

ISO 26000 Core Subjects	Targets	Results
Organizational governance/Recognition of social responsibility and integration into the whole organization	JAMCO and Group companies will carry out the following activities	
	<ul style="list-style-type: none"> ● Continue to promote and establish awareness of CSR/SDGs 	<ul style="list-style-type: none"> ● Integrated rules and regulations related to the environment with the formulation of our Sustainability Promotion Regulations. ● Disseminated sustainability information through the Sustainability Promotion Department.
	<ul style="list-style-type: none"> ● Work to help achieve the SDGs 	<ol style="list-style-type: none"> 1. Created a new Sustainability Promotion Department sustainability information page on our intranet site. 2. Posted sustainability-related news on the page. 3. Changed corporate website “CSR” page to “Sustainability” and enhanced the content. 4. Added special articles about sustainability to the company newsletter <i>Habataki</i>. <ul style="list-style-type: none"> ● Began activities across JAMCO to reduce GHG emissions. <ol style="list-style-type: none"> 1. Conducted in-house training sessions for checking GHG emission amounts. 2. Estimated GHG emissions at each site. <ul style="list-style-type: none"> ◆Finished gathering Scope 1 & Scope 2 data for FY2018-2021 ◆Currently reviewing FY2021 Scope 3 data <ul style="list-style-type: none"> ● Selected important issues (materiality)

		<p>regarding sustainability.</p> <ol style="list-style-type: none"> 1. Carried out training sessions related to sustainability materiality for management. 2. Sustainability Promotion Board finished selecting important issues (materiality) regarding sustainability. 3. Materiality-related working groups reviewed sustainability initiatives.
	<ul style="list-style-type: none"> ● Continue to implement training to raise awareness of information security 	<ul style="list-style-type: none"> ● Conducted information security training for all Group officers and employees in June 2022 and February 2023. ● Conducted training for internal information security auditors in June 2022. ● Conducted training for individuals involved with information security operations in March 2022.
	<ul style="list-style-type: none"> ● Conduct internal information security audits 	<ul style="list-style-type: none"> ● Conducted internal information security audits for all business divisions and domestic Group companies starting June 30 and completed by the end of FY2022.
	<p>Focus on initiatives and activities at subcontractors</p> <ul style="list-style-type: none"> ● Continue to disseminate information about CSR to subcontractors and investigate the level of permeation ● Check with 	<ul style="list-style-type: none"> ● Requested 50 core subcontractors to take part in CSR Survey 2022. ● Directly requested subcontractors to cooperate with taking corrective action and improving low scoring survey items. ● Compiled the status of CSR activities at each Subcontractor in FY2022 and sent them relevant feedback.

	subcontractors about the state of their SDG activities	
Human rights	<ul style="list-style-type: none"> Start considering conducting due diligence on human rights to comprehensively and systematically identify and analyze human rights risks within the company and the Group 	<ul style="list-style-type: none"> Conducted an assessment of major risks in 25 areas related to human rights and business activities that companies should give consideration to in light of basic international rules and frameworks regarding human rights to comprehensively and systematically identify and analyze human rights risks within the company and the Group.
Labor practices	Further promote work-life balance	
	<ul style="list-style-type: none"> Encourage use of annual paid leave <p>Take at least 8 days of annual leave (100% taken by all employees, including managers)</p>	<ul style="list-style-type: none"> 100% of annual leave was taken by all employees, including managers, as of the end of March 2023. <p>*Does not include employees on childcare or maternity leave, or employees who received less than 10 days of annual paid leave for FY2022.</p> <p>*Employees seconded to other companies are excluded as they are covered by the rules of that company.</p>
	<ul style="list-style-type: none"> Establish a satellite office within the company to support flexible 	<ul style="list-style-type: none"> Established satellite office for the Chofu region. Disseminated information about the office through our intranet site.

