash flow basic training, management strategy training, management strategy basic training, marketing training, accounting training, basic management training, and finance training
Training for Leaders	External training support system, effective management (EM) method training, Logical thinking training, facilitation training, and presentation training
Subordinate Training	Coaching training, feedback training, and evaluator training
Global Training	Language training system in countries outside of Japan (English and Chinese), promotional programs providing experience abroad for young employees, global human resource training system, Company-funded CASEC testing for specified employees, top management training at subsidiaries in other countries, pre-departure programs for assignments abroad, language training before and after trips to countries outside of Japan (test fee aid system), TOEIC and CASEC certification testing (test and transportation fee aid system for voluntary test takers), 50% subsidized online English conversation courses, and 50% subsidized correspondence courses and e-learning courses for language acquisition
Career Support	Goal management system, N-OJT, career sheet (career building and transfer requests), New Challenge System (internal job openings), second life support system, young employee follow-up system, and mentoring system
Self-Development	Correspondence course and e-learning course subsidy system, qualification

	acquisition subsidy system
General Education and Training	Education and training in Corporate Philosophy, human rights, safety, occupational health, quality management, compliance, environment, and diversity
Specialized Training	Specialized technical training, manager and supervisor training, intellectual property training, job rotation system and language training, DX (Digital Transformation) basic training

Passing on skills to younger craftspeople

Japan Radio Glass Co., Ltd. is one of the few producers of industrial glass products using the skills of craftsmen. Customers in Japan expect, and receive, excellence from these artisans Japan Radio Glass has provided glass valves for large photo-multiplier tubes at the Super-Kamiokande particle-physics research facility, contributing to two Nobel Awards, and the Hyper-Kamiokande Project, which began construction in fiscal 2020 and requires the supply of even higher-quality glass valves.

To continue to serve new demand from customers, Japan Radio Glass must pass on the skills it has accumulated at Super-Kamiokande to younger craftspeople. For this reason, 14 employees were hired in fiscal 2019 to prepare for the future. A new educational program has been created to ensure that skills are passed on.



Teaching a young artisan

Quality Learning Room

In 2016, Ricoh Electronic Devices Co., Ltd. opened a Quality Learning Room at its Yashiro Plant. The facility is used as a venue for educating employees by displaying materials such as posters that summarize past quality issues, along with actual products. The objectives of education are the following two.

1. "Don't make the same mistake again." To prevent recurrence, we pass on what happens when a quality problem occurs.
2. "Nurture human resources and preserve assets for future generations." To achieve this, we pass on the lessons learned from quality issues.

We use the quality Learning Room to raise awareness among all employees, including new and mid-career employees as well as promoted employees and mid-career employees. Each opportunity is put to effective use as a teaching moment within various departments.

The following is a selection of comments from trainees.

[Education for new employees]

I learned how the company responds when major quality problems occur, how to listen to customers and how frightening quality problems are. Until now we had been looking at quality problems from the user's side, but now that we could see them from the producer's point of view, we understand that they must be prevented. The experience strengthened my resolve.

[Education for Promoted Employees]

I was able to reaffirm the importance of preventing recurrence. I came to fully understand the background and

reasons for what I am doing now. I would like other members to listen to this educational content as well, and I look forward to working on maintaining quality with a new conviction.

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Diversity Management

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The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group will contribute to the achievement of the Sustainable Development Goals (SDGs) through diversity management activities. Key Performance Indicators (KPIs) are managed and measures are systematically implemented to achieve the Group's Mid-Term CSR Targets of creating a comfortable working environment for women.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group promotes diversity management activities, viewing SDGs 5.5 and 8.5 as core targets. We are vigorously engaged in a variety of activities to enable each and every employee, with diverse values and abilities, to fully demonstrate their abilities, take on challenges, and continually improve themselves.



5. Gender Equality

Achieve gender equality and empower all women and girls.

Targets: 5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.



8. Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Targets: 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.


Transformation of the Group Culture

Employee Survey

In May 2018, we conducted an employee survey to understand the current status of Nisshinbo Group's organizational culture and climate, and use the survey results to consider future measures. Based on the survey results, we established an "Employee Survey Promotion Team" and formulated and promoted action plans from the viewpoints of affiliated companies, workplaces, and work conditions at each Group company.

In fiscal 2020, we will increase the number of companies covered by the survey and conduct the second employee survey. By confirming changes in the Nisshinbo Group's organizational climate, we will utilize the information in a variety of activities so that each and every employee can feel motivated at work and continue to take on challenges to improve business performance.

Working Style Reforms

We are carrying out various activities based on the [Action Plan for Working Style Reforms](#)  which we released on April 1, 2018, to create a company where people from various backgrounds can continue to work proudly and vigorously.

Action Plan for Working Style Reforms

Implementation period (April 1, 2018–December 31, 2020)

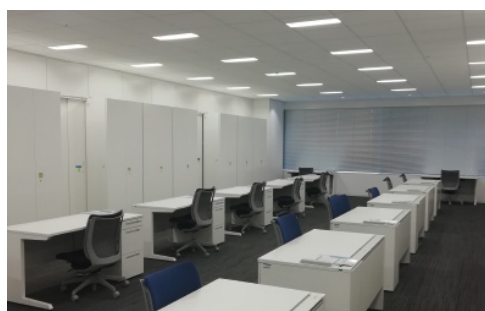
1. Rectify long working hours	Reduce the number of employees working under the so-called “36 agreement” with special clauses by 20% compared to fiscal 2017 totals
2. Encourage use of annual paid leave	Achieve an annual paid leave utilization rate of 70% or more
3. Promote flexible work styles	<ol style="list-style-type: none"> 1. Introduce systems that allow for diverse work patterns 2. Increase the ratio of male employees using either childcare leave or the accumulated paid leave system for the purpose of childcare to 15% or more altogether

Opened a Satellite Office

We opened satellite offices for Nisshinbo Holdings Inc. in June 2018 and for Japan Radio Co., Ltd. in July 2019. We have created an environment that reduces travel time and boosts work efficiency for travelers from Group companies.



Nisshinbo Holdings Inc. Satellite Office



Japan Radio Co., Ltd. Satellite Office

Implementation of diverse work styles

We participated in the "Telework Days 2019" telework trial sponsored by the Ministry of Internal Affairs and Communications from July 22 to August 2, 2019.

Group company employees, residing mainly in the suburbs of Tokyo, experienced working from home and satellite office work. Drawing on that experience, as a measure to prevent the spread of COVID-19 infection, all Group companies have been implementing work from home since April 2020.

Supporting the Activities of Diverse Personnel

Supporting the activities of senior employees

In October 2018, Nisshinbo Group started a training program for senior employees aimed at brainstorming how they would like to work after retirement and preparing for retirement. The training program covers financial, health and career planning so that they can

continue to live vigorously after retirement. Since fiscal 2019, we have conducted career training led by instructors trained within the Group, with many employees participating.



Instructors within the Group

The Active Promotion of women

Act on Promotion of Women's Participation and Advancement in the Workplace—General Action Plans

To enable its diverse human resources, including women, to work energetically and reach their maximum potential, Nisshinbo Holdings Inc. and the Group's other 12 companies in Japan^{*1} formulated their own [general action plan](#) in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace^{*2}. The Company is proceeding with related activities.

Action Plan Regarding the Appointment of Female Managing Officers and Managers

In December 2014 Nisshinbo Holdings formulated and announced our Action Plan Regarding the [Appointment of Female Managing Officers and Managers](#).

Based on the framework of this action plan, each Group company formulated its own general action plan in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace. These general action plans mainly set specific goals related to increasing the number of women in management positions and the ratio of female employment. Each company is actively working toward these goals.

Goals to be Accomplished by 2020

- Appoint a female board member—accomplished in 2015
- Increase the number of management positions occupied by females by three times compared to December 2014
- Increase the career-track hiring ratio for new female graduates to 40% in office positions and 20% in technical positions

Training Targeting Every Level

We have been conducting training targeting every level since 2015.

