

# 2025

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: FY2024 (Jan. – Dec.)  
Data collection: FY2020 - FY2024























□ 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		 <b>Affordable and Clean Energy</b>	 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.
		 <b>Industry, Innovation and Infrastructure</b>	 We pursue further improvements to our core technologies across all business lines in our mission to help "Create a World of Noise Free".	
(ESG) Social goals	(E) Environment	 <b>Life Below Water</b>	 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.
		 <b>Life On Land</b>		 We actively work on environmental preservation by measuring the water quality of factory effuse.
		 <b>Affordable and Clean Energy</b>	 We help protect the global environment by increasing our renewable energy use.	 We contribute to the preservation of forest resources by promoting a paperless work environment.
		 <b>Responsible Consumption and Production</b>		 We contribute to supplying green energy to local communities by participating in local power generation projects (Saku City Megasolar Power Generation Project).
		 <b>Climate Action</b>	 We are working to reduce greenhouse gases.	 We installed solar power at the Asama Plant and sell surplus electricity to power companies.
				 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.
				 We are working to reduce CO <sub>2</sub> emissions by introducing renewable energy sources. (In addition to solar power, this includes the purchase of green electric power)
				 We introduced the means to determine whether environmentally hazardous substances are in use, and to evaluate energy-saving measures when installing production facilities.

# SDGs

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Categories		Targets	Offered values by Soshin Electric Group	Initiatives
(ESG) Social goals	(S) Society	 <b>No Poverty</b>	<ul style="list-style-type: none"> <li>☉ We are proactive in our social action efforts.</li> </ul>	<ul style="list-style-type: none"> <li>○ We participate in Food Drive to support our local food banks and other donation activities as part of our contribution to local communities.</li> </ul>
		 <b>Good Health and Well-Being</b>	<ul style="list-style-type: none"> <li>☉ We actively promote the provision of health and welfare services to employees and local residents, etc.</li> <li>☉ Through social action, we help to foster a "healthy body and mind", "a harmonious relationship with the community", and "a spirit of giving".</li> </ul>	<ul style="list-style-type: none"> <li>○ We provide a full-fledged industrial health system to protect the physical and mental wellbeing of our employees.</li> <li>○ We visit and give presents to local child care facilities.</li> <li>○ We help donate polio vaccines to developing countries through plastic bottle collection activities.</li> </ul>
		 <b>Quality Education</b>	<ul style="list-style-type: none"> <li>☉ We provide equal rights to learn and grow to all.</li> </ul>	<ul style="list-style-type: none"> <li>○ We support learning through internal scholarship programs (for children of employees and prospective employees).</li> <li>○ We provide an environment for learning with correspondence courses offered to employees by occupational type, function, and industry type.</li> <li>○ We provide learning opportunities to local students through school visits and school excursion opportunities to manufacturing sites.</li> </ul>
		 <b>Gender Equality</b>	<ul style="list-style-type: none"> <li>☉ We provide a workplace environment where everyone can work and play an active role, regardless of gender.</li> </ul>	<ul style="list-style-type: none"> <li>○ Our human resources system does not discriminate based on gender differences.</li> </ul>
		 <b>Decent Work and Economic Growth</b>	<ul style="list-style-type: none"> <li>☉ 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.</li> </ul>	<ul style="list-style-type: none"> <li>○ We provide a flexible workplace environment that respects individual values and diversity, such work-life balance, or limiting where one works.</li> </ul>
		 <b>Sustainable Cities and Communities</b>	<ul style="list-style-type: none"> <li>☉ We value our connection to local communities, and actively promote social and community contribution activities.</li> </ul>	<ul style="list-style-type: none"> <li>○ 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.</li> </ul>
		 <b>Reduced Inequalities</b>	<ul style="list-style-type: none"> <li>☉ We engage in fair hiring practices, regardless of nationality or gender, and work to preserve a workplace environment that protects employees' rights.</li> </ul>	<ul style="list-style-type: none"> <li>○ We take a person-oriented approach to hiring, and do not engage in unfair hiring practices based on nationality or gender.</li> <li>○ An "opinion box" is installed at each place of business, providing an avenue for employees to freely provide opinions and suggestions for management.</li> </ul>
	(G) Governance	 <b>Peace, Justice and Strong Institutions</b>	<ul style="list-style-type: none"> <li>☉ We ensure compliance by observing the laws, regulations, and rules pertinent to each country and region, and by respecting international agreements.</li> </ul>	<ul style="list-style-type: none"> <li>○ We comply with supplier management requirements that promote human rights.</li> <li>○ We conduct local surveys to ensure that minerals are not procured from conflict zones.</li> </ul>

# 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

### ◆ Improvements to work-life balance

The SOSHIN ELECTRIC Group has established a range of support measures to help employees balance work and child care, such as maternity and paternity leave, child care leave, and reduced working hours for those with children in first grade of elementary school or younger. We also provide a number of programs aimed at enhancing the work-life balance, and the mental and physical wellbeing of employees, including special incentive leave, marriage leave, medical screening leave (for employees 35 years and over), and annual paid leave available in one-hour increments.

### ◆ Strengthening of the education and training system

The SOSHIN GROUP provides level-based and job-based training programs, while also providing employees with the opportunity for self-learning through correspondence courses. Level-based training provides training on the skills required for in-house qualifications, while job-based training primarily centers around on-the-job training. The company covers half the cost of all correspondence courses, and fully covers the cost of courses that directly benefit the employee’s work roles. Employees completing correspondence courses with outstanding results are provided with a gift card for book purchases.

