

Corporate Governance

The Yokowo Group aims to achieve its management goals by ensuring management efficiency, transparency and compliance through the continuous strengthening of its corporate governance, positioned as one of the Group's important management challenges.

Basic Principles Concerning Corporate Governance

Recognizing that Yokowo exists today through the support of its various stakeholders, the Group positions strengthening corporate governance as one of its important management challenges. As well as building smooth relations with its stakeholders, the Group aims to maximize corporate value through further enhancing its corporate governance.

Corporate Governance System

Yokowo is a company with auditors and has a system of corporate governance consisting of: a Board of Directors responsible for management strategy and supervisory functions, an Executive Officer system that fulfills business execution, and an Audit & Supervisory Board that performs management audit functions.

Board of Directors

To speed up the decision-making process, the Board of Directors consists of only a limited number of directors (a total of seven—four internal and three outside directors) (as of end June 2024). The Company has appointed three independent outside directors (with a high level of independence) to further strengthen the management supervisory function, and these include a female outside director.

Audit & Supervisory Board

In addition to one full-time internal Audit & Supervisory Board Member with sufficient knowledge in finance and accounting, the Company has appointed three highly independent outside Audit & Supervisory Board Members to further strengthen the management audit function, and these include a female outside Audit & Supervisory Board Members.

Executive Officers

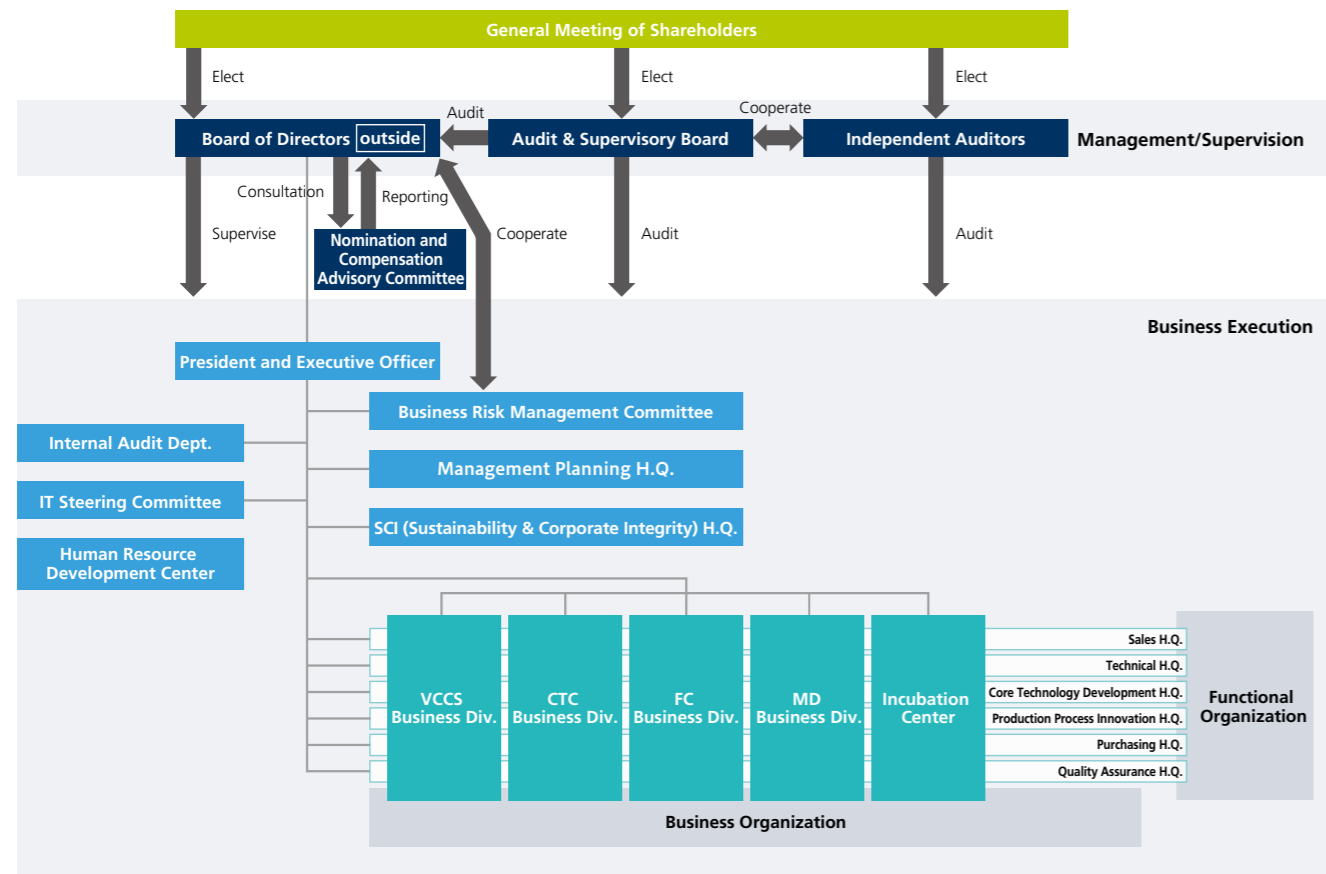
By adopting the Executive Officer system, the strategic decision making and operational supervisory functions are clearly separate from the executive function, in order to create a system for prompt and appropriate execution of operations. In addition to four internal directors, the Company has appointed eleven executive officers in the positions of Chief Officer, General Manager, and General Manager at Tomioka plant, etc.