	<p>workstyles</p>	
<ul style="list-style-type: none"> • Reduce amount of overtime worked <p>Continue to hold labor-management meetings on reducing overtime worked</p> <p>Rigorously manage overtime hours based on plans</p>	<ul style="list-style-type: none"> • Regular labor-management meetings on reducing overtime worked were held more in line with the actual issues faced by individual business divisions, which included creating opportunities that enabled discussion between JAMCO Labor Union branches and the company. • Rigorously managed overtime hours using the attendance system. 	
<ul style="list-style-type: none"> • Promote women's participation <p>Increase the percentage of assistant managerial positions held by women to 8% or more.</p>	<ul style="list-style-type: none"> • Achieved target with 9.22% of assistant managerial positions held by women as of March 31, 2023. 	
<ul style="list-style-type: none"> • Obtain next-generation child raising "Kurumin" certification mark <p>Implement measures in FY2022-23 to obtain Kurumin certification in preparation for FY2024 application</p>	<ul style="list-style-type: none"> • Foresee achieving targets overall and will submit our application to the Labor Bureau in FY2024 on schedule. 	
<ul style="list-style-type: none"> • Eliminate industrial accidents 	<ul style="list-style-type: none"> • Six occupational accidents and nine commuting accidents occurred in FY2022. (Six occupational accidents and five 	

		<p>commuting accidents occurred in FY2021.)</p> <ul style="list-style-type: none"> • Shared examples of five near misses that occurred at company sites through the Occupational Safety and Health Committee to call attention to these incidents and prevent similar ones from occurring. <ol style="list-style-type: none"> 1. Forklift collision (not resulting injury or death) 2. Risk of falling due to loose drain covers 3. Risk of falling ceiling panels, earth leakage after heavy rainfall 4. Risk of collisions in passages with blind spots 5. Risk of electrocution due to mishandling of electric kettle power cord <ul style="list-style-type: none"> • Disseminated information across JAMCO by posting accident reports as breaking news on our intranet site as they were received (12 reports). • Shared comments left by those who read the reports with the workplaces where the accidents occurred, using them as hints for prevention.
<p>Environment</p>	<ul style="list-style-type: none"> • Reduce energy consumption by 1% or greater compared with FY2021 	<ul style="list-style-type: none"> • Achieved target of 1% or more reduction with a 4.0% reduction in FY2022 (1,896.3 kl) compared with the previous year (1,976.1 kl). <p>Replaced lighting fixtures with LED lighting (1,510 units).</p> <p>Turned off equipment when not in use.</p>

		Set air conditioners to appropriate temperatures.
	<ul style="list-style-type: none"> Reduce water usage 	<ul style="list-style-type: none"> Usage increased 0.6% in FY2022 (36,180m³) compared with the previous year (35,951 m³) due to increased workload. <p>Implemented resource-saving activities such as water conservation.</p>
	<ul style="list-style-type: none"> Reduce total waste discharge 	<ul style="list-style-type: none"> Waste discharge decreased 28.3% in FY2022 (478.3 t) compared with the previous year (667.7 t). <p>Carried out resource-saving activities such as thoroughly sorting waste.</p>
Fair business practices	<ul style="list-style-type: none"> Disseminate and enforce compliance rules through compliance training for all officers and employees 	<ul style="list-style-type: none"> Disseminated and enforced compliance rules by conducting training on compliance for all officers and employees at JAMCO and Group companies in Japan.
	<ul style="list-style-type: none"> Expand compliance hotline system within Group 	<ul style="list-style-type: none"> Expanded compliance hotline system within the Group by establishing external compliance hotlines contact point at JAMCO America and JAMCO Philippines.
	<ul style="list-style-type: none"> Thoroughly disseminate information related to important 	<ul style="list-style-type: none"> Thoroughly disseminated information regarding important revisions to laws and regulations related to anti-corruption, subcontracting, and contract fundamentals by conducting training for those in charge of

