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Nisshinbo Group CSR

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.



Nisshinbo Group CSR



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Message from the President

**Amid today's major movement
toward decarbonization,
the Nisshinbo Group is contributing
to solving environmental challenges
as an Environment and Energy Company.**

A tremendous shift toward decarbonization is now under way worldwide. Last year, the Japanese government announced a plan of "decarbonization up to 2050." This year the new Administration in the United States has signed a return to the Paris Agreement, setting targets for zero emission. I feel that the Nisshinbo Group's business has reached an era when it is in the spotlight more than ever.

Since its inception, the Nisshinbo Group, whose corporate philosophy is "Change and Challenge! For the creation of the future of Earth and People," has been guided by the concept of the company as a public entity that contributing to society is companies' reason for being, and that contribution is the engine that drives their growth. As a corporate Group that contributes to society, Nisshinbo regards the protection of the global environment as its top-priority social issue. Without a healthy global environment, neither society nor the economy can exist. Guided by this corporate philosophy, our business policy is to realize a super-smart society as an Environment and Energy Company Group. We are advancing our business accordingly.

ESG is Nisshinbo's founding spirit

- | | | | | | | | |
|---|---|-------------|--|-------------|-------------------------------------|-------------|---|
|  | <p>E In 2006, we positioned global environmental protection as our top-priority social issue and reformed our business with a focus on the environment and energy.</p> | | | | | | |
|  | <p>S Public Entity - Our founding spirit of contributing to society through business activities. We engage in ongoing dialogue with stakeholders (customers, shareholders, employees, business partners, regional companies, etc.) to understand their requests and evaluations and reflect this information in our business activities.</p> | | | | | | |
|  | <p>G</p> <table border="0"> <tr> <td style="vertical-align: top; padding-right: 10px;"> <p>2006</p> </td> <td>We embarked on governance reforms, including the introduction of an outside director system, before the enactment of Japan's Corporate Governance Code</td> </tr> <tr> <td style="vertical-align: top; padding-right: 10px;"> <p>2015</p> </td> <td>Abolished takeover defense measures</td> </tr> <tr> <td style="vertical-align: top; padding-right: 10px;"> <p>2017</p> </td> <td>Abolished internal advisor and consultant system and formulated Nisshinbo's Corporate Governance Policy</td> </tr> </table> | <p>2006</p> | We embarked on governance reforms, including the introduction of an outside director system, before the enactment of Japan's Corporate Governance Code | <p>2015</p> | Abolished takeover defense measures | <p>2017</p> | Abolished internal advisor and consultant system and formulated Nisshinbo's Corporate Governance Policy |
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Contributing to the SDGs
through our business



The Nisshinbo Group creates environmental and social value by generating a variety of products that contribute to the environment, safety, and security. These include sensors, electronic devices, motor-vehicle brakes, fuel-cell materials, and CARBODILITE®, a functional chemical essential for the production of biodegradable resin products and water-based paints, as well as a group of products for disaster prevention and disaster reduction. At the same time, we have worked to expand our governance system, which is the foundation of our management, anticipating the demands of society. I understand that ESG was positioned at the center of Nisshinbo's management strategy even before the term "ESG management" came into frequent use. We believe that our product groups and efforts themselves will also contribute significantly to achieving the targets of the (Sustainable Development Goals (SDGs)).

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Nisshinbo Group Corporate Philosophy

Change and Challenge! For the creation of future of Earth and People.

Adapting to the changing demands of modern life and
society and shifting focus to the environment and energy fields
Targeting three strategic business fields

Business Policies

Realize super smart societies as
an **Environment and Energy
Company group**

Aiming to increase corporate value
through business policies closely linked to our
Corporate Philosophy

Long-term Goal:

ROE **12%**
(by 2025)

Strategic Business Domains



Mobility

Copper-free friction materials
Fuel cell vehicle parts and materials
Marine wireless communication
equipment, etc.



Infrastructure & Safety

Weather radar
Disaster prevention
solutions
Alertmarker+, etc.



Life & Healthcare

Ultrasound imaging
equipment
Medical equipment and
healthcare management
equipment development, etc.

We will continue to move forward as an Environment and Energy Company Group, promoting our business around the three Strategic Business Domains of Mobility, Infrastructure and Safety, and Life and Health Care. In this process, we will not only develop and provide products that contribute to a sustainable society, as we have done so far, but also expand our business domains by developing service businesses that use the technologies and products we have honed in manufacturing. Innovation is needed to transform our business model, and we intend to push forward vigorously in two key areas: Digital Transformation (DX) and Diversity & Inclusion (D&I).

Digital Transformation (DX) is described in detail in the [Integrated Report](#).

For details of Diversity & Inclusion (D&I), please refer to the [Diversity & Inclusion Webpage](#).

Primary targets			
Increase ratio of products that contribute to sustainable society	Reduce greenhouse gas emissions per unit of sales	Improve recycling ratio	Reduce water usage per unit of sales
to 70% or more of total sales	by 25% or more compared to fiscal 2014	to 95% or more	by 70% or more compared to fiscal 2014

The Nisshinbo Group's Long-term Environmental Targets for fiscal year ended December 2030 are "Increase ratio of products that contribute to sustainable society to 70% or more of total sales", "Reduce greenhouse gas emissions per unit of sales by 25% or more compared with fiscal year ended March 2015", "Improve recycling ratio to 95% or more", and "Reduce water usage per unit of sales by 70% or more compared with fiscal year ended March 2015."

Through the technological capabilities and innovations we create through our diverse human resources, we will continue to contribute to achieving SDGs while achieving our own goals, as well as solving our customers' social and environmental challenges.

March 2021

Masahiro Murakami

Representative Director and President, Nisshinbo Holdings Inc.

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

Relationship between key issues and global guidelines

	Materiality	SDGs	ISO26000
E Environmental Initiatives	Contribution to the environmental and energy field		Environment
S Social Initiatives	Creation of a safe and secure society		Human Rights Labor Practices Consumer Issues Community Involvement and Development
G Corporate Governance	Global compliance		Organizational Governance Fair Operating Practices

SDGs with Close Links to the Nisshinbo Group's Businesses

- 6. Clean water and sanitation**
 Ensure availability and sustainable management of water and sanitation for all
- 9. Industry, innovation and infrastructure**
 Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation
- 12. Responsible consumption and production**
 Ensure sustainable consumption and production patterns
- 13. Climate action**
 Take urgent action to combat climate change and its impacts

Process of Determining Materiality

1. Identify social issues for consideration

First we identified social issues, referring to ISO 26000, the fourth edition of the GRI Guidelines, the 10 principles of the UN Global Compact and other social norms. We then evaluated their relationship to the Group's businesses and identified 22 social issues for consideration.



2. Prioritize social issues

During the Group's CSR Council deliberations, we prioritized the social issues we had identified from the perspective of their importance to stakeholders and their importance to the Nisshinbo Group, coming up with a draft proposal.

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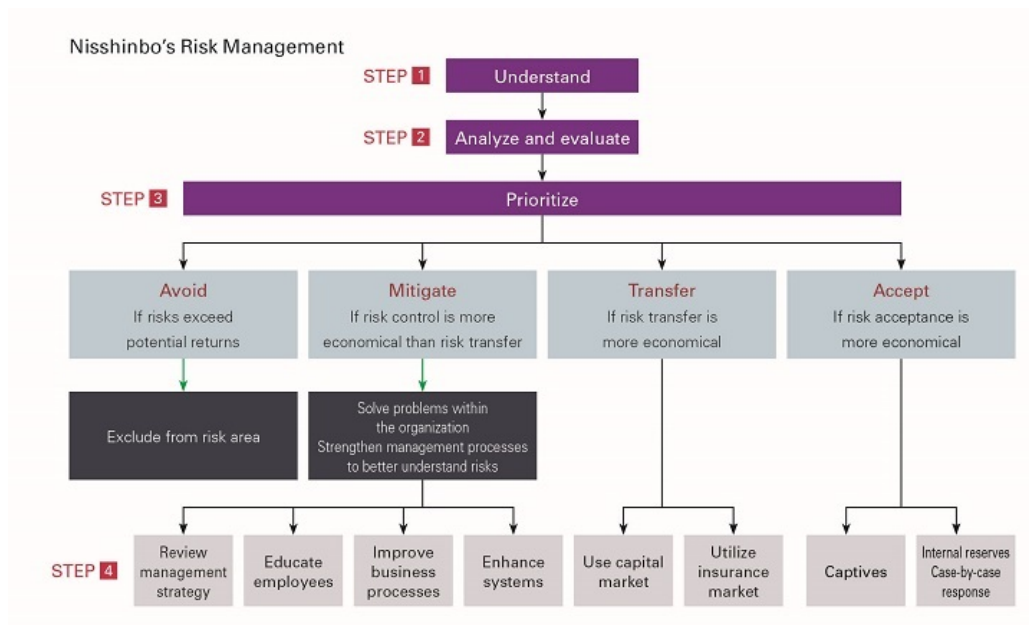


- 3. Deliberate and approve at the Corporate Strategy Conference**
- The Corporate Strategy Conference, chaired by the president of Nisshinbo Holdings Inc. and comprising all managing officers, deliberated the issues' materiality. After considering the importance of these social issues and their relationship to the Group's businesses, we determined the three material issues indicated above.

The Nisshinbo Group Risk Management

We clearly identify, analyze and evaluate risks in each business in accordance with the Nisshinbo Group Risk Management Rules. Managing directors in each business prioritize risks and develop scenarios that assume a significant impact on operations from those risks. That information is collated and mapped by the Corporate Strategy Center and then discussed by the Board of Management and the Board of Directors.

The Nisshinbo Group classifies risks into four categories – avoid, control, transfer and accept – and develops economically rational responses.



Managing Risks and Opportunities

The Nisshinbo Group has established a risk management system, shown in the diagram below, to appropriately address business risks and minimize any losses associated with those risks. Additionally, in order to turn business risks into opportunities that support sustained growth, the Nisshinbo Group routinely works to identify and analyze any changes in the operating environment, aiming to create new growth opportunities by contributing to society as an Environment and Energy Company group – a business strategy that aligns with the Group's Corporate Philosophy.

Fourth Mid-Term CSR Targets and Initiatives

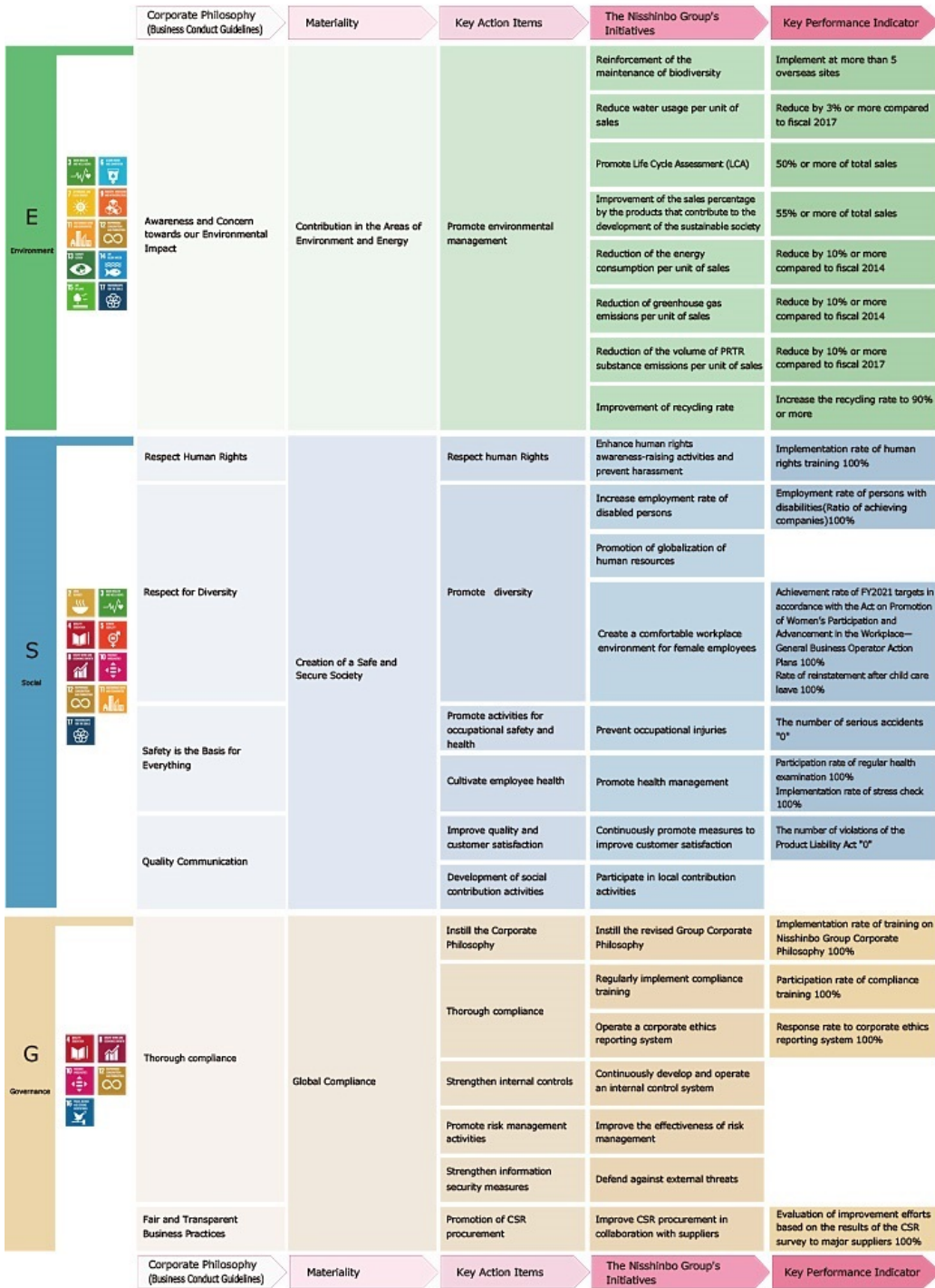
Since fiscal 2019, the Nisshinbo Group has set 20 targets based on 18 initiatives, including the environment, compliance, and CSR-oriented procurement. The entire Group is working together to achieve these targets.

In order to achieve the target, the KPI is used to Activities items that can be grasped on a numerical basis. All employees are committed to using Activities and KPIs to confirm their attainment and further improve their content for better Activities.

Relationship among Corporate Philosophy, Materiality, and KPI

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Fourth Medium-Term CSR Targets (FY2019-2021) and Results as of end-FY2020

The Nisshinbo Group's Initiatives	Target for end-FY2021	Result as of end-FY2020
Reinforcement of the maintenance of biodiversity	Implement at more than 5 overseas sites	Activities are being promoted at 5 sites ^{*1} .
Reduce water usage per unit of sales	Reduce by 3% or more compared to FY2017	Reduced by 12% compared to FY2017
Promote Life Cycle Assessment ^{*2} (LCA)	50% or more of total sales	49% of total sales

The Nisshinbo Group's Initiatives	Target for end-FY2021	Result as of end-FY2020
Improvement of the sales percentage by the products that contribute to the development of the sustainable society	55% or more of total sales	51% of total sales
Reduction of the energy consumption per unit of sales	Reduce by 10% or more compared to FY2014	Reduced by 2% compared to FY2014
Reduction of greenhouse gas emissions*3 per unit of sales	Reduce by 10% or more compared to FY2014	Reduced by 5% compared to FY2014
Reduction of the volume of PRTR substances*4 emissions per unit of sales	Reduce by 10% or more compared to FY2017	Reduced by 31% compared to FY2017
Improvement of recycling rate*5	Increase the recycling rate to 90% or more	85%
[Recycling rate = (Amount recycled) ÷ (Total amount of waste) × 100]		
Implementation rate of training on Nisshinbo Group Corporate Philosophy	100%	96%
Participation rate of compliance training	100%	93%
Response rate to corporate ethics reporting system	100%	100%
Implementation rate of human rights training	100%	97%
Employment rate of persons with disabilities (Ratio of achieving companies)	100%	97%
Achievement rate of FY2021 targets in accordance with the Act on the Promotion of Female Participation and Career Advancement in the Workplace—General Action Plans (Ratio of achieving companies)	100%	23%
Rate of reinstatement after childcare leave	100%	100%
Prevent occupational injuries	The number of serious accidents "0"	0
Participation rate of regular health examination	100%	99%
Implementation rate of stress check	100%	96%
Assessment of the status of improvement in accordance with the results of CSR questionnaires to major suppliers	100%	Questionnaires are being administered to assess the status of improvement.
Number of violations of the Product Liability Act	0	0

- *1 Activities started in FY2019: Shenzhen NJRC Technology Co., Ltd. (China), PT. Nikawa Textile Industry (Indonesia); Activities started in FY2020: THAI NJR CO.,LTD. (Thailand) (the present Nisshinbo Micro Devices (Thailand) Co.,Ltd.) , Nisshinbo Somboon Automotive Co., Ltd. (Thailand), Nanbu Philippines Incorporated (Philippines)
- *2 Life Cycle Assessment : Grasping the amount of environmental impact throughout the product life cycle, from raw materials to production, use, and disposal.
- *3 Actual emission factors published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry are used as the carbon dioxide emission factors for greenhouse gases.
- *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"
- *5 Excluding disposal of buried materials at the former Miai Plant

Received high evaluation in Toyo Keizai CSR company ranking

In its latest assessment of CSR, the 2021 CSR Company Rankings, Toyo Keizai Inc. (hereafter, Toyo Keizai) rated Nisshinbo Holdings Inc. highly for the various initiatives being deployed by the Group. Toyo Keizai awarded the Group a ranking of AAA on human resources utilization, the environment, social services and a ranking of AA on corporate governance.



Toyo Keizai CSR company ranking

Conducted annually since 2005 by Toyo Keizai, the CSR Corporate Rankings draw on survey results to select a list of "trusted companies" from the perspectives of both corporate social responsibility (CSR) and finance, which are becoming increasingly complex. This 2021 CSR Company Ranking is the 15th. The Nisshinbo Group pays close attention to the CSR corporate rankings, which evaluate companies from the four CSR-related perspectives of human resource utilization, the environment, corporate governance and social performance, and finance.

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Stakeholder Engagement

Continuous dialogue with stakeholders is important for sustainable enhancement of corporate value. The Nisshinbo Group dialogue with customers, stockholders, employees, and other stakeholders involved with the Group in its search for solutions, as stipulated in VALUE.

Stakeholder Engagement Initiatives

Stakeholder	Examples of engagement	Times	Key department/site
Customers	Exhibitions	10 times	Marketing/ engineering
	Online seminars	One time	
Shareholders/ investors	General Meeting of Shareholders	One time	IR
	Briefings and small meetings for institutional investors	Briefings Twice annually, One-on-one meetings: 82 times	
	Online information and publications for investors	Publication of integrated report	
Employees	Publication of internal newsletter	Published seasonally (published quarterly)	PR
	Employee surveys	One time	Diversity
	ESG education	Four times	CSR
	Internal whistleblower system	Six cases	CSR
Suppliers	Disclose and raise awareness of Green Procurement Guidelines	One time	Procurement Division
	Group education	One time	
	Water consumption volume and hazardous substance product inspections	Water consumption four times annually Chemical substances in products annually	
	CSR procurement surveys	One time	
	Factory tours, workshops	11 times	
NGOs, NPOs, government agencies	Participation in projects to protect biodiversity	Four times	Business sites
	Participation in neighborhood cleaning activities	21 times	Business sites

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Promotional System for CSR

The Nisshinbo Group is promoting group-wide CSR activities under the direction of the Corporate Strategy Meeting, which is responsible for business execution functions under the corporate governance system, and centered on the Sustainability Development Department of the Corporate Strategy Center of Nisshinbo Holdings Inc. Each department reports management reviews and issues to the Corporate Strategy Committee.

We have established the 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

Nisshinbo Holdings CSR Structure

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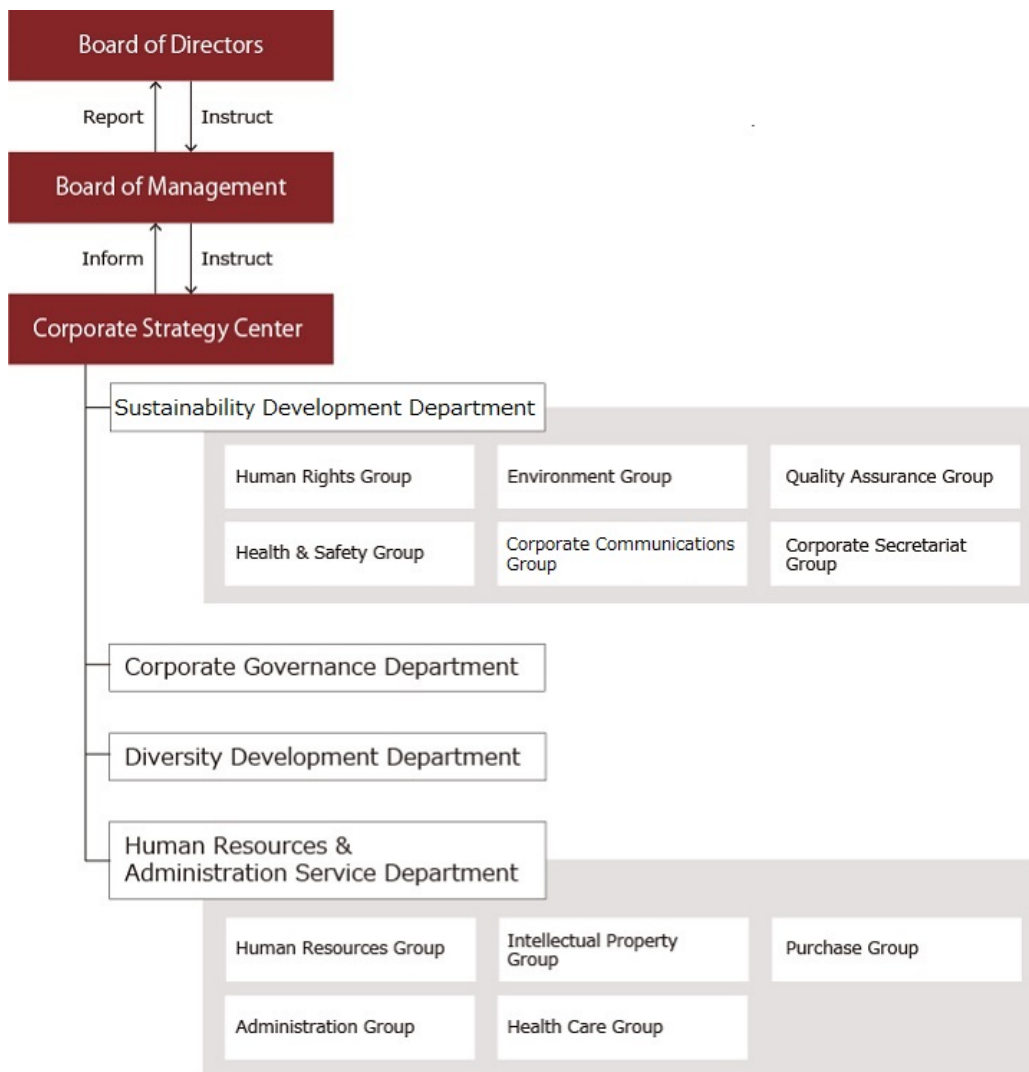
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【The Corporate Strategy Meeting】

The Corporate Strategy Meeting, which is composed of directors, executive managing officers, and others, deliberates on important matters related to the execution of the Group's business. In principle, the Corporate Strategy Meeting is held once a month.

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Contributing to SDGs

The Nisshinbo Group has placed ESG at the heart of its corporate management guided by its basic philosophy as a public entity, passed down over many years, the Group will contribute to SDGs by focusing on our business in strategic fields.

Since the adoption the Sustainable Development Goals (SDGs) at the United Nations Summit of September 2015, various organizations, including governments, local governments, local governments, businesses and civil societies, have been accelerating their efforts to tackle SDGs.

The corporate philosophy of the Nisshinbo Group is "Change and Challenge! For the creation of the future of Earth and People." Since its inception, the Group has passed down through the generations its basic belief as a public entity that contributing to society is companies' reason for being, and that contribution is the engine that drives their growth.



Nisshinbo Group Corporate Philosophy

Change and Challenge!
For the creation of the future of Earth and People.

VALUE

—The value we provide and the approach we take to realize our Corporate Philosophy

- We provide our customers with eco-friendly products and services to create a safer and more secure society with integrity.
- We create new value to inspire and satisfy our customers.
- We improve upon our corporate value and meet the expectations of our shareholders.
- We hold dear a corporate culture in which our employees can proudly work with vigor and boldly engage in new endeavors.

Business Conduct Guidelines

— Standards of behaviour expected of every Group employee

- Respect for Human Rights
- Thorough-Going Compliance
- Respect for Diversity
- Awareness and Concern towards our Environmental Impact
- Safety is the Basis for Everything
- Fair and Transparent Business Practices
- Boldly Striving Forward
- Innovation
- Quality Communication

The Group was launched in 1907 as a manufacturer of spun cotton, contributing to the modernization and industrialization of the country. In the 1970s, Japan's mainstay industry shifted from textiles to motor vehicles. Since that time, the Group has contributed to the development of the motor vehicle industry as a specialty supplier of frictional materials. From the 1990s onward, when environmental issues caused by global warming emerged as a common issue for humankind, the Group has continuously transformed its business portfolio, advocating a role for itself as an Environment and Energy Company Group. In 2019, we identified three strategic business areas: Mobility, Infrastructure & Safety, and Life & Healthcare. Through our seven existing businesses, we are focusing on solving these issues and realizing a super-smart society.

While continuing to contribute to society through our products and services, we have been proactively working through our business activities, guided by our Corporate Philosophy, to recognize and consider environmental impact, respect human rights and diversity, and ensure thorough compliance. Today, attention is increasingly focused on ESG management, which emphasizes the three key elements of the environment (E), society (S), and governance (G) as important factors in the long-term growth of companies. The Nisshinbo Group positioned this concept at the center of its corporate management even before the public focus on ESG began to grow.

Since the adoption the SDGs at the United Nations Summit, we have become aware of all the goals of SDGs. We are working to identify the core goals thought to be directly linked to our group's contribution to achieving SDGs.

Approaching the Nisshinbo Group's SDGs

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The Nisshinbo Group's Corporate Philosophy is "Change and Challenge! For the creation of the future of Earth and People." Our aspirations dovetail closely with the SDGs. We will contribute to the achievement of the SDGs through our business, in our corporate activities as a whole and as an Environment and Energy Company group.



SDG goals that are intimately involved in the Group's business

The Nisshinbo Group will contribute to the achievement of the SDGs, whose aims dovetail with its intended direction, in all processes in the value chain. The Group bears all of the SDGs in mind as it focuses on contributions to specific Goals. Through business strategies that encompass corporate activities as a whole as well as strategic business fields, we are identifying and pursuing core goals that we believe will directly contribute to the achievement of the SDGs.

Core SDG goals that contributed by all corporate activities		
E Environment		S Society
G Governance		
<p>• Promotion of LCA activities to reduce emissions of chemical substances and waste and to develop products that contribute to a sustainable society</p> <p>▶ Life Cycle Assessment</p> <p>• Promotion of activities for chemical substance management</p> <p>▶ Chemical Substance Management</p>		<p>• Formulation of CSR Procurement Guidelines and disseminate to suppliers. Furthermore, we use supplier questionnaires.</p> <p>▶ CSR Procurement Basic Policy</p>
<p>• Formulation of Anti-Corruption Guide and using it for anti-bribery measures, including at the Group's overseas companies.</p> <p>▶ Compliance</p>		

Procurement of raw materials



Core SDG goals that contributed by all corporate activities			
	E Environment	S Society	G Governance
Manufacturing	<ul style="list-style-type: none"> Development of zero-emission (recycling rate of 99% or more) activities Waste reduction activities with the goal of achieving a 95% recycling rate <ul style="list-style-type: none"> ▶ <u>Resource Conservation</u> Conducting water risk assessments for business sites and major supply chains. In addition, conducting water consumption surveys and management. <ul style="list-style-type: none"> ▶ <u>Water Resources</u> 	<ul style="list-style-type: none"> Respect diversity in all aspects, including human rights and employment, and promote work-family life balance. Health and Safety Activities <ul style="list-style-type: none"> ▶ <u>Human Rights and Labor Practices</u> Promotion of health management through the Group Health Management Division Meeting <ul style="list-style-type: none"> ▶ <u>Health</u> Active participation by employees in environmental contribution activities and environmental beautification activities <ul style="list-style-type: none"> ▶ <u>Community Involvement and Development</u> 	
Logistics	<ul style="list-style-type: none"> Promotion of efficient use of natural resources such as fuel by reducing transportation volume <ul style="list-style-type: none"> ▶ <u>Transport Volume</u> 		
Sales	<ul style="list-style-type: none"> Increasing the ratio of products that contribute to a sustainable society <ul style="list-style-type: none"> ▶ <u>Environmental Activities</u> Promotion of reuse of packaging materials and reduction of usage. <ul style="list-style-type: none"> ▶ <u>Resource Conservation</u> 	<ul style="list-style-type: none"> Planned measures to achieve continuous promotion of measures to improve customer satisfaction <ul style="list-style-type: none"> ▶ <u>Consumer Issues</u> 	<ul style="list-style-type: none"> Operation of corporate ethics reporting system, early detection of legal violations, correction and prevention of recurrence <ul style="list-style-type: none"> ▶ <u>Corporate Ethics Reporting System</u>

Core SDG goals contributed by business strategies, including strategic business field		
Mobility	Infrastructure & Safety	Life & Healthcare
 	 	 

Details of business strategies, including strategic business areas, can be found in the [Integrated Report](#)

SDG goals and key activity targets contributed by our business activities

3. Good Health and Well-Being

4. Quality Education



SUSTAINABLE DEVELOPMENT GOALS

The Nisshinbo Group supports the Sustainable Development Goals (SDGs).

For the SDGs and the Nisshinbo Group's activities, please refer to "The Nisshinbo Group's Contributions to the SDGs" in each Webpage of The Environment, Human Rights and Labor Practices, Fair Operating Practices, Consumer Issues, and Community Involvement and Development.

For more specific examples of initiatives, please refer to "Core goals and Targets and the activities of the Nisshinbo Group" in each Webpage.

▶ The Environment

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SDG training sessions for executives

In August 2020, we invited outside lecturers to hold SDG seminars, on the theme of "aiming to realize a new co-creative society," for the management of operating companies. The lecturers offered presentations on the reasons why SDG should be addressed to achieve a sustainable society.

SDG awareness-raising activities in the N+ Group Magazine

In N+, the Nisshinbo Group's internal magazine, SDG-related articles are published in each issue. In a special feature, contributions by outside experts are published to illustrate the background to the SDGs, their objectives, worldwide conditions and an explanation of ESG investment, to explain and foster understanding of the importance of SDGs activities. Going forward, N+ will publish a series introducing activities designed to foster awareness that the various initiatives implemented by the Group companies have the same objectives and goals as the SDGs.



the N+ Group Magazine

Activities to raise awareness of the SDGs through environmental news

The Nisshinbo Group publishes environmental news four times a year to disseminate environment-related information to the Group companies in Japan. By explaining the relationship between environmental activities conducted by the Group and the SDGs, the Nisshinbo Group is promoting activities to raise awareness of the SDGs.



environmental news

Certified as a four-star rating in the Nikkei's 2020 SDG Management Survey

The Nisshinbo Group pays close attention to the Nikkei SDG Management Survey, which ranks companies based on active engagement in "SDG management" leading to increased corporate value.

In the overall rankings of the 2020 Nikkei SDG Management Survey, which rates and evaluates companies on their ability simultaneously to improve corporate value and contribute to the SDGs, the Group was awarded a four-star rating (based on a standardized score of 60 or more out of 100).



Nikkei's 2020 SDG Management Survey

The Nikkei SDG Management Survey consists of questions in four areas: SDG strategy/economic value, social value, environmental value, and governance. The survey defines SDG management as efforts to contribute to the SDGs through business activities in ways that lead to improved corporate value. The evaluation of companies draws on surveys of companies and publicly available data based on 17 evaluation indicators. This year, the second year of the survey, 731 companies participated in the survey, including companies listed on Japanese exchanges.

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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



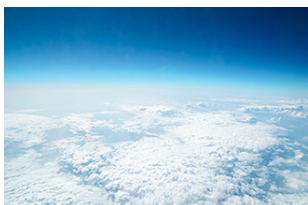
▶ Environmental Activities



▶ Material Balance



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▶ Human Rights and Labor Practices

▶ Consumer Issues

▶ Community Involvement and Development



▶ Resource Conservation

SDGs



▶ Water Resources

SDGs



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SDGs



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▶ Transport Volume

SDGs



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SDGs



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Environmental Activities

The Nisshinbo Group's Efforts on the SDGs

The objectives of the Nisshinbo Group are aligned with those of the SDGs. The Group aims to contribute to the achievement of the SDGs through its business activities.