candidate according to these qualities, and categorizes successor candidates into near-term and long-term options. Candidates are provided with opportunities for supervisory experience and training as needed, and we support the overall development of the talent pool and adapt the Plan as circumstances evolve. The timing of leadership changes is set with careful consideration to changes in the internal and external environments, and we carry out periodic reassessment and selection of successor candidates. The progress of these efforts is reported regularly or as needed by the committee to the Board of Directors, and when selecting successor candidates, the Board will thoroughly discuss and consider candidates recommended by the committee before making a decision.

Attributes Considered Essential for the CEO/COO

- (1) Charisma:**
The intrinsic qualities possessed by the individual. They act and speak in a way that draws others in.
- (2) Ethics:**
They act with high moral standards and ethics at all times.
- (3) Fairness:**
They interact impartially with others, regardless of race, nationality, gender, gender identity, or disability.
- (4) Comprehensive perspective:**
They use a broad perspective to assess overall situations and make decisions.
- (5) Situational awareness:**
They accurately understand contexts in which they or their group find themselves, and make quick, appropriate decisions.
- (6) Team organizer:**
They inspire members of teams they are part of or lead, striving to achieve results as a team.
- (7) Ability to innovate:**
They take a bold approach with a will and drive to constantly seek and implement improvements.
- (8) Global mindset:**
They always think and act with an awareness of global standards and approaches.
- (9) Analytical and strategic planning skills:**
They accurately analyze management and business challenges, and can formulate strong strategies.
- (10) Expertise:**
They possess exceptional expertise in their own field, and leverage it to the fullest extent.

▼ Corporate Governance System (As of April 1, 2024)



CEO / COO Succession Plan

Basic Ideas

Since Chutaro Yokoo founded the company in 1922, top management positions (President and Chairman) have in principle been occupied by members of his founding family and relatives, each serving at least 10 years. These leaders have steered the company through turbulent business environments, nurturing and expanding the business, as well as reforming and restructuring the business structure. However, in order that we can continue to grow and evolve in the future, we believe that it is necessary to redefine the requirements for top management aligned with being an “ever-evolving company” that we have set out forth in our vision, while taking into account the strengths of “owner-led” companies and to establish a succession plan to cast a wide net for, nurture, and select successor candidates.

Overview of the Succession Plan Formulation and Operation Process

The CEO/COO succession plan (hereafter, “the Plan”) is spearheaded by the Nomination and Compensation Advisory Committee chaired by outside director Emi Yoneda, with outside director Makoto Tobar and representative director Takayuki Tokuma as members. The committee met three times (April and August 2023, and March 2024) to deliberate and decide upon the overall Plan, essential attributes for the CEO/COO, and the current pool of successor candidates. The overall Plan defines the essential attributes required of a CEO/COO, evaluates each

Analysis and Evaluation of the Effectiveness of the Board of Directors

Since 2016 Yokowo has been conducting self-evaluation surveys and, when necessary, interviews with all its directors and auditors, collecting the results and analyzing them. This year (2024), the survey was conducted in May, and items classed as either favorable or issues/requests were as follows.

