IRISO ELECTRONICS CO., LTD.

ESG Practices

May 10, 2021
IRISO CSR/ESG Initiatives

- Launch a CSR Promotion Department
- Ensure good practices based on the roadmap
- Best practices on information disclosure
- Incorporate perspectives on "CSR“ into business audits

- ESG priorities laid out in the “Revised medium-term management plan” (FY2021-FY2023)
  ① Reduction of CO2 emission (zero CO2 emissions from public electricity production in 2030)
  ② Utilization of diverse human resources (increase foreign executives, female executives and managers)
  ③ Enhance business resilience management (improve risk management and BCP to respond to the COVID-19 pandemic, etc.)
## ESG Roadmap (E)

<table>
<thead>
<tr>
<th>Items</th>
<th>Overview</th>
<th>FY2021</th>
<th>FY2022</th>
<th>FY2023</th>
<th>FY2024</th>
<th>FY2025</th>
<th>FY2026</th>
<th>FY2027</th>
<th>FY2028</th>
<th>FY2029</th>
<th>FY2030</th>
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</thead>
</table>
| ■ Greenhouse gas reduction  
■ Ensure best practices on disclosure of environment-related information | ■ Zero CO2 emissions from public electricity production in 2030  
■ Create a roadmap and ensure good practices  
■ Expand ESG initiatives throughout the supply chain  
■ Ensure best practices on the disclosure of environment-related information  
■ Greenhouse gas reduction  
■ Achieve virtually zero emissions in 2050  
■ Initiative for SCOPE3  
■ Disclosure in accordance with SCOPE3  
■ Disclosure of environmental data → Continuous expansion  
■ Disclosure of GHG reduction roadmap (Continuous implementation)  
■ Install solar energy facilities (install them at plants where applicable in sequence)  
■ Switch to green power contract and obtain green power certificates, etc. in sequence | Create a roadmap  
50% reduction (interim target)  
100% reduction  
50% reduction  
100% reduction  
50% reduction  
100% reduction  
50% reduction  
100% reduction  
50% reduction  
100% reduction  
50% reduction  
100% reduction | | | | | | | | | | | |
| Efficient use of energy                                                                                                 | ■ Consider switching to resource-saving and energy-saving equipment when renewing production equipment  
■ Switch to power saving equipment (consider for all processes, implement in sequence)  
■ Reduction of raw materials such as resin materials | | | | | | | | | | | |
| Support for the development of environmentally friendly materials                                                        | ■ Support for the development of environmentally friendly materials such as biodegradable plastics  
■ Select organizations to support their funding  
■ Start funding | | | | | | | | | | | |
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<tbody>
<tr>
<td>S</td>
<td>Respect for diversity (employment of women, foreigners, etc.)</td>
<td>Promote women’s advancement • Increase in managerial positions and officers (in Japan) (in FY2030, three times as many as compared to FY2020) • Increase proportion of female employment in new graduate recruitment (FY2022: 40%, FY2025: 50%) • Increase in foreign officers (The ratio of foreign officers in FY2025 is three times as high as compared to FY2020)</td>
<td>Disclosure of information on diversity initiatives • Implement support plan for women’s advancement (trainings, etc.) • Proportion of female employment in new graduate recruitment 40%</td>
<td>Managerial positions and officers (domestic) three times as many as compared to FY2020</td>
<td>Double</td>
<td>Triple</td>
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<td></td>
<td>Support for excellent education, health and welfare</td>
<td>Support the scholarship foundation • Welfare support through donations to UN agencies, etc.</td>
<td>Continue to support the Foundation • Development of the company’s support system, etc. • Launch and continue supporting activities • Create and implement health promotion system</td>
<td>Measures based on suggestions of each group base and local uniqueness</td>
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<td></td>
<td>Contribute to local community</td>
<td>Contribute to local community at each site</td>
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<td>G</td>
<td>Establish strong corporate infrastructure</td>
<td>Respond to TSE’s new market classification and new corporate governance code (including disclosure in accordance with TCFD recommendation)</td>
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<td>Risk management</td>
<td>Resilience / BCP system restructure (including supply chain)</td>
<td>Revise and develop BCP system • Trainings and continuous improvement</td>
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Reduction of CO2 emission (zero CO2 emissions from public electricity production in 2030)

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<tr>
<th></th>
<th>FY2019</th>
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<th>FY2030</th>
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<tr>
<td>Installation of solar power generation equipment</td>
<td>Nantong・Ibaraki・Shanghai・・・</td>
<td>(Install sequentially in Plants that can be installed)</td>
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<td>Use of green electricity</td>
<td>●Switching contracts to green power</td>
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<td>Power consumption reduction equipment, reduction of raw materials</td>
<td>●Purchasing power certificates</td>
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Ratio of electricity with CO2 emissions (Right Axis, %)

Total power consumption (Left axis, Million kWh)