

2024

Social Responsibility &
Environmental Report



双信電機株式会社
SOSHIN ELECTRIC CO., LTD.

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This report introduces the approach taken and details of initiatives addressing sustainability by the SOSHIN ELECTRIC Group in an aim to spread awareness of the Group’s activities among all of its stakeholders.

This report provides an insight into our track record in addressing the key elements of these activities, namely “SOCIAL RESPONSIBILITY ” and “ENVIRONMENTAL PRESERVATION”, through detailed case examples of initiatives implemented and quantitative data disclosure.

Period Covered

Activity results: FY2023 (Jan - Dec)

Data collection: FY2019 - FY2023

* Results for FY2022 collected from April to December 2022 due to changes in the fiscal year.

Coverage

SOSHIN ELECTRIC CO., LTD.

SOSHIN DEVICE CO., LTD.

SOSHIN POWERTECH CO., LTD.

RISSHIN ELECTRONICS CO., LTD.








SOSHIN ELECTRONICS (M) SDN. BHD

SDGs

Approach to SDGs (Sustainable Development Goals)

We consider it as one of our important social responsibilities to contribute to the extensive solutions of social problems through our business activities on our indexes of SDGs (Sustainable Development Goals) adopted by the United Nations.

We take actions to our possible goals by materializing our offered values.









Categories		Targets	Offered values by SOSHIN ELECTRIC Group	Initiatives
Business activities		 Affordable and Clean Energy	◎ We create solutions that contribute to efficient energy use, such as power and communications quality improvements.	○ Our electronic components are also used in power generation facilities that rely on renewable energy. We look to continue to provide new products that contribute to efficiency improvements in electrical energy sources powering the next generation.
		 Industry, Innovation and Infrastructure	◎ We pursue further improvements to our core technologies across all business lines in our mission to help "Make the world without unnecessary noise".	
(ESG) Social goals	(E) Environment	 Life Below Water	◎ We contribute to forest protection and countermeasures against desertification indirectly and loss of animal diversity, by promoting 3R (Reduce, Reuse, Recycle) and reducing waste to zero (attaining zero-emissions).	○ We have shifted to production methods that do not involve the use of water by introducing new processes in our product processing cycle. ○ We actively work on environmental preservation by measuring the water quality of factory effluent.
		 Life On Land		○ We contribute to the preservation of forest resources by promoting a paperless work environment.
		 Affordable and Clean Energy	◎ We help protect the global environment by increasing our renewable energy use.	○ We contribute to supplying green energy to local communities by participating in local power generation projects (Saku City Megasolar Power Generation Project). ○ We installed solar power at the Asama Plant and sell surplus electricity to power companies.
		 Responsible Consumption and Production	◎ We strive to achieve a stable supply of high-quality, long-lasting electronic components while using environmentally-appropriate chemical substances and reducing waste based on a principle of resource circulation.	○ We provide long-lasting products through advanced design and process technologies. ○ We act responsibly and comply with customer requirements and laws and regulations through contained chemical management spanning all materials handled by the Group.
		 Climate Action	◎ We are working to reduce greenhouse gases in an aim to become carbon neutral by 2050.	○ We are working to reduce CO2 emissions by introducing renewable energy sources. (In addition to solar power, this includes the purchase of green electric power) ○ We reduced power consumption by shifting data centers to the cloud. ○ We reduced power by some 20% by updating specific air conditioning equipment at production sites in FY2022. ○ We introduced the means to determine whether environmentally hazardous substances are in use, and to evaluate energy-saving measures when installing production facilities. ○ We appointed consultants to help launch efforts toward achieving carbon neutrality by 2050.

