

FY2023 CSR Activity Targets

<p style="text-align: center;">ISO 26000 Core Subjects</p>	<p style="text-align: center;">FY2023 CSR Activity Targets</p>
<p>Organizational governance/Recognition of social responsibility and integration into the whole organization</p>	<p>JAMCO and Group companies will carry out the following initiatives and activities:</p> <ul style="list-style-type: none"> • Disseminate information regarding sustainability-related issues and responses, and promote sustainability activities. • Continue to implement education to raise awareness of information security. • Conduct internal information security audits. <p>Focus on initiatives and activities at subcontractors :</p> <ul style="list-style-type: none"> • Continue CSR surveys, disseminate information about CSR and investigate the level of permeation. • Based on CSR surveys, hold dialogues and exchange opinions with subcontractors
<p>Human rights</p>	<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
<p>Labor practices</p>	<p>Further promote work-life balance</p> <p>Encourage use of annual paid leave</p> <ul style="list-style-type: none"> • Maintain use of at least 8 days of annual paid leave by employees in FY2023. • Negotiate with the JAMCO Labor Union on arrangements to implement the use of annual leave in hourly amounts, one of the goals given in the General Employer Action Plan. <p>Support flexible workstyles</p> <ul style="list-style-type: none"> • Disseminate information regarding the satellite office and conduct awareness activities that will contribute to encouraging its use.

	<ul style="list-style-type: none"> • Expand satellite offices to new locations. <p>Reduce amount of overtime work</p> <ul style="list-style-type: none"> • Achieve reductions in overtime by improving business processes through discussions between business divisions and Labor Union branches regarding the issues and challenges unique to each division through labor-management meetings on reducing overtime worked. • Prevent 36 Agreement violations by rigorously managing overtime hours through effective use of the attendance system. <p>Promote women's participation</p> <ol style="list-style-type: none"> 1. Carry out initiatives to increase the percentage of assistant manager positions held by women to 10% by March of FY2025. <ul style="list-style-type: none"> • Offer opportunities for external women's leadership training. • Encourage use of telecommuting for the purpose of childcare. 2. Carry out initiatives to maintain and increase the level of male employees taking childcare leave. <ul style="list-style-type: none"> • Work to encourage male employee participation in child rearing and aim for a male employee childcare leave participation rate of 50% or more. (Participation rate from April 2022 to February 2023 was 53%) <p>"Kurumin" certification mark application</p> <ul style="list-style-type: none"> • Carry out activities for renewing certification, should our application be accepted. <p>Eliminate industrial accidents</p>
Environment	<ul style="list-style-type: none"> • Reduce energy consumption by 1% or more compared with FY2022. • Reduce water usage by 1% or more compared with FY2022.

	<ul style="list-style-type: none"> • Reduce total waste discharge by 1% or more compared with FY2022.
Fair business practices	<ul style="list-style-type: none"> • Disseminate and thoroughly enforce compliance rules through compliance training for all officers and employees. • Expand compliance hotline system within the Group. • Thoroughly disseminate information related to important revisions to laws and regulations throughout the Group.
Consumer challenge	<ul style="list-style-type: none"> • Reinforce infrastructure for safety management and quality assurance systems, and make continual improvements.
Participation in and development of communities	<ul style="list-style-type: none"> • Promote local social contribution activities throughout JAMCO and Group companies.