The Group frames specific goals to which it can contribute, bearing all of the SDGs in mind. As our business activities are centered on manufacturing, we believe that the following four goals stand at the core of our business activities.



SDGs Goals deeply involved in Our Businesses

<p>6. Clean Water and Sanitation Ensure availability and sustainable management of water and sanitation for all.</p>	<p>9. Industry, Innovation, and Infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</p>
<p>12. Responsible consumption, production Ensure sustainable consumption and production patterns.</p>	<p>13. Climate action Take urgent action to combat climate change and its impacts.</p>

For details about the core SDGs goals and specific environmental activities of the Nisshinbo Group, please refer to "Core SDGs Goals and Targets and the Nisshinbo Group's Activities" in the sections on Energy Conservation, Climate-Change Countermeasures, Life Cycle Assessment, Resource Conservation, Water Resources, Chemical Substance Management, and Transport Volumes.

- | | | |
|-------------------------|----------------------------------|---------------------------------|
| ▶ Energy Conservation | ▶ Climate Change Countermeasures | ▶ Life Cycle Assessment |
| ▶ Resource Conservation | ▶ Water Resources | ▶ Chemical Substance Management |
| ▶ Transport Volume | | |

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▶ Human Rights and Labor Practices

▶ Consumer Issues

▶ Community Involvement and Development

Initiatives for Medium-and Long-Term Environmental Targets

The Nisshinbo Group is working to reduce its environmental impact and improve its recycling capacity.

The Group has set key performance indicators (KPIs) as its Medium-and Long-term Environmental Targets, and the entire Group is working together to achieve them. We are implementing a variety of activities to achieve our Medium-and Long-term Environmental Targets in our business activities.

Revised the Nisshinbo Group's Long-term Environmental Targets

In December 2020, the Nisshinbo Group revised its Long-term Environmental Targets. We changed the deadline for achievement of the targets to the 2030 fiscal year and revised our Long-term Environmental Targets.

The Group places importance on the following environmental issues:

1. Providing sustainable solutions
2. Taking action against global warming
3. Contributing to a recycling-oriented society
4. Water-resource conservation measures

By seeking solutions to these issues, the Group aims to contribute to the achievement of the sustainable, decarbonizing and resource-recycling society advocated by Japan and the United Nations, and to find solutions for customers' social and environment issues. In so doing the Group is continuing to contribute to achieving the SDGs.

The 2nd Long-term Environmental Targets (to fiscal 2030)

The Nisshinbo Group's 2nd Long-Term Environmental Targets call on the Group to continue to place top priority on expanding sales of "products that contribute to a sustainable society*."

With water resources threatened by population growth and climate change, the Group recognizes the importance of measures to protect water resources, for which targets are set in the SDGs. As such, the Group has newly added reduce water usage targets.

* The Group identifies certain of its products as "the products that contribute to the development of the sustainable society "

Primary targets			
Increase ratio of products that contribute to sustainable society	Reduce greenhouse gas emissions per unit of sales	Improve recycling ratio	Reduce water usage per unit of sales
to 70 % or more of total sales	by 25 % or more compared to fiscal 2014	to 95 % or more	by 70 % or more compared to fiscal 2014

In October 2020, the Japanese government declared its intention to achieve "carbon neutrality by 2050". In April 2021, the Leaders Summit on Climate hosted by the United States declared that the 2030 greenhouse gas reduction target is a "coordinated and ambitious target" of reducing emissions by 46% from fiscal 2013, with a 50% reduction as a stretch target. This target marks a substantial increase from the previous reduction target, which was a 26% reduction compared to fiscal 2013.

The Nisshinbo Group will change its reduction of greenhouse gas emissions target after conducting demonstration tests aimed at meeting the Japanese government's 2030 greenhouse gas reduction target.

Fourth Medium-Term Environmental Targets (FY2019-2021) and FY2020 Results

The Nisshinbo Group is moving forward with activities to achieve the 4th Medium-Term Environmental Targets, whose deadline for achievement was fiscal 2021.

The table below shows the results for fiscal 2020 for each priority activity item. In "Reinforcement of the maintenance of biodiversity" activities, the Group met its targets by 2020. "Promote Life Cycle assessments (LCA)"

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has led to solid results from implementation of activities at various companies, including overseas. On the other hand, the two items of "Reduction of the energy consumption per unit of sales" and "Reduction of greenhouse gas emissions per unit of sales" were greatly affected by the impact of the COVID-19 pandemic. In the area of "Improvement of recycling rate," we need to find more recycling sites. The other three items are progressing well.

Key Action items	Fiscal 2021 Target	Fiscal 2020 Results
Reinforcement of the maintenance of biodiversity	Implement at more than 5 overseas sites	Activities underway at 5 sites* ¹
Reduce water usage per unit of sales	Reduce by 3% or more compared to fiscal 2017	Down by 12% compared to fiscal 2017
Promote Life Cycle Assessment* ² (LCA)	50% or more of total sales	49% 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	51% of total sales
Reduction of the energy consumption per unit of sales	Reduce by 10% or more compared to fiscal 2014	Down by 2% 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 5% 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 31% 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 85%

*¹ Fiscal 2019 Activities started: Shenzhen NJRC Technology Co., Ltd. (China) and PT. Nikawa Textile Industry (Indonesia). Fiscal 2020 Activities started: THAI NJR CO., LTD. (Thailand) (the present Nisshinbo Micro Devices (Thailand) Co.,Ltd.) , Nisshinbo Somboon Automotive Co., Ltd. (Thailand), and NANBU Philippines Incorporated (Philippines).

*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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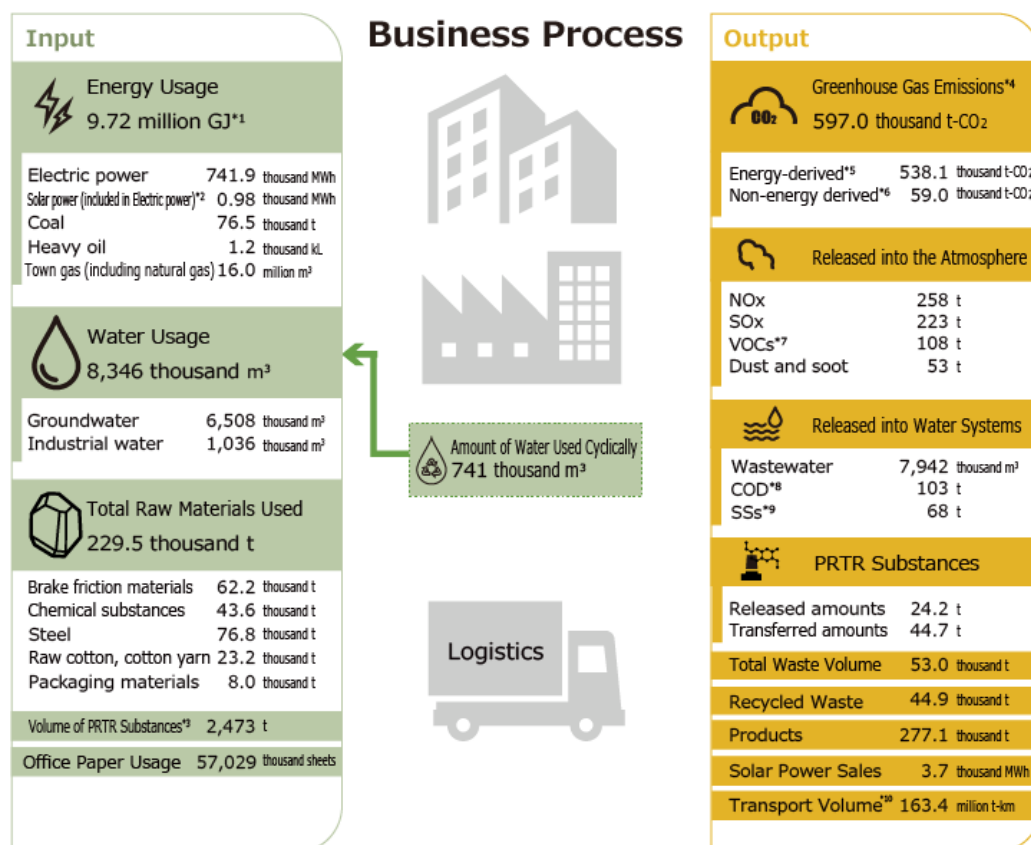
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Material Balance

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

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



*¹ Gigajoule (GJ): A unit of energy measurement. 1GJ=10⁹ J=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 powe	0.470 t-CO ₂ /MWh	Coal	1.890 t-CO ₂ /t
A-type heavy oil	2.710 t-CO ₂ /KL	Gasoline	2.322 t-CO ₂ /KL
Diesel oil	2.585 t-CO ₂ /KL	Town gas	2.234 t-CO ₂ /thousand Nm ³
Steam	0.060 t-CO ₂ /GJ		

*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.

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*10 Transport volumes in international waters are not included.

Input/Output Details [119KB]

2021/2022				2020/2021			
Item		Unit		Item		Unit	
1. Total		100,000		100,000		100,000	
2. Domestic		80,000		80,000		80,000	
3. International		20,000		20,000		20,000	
4. Total		100,000		100,000		100,000	
5. Domestic		80,000		80,000		80,000	
6. International		20,000		20,000		20,000	
7. Total		100,000		100,000		100,000	
8. Domestic		80,000		80,000		80,000	
9. International		20,000		20,000		20,000	
10. Total		100,000		100,000		100,000	
11. Domestic		80,000		80,000		80,000	
12. International		20,000		20,000		20,000	
13. Total		100,000		100,000		100,000	
14. Domestic		80,000		80,000		80,000	
15. International		20,000		20,000		20,000	
16. Total		100,000		100,000		100,000	
17. Domestic		80,000		80,000		80,000	
18. International		20,000		20,000		20,000	
19. Total		100,000		100,000		100,000	
20. Domestic		80,000		80,000		80,000	
21. International		20,000		20,000		20,000	
22. Total		100,000		100,000		100,000	
23. Domestic		80,000		80,000		80,000	
24. International		20,000		20,000		20,000	
25. Total		100,000		100,000		100,000	
26. Domestic		80,000		80,000		80,000	
27. International		20,000		20,000		20,000	
28. Total		100,000		100,000		100,000	
29. Domestic		80,000		80,000		80,000	
30. International		20,000		20,000		20,000	
31. Total		100,000		100,000		100,000	
32. Domestic		80,000		80,000		80,000	
33. International		20,000		20,000		20,000	
34. Total		100,000		100,000		100,000	
35. Domestic		80,000		80,000		80,000	
36. International		20,000		20,000		20,000	
37. Total		100,000		100,000		100,000	
38. Domestic		80,000		80,000		80,000	
39. International		20,000		20,000		20,000	
40. Total		100,000		100,000		100,000	
41. Domestic		80,000		80,000		80,000	
42. International		20,000		20,000		20,000	
43. Total		100,000		100,000		100,000	
44. Domestic		80,000		80,000		80,000	
45. International		20,000		20,000		20,000	
46. Total		100,000		100,000		100,000	
47. Domestic		80,000		80,000		80,000	
48. International		20,000		20,000		20,000	
49. Total		100,000		100,000		100,000	
50. Domestic		80,000		80,000		80,000	
51. International		20,000		20,000		20,000	
52. Total		100,000		100,000		100,000	
53. Domestic		80,000		80,000		80,000	
54. International		20,000		20,000		20,000	
55. Total		100,000		100,000		100,000	
56. Domestic		80,000		80,000		80,000	
57. International		20,000		20,000		20,000	
58. Total		100,000		100,000		100,000	
59. Domestic		80,000		80,000		80,000	
60. International		20,000		20,000		20,000	
61. Total		100,000		100,000		100,000	
62. Domestic		80,000		80,000		80,000	
63. International		20,000		20,000		20,000	
64. Total		100,000		100,000		100,000	
65. Domestic		80,000		80,000		80,000	
66. International		20,000		20,000		20,000	
67. Total		100,000		100,000		100,000	
68. Domestic		80,000		80,000		80,000	
69. International		20,000		20,000		20,000	
70. Total		100,000		100,000		100,000	
71. Domestic		80,000		80,000		80,000	
72. International		20,000		20,000		20,000	
73. Total		100,000		100,000		100,000	
74. Domestic		80,000		80,000		80,000	
75. International		20,000		20,000		20,000	
76. Total		100,000		100,000		100,000	
77. Domestic		80,000		80,000		80,000	
78. International		20,000		20,000		20,000	
79. Total		100,000		100,000		100,000	
80. Domestic		80,000		80,000		80,000	
81. International		20,000		20,000		20,000	
82. Total		100,000		100,000		100,000	
83. Domestic		80,000		80,000		80,000	
84. International		20,000		20,000		20,000	
85. Total		100,000		100,000		100,000	
86. Domestic		80,000		80,000		80,000	
87. International		20,000		20,000		20,000	
88. Total		100,000		100,000		100,000	
89. Domestic		80,000		80,000		80,000	
90. International		20,000		20,000		20,000	
91. Total		100,000		100,000		100,000	
92. Domestic		80,000		80,000		80,000	
93. International		20,000		20,000		20,000	
94. Total		100,000		100,000		100,000	
95. Domestic		80,000		80,000		80,000	
96. International		20,000		20,000		20,000	
97. Total		100,000		100,000		100,000	
98. Domestic		80,000		80,000		80,000	
99. International		20,000		20,000		20,000	
100. Total		100,000		100,000		100,000	

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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.

At all group companies, its executives conducts management reviews every year. The Group conducts management reviews at its Corporate Strategy Conference and obtains instruction from the President and CEO. Management reviews are also reported to the Board of Directors.

The Status of Environmental Management System

As of the end of December 2020, 55 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.

Organizations with ISO 14001 Certification (As of December 31, 2020)

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

In Japan (23 organizations)

Nisshinbo Holdings Inc.	(integrated authentication)	(Chuo-ku, Tokyo)
Nisshinbo Holdings Inc.	R&D Center	(Chiba City, Chiba)
Japan Radio Co., Ltd.	(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)
Nagano Japan Radio Co., Ltd.	(integrated authentication)	(Nagano City, Nagano)

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Ueda Japan Radio Co., Ltd.	(integrated authentication)	(Ueda City, Nagano)
New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.)	Head Office Kawagoe Works	(Chuo-ku, Tokyo)
SAGA ELECTRONICS CO., LTD. (the present Nisshinbo Micro Devices AT Co.,Ltd.)	Saga Works	(Kanzaki-gun , Saga)
NJR FUKUOKA CO., LTD. (the present Nisshinbo Micro Devices Fukuoka Co.,Ltd.)		(Fukuoka City, Fukuoka)
Ricoh Electronic Devices Co., Ltd. (the present Nisshinbo Micro Device Inc.)	(integrated authentication)	(Ikeda City, Osaka)
Nisshinbo Brake Inc.	(integrated authentication)	(Chuo-ku, Tokyo)
Nisshinbo Mechatronics Inc.	Miai Machinery Plant	Miai Machinery Plant
Nisshinbo Mechatronics Inc.	Hamakita Plant	(Hamamatsu City, Shizuoka)
Nisshinbo Precision Instrument & Machinery Hiroshima Corp.	(integrated authentication)	(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)

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In Other Countries (32 organizations)

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

TMD/ Hamm*1	(Germany)
TMD/ Hartlepool*1	(The 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.	(The United States)
Nisshinbo Somboon Automotive Co., Ltd.	(Thailand)
Saeron Automotive Corporation	(Republic of 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. Xiaogan Branch*2	(China)
Nanbu Philippines Incorporated	(Philippines)
Toms Manufacturing Corporation	(Philippines)
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 In August 2020, Guangzhou Nanbu Plastics Co., Ltd. changed its registration to "Guangzhou Nanbu Plastics Co., Ltd., Xiaogan Branch".

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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

Sustainability

▶ Message from the President

▶ Nisshinbo Group CSR

▶ Contributing to SDGs

▼ The Environment

▶ Environmental Activities

▶ Material Balance

▶ Environmental Management

Climate Change Countermeasures

▶ Energy Conservation

▶ 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

▶ Consumer Issues

▶ Community Involvement and Development



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



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.

- ▶ Fair Operating Practices
- ▶ CSR Procurement Basic Policy
- ▶ Corporate Ethics Reporting System
- ▶ Editing Policy
- ▶ CSR Reports (Downloads)

Selected as a "Zero Emissions Challenge Company" by METI

Japan Radio Co., Ltd. was selected as a "Zero Emission Challenge Company" by Japan's Ministry of Economy, Trade and Industry (METI) in recognition of its efforts through the Project to Realize an Energy-saving Society Served by Robots and Drones Work.



The "Zero Emissions Challenge Company" are selected by METI for boldly tackling the challenge of innovation to realize a carbon-free society. The list of about 300 companies connected to METI projects linked to the government's Innovative Environmental Innovation Strategy and 28 projects being implemented by the National Institute of New Energy and Industrial Technology Development (NEDO) was published at TCFD Summit 2020 on October 9 for the first time.

Receipted of the METI Award at the 23rd Ozone- Layer Protection and Global Warming Prevention Awards

Nisshinbo Chemical Inc. was awarded the METI Award at the 23rd Ozone-Layer Protection and Global Warming Prevention Awards, sponsored by the Nikkan Kogyo Shimbun, Ltd. for its Tunnel-Injectable Urethane Set Foam. The product was hailed for its contribution to the advancement of measures to prevent global warming.

The company was recognized for its efforts to develop safe, reliable and low-global warming potential (low-GWP) products using rigid urethane foam and for its success in mass-producing the products.

The Set Foam is a rigid urethane foam that succeeded in deploying hydrofluorofluorine (HFOs), a low-GWP substance, as a foaming agent. Developed in 2016, it is the first such product in the industry in 2016. HFOs, a foaming agent with a GWP of 1, was used to significantly reduce greenhouse gas emissions.

The Set Foam also boasts excellent heat resistance and dimensional stability as a tunnel backfill grouting material. The product contributes to improved on-site work efficiency by shortening construction time compared to conventional methods (using cement-based grouting material) and enabling installation using small equipment.

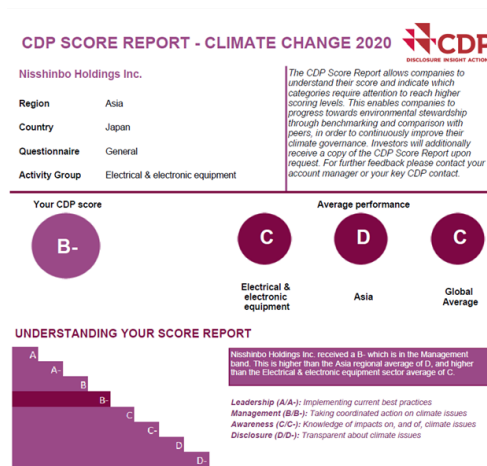


the METI Award at the 23rd Ozone- Layer Protection and Global Warming Prevention Awards (Photo provided by the Nikkan Kogyo Shimbun, Ltd.)

Nisshinbo Chemical contributes to prolonging the life span of social capital through environmentally friendly products and technologies. The company will continue to provide safety and peace of mind in people's lives.

CDP Climate Change 2020 Assessment

The CDP is an international NGO working in the environmental field. The CDP surveys more than 9600 companies worldwide, assigning scores from A to D—based on how effectively the companies deal with issues such as climate change, deforestation and water security. The Nisshinbo Group received a B—rating in Climate Change 2020.



CDP Climate Change 2020 Assessment

Analysis of climate change scenarios

The Nisshinbo Group will promote analyses of climate-change scenarios in accordance with the recommendations of the TCFD*. The Group's work will reflect the changes in the Japanese government's greenhouse gas reduction targets.

Through this climate change scenario analysis, the Group will derive the risks and opportunities that climate change will pose to the Group in the future, and utilize this information in the formulation of business strategies to develop more flexible and robust strategies and increase resilience to future risks.

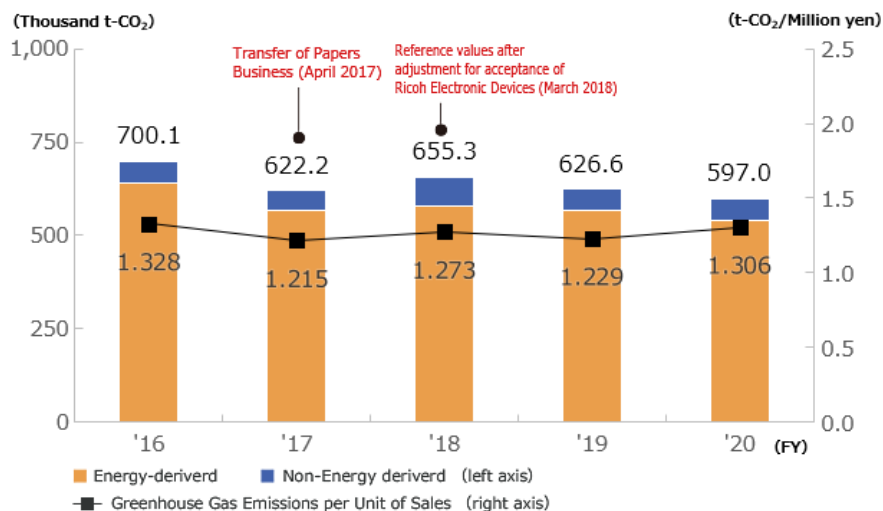
* Task Force on Climate-related Financial Disclosures (TCFD), established by the Financial Stability Board

Greenhouse Gas Emissions

The Nisshinbo Group's greenhouse gas emissions totaled 597,000 tons of CO₂, down 5% year-on-year (YoY). Greenhouse gas emissions per unit of sales totaled 1.306 t-CO₂ per million yen, up 6% YoY. The switch from HFCs to HFOs in the chemical segments has reduced greenhouse gas emissions. In addition, due to the impact of the COVID-19 pandemic, greenhouse gas emissions per unit of sales increased as a result of a sharp decline in sales.

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

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



(Thousand t-CO₂)

	2016	2017	2018 (Reference value after adjustment)	2019	2020
Energy-derived	641.0	565.6	579.0	566.0	538.1
Non-Energy derived	59.1	56.6	76.3	60.7	59.0
Greenhouse gas emissions	700.1	622.2	655.3	626.6	597.0

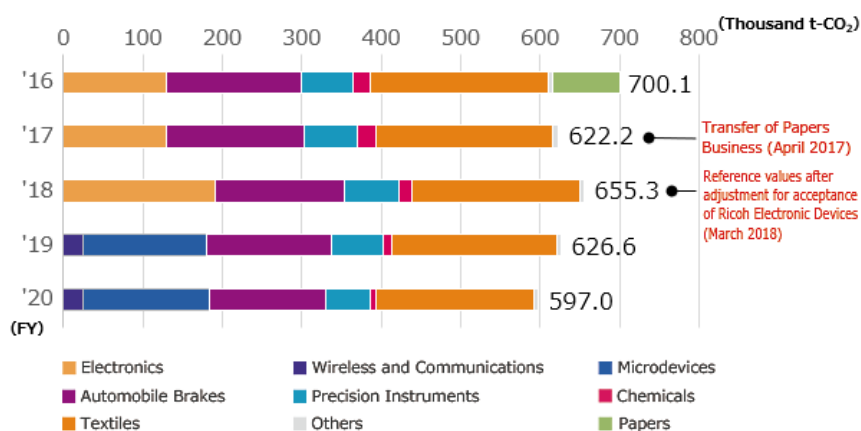
(t-CO₂/Million yen)

Greenhouse Gas Emissions per Unit of Sales	1.328	1.215	1.273	1.229	1.306
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* In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

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 27%.

Greenhouse Gas Emissions by Business



(Thousand t-CO₂)

	2016	2017	2018 (Reference value after adjustment)	2019	2020

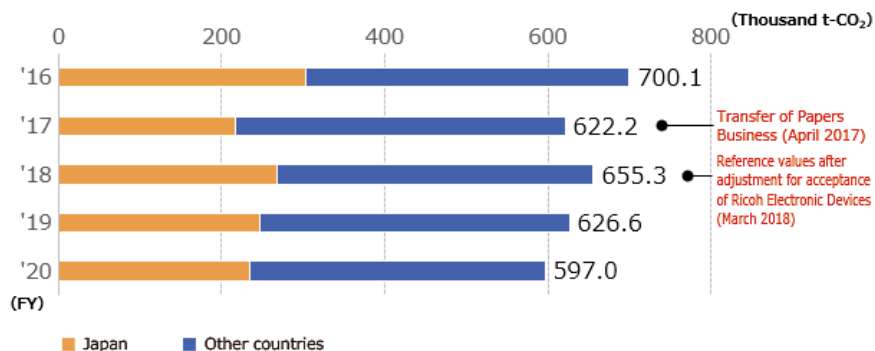
Electronics	129.9	129.8	190.7	--	--
Wireless and Communications	--	--	--	23.8	25.4
Microdevices	--	--	--	156.3	158.8
Automobile Brakes	169.8	173	163.1	158.1	146.8
Precision Instruments	64.3	67.2	67.8	63.7	55.8
Chemicals	22.3	22.5	17.1	10.6	6.4
Textiles	223.2	223.9	210.8	208.3	198.1
Others	6.7	5.8	5.8	5.8	5.7
Papers	83.8	--	--	--	--
Total	700.1	622.2	655.3	626.6	597.0

*1 In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

*2 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



	2016	2017	2018 (Reference value after adjustment)	2019	2020
Japan	302.9	217.3	267.8	245.9	234.4
Propotion	43%	35%	41%	39%	39%
Other countries	397.2	405.0	387.5	380.7	362.6
Propotion	57%	65%	59%	61%	61%
Total	700.1	622.2	655.3	626.6	597.0

*1 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	0.470 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 Nm ³
Steam	0.060 t-CO ₂ /GJ		

The alternative conversion factor from the "Fiscal Year 2019 CO₂ Emission Factors by Electric Power Supplier" has been used.

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

*2 In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

Introduction of Renewable Energy

Operations of photovoltaic modules installed by the Nisshinbo Group remained steady throughout fiscal 2020, generating 4.7 thousand MWh of power.

Generation Capacity by Business Site in Fiscal 2020

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
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, test facility
Nisshinbo Precision Instrument & Machinery Hiroshima Corp.	1,020	2015	Electric power sales
New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.) Kawagoe Works	19	2018	Self-consumption
Total	3,797		

Examples of the Nisshinbo Group Activities

Use of CO₂ for Photosynthesis in Plants

Nisshinbo Holdings Inc.'s Tokushima and Fujieda Plants cultivate strawberries using LED lighting in fully controlled plant factories. Normally, strawberry plants only bear fruit in season, but plant factories can

cultivate and harvest them throughout the year. In addition, the Company can consistently sell delicious strawberries unaffected by unseasonable weather, typhoons or other disasters.

To promote the growth of the strawberries, the plant factory controls CO₂, which plants need for photosynthesis, at higher levels than are found in nature. The CO₂ is collected from chemical factories, where it is generated as a by-product gas, and refined. Thus approximately 40 tons a year of CO₂, a GHG that was originally released into the air, is put to use, thereby helping to prevent global warming. Through photosynthesis, the plant factory generates about 30 tons per year of oxygen, which humans need to breathe.



Inside a fully controlled plant factory

Reduction of greenhouse gas emissions through capital investment

In conjunction with the introduction of new facilities in fiscal 2020, Ricoh Electronic Devices Co., Ltd. (the present Nisshinbo Micro Device Inc.)'s Yashiro Plant was able to reduce greenhouse gas emissions by 14,150 t-CO₂ per year. This result was achieved by introducing pollution control equipment to curb atmospheric emissions of greenhouse gases used in semiconductor-producing facilities.

PFCs decontamination facilities conduct plasma decomposition of PFCs* and other greenhouse gases used in manufacturing processes. They thus play a vital role in curbing greenhouse gas emissions.

* perfluorocarbon (PFCs): A type of CFCs substitute used in the microprocessor production processes and other processes

Receipt of award as a model environmental business unit

Saeron Automotive Corporation (SAC) in Republic of Korea is engaged in a variety of environmental initiatives. For example, over the last five years, the company has been stepping up the use of LEDs for lighting, and has completed the installation of LEDs for all processes. The company also installed a large-capacity power storage system, enabling it to reduce power consumption by approximately 500 MWh. In addition, the company has installed low-nitrogen-oxide (low-NOx) burners in its boilers to reduce NOx emissions from boilers, which are the main cause of minute particulate matter (PM_{2.5}).



Environmental Model Plant Award Trophy

These proactive activities on sustainable environmental improvements were highly praised by the governor of the Province of Chungcheongnam-do, where the plant is located. In December 2020, the plant was selected as an environmental model site and presented with an award trophy.

Promotion of CFC-free rigid urethane foam foaming agents

Nisshinbo Chemical Inc. is working to switch from hydrofluorocarbons (HFCs) to non-fluorocarbons such as water and hydrofluoroolefins (HFOs) for rigid urethane foams used for insulation in housing and building construction,

refrigerated and freezing vehicles, cold chain-related operations such as refrigerated and freezing warehouses, and cavity repair works at the back of tunnels.

Since April 2020, Act on Rational Use and Appropriate Management of Fluorocarbons the has provided that the GWP* weighted average of foaming agents used in the shipment of products related to housing within the field foaming applications must be 100 or less. In addition, rigid polyurethane foams for other insulation applications have been regulated similarly since April 2024. The company is currently responding and making changes at a rapid pace.

In fiscal 2020, the use of HFCs was reduced by 49% compared with the previous fiscal year, reducing CO₂ emissions by 13,000 t-CO₂ per year.

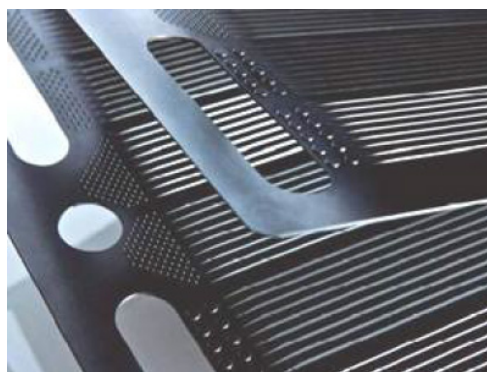
In fiscal 2021, the company will continue to switch from HFC-containing products to help prevent global warming and conserve energy.

* GWP: Global warming potential (a coefficient that indicates a substance's greenhouse effect as a multiple of that of CO₂)

Expansion of production and sales of carbon separators for fuel cells

Nisshinbo Chemical Inc. has been supplying separators to fuel-cell manufacturers around the world since 2000.

In 2009 the company commercialized the, household fuel cell Ene-Farm, launching mass production and sales of carbon separators. At the same time, domestic and overseas customers use the company's separators for stationary power supplies such as emergency power supplies. For automotive applications, particularly commercial vehicles, the high durability of carbon has been highly regarded, and evaluation of prototypes has begun.



Fuel cell carbon separator

Recent years have seen increasing demand for companies to achieve carbon neutrality. Thanks to these tailwinds, demand for fuel cells continues to expand. Nisshinbo Chemical expects to contribute to the prevention of global warming by manufacturing and selling carbon separators.

CARBODILITE® Contributes to Expanding Applications for Biodegradable Plastics

In recent years, amid heightened environmental awareness, plant-derived biodegradable plastics have attracted attention as a solution for achieving carbon neutrality. However, these plastics are not without their problems. Because they are biodegradable, they sometimes degrade in the distribution process. Moreover, they sometimes do not provide sufficient strength during use. To respond to future market expansion, it will be necessary to adjust the decomposition speed of these plastics while keeping them biodegradable.

Nisshinbo Chemical Inc. is deploying CARBODILITE® as a hydrolysis stabilizer for plant-derived biodegradable plastics. The company will promote wider use of plant-derived biodegradable plastics and contribute to the creation of a recycling-oriented society, which is expected to be further promoted in the future.

Establishment of glue-free weaving technology

Nisshinbo Textile Inc. has established a glue-free weaving technique. If fabric is woven as usual without glue, the yarn will fray or pill, preventing the production of good textiles and reducing productivity. By revising reed design, the company reduced thread-to-thread slack. Nisshinbo Textile also completely reexamined weaving conditions, making improvements in equipment to enable glue-free weaving even in mass-production high-speed weaving. This innovation eliminates the need for glue (chemical substances), along with the gluing processes and water used in the weaving process. With the elimination of the need to treat waste water from dissolving paste agents, environmental impact is reduced.

PT. Nikawa Textile Industry, Nisshinbo Textile's Indonesian production base, has advanced the introduction of this new technology and switched some of its standard textile product varieties for uniforms to glue-free textiles. In 2020 the company produced 142,400 meters of glue-free textile products, reducing greenhouse gas emissions by 12.8 t-CO₂.

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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.

- ① Promoting activities to curb energy consumption through ISO 14001 activities
- ② Selecting environmentally friendly equipment when renewing equipment and continuously implementing energy conservation measures through improvement activities
- ③ Systematic use of LEDs for lighting
- ④ Pursuit 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.