<Favorable>

- The Board of Directors has atmosphere that actively listens to the opinions of outside directors, and that emphasizes active discussions.

<Issues/requests>

- Agenda items have increased at Board of Directors meetings, but require more in-depth discussion.
- Prompt distribution of agenda materials.

In general, the effectiveness of the Company's Board of Directors was determined to be sufficient, but we will work to further improve effectiveness by addressing issues, including those above.

Director and Executive Officer Compensation

Policy on Determining Director and Executive Officer Compensation

With regards to compensation for the directors of the Company, an upper limit for the total compensation in each fiscal year is set by resolution at the General Meeting of Shareholders. Compensation for individual directors is then determined by a process whereby the Nomination and Compensation Advisory Committee receives a request for consultation from the Board of Directors, and then deliberates and decides on proposals regarding the amount to be paid to individual directors before reporting to the Board of Directors, which then makes the final decision, while respecting the reports received from the Committee to the utmost possible extent.

In the same way, with regards to compensation for the auditors, an upper limit for the total compensation in each fiscal year is set by resolution at the General Meeting of Shareholders. Individual compensation is then determined within the bounds of the upper limit through consultation with auditors.

Compensation for Directors

Compensation for the Company's directors consists of fixed monthly compensation, a monetary executive bonus, and a share bonus in the form of stock options, etc.

Based on guidelines that take into account individuals' roles and responsibilities, the Representative Director, President and Executive Officer draws up a proposal regarding the amount of fixed compensation after taking into consideration the business results of the previous fiscal year, the management plan of the current fiscal year, and the roles of each director, etc. A request for consultation is submitted to the Nomination and Compensation Advisory Committee, and then reported to the Board of Directors, which deliberates on the matter and makes the final decision.

Executive bonuses are paid based on their extent to which internal Executive Directors' performance targets have been met to enhance their motivation for improving the Company's performance in each (consolidated) fiscal year. The three indices of consolidated sales, consolidated net sales, and profit (loss) attributable to owners of parent ("three indices") are used.

Regarding the question of whether executive bonuses are paid, and the total amount paid, the Representative Director, President and Executive Officer draws up a proposal based on the extent to which the relevant three indices have been achieved in each (consolidated) fiscal year. If it is determined that executive bonuses will be paid that year, the Representative Director, President and Executive Officer draws up a proposal regarding the amount to be paid to each individual based on the roles and results of each individual executive director (including their contributions to solving sustainability issues). The proposal for consultation is submitted to the Nomination and Compensation Advisory Committee, and then reported to the Board of Directors, which deliberates on the matter and makes the final decision.

With the aim of sharing value with shareholders while providing increased incentive to build corporate value over the medium to long term and enhance shareholder value, stock options are granted to executive directors. However, the decision as to whether to grant stock options, and the period, is determined after comparing the impact of the necessary expenses on performance with the anticipated incentive effect. The Representative Director, President and Executive Officer draws up a proposal regarding the amount of stock options to be granted to each individual executive director based on the roles and results of each individual executive director, within the upper limit (in terms of the value of shares or number of shares) set by the Shareholders Meeting. A request for consultation

is submitted to the Nomination and Compensation Advisory Committee, and then reported to the Board of Directors, which deliberates on the matter and makes the final decision.

As a general rule, internal directors are obliged to contribute a certain amount or more of their basic compensation to the Executive Shareholders' Association every month as stipulated by internal rules. Yokowo shares accumulated by the Executive Shareholders' Association shall be transferred under the name of the individual executive directors every six months (in late September and late March).

In principle, Directors shall hold their shares and not sell them while holding their position of director. Regarding the ratio of executive directors' overall compensation to be held by each category of compensation, this shall be determined based on the roles and responsibilities of each executive director and on trends in compensation at other companies with a similar scale of operation to Yokowo. In the case where stock options are granted up to the specified upper limit, the target ratios for each of the categories of compensation are: basic compensation: 60%; performance-linked compensation: 20%; compensation in the form of shares: 20%.