Timing	Name of Training	Content
December 2015	Lecture for Executives	Managers participated in lectures to learn about measures for promoting the advancement of women.
Ongoing from 2016	Training for Managers	This training, which targets all employees at the managerial level, is designed to help participants understand the fundamental significance of promoting the advancement of women, and help participants recognize and overcome their own biases.

Timing	Name of Training	Content
Ongoing from 2016	Training for Female Employees	This training aims to help participants understand the fundamental significance of promoting the advancement of women, and help participants overcome their own biases, in order for them to engage in the type of work they desire.
Ongoing from 2017	Joint Training for Managers and Female Employees	Managers and their female employees participate in pairs, engaging in group discussion and meeting one on one to together create medium-to long-term career plans.



Training for Managers



Training for Female Employees



Joint Training for Managers and Female Employees

Promoting Understanding of SOGI

The Nisshinbo Group has been conducting awareness-raising activities to promote understanding toward sexual minorities in earnest since 2016.

- Training courses for executives
- The theme of the group-wide human rights awareness-raising training course is LGBT, and an awareness-raising video made by the Ministry of Justice titled, “Living true to yourself—sexual minorities and human rights,” is played during the course.
- Internal newsletter to notify employees
- Addition of gender identity and sexual orientation as “diversity that must be respected” under “human rights” in the Group’s Business Conduct Guidelines.

(In January 2019, we revised the Business Conduct Guidelines to prohibit all forms of discrimination by adding the following statement: “We respect character and individuality of each and every person and never allow all discrimination and violation of human rights.”)

In recent years, the acronym SOGI*³ is used to encompass and represent all peoples sexual and gender diversity, instead of LGBT, which identifies certain types of sexual minorities.

While upholding respect for diversity as an important keyword, we aim to continue raising awareness toward sexual and gender diversity in order to create a workplace where people from diverse backgrounds can work eagerly without discrimination.

Support for Development of the Next Generation

Act on Advancement of Measures to Support Raising Next-Generation Children—General Action Plan

To maintain an environment in which employees can display their abilities as well as balance their work and private lives, Nisshinbo Holdings Inc. and the Group’s other twelve companies in Japan*¹ are formulating their next general action plans in accordance with the

Act on Advancement of Measures to Support Raising
Next-Generation Children^{*4}.



Kurumin mark indicating contributions to
childcare support

Plan Period

April 1, 2018–December 31, 2020

Contents

Goal one	Within the plan period, raise the ratio of male employees who take childcare leave or who use accumulated paid leave for the purposes of childcare to 15% or higher altogether. Additionally, ensure that at least one male employee takes this kind of leave.
Measure	Formulate and apply systems that enable male employees to take leave for childcare more simply starting in April 2018
Goal two	Introduce systems that support diverse work patterns
Measures	<ol style="list-style-type: none"> 1. Conduct trial runs and discuss issues by fiscal 2019 2. Introduce official systems and inform employees via channels such as Company intranet by fiscal 2020
Goal three	Introduce systems supporting employees who can only work in certain regions
Measures	<ol style="list-style-type: none"> 1. Discuss systems and consult with labor unions in fiscal 2018 2. Introduce systems and inform employees via channels such as Company intranet in fiscal 2019

^{*1} Japan Radio Co., Ltd., Nagano Japan Radio Co., Ltd., Ueda Japan Radio Co., Ltd., JRC Tokki Co., Ltd, New Japan Radio Co., Ltd., Ricoh Electronic Devices Co., Ltd. Nisshinbo Brake Inc., Nisshinbo Mechatronics Inc., Nanbu Plastics Co., Ltd., Nisshinbo Chemical Inc., Nisshinbo Textile Inc. and TOKYO SHIRTS CO., LTD.

^{*2} The Act on Promotion of Women's Participation and Advancement in the Workplace was implemented on April 1, 2016 to maintain occupational environments in which women can effectively utilize their abilities in accordance with their own career desires.

^{*3} SOGI: An acronym for sexual orientation and gender identity

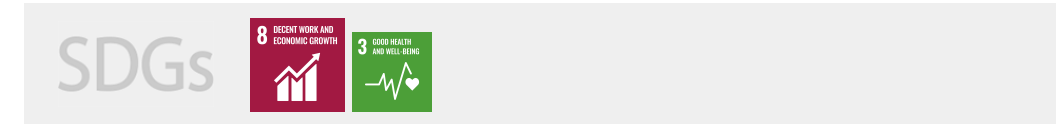
^{*4} The Act on Advancement of Measures to Support Raising Next-Generation Children was implemented on April 1, 2005 to maintain healthy environments for children who will shoulder the responsibilities of the next generation to be born and raised.

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Safety




The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group will contribute to the achievement of the Sustainable Development Goals (SDGs) through the promotion of health and safety activities. Key Performance Indicators (KPIs) are managed and systematically implemented to achieve the Group's Mid-Term CSR Targets of preventing occupational accidents.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group regards SDG 8.8 as a core target, and is promoting health and safety activities accordingly.



8. Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Targets: 8.8

Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Safety and Health Activities

In key activities in fiscal 2019, we made it a top priority for each employee to further permeate the awareness that "Safety is prioritized for all" and to improve the level of safety and health management.

To keep serious accidents at zero, we implemented the following four key policies at Group companies: (1) continuation of rigorous risk assessments (of work, equipment and chemical substances); (2) promoting safety education and KYT activities; (3) reviewing work standards and rules; and (4) improving the level of safety and health by referring to the activities of workplaces with no accidents.

Each business office enhances each employee's safety awareness by conducting small group activities (e.g., training when work details change, skill-improving education, horizontal development of occupational accidents within the Group, danger awareness training and near-miss reporting) in addition to training new hires and changing work content. It also conducts routine risk assessments (of equipment, work and chemical substances) according to an annual plan to prioritize the risks to be addressed and take preventive safety measures.

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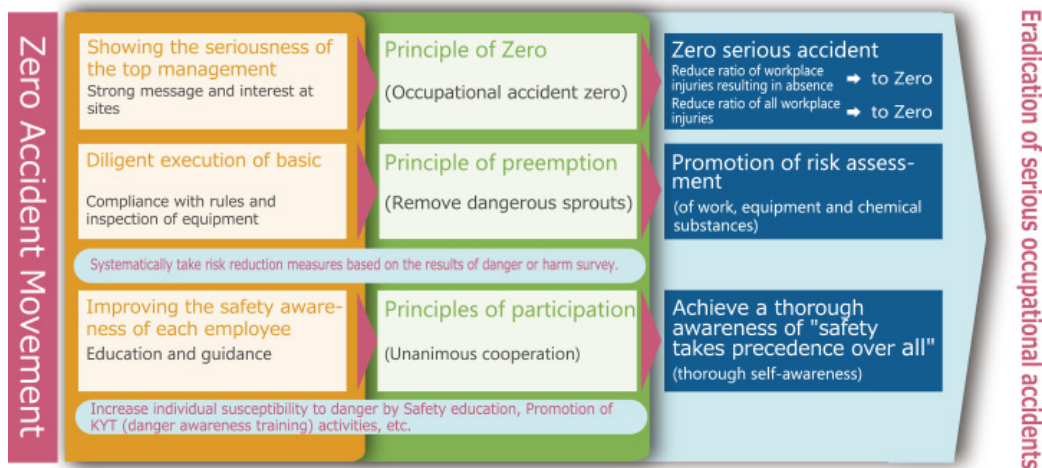
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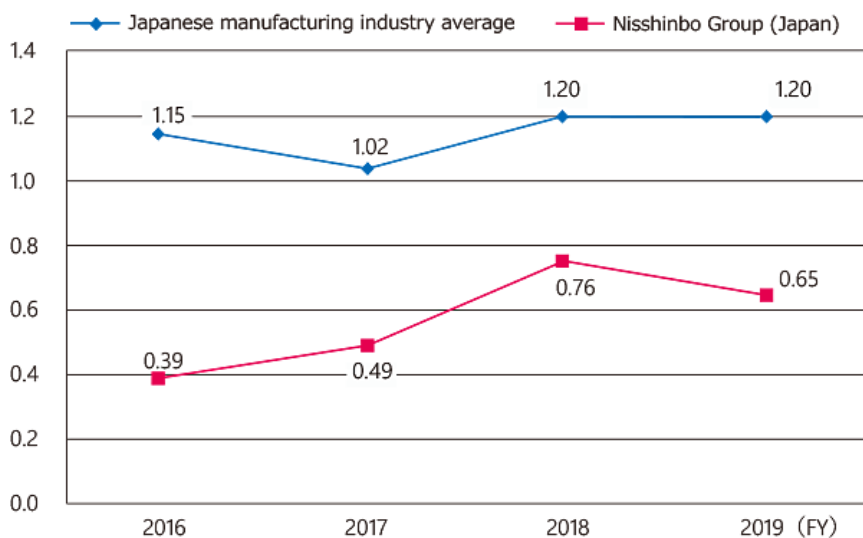
■Occurrence of Occupational Injuries

In fiscal 2019, we had no serious occupational accidents (classified as grade 7 disabilities or higher).