SDGs

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Categories		Targets	Offered values by SOSHIN ELECTRIC Group	Initiatives	
(ESG) Social goals	(S) Society	 1 NO POVERTY	No Poverty	◎ We are proactive in our social action efforts.	○ We donate food to the NPO, Minato Kodomo Shokudo.
		 3 GOOD HEALTH AND WELL-BEING	Good Health and Well-Being	◎ We actively promote the provision of health and welfare services to employees and local residents, etc. ◎ Through social action, we help to foster a "healthy body and mind", "a harmonious relationship with the community", and "hospitality".	○ We provide a full-fledged industrial health system to protect the physical and mental wellbeing of our employees. ○ We provide educational toys as Christmas presents to local child care facilities. ○ We help donate polio vaccines to developing countries through plastic bottle collection activities.
		 4 QUALITY EDUCATION	Quality Education	◎ We provide equal rights to learn and grow to all.	○ We support learning through internal scholarship programs (for children of employees and prospective employees). ○ We provide an environment for learning with correspondence courses offered to employees by occupational type, function, and industry type. ○ We provide learning opportunities to local students through school visits and school excursion opportunities to manufacturing sites.
		 5 GENDER EQUALITY	Gender Equality	◎ We provide a workplace environment where everyone can work and play an active role, regardless of gender.	○ Our human resources system is based on qualifications, leaving no room for unjust treatment based on gender differences.
		 8 DECENT WORK AND ECONOMIC GROWTH	Decent Work and Economic Growth	◎ We contribute to economic growth by providing a safe and secure workplace that offers job satisfaction to employees based on an acceptance and respect for personality and human diversity.	○ We provide a flexible workplace environment that respects individual values and diversity, such work-life balance, or limiting where one works.
		 11 SUSTAINABLE CITIES AND COMMUNITIES	Sustainable Cities and Communities	◎ We value our connection to local communities, and actively promote social and community contribution activities.	○ We value our connection to local communities by actively engaging in cleaning activities, flower beautification activities and greeting people in the neighborhood around our offices.
		 10 REDUCED INEQUALITIES	Reduced Inequalities	◎ We engage in fair hiring practices, regardless of nationality or gender, and work to preserve a workplace environment that protects employees' rights.	○ We take a person-oriented approach to hiring, and do not engage in unfair hiring practices based on nationality or gender. ○ An "opinion box" is installed at each place of business, providing an avenue for employees to freely provide opinions and suggestions for management.
	(G) Governance	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Peace, Justice and Strong Institutions	◎ We ensure compliance by observing the laws, regulations, and rules pertinent to each country and region, and by respecting international agreements.	○ We promote supplier management that accounts for human rights considerations through supplier surveys and management processes. ○ We conduct local surveys to ensure that minerals are not procured from conflict zones.

Social Responsibility Report

Respect for Humanity

◆ Respect for human rights

We remain a company that respects individual characteristics, including a person's race, nationality, gender, beliefs, personality, or disability, fostering a workplace where each and every employee can work cheerfully and lively, and have equal access to education and training to provide a real sense of growth.

◆ Improvement of compliance

We work to promote compliance with rules and eliminate workplace discrimination, harassment, and other acts that infringe upon human rights through compliance training provided by legal advisors and internal reporting.

We also provide information security training, trade management training, competition law training and other training courses with a view to strengthening compliance.

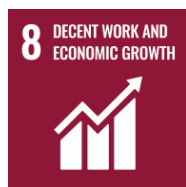
◆ Basic employment policy

The SOSHIN ELECTRIC Group actively engages in new graduate and mid-career hire recruitment activities based on human resources plans that account for mid-to-long term business development.

We appropriately assign the right people with necessary ability and experience to the right job, including promoting the recruitment of foreign nationals, and promote activities with an awareness of employees' job satisfaction and ease of work.

◆ Enhancement of healthy mental state

The SOSHIN ELECTRIC Group has arranged study sessions for acquisition of knowledge about mental disturbance, self-care and line care through consolidated services by industrial physicians, consultant physicians and health nurses to ensure employees' mental health. In addition, training of managers, control of overtime work and strict observance of the previously established no-overtime day program have been implemented against excessively long-time work.