Compensation for Auditors

Compensation for auditors is limited to basic compensation, which comprises monthly compensation in monetary terms.

The amount of basic compensation is determined by

discussion among the auditors at the Audit & Supervisory Board meeting taking into consideration the roles and responsibilities of each auditor and based on guidelines stipulated in advance.

In the event of bonuses to auditors, these are paid after gaining approval at the General Meeting of Shareholders.

▼ Compensation Figures (FY2023)

	Total amount of remuneration by type			Total*	*Upper Limit (annual)
	Basic compensation	Executive bonus	Compensation in the form of shares		
Directors (outside)	210 (24)	12 (-)	- (-)	223 (24)	280 (40)
Auditors (outside)	44 (23)	- (-)	- (-)	44 (23)	60
Total (outside)	255 (48)	12 (-)	- (-)	268 (48)	

(million yen)

Company Officers Skill Matrix

Among the various areas of expertise and experience possessed by each current Director and Member of the Audit & Supervisory Board, up to four items are listed for which there are particularly strong expectations regarding that individual's ability to utilize these items effectively in the performance of their duties. The table below thus does not show the entirety of the specialist experience and experience of each individual.

▼ Company Officers Skill Matrix

Name	Position	Specialist Expertise and Experience						
		Corporate management	ESG and sustainability	Legal affairs and risk management	Finance and M&A	Human resources and labor affairs	Technological strategy	Internationality
Takayuki Tokuma	Representative Director, President and Executive Officer	○	○		○			○
Kenji Yokoo	Director, Senior Managing Executive Officer	○	○	○				○
Naohito Odani	Director, Managing Executive Officer	○		○			○	○
Katsuhei Yanagisawa	Director, Managing Executive Officer	○	○		○			○
Makoto Tobar	Outside Director	○	○		○		○	
Byeongwoo Kang	Outside Director			○	○		○	○
Emi Yoneda	Outside Director	○	○	○	○			
Kenji Kamachi	Audit & Supervisory Board Member		○	○	○			○
Toshiaki Tochigi	Audit & Supervisory Board Member		○	○	○	○		
Hisao Tsunoda	Audit & Supervisory Board Member	○	○		○	○		
Sayaka Yamaguchi	Audit & Supervisory Board Member	○		○	○			

Directors, Auditors and Executive Officers

(As of June 27, 2024)

Board of Directors



Takayuki Tokuma
Representative Director, President and Executive Officer

Attendance rate at Board of Directors Meetings: 19/19 times (100%)
Number of Company shares held: 292,257 shares



Kenji Yokoo
Director, Senior Managing Executive Officer

Attendance rate at Board of Directors Meetings: 19/19 times (100%)
Number of Company shares held: 93,356 shares



Naohito Odani
Director, Managing Executive Officer

Attendance rate at Board of Directors Meetings: 19/19 times (100%)
Number of Company shares held: 10,382 shares



Katsuhei Yanagisawa
Director, Managing Executive Officer

Attendance rate at Board of Directors Meetings: - (New appointment)
Number of Company shares held: 43,717 shares



Kenji Kamachi
Audit & Supervisory Board Member

Attendance rate at Board of Directors Meetings: 18/19 times (95%)
Attendance rate at Audit & Supervisory Board Meetings: 17/17 times (100%)
Number of Company shares held: 3,913 shares



Toshiaki Tochigi
Outside Audit & Supervisory Board Member

Attendance rate at Board of Directors Meetings: 19/19 times (100%)
Attendance rate at Audit & Supervisory Board Meetings: 17/17 times (100%)
Number of Company shares held: 0 shares



Makoto Tobar
Outside Director

Attendance rate at Board of Directors Meetings: 19/19 times (100%)
Number of Company shares held: 0 shares



Byeongwoo Kang
Outside Director

Attendance rate at Board of Directors Meetings: 15/15 times (100%)
Number of Company shares held: 0 shares



Emi Yoneda
Outside Director

Attendance rate at Board of Directors Meetings: 19/19 times (100%)
*Attended as an auditor
Number of Company shares held: 0 shares