Participation in Keidanren's Challenge Zero

We participated in Challenge Zero (Challenge Nnet Zero Carbon Innovation), a project led by the Japan Federation of Economic Organizations (hereinafter the "Keidanren").

Challenge Zero is a new initiative in which the Keidanren, in cooperation with the Japanese government, strongly promotes and publicizes innovative action by companies and organizations in Japan and overseas that are tackling the challenge of realizing a "decarbonizing society". This initiative positions the aims of the International Framework for Climate Change Control, known as the Paris Agreement, as a long-term goal.

In view of the aims of "Challenge-Zero," Nisshinbo will promote the creation of innovations to reduce greenhouse gases through business activities and contribute to the realization of a decarbonizing society.

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View case studies of the Group's efforts to realize a decarbonizing society is presented.

Energy Use by Type of Fuel

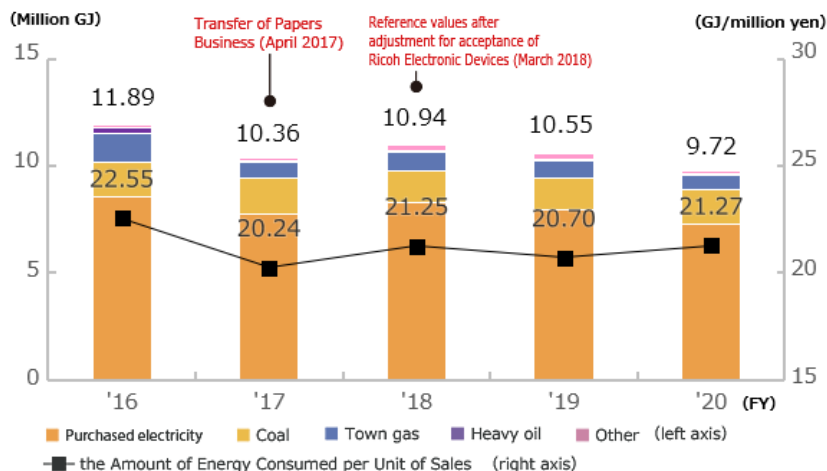
The Nisshinbo Group's energy usage amounted to 9.72 million GJ, down 8 % year-on-year (YoY). Energy usage per unit of sales was 21.27 GJ per million yen, up 3 % YoY.

The impact of the COVID-19 pandemic obliged all segments to reduce production. Energy use at the time of production decreased, but energy use per unit of production increased due to a decrease in sales.

By type of fuel used, purchased electricity accounted for 75 % of the total. Of the total energy used, 16 % was represented by coal used at two Indonesian subsidiaries in the textiles segments (PT. Nikawa Textile Industry and PT. Nisshinbo Indonesia).

- ▶ Fair Operating Practices
- ▶ CSR Procurement Basic Policy
- ▶ Corporate Ethics Reporting System
- ▶ Editing Policy
- ▶ CSR Reports (Downloads)

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



	(Million GJ)				
	2016	2017	2018 (Reference value after adjustment)	2019	2020
Purchased electricity	8.58	7.75	8.28	7.94	7.26
Coal	1.61	1.66	1.51	1.50	1.60
Town gas	1.33	0.77	0.85	0.80	0.73
Heavy oil	0.24	0.06	0.05	0.04	0.05
Other	0.13	0.12	0.25	0.27	0.09
Energy usage	11.89	10.36	10.94	10.55	9.72

	(GJ/million yen)				
The Amount of Energy Consumed per Unit of Sales	22.55	20.24	21.25	20.70	21.27

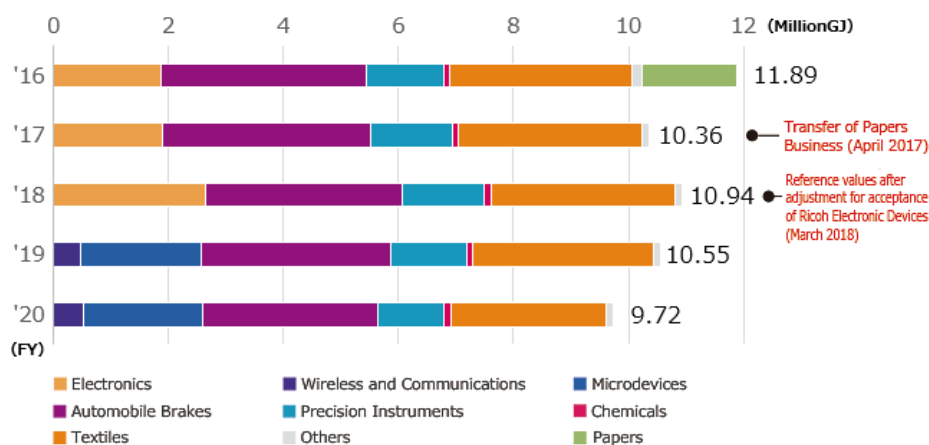
* In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to

FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

Amount of Energy Consumed by Business

The automobile brakes business accounts for the largest portion of energy consumed, at 3.06 million GJ, followed by the textiles business at 2.70 million GJ.

Amount of Energy Consumed by Business



	(Million GJ)				
	2016	2017	2018 (Reference value after adjustment)	2019	2020
Electronics	1.88	1.89	2.64	--	--
Wireless and Communications	--	--	--	0.48	0.52
Microdevices	--	--	--	2.09	2.07
Automobile Brakes	3.56	3.63	3.43	3.30	3.06
Precision Instruments	1.35	1.42	1.43	1.31	1.15
Chemicals	0.10	0.11	0.12	0.10	0.11
Textiles	3.18	3.19	3.20	3.16	2.70
Others	0.16	0.12	0.12	0.12	0.12
Papers	1.66	--	--	--	--
Total	11.89	10.36	10.94	10.55	9.72

*1 In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

*2 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 2020 was 1,092 MWh, as indicated in the table below.

Reduction in Electricity Consumption

Business Category	Reduced Consumption(MWh)
Wireless and Communications	90
Microdevices	111
Automobile Brakes	768
Precision Instruments	73
Chemicals	27
Textiles	23
Total	1,092

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

Examples of the Nisshinbo Group Activities

Cooperating in a demonstration test of a VPP

In a plant factory at Nisshinbo Holdings Inc.'s Fujieda Plants, we are cooperating in a demonstration project for virtual power plant (VPP) *2, with Chubu Electric Power Co., Inc. serving as a resource aggregator*1.

With the growing adoption of renewable energy, expectations are rising for the ability to adjust supply using energy resources on the power users' side. It is hoped that such adjustment will contribute to stabilizing the supply and demand of electricity.

In the VPP demonstration project, control devices are installed in some of the lighting and HVAC (Heating, Ventilation and Air Conditioning) equipment that maintains the plant's environment, turning off the power at a predetermined times. By using the surplus of electricity generated in this process as an adjustment resource and unlocking its potential, we hope to create new added value for plant factories, whose adoption is becoming increasingly widespread, and contribute to the formation of a sustainable society.

*1 A company that directly enters into a VPP service contract with a customer to control resources

*2 A service that enables an electric-power utility or other operator to control lighting, HVAC, etc. owned by customers, thereby serving the same function as a generating station

Conversion NB Nihonbashi Building to LED lighting equipment

In May 2020, Nisshinbo Holdings Inc.'s Real Estate Division completed construction of LEDs for 25-year-old rental buildings occupied by New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.) .

Lighting fixtures with a dimming function were adopted in the offices, adjusting the lighting to a certain level of brightness regardless of the outdoor light or dark conditions. In addition, lighting fixtures with human detection sensors were adopted in common areas such as washrooms, pantries, and indoor stairways,



Entrance lighting with LEDs

aiming to ensure a favorable working environment and enhance energy-saving performance.

As a result of the shift to LED lighting equipment, we were able to confirm a 21 % reduction in electricity consumption for the entire building from October to December 2019, before the shift to LED, to the same period in 2020.

"A" rating in CASBEE

Ueda Japan Radio Co., Ltd. constructed a medical building at its Head Office & Factory. The medical building, which was completed in December 2020, received an "A" rating from ERI Solutions Corporation, an organization that provides certification under the Comprehensive Assessment System for Built Environment Efficiency (CASBEE). This system is recommended by the Institute for Building Environment and Energy Conservation.

CASBEE is a method of evaluating and rating buildings based on their environmental performance. This system comprehensively evaluates the quality of buildings, including consideration and landscape, as well as environmental considerations, such as energy conservation and the use of materials and equipment with low environmental impact.



CASBEE Building Assessment Certification

To purpose of CASBEE is to enable objective valuation of various aspects of buildings' environmental performance. It was developed based on three principles:

1. Buildings must be evaluated throughout their life cycles.
2. Buildings must be evaluated in terms of both environmental quality of buildings (Q)" and environmental impact of buildings (L)".
3. Buildings must be evaluated in terms eco-efficiency and built environment efficiency of buildings (BEE), a newly developed evaluation index that uses the concept of "eco-efficiency"

Evaluation results are rated on a scale of five ranks:

Rank S (excellent), rank A (very good), rank B+ (good), rank B- (somewhat inferior) and rank C (inferior).



Completed Head Office & Factory Medical Building

Improvement of insulation efficacy through regular furnace maintenance

Japan Radio Glass Co., Ltd. possesses a pot furnaces for small-lot, multi-product production and an electric furnaces for medium-lot production, which has a relatively large production volume. Pot furnaces melt glass by burning city gas, whereas electric furnaces melt glass using electricity.

The company has a total of nine pot furnaces. The bricks that make up the furnace are exposed to high temperatures and become eroded, resulting in deterioration of thermal insulation performance over time. For this

reason, each furnace is regularly renovated every five to six years. In fiscal 2020, two reactors underwent scheduled renovation, reducing gas consumption by 360 m³ per year by improving the insulation of bricks.

The company has only one electric furnace. This furnace also undergoes scheduled maintenance every five to six years, as erosion of the bricks causes the thermal insulation performance to deteriorates. In fiscal 2020, the company conducted electric furnace repair during the scheduled-maintenance timeframe.

Improved insulation of bricks reduced annual power consumption by 190 MWh. In CO₂ terms, CO₂ generation was reduced by 95 t-CO₂ per year for all pot furnaces and the electric furnace.

Startup of energy-saving building

In January 2020, SAGA ELECTRONICS CO.,LTD. (the present Nisshinbo Micro Devices AT Co.,Ltd.) built a two-story (partial three-story) factory building. The building incorporates LED lighting, an inverter-controlled external adjustment unit (a system that adjusts the temperature of outside air and circulates it) and HVAC with highly efficient air-cooled chiller unit.

HVAC and temperature/humidity control in clean rooms require sources for cooling and heating as well as humidifying sources. The air-cooled chiller unit is the device to that produces the cold water that serves as the cooling source. Multiple chillers are connected, and the number of chillers is finely controlled according to heat load, to ensure that only the necessary number of chillers are in operation. In addition, air cooling eliminates the need for cooling tower equipment, saving space and conserving water resources.

These efforts have resulted in a 20 % reduction in the consumption of lighting, air conditioning, and other utility energy, excluding the production facilities in the plant, compared with the consumption of existing plant buildings. The result is annual energy savings of 450 MWh.



High-efficiency air-cooled chiller unit

Saving energy by stopping boilers during high humidity periods

In fiscal 2020, THAI NJR Co., Ltd. (the present Nisshinbo Micro Devices (Thailand) Co.,Ltd.) stopped continuous operation of its boiler, switching to operating it only when necessary.

The boiler generates steam from water by gas heating, to maintain an environment of constant humidity in a clean room. To keep humidity constant in the clean room, boilers were operated 24 hours a day, 365 days a year, to prevent humidity from falling below the specified level. However, in the rainy season in Lamphun Province, where the company operates, there are many days with high temperature and humidity. Since it is not necessary to operate the boiler



Exterior view of boiler building

at that time, we began operating the boiler only when the humidity drops.

As a result of this change, the company reduced energy consumption by 56.8 % (1,437 GJ) compared to fiscal 2019.

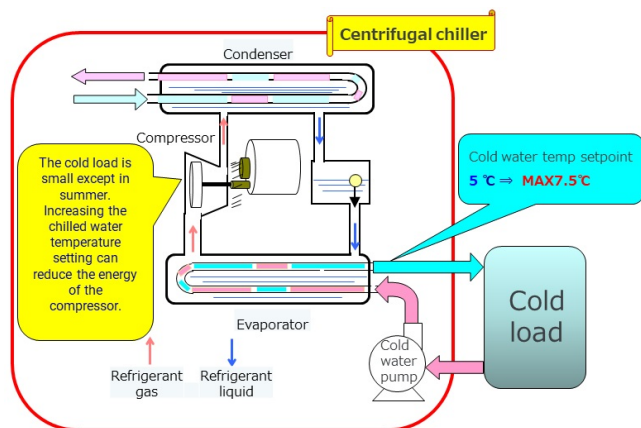
Reduction of energy by optimizing the temperature of water supplied to turbo chillers

Ricoh Electronic Devices Co., Ltd. (the present Nisshinbo Micro Device Inc.)'s Yashiro Plant cools water to 5°C using a turbo-chiller and provides a constant supply of the cooled water, to control the temperature and humidity of the clean room where semiconductors are manufactured.

Turbo chillers cool water using the same principle as air conditioners. Over the course of a year, the load on turbo chillers is high in summer, when the outdoor temperature is high, because of the need to control the temperature and humidity of the air, but in other seasons the load is low. Focusing on this characteristic, in seasons other than summer, the company set a higher water supply temperature for turbo chillers (MAX 7.5 °C) and reviewed the water-supply temperature for turbo chillers, to minimize the energy used to cool water. This improvement reduced power consumption by 57 MWh/year.



Full-unit view of turbo chiller



Flow of diagram of a turbo chiller

Optimization of a thermal process

Hangzhou TMD Friction Co., Ltd. has optimized the process and timing of heat treatment to reduce heating time and energy costs. As a consequence, the company was able to achieve an annual reduction in 10 MWh.

The company also improved its scorch process*. When products that do not require quenching are passed through, heating for the scorch process must be stopped and the equipment completely cooled before the products can pass. By installing a bypass conveyor, the company enabled products that do not require quenching to bypass the scorch process, reducing frequency of heating and cooling of the scouch process. This innovation resulted in an annual reduction in power consumption of approximately 6.4 MWh.

* Scorch process: Surface quenching of disc pads to improve initial brake feeling

Saving energy by replacing MV transformers

In August 2020, Nisshinbo Mechatronics Inc.'s Hamakita Plant renewed eight transformers that had been discovered to contain a small amount of PCBs. The company also upgraded aging high-voltage transformer facilities for three fiscal years beginning in 2019.

The transformer term "Top Runner Transformer 2014" adopted in this update refers to transformers that have achieved efficiency equal to or above the energy efficiency level based on the Secondary Criteria stipulated in the "Criteria for Judgment of Manufacturers, etc. Concerning Improvement in Performance of Transformer Specific Equipment Transformer under the Energy Conservation Law" (Ministry of Economy, Trade and Industry Notification No. 71, 2012). These transformers demonstrates high energy-saving effects, such as reduction of losses both under load and without load.

This renewal project reduced annual power consumption by 117.9 MWh (53.87 t-CO₂).

Peak power consumption and power consumption reduction

In September 2020, Kyushu Nanbu Plastics Co., Ltd.'s Saga Plant introduced a demand monitoring system for electricity consumption and started measures to visualize electricity consumption, such as forecasting power consumption against target power consumption and use of LED displays for risk of excess demand calculated by remaining hours.

In operations, by using timers at the start-up of each machine and performing distributed start-up, the company was able to minimize the peak power consumption and contracted power (maximum power demand = demand value).

In addition, energy conservation activities reduced power consumption by 32 MWh in September-December 2020 (by 5% compared with FY2019) by reducing the waiting time for manufacturing lines through the review and intensification of production plans, and by reviewing cooling setting temperatures by work area.

Reduction of power consumption by introducing LED lighting

In August 2020, Nanbu Plastics Co., Ltd.'s Head Office Techno-Center upgraded 80 mercury lights in the manufacturing area on the first floor to LED lights.

Electricity consumption per light was reduced from 400 W to 120 W, reducing annual power consumption 72 MWh and greenhouse gas emissions by 32.8 t. The average illuminance has also increased from 240 lux to 400 lux, improving workability.

As a result of this renewal, the company has completed the renewal of 67 % of the lighting in Head Office Techno-Center, together with the 40 W Fluorescent Light, which has already been renewed. The company plan to replace fluorescent lamps (20 W ・ 30 W) and mercury-vapor lamps on the second floor.

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Life Cycle Assessment



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.

Advancement of LCA activities

The Nisshinbo Group is advancing the development of environmentally friendly products by expanding its LCA activities while putting LCA software to effective use.

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

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expansion of sales of environmentally friendly products.

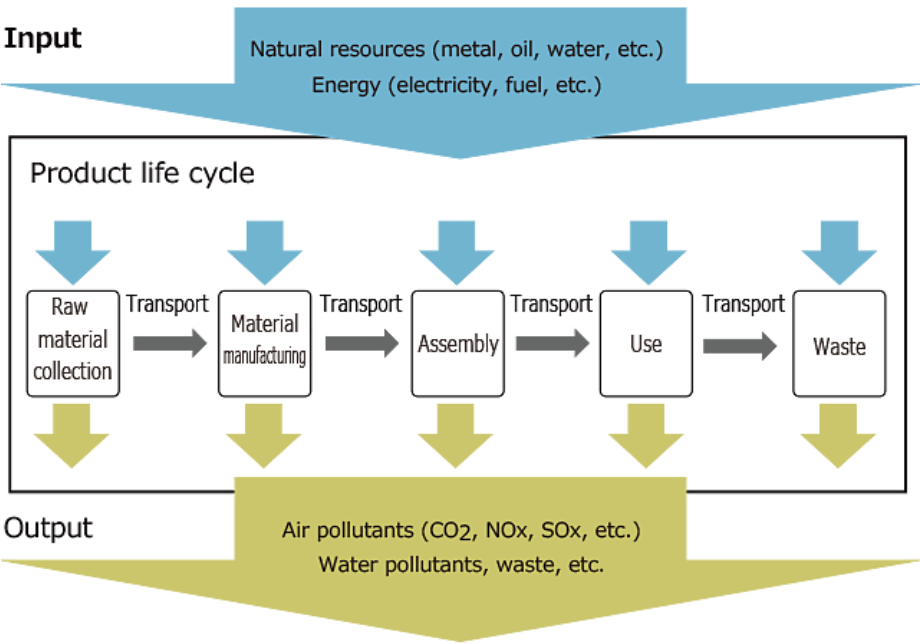


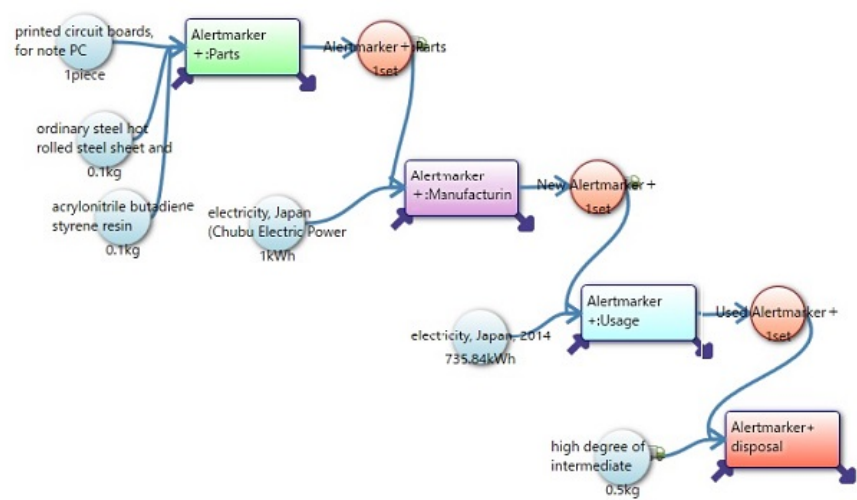
Image of Life Cycle Assessment

Examples of the Nisshinbo Group Activities

LCA of Alertmarker+®, an information integrating display system

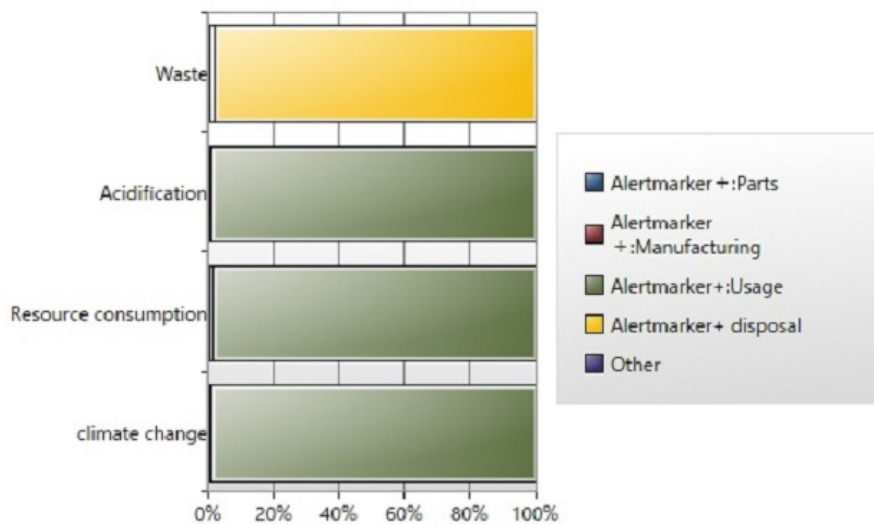
Japan Radio Co., Ltd. conducts LCA of Alertmarker+®, an information integrating system that adds disaster information, etc. to existing digital signage, as a device that provides safety and security in the event of a disaster.

This product has a mass of 552 g and a power consumption of about 12 W, and is energized for 24 hours. As shown in the figure below, both climate change (CO₂), resource consumption, and acidification are largely impacted at the use stage. However, the power consumption at the time of use is 12 W, which is low quantitatively. This is half the electricity consumed by the average laptop, or 8.6 kWh in a month, which is equivalent to 1.7L of gasoline burn and 3.93 kg-CO₂ in CO₂ terms.



System diagram (Alertmarker)

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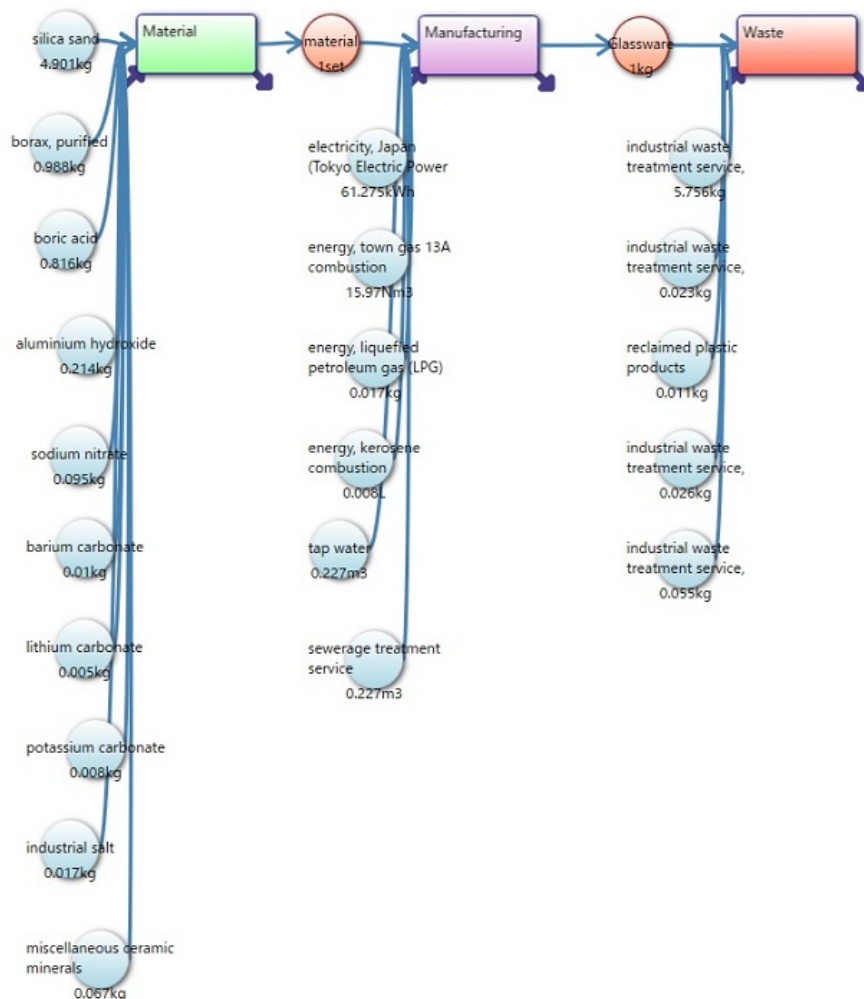


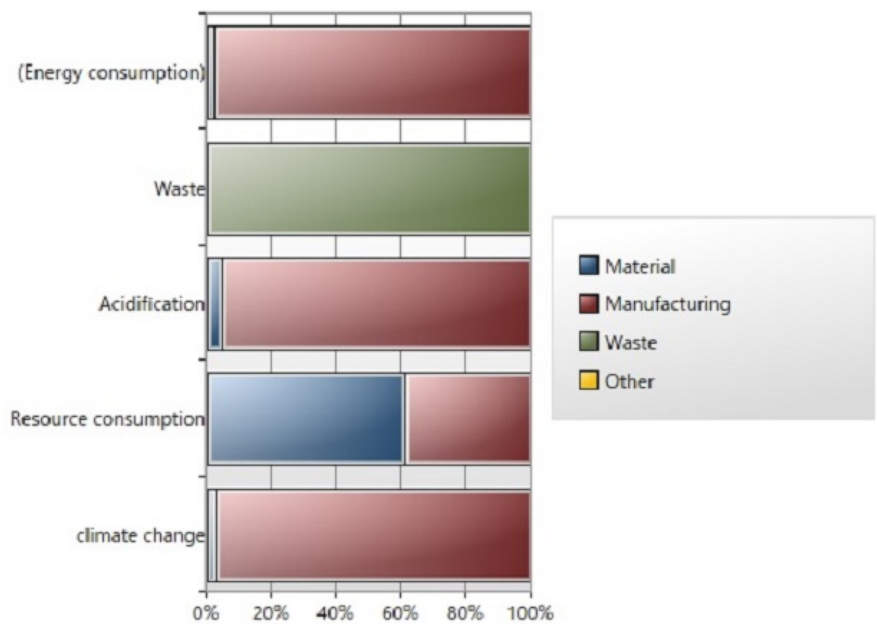
LCA analysis result (Alertmarker)

LCA analysis of the input glass raw materials

Japan Radio Glass Co., Ltd. calculated the required input per kilogram of glass by dividing all materials, resources, energy, and industrial waste input into the plant in a year by the annual production volume, and conducted LCA.

The results are shown in the figure below, and it was found that the environmental impact of glass products accounts for an overwhelming majority of the manufacturing burden. In 2020, shipments of products were drastically reduced, but the operating hours of the ovens did not change, so the life cycle CO₂ per kilogram of products worsened from approximately 50 kg-CO₂ to approximately 80 kg-CO₂.





LCA analysis result (glass products)

Launch of LCA initiatives

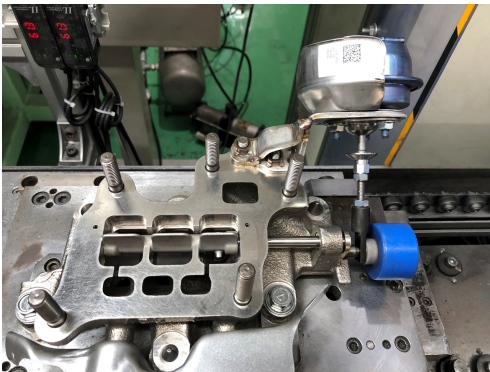
In fiscal 2020, the Automobile Brakes segment launched new LCA initiatives at Saeron Automotive Corporation (SAC) in Republic of Korea and TMD Friction Group S.A.'s 11 sites (Germany, the United Kingdom, Brazil, China, elsewhere.).

Particularly in TMD Friction Group S.A., its staff actively communicated with bases around the world and promoted this initiative, which greatly exceeded the LCA analysis rate originally targeted. We intend to further expand this initiative in the future.

LCA of the exhaust valve

In 2020, Nisshinbo Precision Instrument & Machinery Hiroshima Corp. conducted LCA of exhaust valves, the mainstay of its mass production business, and analyzed about 82 % of sales.

Exhaust valves are mounted between the engine exhaust port and turbocharger for the purpose of improving vehicle fuel efficiency and power output, and are used to optimize exhaust flow by opening and closing valves according to engine operating conditions.

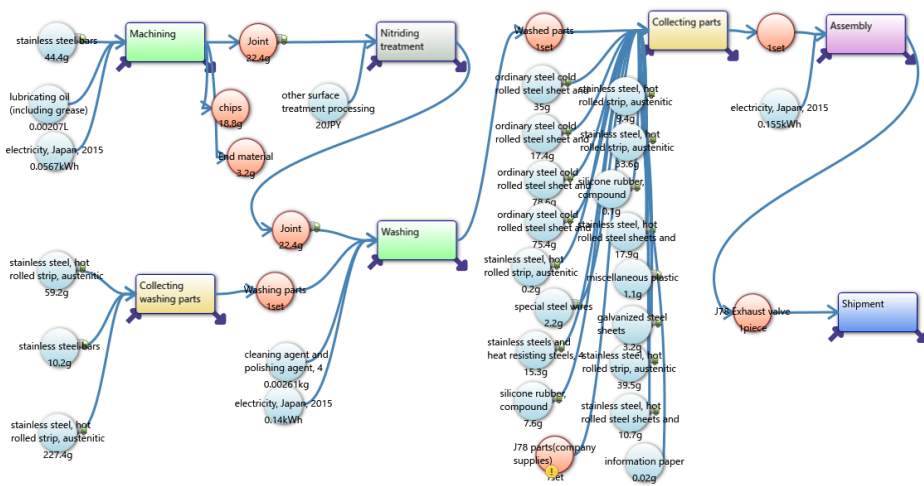


Exhaust valve

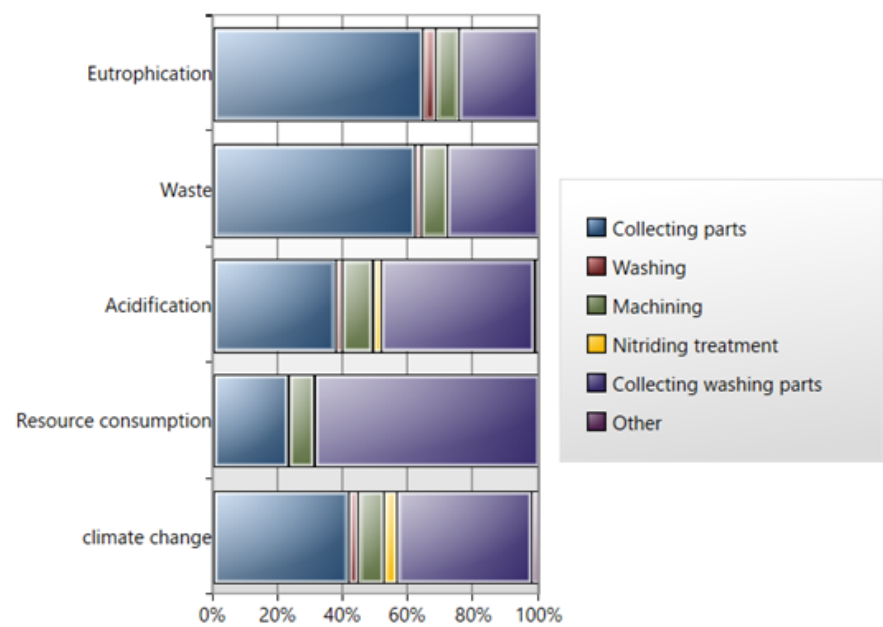
As a result of LCA, it was found that the items with a large impact in terms of environmental impact are energy consumption when components are consolidated.

In fiscal 2021, Nisshinbo Precision Instrument & Machinery Hiroshima will conduct analyses of engine-related products to be launched in 2022, and the

company intend to use this analysis to improve Activities.



System diagram (exhaust valve)



LCA analysis result (exhaust valve)

LCA analysis promotion Activities

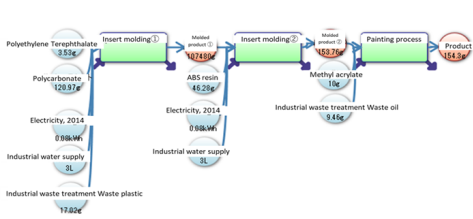
At Nanbu Plastics Co., Ltd. and affiliates, sales of products analyzed for LCA at the end of fiscal 2019 lagged behind the schedule at 29% of total sales. As a result, the company decided on this as a priority issue in 2020, and a total of five employees at Head Office and each site were licensed for MilCA software and promoted LCA analysis.