	<p>revisions to laws and regulations throughout the Group</p>	<p>contracts.</p>
<p>Consumer challenge</p>	<ul style="list-style-type: none"> • Reinforce infrastructure for safety management and quality assurance systems, and make continual improvements 	<ul style="list-style-type: none"> • Integrated the General Safety Promotion and Quality Planning/ Departments into the new Corporate Safety & Quality Department in April 2022 to reinforce infrastructure for safety management and quality assurance systems across JAMCO in order to enhance safety and quality at the JAMCO Group. Promoted activities to foster a culture of safety and improve quality through the following continuous improvements. <ol style="list-style-type: none"> 1. Integrated the head office safety and quality departments, with the new department carrying out integrated safety and quality activities across the JAMCO Group. <ol style="list-style-type: none"> a. Addressed safety-related information and quality issues by enforcing information sharing within the Group through weekly and monthly information sharing meetings between safety and quality departments. b. Improved safety management and quality assurance systems through immediate reporting of incidents, incident risk evaluations and taking prompt corrective action when necessary. c. Conducted safety and quality management audits according to an annual plan. Took appropriate corrective action using deadline management for non-compliant issues found at individual organizations.

		<p>d. Worked to get tangible outputs by holding JAMCO's safety and quality management reviews simultaneously with the purpose of promoting safety and improving quality.</p> <p>2. Conducted reviews of the following to enhance quality assurance systems.</p> <p>a. Planned content, created materials and designed a system for educating workers that reliably raises their quality awareness with the goal being to implement an operator self-verification (OSV) program with the aim of streamlining quality assurance systems and designing appropriate inspection systems to promote advanced quality assurance (AQA) across JAMCO Group companies.</p> <p>b. Set up an education and training working group that reviewed common company-wide education and sorted out how information is provided to and awareness built among employees from when they join the company through the middle of their careers.</p> <p>c. Created a system enabling anyone to share information on incidents related to non-compliant products that occur within the JAMCO Group by building a database that aggregates the "incident management records" and makes that information available through our intranet site. Also reviewed our "Basic Conduct Guide," which presents the fundamental frame of mind and accompanying behaviors employees should acquire to carry out their jobs efficiently and reliably and made the revised version</p>
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		<p>available on our intranet site.</p> <p>3. Held Safety and Quality Improvement Month during September 2022 to foster a culture of safety and raise quality awareness at the JAMCO Group.</p> <p>a. Kicked-off “J-Assertion activities.” Expanded the “IINE Project”★ company-wide, which enables employees to express gratitude to others for praise-worthy behavior and actions noticed through the aforementioned J-Assertion activities.</p> <p>b. Raised safety awareness through “Safety Caravan” Direct Talks where officers and employees could discuss safety.</p> <p>c. After September’s Safety and Quality Improvement Month, a safety awareness survey was conducted in October. Despite no major changes in awareness over last year, measures tailored to the characteristics of each organization will be implemented to raise safety awareness. *Project show my appreciation</p>
<p>Participation in and development of communities</p>	<p>Promote local social contribution activities throughout JAMCO and Group companies</p>	<ul style="list-style-type: none"> • Collected information about the current state of social contribution activities at JAMCO sites and Group companies. • Shared information on and provided feedback regarding initiative reference cases in relation to social contribution activities in the Group. • Selected “Contributions to Society & Community” as one of the seven issues (materiality) related to sustainability. • Set our vision for FY2023: “Build a relationship of trust with society by

		<p>contributing to the development of local communities through social contribution activities and by offering a high-quality employment environment.”</p> <ul style="list-style-type: none"> • Social contribution activities <ol style="list-style-type: none"> 1. Picture book delivery Donated Japanese picture books translated into the local language to children in developing countries. 2. Forest conservation activities in the Tama area 3. Food drive Employees collected food from their homes and donated it to a food bank in Tachikawa City. 4. Donation of used stamps Employees collected used stamps and donated them to an NPO that provides free vaccinations to children in developing countries. 5. Collecting bottle caps to donate vaccines*In June and October 2022 and March 2023, employees collected 9,506 plastic bottle caps (22.11 kg), the equivalent of vaccines for eleven children. Additionally, recycling these bottle caps helped eliminate the equivalent of 69.65 kg of CO₂. *キャップ貯金箱推進ネットワーク 6. Musashinomori Park leaf raking 10 employees helped with leaf raking at the park on December 16, 2022.
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