Hisao Tsunoda
Outside Audit & Supervisory Board Member

Attendance rate at Board of Directors Meetings: 19/19 times (100%)
Attendance rate at Audit & Supervisory Board Meetings: 17/17 times (100%)
Number of Company shares held: 0 shares



Sayaka Yamaguchi
Outside Audit & Supervisory Board Member

Attendance rate at Board of Directors Meetings: - (New appointment)
Attendance rate at Audit & Supervisory Board Meetings: - (New appointment)
Number of Company shares held: 0 shares

Executive Officers

President and Executive Officer
Takayuki Tokuma

Senior Managing Executive Officer cum General Manager, Incubation Center
Kenji Yokoo

Managing Executive Officer cum General Manager, Technical H.Q. cum General Manager, Core Technology Development H.Q. cum CTC Engineering Management Division Leader
Naohito Odani

Managing Executive Officer cum VCCS Business Division Leader cum General Manager, VCCS Overseas Plant
Katsuhei Yanagisawa

Managing Executive Officer cum General Manager, Tomioka Plant Integration cum Quality Assurance H.Q. Leader
Mitsuaki Okazaki

Executive Officer cum Deputy General Manager, Technical H.Q., cum General Manager, VCCS Engineering Management Division cum General Manager, Platform Business Promotion Division cum Human Resource Development Center
Tsuyoshi Sakata

Managing Executive Officer cum General Manager, MD Business Division cum Business Risk Management Committee Chair
Hiroshi Igahara

Executive Officer cum General Manager, CTC Business Division
Naoki Kawata

Executive Officer cum Chief Officer, Management Planning H.Q.
Tatsuo Tsunoda

Executive Officer cum Principal Research Fellow (New Technology Development Leader)
Tomohisa Hoshino

Executive Officer cum Chief Officer, SCI H.Q. cum Sustainability Committee Leader
Toshihisa Tagaya

Executive Officer cum General Manager, VCCS Business Division
Syunichi Nagaoka

Executive Officer cum Chief Officer, Production Process Innovation H.Q. cum FC Business Division Leader
Takeshi Akao

Executive Officer cum Chief Officer, Quality Assurance H.Q.
Kazuhiro Takahashi

Executive Officer cum Chief Officer, Purchasing H.Q.
Hitoshi Ejiri

* For details regarding the reasons for appointment of individual Directors and Audit & Supervisory Board Members, please visit our official corporate website.
<https://www.yokowo.co.jp/english/company/csr/governance.html>

Compliance and Risk Management

In accordance with the CSR Code of Conduct, the Yokowo Group will comply with laws and regulations in good faith and engage in fair corporate activities on a daily basis, and will also fulfill the social responsibilities of a corporation by responding appropriately to risks through our Risk Management System and efforts to continuously improve our risk management performance.

Approaches to Compliance

The Yokowo Group will contribute to the development of a sustainable society by engaging in activities that impact on the economy, the environment, and society in a transparent and highly ethical manner in order to earn the trust of stakeholders with the constant aim of enhancing corporate value.

Initiatives to Improve Compliance

To achieve our Corporate Philosophy, Purpose, Vision, and Values, and to ensure compliance, the Yokowo Group works to firmly establish the CSR Code of Conduct (available in Japanese, English, and Chinese), which sets out the actions to be taken by the Group's officers and employees. We are working in order that they are fully aware of this Code, and that this is well established.

Furthermore, in April 2024, we established a Compliance Committee based around the theme of "compliance that protects people" to raise awareness and educate employees about compliance. Based on the annual plan established by this committee, we are conducting compliance-related e-learning programs for officers and employees at our Group and at subsidiaries in Japan and overseas, and have also put in place a whistleblowing system as well as an external hotline to promptly detect and correct any violations of compliance laws and regulations.

In FY2023, there were 24 internal reports, all of which were appropriately handled. The Internal Audit Department also audits business processes in each department at Yokowo and at subsidiaries in Japan and overseas, providing guidance on detecting and preventing misconduct and improving processes.