As a result, in fiscal 2020, a total of 52 LCA analyses were conducted, and 61% of total sales were completed. Nanbu Plastics also conducted LCA analysis when using regenerated raw materials, and started data analysis to verify the effectiveness of CO2 reduction.

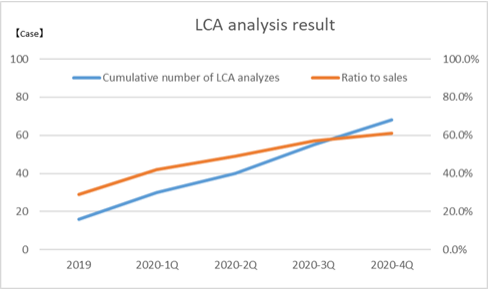


Mascot

The company intend to continue to conduct LCA-based analysis of remaining products and to use these data for future environmental Activities.



LCA Analysis Results (Mascot)



LCA analysis performance graph

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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.

- ① Proper disposal of industrial waste through ISO 14001 activities while ensuring proper waste disposal governance
- ② Promotion of reduction of waste discharge, recycling, reuse of packaging materials, reduction of use, etc.
- ③ Selection 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 53,000 tons of waste, an 11 % decrease from the previous fiscal year. The amount of waste generated per unit of sales was 0.116 t/million yen, roughly unchanged from the previous fiscal year. The amount of waste generated declined in all businesses due to the impact of the COVID-19 pandemic. However, as sales declined, the amount of waste generated per unit of production increased.

The recycling rate was 85 % (an increase of 3 % recycling rate in the previous fiscal year). In Automobile Brakes Segment in Germany and the United States, the use of polished powder advanced, and activities to improve recycling rates overseas plants moved forward.

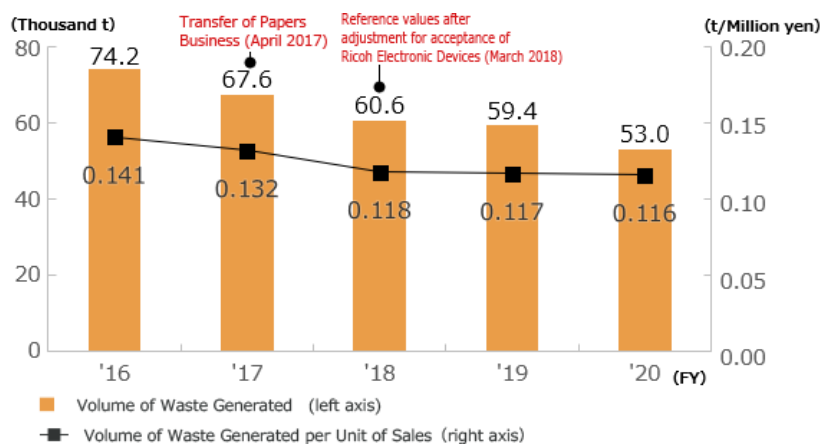
Trends in the Volume of Waste Generated and Volume of Waste Generated per Unit of Sales

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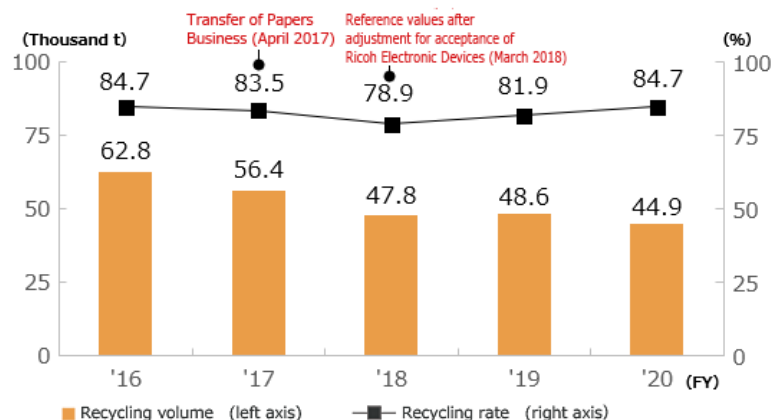
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	(Thousand t)				
	2016	2017	2018 (Reference value after adjustment)	2019	2020
Volume of waste Generated	74.2	67.6	60.6	59.4	53.0

	(t/Million yen)				
Volume of Waste Generated per Unit of Sales	0.141	0.132	0.118	0.117	0.116

* In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

Trends in the Recycling Volume and Recycling Rates



	(Thousand t)				
	2016	2017	2018 (Reference value after adjustment)	2019	2020
Recycling volume	62.8	56.4	47.8	48.6	44.9

	(%)				
Recycling rate	84.7	83.5	78.9	81.9	84.7

* In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

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 2020, 37 locations achieved zero emissions.

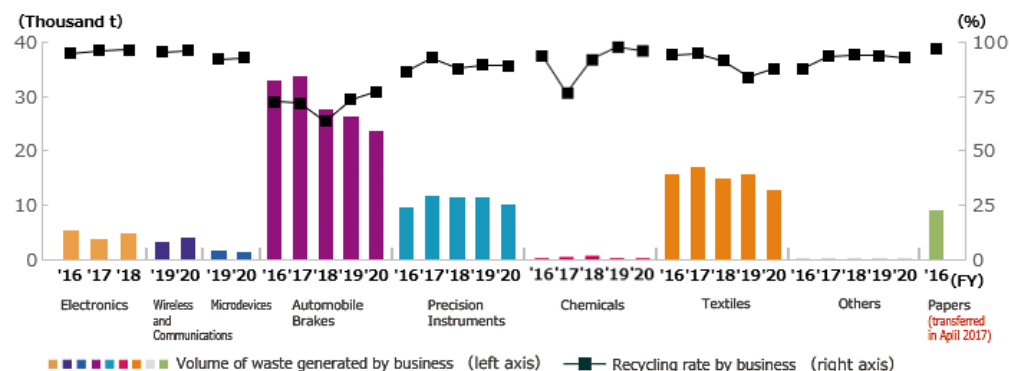
Sites that have Achieved Zero Emissions

Nisshinbo Holdings Inc. R&D Center	Nisshinbo Holdings Inc. Asahi Plant
Nisshinbo Holdings Inc. Tokushima Plant	Japan Radio Co., Ltd. Nagano 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. Chubu Branch	Japan Radio Co., Ltd. Kansai Branch
Japan Radio Co., Ltd. Shikoku Branch	Japan Radio Co., Ltd. Chugoku Branch
Nagano Japan Radio Co., Ltd. Head Office & Factory	Ueda Japan Radio Co., Ltd. Togura Plant
JRC Mobility Inc. Ueda Office	JRC Tokki Co., Ltd. Main Plant
Japan Radio Glass Co.,Ltd.	Nagano Japan Radio Manufacturing Co., Ltd.
NJ Components Co., Ltd. Sanyo Office	New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.) Kawagoe Works
SAGA ELECTRONICS Co., Ltd. (the present Nisshinbo Micro Devices AT Co.,Ltd.) Saga Works	NJR FUKUOKA CO., LTD. (the present Nisshinbo Micro Devices Fukuoka Co.,Ltd.)
Ricoh Electronic Devices Co., Ltd. (the present Nisshinbo Micro Device Inc.) Yashiro Plant	Nisshinbo Brake Inc. Tatebayashi Plant
TMD Friction GmbH (Hamm)	TMD Friction Services GmbH (Leverkusen Hitdorf)
TMD Friction GmbH (Coswig)	TMD Friction Japan K.K. (Tatebayashi)i
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
Nissihn Environmental Planning Inc.	Nisshinbo Textile Inc. Tokushima Plant
Nisshinbo Textile Inc. Yoshinogawa 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 2030. To this end, The Group 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 Adjustment for FY2018)



(Thousand t)

Volume of waste generated by business	2016	2017	2018 (Reference value after adjustment)	2019	2020
Electronics	5.43	3.81	4.96	--	--
Wireless and Communications	--	--	--	3.20	4.00
Microdevices	--	--	--	1.62	1.42
Automobile Brakes	33.15	34.03	27.97	26.62	24.01
Precision Instruments	9.68	11.83	11.62	11.45	10.10
Chemicals	0.38	0.43	0.66	0.30	0.32
Textiles	16.07	17.29	15.16	16.01	12.95
Others	0.19	0.20	0.20	0.19	0.22
Papers	9.31	--	--	--	--

(%)

Recycling rate by business	2016	2017	2018 (Reference value after adjustment)	2019	2020
Electronics	95.1	96.3	96.8	--	--
Wireless and Communications	--	--	--	94.9	95.5
Microdevices	--	--	--	93.1	93.5
Automobile Brakes	73.4	72.5	64.1	74.2	78.0
Precision Instruments	87.1	93.2	88.5	90.1	89.7
Chemicals	95.1	77.7	93.4	98.8	97.2

Textiles	95.1	95.6	92.3	84.7	88.7
Others	88.5	93.9	94.7	94.5	93.5
Papers	97.6	--	--	--	--

*1 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.

*2 In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

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

Examples of the Nisshinbo Group Activities

Promotion of 3R of industrial materials

NISSHINTOA IWAO INC. sells ammonium crystal panels to major building materials manufacturers. The purchased acrylic panels are cut into various sizes and used as interior divisions, but in the process, a large amount of scrap materials were generated. The company worked together with its customers and panel processors to reuse scrap materials and realized commercialization. Initially, the company started with an end-of-life material use rate of 5%, but the use rate has now improved to 15%.



Acrylic panels

NISSHINTOA IWAO also worked with partner plants to recycle waste solvents generated in the manufacturing process of high-performance materials within the Nisshinbo Group. As a result, it was possible to recycle and reuse solvents, which were conventionally disposed of because of difficulties in recycling due to their characteristics, with high efficiency. This technology also contributes to the reduction of manufacturing costs through the reduction of costs for the procurement and disposal of solvents.

Sales of polishing dusts

Nisshinbo Automotive Manufacturing Inc. (NAMI) in the United States used to collect and discard all of the powder generated from the manufacturing process using a dust gathering device. For some time, NAMI has been studying various ways to reuse waste dust.

In collaboration with railroad brake manufacturing companies (Wabtec Corporation), NAMI have begun a survey on the reuse of discarded powder. Dust emitted from the abrasive process, which cuts the friction material surface during NAMI friction material manufacturing process, has a finer particle size and stable physical properties, increasing the possibility of being used as a part of the material for railway braking, and the company has produced prototypes and evaluated their performance and quality. As a result of its investigation, the company was able to confirm that a certain type of dust is available as a brake material for railways, so the company introduced a dust collector that can collect only dust from a specific polishing process and began selling the dust. The company has sold 154 tons from August 2020 to the present.

Recycling of Plastic Waste

With the aim of reducing plastic waste and effectively utilizing it in an environmentally conscious manner, Nanbu Philippines Incorporated (NPI) sorts out plastic materials that are not contaminated with dirt or foreign matter from plastic materials that have become unspecified in the molding process due to defective shapes, etc. and pulverizes them for reuse. Then, recycled materials are mixed in small quantities from sub-feed ports, which are separate from the main raw material feed ports in mass production, for reuse.

As there are no particularly stringent regulations regarding the coloring of products, products that are painted as housing exterior materials are molded using 100% recycled raw materials.

In fiscal 2020, of the 1,174 tons of raw materials used, 111 tons of recycled raw materials (a 9.5 % recycled raw material use rate) were used. Going forward, the company will continue to conduct Activities to further improve the rate of use of recycled raw materials.

Beautiful Partner Letter of Appreciation

In November 2020, Nisshin Environmental Planning Inc.'s efforts to curb the generation of waste and recycle waste as an activities in promoting waste reduction were commended for its efforts, and a letter of appreciation was received from Adachi Ward.

In-house, the company set a final target of a recycling rate of 98 % or more, and implemented the following initiatives in 2017. As a result, they achieved our target in fiscal 2019.

[2017~]

In order to curb the generation of waste and recycle resources, the waste (sludge) generated after analyzing the brought-in soil is detoxified and changed to a treatment company that recycles it to artificial sand, etc.

[2018~]

Changed to a treatment company that recycles glass appliances, bottles, etc. used in the analysis to artificial sand, etc.

[2019~]

Achieved a recycling rate of 98 % or more by changing to a treatment company that uses high temperature melting treatment to detoxify asbestos-containing waste, which had been an analytical sample that had been difficult to recycle, and then recycles it into caisson filling materials and cement materials

The company will continue its activities aiming for 100 %.

Campaign to collect unneeded shirts

Tokyo Shirts Co., Ltd. collects unneeded shirts from customers and participates in realizing resource recycling by utilizing JEPLAN recycle infrastructures of JEPLAN INC.

Tokyo Shirts install BRING™ collection boxes at 10 stores and regularly collect them. In addition, the company also plan and implements a campaign to collect unnecessary shirts at all stores four times a year. In October and December 2020, campaigns were conducted at all stores during each of the two weeks. As a result of the campaign, the company collected a total of 12,659 sheets, not only of its own products but also of other companies' products. The service is well received by customers who have

recently become increasingly environmentally conscious and struggling to dispose of clothing.

Unneeded shirts collected at stores are sent to JEPLAN's Kitakyushu Hibikinada Plant, where they are sorted and crushed, and then sorted into materials. These shirts are recycled into raw materials for products using new recycling technologies that make clothes from clothes. They are also used in automotive interior materials, coke furnace gas, hydrocarbon oil, coke, and industrial clothes.

TOKYOSHIRTS



シャツを捨てずにリサイクルしませんか？

東京シャツは、エコ活動の一環として、お持ちいただいたワイシャツをリサイクル業者に引渡し、一部再生資源と致します。

期間 2021.3.22[MON]～4.4[SUN]

不要なワイシャツをお持ちください。

ご協力いただいたお客様は1枚につき100円値引
最大500円値引致します。

Campaign to collect unneeded shirts



Collection boxes installed in stores

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Water Resources



The Nisshinbo Group's Contributions to the SDGs

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

In order to achieve our medium-term environmental target regarding reducing water consumption per unit of sales, we are managing key performance indicators (KPIs) as part of systematic measures, as follows.

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

The Nisshinbo Group is promoting water resource activities with SDG 6.4 as a core target, as follows.

- ①Promoting water conservation activities through ISO 14001 activities
- ②Expanding activities such as the introduction of water-saving equipment at manufacturing sites, reduction of water consumption and reuse of treated wastewater
- ③Efforts toward sustainable water intake at overseas sites with different water availability conditions, such as use of rainwater and water recycling (returning to groundwater)
- ④Activities in the Textiles business to purify well water that has been drained and deliver a portion of it to neighboring residents free of charge
- ⑤Contributing to domestic and overseas wastewater treatment fields by providing microbial carriers for water treatment in the Chemicals business



6. Clean water and sanitation

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

Targets: 6.4

By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

Understanding and monitoring water risks

Using the AQUEDUCT Water Risk Atlas* published by the World Resources Institute (WRI), we are conducting water risk assessments at the business sites and in the major supply chains of the Nisshinbo Group. Our group monitors sites and supply chains that are rated "very risky." In addition, we conduct surveys of water

Sustainability

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▼ [The Environment](#)

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▶ [Biodiversity](#)

▶ [Transport Volume](#)

▶ [Environmental Contribution Activities](#)

▶ [Environmental Accounting, Environmental Data by Principal Company](#)

▶ [Human Rights and Labor Practices](#)

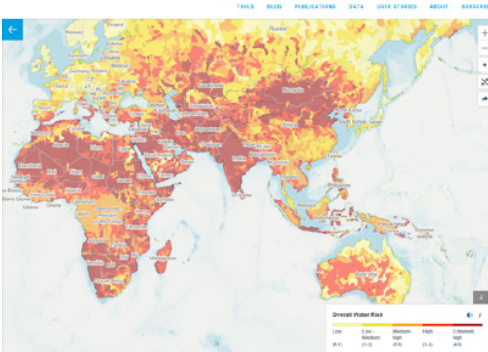
▶ [Consumer Issues](#)

▶ [Community Involvement and Development](#)

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

WRI has updated its AQUEDUCT water-risk maps. The Group is currently reevaluating water risks.

* 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."

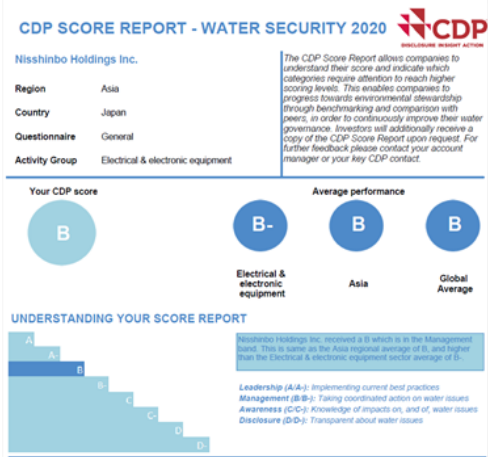


AQUEDUCT Water Risk Atlas

- ▶ Fair Operating Practices
- ▶ CSR Procurement Basic Policy
- ▶ Corporate Ethics Reporting System
- ▶ Editing Policy
- ▶ CSR Reports (Downloads)

CDP Water Security 2020 Evaluation

The CDP is an international NGO working in the environmental field. The CDP surveys more than 9600 companies worldwide, assigning scores from A to D– based on how effectively the companies deal with issues such as climate change, deforestation and water security. The Nisshinbo Group received a "B" rating in Water Security 2020.



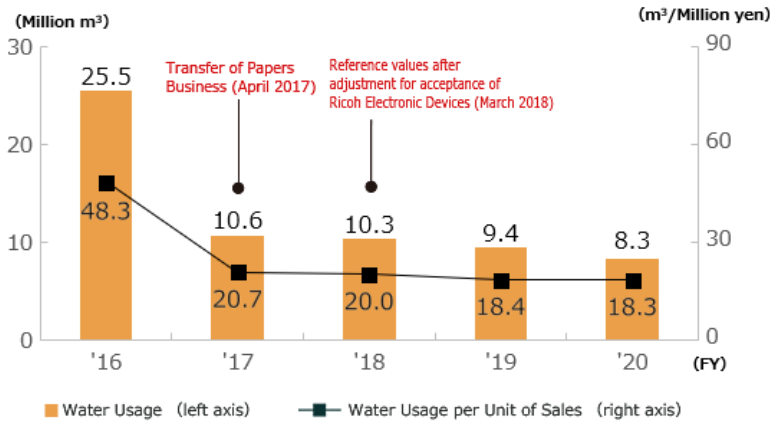
CDP Water Security 2020 Evaluation

Use of Water Resources

Nisshinbo Group 's actual water use decreased by 11% from 8.3 million m³ in the previous year. The volume of water used per unit of sales was 18.3 m³ per million yen, roughly unchanged from the previous fiscal year. The impact of the COVID-19 pandemic has resulted in a reduction in water use in all operations.

The volume of water recycled was 740,000 m³. This figure is roughly unchanged from the previous fiscal year. The recycling ratio improved as a result of decreased water consumption.

Water Usage and Water Usage per Unit of Sales



(Million m³)					
	2016	2017	2018	2019	2020
			(Reference)		

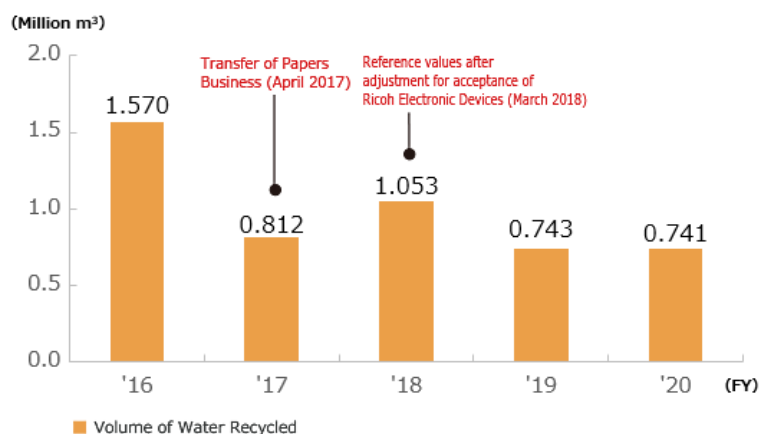
			value after adjustment)		
Water Usage	25.5	10.6	10.3	9.4	8.3

(m³/Million yen)

Water Usage per Unit of sales	48.3	20.7	20.0	18.4	18.3
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* In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

Trends of Water Recycled



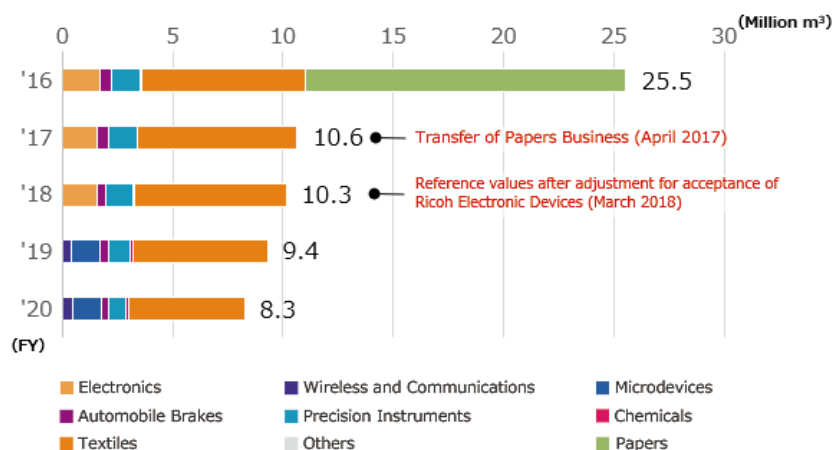
(Million m³)

	2016	2017	2018 (Reference value after adjustment)	2019	2020
Volume of Water Recycled	1.570	0.812	1.053	0.743	0.741

* In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

The textiles business accounted for 64% of total water usage.

Trends in Volume of Water Usage by Business



(Million m³)

	2016	2017	2018	2019	2020
--	------	------	------	------	------

			(Reference value after adjustment)		
Electronics	1.7	1.6	1.6	--	--
Wireless and Communications	--	--	--	0.4	0.5
Microdevices	--	--	--	1.3	1.3
Automobile Brakes	0.5	0.5	0.4	0.4	0.3
Precision Instruments	1.3	1.3	1.2	1.0	0.8
Chemicals	0.1	0	0.1	0.1	0.1
Textiles	7.4	7.2	6.9	6.1	5.3
Others	0	0	0	0	0
Paoers	14.5	--	--	--	--
Total	25.5	10.6	10.3	9.4	8.3

*1 In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

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

Examples of the Nisshinbo Group Activities

Nisshinbo Chemical Inc. Partners with Gunma University to Explore Marine Biodegradation Accelerants

Nisshinbo Chemical Inc. is searching for additives that enhance marine biodegradability. In collaboration with Gunma University, the company is screening a wide range of marine biodegradable control compounds called lead (rhymes with “read”) compounds. The company is incorporating the discovered lead compounds into plastics, which are relatively hard to biodegrade, to confirm their biodegradability in the ocean. Compounds with a certain biodegradation-promoting function have already been found, and exploration is continuing.

Nisshinbo Chemical commercializes CARBODILITE® , a functional chemical that inhibits biodegradation, and is developing it globally. By combining CARBODILITE® with a new lead compound that promotes biodegradation, the company is working to control the biodegradability of plastics. This effort contributes to the Sustainable Development Goals (SDGs), which are of increasing global importance.

Water saving through renewal of air conditioners

Nagano Japan Radio Co., Ltd. owns three deep wells on the premises, and uses water-cooled air conditioners that make use of abundant groundwater. Due to the aging of the units, they have been working to upgrade to air-conditioners several years ago, and as a result of the renewal of 5 units in fiscal 2020 from 110 units (as of 2013), the remaining 33 units are now installed.

A water cooling air conditioner uses approximately 4,000 m³ of ground water per year. The company could reduce water usage by approximately 20,000 m³ per year.

In addition, since the amount of groundwater used decreases, the company expects to reduce power consumption by optimizing the water supply pumps located at various locations on the premises, so they are considering the use of such pumps in parallel.

Fukuoka City Environmental Action Award Encouragement Award

NJR FUKUOKA CO., LTD. (the present Nisshinbo Micro Devices Fukuoka Co.,Ltd.) is working to effectively use wastewater through its wastewater reuse system.

Before releasing wastewater from the plant as sewage, it is extracted, and the RO membrane (reverse osmosis membrane) is used to remove impurities in the wastewater, which is then reused for the spread water of cooling towers and other purposes.

In fiscal 2020, approximately 87,000 m³ of wastewater per year was reused.

In addition, there will always be a facility shutdown time (about 2 hours) during the recovery of the filtration tower within one day. The company is currently considering a review of the equipment configuration that will shorten this downtime and lead to a further increase in the capacity utilization rate, as well as the use of increased treatment water with manufacturers.

Consequently, in June 2020, the company won the Fukuoka City Environmental Action Award in recognition of its plant wastewater reuse activities, which aims to reduce sewage emissions.

This award is given to individuals, organizations, schools, and businesses who have made outstanding contributions to the preservation and creation of the environment in Fukuoka City at a high level and have made outstanding achievements and achievements.



RO membrane unit



Award letter

Reduction of Water and Sewerage Consumption for Production

SAGA ELECTRONICS Co., Ltd. (the present Nisshinbo Micro Devices AT Co.,Ltd.) uses a large amount of pure water and water supply for wafer dicing (work to cut wafers and cut one chip per chip) and board dicing (work to cut and pierce substrates encapsulated by the device).

Due to the planned increase in production, the consumption of pure water and water supply is expected to increase. Accordingly, the company introduced a filtration system to recover and reuse wastewater from this process. The filtration department uses hollow fiber membranes (numerous ultra-micropores on the walls of the membranes with a strike fiber with a closed end), and pressure-added water removed impurities when passing through them. Water (water quality above water supply) that was filtered by this device was sent back to the manufacturing process and reused, achieving a significant reduction in water supply. In contrast to the 24,000m³ per year target, the result was a reduction of



Wastewater recovery and reuse facility

32,400m³ per year. The same amount of sewage,
32,400m³ per year, was reduced at the same time.

Water conservation through reuse of treated water

PT. Nisshinbo Indonesia values not only water for daily life, but also water resources that support human life as a resource needed for food production and economic Activities.

Cooling water used in the water-cooled rolls in the drying process during dyeing and processing is remodeled and returned to the intake yard for reuse. The company also reuse some of the used wastewater discharged from our plants at our plants by treating it so that it can be used within our plants. The reuse of plant wastewater has been carried out in the past, but in fiscal 2020 the company added additional tanks to further increase the frequency of use.

In Indonesia, where water supply and sewerage rates are low, Nisshinbo Indonesia are striving to save water so as to reduce the use of groundwater as much as possible by increasing the amount of reused water. Reducing the amount of wastewater discharged from plants reduces the amount of water discharged into rivers, which also leads to a reduction in environmental impact.

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Chemical Substance Management



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.

Sustainability

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Volume of Chemical Substances Handled

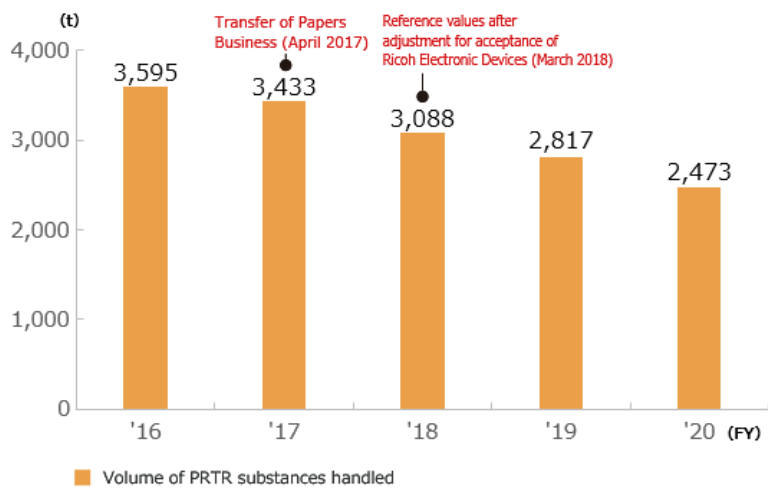
The volume of substances subject to PRTR handled by the Nisshinbo Group was 2,473 tons, down 12% year-on-year (YoY). The volume handled in the Automobile Brakes Segment has decreased significantly.

Major items making up the Nisshinbo Group's volume of PRTR substances handled were antimony (690 tons) for brake materials, as well as methylenebis (4,1-phenylene)=diisocyanate (533 tons) and methylenebis (4,1-cyclohexylene)= diisocyanate (420 tons) for urethane materials.

The Automobile Brakes segment accounted for 51% of the overall volume of chemical substances handled by the Group.

- ▶ Fair Operating Practices
- ▶ CSR Procurement Basic Policy
- ▶ Corporate Ethics Reporting System
- ▶ Editing Policy
- ▶ CSR Reports (Downloads)

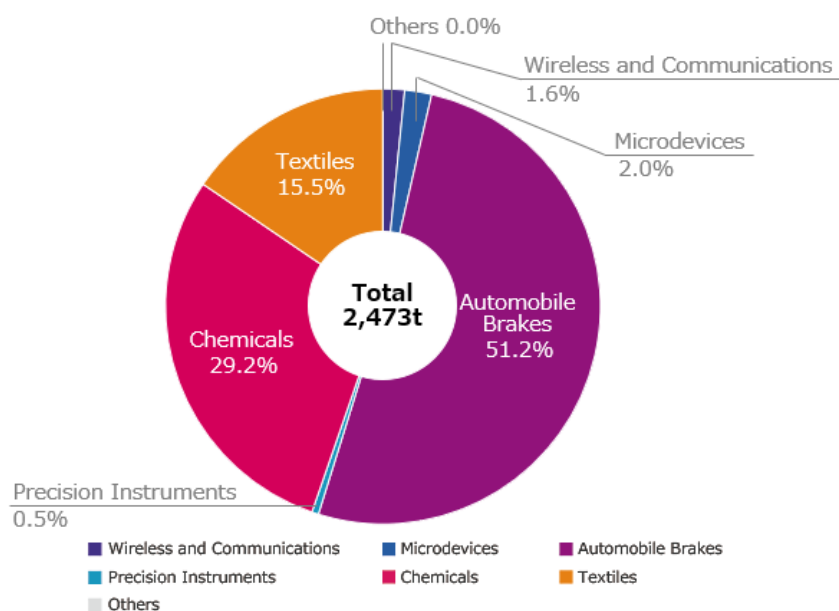
Trends in the Volume of PRTR Substances Handled



	2016	2017	2018 (Reference value after adjustment)	2019	2020
Volume of PRTR substances handled	3,595	3,433	3,088	2,817	2,473

* In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

Volume of PRTR Substances Handled by Business



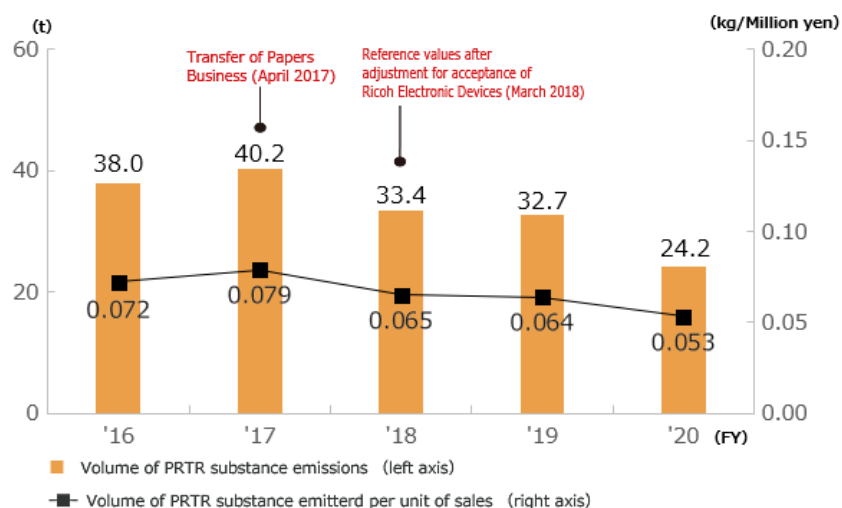
(t)

	2020
Wireless and Communication	41
Microdevices	48
Automobile Brakes	1,267
Precision Instruments	12
Chemicals	722
Textiles	383
Others	0
Total	2,473

Volume of Chemical Substance Emissions

The Nisshinbo Group's volume of PRTR substance emissions totaled 24.2 tons, down 26% year on year. Volume of PRTR substance emissions per unit of sales was 0.053 kg per million yen, down 18% year on year. The decrease in the amount of PRTR substances handled. The Group also replaced cleaning solvents used at Kyushu Nanbu Plastics Co., Ltd. with products not subject to PRTR Law.