Social Responsibility Report

Ensuring a Comfortable Workplace Environment, Human Resource Development, CSR Initiatives

◆ Realization of work-life balance

The SOSHIN ELECTRIC Group has extended its reduced working hour program for parents of young children until the second year of primary schools (previously, this program applied until the child reached three years of age) in order to help parents achieve a balance between work and childcare.

In addition, eligibility for the refreshment leave program for bettering employee physical and mental health was extended to start from employees 25 years of age and up (previously, 35 years of age and up).

Also, steps have been taken to allow for greater flexibility in working styles since FY2021, with the introduction of an hourly paid leave system being one example of such.

◆ Creating an environment conducive to improving conversational English

The SOSHIN ELECTRIC Group allows anyone interested to take online English conversation lessons. We have established an “English conversation box” to facilitate employees learning conversational English.

In addition to conversational English, we have also worked to establish a diverse range of correspondence courses in the aim of becoming a company that provides a real sense of growth and achievement to employees.

◆ CSR activities in the supply chain

CSR required of suppliers by the SOSHIN ELECTRIC Group: Corporate Social Responsibility (CSR) activities include controlled substance management and green procurement, and measures to prevent the sourcing of minerals from conflict zones.

In order to achieve decarbonization across our supply chain in the future, we will track CO₂ emissions related to products and services purchased from suppliers, and in transporting and shipping, and take steps to reduce CO₂ emissions.



Social Responsibility Report

Cooperation with Local Communities and Examples of Social Action Programs

[Asama Plant] Helped lay welcome flowers at JR Sakudaira Station

(Friday) April 14, 2023



Saku City attracts large numbers of tourists from inside and outside the prefecture during the period in which the Saku Balloon Festival and the Sakugoi Festival is held every year. The Saku City Tourism Association, together with the Sakudaira General Technical High School sets up “welcome flowers” every year to mark the occasion, with the support of SOSHIN ELECTRIC. On the day, we helped lay out planters holding pansies along the path from the ticket gate together with representatives from the Saku City Tourism Association and students of Sakudaira General Technical High School.



[Chikuma Plant] Beautification activities (planting flowers)

(Thursday) May 11, 2023



As part of beautification efforts, 12 planters carrying marigold flowers were arranged on sidewalks along prefectural roads in the vicinity of Chikuma Plant. The flower seedlings are donated under Nagano Prefecture Adopt System.



Social Responsibility Report

Cooperation with Local Communities and Examples of Social Action Programs

[RISSHIN ELECTRONICS] Cleanup activities around the corporate complex

(Wednesday) October 11, 2023



On October 11, we participated in the cleanup activities held once every six months at the Wada corporate complex, which is home to RISSHIN ELECTRONICS. We contributed to local beautification efforts, which included weeding sidewalks and picking up rubbish.



[Head Office] Donated food to Minato Kodomo Shokudo

(Wednesday) March 15, 2023



The Head Office donated pork meat arriving from Miyakonojo City, Miyazaki to the NPO, Minato Kodomo Shokudo.



Sets of pork meat sent from Miyakonojo City

Social Responsibility Report

Cooperation with Local Communities and Examples of Social Action Programs

[SOSHIN POWERTECH] SOSHIN ELECTRIC Cup Volleyball Tournament

(Friday) August 11, 2023



Once a key part of our annual community activities, the SOSHIN ELECTRIC Cup Volleyball Tournament was not held for three years beginning in 2020 due to the ongoing spread of COVID-19. This competition, the first in four years, garnered a tremendous response, with some 180 players participating, not counting those there to cheer them on. Looking ahead, we will continue to hold this event as a key pillar to establishing closer ties with the local community through volleyball.



[SOSHIN DEVICE] Beautification activities (rubbish pick-up)

(Friday) November 3, 2023



We conducted trash pick-ups in neighboring areas around our plant as part of beautification activities. Everyone involved went about picking up trash in earnest. In this event, we collected around 2kg of trash. We will look to continue this in the future.