Approaches to Risk Management

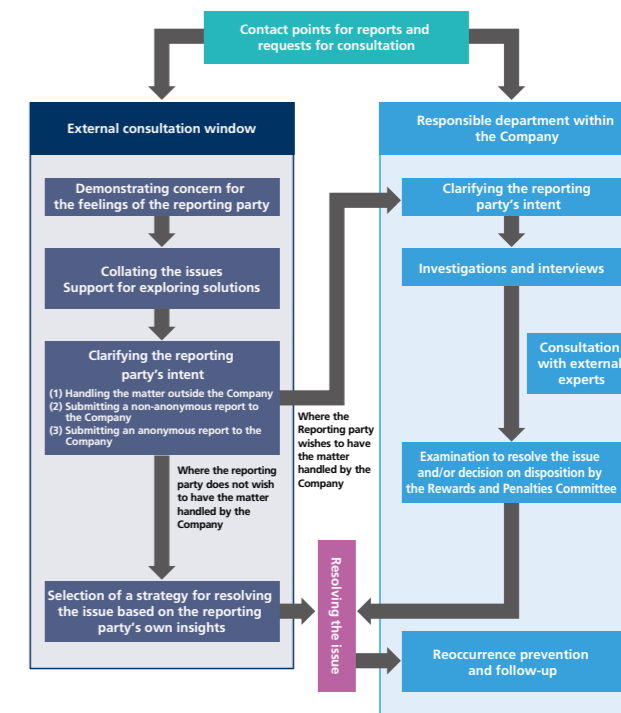
Aware of the potential impact of risk on our business activities, besides complying with relevant laws and regulations, the Yokowo Group also strives to fulfill our social responsibility and put organizational operation on a stable footing by responding appropriately to risk, through measures to continually improve our risk management systems and performance.

Initiatives to Improve Risk Management

The Yokowo Group has established and maintains the Risk Management System (RMS), which conducts identification, analysis, planning, implementation, evaluation, improvement, and review for diversifying loss risks in order to ensure more stable and smoother business activities. Under the Risk Management Rules, we have established risk management policies and risk management guidelines, and we are striving to continually enhance the RMS.

We are also working to identify risks at an early stage, share and analyze them and to formulate and implement countermeasures, with the establishment of the Business Risk Management Committee.

▼ Schematic diagram showing the internal whistleblowing system



Information Security

In our current networked era, we are seeing increasing worldwide demand for strengthened information security. The Yokowo Group constantly recognizes the importance of all the information assets and we promote information security activities globally to meet these requirements.

Approaches to Information Security

The Yokowo Group aims to ensure that it always recognizes the importance of all information assets handled thereby, including information provided by its customers and business partners, in order that the Group may continue to be a trusted member of society. To this end, the Group has stipulated and implemented its Information Security Policy in order to prevent all improper disclosure, divulgence, and unauthorized use of such information assets.

Information Security Policy (Overview)

1. Compliance
2. Framework
3. Management of Information Assets
4. Training
5. Preventing and Responding to Incidents

Enacted: April 1, 2013

* The full text of the Information Security Policy can be viewed on the Yokowo website. <https://www.yokowo.co.jp/english/company/csr/security.html>

Information Security Management Framework



Enhancement of Information Security

Under the Group's Information Security Policy, Yokowo recognizes the management of information security as one of the most important issues in business management. In order to manage the information assets appropriately, it has constructed an information security management system (ISMS), and is working together with the entire Group to advance its information security activities.

Information Security Education

The Group considers the basis for information security to be for each employee to have a high level of awareness with regard to information management, and works to keep all officers and employees (including temporary staff) well informed regarding laws and regulations as well as Group policy and rules, etc. governing information security.

Furthermore, Yokowo implements various activities in order to increase awareness of information management, such as carrying out multiple yearly e-learning sessions on information security, and issuing all employees with an Information Security Handbook that details practices which should be followed during the course of everyday duties.