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



(t)

	2016	2017	2018 (Reference value after adjustment)	2019	2020
Volume of PRTR substance emissions	38.0	40.2	33.4	32.7	24.2

(kg/Million yen)

Volume of PRTR substance emitted per unit of sales	0.072	0.079	0.065	0.064	0.053
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* In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

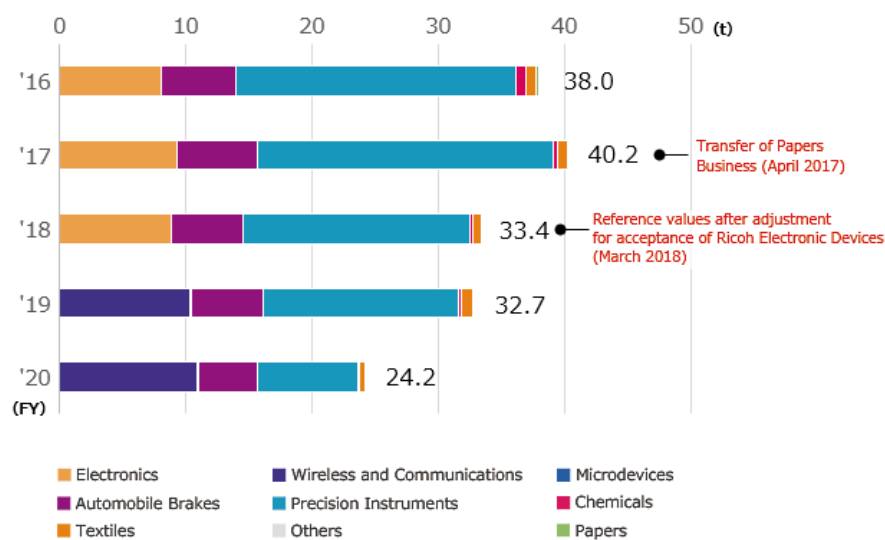
Emission Breakdown by Chemical Substance

Substance	Discharge volume (t)	Ratio
Toluene	7.5	30.9%
Ethylbenzene	5.0	20.8%
Xylene	6.0	25.0%
Phenol	1.5	6.0%
Hexamethylenetetramine	1.4	5.9%
Antimony	1.2	5.0%
Others	1.5	6.4%

Toluene accounted for the highest proportion of emitted chemical substances, at 31% of the total.

By business, Wireless and Communications Segments, which emits large quantities of toluene, ethylbenzene, and xylene, accounted for 45% of the total.

Volume of PRTR Substances Emitted by Business



(t)

	2016	2017	2018 (Reference value after adjustment)	2019	2020
Electronics	8.1	9.3	8.9	--	--
Wireless and Communications	--	--	--	10.3	10.9
Microdevices	--	--	--	0.1	0.1
Automobile Brakes	5.9	6.4	5.6	5.7	4.7
Precision Instruments	22.1	23.4	18.0	15.5	7.9
Chemicals	0.8	0.3	0.2	0.2	0.1
Textiles	0.9	0.8	0.7	0.9	0.5
Others	0	0	0	0	0
Papers	0.2	--	--	--	--
Total	38.0	40.2	33.4	32.7	24.2

*1 In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

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

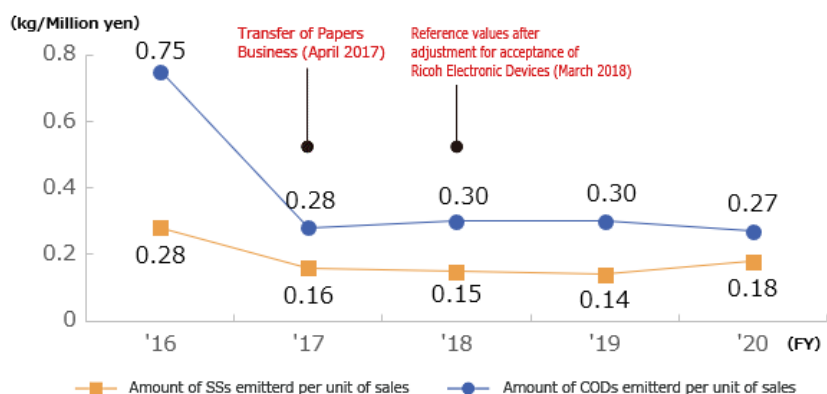
Purification of Wastewater

The Nisshinbo Group's volume of suspended substances (SSs) emissions per unit of sales totaled 0.18 kg per million yen, up 29% year on year. This increase occurred because the Group have expanded the scope of tabulation overseas, adding some SSs emissions not included before.

Volume of CODs* emissions per unit of sales was 0.27 kg per million yen, down 10 % year on year.

* Chemical Oxygen Demand (COD): 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)				
	2016	2017	2018 (Reference value after adjustment)	2019	2020
Amount of SSs emitted per unit of sales	0.28	0.16	0.15	0.14	0.18
Amount of CODs emitted per unit of sales	0.75	0.28	0.30	0.30	0.27

* In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

Atmospheric Releases

The Nisshinbo Group's sulfuric oxides (SOx) emissions per unit of sales was 0.58 kg per million yen, up 14% YoY.

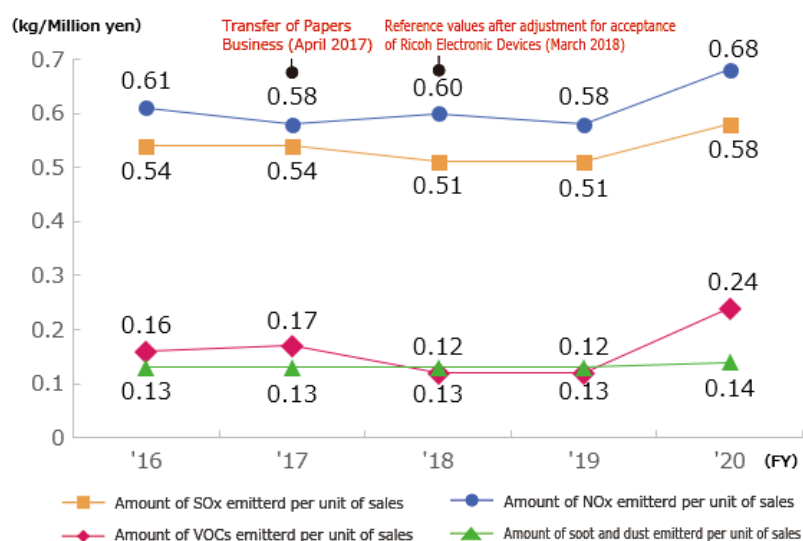
Nitrogen oxides (NOx) emissions per unit of sales was 0.68 kg per million yen, up 17% YoY.

Volatile organic compounds (VOCs*) emissions per unit of sales was 0.24 kg per million yen, up 100% YoY. Soot

and dust emissions per unit of sales was 0.14 kg per million yen, unchanged up 7% YoY. This year the Group added the volume of TMD VOCs emissions to the tabulation. This change resulted in a significant increase.

*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)				
	2016	2017	2018	2019	2020

			(Reference value after adjustment)		
Amount of SOx emitted per unit of sales	0.54	0.54	0.51	0.51	0.58
Amount of NOx emitted per unit of sales	0.61	0.58	0.60	0.58	0.68
Amount of VOCs emitted per unit of sales	0.16	0.17	0.12	0.12	0.24
Amount of soot and dust emitted per unit of sales	0.13	0.13	0.13	0.13	0.14

* In 2018, we changed our fiscal year-end from March 31 to December 31. As a result, the consolidated fiscal year, which is a transitional period, is an irregular accounting period. For this reason, the period used for reference to FY2018 is adjusted to the period from April 1, 2018 to March 31, 2019, to match the period of other consolidated fiscal years.

Examples of the Nisshinbo Group Activities

Implementation of chemical substance management education

NJ Components Co., Ltd. uses various types of chemicals within its plants. Some chemicals, if handled incorrectly, could lead to accidents such as explosions or the generation of poisonous gases. The company also handle substances that gradually accumulate in human bodies and harm health.

The company provides education to workers who handle chemical substances on how to prevent these accidents and how to deal with them in the event of an accident. Education is based on the Safety Data Sheet (SDS) to identify the characteristics of chemicals and their effects on the human body, the use of protective equipment, methods of first aid in the event of an accident, and rules for emergency contact.

In addition, the Safety and Health Committee members conduct periodic inspections of the effects of education and the status of compliance with rules for the storage and handling of chemical substances, and ensure thorough implementation. Through these Activities, the company strive to maintain a safe and secure working environment.

Emergency Response Training

The three companies in China assume various emergency situations at each company and conduct trainings in response to emergency situations.

Saeron Automotive (Beijing) Co., Ltd. (SABC) conducts trainings for employees on the topics of fire and chemical spills as emergency response trainings.

In addition, Nisshinbo Saeron (Changshu) Automotive Co., Ltd. (NSC) assumes that not only chemical spills, but also hazardous materials and waste may be spilled, and implements training and training for employees to prevent these spills.

Saeron Automotive (Yantai) Co., Ltd. (SAYC) conducts emergency response trainings twice a year, focusing on fire, explosion, and chemical spills. The trainings are designed to ensure that employees can respond appropriately while giving due consideration to improving employee safety.

Thanks to these trainings, the companies were able to prevent the leakage of chemical substances, which is an effective training.



Training



Training

Training on chemical spills and responses

Every year, TMD Friction Romania S.R.L. conducts trainings for chemical spills. In the current fiscal year, the company received explanations about the hazards of all chemical substances used, responses in the event of spills, emergency contact methods, and the basics of waste management. Subsequently, the company conducted a training assuming that it was discovered that solvent for one 200L metal can was leaked in the warehouse.

The training took place in the following flow.

- ① One employee discovers that solvent are flowing inside and outside the warehouse.
- ② Finders immediately contact warehouse employees and safety managers to report spill locations, types of chemicals spilled, and spills.
- ③ Warehouse employees and safety managers are instructed to contact emergency response personnel and act immediately.
- ④ Emergency response personnel wear personal protective equipment and use spill kits to containment the area.
- ⑤ After containment is completed, the safety manager declares safety.

The company has confirmed that emergency response members, safety committee members, forklift drivers (warehouse employees) and all others are well trained in how to respond, and have completed the trainings.



Training



Training

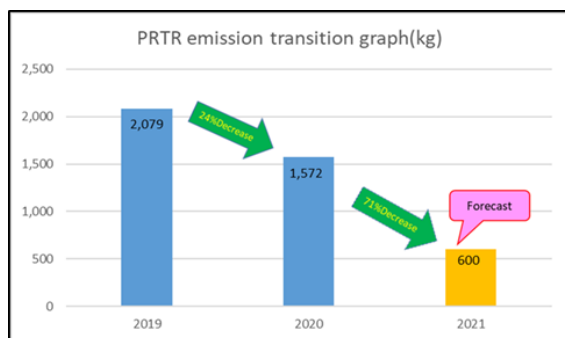
Reduction in the use of PRTR-listed substances

Kyushu Nanbu Plastics Co., Ltd. used cleaning thinners, which contained 56 % of toluene, xylene, and ethyl benzene, a PRTR, as cleaning solvents for painting facilities plumbing. Total emissions of PRTR substances in fiscal 2019 were 2,079 kg, and 1,585 kg (76 %) of the cleaning thinners.

In order to significantly reduce PRTR emissions, the company investigated cleaning agents that do not contain PRTR materials, extracted cleaning agents that do not contain 10 PRTR substances as candidates, and conducted cleaning tests. As a result, the company was able to select cleaning agents that have the required cleaning capacity. In October 2020, the company changed the total amount of cleaning thinners to substitutes that do not contain substances subject to PRTR.

Total emissions of PRTR substances in fiscal 2020 decreased to 1,572 kg, a 24% reduction compared to fiscal 2019.

In fiscal 2021, the company expects a further significant reduction in emissions of PRTR chemicals.



Training for dealing with hazardous and hazardous chemical spills

PT. Standard Indonesia Industry (SII) works with industrial area managers (EJIP) to regularly train them to deal with spills of B3*.

In January 2020, the company conducted training to deal with spills with all companies using B3 in industrial areas.

When handling B3, specialized knowledge is required because the risks differ depending on the chemical nature. Training to properly understand the B3 spill management process and ensure that B3 spills are properly handled.



Training

* B3 is called B3 by taking the acronym of Indonesian Bahan (ingredient) Berbahaya (dangerous) Baracun (harmful).

Introduction of thinner regeneration equipment

At Nanbu Plastics Co., Ltd.'s Susono Plant, a large amount of PRTR materials were discharged in the painting process, and emissions in fiscal 2019 were 7,050 kg, continuing to have a large environmental impact. A survey of the breakdown of emissions of PRTR revealed that the percentage of the composition contained in thinners used in the cleaning process for painting jigs was the largest, accounting for around 46% of total emissions.

Accordingly, in November 2019 Nanbu Plastics introduced a thinner regeneration device that distills the thinner waste fluids used in cleaning and separates them into recycled thinner and paint residuals. As a result, in fiscal 2020 the company reduced the discharge of PRTR materials to 3,493 kg, achieving a 50% reduction compared to fiscal 2019 (a 39% reduction excluding the impact of production reductions due to the COVID-19 pandemic).

Considering safety, the company selected an oil bath-type indirect heating method for the regeneration of



Thinner recovery equipment

hazardous thinner, and installed ventilation equipment at the installation site.

Emergency response trainings for chemical spills

Nisshinbo Chemical Inc.'s Chiba Plant conducts annual emergency response trainings to prepare for chemical spills. This time, emergency response trainings were conducted on the assumption that drums could fall and break during receiving operations, resulting in leakage.

Through the training, Nisshinbo Chemical confirmed the procedure of installing a double-layered adsorbent mat around the rainwater trench without clearance in order to identify the location of chemical spillage and promptly turn the crack in the drum can upward to prevent leakage, and to prevent spillage outside the factory premises. The company incorporate these into its Standard Operation Procedure and strive to educate its staff so that they can be shared even if they change.



Training



Liquid control measures

Disaster prevention training at liquid ammonia treatment facilities

Nisshinbo Textile Inc.'s Yoshinogawa Plant uses ammonia, a flammable and hazardous gas, to modify cellulosic fibers, and handles facilities for the storage, processing and recovery manufacturing of liquid ammonia.

Daily management and periodic inspections (voluntary and statutory) are used to maintain and manage the system so as not to have any impact on the air or water quality. In addition, each year the company conduct disaster prevention trainings that specify necessary measures and actions to be taken in the event of an emergency, such as a large-scale earthquake. In addition, Nisshinbo Textile conduct trainings to prevent ammonia dispersion and to deal with damage to ammonia pipes and other facilities, as well as with air ventilators. The company conduct trainings to ensure safety in emergencies and prevent major damage caused by ammonia leaking into the atmosphere and water.



Training

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Biodiversity



The Nisshinbo Group's Contributions to the SDGs



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

The Group manages key performance indicators (KPIs) as part of systematic measures to achieve its medium-term environmental targets regarding strengthening of biodiversity conservation activities.

SDGs in Focus: Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group is promoting activities to conserve biodiversity, with particular focus on SDG Targets 14.2 and 15.5. Our Group is promoting activities such as preservation of natural habitats, preservation of important ecosystems and protection of threatened species at our locations in Japan and overseas, in accordance with the Aichi Targets*.

* Aichi Targets: Targets to be met by 2020, set at the 2010 meeting of the Conference of the Parties to the Convention on Biological Diversity

	<p>14. Life below water</p> <p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p>	<p>Targets: 14.2</p> <p>By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.</p>
	<p>15. Life on land</p> <p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	<p>Targets: 15.5</p> <p>Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.</p>

Participating in the Japan Business and Biodiversity Partnership

Nisshinbo Holdings Inc. participates in the Japan Business and Biodiversity Partnership, a group that engages in activities to conserve biodiversity. The Partnership is composed of 491 economic organizations (group registration is handled by one organization), businesses, NGOs, and local governments.

Sustainability

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The Company's activities to conserve biodiversity began in fiscal 2015, and 9 activities are continuing in Japan. In fiscal 2020, one domestic facility started a biodiversity conservation Activities.

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 2020, biodiversity conservation activities began at three overseas sites.

Endorsement of the "Keidanren Declaration on Biodiversity and Action Guidelines (Revised Version)"

The Nisshinbo Group reaffirmed its endorsement of the Declaration of Biodiversity by Keidanren (revised edition). Please refer to the URL below for details of the Keidanren Declaration of Biodiversity and Revised Action Guidelines.

<https://www.keidanren.or.jp/en/policy/2018/084.html>

Keidanren revised this declaration and action guidelines in response to major trends both at home and abroad, such as SDGs and the Post-Aichi Targets[※]. The revised declaration aims to "realize a sustainable society through the construction of a society in harmony with nature."

In addition, Keidanren released the Keidanren Declaration of Biodiversity Initiative. This report contains the names of 236 companies and organizations (logo marks) that expressed their endorsement with the revised declaration and action guidelines, as well as "Policies for Initiatives for the Future and Specific Examples of Initiatives," and also introduces our Group.

- ▶ Fair Operating Practices
- ▶ CSR Procurement Basic Policy
- ▶ Corporate Ethics Reporting System
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日清紡ホールディングス株式会社

https://www.nisshinbo.co.jp/ir/library/pdf/annual_report/2019_jp.pdf



〈将来に向けた取組方針〉

日清紡グループは、企業理念「挑戦と変革。地球と人びとの未来を創る。」の具現化を通して、多様性の中での団結を進め企業価値の向上を目指しています。環境保全、省エネルギー、代替エネルギーを実現する新製品やシステム提案はもとより、環境破壊や気候変動による災害など人間社会が直面する課題に対してもソリューションを提供し、「環境・エネルギーカンパニー」グループとして、安全かつ安心な暮らしに貢献していきます。

生物多様性保全活動の強化を中期環境目標における主要テーマのひとつにあげており、2021年12月期までに海外で5事業所以上の展開を達成します。(国内9事業所で活動推進中)

〈具体的取組事例〉

14 生物多様性



関連する愛知目標：目標6（水産資源の保全）

活動内容：東京海洋大学と連携し、東京湾の水産資源の保全活動の基礎データ収集

保護生物等：漁業者の視点に立ったマアナゴの生態調査

東京海洋大学の調査風景



マアナゴ

(出典：東京海洋大学19年)

日清紡グループ企業理念

「挑戦と変革。地球と人びとの未来を創る」

「環境・エネルギーカンパニー」グループとして、社会が直面する課題にソリューションを提供。事業を通して持続可能な社会づくりに貢献します。

Keidanren Declaration of Biodiversity Initiative

Regarding the Keidanren Declaration of Biodiversity Initiative, please refer to the URL below.

https://www.keidanren.or.jp/policy/2018/084_honbun.html#p3






In 2009, we endorsed the Keidanren Declaration of Biodiversity and Action Guidelines, established by the Keidanren, and after conducting surveys and educational programs, launched the Biodiversity Conservation Activities in 2015, expanding the scope of our Activities.




[※]Post-Aichi Biodiversity Targets: Global Biodiversity Targets for 2020 and beyond

Activities to Conserve Biodiversity

Ten domestic sites





Company, Business Site	Related Aichi Targets Details of Preservation Wildlife Being Protected
Japan Radio Co., Ltd.	Target 6: Preservation of marine resources Activities: Gathering of basic data

	<p>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>
<p>Nagano Japan Radio Co., Ltd. Head Office & Factory</p>	<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-cho, 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>
<p>New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.) Head Office and Kawagoe Works</p> <p>Japan Radio Glass Co., Ltd. Head Office Plant</p>	<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>
<p>Nisshinbo Brake Inc. Tatebayashi Plant</p>	<p>Target 12: Preservation of endangered species</p> <p>Activities: Preservation activities at the Nakanonuma Nishinuma swamp in Ora-machi, Ora-gun, Gunma Prefecture</p> <p>Wildlife being protected: Carassius auratus subsp.2 (Ministry of the Environment: Threatened category II), etc.</p>	 <p>Extermination of alien species</p>
<p>Nisshinbo Mechatronics Inc. Miai 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 Development Center</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 specie</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>Nisshinbo Textile Inc. Yoshinogawa 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>

Five overseas sites

Company, Business Site	Related Aichi Targets Details of Preservation Details of Preservation	
<p>Shenzhen NJRC Technology Co., Ltd. (China)</p>	<p>Target 12: Preservation of endangered species</p> <p>Activities: Environmental conservation activities at business sites</p> <p>Wildlife being protected: <i>Cyathea spinulosa</i> (Japanese name: Hego) and <i>Davidia involucrata</i> (Japanese name: Hankachinoki) (China's top priority protection level)</p>	 <p>Tree planting and conservation activities</p>
<p>THAI NJR CO., LTD.</p>	<p>Target 11: Preservation of important</p>	

<p>(Thailand) (the present Nisshinbo Micro Devices (Thailand) Co.,Ltd.)</p>	<p>ecosystems</p> <p>Activities: Tree planting and dam making in forest areas upstream of the Khun Nam River</p> <p>Wildlife being protected: animals and plants around the Khun Nam River (Wildlife Being Protected not specified)</p>	 <p>Building a weir</p>
<p>Nisshinbo Somboon Automotive Co., Ltd. (Thailand)</p>	<p>Target 11: Preservation of important ecosystems</p> <p>Activities: Mangrove plantations in the Plase Basin, Rayong Prefecture, Activities</p> <p>Wildlife being protected: Conservation of the ecosystem of crabs, shrimps, shellfish, etc. that inhabit mangroves</p>	 <p>Mangrove reforestation activities</p>
<p>Nanbu Philippines Incorporated (Philippines)</p>	<p>Target 11: Preservation of important ecosystems</p> <p>Activities: Cleaning the Maalimango River Activities to Protect Lives' Habitats</p> <p>Wildlife being protected: Animals and plants around the Maalimango River (Wildlife Being Protected has not been identified)</p>	 <p>Cleanup activities</p>
<p>PT. Nikawa Textile Industry (Indonesia)</p>	<p>Target 12: Preservation of endangered species</p> <p>Activities: Environmental conservation activities at business sites</p> <p>Wildlife being protected: Cycas Javana (Indonesian endangered species EN)</p>	 <p>Tree planting and conservation activities</p>

Examples of the Nisshinbo Group Activities

Continue to preserve the waterside environment of the Shingashi River bank

Since March 2015, Japan Radio Glass Co., Ltd. has been participating in the Shingashi River Cleanup Activities sponsored by Fujimino City, sponsored by nearby NPOs twice a year in spring and fall. In fiscal 2020, due to the impact of the Corona crisis, the event was discontinued in autumn, and participation was limited to spring.

Participating in the Environmental Conservation Activities to Enrich Ecosystems

In July 2020, 18 employees from THAI NJR CO., LTD.
(the present Nisshinbo Micro Devices (Thailand) Co.,Ltd.) participated in the Environmental Conservation Activities sponsored by the Industrial

Estate Authority of Thailand (IEAT). This is an activity that works with government agencies and local residents to plant trees and build weirs in a forested area upstream of the Khun Nam River in Makhuea Chae Subdistrict, Mueang Lamphun District, Lamphun Province.

This activity aims to enrich ecosystems by reducing the flow of water by constructing weirs on small rivers (with a maximum river width of about three meters) that flow through mountains behind industrial parks. The main materials used are a mix of cement in natural materials such as bamboo, stone, and soil. Weirs also function as habitats for aquatic life. In addition, the pools of water produced will provide water drinking places for forest species such as foods, seasons, and wild birds even in the dry season of the river. It can also supply water to villagers during drought periods.



Construction work on weirs

Improving the Water Environment through River Cleaning

In November 2020, 31 employees from THAI NJR CO and LTD. (the present Nisshinbo Micro Devices (Thailand) Co.,Ltd.) participated in the Environmental Conservation Activities sponsored by the Lamphun City Hall. This is an activity that collects garbage from the Loi Krathong Festival.

The Loi Krathong Festival is a famous traditional event in Thailand held on the night of the full month of December (November every year) of the Danish calendar, which is like a light basket sink in Japan. This event is held throughout Thailand/all over the country, and flowing lotus flowers and boat-shaped lanterns made of banana leaves etc. into the river, thanking the water (goddess Conker) and washing away their own misfortunes and misfortunes to purify their souls.

"Krathong" means a "lightbasket." The day after the villagers floated Krathong on the river and offered prayers, it becomes garbage and collects lanterns floating in the river. This Activities protects the ecosystem of the aquatic species living in the river.



River Cleaning Activities

River Purification Activities and Environmental Beautification Activities Around Plants

Since 2008, Saeron Automotive Corporation (SAC) in Republic of Korea has been conducting river purification activities and environmental beautification Activities in the vicinity of its plants.

Through regular monthly activities, SAC strive to raise awareness of nature conservation among employees and protect biodiversity.

In November 2020, approximately 100 employees picked up garbage and sorted the garbage collected, contributing to the conservation of biodiversity around the company. This kind of environmental beautification activities has been

received positively by residents who receive agricultural water from rivers near their companies, and will continue to be a useful activities for the local community.

Dragonfly Biotope Project at Masuda Park

Nisshinbo Mechatronics Inc.'s Maii Machinery Plant is continuing its activities based on the Dragonfly Biotope Planning Policy at Masuda Park, which is located on the premises of the park.

Nisshinbo Mechatronics is working to develop Dragonflies Ponds that will encourage the expansion of new species. The company is also working to eliminate alien species, Red swamp crawfish, to curb the growth of alien water lily, which are densely populated in ponds, and to verify the habitats of insects, etc., which are designated as quasi-endangered species. Children's insect searches are a little pleasant compared with the photographs displayed on the signage, and they are conducting environmental activities that will help protect biodiversity while enjoying it.

In fiscal 2020, due to the impact of the COVID-19 pandemic, employees' families and children were not volunteered, but only employees were involved in weeding and the maintenance of surrounding observatory roads once in November.

In fiscal 2021, activities for volunteering is very challenging, but they would like to take on the challenge of establishing observable roads for even a small number of people and taking steps to create a new type of Dragonflies that is flying into Dragonflies Pond.



Guide plate of the biotope



Those who participated in the development of weeding and surrounding observatory roads

Expanding the Growth Activities of Endangered Species "Golden venus chub"

In Nisshinbo Textile Inc.'s Tokushima Plant, together with Nisshinbo Holdings Inc., Nisshinbo Chemical Inc. and Daio Paper Products Corporation have concluded an agreement with Tokushima Prefectural Government to take over the endangered species Golden venus chub and utilize fire prevention tanks to engage in reproduction activities. This is the fourth year since they started the multiplication activities in fiscal 2017. It began with 200 Golden venus chub and grows steadily every year. In fiscal 2020, it grew by 236 cattle (149%), contributing to protecting endangered species.



Biotope (Yoshinogawa Plant)

In Nisshinbo Textile Inc.'s Yoshinogawa Plant also exchanged agreements with Tokushima Prefectural Government and Naruto-produced Golden venus chub for raising 30 cattle raised in the Tokushima Plant and began raising them. Participating in the discussions

with the prefectural government, the company had the opportunity to interact with the prefectural high school students who had already been holding Golden venus chub raising Activities, and it held a meeting to have them visit the business site to discuss raising. The company will continue to cooperate with each other to make Activities in the future.

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Transport Volume



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.

	<p>12. Responsible consumption, production</p> <p>Ensure sustainable consumption and production patterns.</p>	<p>Targets: 12.2</p> <p>By 2030, achieve the sustainable management and efficient use of natural resources.</p>
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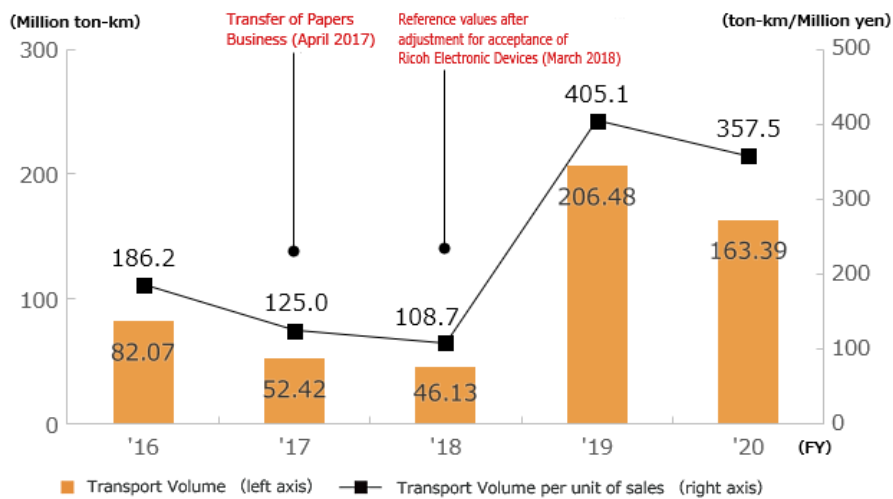
Transport Volume

The Nisshinbo Group's freight transport volume totaled 163.39million ton-kilometers (t/km), down 21% year-on-year (YoY). Freight transport volume per unit of sales was 357.5 t/km per million yen, down 12% YoY. This decline resulted from a decrease in sales due to the impact of the COVID-19 pandemic.

Trends in Transport Volume and Transport Volume per Unit of Sales

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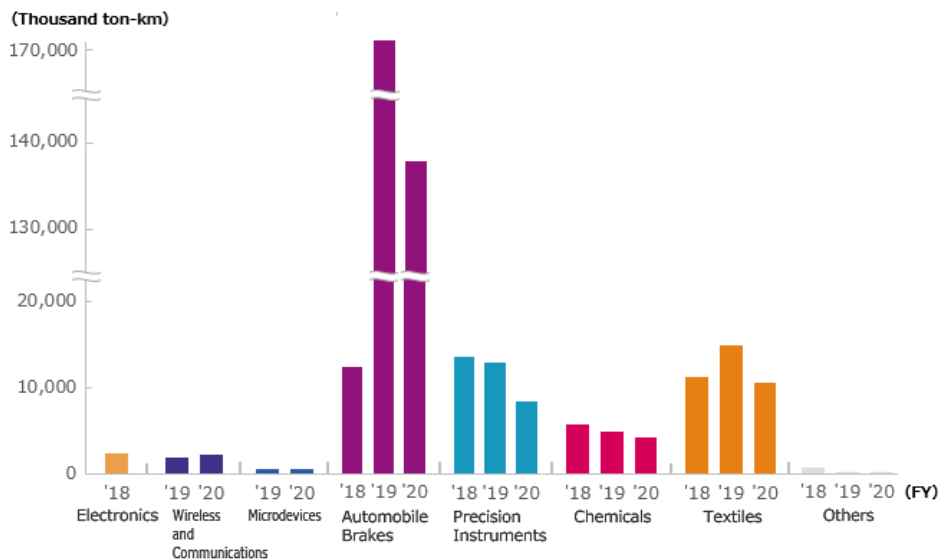
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	(Million ton-km)				
	2016	2017	2018 (Reference value after adjustment)	2019	2020
Transport Volume	82.07	52.42	46.13	206.48	163.39

	(ton-km/Million yen)				
Transport Volume per unit of sales	186.2	125.0	108.7	405.1	357.5

The automobile brakes segment accounted for 84% of overall transport volume.

Trends in Transport Volume by Business



	(Thousand ton-km)		
	2018 (Reference Value after adjustment)	2019	2020
Electronics	2,454	--	--
Wireless and Communications	--	1,984	2,234
Microdevices	--	686	665

Automobile Brakes	12,523	171,019	137,984
Precision Instruments	13,543	12,813	8,453
Chemicals	5,692	4,904	4,197
Textiles	11,204	14,868	10,566
Others	717	209	190

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

Examples of the Nisshinbo Group Activities

Promoting Efficiency in Transportation Volumes

Japan Radio Co., Ltd. established JRC Logistics Service Co., Ltd. in January 2020 to strengthen the JRC Group's structure to improve the efficiency of logistics operations.

Traditionally, carbon dioxide emissions have been reduced by 30 tons compared to conventional carbon dioxide emissions calculations (using the ALL JAPAN RAILWAY – FREIGHT FORWARDERS ASSOCIATION 's carbon dioxide Emissions Calculations) due to some transport and transport operations, although direct shipments were made directly from each distribution site to each delivery destination by chartered mail.

The methods used to improve efficiency are as follows.

- ① Elimination of waste by visualizing delivery plans (effective use of charter flights and use of return flights)
- ② Improvement of loading ratio by optimization of car dispatch combinations
- ③ Reduction of transportation distance by hub & spoke
- ④ Implementation of efficient car hailing plans based on information and the three yuan principle (on-site, on-site, on-the-spot, and on-the-spot)
- ⑤ Completed packaging on the previous day by N-1 Activities and implemented as planned (also related to ④)

Increased container loading capacity for products exported overseas

Nisshinbo Brake Inc.'s Tatebayashi Plant is engaged in the export of goods sold to overseas customers through overseas affiliates. We arrange for empty containers, load products, and export products overseas using trucks, container ships, railroads, etc.