The frequency of injuries with lost work days at our business sites in Japan was 0.65, lower than the Japanese manufacturing industry average, an improvement from 0.76 in fiscal 2018.

We will continue to implement guidance at business sites with frequent occupational injuries in the aim to raise the Group's overall safety management level.

Frequency of Injuries with Lost Work Days



■Activities at Business Sites in Other Countries

Nisshinbo Group's business sites in other countries have grown to outnumber those in Japan as its operations have become increasingly global. We deploy the danger awareness training and danger experience education carried out at our business sites in Japan to business sites in other countries as well, in order to raise each employee's safety awareness and instill the attitude that safety takes priority in all endeavors. We also communicate occupational injuries that have occurred at business sites in Japan to business sites in other countries to prevent recurrence worldwide. We also continue fostering an awareness of the dangers of chemical substances we handle, promote the thorough use of protective equipment and work to prevent health problems.

■Safety and Health Audits

Nisshinbo Group conducts regular occupational safety and health audits of its manufacturing sites in Japan. A monitoring team—consisting of the Health & Safety Group from Nisshinbo Holdings Inc., labor unions, safety and health management staff representing each business, and safety and health officers of other business sites—

checks the state of safety and health management at the targeted business sites. In fiscal 2019, we conducted regular occupational safety and health audits at 35 manufacturing sites in Japan and one manufacturing site in other country. In addition, we checked the status of safety and health activities and implemented safety inspections at four business sites in other countries.

At the end of each fiscal year, we prepare a comprehensive audit report based on these audit results. We also share accident risk analysis results and case studies of excellent activities throughout the Group and incorporate them into occupational safety and health activities in the following fiscal year.

■Management Reviews

At the Corporate Strategy Conference, we conduct a management review on the achievement status of the Nisshinbo Group's safety and health targets, the status of occupational accidents, the results of safety and health audits, and other items, and also set the action policies and targets for the next fiscal year.

Collective acquisition of occupational health and safety management system

Japan Radio Co., Ltd. Solution Division obtains construction permits in the telecommunications business and delivers systems based on orders for construction work received from government and other public offices. Equipment installation and other work in this field often includes dangerous tasks such as working at height. Since 2010, we have experienced five serious accidents (crashes and falls), defined as those requiring four days' or more leave from work. From the perspective of compliance as well, the need for company-wide safety and health management specializing in the construction industry has increased. In response we have introduced the Construction Industry Safety and Health Management System (referred to as J-COHSMS in our company) which is accredited by the Construction Industry Accident Prevention Council. We aim to achieve zero accidents by extending the system to each work site, and expect the following effects.

- ①Improving the work environment in a bottom-up fashion and improving the system by driving the PDCA cycle
- ②Promoting the passing-on of safety culture to the next generation
- ③Establishing consistent health and safety construction management capabilities at all workplaces in Japan
- ④Use of comprehensive evaluation methods to obtain favorable evaluation in bidding for public works



COHSMS Certificate

"SAGAISM" safety and health initiatives

Since December 17, 2018, SAGA ELECTRONICS CO., LTD. has been presenting "SAGAISM," an approach to improve safety awareness and discipline, and is engaged in activities on that basis. Our employees differ in age, gender, and form of employment, creating issues of "differences in values and common sense" among them. To focus employees' attention on common goals, we have summarized the shared values of Saga Electronics in seven items in an easy-to-understand format. This approach is called "SAGAISM" according to the Romanized initials of the Japanese words.

S (*seifuku*): Wear uniforms properly (no hands in pockets, no open front!)

A (*aisatsu*): Take the initiative to greet others

G (*go-anzen ni!*): Maintain safety! Cherish acts of appreciation

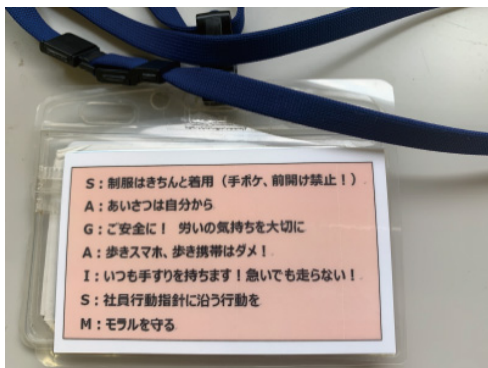
A (*aruki sumaho*): Don't mobile phone while walking

I (*itsumo*): Always hold the handrail! Don't run even in a hurry

S (*shain-kodo-shishin*): Take action in line with employee action guidelines

M (*moraru*): Maintain discipline

Currently, we are aiming to reach as wide a range of employees as possible by conducting "capturing attention (bulletin boards and handheld cards)", "hearing and calling out" and "practice (confirming performance and conducting patrols)".



"SAGAIISM" handheld card



Safety notices at worksites

Safety and Health Conferences at Yashiro Plant

The Yashiro Plant of Ricoh Electronic Devices Co., Ltd. held a safety and health convention during National Occupational Health Week under the slogans "safety takes precedence over all else" and "sincerity, humility, and appreciation for a healthy life and functioning workplace." Safety and Health Committee members at each workplace lead efforts to eradicate occupational accidents and raise employee awareness of health and safety issues.

At the Safety and Health Conference, the section committee members declared their goals for the year, presented and awarded excellent examples of safety and health activities, and held safety and health quizzes. The quiz provided a fun way for participants to learn about safety. The company presented prizes to employees who answered all questions correctly. In the special lecture, all members tried practicing yoga, led by an invited health yoga instructor. Participants offered favorable comments such as, "I haven't moved my body like this for a long time," and "Although we took it slow, I felt a pleasant sensation of breaking sweat." Going forward, we will continue to create such opportunities to ensure safe and secure plant operations and foster a culture of safety first.



Participants practicing Yoga at Safety and Health Convention

Safety, Health and Environment News

Nisshinbo Brake Inc. publishes a quarterly newsletter on safety, health and environmental issues. The January 2020 issue was the 16th in the series. The content of this newspaper includes messages from executives of the brake business group, descriptions of activities at each site, commentary on occupational accidents and the environment, and so on. The newsletter is published in English and Japanese, but it is then translated into local languages through the efforts of employees in each country, so that everyone can read it. These newspaper publishing activities are vital, not only to disseminate information on safety, health, and environmental, but also to contribute to fostering a sense of One Team among employees of the Braking Business Group.



Translations into various languages

Activities to promote wearing of helmets and seat belts 100%

At Nisshinbo Mechatronics (Thailand) Ltd., we are strengthening our efforts to promote wearing helmets and seatbelts, as part of our internal traffic safety activities.

We have also exchanged a basic agreement (MOU) with the police department of Samut Prakan Province to raise awareness of traffic safety not only during commuting but also when driving on private time regarding the need to "wear a helmet when riding a motorcycle and a seat belt when riding in a car, at all times."