ISO 27001 Certification Status

2014	YOKOWO CO., LTD., 3 Japanese subsidiaries
2016	Chinese subsidiaries (3 locations)
2017	Malaysia subsidiary
2021	German and Vietnamese subsidiaries
2023	Taiwanese and North American subsidiaries

ISO 27701 Certification Status

2023	YOKOWO CO., LTD., German subsidiary
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Protection of Confidential Information

Under its Information Security Policy, the Group has established confidentiality rules for the protection of confidential information, and disseminated these to the Group and all suppliers, etc. engaged in Yokowo's business. Through compliance with these rules, the Group handles and protects, both strictly and appropriately, all information assets possessed by Yokowo, and information disclosed to it by its customers. In addition, it is our social responsibility to promote cyber security measures not only within our group but throughout the supply chain as a whole, and as such we are working to confirm and enhance the status of security measures at our suppliers and sub-suppliers.

Environment

The Yokowo Group recognizes that conducting business activities in harmony with the global environment is an essential responsibility for a corporation. The Yokowo Group continues to implement a range of Group-wide environmental preservation activities and address climate change based upon defined environmental policies in order that we can pass on our irreplaceable global environment to future generations.

Approaches to the Environment

Environmental Policy

Today, when Japan and the rest of the world are starting to make a serious effort to realize carbon neutrality by 2050, Yokowo is also responding to the demands of our stakeholders and society by formulating more concrete measures to address climate change, and working actively to implement them. Reflecting this stance, we support the recommendations of The Task Force on Climate-related Financial Disclosures (TCFD), and we are implementing specific initiatives to achieve the target of reducing greenhouse gas emissions from our plants (Scope 1 and 2) by 35% by FY2030, compared to FY2014, and promote specific climate-related information disclosure.

Yokowo is also committed to helping to create a rich natural environment. We seek to do this through our environmental management system and through activities designed to achieve continuous improvements in environmental performance. As part of our commitment, we take into consideration the environmental impact of our business activities and comply with all relevant environmental laws, regulations, and guidelines, as well as with each customer's specific guidelines.

Action Guidelines

1. Yokowo supports the TCFD recommendations, and besides formulating and implementing concrete measures to achieve the target of reducing greenhouse gas emissions at our plants (Scope 1 and 2) by 35% by FY2030, compared to FY2014, we will also be disclosing details of the measures taken, through the Carbon Disclosure Project (CDP) framework.
2. Yokowo will continuously and actively promote energy saving, resource conservation, and recycling to contribute to the protection of the global environment.
3. In respect of chemical substances which are harmful to both the environment and human body, Yokowo will prevent environmental pollution by implementing preventive measures and action plan, which include those for the case of abnormal and emergency operation, and will minimize the use of hazardous chemical substances.
4. Yokowo will comply with all relevant environmental laws, regulations, and each customer's specific requirements, and intend to enhance our environmental management by our original internal standards.
5. Yokowo will set objectives and goals for our environmental activities and also improve our environmental management system continuously by periodically reviewing the objectives and goals.
6. Through in-house education and publicity, Yokowo will promote all the employees' recognition of involvement in environmental preservation and will make these activities take root as daily duties.
7. Yokowo ensures that all the employees including those of affiliated companies are fully aware of the environmental policies, and will disclose them to the public on request.
8. Yokowo will contribute to the development of a sustainable society by considering the impact on biodiversity in all its business activities.

Enacted: June 1, 2005 Revised: October 15, 2021

Environmental Management Systems

ISO 14001 Certification

Since its individual production bases received ISO 14001 certification starting in 1998, the Yokowo Group has continued with its work in environmental activities. Furthermore, the Environmental Management Committee at each plant has been central in setting objectives and targets, and in promoting initiatives in all workplaces aimed at achieving these.

* Please see our website for more details on the status of ISO14001 Certification Acquisitions. <https://www.yokowo.co.jp/english/company/csr/environment.html>

Issues and Results of Activities

The Yokowo Group identified four issues that need effort —addressing climate change, management of water resources, resource recycling, and zero hazardous chemical substances usage. For these issues, Yokowo sets annual goals and activities to be achieved.

At a meeting of the Board of Directors held in October 2021, Yokowo decided to express its support for the recommendations of the TCFD, made revisions to the Action Guidelines, and disclosed the status of these efforts through CDP.