Containers can be delivered to destinations while being exposed to bad roads, large waves, and various weather conditions. Therefore, when products are loaded into containers, measures to prevent cargoes from collapsing are important, making it difficult to determine measures to improve transport efficiency.

However, in collaboration with overseas subsidiaries, we were able to improve the packing form and carry out repeated transportation trials, and after taking full care to prevent cargo collapse, we were able to improve product loading density and improve the per-shipment volume by 130%.



Inside conventional containers



Inside of containers after measures to improve transport efficiency

To reduce the number of empty shipments

TMD Friction Inc. in the United States consults with manufacturing process managers prior to ordering raw materials to suppliers to verify future raw material requirements. As a result, the company is able to reduce the number of shipments by adjusting the unit of order for one time and by combining shipments for another raw material purchased from the same supplier.

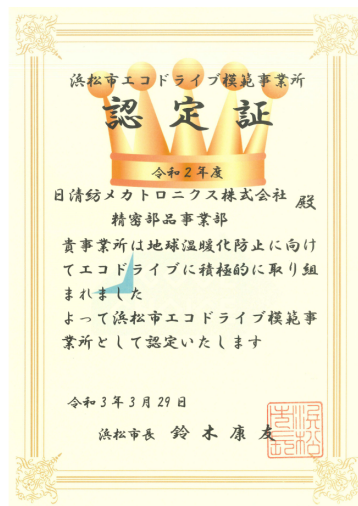
In 2020, the company was able to reduce the number of air shipments by 25% (four flights), which resulted in reduction carbon dioxide emissions by approximately 17 tons.

In 2021, the company will continue to coordinate with our suppliers, and aim to further reduce the number of air shipments by combining ocean shipments from suppliers as much as possible.

Certified as an Eco-Drive Model Plant in Hamamatsu City

Nisshinbo Mechatronics Inc.'s Hamakita Plant has been participating in the Eco-drive (environmentally friendly driving) Promotion Project. This project is based on the city of Hamamatsu's Global Warming Countermeasures Action Plan and is aimed at promoting the promulgation of businesses establishments sharing eco-driving methods within business sites, including the "Funwari Axel" (step on the gas pedal to accelerate slowly.), that work toward ongoing environmentally-conscious driving.

In fiscal 2016, the company was certified as a Hamamatsu City Eco-Drive Practice Facility, and since 2017, they have been certified as an Eco-Drive Excellence Facility. In 2020, the company was certified as an Eco-Drive Model Plant in recognition of our ongoing efforts over the past five years.

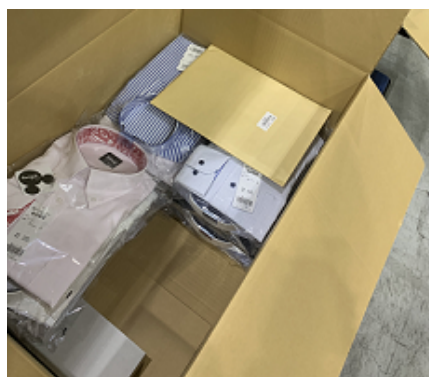


Eco-Drive Model Plant Certification

Reduction of transport volume related to sales promotion materials for stores, etc.

Tokyo Shirts Co., Ltd. is working to reduce the volume of transportation related to sales promotional materials for stores and other items.

Until now, sales promotion materials such as posters and POPs used in stores have been delivered directly from Head Office to 150 stores nationwide, but the company has improved the system to ship them together with the products that are shipped to stores. Once they send sales promotion materials to a logistics warehouse in Sugito, Saitama Prefecture, from which they send them to each store. Since the products are shipped from the distribution warehouse to the store together with the products, this has also led to a reduction in transportation costs and a reduction in sales promotion shipment operations to the stores that had previously been conducted by its Head Office.



Promotional materials packaged with products

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Environmental Contribution Activities



The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group contributes to the achievement of the Sustainable Development Goals (SDGs) through collaboration with local communities, local governments, universities, local companies, supply chains, and other organizations, as well as by participation in environmental contribution and beautification activities.

SDGs in Focus: Goals and Targets and the activities of the Nisshinbo Group

The Nisshinbo Group is actively participating in activities to contribute to and beautify the natural environment, with an awareness of SDG 17.17.



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.

Examples of the Nisshinbo Group Activities

Participation in Regional Leader Training Course for Water Waste Countermeasures

Two employees of Japan Radio Co., Ltd. participated in a training course for local leaders in marine litter control (sponsored by the NPO "Midori no Shimin"). In the morning, the employees conducted a survey on the types of garbage pick-up and garbage in the Saigawa River tributaries. In the afternoon, they listened to a discussion of activities such as reduction of packaging, provided by environmental counselor Yachiyo Nakai.



Recovered plastic waste

The Saigawa River basin is an out-of-bank cultivated area and is not a place where ordinary people enter and discard garbage. However, a great deal of

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municipal garbage, such as plastic bags and PET bottles, flowed in via the basin's smaller rivers.

The cause of this marine garbage was not ocean dumping but general municipal garbage. It was found that even if waste was properly disposed of, a large amount of garbage could easily be discharged into the ocean and become sea garbage if typhoons or floods occur. Among the sea waste, plastic waste has a particularly large impact, as it does not naturally decompose, so the volunteers were able to learn at first hand the need to reduce the amount of plastic used in order to prevent such plastic pollution.

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Green Fund Raising through Vending Machines for Greenery Promotion

JRC Tokki Co., Ltd.'s Head Office as part of its environmental protection activities, has been installing on its premises vending machines promoting greening activities since 2005. The Head Office donates 1% of sales to the Green Fund Activity.

The Green Fund is used to protect and nurture green spaces in the prefecture through DyDo DRINCO, Inc., a vending machine contractor. The funds are used for a wide range of projects, including school and regional green-space cultivation projects and the restoration of forests in the Tanzawa Mountains. These mountains are a major source of water for rivers such as the Sagami River and Sakawa River, supporting as many as 9 million people in Kanagawa Prefecture.

The Green Fund collected 514,869 yen from August 2005 to March 2021. JRC Tokki intends to continue these activities, as people can donate simply and easily simply by purchasing their preferred drinks from vending machines.

Environmental Conservation Activities

Although wetlands rich in the bounty of nature disappearing nationwide, Saga Prefecture still has the Kashibaru Wetlands, known as the Oze of Kyushu. However, if these wetlands are not protected, there is a danger that they will disappear as other wetlands in Japan have.

SAGA ELECTRONICS CO., LTD. (the present Nisshinbo Micro Devices AT Co.,Ltd.) conducts support activities to conservation wetlands. Each year, the company conservates existing ecosystems by recovering fallen leaves and preventing excess nutrient flow into the marsh during periods of massive defoliation in forests adjacent to the marsh. In November 2020, the company conducted activities with 51 employees and their families, accompanied by 26 volunteers from the region including instructors and prefectural staff.

SAGA ELECTRONICS also conducts cleaning activities around the plant. The factory adjacent to agricultural land, so open ditch are laid around the plant to provide appropriate drainage for the farmland and remove excess storm water and river water. In



Wetland conservation activities

April and December 2020, the company cleared the open ditch of deposited sediment and weeds that had propagated there.

Contributing to environmental conservation by participating in activities to prevent wildfires

In February 2020, four employees of THAI NJR CO., LTD. (the present Nisshinbo Micro Devices (Thailand) Co.,Ltd.) participated in wildfire prevention activities sponsored by the Industrial Estate Authority of Thailand (IEAT). Activities were conducted in collaboration with government agencies and people living in the forest area of the Makhuea Chae Subdistrict, Mueang Lamphun District, Lamphun Province.



Fire prevention activities

Thailand's northern Lamphun Province, where the company is located, and in Chiang Mai Province, where many of its employees reside, suffer some of the world's most serious air pollution problems. From around March of every year, the PM_{2.5} index rises due to the occurrence of volcanic fires, casting a mist over the sky until the rainy season. To address this problem, THAI NJR employees are conducting volcanic fire prevention activities at various locations in these regions. Clearing trees and fallen leaves, which fuel wildfires on mountainous roads, creates a gap that prevents fire from spreading.

THAI NJR is contributing to environmental conservation by preventing wildfires, which are a major cause of air pollution.

Cleaning and weeding Activities in the vicinity of business sites

Nisshinbo Brake Inc.'s Tatebayashi Plant conducts monthly cleanup and weeding activities in the vicinity of its business site, as an initiative to contribute to local communities.

Until June 2019, environmental activities were conducted by a limited number of employees, only in Environment Month. Since 2020, however, Nisshinbo Brake employees have been contributing to the beautification of the communities surrounding their business site every month, by picking up garbage such as empty cans and cigarette butts in the vicinity of their business sites, weeding footpaths and clearing leaves.



Cleaning Activities

During the Environment Month of June 2019, 14 companies in the region collaborated to evaluate cleaning Activities around their sites, and they were awarded as the "Tall Forest Environment Prize" by Tatebayashi City.

During Environmental Month in June 2020, due in part to the COVID-19 pandemic, the implementation period was extended, with small-scale activities spread over multiple days. A total of 109 people from 14 companies participated in the cleaning activities, collecting 274 kilograms of weeds and garbage.

The company will continue its Activities to contribute to local communities while paying attention to measures against infectious diseases.

Local Community Volunteer Activities

Since 2014, Nisshinbo Saeron (Changshu) Automotive Co., Ltd. (NSC) in China has conducted annual volunteer activities to contribute to local communities. Every year, NCS employees clean the roads up the local mountain (Yushan).

Activities were implemented in May 2020, with 56 employees and their children participating. These were the seventh such activities in seven consecutive years. In the past, garbage was conspicuous on the road up the mountain, but thanks to the annual cleaning activities, the roadside trash is decreasing year by year.

These activities not only help employees contribute to the local community, but also serves as parent-and-child activities that employees and their children can do together. They also help to raise children's awareness of environmental conservation. Children commented, "It was fun climbing the mountain" and "The view from the mountain was beautiful."



Group photograph of the volunteers

Participating in Environmental Conservation Activities to Enrich Ecosystems

In November 2020, TMD FRICTION ROMANIA SRL continued the One Tree/One Person project, which was launched in 2019. Each employee received one sapling from the company, planting a total of 500 trees. In fiscal 2019, the company planted 500 trees, bringing the total number of trees planted to 1,000. TMD FRICTION ROMANIA SRL will continue to conduct vigorous environmental conservation activities to enrich these ecosystems.

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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 382 million yen, down 37% year on year. This decrease was primarily due to the impact of the COVID-19 pandemic and has curtailed investment.

This includes 40 million yen in R&D cost, mainly from the development of new materials at Nisshinbo Brake Inc.

The primary contributor to investment of resource recycling costs (23 million yen) was capital investment costs associated with the recycling of abrasive powder at Nisshinbo Automotive Manufacturing Inc.(NAMI).

The Nisshinbo Group's total spending on environmental conservation for the year came to 2,789 million yen, down 57% year on year. This decrease was due to the cost of disposing of buried waste at the former Miai Plant.

(2) Environmental Conservation Effects

The Nisshinbo Group reduced greenhouse gas emissions by 29,694 tons of CO₂ through its environmental conservation activities, up 129% year on year. The main factors responsible for this increase were the introduction of new perfluorocarbon (PFC) abatement equipment at Ricoh Electronic Devices Co., Ltd. (the present Nisshinbo Micro Device Inc.) and the promotion of replacement of hydrofluorocarbons (HFCs) with hydrofluoroolefins (HFOs) at Nisshinbo Chemical Inc.

(3) Income from Environmental Conservation Measures

The Nisshinbo Group's economic benefits from environmental conservation measures totaled 304 million yen, down 27% year on year. This decline was the result of a fall in production due to the impact of the COVID-19 pandemic and a decrease in sales of cotton waste.

Environmental Accounting Spreadsheet for Fiscal 2020

Category		(1) Environmental conservation costs			
		Investment (million yen)	YoY change (%) *	Costs (million yen)	YoY change (%) *
On-Site	Pollution prevention costs	180	-37%	414	-16%
	Environmental conservation costs	137	-17%	311	25%
	Resource recycling costs	23	-57%	421	5%
Upstream/downstream costs		0	-	327	84%

Sustainability

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Management costs	1	-71%	281	12%
R&D costs	40	-61%	1,012	79%
Social activity costs	0	-	1	-90%
Environmental remediation costs	0	-	21	-51%
Other costs	0	-	0	-40%
total	382	-37%	2,789	27%

▶ Fair Operating Practices

▶ CSR Procurement Basic Policy

▶ Corporate Ethics Reporting System

▶ Editing Policy

▶ CSR Reports (Downloads)

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	37	-	2	-
	Environmental preservation effects	29,063	164%	54	-32%
	Resource recycling effects	578	-70%	248	-27%
Upstream/downstream effects		17	-98%	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		29,694	112%	304	-27%

Environmental Data by Principal Nisshinbo Group Company

[2020date \[226KB\]](#)

[2019date \[228KB\]](#)

Nisshinbo Holdings Inc.

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Environmental Data for Principal Companies in 2020*1

Company/Location	Business	Input	Outputs				
		Use of Water Resources	Volume of Waste Generated	Recycling Rate	Emissions of PRTR Substances*2	Greenhouse Gas Emissions*3	
		Thousand m ³	Thousand t	%	t	Scope 1&2 Thousand t-CO ₂	Scope 3*4 Thousand t-CO ₂
Nisshinbo Holdings Inc./Tokyo, other	Holding company	21	0.2	97	0.0	5.0	48.8
Japan Radio Co., Ltd./Tokyo, other	Wireless and communications	30	1.8	97	0.0	5.4	143.0
New Japan Radio Co., Ltd./Tokyo, other	Microdevices	596	0.2	99	0.0	37.9	14.8
Ricoh Electronic Devices Co., Ltd./Osaka, other	Microdevices	192	0.5	100	0.0	69.7	13.9
SAGA ELECTRONICS Co., LTD./Tokyo, other	Microdevices	136	0.2	100	0.0	12.1	2.0
THAI NJR CO., LTD./Thailand	Microdevices	156	0.3	71	0.0	11.9	13.3
NJR FUKUOKA CO., LTD./Fukuoka	Microdevices	185	0.3	100	0.0	27.1	3.1
Nisshinbo Brake Inc./Tokyo, other	Automobile brakes	80	1.7	100	0.1	16.7	35.3
TMD Friction Group S.A./Luxembourg, other	Automobile brakes	82	18.4	79	1.5	81.2	461.1
Nisshinbo Automotive Manufacturing Inc. /the United States	Automobile brakes	30	1.3	39	0.2	13.6	15.8
Saeron Automotive Corporation /Republic of Korea	Automobile brakes	56	1.4	66	2.4	16.6	53.4
Saeron Automotive (Beijing) Co., Ltd./China	Automobile brakes	25	0.4	94	0.0	6.5	7.8
Nisshinbo Saeron (Changshu) Automotive Co., Ltd./China	Automobile brakes	16	0.3	71	0.0	5.6	9.5
Nisshinbo Mechatronics Inc./Tokyo, other	Precision instruments	185	1.1	89	4.0	7.6	225.9
Nanbu Plastics Co., Ltd./Shizuoka, other	Precision instruments	369	1.3	96	2.6	12.2	26.0
Nisshinbo Mechatronics (Thailand) Ltd./Thailand	Precision instruments	40	1.1	95	0.0	8.3	9.3
Nisshinbo-Continental Precision Machining (Yangzhou) Co., Ltd./China	Precision instruments	55	3.4	85	0.0	11.8	45.2
Nisshinbo Chemical Inc./Tokyo, other	Chemicals	108	0.3	97	0.1	6.2	31.4
Nisshinbo Textile Inc./Tokyo, other	Textiles	4,311	0.4	99	0.0	10.0	21.8
Nisshinbo Do Brasil Industria Textil LTDA./Brazil	Textiles	53	2.5	99	0.0	19.4	14.5
PT. Nikawa Textile Industry/Indonesia	Textiles	483	6.1	98	0.0	143.7	44.5
PT. Nisshinbo Indonesia/Indonesia	Textiles	461	3.8	65	0.4	22.8	24.9
Total for 22 principal companies		7,671	46.8	84	11.4	551.4	1,265.3
Total for others		675	6.2	92	12.8	45.6	345.7
Nisshinbo Group Grand Total		8,346	53.0	85	24.2	597.0	1,611.0

*1 The 22 target companies were identified as those that emitted 5 thousand t-CO₂ or more greenhouse gases (Scope 1&2).

*2 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.

*3 The CO₂ emission conversion factor used for electric power is 0.470 t-CO₂/MWh.

*4 Scope 3 figures are from calculation of all of the categories summarized below. Calculations are based on the Basic Guidelines Related to Calculating Greenhouse Gas Emissions throughout the Supply Chain (ver. 3.1), Ministry of the Environment. Some information is taken from LCA results.

Scope 3 Detailed emission data by category

Category	Category Name	Amount Released (Thousand t-CO ₂)	Ratio (%)
1	Purchased goods and services	975.0	60.5
2	Capital goods	84.3	5.2
3	Fuel- and energy-related activities not included in Scope 1 or Scope 2	66.4	4.1
4	Upstream transport and delivery	73.7	4.6
5	Waste generated in operations	6.9	0.4
6	Business travel	3.6	0.2
7	Employee commuting	11.3	0.7
8	Leased assets (upstream)	2.4	0.2
9	Downstream transportation and delivery	45.3	2.8
10	Processing of sold products	31.0	1.9
11	Use of sold products	229.2	14.2
12	End-of-life treatment of sold products	32.6	2.0
13	Downstream Leased Assets	16.7	1.0
14	Franchises	0.0	0.0
15	Investments	32.4	2.0
Total		1611.0	100.0

Environmental Data for Principal Companies in 2019*1

Company/Location	Business	Input	Outputs				
		Use of Water Resources	Volume of Waste Generated	Recycling Rate	Emissions of PRTR Substances*2	Greenhouse Gas Emissions*3	
		Thousand m ³	Thousand t	%	t	Scope 1&2 Thousand t-CO ₂	Scope 3*4 Thousand t-CO ₂
Nisshinbo Holdings Inc./Tokyo, other	Holding company	23	0.2	97	0.0	5.2	58.1
Japan Radio Co., Ltd./Tokyo, other	Wireless and communications	29	1.2	97	0.0	7.1	113.0
Japan Radio Glass Co., Ltd./Saitama	Glass products	16	0.4	97	0.0	5.3	2.1
New Japan Radio Co., Ltd./Tokyo, other	Microdevices	644	0.2	100	0.0	38.9	21.0
Ricoh Electronic Devices Co., Ltd./Osaka, other	Microdevices	190	0.7	100	0.0	69.9	17.6
SAGA ELECTRONICS Co., LTD./Tokyo, other	Microdevices	124	0.2	99	0.0	9.8	1.6
THAI NJR CO., LTD./Thailand	Microdevices	146	0.3	67	0.0	13.1	2.8
NJR FUKUOKA CO., LTD./Fukuoka	Microdevices	184	0.3	100	0.0	27.9	3.1
Nisshinbo Brake Inc./Tokyo, other	Automobile brakes	92	2.2	100	0.1	21.2	31.3
TMD Friction Group S.A./Luxembourg, other	Automobile brakes	116	19.0	72	1.7	92.8	400.9
Nisshinbo Automotive Manufacturing Inc. /the United States	Automobile brakes	25	1.7	38	0.3	14.9	39.4
Nisshinbo Somboon Automotive Co., Ltd./Thailand	Automobile brakes	33	1.1	91	0.1	5.3	14.5
Saeron Automotive Corporation/Republic of Korea	Automobile brakes	66	1.4	78	3.5	13.2	26.2
Saeron Automotive (Beijing) Co., Ltd./China	Automobile brakes	29	1.0	96	0.0	9.0	11.7
Nisshinbo Saeron (Changshu) Automotive Co., Ltd./China	Automobile brakes	16	0.2	79	0.0	5.0	11.7
Nisshinbo Mechatronics Inc./Tokyo, other	Precision instruments	256	1.5	79	6.9	10.9	276.4
Nanbu Plastics Co., Ltd./Shizuoka, other	Precision instruments	447	1.4	99	7.0	14.7	28.7
Nisshinbo Mechatronics (Thailand) Ltd./Thailand	Precision instruments	74	1.2	99	0.0	10.3	10.4
Nisshinbo-Continental Precision Machining (Yangzhou) Co., Ltd./China	Precision instruments	57	3.1	85	0.0	11.4	38.4
Nisshinbo Chemical Inc./Tokyo, other	Chemicals	125	0.3	100	0.2	10.7	26.6
Nisshinbo Textile Inc./Tokyo, other	Textiles	4,767	0.5	64	0.0	13.1	72.2
Nisshinbo Do Brasil Industria Textil LTDA./Brazil	Textiles	76	3.2	99	0.0	25.2	18.2
PT. Nikawa Textile Industry/Indonesia	Textiles	497	7.4	98	0.0	146.3	92.6
PT. Nisshinbo Indonesia/Indonesia	Textiles	705	4.7	53	0.8	23.0	39.3
Totals for 24 principal companies		8,738	53.3	80	20.7	604.5	1,357.7
Totals for others		647	6.1	95	11.9	37.2	512.7
Nisshinbo Group Grand Total		9,384	59.4	82	32.7	641.7	1,870.5

*1 The 24 target companies were identified as those that emitted 5 thousand t-CO₂ or more greenhouse gases (Scope 1&2).

*2 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.

*3 The CO₂ emission conversion factor used for electric power is 0.488 t-CO₂/MWh.

*4 Scope 3 figures are from calculation of all of the categories summarized below. Calculations are based on the Basic Guidelines Related to Calculating Greenhouse Gas Emissions throughout the Supply Chain (Ver. 3.0), Ministry of the Environment. Some information is taken from LCA results.

Scope 3 Detailed emission data by category

Category	Category Name	Amount Released (Thousand t-CO ₂)	Ratio (%)
1	Purchased goods and services	930.9	49.8
2	Capital goods	102.8	5.5
3	Fuel- and energy-related activities not included in Scope 1 or Scope 2	72.2	3.9
4	Upstream transport and delivery	65.7	3.5
5	Waste generated in operations	9.1	0.5
6	Business travel	3.6	0.2
7	Employee commuting	11.3	0.6
8	Leased assets (upstream)	0.1	0.0
9	Downstream transportation and delivery	85.3	4.6
10	Processing of sold products	92.3	4.9
11	Use of sold products	298.5	16.0
12	End-of-life treatment of sold products	16.6	0.9
13	Downstream Leased Assets	147.4	7.9
14	Franchises	0.0	0.0
15	Investments	34.6	1.8
Total		1870.5	100.0

Human Rights and Labor Practices



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.

Sustainability

▶ [Message from the President](#)

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▶ [Respect for Human Rights](#)

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▶ [Corporate Ethics Reporting System](#)

▶ [Editing Policy](#)

▶ [CSR Reports \(Downloads\)](#)

For details about the core SDGs goals and specific environmental activities of the Nisshinbo Group, please refer to "Core SDGs Goals and Targets and the activities of the Nisshinbo Group" in the sections on Respect for Human Rights, Human Resources Training, Diversity & Inclusion, Safety and Health.

- ▶

Respect for Human Rights
- ▶

Human Resources Training
- ▶

Diversity & Inclusion
- ▶

Safety
- ▶

Health

Respect for Human Rights



The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo 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.

	<p>4. Quality Education</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<p>Targets : 4.7</p> <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 Sustainability Development 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 Basic Policy](#) and CSR Procurement Guidelines of Group companies clarify rules such as consideration toward basic human rights and the prohibition of child labor.

Sustainability

▶ Message from the President

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Examples of the Nisshinbo Group Activities

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 revised Act on 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. Training methods are also being used online tools to make it possible for employees to take courses at own desk or at home.

Promoting Employment of People with Disabilities through Teleworking

In a fresh initiative to hire people with disabilities as valuable assets, Nanbu Plastics Co., Ltd. hired two people with disabilities using a monitored satellite office.

Fujiedaekimae Telework Office is a monitored satellite office that assists people with mental disabilities and Nanbu employees with mental health problems who are trying to return to the working world. By using telework that deploys ICT to enable work without restrictions of location or time, Nanbu Plastics can resolve the stress of commuting for disabled people, concerns about human relations in the workplace, and difficulty in working. Full-time observers are stationed in the office to handle on-site management and daily health consultations, easing the burden and concerns of the company.

In response to this initiative, Nagano Communications Sales Co., Ltd. also used the office to enable one person with disabilities to telework. Telework at this facility mainly consists of compilation of data from hand-written documents and reconciliation of inventory data. Each day, the company uses online conferencing to exchange business instructions and reports, enabling steady progress in our operations.

Monitored telework is a new form of employment that leads to the active participation and retention of people with disabilities. The entire Nisshinbo Group will use telework in the future to expand the opportunities for people with disabilities to work.

Introduction of sign language interpretation at policy briefings

Two people with hearing impairment are employed by Ricoh Electronic Devices Co., Ltd. (the present Nisshinbo Micro Device Inc.) . At the president's policy briefing held once every six months, the company's Ikeda Plant has been requesting a sign language interpretation from the disability welfare center in Toyonaka, Osaka Prefecture, since 2018 to promote understanding of the president's policy. Since semiconductors are the company's mainstay products, materials explaining policy regarding semiconductors are often technical and difficult to understand. Ricoh Electronic Devices engages sign-language interpreters with experience at other companies as well as Ricoh Electronic Devices to provide signlanguage interpretation.

At the Presidential Policy Briefing for the First Half of 21 held in January 2021, Ricoh Electronic Devices projected interpreting by a remote sign-language interpreter, so that Shin-Yokohama Office employees with hearing impairment could view the briefing even when working in remote areas. The company also made the speaker's image more visible, particularly the mouth, to make the proceedings easier to understand. The use of sign-language interpretation was well received for its success in enhancing understanding.

The company is working hard to ensure that the explanation of the president's policy is disseminated to all employees, and will continue to do so in the future.

Continuous efforts to prohibit discrimination

Nisshinbo Automotive Manufacturing Inc. (NAMI) has established a non-discrimination policy that mandates equal employment opportunities and that all employees can work in an environment free from discrimination and harassment. The company regularly checks recruitment applications and the like to ensure that the policy is being enforced. Every year, NAMI trains managers and supervisors on harassment and discrimination. The company also provides discriminatory training to new employees.

In June 2020, the United States Supreme Court ruled for the first time that discrimination in the workplace based on sexual orientation and gender identity violates civil rights law. In December, the Equal Employment Opportunity Commission (EEOC) strengthened its prohibition of discrimination in the workplace, including discrimination based on genetic information, based on the Americans with Disabilities Act (ADA), the Rehabilitation Act and the Age-Discrimination in Employment Act.

NAMI is committed to continuing its efforts to improve understanding of the value of the individual throughout the company, while complying with all applicable laws, regulations, ordinances, court decisions and executive orders.

Award for Excellence in Human Rights Awareness

Every year during Human Rights Week in December, the Nisshinbo Group solicits slogans to raise awareness of human rights. Thanks to proactive human-rights awareness activities at each company, the number of applications is increasing year by year. Entries touching on a variety of topics are gathered from around the world, including events, approaches and goals related to human rights that are noticed in

daily life at the workplace and in people's lives. Each year, 14 awards are given out, including the Global Special Award, for outstanding entries.

The winner of the Award for Excellence in 2020 was Mr. Tomohiko Hayashi of Nisshinbo Precision Instrument & Machinery Hiroshima Corp. The Tokyo Liaison Society for Human Rights and Education and Liaison* selected his slogan as the best out of 436,585 applications. "This work embodies our desire to become a society in which as many people as possible can have hope through mutual understanding and close friendship with each other, even amid the COVID-19 pandemic", Mr. Hayashiba commented.

"Drawing Closer, Understanding Each Other, Shrinking the Distance Between Hearts"

* The Tokyo Liaison Conference of Enterprises to Enlighten Human Rights: Since its establishment in 1979, this organization has been working to resolve diverse human rights issues, including discrimination, from a corporate standpoint. The Conference consists of 123 companies with approximately 1.5 million employees, including employees of group companies, as of July 2020. Most of the member companies are headquartered in Tokyo.



Mr. Tomohiko Hayashi, winner of the Award for Excellence

Employment Opportunities for the Disabled

Nisshinbo Textile Inc. Osaka Office employs four people with disabilities. To enable disabled people to carry out operations smoothly, this company incorporates segmented operations into each work level, makes daily schedules visually intuitive and prepares detailed procedural manuals.

In collaboration with the Osaka City Occupational Rehabilitation Center, trainees participated in workplace tours. At the request of Osaka Prefecture, the company participated in corporate matching meetings. In October the company accepted six individuals for workplace experience.

In November, based on recommendations from Hello Work Osaka Higashi, the company presented its case studies at the Employment Promotion Seminar for companies seeking to employ people with disabilities.

The company will continue to implement activities to create an organizational culture that allows all employees to fully demonstrate their individual strengths.

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Human Resources Training




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.

	<p>4. Quality Education</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<p>Targets: 4.7</p> <p>By2030,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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The Nisshinbo Group concentrates on personnel training based on the belief that "good people make for a good business."

■ Development of executive successors

Each year the Group prepares a list of successor candidates for the main positions of each Group company and conducts training of successor candidates in a planned manner.

1. Department- manager level or higher

Management mindset training: Trainees acquire a mindset appropriate for management.

Selective External Training: Trainees acquire global standards of management knowledge, mindset and role behavior.

Practical workshop: Trainees acquire the ability to create and surpass businesses.

2. Section-manager level

Business Strengthening Workshop: Trainees acquire the ability to generate profits and expand business.

Dispatch to the management of Technology (MOT) Graduate School of the Tokyo University of Science: Offered

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▶ Corporate Ethics Reporting System

▶ Editing Policy

▶ CSR Reports (Downloads)

since 2020, this program develops management personnel who possess both technical knowledge and management skills.

3. Young to mid-level employees

Innovation Leader Development Training: Offered since 2020, this program develops personnel capable of improving operational efficiency and productivity in response to technological reforms.

■ 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.

In fiscal 2020, we introduced a program to teach new employees a basic grounding in digital technology.

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 employees in the United States 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.

■ Career support

For younger employees, we have established a mentoring system for new graduates in their first to third year of employment. New-graduate, career-track employees gather in their second, third, and fifth years of employment to provide follow-up and career training for new employees. We also conduct regular interviews with supervisors using career sheets and follow-up on transfer requests.

To support the active participation of senior citizens, we provide training in the areas of financial planning, health and career development, to help seniors live energetically and enthusiastically.

Self-development support systems include correspondence courses, e-learning courses, subsidies for online English lessons, and subsidies for certain qualified employees.

In addition, in fiscal 2021 we have introduced a learning management system to provide a wide range of educational opportunities to Group employees. This system is used to promote organized personnel development and career-development support.

Voices of Students:

(Participants in Innovation Leader Development Training)

I feel that this program is a meaningful opportunity to take a bird's-eye view of one's own actions. By studying and exchanging opinions on senior-management goals, resources, and new businesses of the company with members of other operating companies, we learn how to think rigorously.

Through this training, I would like to deepen my understanding of management and leadership, so that I can set an example for others to follow.

(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, innovation leader development training, 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
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, Digital education

Examples of the Nisshinbo Group Activities

Letter of thanks received from a social-services corporation

As part of its Corporate Citizenship Activities, Japan Radio Co., Ltd. holds radio-building classes every year, to encourage young people to experience the enjoyment of manufacturing.

In fiscal 2020, some venues were cancelled due to the COVID-19 pandemic, however, Japan Radio took thorough measures to prevent infection, enabling 225 students to attend at 11 locations nationwide.

For the electronic components used in the radio-building classes, Japan Radio commissions Tokyo Hikarinoie, a social-services corporation, to perform preparatory work at the Hikarinoie Work Home, where parts are sorted and affixed to cabinets.



Radio-building classes held under strict conditions to prevent COVID-19 infection

In February 2020, in gratitude for the company's continuous flow of work orders to the social-services corporation, Tokyo Hikarinoie presented a letter of appreciation to the company at a ceremony commemorating the 100th anniversary of the founding of Tokyo Lighthouse,. Japan Radio will continue its corporate citizenship activities.

Introduction of Mentoring System

JRC Tokki Co., Ltd. has introduced a mentoring program that is expected to help prevent the early departure of young employees, which has been regarded as a problem in recent years. The program is attracting attention from many companies.

As early as the third year since joining the company, employees who have completed the "Self-Enhancement Training" program of in-house stage-specific training are assigned mentors. New employees are provided with mentoring in Stages* 3 and 4. In the mentor selection process, the new employee to be mentored nominates a young employee outside his/her department following consultation with his/her supervisor or a senior employee in the same department.

During the monthly mentoring, reports are provided to the Human Resources Group and the relationship is cultivated over a 12-month period. In the event of any problem, the Human Resources Group and supervisors work together to resolve the problem as soon as possible.

Even after the end of the 12-month period, JRC Tokki aims to build continuous and favorable long-term relationships with experienced employees outside the department with whom they can consult with us with ease.