Social Responsibility Report

Examples of a Comfortable Workplace Environment (Health and Safety)



11 SUSTAINABLE CITIES AND COMMUNITIES

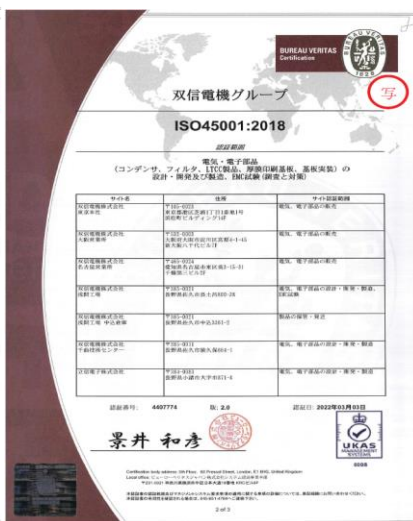


Disaster prevention training(Chikuma Plant)

Safety patrols (Asama Plant)

◆ Health and safety

We ensure the health and safety of employees and provide a comfortable workplace environment, while actively pursuing health and safety activities in an aim to achieve zero occupational accidents. Major activities include prevention of serious incidents through risk assessments, extraction and correction of risk factors through employee surveys on safety, and other activities.



ISO45001 : 2018 certificate

◆ Acquisition of ISO45001 Certification at all sites

The SOSHIN ELECTRIC Group newly acquired “ISO45001 : 2018” certification at its overseas manufacturing site, SOSHIN ELECTRONICS (M) SDN. BHD., in FY2023. With this, all domestic and overseas manufacturing sites, and all sales branches in Japan, including the Head Office have completed the acquisition of “ISO45001 : 2018” certification.

We will look to leverage our management system to prevent serious accidents and implement health and safety activities to live up to our customers’ expectations and trust.

Environmental Report

Environmental Management System

◆ Environmental policy

1. Compliance with legislation, pacts, agreements with customers and voluntary standards
2. Identification of environmental objectives and organized continuous promotion of activities with local communities to reduce environmental loads
3. Development, design, production and marketing of environmentally-friendly products
4. Implementation of preventive measures and monitoring of environmental pollution
5. Continuous encouragement of education, training and enlightenment activities to raise awareness of the roles and responsibilities of employees, as well as all other people involved in our business activities

◆ System of promoting environmental preservation activities

Decisions on policies and tactics of the SOSHIN ELECTRIC Group regarding environmental preservation will be made by the “Environmental Committee” which the Director responsible for environmental matters chairs. The policies and tactics decided will be put in action across the company via factory managers, the location manager and the managers responsible for environmental matters for each site.

Activities for which the environmental organization is responsible include a monthly environmental meeting, as well as the Environmental Committee held semi-annually. These meetings are to track progress toward CO2 emission industrial waste discharge targets, exchange information on the environment, and continue the promotion of the environment preservation activities.

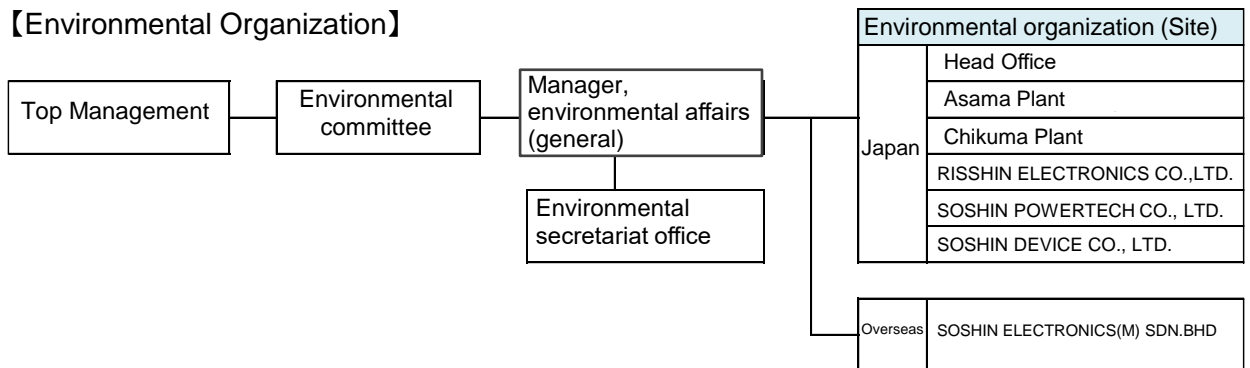
◆ Qualification for ISO14001 and environmental audits

The SOSHIN ELECTRIC Group has acquired the authentication of International Standards of ISO14001 (2015 version).