We hold meetings to report on our efforts and achievements in traffic safety activities with other companies that have exchanged the MOU with the police. These meetings are linked to achievements in raising awareness of traffic-safety issues.

As a result, the company was one of four excellent companies that won an award on February 27, 2020 for the content of their presentation at the debriefing session, the results of their activities, and their low number of traffic accidents.

KIDUKI Activities

Nisshinbo Chemical Inc. is engaged in KIDUKI ("awareness") activities as part of its safety and health activities. All employees, part-time employees and temporary staff participate in the activities to discuss problems in their day-to-day work.

By fostering an atmosphere in which people can chat easily, the company has enabled many members to begin to think about improvement measures and actively express their opinions. This culture of open communication has also substantially increased opportunities for discussion between superiors and subordinates, enhancing communication in the workplace.

Specific improvements were made in the work environment, including measures to prevent backaches. We will continue to eliminate triggers for unsafe situations and activities in the drive to achieve zero accidents.



KIDUKI activities



Example of an improvement measure: Installation of buffer mats

Globalization of Safety and Health

In July 2019, two local executives from PT. Nikawa Textile Industry conducted an inspection of Nisshinbo Do Brasil Industria Textil LTDA. as a mutual safety audit among overseas subsidiaries. The inspection resulted in discoveries on both sides and was an opportunity to review safety from a variety of perspectives. We will continue to implement these and similar measures in the future.

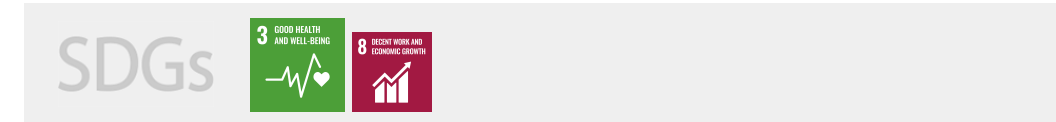
In addition, we are enhancing the horizontal development of case studies of occupational accidents among overseas subsidiaries and focusing on the globalization of occupational health and safety.

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Health




The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group will contribute to the achievement of the Sustainable Development Goals (SDGs) through activities to improve the health of employees. Key performance indicators (KPIs) are managed and systematically implemented to achieve the Group's Mid-Term CSR Targets of promoting healthy management.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group considers SDG 3.4 as a core target, and is promoting the health of its employees on that basis. The Nisshinbo Group Health Management Policy will be presented to all Group companies, and consistent activities will be carried out throughout the Group while taking advantage of the unique characteristics of each operating company.



3. Good Health and Well-Being

Ensure healthy lives and promote well-being for all at all ages.

Targets: 3.4

By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

Nisshinbo Group Health Management Policy

Nisshinbo Group, through the establishment of an environment where each individual member can play an active role by promoting employee's health and sound workplace, aims to be a corporate group which is indispensable, at any time, for our society.

Promoting Health Management Group-wide

In order to promote health management group-wide, in fiscal 2018, Nisshinbo Group launched Group Health Management Department Meetings (consisting of representatives from the health management departments of each Group company) and has been promoting unified group-wide activities.

- Specifically, we are promoting activities with the following three items as the three pillars.
- ①From the perspective of individual health, we are working to improve life habits based on medical interview data from specific medical checkups of the health insurance association.
 - ②From the perspective of organizational health, we are working to reduce general health risks by promoting workplace improvement activities based on the workplace analysis results of stress checks.

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- ③ We ensure safety obligations are executed without fail, given the diversification of work content and employment type and an increase in personnel exchanges as a result of business reorganizations and organizational reforms.

Framework of Health Management Measures



The results of activities for each item in fiscal 2019 are as follows.

- ① Comparing the lifestyle habits of about 6600 people from nine Nisshinbo Group companies with data from the National Federation of Health Insurance Societies, we discovered that the lack of exercise was a common issue, and the entire Group worked to promote a campaign (especially walking). The results showed that exercise habits remained somewhat poor, smoking and snacking rates were almost unchanged, and not enough people were getting sufficient sleep.
- ② As a result of the stress checks, the total health risk of the seven Group companies improved by 2.9 points from the previous year.
- ③ To ensure that our safety-related obligations are fully fulfilled, seven Group companies conducted a trial of the newly established work guidelines. The trial confirmed that work restrictions and other measures could prevent illness and disruptions.

In fiscal 2020, the scope of these activities will be expanded. With regard to ①, based on the results of the previous fiscal year, we will strive to increase the number of people who exercise regularly, reduce the smoking rate and raise awareness about sleep, identifying these items as having a major impact on health.

To promote these activities effectively, it is essential that employees be interested, concerned and well-informed about health. In fiscal 2019, as part of the campaign promotion, Nisshinbo Holdings Inc. Head Office held walking classes led by invited outside lecturers, with more than 100 participants.

Approximately 700 people from 10 companies participated in walking events held at each company. The Group will continue to work as a team to implement measures enabling employees to improve their physical and mental performance.

As a result of Group-wide activities, nine companies won the designation "Health Management Excellent Corporation 2020": Nisshinbo Holdings Inc. and four Nisshinbo Group companies; Japan Radio Co., Ltd.; New Japan Radio Co., Ltd. and two New Japan Radio Group companies.



Walking Class

"Health & Productivity Management Organizations" certified by 3 companies

New Japan Radio Co., Ltd. (NJR) has been conducting health management in pursuit of becoming a "Healthy Company" since April 2016. In addition, we are working on measures to prevent second-hand smoke, exercise habits, etc. in cooperation with two domestic subsidiaries.

In recognition of these efforts, New Japan Radio Co., Ltd. was awarded the "Health and Productivity Management Organization 2020 (Large-scale Corporate Division) White 500" designation by the Ministry of Economy, Trade and Industry (METI) and the Nippon Kenko Kaigi for the fourth consecutive year. Domestic subsidiaries SAGA ELECTRONICS CO., LTD. and NJR FUKUOKA CO., LTD. were awarded the designation "Health and Productivity Management Organization 2020 (Small and Medium Enterprise Division)."



White 500 certificate

Main Initiatives

◆+10 Walking Challenge

As one measure to encourage exercise habits, we set a goal based on the current number of steps taken in a typical day and added 10 minutes of walking (for a total of about 1,000 steps). Individuals and groups who were able to achieve that goal in 3 months received individual and group achievement awards.

The program has been implemented jointly with two domestic subsidiaries beginning in 2018 and with a total of three companies in 2019, with a total of 447 people from the three companies participating in the program.

◆Prevention Measures Against Passive Smoking

The use of smoking areas is limited to time before the opening and after the closing of business and during break time. Since April 2019, New Japan Radio Co., Ltd.'s Kawagoe Works has banned indoor smoking and smoking during work hours (so smoking is allowed before the opening and after the closing of business and during break time, and never inside the plant).

Going forward, we will redouble our efforts on health management. We aim to acquire the "Health and Productivity Management Organization White 500" designation for the entire Group, including domestic subsidiaries, over the medium-and long-term.

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Fair Operating Practices

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SDGs



Basic Stance

The Nisshinbo Group aims to contribute to society through fair operating practices. The guidelines we follow to this end are outlined in the Basic Conduct Guidelines.

- ▶ Nisshinbo Group Corporate Philosophy

The Nisshinbo Group's Efforts on the SDGs

The objectives of the Nisshinbo Group overlap with those of SDGs. We contribute to the achievement of SDGs through our business.

We are aware of all our SDGs and are considering specific goals to contribute. We believe that Goal 16 is the core of fair business practices.



SDGs Goals deeply involved in Our Businesses



16. Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

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Compliance



The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group will contribute to the achievement of the Sustainable Development Goals (SDGs) through thorough compliance-related activities. Key performance indicators (KPIs) are managed and systematically implemented to achieve the Group's Mid-Term CSR Targets of regular compliance education and operation of the corporate ethics reporting system.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group regards SDG 16.5 as a core target, and is promoting both thorough rigorous compliance. To ensure that our business activities are conducted in a fair manner, we conduct regular education at each level and encourage awareness of the Corporate Ethics Reporting System.

16. Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Targets: 16.5

Substantially reduce corruption and bribery in all their forms.

Compliance Training

In order to ensure fair and honest business practices, the Nisshinbo Group conducts a variety of compliance training, such as training for different employee levels and work sites and training for employees who will receive assignments abroad.

Since fiscal 2016, in order to instill compliance the Group has made conducting yearly compliance training for all of its managers one of its KPIs. We have created Compliance Training Materials for Managers in both Japanese and English and are utilizing them at all Group companies.

Additionally, we are conducting training at all of our subsidiaries that is tailored to each company's country, region and type of business.

Anticorruption Efforts

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In recent years, international legislation on bribery and corrupt practices have been strengthened, and detection has grown more rigorous. We formulated the Guide to Prevent Corruption in response to related legislation in other countries. We have rolled out the guide across the Group, including all subsidiaries in other countries. This guide encompasses Article 18 of Japan's Unfair Competition Prevention Act (Prohibition to Provide Illicit Gain, etc. to Foreign Public Officers, etc.), the United Nations Convention against Corruption (UNCAC), the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the U.S. Foreign Corrupt Practices Act (FCPA) and related guidelines, and the UK Bribery Act. We review the content of the guide as necessary and use it for group-wide anticorruption efforts.

Adhering Strictly to a Policy of Confidentiality

We have entered into confidentiality agreements with our partners to prevent leaks of intellectual property, technology and expertise disclosed throughout the supply chain from the design and development stages. To ensure appropriate trade secrets management, we conduct annual internal audits.

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Fair Competition and Trade

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SDGs



The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group will contribute to the achievement of the Sustainable Development Goals (SDGs) through CSR-oriented procurement activities. Key performance indicators (KPIs) are managed and planned measures taken to achieve the Group's Mid-Term CSR Targets of "Implementing Improvements in CSR Procurement in Collaboration with Suppliers."

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group promotes CSR-based purchasing activities based on the idea that SDG 16.5 is a core target. We will set out the "[Basic CSR Procurement Policy](#)" for all Group companies and conduct unified activities as a Group.



16. Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Targets: 16.5

Substantially reduce corruption and bribery in all their forms.

CSR Procurement

The Company has summarized its basic perspectives on CSR activities throughout the supply chain in the [CSR Procurement Basic Policy](#) of the Nisshinbo Group.

Based on the CSR Procurement Basic Policy of the Nisshinbo Group, each Group company has formulated its own CSR procurement guidelines, which are more concrete and adjusted to specific business descriptions. The Group issues questionnaires to its suppliers and uses the results as feedback with which to work on improvement activities. In January 2019, we held our first CSR Procurement Officers Meeting for Group companies to discuss the status of activities and progress of KPIs. This conference will be repeated on an annual basis.

In the future, we will continue to promote CSR procurement initiatives along with our suppliers.

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Information Security

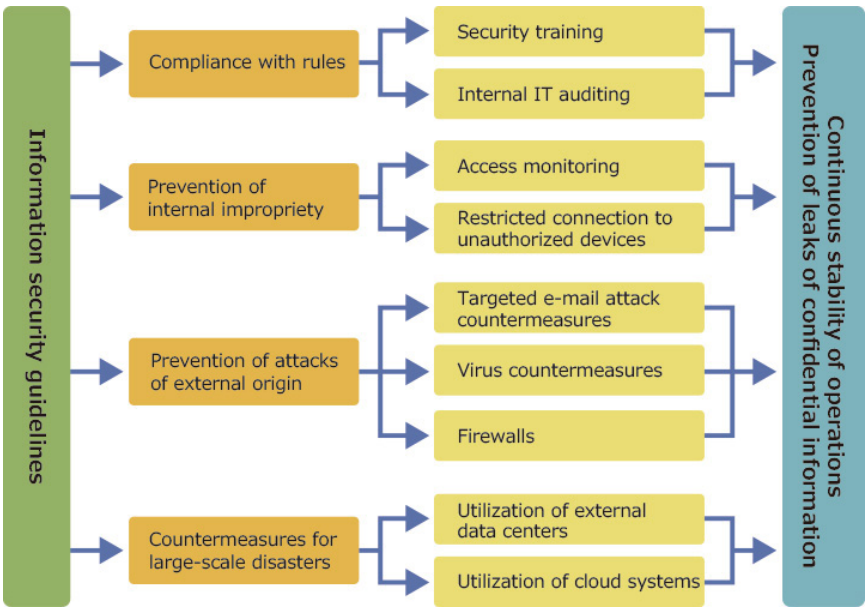
Initiatives to Protect Personal Information

The Nisshinbo Group recognizes that one of our key corporate responsibilities is to ensure that all important information related to stakeholders is protected and managed appropriately. In order to fulfill this responsibility, we handle personal information in accordance with our Privacy Policy. In addition, internal audits are conducted to confirm that company regulations are functioning properly, and steps are taken to prevent information leaks and realize ongoing improvements.

At the same time, to ensure every one of our employees maintains awareness of personal information protection, we conduct training when employees join the company and when they are promoted as well as training at each of our business sites based on its annual plan.

Initiatives to Ensure Information Security

The Nisshinbo Group is constantly reinforcing information security measures to prevent leaks of confidential information, including customers' personal information.



To prevent computer virus attacks, we monitor e-mails through a targeted e-mail attack prevention system and use anti-virus software and security patch programs widely on our IT equipment. We also employ information security management systems to monitor access to important data and limit access to information networks from unauthorized IT equipment. Through these measures, we work to prevent leaks of information from internal fraud and prevent external threats.

We have established Guidelines for Information Security as rules for Group companies to follow. To ensure compliance with these rules, we regularly conduct IT internal audits on our subsidiaries both in Japan and other countries, and work continuously to improve their status.

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We have prepared training materials that include rules for information system users, and we periodically conduct group-wide training to raise awareness of our information security measures among all users in the Group.

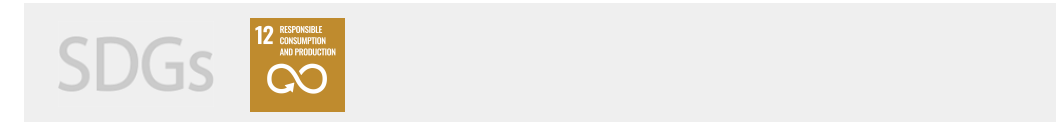
From the standpoint of business continuity in the event of a large-scale disaster, we are in the process of migrating the business servers located in our in-house server room to external data centers.

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Consumer Issues



Basic Stance

The Nisshinbo Group aims to create new and original value in its products and contribute to the creation of an affluent society.

We strive deliver products and services that meet our customers' demands for product performance and quality in a timely and stable manner, and gain the satisfaction and confidence of our customers with outstanding quality. We work to create value for them.

- ▶ [Nisshinbo Group Corporate Philosophy](#)

The Nisshinbo Group's Efforts on the SDGs

The objectives of the Nisshinbo Group overlap with those of SDGs. We contribute to the achievement of SDGs through our business.

We are aware of all our SDGs and are considering specific goals to contribute. We believe that Goal 12 is the core issue for consumers.



SDGs Goals deeply involved in Our Businesses



12. Responsible consumption, production

Ensure sustainable consumption and production patterns.

- ▶ [Customer Response](#)

Sustainability

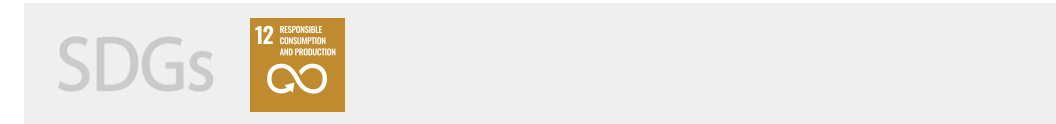
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Customer Response




The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group will contribute to the achievement of the Sustainable Development Goals (SDGs) through activities to improve quality and customer satisfaction. Key performance indicators (KPIs) are managed and systematically implemented to achieve the Group's Mid-Term CSR Targets related to continuous promotion of measures to improve customer satisfaction.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group regards SDG 12.5 as a core target. The Group is promoting activities to improve quality and customer satisfaction.