### ◆ 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 CO<sub>2</sub> emissions related to products and services purchased from suppliers, and in transporting and shipping, and take steps to reduce CO<sub>2</sub> emissions.





# Social Responsibility Report

## Cooperation with Local Communities and Examples of Social Action Programs

### ◆[Asama Plant]

#### Help lay welcome flowers at JR Sakudaira Station



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.



### ◆[Chikuma Plant]

#### Beautification activities (planting flowers)



As part of beautification efforts, planters are arranged on sidewalks along prefectural roads in the vicinity of Chikuma site every year. 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



We participate in the cleanup activities held once every six months at the Wada corporate complex, which is home to RISSHIN ELECTRONICS.



### ◆[Head Office]

#### Regular blood drives



Blood drives are held regularly at our Head Office and at the other sites.





# Social Responsibility Report

## Cooperation with Local Communities and Examples of Social Action Programs

### ◆[SOSHIN POWERTECH]

#### SOSHIN ELECTRIC Cup Volleyball Tournament



The Soshin Electric Cup Volleyball Tournament is held every year as part of our annual community activities.



### ◆[SOSHIN DEVICE]

#### Beautification activities (rubbish pick-up)



We conduct trash pick-ups in neighboring areas around our plant as part of beautification activities.



# Social Responsibility Report

## Examples of a Comfortable Workplace Environment (Health and Safety)



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

All domestic and overseas manufacturing sites of the SOSHIN ELECTRIC Group, and all sales branches in Japan, including the Head Office have acquired “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.

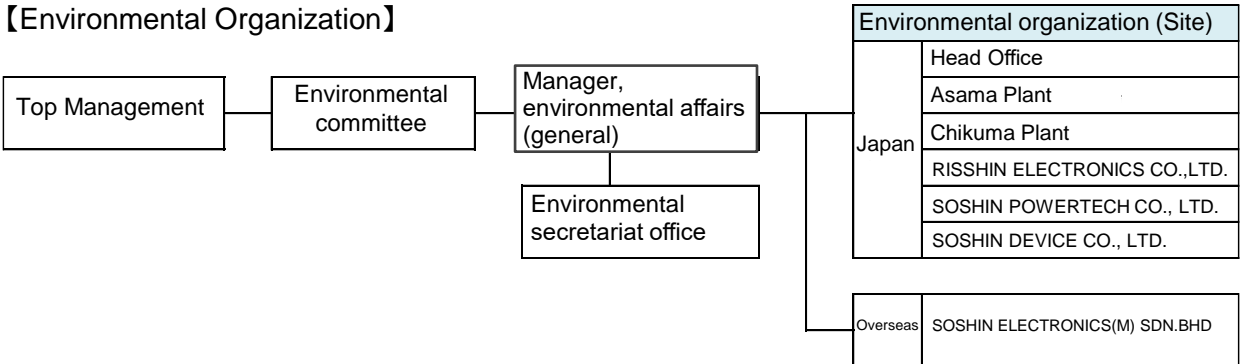
Activities for which the environmental organization is responsible include a monthly environmental meeting, as well as the Environmental Committee held semi-annually. These meetings are to track progress toward CO2 emission industrial waste discharge targets, exchange information on the environment,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

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.

### 【Environmental Organization】





# Environmental Report

## Approach to Energy Saving



### ◆ Approach to the introduction of renewable energy

We have implemented a solar power system at the Asama Plant.



### ◆ Introduction of highly efficient air conditioners

We have completed the installation of high-efficiency air conditioning systems at four domestic manufacturing sites by FY2022.



### ◆ Conversion of all lighting at domestic manufacturing sites to LED

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

## Environmental Data

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

### Domestic and Overseas Group Total

Category			Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024
Greenhouse gases (GHG) Emissions		Scope1	407	447	288	493	501
		Scope2	7,207	7,605	6,134	7,391	6,675
		Scope 1, 2 total	7,614	8,052	6,422	7,884	7,176

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)

### Domestic Group Total

Category			Unit	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024
Energy consumption	Purchased power		kWh	15,627,893	16,675,699	12,998,468	14,657,275	14,312,563
	Renewable energy	Solar power generation	kWh	149,865	145,323	113,608	155,806	125,557
		Green energy	kWh	-	-	942,125	1,387,544	1,690,199
	A-type heavy oil		L	53,950	48,900	12,200	16,600	16,150
	Kerosene		L	24,216	23,655	8,323	20,734	18,874
	Gas (LPG)		kg	53,992	74,545	77,737	115,404	113,178
	Gasoline		L	10,722	9,515	8,961	15,735	24,130
Water resources	Water consumption		m <sup>3</sup>	19,463	19,833	18,623	19,298	14,987
Wastes	Total emissions		t	221	256	262	284	89
	Basic unit divided by sales amount		t/100 million yen	2.8	2.6	2.8	3.0	1.1

※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 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024
Energy consumption	Purchased power		kWh	1,164,300	1,088,110	988,960	1,402,910	851,570
	Renewable energy	Solar power generation	kWh	-	-	-	-	-
		Green energy	kWh	-	-	-	-	-
	A-type heavy oil		L	-	-	-	-	-
	Kerosene		L	-	-	-	-	-
	Gas (LPG)		kg	980	868	714	588	1,050
	Gasoline		L	5,100	3,552	4,139	3,862	5,282



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