The effectiveness and suitability of the management system is verified by external inspections by accreditation bodies, environmental surveys by the environmental control department, and internal environmental audits by the execution department (internal environmental auditors: 262).

Applicability of ISO14001: 2015 qualification

【Environmental Organization】



* Organizational charts within each site are omitted.

Environmental Report

Approach to Energy Saving



13 CLIMATE ACTION



◆ Approach to the introduction of renewable energy

We have implemented a solar power system at the Asama Plant, and will review further solar power installations at other sites in the future.

13 CLIMATE ACTION



◆ Introduction of highly efficient air conditioners

We have completed the installation of high-efficiency air conditioning systems at four domestic manufacturing sites by FY2022. We will look at installing other energy saving facilities besides air conditioning systems in the future.



13 CLIMATE ACTION



◆ Conversion of all lighting at domestic manufacturing sites to LED

We converted the lighting system at four domestic manufacturing sites to LED by FY2022.

Data Collection

Environmental Data

Domestic and Overseas Group Total

(t-CO₂)

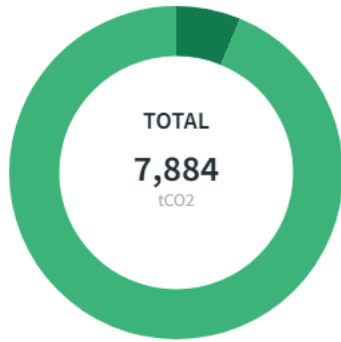
	Category	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
Greenhouse gases (GHG)	Scope 1, 2 total	7,268	7,614	8,808	5,915	7,884
	Scope 1	372	407	448	318	493
	Scope 2	6,896	7,207	8,360	5,597	7,391

Scope 1: Direct emission of greenhouse gases by the business operator itself (fuel combustion, industrial processes, use of A-type heavy oil, fuel oil, gases, gasoline)

Scope 2: Indirect emissions associated with the use of electricity, heat and steam provided by a third party (electricity purchased by the Company)

※Progress is being made on calculating Scope 3 estimates.