	12. Responsible consumption, production Ensure sustainable consumption and production patterns.	Targets: 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
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Initiatives under the revised RoHS Directive

Japan Radio Co., Ltd.'s Telecommunications Equipment Division, in collaboration with the Quality Assurance Division and Ueda Japan Radio Co., Ltd., a subsidiary that serves as a production site, began sales of products compliant with the revised RoHS Directive ahead of other divisions for PHS modules, in-house PHS terminals, AEDs monitoring terminals, and commercial radio devices for overseas markets.

This revised RoHS directive is an EU law that restricts the use of substances that have an adverse effect on the environment and the human body. Four phthalate ester substances have been newly added to the six target substances so far, making a total of 10 substances regulated. This law was established to protect the safety and security of our customers.

In line with the enforcement of this revised RoHS Directive, we will give priority to products sold in the EU after July 22, 2019.

In the Communication Equipment Division, we will proceed with proactive product development to respond to customer requests and deliver safety and security. In addition, while strengthening cooperation with related departments, we are moving ahead with expansion, so that we can extend the range of compatible products and set targets for other departments.

New international VHF radiotelephone device

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Japan Radio Co., Ltd. Marine Systems Division provides a wide range of equipment that supports the safety and security of ships around the world.

Ships are at heightened risk of accidents, such as collision and running aground, when entering and leaving port, so caution is required at these times. International VHF radiotelephone equipment supports safe navigation by enabling telephone communication with the Port Management Bureau and other vessels within this port. Our new model, the JHS-800S, was developed from the user's point of view, with emphasis on operability, functionality and improved operation support. In addition to the handset attached to the main unit for telephone calls, a wireless speaker microphone with Bluetooth connection is provided. Using the Company's, network-connected ECDIS * or radar, partner stations can be called by remote operation. These innovations reduce movement within the bridge while providing a communication environment with full freedom of movement. We will continue to provide solutions that contribute to safe navigation.

*ECDIS: Electronic Chart Display and Information System



JHS-800S international VHF radiotelephone device



Call using wireless speaker microphone

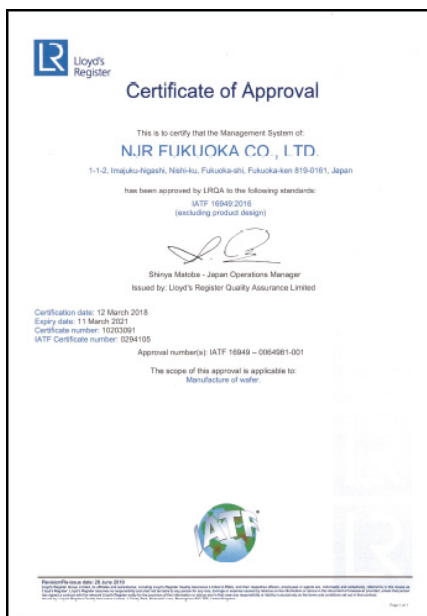
Quality Initiatives

As a quality and safety initiative, NJR FUKUOKA CO., LTD. has implemented the following three measures to provide customers with products with consistently excellent quality.

- ① Strengthened process management by applying the real-time SPC method to QC data
- ② Continuous measures against particulates in process equipment and the work environment
- ③ Reduction of human error by measures such as systematization using bar codes

We are also pursuing workplace initiatives. For customers, we are taking steps to enhance understanding of product applications. With respect to workers at customer locations, we are training workers on standard work and pointing and calling, so that each worker can perform conscientious and reliable work.

In 2018, we transitioned from ISO/TS16949 to IATF16949. We are continually improving our quality management system through steady, daily efforts.



IATF16949 certificate

Customer first

Nisshinbo Brake Inc. puts "customer first" at the forefront of its quality objectives and strives to provide safe products that earn the satisfaction and confidence of customers. We strive for close and open, two-way communication with our customers, so that we can understand the problems they face and provide effective solutions.

In this industry's business environment, simply providing a product does not turn a company into the customer's partner. At Nisshinbo Brake, we proactively apply our wealth of knowledge and technical capabilities to propose

solutions to a wide variety of market issues. Many of our customers conduct evaluations of their suppliers in terms of quality, cost, delivery, communication and other criteria. Thanks to its solution-driven approach, Nisshinbo Brake enjoys the highest level of evaluation from these customers.

Quality improvement activities

In fiscal 2019, Saeron Automotive Corporation in South Korea planned priority quality control promotion work and moved forward with improvement activities.

In the quality improvement “Action Plan” for FY2019, we introduce two case studies of fulfillment of customer requests and improvement of process defects.

The first is a case study of a defect improvement that was requested by a customer. In 2018 we began introducing a new bar-code marking system at the request of customers to prevent admixture of the wrong types of products. We also added a product alignment device and installed fail-safe measures such as a 100% inspection device, to prevent outflow defects and improve customer reliability. Customer defects declined from 42 cases in 2017 to 19 cases in 2018, marking a 54% improvement.

In the second case study, we made improvements to defective processes. The dryer of a liquid coating (spray coating) line was modified to a completely dry type, reducing adhesion of foreign matter and coating defects. Adhesion of foreign matter declined from 1,742PPM in 2017 to 1,453PPM in 2018, for a 16% improvement.

As a result of this series of activities, improvement results are steadily appearing every year.

2019年度品質管理の重点推進業務			
区分	目標	推進計画	備考
顧客	1.顧客確認不良"Zero"	1) Accessory Line 検査装置導入等及び新設運用	
	2.再発不良"Zero"	2) 庄持 & 製品工機作業の動作標準化及び品質化	
	3. Human 不良"Zero"	3) 完成品 (Accessory 組立品) 最終検査の強化	
工程	1.基礎品質の改善活動強化	1) 基礎品質向上点検及び改善活動強化	
	2.新車品質検証 Process 定着	2) 新車品質確保のための量産 Process 定着	
	3.機能的な品質問題改善 TPT	3) 異種品の混入及び Human 不良 TPT 活動	
	4.品質情報伝達の体系化	4) 期の中し送り及び一日/月刊 品質情報紙の配布	
協力社	1.協力社の工程点検推進	1) 新設開発品及び量産品の定額工程点検の実施	
	2.協力社 Level-Up 推進	2) 機能的な不良及び原材料の協力社 Level-Up 活動	
海外工場	1. Group 品質目標達成への支援	1) 機能的な品質問題共有を目的とした改善及び技術支援	
専門家育成	1.品質システム専門家育成	2) Group 社別改善事例の拡大適用及び品質教育支援	
		1) 品質システム及び協力社幹部の専門家育成	
	2.品質道具活用工程改善の専門家育成	2) 品質道具活用工程改善の専門家育成	

Quality Improvement "Action Plan"

Products focused on customer safety

Nisshinbo Mechatronics Inc. delivers machinery and equipment and automotive parts to customers around the world. Failures in machinery and equipment could lead to disasters at the point of delivery, as well as product-liability problems. To prevent such outcomes, Nisshinbo Mechatronics places top priority on ensuring the safety of our customers. We conduct design reviews at each stage of our products, from development through design completion and before shipment, in order to comply with strict facility safety standards demanded by customers. We also apply our accumulated expertise and technologies to implement rigorous safety measures, to ensure that customers can use our products with confidence.

In the automotive parts business, our products are brakes and engine parts, which are directly linked to the safety of automobiles. Our mission, therefore, is to provide consistently superior quality. Through stringent design reviews, we create production processes that satisfy the requirements of the mechanism specified in the IATF16949* Management System. We are also building a quality assurance system that stabilizes



quality through continuous improvement activities and strictly maintains quality from the customer's perspective.

*IATF16949: International Quality Management System Standard for the Automotive Industry

Improvement of quality awareness through acquisition of quality control certification

Nanbu Plastics Co., Ltd. strives to raise the quality of its products while raising employee awareness of quality. In one initiative, we encourage employees to take the Quality Control Examination as a means of learning about quality management and methods for resolving issues.

