



# **Activities for ESG**

**IRISO ELECTRONICS CO., LTD.**

***Stock Code: 6908***

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## Management Philosophy

~ As a Link to the Future ~

IRISO respects people, creates good value and contributes to society

## Vision

Becoming a company that thrives for 100 years by creating customers value

## Business Strategy

### ■ Business Strategy

Long-term goal : promoting activities to achieve ¥100 billion sales

- ① Expanding business in the growing automotive markets
- ② Developing industrial markets as our second core business
- ③ Strengthening the production capacity and cost competitiveness

### ■ Activities for ESG in the 1<sup>st</sup> stage

- ① Taking actions against ESG risks
- ② Creating our business chance by delivering solutions to the ES issues



### Management Philosophy

- Serving as a bridge that connects the present to the future-  
IRISO respects people, creates value, and contributes to society

#### Environment

- Environmental control  
→ For all aspects including plant operation and products, air, water and soil risk management and chemical risk management in compliance with ISO14001 acquirement and REACH Regulation, RoHS Directive
- Promotion of waste sorting activity  
→ Certified by Yokohama city as “Blue Chip Office” in 3R Activity for last 9 years.

#### Society

- Social Contribution  
→ Supporting the foundation to provide scholarships to university students who specialise in sciences or devote themselves in sports
- Improving workplace diversity  
→ Promoting the appointment of women in board members and managerial positions
- Work life balance  
→ Realizing both expanded business activities and lifestyles that offer personal fulfillment, we will proactively promote work-life balance that respects a wide range of values and lifestyles
- Safety and Health  
→ Making best efforts in activities to ensure that “safety comes first”

#### Governance

- Transform to a company with Audit & Supervisory Committee
- Organizing Nomination Committee Remuneration Committee
- Increasing outside directors (2 → 3 members)
- Improving the internal audit system
- Organizing Compliance Committee and providing in-house trainings
- Carrying out risk assessments
- Whistleblower protection system
- Providing policies against anti-social forces and conducting regular checks on suppliers etc.

### 3. Our Business Area Target for Delivering Solutions to the ES Issues



【Issues on society and environment, and technology and equipment needed for future development】

Category	Issue		Preventive action	Necessary Technology and Equipment
E Environment	<ul style="list-style-type: none"> <li>Population increase</li> <li>Use of fossil fuels</li> <li>CO2 increase</li> </ul>	<ul style="list-style-type: none"> <li>Global warming</li> <li>Air pollution</li> </ul>	To realise decarbonated society	Electrification, Robotization
			Electrification, use of hydrogen (FCV)	<ul style="list-style-type: none"> <li>Motor drive</li> <li>Battery</li> </ul>
	Depletion of fossil fuels		<ul style="list-style-type: none"> <li>Hydrogen</li> <li>Renewable energy</li> </ul>	<ul style="list-style-type: none"> <li>Hydrogen production</li> <li>Solar panel</li> </ul>
S Society	Declining birthrate and aging population	Medical care and nursing	<ul style="list-style-type: none"> <li>Telemedicine robot</li> <li>Human support robot</li> </ul>	<ul style="list-style-type: none"> <li>Robot</li> <li>VR</li> </ul>
		Labor shortage in developed countries	<ul style="list-style-type: none"> <li>Manpower saving ~ robotization</li> <li>Automation</li> </ul>	<ul style="list-style-type: none"> <li>FA Equipment</li> <li>Robot</li> </ul>
	Dense population in urban areas	<ul style="list-style-type: none"> <li>Depopulation in rural areas</li> <li>Decrease in the number of medical institutions</li> <li>Food shortage</li> </ul>	<ul style="list-style-type: none"> <li>Telemedicine robot</li> <li>Automated driving</li> <li>Robot (Agriculture)</li> </ul>	<ul style="list-style-type: none"> <li>Automated driving</li> <li>FA equipment</li> <li>Robot (Agriculture)</li> </ul>
		Fatal car accident		<ul style="list-style-type: none"> <li>Crash prevention</li> <li>Automated driving</li> </ul>

→ Growing business area target for IRISO  
Autonomous driving, ADAS, electrification, robotization, FA equipment

## 4. Our Business Chance Created by Delivering Solutions to the ES Issues



**Our contribution is to deliver three solutions to each area of “automated driving, ADAS, electrification, robotization, and FA Equipment”.**

**【Threes solutions and values offered by our connectors】**

Our three solutions	Types of our connectors	Value creation for manufacturers (customers)	Value creation for E & S
Robotic Assembly automation	<ul style="list-style-type: none"> <li>▪ Floating BtoB connector</li> <li>▪ Auto I-Lock</li> <li>▪ 2-points contact connector</li> </ul>	<ul style="list-style-type: none"> <li>▪ Productivity increase by automation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Energy efficiency improvement</li> <li>▪ Effective utilization of resources</li> <li>▪ Solution to labor shortage</li> <li>▪ Reliability improvement</li> </ul>
Increase of assembly stability by wireless, less welding and soldering	<ul style="list-style-type: none"> <li>▪ Floating BtoB connector</li> <li>▪ FPC connectors</li> <li>▪ Interface connector</li> </ul>	<ul style="list-style-type: none"> <li>▪ Downsizing, weight saving of equipment</li> <li>▪ TCO reduction by the reduced number of components and assembly steps</li> </ul>	
Increase of contact reliability	<ul style="list-style-type: none"> <li>▪ Floating BtoB connector</li> <li>▪ Z-Move®</li> <li>▪ Auto I-Lock</li> <li>▪ 2-points contact connector</li> </ul>	<ul style="list-style-type: none"> <li>▪ Solder crack prevention</li> <li>▪ Foreign material control</li> <li>▪ Resonance protection</li> <li>▪ Work mistake prevention</li> </ul>	