* Category corresponding to the employee's job (role) and abilities

Practical Training Program (Coop Program)

Nisshinbo Automotive Manufacturing Inc. has introduced the Coop program, a practical educational program for students at high schools and colleges.

NAMI has the advantage of being able to hire high-caliber students who have undergone practical training and can therefore serve as effective employees immediately after graduation. We strive to cultivate highly skilled human resources on a regular basis, and are focusing our efforts on this area. This program is effective in the United States, where NAMI has hired several people in the past, and where the declining birthrate and aging population are making it increasingly difficult to secure young personnel.

As a practical educational program, the Coop program enables workers to take on a wide range of duties while receiving guidance from the employees in charge, including support for the development of quality assurance systems and for support operations for IT systems.

In early 2020, NAMI applied for an extension of this program. Unfortunately, the program was temporarily suspended due to the worsening situation of the COVID-19 pandemic. NAMI aims to resume the program after conditions regarding the pandemic improve and the safety of students can be assured.

Kaizen (improvement-proposal system) Activities

Nanbu Plastics Co., Ltd. is implementing group-wide improvement activities through the improvement proposal system. The annual Best Practice Improvement Proposal Award and the Annual Best Practice Improvement Proposal Award are selected from among proposals for improvement from across the company. The president's awards and case

studies are presented at the management policy presentation meeting held in January of each year.

Nanbu Plastics Co., Ltd. is also participating in Nisshinbo Mechatronics Inc.(NISM)'s group kaizen activities. In December 2020, a group kaizen presentation was held in which NISM, Nanbu Plastics Co., Ltd., Kyushu Nanbu Plastics Co., Ltd., and Excel Tokai Co., Ltd. participated.

With the aim of deepening cooperation among the Group's divisions and accelerating "efforts for the new era of technology," such as IoT, AI, and data utilization, 50 people joined the company's venues and bases online. Cases and results of the kaizen activities were shared in line with the annual theme of the kaizen activities. A diverse range of content was presented, including labor saving solutions for both production and administrative departments, waste reduction strategies and productivity improvements. The number of presentations on kaizen made possible by digitalization increased over previous years.



Kaizen presentation

Safety and Quality Education for Employees at Dojo Room

In fiscal 2019, Nisshinbo Mechatronics India Private Limited received guidance from the customer to establish training facilities called "dojo rooms" aimed at raising safety and quality awareness. In response, Dojo rooms were installed at the beginning of FY2020, and operations began in the same fiscal year. The details of the guidance provided to employees at each dojo room are left up to each company. Nisshinbo Mechatronics India uses its dojo room as a forum for training to raise safety awareness, including discussions of near-miss accidents and KYT, for explaining specific examples of quality defects and how to deal with them, and to explain the Nisshinbo Group's corporate philosophy.



Training in a dojo room

Nisshinbo Mechatronics India originally used this system for orientation of new employees before they are assigned to their workplaces. Today the dojo rooms are also used to provide continuing re-education to existing employees. When operating rates dropped in fiscal 2020 due to the impact of the COVID-19 pandemic, Nisshinbo Mechatronics India was able to use discussions of safety, quality, and Nisshinbo policy as an excellent opportunity to provide continuing education to employees over time.

In the future, Nisshinbo Mechatronics India will promote the installation of the Safety Yatai*, which enables employees to experience unsafe operations and tasks and apply the experience to KYT and other purposes. The company will continue to improve the

Safety Yatai so that employees can improve their safety awareness.

* The Safety Yatai is a facility created to provide "risk experience training".

Career-support stations

Nisshinbo Textile Inc. provided career training for employees in their first to fourth years of employment, introduced Self Career Dock on a trial basis, and conducted career consultation interviews using external resources. These efforts were undertaken to promote personal career development, revitalize the organization and encourage personnel to think and act autonomously amid a changing environment. One participant commented, "It was an opportunity to reflect on myself and think about my career."

The company's efforts have been cited as a good example of the business to accelerate the spread and expansion of the Ministry of Health, Labour and Welfare's Self Career Dock. The Ministry included them in its booklet of good practices.

[Excerpt from the website of the booklet of good practices](#)

日清紡テキスタイル株式会社

所在地：大阪府大阪市 業種：繊維製造業 従業員数：4,263人

導入目的：めまぐるしい環境変化の中、自律的に考え行動する人材が必要なため。

具体的な取組：若手社員を対象に集合研修とキャリアコンサルティング面談を実施。

工夫点：キャリア研修単独でなく、集合研修で行うプログラムの1つとして実施。

取組の効果：「面談を通じて悩みや課題に向き合うことができ、解決の糸口につながった」、「今後やるべきことに挑戦しやすくなった」などの声があった。

従業員の声：「自分を振り返って整理することができた」など。

経営側の声：面談を通じて、客観的な視点から企業の課題を提示してもらうことができて良かった。

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Diversity & Inclusion



The Nisshinbo Group's Contributions to the SDGs

The Nisshinbo Group will contribute to the achievement of the Sustainable Development Goals (SDGs) through diversity & inclusion 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 & inclusion 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 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.

Cross-sectional Activities for Diversity & Inclusion

The Nisshinbo Group is promoting diversity & inclusion (D&I) activities to support the sustainable growth of the Group, which boasts a diverse workforce and business portfolio.

The goal of the Nisshinbo Group's D&I activities is to foster an organizational culture in which employees can speak and act freely without excessive reserve. A vibrant and supportive workplace requires that people recognize and respect the differences among them and make use of each other's strengths. Starting from a sense of the uniqueness of each individual, the Group aims to achieve a workplace in which diverse people are active by 2025. In January 2021, the Group conducted a training session for senior management, "Psychological Safety: Achieving

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Diversity & Inclusion

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Results Through D&I," with the aim of promoting understanding of the importance of "psychological safety." a foundational concept of D&I.

The Group will continue to disseminate messages from senior management, provide training for senior management and managers, and promote a wide range of public-relations and other activities.

Transformation of the Group Culture

Implementation of employee surveys

Since 2018, the Nisshinbo Group has conducted employee surveys to learn about the current state of the Group's organizational culture and climate and to help examine possible future measures.

The Nisshinbo Group has established the Employee Survey Promotion Team and, based on the results of the surveys, the Group has formulated an action plan from the viewpoints of the companies to which employees belong, their workplaces and the status of their work, and have initiated activities on that basis. The Group will conduct periodic surveys to identify changes in the organizational culture of the Nisshinbo Group. The survey results will be applied in a variety of activities so that employees can continue to tackle challenges boldly to improve business results, with high levels of workplace satisfaction and motivation.

Activities of group companies

Based on the results of an employee survey conducted in 2018, Nisshinbo Chemical Inc. is working on three points: disseminating information as a company, enhancing educational programs, and implementing exchanges between business divisions.

In "disseminating information as a company," the company disseminate information about Nisshinbo Group and Nisshinbo Chemical Inc., about its business performance, health and safety activities, and business division topics once a month.

To enhance its educational programs, the company introduced open-type business training with the aim of raising the basic capabilities of working people, interacting with outside parties, and raising employee motivation. All full-time employees participated in two to four annual training sessions. (Since June 2020, the course has been suspended due to the impact of the new Corona contagious disease.)

Implementing exchanges between business divisions is intended to provide a forum for interactions by job type, class (job class), and age. In 2019, staff in charge of analysis operations from each division gathered to exchange information.

Working Style Reforms

In 2020, the each Group company in Japan instituted a telework system.

Currently, we are advancing a variety of activities based on the Action Plan for Workstyle Reforms, which was announced in January 2021.

Planning period (January 1, 2021 to December 31, 2024)

1. Rectify long working hours	Reduce the number of employees who work more than 45 hours a month after overtime by 20 % compared to fiscal 2020.
2. Encourage use of annual paid leave	Maintain an annual paid vacation rate of at least 70 %.
3. Promote flexible work styles	(1) We will review systems that correspond to a variety of working styles. (2) Develop an environment that makes it easier for male employees to take childcare leave, etc.

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 the Group companies located in different locations.



Nisshinbo Holdings Inc. Satellite Office

Supporting the Activities of Diverse Personnel

Act on the Promotion of Female Participation and Career Advancement in the Workplace—General Action Plans

In accordance with the Act on the Promotion of Female Participation and Career Advancement in the Workplace, Nisshinbo Holdings Inc. and the Group's other 12 companies in Japan*¹ have formulated their own [general action plan](#) and are promoting activities to enable female and other diverse human resources to work enthusiastically and to maximize their abilities.

Action Plan Regarding the Appointment of Female Managing Officers and Managers

In January 2021 Nisshinbo Holdings Inc. and the Group's other 12 companies in Japan*¹ formulated and announced its Action Plan Regarding the [Appointment of Female Managing Officers and Managers](#).

Targets for Fiscal 2024

- (1) Appoint several female executives.
- (2) The recruitment ratio of female new graduates is to be more than fifty percent.
- (3) Promote the development and mid-career recruitment of female managerial candidates.

*1 Japan Radio Co., Ltd., Nagano Japan Radio Co., Ltd., Ueda Japan Radio Co., Ltd., JRC Tokki Co., Ltd, New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.), Ricoh Electronic Devices Co., Ltd. (the present Nisshinbo Micro Device Inc.), Nisshinbo Brake Inc., Nisshinbo Mechatronics Inc., Nanbu Plastics Co., Ltd., Nisshinbo Chemical Inc., Nisshinbo Textile Inc. and TOKYO SHIRTS CO., LTD.

Training Targeting Every Level

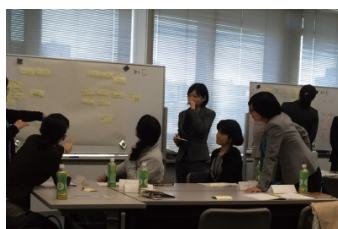
We have been conducting training targeting every level since 2015.

Timing	Name of Training	Content
December 2015	Lecture for Executives	Managers participated in lectures to learn about measures for promoting the advancement of females.
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 female, 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 female, 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

Approximately 200 employees who participated in joint training sessions for superiors and subordinates from 2016 to 2019 received a questionnaire on the status after the training. In order to promote the active participation of female in the workplace, there are opinions that it is better to promote measures for all employees, not only females and their superiors, and we will promote further initiatives in the future.

Supporting the activities of senior employees

Since October 2018, the Nisshinbo Group has conducted training aimed at enabling employees to think about and prepare for workstyles after retirement. In the training sessions, participants learn about financial planning and health management for a dynamic and fulfilling retirement and about post-retirement careers. In fiscal 2020, the seminars were held online, and many people continue to attend the seminars.



Instructors within the Group

Assisting workers in balancing work and nursing care

The each Group company in Japan have introduced a number of programs to help employees balance work and nursing care. These include nursing-care leave, family-care leave, shortened working hours for family care, and a system for returning employees to work after retirement for nursing care.



仕事と介護の両立支援

The "Tomonin" logo. This logo is used to promote work environments where employees can balance work and nursing care.

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^{*2}.



Kurumin mark indicating contributions to childcare support

Planning period

January 1, 2021 to March 31, 2025

Description

Goal one	Maintain an uptake rate for annual paid leave of 70 %.
Measure	From January 2021: Management of and follow-up on the status of uptake of paid leave
Goal two	Establish an environment that is supportive of male smen taking childcare leave, etc.
Measure	From January 2021: Individual explanations to all male employees who are eligible for childcare leave

^{*1} Japan Radio Co., Ltd., Nagano Japan Radio Co., Ltd., Ueda Japan Radio Co., Ltd., JRC Tokki Co., Ltd, New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.) , Ricoh Electronic Devices Co., Ltd. (the present Nisshinbo Micro Device Inc.) , 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 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.

Support System of the Balancing Work and Family-Life

	Childcare	Nursing care	Injury and Illness	Others
Leave	Annual paid holidays in half-day and hourly units			
	Accumulated annual paid holidays			
	Childcare leave	Nursing care leave		
	Partner leave			
(Long-term) Leave of Absence	Medical leave (expectant, nursing)			
	Maternity leave			
	Parental LOA	LOA for Nursing care	Sick LOA	LOA for volunteer
Working	Telework system			
	Staggered working hours program			
	Short-time work		Mental health test work	
Others	Retiree Reinstatement System (Childcare・Nursing care・Spouse's transfer)			
	Job transfer system			

Diversity Activities at Overseas Sites

Diversity training

Amid society's growing expectations and enthusiasm for diversity and inclusion, the impact of the COVID-19 pandemic since last year provided us opportunities for us changes in working styles in a good sense. As a company, we need to engage our employees in discussions about race, gender diversity, and leadership, and promote diversity, equity, and participation in the organization.

Nisshinbo Automotive Manufacturing Inc. (NAMI) in the United States conducts diversity training with the aim of ensuring that employees at all levels correctly understand the company's stance, management status, and project progress. In order for employees with different backgrounds to move toward the common goals set forth by the company, we will conduct training by small groups, actively exchange opinions, encourage mutual respect, and deepen mutual understanding. This training is scheduled to begin this fiscal year. First, the companywe plan to conduct education for awareness transformation from the management level and establish initiatives.

Raising the ratio of female employees at plants

Nisshinbo do Brasil Industria Textil LTDA is working to review work at its workplaces with the aim of increasing the ratio of female employees at its plants.

Traditionally, the handling of heavy goods at production sites was a burdensome task for female employees. The company is improving the working environment for female employees more easily than ever by reducing the transportation and lifting work of heavy duties, such as introducing yarn product transportation aids and introducing open packages. By creating a work environment that makes it easier for employees, regardless of gender, the companywe aim to expand opportunities for female recruitment and increase the ratio of female employees at production sites.

In 2020, the percentage of female employees was 22.0 %, but Nisshinbo do Brasil Industria Textil is aiming to increase this percentage to 22.8 % in 2021. The company will continue to review itsour work and improve the environment in order to make it easier for all employees, including females, to work in addition to heavy duty handling operations.

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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.

	<p>8. Decent Work and Economic Growth</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<p>Targets: 8.8</p> <p>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</p>
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Safety and Health Activities

The Nisshinbo Group shares the Business Conduct Guidelines “Safety is the Basis for Everything ” with all employees and promotes health and safety activities with the aim of maintaining and improving a safe and supportive working environment.

In fiscal 2020, to continue eliminating serious accidents, we focused on three initiatives: continued implementation of risk assessments (of operations, facilities and chemicals) and re-inspection; advancement of safety training and KY T activities, including for temporary employees; and revision of work standards as appropriate, with regular training focusing on harmful and hazardous operations. These policies were implemented at all Group companies.

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 systematically conducts 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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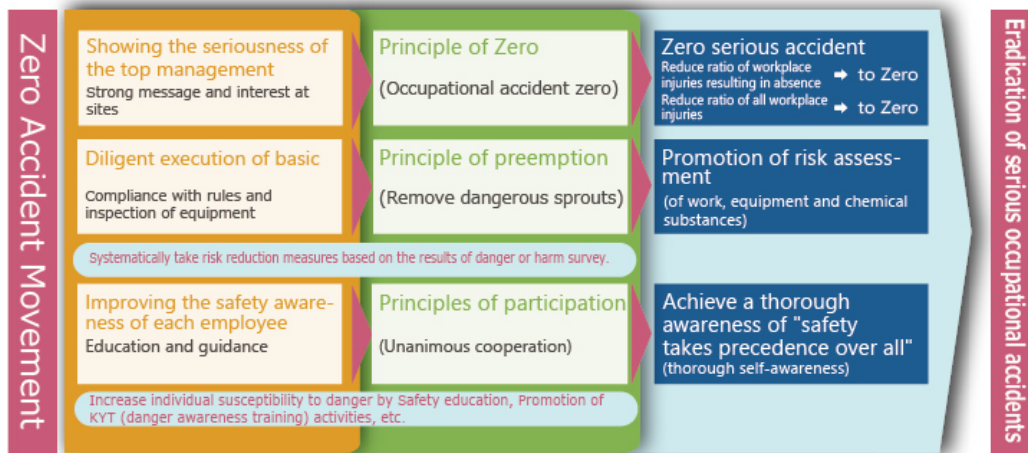
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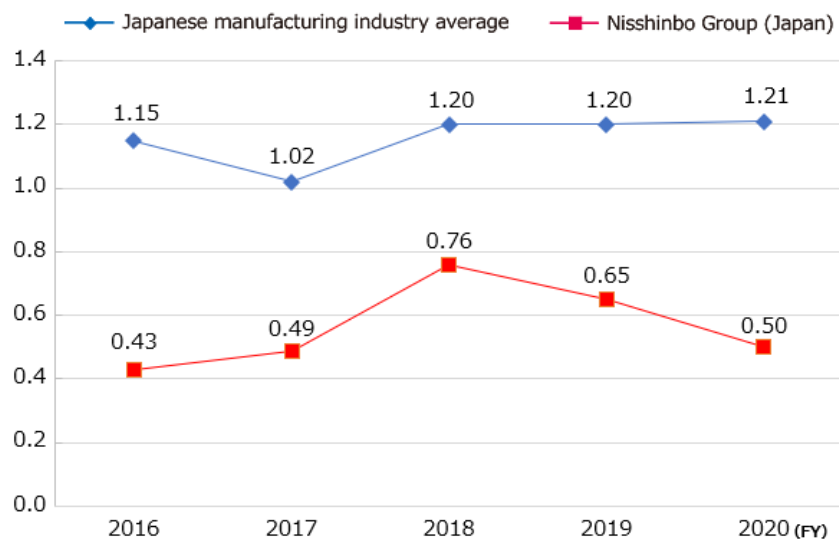
Occurrence of Occupational Injuries

In fiscal 2020, 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 0.50, lower than the Japanese manufacturing industry average, an improvement from 0.65 in fiscal 2019.

* Frequency of injuries with lost work days: an index of the frequency of injuries with lost work days. Expressed as the number of work-related fatalities and injuries per 1 million total working hours.

Frequency of Injuries with Lost Work Days



	2016	2017	2018	2019	2020
Japanese manufacturing industry average	1.15	1.02	1.20	1.20	1.21
Nisshinbo Group(Japan)	0.43	0.49	0.76	0.65	0.50

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 based on the Business Conduct Guidelines "Safety is the Basis for Everything". 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 2020, we conducted regular occupational safety and health audits at 40 manufacturing sites in Japan and one manufacturing site in other country.

In response to the COVID-19 pandemic, we conducted on-site audits after implementing measures against infectious diseases in Japan and on-line document audits overseas.

At the end of the 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.

Examples of the Nisshinbo Group Activities

Compliance with revised laws and regulations through the development of equipment for the prevention of fall accidents

On January 2, 2022, the grace period for compliance with revised laws and regulations governing work in elevated locations (6.75m above ground, 5m in the construction industry) will end. At that point the current reel-belt-type safety zone will no longer be usable. The use of a full harness and lanyards with shock absorbers, which are standard overseas, will become mandatory. (In principle it is recommended to use a full harness even for work at elevations of 6.75m or lower.)

Japan Radio Co., Ltd. conducts a great deal of work at high elevations, on steel towers 60m above ground and on concrete and steel columns (panzer masts). Lanyards that were previously developed by safety- equipment manufacturers, are available only in types with large hook diameters for construction sites, and have not been developed for telecommunications work on poles.

In partnership with Midori Anzen Co., Ltd., the company has developed a lanyard with a small-diameter-hook shock absorber for telecommunications construction and a full harness for pole work, and is working to prevent fall accidents based on the characteristics of its business. In addition, operators are required to undergo special training before using this equipment. For this purpose, the company plans to train in-house lecturers and conduct special training sponsored by the company's Human Resources Department at all branches and partner companies from August 2021.



Full harness body



Lanyard with shock absorber

Safety and Health Activities for Eliminating Occupational Accidents

New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.)'s Kawagoe Works formulates an annual safety and health program and takes measures to eliminate occupational accidents.

In 2020, to reduce to zero the number of accidents that occur during commuting (from nine in 2019), the company carried out inspections of on-site commuting bicycles and motorcycles (234 vehicles in total). Owners of deficient vehicles were asked to repair them. In addition, as a measure to prevent accidents and disasters, New Japan Radio conducted "My Near-Miss" Activities, with the aim of improving the sensitivity of employees to dangers.

The company encouraged employees to identify dangerous events and places that they noticed in their daily work and commuting, to enhance their awareness of danger. The information obtained was disseminated in educational materials to increase sensitivity to danger and used in the development of safety measures at plants. Specifically, the company is working to prevent disasters by using these educational materials in hazard prediction drills (KYT), installing curved mirrors on passageways that prevent head-on collisions between people, installing sensors that detect the presence of people behind doors and clearly indicating lanes on walkways on the premises.



Curved mirror



Display of on-site traffic lanes

Safety training

In 2017, Nisshinbo Automotive Manufacturing Inc. (NAMI) launched safety "dojo" training for new and existing employees. In the safety dojo, all employees perform training in a wide range of fields, including those described below, to raise their awareness of safety issues.

Topics covered in safety training include evacuation sites in the event of a disaster, factory maps showing evacuation paths, protective gear for normal work, correct crane and hoist usage, ergonomics for prevention of lower-back injuries, walking and work precautions, fall prevention in high-altitude work, explanation of pinching hazards using simulators of rotating equipment, dust explosions, fire, lockouts to ensure safety during work-tagout, handling of power tools, handling of organic matter, and disposal methods.

In 2020, NAMI conducted training for all employees on COVID-19. After obtaining correct knowledge, NAMI established and thoroughly disseminated guidelines. These guidelines enable employees to take correct actions while giving consideration to families and reducing the impact on the company's operations in the event of infection.

To raise awareness of safety, NAMI constantly communicates and shares information with employees, through means such as bulletin boards and pre-employment meetings.

Efforts to raise safety awareness

Aiming to achieve Safety First and Zero Accidents, Nanbu Plastics Co., Ltd. is advancing activities at all sites based on the Safety and Health Activities Annual Plan. In the current fiscal year, Nanbu Plastics is implementing activities to promote risk assessment, raise the level of 5S and eliminate accidents during commuting as priority implementation items, as safety activities for each and every employees.

Efforts to raise safety awareness include the establishment of standards for training at the time of recruitment and relocation and the implementation of safety education without exception. In addition at the management policy presentation meeting held in January of each year, Nanbu Plastics presents awards to sites that have achieved zero accidents per year, as a motivational exercise.

Toms Manufacturing Corporation (Toms) is working to raise employee awareness of safety by incorporating measures to raise employee motivation, such as accepting proposals from employees related to safety and giving monthly awards using the Improvement Proposal System.

Cases of work-related accidents at other companies are not only displayed on the bulletin board but also presented orally to employees during overall morning meetings in an effort to prevent similar accidents from occurring.

Award for Excellence in Safety Management at Business Sites

Nisshinbo Chemical Inc.'s Asahi Plant incorporates company-wide health and safety policies into its annual action plans and engages in health and safety activities with the participation of all employees.

To continue risk assessment (RA) Activities, Nisshinbo Chemical is steadily upgrading its activities by devising measures every year, such as reevaluating RA and visualizing residual risks. In addition, by placing emphasis on basic initiatives such as customization of risk prediction, the company is able to raise the sensitivity to danger of each employee.

One unique initiative of Nisshinbo Chemical is the implementation of WKY Activities (from Japanese *wakaranai*, I don't know; *komatta*, we're in trouble; and *yarizurai*, hard to do). Work is carried out to improve of everyday work situations, aiming to put the highest priority on safety while imparting a sense of ownership to each employee. Through these activities, the company is striving to prevent accidents by correcting unsafe conditions and preventing unsafe behavior.

In October 2020, the Chiba Prefectural Federation of Labor Standards Associations presented Nisshinbo Chemical with the Award for Excellence in Safety Management, in recognition of its achievements in actively promoting safety activities in cooperation with labor and management.



Award for Excellence in Safety Management

Store safety activities using safety checklists

Tokyo Shirts Co., Ltd. operates some 150 stores nationwide and employs more than 600 people.

To protect the safety of its customers and store staff, Tokyo Shirts has created a safety checklist that covers physical aspects such as steps and store fixtures, environmental aspects such as 2S and behavioral aspects such as back pain prevention. In fiscal 2020, After launching pilot operations at a limited number of stores in fiscal 2020, since February 2021, Tokyo Shirts uses the checklist at all stores. The stores conduct monthly inspections in accordance with the checklist and report the results to headquarters. As a result, the head office also monitors the safety status of its stores, leading to the sharing of issues and improvements. In particular, Tokyo Shirts is focusing on improving the display of forms* and products at high locations, using steps to reduce the risk of falling and to minimize damage in the event of an earthquake.

Since the launch of these activities, store staffs have become increasingly aware of safety. Tokyo Shirts is working to create safe and secure workplaces for everyone.

* Form: A kind of mannequin that displays only the torso

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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 is presented to all Group companies, and consistent activities are 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.
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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.

- ① From the perspective of individual health, we are working to improve life habits based on medical interview data from medical examination.
- ② From 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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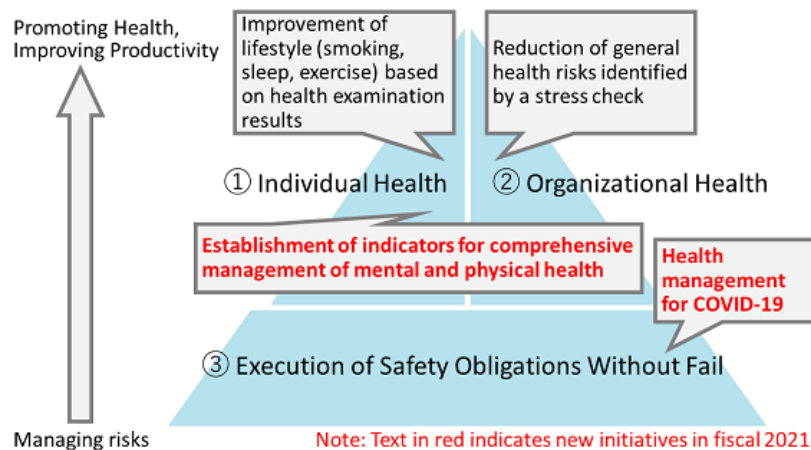
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③ We ensure safety obligations are executed without fail, given the diversification of work content and employment type and an increase in personnel exchanges as a result of business reorganizations and organizational reforms.

Framework of Health Management Measures



Activities of companies in Japan in fiscal 2020 are shown below.

- ① The smoking rate declined by 1 percentage point from the previous year to 22.9%, thanks to the shortening of smoking times and the reduction of smoking areas. The percentage of people with exercise habits increased by 4.2 points to 28.0% due to the promotion of participation in voluntary walking events (approximately 1000 people in the domestic group participated) and lectures by industrial physicians on campaigns. Compared with data from the same age group in the Health Insurance Society Federation and National Nutrition Survey, the smoking rate was at almost the same level and the percentage of people with exercise habits was slightly greater.
- ② The overall health risk value obtained on stress checks improved by 2 points from the previous year to 99, which is lower than the national average (100).
- ③ To ensure fulfillment of the duty of safety awareness, we expanded the application of the work-related guidelines established in fiscal 2019 and began operation throughout the group in Japan.

In recognition of these efforts, seven companies, namely Nisshinbo Holdings Inc., Japan Radio Co., Ltd., New Japan Radio Co., Ltd., Nisshinbo Brake Inc., Nisshinbo Mechatronics Inc., Nisshinbo Chemical Inc., and Nisshinbo Textile Inc., were certified under the Certified Health and Productivity Management Organization Recognition Program, which is designed by the Ministry of Economy, Trade and Industry and selected by the Japan Health Council. Two companies, namely SAGA ELECTRONICS Co., Ltd. (the present Nisshinbo Micro Devices AT Co., Ltd.) and NJR FUKUOKA CO., LTD., (the present Nisshinbo Micro Devices Fukuoka Co., Ltd.) were certified under the Certified Health and Productivity Management Organization Recognition Program 2021.



The 2021 Certified Health & Productivity Management Outstanding

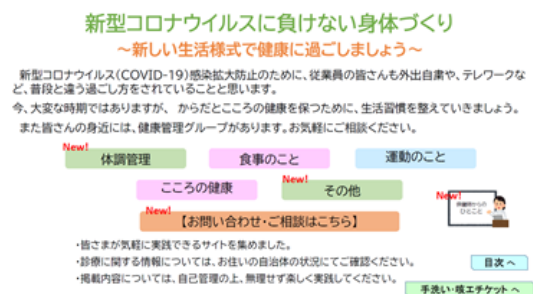
In fiscal 2021, we will promote various activities based on the concept of "promoting health management measures as a foundation for protecting the health of the workplace and employees and increasing productivity in the face of major environmental changes, such as the impact of the COVID-19 pandemic".

Regarding ①, we will strive to "reduce smoking rate" (by at least 1 point), "increase the percentage of people with exercise habits" (by at least 2 points), and "increase the percentage of people who get sufficient sleep" (by at least 1 point). Regarding ②, we will strive to maintain the average total health risk value of stress checks below 100 and decrease the number of companies exceeding 100 (less than five companies in fiscal 2020). In addition, we will formulate indicators to promote improvement by comprehensively grasping mental and physical health as an

initiative that transcends ① and ②. With regard to the diseases identified in ③, we will continue our efforts to prevent infections in the workplace and to prevent such diseases from becoming more severe, as measures to counteract COVID-19.

With the outbreak of the COVID-19 pandemic, maintaining and enhancing health is becoming a more pressing issue than ever. Nisshinbo Holdings Inc. posts information on diet, exercise and mental well-being on its intranet, in an article entitled "Maintaining a Healthy Body That Can Resist COVID-19".

Going forward, working together as a Group, we will continue to implement proactive measures to enable employees to perform their best, backed by sound physical and mental health.



Example of materials posted on the intranet

Examples of the Nisshinbo Group Activities

Health Management for a Healthy Company

In April 2016, New Japan Radio Co., Ltd. (the present Nisshinbo Micro Devices Inc.) announced the New JRC Group Healthy Company Declaration. The Declaration states the NJRC Group's belief that employee and organizational health are the foundation of everything it does, and that the JRC Group is promoting health management with the aim of becoming a healthy company of dynamic and joyful employees.

Major Initiatives

◆ +10 Walking Challenge

This initiative started in fiscal 2017. The company plans a target number of steps for three months on an individual and group basis, and offer prizes to those who achieve the goals. Since 2018, the program has been conducted jointly with NJR's domestic subsidiaries, with a total of 441 participants in 2020.

◆ Health Point ("Helpo") System

Started in fiscal 2017, this program enjoys the participation of more than a quarter of employees. This system supports individual voluntary health efforts by awarding points that can be redeemed for various purchases, depending on the number of steps and the status of achievement of targets for health items.

NJR will continue to aim to become a healthy company through a variety of initiatives.

Beating COVID-19 with Remote Walking

At Ricoh Electronic Devices Co., Ltd.'s Yashiro Plant, under the slogan "Sincerity, humility and appreciation for healthy lives and working environments," health and safety committee members at all workplaces take the lead in raising employee awareness of health and safety issues.

With the spread of the COVID-19 pandemic preventing participants from going on walks together, Ricoh Electronic Devices decided to hold a remote walking event, which enabled families to participate as well. Activities were conducted so that each employee could establish individual goals and work together with their families to achieve these goals while managing their own health.

A total of 188 people participated in the remote event, with a target achievement rate of 88.3%. The event was well received, with a satisfaction rating of 8.1 points out of 10. Participants confirmed that they were increasingly interested in walking, reporting that the exercise made them "less likely to use elevators and cars," and had "a relaxing effect," and that "recording my number of steps motivated me to walk even greater distances".

Going forward, we will continue these opportunities to ensure safe and secure plant operations and foster a culture of safety first.

Health Fair

Nisshinbo Automotive Manufacturing Inc. (NAMI) in the United States promotes the health of its employees through annual health fairs.

Employee health is an important issue for NAMI. Every year, the company invites vendors (specialists) on a variety of healthcare and holds seminars on health maintenance and management. Health fairs are an effective means of raising awareness of activities, dietary habits, mental health, and other issues to help employees maintain good health on a regular basis. For employees, opportunities to interact with local healthcare professionals are not only effective in raising awareness, but also in creating an environment that facilitates access to healthcare. NAMI invites vendors of preventive medicine to its factories to conduct examinations of the heart (angiography), dental, hearing, cholesterol, vision, blood pressure, etc., and provide immunization against influenza.

Promoting Employee Health Management Systems

Saeron Automotive Corporation (SAC) in South Korea has conducted spot inspections of protective devices twice a month for employees requiring observation and health checkups since April 2020. The company categorizes and manages protective devices that need to be worn based on the findings of its health checkups. For employees concerned about possible hearing loss, the company pays for ear plugs and ear protectors.

In May 2020, the company began offering health consultations to employees requiring observation and health checkups. Previously, nurses from the Industrial Health Association of South Korea visited, and employees could receive consultations if they so wished. However, because the consultation rate was sluggish for workers for whom health checkups had turned up concerns, health consultations are now offered once or more per year to employees requiring observation and health checkups.