In 2019, two employees passed the 2nd level and 10 employees passed the 3rd level. We are fostering a culture of "learning and acting on one's own," so that when we face difficult challenges, we focus on the goal, making use of it in our work to plan and implement what we need to do to attain it. Employees who have passed the certification are given awards at morning meetings and other events, and the names of those who have obtained the certification are posted on business site bulletin boards to stimulate employee motivation.

Environmentally Conscious Products: CARBODILITE

Nisshinbo Chemical Inc. manufactures and sells CARBODILITE, an environmentally friendly product. This reactive polymer based on polycarbodiimide resin can be added to biodegradable resins, paints, inks, adhesives and coating materials to improve water resistance, chemical resistance and durability.

Nisshinbo Chemical is committed to offering products and services that customers around the world can use safely and confidently, with performance tailored to customer needs and designs that meet the chemical substance management regulations of each country.



CARBODILITE

MEXT'S Corporate Awards for Youth Experience Activities

A radio workshop held by Japan Radio Co., Ltd. in FY2018 was awarded the Jury Encouragement Award in the Ministry of Education, Culture, Sports, Science and Technology (MEXT)'s 2019 Youth Experience Activity Promotion Company Awards.

Since 2010, Japan Radio Co., Ltd. has been holding "Radio Work Classes" for elementary and junior high school students as part of its social contribution activities. Conceived amid concerns that children were drifting away from science, the festival is held nationwide to give children the chance to experience the joy and pleasure of "manufacturing" through AM radio craftsmanship. In the "Radio Craft Class", children begin by learning through experiments and quizzes about the mechanisms of radio waves that can be heard on the radio. Later, children wind an enamel wire of about 15 m to make an antenna and solder the parts and assemble the radio. When they hear sounds from the radios they've just assembled themselves, the hard work of the children's handicrafts turn into fun memories. By teaching the children who are our next generation how to make radios, we aim to convey to them through the five senses the wonder of the physical phenomenon of radio and the joy of making things. Our hope is that they will discover their own possibilities and the thrill of tackling challenges.



Radio workshop



Completed radio

Fujieda Genki Award Received

Since its foundation in 2010, Nisshinbo Holdings Inc. has been actively promoting the employment of people with disabilities, particularly those with mental disabilities. The Company pursues this effort in collaboration with local employment and livelihood support centers, special support schools, and Hello Work.

The Company's operations won kudos from Shizuoka Prefecture, which presented it with the Governor's Award at the 2018 Shizuoka Disabled Employment Promotion Conference. From the City of Fujieda, Nisshinbo Holdings received the 2018 Fujieda Genki Award, as an individual or organization that imparted vitality to residents of Fujieda and contributed to the city's image. Shohei Kitamura, Mayor of Fujieda, presented the award to the Company on January 30, 2019.



Award ceremony at Fujieda City Hall

Primary Awards for Fiscal 2019

Wireless and Communications

Japan Radio Co., Ltd.	Received the Hydrographic Technology Encouragement Award from Japan Hydrographic Association Received a special award from Japan Institute of Navigation Received Awards for Companies Promoting Experiencebased Learning Activities for Youth organized from Ministry of Education, Culture, Sports, Science and Technology
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Microdevices

Ricoh Electronic Devices Co., Ltd.	Received the Electrical and Electronic Components Award at the Super Manufacturing Components Awards from Monozukuri Japan Conference and the Nikkan Kogyo Shimbun
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Automobile Brakes

Nisshinbo Brake Inc.	Received the Environmental Award (Environmental Beautification Category) from Tatebayashi City
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Chemicals

Nisshin Environmental Planning Inc.	Received the Excellent Quality Control Award from Japan Association for Working Environment Measurement
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Textiles

Nisshinbo Textile Inc.	Received the Technology Award from the Society of Fiber Science and Technology Japan
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Others

Nisshinbo Holdings Inc.	Received the Fujieda Energetic Award from Fujieda City
NISSHINTOA IWAO INC.	Received the Osaka City environmental Management Bureau Director's Award from Osaka City

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Community Involvement and Development

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SDGs



Basic Stance

The Nisshinbo Group values its relationships with communities. As an Environment and Energy Company, we will participate enthusiastically in the communities in which we do business and contribute to their development in order to contribute to them and their development.

The Nisshinbo Group's Efforts on the SDGs

The objectives of the Nisshinbo Group overlap with SDGs, and we will contribute to the achievement of SDGs through our business activities.

We are aware of all our SDGs and are considering specific goals to contribute. We believe that SDG Goal 17 is at the heart of community involvement and development.



SDGs Goals deeply involved in Our Businesses



17. Partnerships for the goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group contributes to the achievement of the Sustainable Development Goals (SDGs) through social contribution activities. We will actively engage in activities to achieve our Group's Mid-Term CSR Target related to participation in activities that contribute to local communities.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group considers SDG 17.17 as a core target, and is carrying out social contribution activities on that basis. As a member of its local community, each Group company participates in a variety of activities.



17. Partnerships for the goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

Targets: 17.17

Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

Local Community Interaction and Contribution Activities

Participated in the Inasato Friendship Festival

We participated in the Inasato Friendship Festival, the seventh of which was held on September 1, 2019. Japan Radio Co., Ltd.'s Nagano Plant has participated in this festival from the fourth year, making this year its fourth appearance at the event.

Planned and operated jointly by local residents, local governments, schools and companies, the festival aims to revitalize the Inasato area in Nagano City and bolster its regional strength. We participated in the Inasato Friendship Festival from the planning stage as an executive member. On the day of the holiday, approximately 16 people from our Company and three people from our subsidiary, Nagano Japan Radio Co., Ltd., took part in the event, which helped us to forge strong bonds of interaction with local communities.

Examples of activities:

- Handicraft class: About 100 children experienced the joy of manufacturing through handicrafts.
- Experiment in receiving satellite broadcasts using a Chinese pot
- With the cooperation of our cafeteria, we presented the Japan Radio Cafeteria, an exciting event for selling corn docks and fried bread.
- Out of a crowd of approximately 3,000 people, approximately 300 people attended the JRC booth.



Handicraft workshop



Japan Radio cafeteria

Briquettes-of-love delivery

Every November, Saeron Automotive Corporation in South Korea volunteers for "briquettes-of-love delivery." Among the residents in the Byeongcheon-myeon area where we are located, there are people who do not have boilers or other heating systems, so they heat their homes in the winter using briquettes. We deliver briquettes to heat the homes of people with difficult living conditions, such as households receiving the basic living allowance and elderly living alone.

We started this activity started in 2008 and have been taking part every year since 2015. Employees and



Briquettes-of-love delivery

their families participate to deliver more than 2000 charcoal briquettes to those who need them. Saeron Automotive Corporation is pleased to contribute to the development of local communities and the support of its neighbors.

Family Day

On May 11, 2019, Nisshinbo-Continental Precision Machining (Yangzhou) Co., Ltd. held a “Family Day” to thank employees and their families. On this day, which corresponds to the anniversary of the Company's establishment, it is customary to give thanks to employees and their families for their daily efforts. This year's event marked the Company's third Family Day, and 260 people participated.

We kicked off the festivities by presenting quality awards to five employees who had contributed to the Company in terms of quality. By honoring employees who have contributed to the Company, we show appreciation for their daily efforts, increase their motivation to improve quality and the Company's business, and encourage them to make continuous efforts as a Company.

After that, we divided into teams and played games such as tug-of-war. Employees and their families pulled together in the effort to defeat the opposing team, and the competition was enthusiastic. After exercising hard, everyone ate BBQ and we had a good time together.



Award ceremony



Tug-of-war tournament

Participation in the Green Fund

The Asahi Plant of Nisshinbo Chemical Inc. has participated in the Green Fund since 2012 as part of its environmental protection activities.