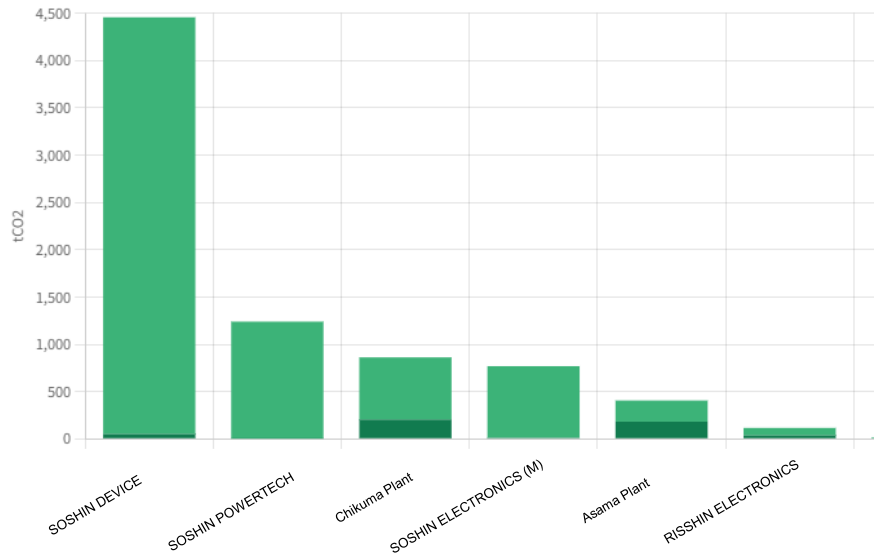
CO2 Total emissions



■ Scope1 ■ Scope2

CO2 Emissions by Location

Displaying the top 10 locations with highest emissions



Domestic Group Total

Category		Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	
Energy consumption	Purchased power	Kwh	15,047,367	15,627,893	16,675,699	12,998,468	16,200,625	
	Renewable energy	Solar power generation	Kwh	150,209	149,865	145,323	113,608	155,806
		Green energy	Kwh	-	-	-	942,125	1,387,544
	A-type heavy oil	L	49,650	53,950	48,900	12,200	16,600	
	Kerosene	L	22,467	24,216	23,655	8,323	20,734	
	Gas (LPG)	kg	43,384	53,992	74,545	77,737	115,404	
	Gasoline	L	12,474	10,722	9,515	8,961	15,735	
Water resources	Water consumption	m ³	13,529	19,463	19,833	18,623	19,298	
Wastes	Total emissions	t	268	221	256	262	284	
	Basic unit divided by sales amount	t/100 million yen	4	3	3	3	3	

※Photovoltaic power generation is the amount of solar power generation used at the Asama Plant.

※Green power is purchased by SOSHIN DEVICE.

Overseas Group Total

Category		Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	
Energy consumption	Purchased power	Kwh	1,041,701	1,164,300	1,088,110	988,960	1,402,910	
	Renewable energy	Solar power generation	Kwh	-	-	-	-	-
		Green energy	Kwh	-	-	-	-	-
	A-type heavy oil	L	-	-	-	-	-	
	Kerosene	L	-	-	-	-	-	
	Gas (LPG)	kg	896	980	868	714	588	
	Gasoline	L	8,965	5,100	3,552	4,139	3,862	

Social Data

All data is accurate as of December 31.

※1 Contract, continuing employment, part-time

※2 Full-time employees

Scope : Domestic Group

Items	Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
No. of employees	Persons	657	630	626	640	621
Male		470	452	450	466	451
Female		187	178	176	174	170
Ratio of female employees of total	%	28.5	28.3	28.1	27.2	27.3
No. of persons in management positions	Persons	111	108	110	111	102
Male		108	106	107	108	100
Female		3	2	3	3	2
Ratio of female managers of total	%	2.7	1.9	2.7	2.7	2
Ratio of female managers to total female employees		1.6	1.1	1.7	1.7	1.1
No. of foreign employees	Persons	3	2	3	3	4
No. of directly employed non-regular employees ※1	Persons	16	17	21	20	45
No. of dispatch employees	Persons	92	113	150	107	27
Average age	Years of age	42.6	42.5	43.5	43.8	45.2
Male		40.2	39.6	41.2	41.4	42.1
Female		45	45.4	45.7	46.2	46.1
No. of continued years of service	Years	16.6	16.9	17.3	17.2	18.7
Male		15.8	15.9	16.1	15.7	16.5
Female		17.4	17.9	18.4	18.6	19.4

Items	Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
No. of new graduate hires	Persons	13	11	19	13	19
Male		10	8	14	9	15
Female		3	3	5	4	4
Ratio of female hires	%	23.1	27.3	26.3	30.8	21.1
No. of mid-career hires	Persons	7	5	38	27	16
Male		6	4	33	19	12
Female		1	1	5	8	4
Ratio of mid-career hires to the total number of hires	%	35	31.3	66.7	67.5	45.7
Turnover ※2	%	3.3	3.7	3.7	4.1	4.3
Ratio of employees returning to work after child care leave (female)	%	100	100	100	100	100
Injury or illness rate	-	0.3	1.9	1.8	1.3	2.4
Frequency of occupational accidents	-	1.14	0	0	0.68	0
No. of fatal accidents	No. of cases	0	0	0	0	0
Stress check take-up rate	%	100	100	100	100	100
Ratio of employees with a disability	%	2.97	3.03	3.14	3.13	2.99



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