To improve the quality of health consultations, health-consultation institutions have been changed to company-designated hospitals, with nurses visiting business sites to provide health consultations for employees. In 2020, health consultations were provided to all employees who requested them.

Initiatives to Prevent the New Corona Virus Infection

Nanbu Plastics Co., Ltd. restricts access to its worksites by people in poor health. All employees must complete temperature checks and health-checkups when they report to work.

For customers, Nanbu Plastics conducts temperature checks using contactless thermometers in an effort to prevent the spread of infections. The company advises business travelers to postpone customer visits, promoting the use of online conferences instead. Nanbu Plastics is also working to prevent COVID-19 outbreaks by installing barriers between work desks and between cafeteria seats, and by installing alcohol sanitizers in corridors and conference rooms. The company also regularly issues advisories on measures to prevent infections and works to raise awareness of measures in all employees.

To ensure sound management of healthcare supplies, the company has established storage standards for masks and alcohol disinfectants for stockpiling, conducts monthly inventory management and has implemented a supply system. In another initiative to prevent the spread of infections, the company is also implementing sanitization drills.

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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. Responsivle consumption, production

Ensure sustainable consumption and production patterns.

For details about the core SDGs goals and specific environmental activities of the Nisshinbo Group, please refer to "Core SDGs Goals and Targets and the activities of the Nisshinbo Group" in the sections on Customer Response.

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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 and production

Ensure sustainable consumption and production patterns.

Targets: 12.5

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

Examples of the Nisshinbo Group Activities

Activities to Improve Customer Satisfaction

NJ Components Co., Ltd. has acquired certification under IATF16949, an international standard for quality management systems in the automotive industry. This standard is a vital indicator for customer satisfaction, as it focuses on meeting the demands of customers (customer-specific requirements).

The company conducts a customer survey once a year on issues such as management, quality, price, delivery time, technology and the environment. Through this questionnaire, NJ Components can quantify customers' evaluations of it and make the evaluation process transparent. In addition, NJ Components holds regular quality meetings with a number of customers to ensure close communication.

Based on customer feedback obtained in this way, NJ Components strives to improve customer satisfaction by ① preventing defects, ② reducing variance and waste in the supply chain and ③ making continuous improvements from the customer's perspective.

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IATF16949 certificate



Improving customer satisfaction

To improve customer satisfaction, New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.) conducts customer satisfaction surveys and reports on the status of quality improvement at regular quality meetings with customers.

New Japan Radio conducts customer-satisfaction questionnaires annually in accordance with internal rules to verify how customers evaluate the products and services it provides. The results are used to improve quality management systems. At its fiscal 2020 Quality Report Meeting (management review), the company will receive reviews and outputs from the president, with the sales division playing a central role in responding to issues such as corrections and improvements to improve customer satisfaction.

New Japan Radio has set the goal of improving its evaluation ranking among its customers. To continue to receive high evaluations, boost its evaluation ranking, the company is reporting on the status of progress at regular quality meetings with customers and incorporating customer requests into improvement plans. The goal of all these efforts is to improve customer satisfaction.

Quality and safety

New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.) strives to provide products that customers can use safely and with peace of mind. One way it does so is by incorporating design reviews into product development. In these reviews, the company verifies whether products are designed in compliance with the radio laws and regulations of each country, and whether products are designed with sufficient consideration for customer safety.

On December 20, 2020, New Japan Radio transitioned to a new safety standard, IEC/EN/UL623688-1. This standard integrates the two previous, separate safety standards for information/communications equipment and audio/visual equipment. New Japan Radio completed compliance with the new safety standard for all applicable products.

The company also offers a variety of products that support customers' lives and health. Microwave sensors are used as contactless switches to prevent and minimize contact with COVID-19. Linear accelerators (LINAC) are used in radiotherapy equipment and other medical devices, contributing to the treatment of cancer and other illnesses.



Microwave sensor



Linear accelerator

Restoring Old Vehicle Parts

In response to a request from the Cosmo Sports Owners Club, Nisshinbo Precision Instrument & Machinery Hiroshima Corp. remanufactured the Clutch Master Cylinder and Brake Master Cylinder using specially designed and manufactured molds, delivering 100 sets to the Cosmo Sports Owners Club in December 2020. The owners of the facilities where the master cylinders were installed praised the performance of the products.

Currently engine-related operations are the company's mainstay. Going forward, the company aims to leverage the business strengths it has accumulated to date to strengthen its brake-cylinder restoration business and contribute to the enrichment of Japan's automobile culture.



Three restaurant products

Information on Substances Contained in Products and SDS Management

In recent years, various efforts have been made to manage the chemical substances contained in products in order to eliminate their impact on the environment and human health. Nisshinbo Chemical Inc. is responding to chemical substance laws and regulations in countries around the world, such as REACH (Chemical Substances Control Law), which are being strengthened year by year with focus on safety. Nisshinbo Chemical is also responding to customers' needs for green procurement. In addition, the company is responding to requests for surveys of chemical substances, such as chemSHERPA, conducted throughout the supply chain.

Since 2019, the company has been working to share and maintain data on chemical ingredients, information on laws and regulations, and safety data sheets (SDSs) at the workplace through a document management system, beginning full-scale operations in 2020. The company will continue to monitor the latest revisions to chemical substance regulations and strengthen its SDS management system, to supply products appropriately in accordance with laws and regulations.

Toward a more convenient channel strategy

After implementing a customer-relations management (CRM) system, Tokyo Shirts Co., Ltd. analyzed the purchasing behavior of its customers. The company found, that only one in ten customers use its online shopping site.

Tokyo Shirts is expanding its range of product sizes. In tandem with this effort, the company is implementing a two-channel strategy. In the physical-store channel, the company is strengthening relationships with customers by focusing on fitting and customer service. In the online-shopping channel, the focus is on convenience and information dissemination. The company is also promoting centralized management of inventory information, such as requests from online-shopping sites to store inventory at specific stores and encouraging product pickup at specific stores. This effort allows the company to expand its palette of services, tailoring them to the lifestyles of customers.

Tokyo Shirts is developing a channel strategy that makes use of CRM data while advancing DX in the retail industry and improving customer satisfaction.

Primary Awards for Fiscal 2020

Wireless and Communications

Japan Radio Co., Ltd.	Received a certificate of appreciation on the occasion of the 100th anniversary of Tokyo Hikarinoie's founding from Tokyo Hikarinoie, a social-services corporation. Received the Corporate Award for Promotion of Youth Experience Activities from the Ministry of Education, Culture, Sports, Science and Technology at the Examination Committee Incentive Awards.
Alphatron Marine Beheer B.V.	King Willem-Alexander of the Netherlands bestows on Luuk Vroombout, president of Alphatron Marine, a medal for his achievements in the development of groundbreaking navigation bridges and for his volunteer activities.

Microdevices

New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.)	Presented with the Award for Excellence in Quality Management by TOYOTA INDUSTRIES CORPORATION's Electronics Division
NJR FUKUOKA CO., LTD. (the present Nisshinbo Micro Devices Fukuoka Co.,Ltd.)	Received an Incentive Award in the City of Fukuoka's Environmental Action Awards.
Ricoh Electronic Devices Co., Ltd. (the present Nisshinbo Micro Device Inc.)	Awarded the Excellent Quality Award by the Nagoya Works of Mitsubishi Electric Corporation

Automobile Brakes

Nisshinbo Saeron (Changshu) Automotive Co., Ltd.	Received two awards for Excellent Proposals on Safety and Risk Improvement Activities from the Changshu (China) National Development Zone for High-Technology Industries.
Saeron Automotive Corporation	Honored as an Environmental Model Site by the governor of the Province of Chungcheongnam-do (Republic of Korea).

Precision Instruments

Nisshinbo Mechatronics Inc.	Certified by the City of Hamamatsu as an Eco-Drive Model Plant
Nisshinbo Precision Instrument & Machinery Hiroshima Corp.	Mr. Tomohiko Hayashi received the Award for Best Human Rights Slogan from the Tokyo Liaison Society for Human Rights and Education and Liaison.

Chemicals

Nisshinbo Chemical Inc.	Awarded the METI Award at the 23rd Ozone-Layer Protection and Global Warming Prevention Awards, sponsored by the Nikkan Kogyo Shimbun , Ltd. Received the Safety Management Excellence Workplace Award from the Chiba Labor Standards Association.
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Others

Nisshinbo Holdings Inc.	Mr. Toshifumi Hosomi received an Excellent Employee Award from the Shizuoka Branch of Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers.
NISSHINTOA IWAO INC.	Letter of thanks from Calorie & Oily , a children's restaurant , for activities providing free ingredients

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Community Involvement and Development



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

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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

Donation to the United Nations World Food Programme (WFP)

Since 2006, NISSHINTOA IWAO INC. has been a regular donor to the United Nations World Food Programme (WFP), a humanitarian aid agency that won the Nobel Peace Prize in 2020.

The company endorses WFP's mission to "combat global hunger." As a trustee of WFP, in addition to donating as a company, NISSHINTOA IWAO collects donations from employees and passes them on to WFP.

The company also supports WFP's activities by participating in WFP Walk the World (Charity Walk for Children in Developing Countries, postponed in 2020).

Support for the International Development Relief Foundation

NISSHINTOA IWAO INC. supports the activities of the Foundation for International Development/Relief (FIDR).

Established in 1990, FIDR is an international cooperative NGO. Under its twin missions of "child care" and "promotion of international cooperation by Japanese companies and Japanese people" to nurture the future of children, FIDR implements international cooperation projects and domestic and overseas emergency assistance projects aimed at the self-reliance development of developing countries. Currently FIDR is implementing projects for medical care, health, education, agriculture, and income improvement in Cambodia, Vietnam, Nepal, and other Asian countries. The organization also provides emergency assistance and reconstruction assistance to victims of natural disasters, such as the Great East Japan Earthquake.

The company endorses FIDR's activities and has done so since its inception.

Supporting Kodomo Shokudo

As a division of a general food wholesaler, NISSHINTOA IWAO INC.'s Food Business Division handles food products in a wide range of fields, including flour, oils and fats, processed marine products, fresh meats, imported foodstuffs and processed foods.

In recent years, Kodomo Shokudo, a children's charity, has been expanding throughout Japan as various problems that hinder children's healthy growth have become more serious. These include the deterioration of nutritional balance due to poverty and the weakening of family and community ties due to food isolation.



Letter of appreciation from the children's restaurant Calorie & Oily

The company endorses the Activities of the children's restaurant Calorie & Oily (within Saitamaken Uoichiba, a fish market) operated by Yamashou Foods Co., Ltd., which offers meals free of charge to children below elementary-school age. Since 2019, the company has continued its activities to provide foodstuffs free of charge.

NISSHINTOA IWAO was presented with a certificate of appreciation from the children's restaurant Calorie & Oily. The company will continue to pursue activities that contributes to society through food.

Contributing to Society

JRC Tokki Co., Ltd. conducts clean-up activities on three routes around Head Office as an initiative to contribute to local communities. In fiscal 2020, due to the COVID-19 pandemic, activities lasted only four months from January to April. Nonetheless, a total of 78 people participated in picking up trash on the sidewalk.

Since 2005, the company has been setting up vending machines to promote eco-friendly choices in-house, and is making efforts to donate 1% of its sales to the Green Fund campaign. Through DyDo Drinco, Inc., a vending machine contractor, the Green Fund is widely used to protect and nurture the prefecture's environment and to improve the environmental performance of schools and communities. Notably, the Green Fund is also used for the restoration of forests in Tanzawa, which is a source of major rivers such as the Sagami and Sakao Rivers. These rivers support as many as 9 million people in Kanagawa Prefecture.

The cumulative amount of donations collected to date (from August 2005 to March 2021) is 514,869 yen.

Donations to Local Governments

In May, Indonesian PT. Standard Indonesia Industry (SII) participated in food-package donations to the Sukaresmi Sub-district in West Java.

PT. East Jakarta Industrial Park, the industrial park where SII is located, solicited donations within the industrial park and prepared about 700 food packages. The total volume of the package reached approximately 3.5 tons and included 292 instant meal boxes, 651 edible oils, 414kg of granular sugar and 100kg of wheat flour. The donations were delivered to the Sukaresmi Sub-district office, attended by local officers and leaders as well as representatives of companies in the industrial park.

SII continues to donate to Japanese schools, local organizations and other organizations, as well as to efforts against the COVID-19 pandemic.



Participants in food package donation activities

Vocational lectures at nearby elementary schools

Nisshinbo Chemical Inc.'s Asahi Plant received a request from a neighboring elementary school for a vocational lecture, as a career training program for sixth-grade students.

Six lecturers representing different workplaces were dispatched to provide an overview of the Nisshinbo Group, Asahi Plant and their operations. After these lectures, the speakers shared the feelings of joy and achievement that they derived from their work, as well as stories of difficulties and the reasons for their choice of work. After listening intently, the students asked a wide range of questions, such as, "What were your dreams for the future when you were students?" and "What do you have in mind when you work?" The lectures were a refreshing change from usual classes that presented a good opportunity for students to think about their future careers.



Vocational lecture

Later, Asahi Plant received many comments from participating students, including, "I learned the importance of having goals and taking an active interest in things" and "I was able to realize the importance of proper greetings."

Contributing to Local Communities

In Indonesia, the development of water supply and sewerage systems is still lagging behind that of Japan. PT. Nisshinbo Indonesia has long been supplying local residents with the water they need to live. The company supplies approximately 10,800 m³ per month, equivalent to 200 25-meter swimming pools per year, free of charge for daily use.

In Indonesia, where ninety percent of the population is Muslim, Islamic religious events are held every year. In 2020, despite concerns about the COVID-19 pandemic, the "festival of 'Id al-Adha" was held, in which goats are sacrificed. The company donated 17 goats for dedication to God. Through activities such as these, the company is building good relationships with local residents and contributing to the community.

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Fair Operating Practices



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.

For details about the core SDGs goals and specific environmental activities of the Nisshinbo Group, please refer to "Core SDGs Goals and Targets and the activities of the Nisshinbo Group" in the sections on Compliance, Fair Competition and Trade, and Information Security.

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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.

	<p>16. Peace, Justice and Strong Institutions</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>	<p>Targets: 16.5</p> <p>Substantially reduce corruption and bribery in all their forms.</p>
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Participation in the OPEN COVID-19 DECLARERS Related to Intellectual Property

In support of measures against the COVID-19 pandemic, Nisshinbo Holdings Inc. declared its agreement with the purport of the IP Open Access Declaration Against COVID-19 and promised the participation of the Nisshinbo Group* in related efforts.

We have declared that, subject to certain conditions, we will not exercise rights to the intellectual property rights held by our Group in response to actions taken solely for the purpose of counteracting the COVID-19 pandemic, including the diagnosis, prevention, containment and treatment of COVID-19.



IP OPEN ACCESS DECLARATION AGAINST COVID-19

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The Group will continue its efforts contain the COVID-19 pandemic and contribute to the termination of its spread.

* Nisshinbo Holdings Inc., Japan Radio Co., Ltd., Nagano Japan Radio Co., Ltd., Ueda Japan Radio Co., Ltd., JRC Mobility Corporation, NJ Components Co., Ltd., New Japan Radio Co., Ltd., (the present Nisshinbo Micro Device Inc.) Ricoh Electronic Devices Co., Ltd., (the present Nisshinbo Micro Device Inc.) Nisshinbo Brake Inc., Nisshinbo Mechatronics Inc., Nanbu Plastics Co., Ltd., Nisshinbo Precision Instrument & Machinery Hiroshima Corp., Nisshinbo Chemical Inc., Nisshinbo Textile Inc., NISSHINTOA IWAOKI INC.

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

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 United States Foreign Corrupt Practices Act (FCPA) and related guidelines, and the United Kingdom 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.

Examples of the Nisshinbo Group Activities

Implementing Compliance Training

NJ Components Co., Ltd., launched in July 2019, promotes compliance as a member of the Nisshinbo Group.

In fiscal 2020, NJ Components prepared compliance education materials and posted them on its intranet so that all employees could refer to it. The company also provided guidance on familiarizing employees with its content and ensuring thorough compliance through its corporate structure.

The concept of compliance is expanding as it evolves. In addition to the requirement of compliance with laws and regulations, examples of compliance violations, the Group's Corporate Philosophy and Conduct Guidelines and the consultation desk and whistle-blowing system related to compliance were incorporated into educational materials to

enhance understanding and awareness of compliance. NJ Components aims to be a company that always acts with fairness and integrity and contributes to society.

Efforts to Ensure Compliance in China

Saeron Automotive (Yantai) Co., Ltd. (SAYC) uses the compliance services provided by Nihon Enhesa K.K., a Nisshinbo Brake Group company, to enable timely understanding of revisions to environmental laws and regulations and compliance with laws and regulations in China.

Prior to the introduction of the compliance service, SAYC collected information on revisions to laws and regulations from government agencies' websites on the environment, fire departments, occupational health and other matters. The adoption of Nippon Enhesa's services made the process more convenient, as aggregation of the distributed information and assessment of compliance is conducted by experts.

In China, environmental regulations are growing more stringent year by year, and provincial and municipal regulations sometimes conflict. By using the services of outside experts, SAYC is working to ensure timely understanding and complete response to regulations.

Education on compliance

Nisshinbo Mechatronics (Thailand) Ltd. conducts a corporate event called "Training Day" every year.

In 2020, Nisshinbo Mechatronics (Thailand) conducted compliance training, with both Thai and expatriate staff participating. In previous years, the company had presented a two-part seminar, consisting of a briefing session on the results of small-group activities and a presentation by an outside lecturer. To help Thai staff gain an understanding of compliance issues, the company provided education focused on basic content such as what compliance is and why it is attracting attention. The company plans to continue compliance training in Training Day in 2021 and beyond, using specific examples of compliance in familiar areas to gain further understanding.



Compliance training at Nisshinbo Mechatronics (Thailand)

Through educational programs such as these, Nisshinbo Mechatronics (Thailand) aims to create a system that fosters mutual understanding between the company and employees on how compliance should be practiced.

Efforts on Compliance with Export Trade Laws and Regulations

As soon as it obtains compliance-related information, such as revisions to laws and regulations and cases of violations by other companies, Nisshinbo Chemical Inc.'s Asahi Plant communicates with and educates personnel and managers involved in export operations about the content of the related documents and files the educational records.

Since 2020, Nisshinbo Chemical has checked updates to the United States Entity List and disseminated the updated information to personnel and managers involved in export operations.

The Entity List is a list of companies whose activities are contrary to the United States security and foreign-policy interests or are involved in threatening activities such as developing weapons of mass destruction.

In principle, entities on the list are not permitted to trade in the United States products.

Even products manufactured in Japan by Japanese companies are considered the United States products for the purposes of the Entity List if 25% or more of their content consists of the United States raw materials or of items manufactured using the United States software. The company also shares the latest information with the trading companies of its business partners and considers how to respond when the end-user customer is listed on the list.

Compliance with laws and regulations on chemical products

Nisshinbo Chemical Inc. manufactures proprietary additives, CARBODILITE[®], and exports it to countries worldwide.

Each country and region has its own laws and regulations on chemical products. Especially for chemical products that are not manufactured or in the target region, or have never been brought into the region before, annual volume limits may apply and special preliminary procedures may be required.

Before shipping chemical products, Nisshinbo Chemical confirms that it is in compliance with the laws and regulations of each country. The company also performs various application procedures as necessary.

In some regions, laws and regulations on chemical products are still being developed, but rapid progress is believed to be under way. The company will continue to monitor and respond to trends in each region so that they can provide chemical products appropriately worldwide.

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Fair Competition and Trade




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 "[CSR Procurement Basic Policy](#)" for all Group companies and conduct unified activities as a Group.

	<p>16. Peace, Justice and Strong Institutions</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>	<p>Targets: 16.5</p> <p>Substantially reduce corruption and bribery in all their forms.</p>
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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.

Declaration to Build Partnerships

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This declaration is promoted under the supervision of the Cabinet Office and the Small and Medium Enterprise Agency, and declares efforts for co-existence and co-prosperity with business partners and prevention of "wrinkling of business conditions". At the request of Keidanren, the Federation of Economic Organizations, and the Japan Spinners' Association, we have declared our intention to cooperate.



Declaration to Build Partnerships

Examples of the Nisshinbo Group Activities

Legal Compliance Initiatives

At Nisshinbo Brake Inc.'s Tatebayashi Plant, all members of the Procurement Department participate in seminars on the Automobile Industry Appropriate Trade Guidelines and the Subcontracting Act, sponsored by the Japan Automobile Manufacturers Association, Inc. and the Japan Auto Parts Industries Association. This department also conducts training on compliance to deepen understanding of compliance with the guidelines, the duties of parent companies stipulated by the Subcontracting Act, and prohibitions.

Regulations on chemical substances are becoming increasingly stringent each year. To respond to these changes, the department collects information on regulatory trends and customer demand in each country through each Group location and compiles a list of raw materials prohibited for use in friction- materials products. This process assists in the development of eco-friendly friction materials.

Mold management initiatives for contractors

In complying with the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors, Nisshinbo Mechatronics Inc.'s Miai Machinery Plant has clearly defined and implemented standards and procedures for paying storage fees for facilities that have not been used for a long period of time to subcontractors that lease equipment (jigs and molds). Miai Machinery Plant also builds good relations with business partners by actively disposing of and returning unnecessary facilities.

Miai Machinery Plant has also taken this opportunity to add, photographs of the storage conditions of the molds to the die borrowing form, which already included photographs of the molds themselves. This change enables confirmation that molds are stored in appropriate conditions during cycle counting. In this way the plant is expanding efforts to ensure compliance with the Subcontracting Act to include die control.

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Information Security

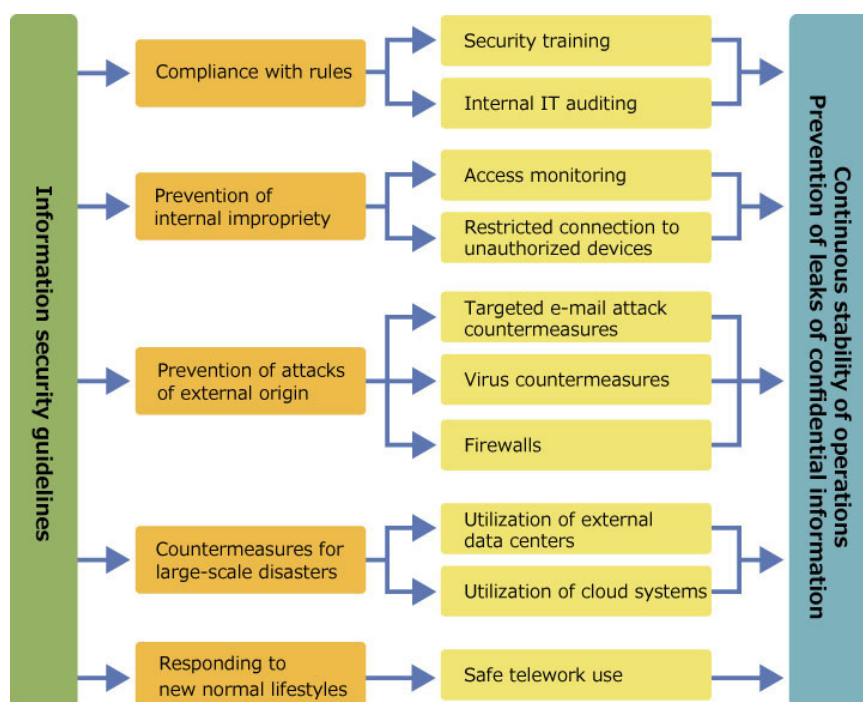
Initiatives to Protect Personal Information

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.

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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.

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.

In addition, we are developing an IT infrastructure for the safe use of telework in response to new normal lifestyles.

Digital Transformation (DX) Initiatives

In response to the tightening of restrictions on operating methods to be imposed in April 2022, when the revised Personal Information Protection Law goes into effect, the Nisshinbo Group is continuing to tackle the challenge of technological innovation, in areas such as digital marketing. For example, to strengthen information security and promote DX, we will introduce pseudonymous processing and encryption technologies, to process data in ways that cannot identify individuals.

Dissemination of telework due to the impact of the COVID-19 pandemic and digitization of business and services, as well as Working Style Reforms, are accelerating. Promoting DX has become one of the key strategies in management, but at the same time, it has become essential to take advanced levels of information security measures. Currently, the Nisshinbo Group is trying to shift the IT infrastructure from a conventional borderline security model to a zero-trust security model* with high security intensity, based on these social situations.

* A security model based on authentication and authorization for each access to resources and data that cannot be solved by the conventional perimeter type security architect model, and based on the idea that users, terminals, and areas are not unconditionally trusted.

Examples of the Nisshinbo Group Activities

Implementation of targeted e-mail attack training

In recent years, information security threats from targeted e-mail attacks targeted at specific companies and organizations have become more diverse and sophisticated. Japan Radio Co., Ltd. conducts "Target Mail Attack Training" for all employees to ensure that these threats are properly addressed.

Training is focused on, among other things, promptly reporting e-mail-listed URLs without clicking or unpacking suspicious attachment files. The training results are compiled and analyzed, and the results are fed back to the entire company to indicate issues that all employees should tackle. Through these efforts, each and every aims to raise awareness of information security and improve the level of information security throughout the company.

The company has also acquired a part of the certification for its information security management system ISO/IEC 27001. Group-wide through the implementation of ISMS internal audits and e-learning-based information-security training, they are working on information-security Activities.

Distribution of Simulated Virus Mail and Appropriate Response Training for Treatment Methods

NJ Component Co., Ltd. conducted drills on how to deal with targeted e-mail attacks. Cyber-attacks that cannot be prevented by anti-viral software are appearing. The files attached to questionable e-mails are thoroughly educated

to prevent them from being stored or opened, but there may also be clever attack e-mails that they believe are business-related contacts.

The company conducted drills to prevent damage caused by such attack e-mails and to minimize damage in the unlikely event of damage. They sent a mock viral e-mail to a randomly selected employee to see how the recipient addressed it. If the employee opens the attached file, the checkpoint is whether the employee promptly reports it to the supervisor or system administrator, and whether the network is shut down or not.

Through these drills, they are working to disseminate information security rules and to further earn the trust of our stakeholders.

Information security education

Every year, Nanbu Plastics Co., Ltd. conducts educational programs on information security.

In fiscal 2020, in addition to the educational content common to the Nisshinbo Group, the company introduced familiar actions that might lead to information leaks and viral e-mails actually received by the company as examples of information security incidents, thereby enabling them to recognize that information security threats are familiar.

After the course, the company conducted verification tests to confirm the extent to which the content of the course was disseminated among employees, and worked to raise awareness of information security within the company.

Efforts to Strengthen Information Security

TOKYO SHIRTS CO., LTD. is continually implementing a variety of measures to strengthen information security in order to prevent leaks of customers' personal information and other confidential information.

To prevent computer virus attacks, the company has implemented anti-virus software on information devices and applied security correction programs thoroughly. The company also use authentication systems to manage logins and information security management systems to monitor access to important data. Through these measures, the company is striving to prevent and control information leaks due to internal improprieties and to prevent external attacks.

The company has stipulated the rules to be followed in the Information System Management Regulations. To verify the status of compliance, the company regularly conducts IT-internal audits by Nisshinbo Textile Inc. and continuously improves them.

The company has established rules to be followed by information system users as educational materials and is working to raise awareness of information security measures among users through regular education.

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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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Examples of the Nisshinbo Group Activities

CSR procurement

In September 1998, Japan Radio Co., Ltd. established its Green Purchasing Guidelines for Environmentally Conscious Procurement. The name was subsequently changed to the Green Procurement Guidelines, and the ninth edition was established and published in February 2020.

Changes from the 8th edition include the unification of the labeling methods for chemical names, the latest REACH regulations and the points corresponding to the list of IEC62474 substances.



Green Procurement Guidelines

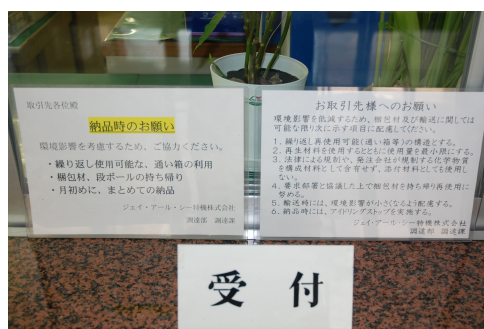
Environmental Impact Reduction Activities in the Supply Chain

JRC Tokki Co., Ltd. has set the goal of reducing environmental impact to comply with "Consideration for Environmental Conservation" in Item 4 of the Nisshinbo Group CSR Procurement Basic Policy. JRC Tokki posts and notifies its suppliers of the following six requirements.

1. Use structures that can be reused repeatedly (e.g., returnable boxes).
2. Use recycled materials and minimization of resource use.
3. Do not use chemicals restricted by law or by ordering companies as constituent or attached materials.
4. Confer with the requesting departments to try to take back and reuse packaging materials.
5. Consider ways of minimizing environmental impact during transportation.
6. Use start/stop engine features when delivering products.

Currently, JRC Tokki has approximately 450 suppliers, of which approximately 30 are main suppliers that fully implement the above requirements. The company will also accept various VA proposals*, are working to reduce the environmental impact of our supply chain, and will continue to give consideration to environmental conservation.

* VA proposal: Value-added proposal: Proposal for improvement of products in the mass production stage



Notes posted at reception

Revision of Supply Chain CSR Promotion Guidelines

In March 2019, New Japan Radio Co., Ltd. (the present Nisshinbo Micro Device Inc.) and its group companies established the Nisshinbo Holdings Inc.'s Microdevice Business Group Supply Chain CSR Promotion Guidelines (in accordance with the JEITA Supply Chain CSR Promotion Guidebook, hereinafter referred to as the "Guidelines") and prepared a CSR check sheet based on the Guidelines to confirm the status of suppliers' compliance with them by means of a questionnaire.

The JEITA* guidelines were revised on March 31, 2020. The company revised its guidelines in May to update its CSR check sheet and the Group company supplier survey.

Added items included discussions of the impact of the COVID-19 pandemic and the company's response to it.

The companies will continue vigorous efforts to implement CSR-based purchasing activities in order to maintain a cooperative framework with our suppliers and fulfill our social responsibilities.

* JEITA: The Japan Electronics and Information Technology Industries Association is an industry association related to electronics and electronic equipment.

Development of CSR Procurement Policy and Implementation of Questionnaires

In October 2020, Nisshinbo Brake Inc. implemented a CSR-based purchasing policy for all of its suppliers and conducted an independent survey.

Nisshinbo Brake surveys its suppliers every two years, communicating the CSR-oriented purchasing policies of Nisshinbo Holdings Inc. and the company and receive responses to the questionnaire to ascertain the current status of its suppliers. The questionnaire verifies seven items (legal and social compliance, fair trade, information security, environmental protection, human rights and occupational health and safety, product quality and safety) based on the Nisshinbo Group's Basic CSR Procurement Policy, as well as the status of green procurement efforts. Nisshinbo Brake will strive for CSR procurement by providing feedback on questionnaire evaluations to suppliers in the future.

CSR procurement

Nanbu Plastics Co., Ltd. conducts business with customers in accordance with its CSR-Oriented Procurement Guidelines.

Yoshida Plant holds regular monthly supplier quality meetings to discuss not only quality but also consideration of delivery styles that reduce environmental impact. Specific proposals discussed include increasing the number of packages per box, increasing transportation efficiency by eliminating fractional deliveries and changing 1WAY delivery boxes (trays, etc.) to returnable boxes that can be used repeatedly.

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Corporate Ethics Reporting System




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.

	<p>16. Peace, Justice and Strong Institutions</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>	<p>Targets: 16.5</p> <p>Substantially reduce corruption and bribery in all forms.</p>
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Guided by its Corporate Philosophy, the Nisshinbo Group endeavors to instill and firmly establish corporate ethics among all employees in all aspects of its business activities. The Group has established a Corporate Ethics Reporting System with the aim of promptly discovering and preventing violations of laws and regulations and alleged violations of corporate ethics.

This system accepts reports not only from employees of the Group but also from a wide range of stakeholders inside and outside the company. Employees who become aware of any violation of laws or corporate ethics by the Group, or of any conduct that raises suspicions of such violation, are advised seek consultation and report the matter. The Group will respond appropriately after investigating the facts. Concerned parties are free to consult and report anonymously; however, if they leave a name and contact information, the Group will contact them with an outline of countermeasures.

Group employees can file reports directly with internal Corporate Ethics Committee members as well as to outside counsel. The Group strictly protects the confidentiality of whistleblowers and takes care not to cause any disadvantage to whistleblowers.

Compliance-related matters for the entire Nisshinbo Group are addressed by the Corporate Ethics Committee, which reports directly to our president. The Board of Directors receives and reviews periodic reports on important matters related to corporate ethics, including whistleblowing matters.

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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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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 2020* (January 1, 2020–December 31, 2020).

* 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

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	

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(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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CSR Report 2013

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CSR Report 2012

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CSR Report 2011

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CSR Report 2008

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