We donate 1% of the sales of two vending machines installed at our business sites to the Chiba Greenery Promotion Committee through our contract partner, DyDo DRINCO, Inc. Donations are used to fund greenery promotion activities throughout Japan and contribute to the conservation of forests, which conserve rainwater and absorb carbon dioxide. The average monthly donation is modest at about 1,000 yen, but it's a program that's easy to continue over the long term.



Vending machine

Support for victims of heavy rain

Tokyo Shirts Co., Ltd. offered support to the communities of Chiba, Kimitsu, and Mobara by delivering clothing to their municipal offices, after these three cities in Chiba Prefecture were severely damaged by the torrential rain that

struck on October 25, 2019. Chiba and Kimitsu declined the donations, but Mobara responded positively, accepting them. Knowing that colder weather was on the way, we donated a total of 104 ladies' cardigans, jersey shirts (cutsews) and jackets to people living in evacuation centers.

We received a letter of thanks from the mayor of Mobara at a later date.

Participation in volunteer activities for the Forget-me-not Project

The Food Products Division of NISSHINTOA IWAO INC. has a business relationship with JC Comsa Corporation, which is an important customer for NISSHINTOA IWAO's flour. As part of its CSR activities, the Company operates the "Heartwarming Appeal Council", through which it engages in a variety of social contribution activities.

Every year we participate in the "Forget-me-not Project," one of our social contribution activities. This is an activity to collect support for recovery from the Great East Japan Earthquake by distributing forget-me-nots, which are grown by students of agricultural high schools in Fukushima Prefecture. The flowers are distributed in return for donations in Tokyo, solicited in Yoyogi Park and on the shopping streets in front of Sugamo Station. This initiative has been underway since 2014.

The campaign is held every March, with two sales representatives from the Food Products Division participating. Many companies other than ours are also participating in this program, which returns significant value to society while forging bonds of friendship with students from agricultural high schools.

Unfortunately, the event had to be canceled this year as a result of the COVID-19 pandemic. Nonetheless we will continue to participate in this campaign as an important activity for recovery from the devastation of the Great East Japan Earthquake.

Donation to UN World Food Programme

NISSHINTOA IWAO INC. has continued to make donations to the United Nations World Food Programme (WFP) since 2006.

The WFP provides food support during emergencies such as conflicts and natural disasters, and cooperates with the regional societies of developing nations to improve their nutritional conditions and build a stronger society, in an aim to realize a world without hunger.

As an operator of a general food wholesale business handling a wide variety of products—ranging from ingredients used to make confectionery and bread to processed food products (marine, meat, vegetables)—NISSHINTOA IWAO supports WFP's activities and serves as one of its corporate council members. In addition to making donations to the WFP from the company, it also collects donations from employees.

Engagement with Singapore's Japanese Community

Nisshinbo Singapore Pte. Ltd. places importance on its relationship with the Japanese community in Singapore.

For example, this year we participated in the Charity Draw, which is held annually by the Women's Section of the Japanese Association, Singapore. Since 1958, the Women's Section has contributed a portion of its profits to special support facilities and charitable organizations in Singapore.

We also donated funds to a fund managed by the Singapore Chamber of Commerce and Industry, which makes annual donations. A part of the donations collected from the institute funds scholarships for young Singaporean students studying in Japan, who play an active role as a bridge of exchange between Japan and Singapore. In 2020, it was decided that two people would be dispatched to Waseda University's Faculty of International Education and one to the Faculty of Education of International Christmas. Nisshinbo Singapore is pleased to cooperate in nurturing the next generation of human resources through this fund.

The three Nisshinbo Group companies in Singapore (NJR (Singapore) Pte. Ltd., Alphas Marine Systems Pte. Ltd. and Nisshinbo Singapore Pte. Ltd.) endorse the fund's objectives and donate the funds.

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CSR Procurement Basic Policy




The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group is committed to contributing to the achievement of the Sustainable Development Goals (SDGs) by presenting the Group's Basic CSR Purchasing Policy both at home and abroad. Key performance indicators (KPIs) are managed and planned measures taken to achieve the Group's Mid-Term CSR Targets regarding "Implementing Improvements in CSR Procurement in Collaboration with Suppliers."

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group regards SDG 16.5 as a core target, and is promoting CSR-oriented purchasing activities on that basis. We will clearly communicate our policies to our suppliers and promote CSR procurement initiatives throughout the supply chain.



16. Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Targets: 16.5

Substantially reduce corruption and bribery in all their forms.

The seven key principles listed below were formulated to further clarify the basic policy for CSR oriented procurement under aspects such as legal compliance, fair trade, information security, environment protection, human rights, safety & health, and quality & safety.

1. To strictly observe all legal obligations and social norms
 2. To always pursue business in a sound and fair manner
 3. To properly manage all information
 4. To give due consideration to protection of the environment
 5. To respect all basic human rights
 6. To strive for a secure and healthy living and working environment
 7. To aim to ensure the quality and safety of all products and services

We ask our suppliers to adhere to these policies to promote CSR activities throughout the entire supply chain.

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Corporate Ethics Reporting System

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SDGs



The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group is committed to contributing to the achievement of the Sustainable Development Goals (SDGs) by demonstrating the establishment of a corporate ethics reporting system both at home and abroad. Key performance indicators (KPIs) are managed and systematically implemented to achieve the Group's Mid-Term CSR Targets of operating a corporate ethics reporting system.

Core SDGs Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group regards SDG 16.5 as a core target, and is promoting thorough compliance.



16. Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Targets: 16.5

Substantially reduce corruption and bribery in all their forms.

The Nisshinbo Group is endeavoring to spread and entrench corporate ethics among all its employees throughout its business activities. As part of these efforts, we have established a corporate ethics reporting system to be used by a broad range of stakeholders, not only people inside the Company, to facilitate the early detection and correction of legal violations and prevent their recurrence.

If you notice any acts in the Nisshinbo Group that violate the law or corporate ethics, or that you suspect might be violations, please consult with or report to the Corporate Ethics Committee. We will deal with the matter appropriately after investigating the related facts. Anonymous consulting and reporting is of course possible, but if you give your name and contact, we will contact you later with a summary of our response.

In the future also, through such sincere efforts, the Nisshinbo Group will strive to fulfill our social responsibility as a company and further enhance our corporate value.

Contact for consultation and report

Reception Desk, Corporate Ethics Committee
fax: +81-3-5695-8851

[▶ Consultation / Report Form](#)

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CSR Reports (Downloads)

The Nisshinbo Group has been publishing CSR reports since 2008. In 2017, we began publishing these reports only on our website. CSR reports through 2016 are available for download below.

Back Issues



CSR Report 2016

▶ All Pages[6.05MB]



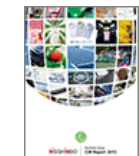
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CSR Report 2008

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To view PDF files, you need Acrobat Reader. We recommend Acrobat Reader.

Editing Policy

The Nisshinbo Group discloses its CSR-related activities on its website to report them to a broad range of stakeholders.

1.Period Covered

In principle, centers on fiscal 2019* (January 1, 2019–December 31, 2019).

* Following the approval of the "Partial Change of the Articles of Incorporation" at the 175th General Meeting of Shareholders held on June 28, 2018, the Company changed the fiscal year-end from March 31 to December 31, starting in the fiscal year that ended in December 2018. As a result, the consolidated fiscal year that ended in December 2018 was a transitional period with an irregular fiscal year adjusted for changes in the fiscal periods of the Company and consolidated subsidiaries as follows: the Company and consolidated subsidiaries switching from fiscal years ending in March (nine-month consolidation from April 1, 2018 to December 31, 2018); consolidated subsidiaries switching from fiscal years.

2.Scope

The report covers Nisshinbo Holdings Inc. and its 106 consolidated subsidiaries.

3.Guidelines Used for Reference

- Environmental Reporting Guidelines 2018, Japan's Ministry of the Environment
- Environmental Accounting Guidelines 2005, Japan's Ministry of the Environment
- Sustainability Reporting Guidelines, version 4.0, Global Reporting Initiative (GRI)
- ISO26000

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