Targets

Responses to climate change	Reduce greenhouse gas (GHG) emissions (Scope 1 and 2) by 35% by FY2030 compared to FY2014, aimed at realizing carbon neutrality by 2050
Water resource management	Reduce water consumption by 1% from the previous year
Waste reduction & recycling	Reduce waste emissions from business activities, and achieve a recycling rate of 80% or above
Chemical substance management & pollution prevention	Promote zero hazardous chemical substances usage for those chemicals that have a harmful effect on the environment and human health

Addressing Climate Change

With the aim of reducing direct greenhouse gas emissions (Scope 1 and 2), Yokowo is implementing plans for the adoption of renewable energy at our plants in Japan (in Tomioka City, Gunma Prefecture), China, Vietnam, and Malaysia, which are our Company's main sources of greenhouse gas emissions. In October 2022, we installed a photovoltaic power generation system at our Vietnam Plant using a bilateral credit system, and in June 2023, we installed the second solar panel system at our new Micro Process R&D Center at our main plant—the Tomioka plant (Gunma Prefecture). Furthermore, as another initiative, we have introduced solar-powered electric vehicle charging facilities at the Tomioka Plant for the use company cars as well as commuters' and visitors' cars, and are implementing a plan to switch to commuting by train, by attracting the placement of a railway station.

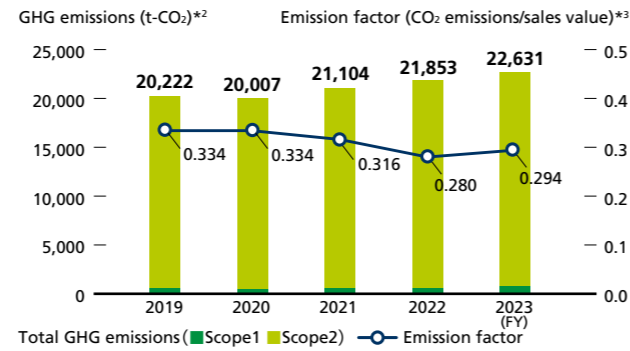
In January 2024, we submitted a commitment letter to the SBTi*1, expressing our intent to obtain certification, and this was accepted.

*1 The Science Based Targets initiative (SBTi) is an international initiative encouraging companies to set greenhouse gas reduction targets based on scientific evidence.

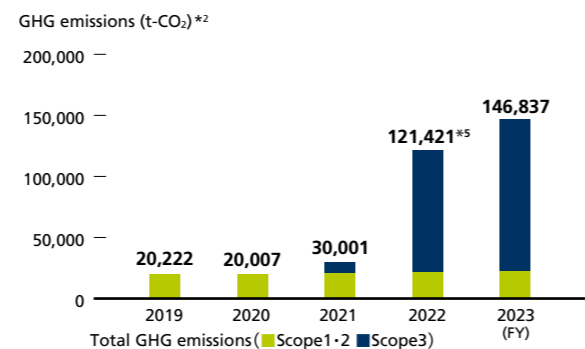


Second solar panel at the Tomioka plant (building in the center of the photo)

GHG emissions and emission factor



GHG emissions (including Scope 3*4)



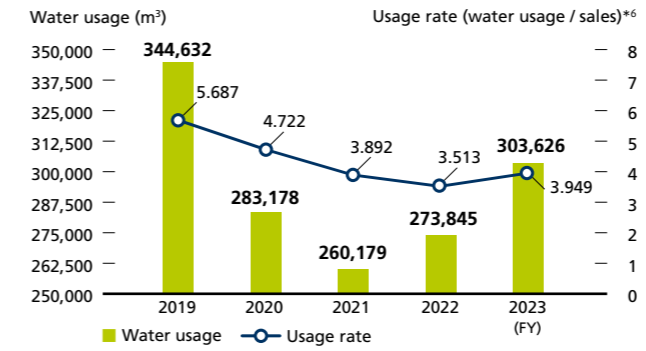
*2 Electricity CO₂ conversion factor is calculated using the following:
 Domestic: TEPCO Energy Partner, Inc Basic Emission Factor
 Overseas: Until 2021, IEA Official Factor, 2022 uses the market coefficient
 *3 Emission factor: GHG emissions per million yen of sales
 *4 From FY2022, we started detailed Scope3 calculations.
 *5 Corrected due to a calculation error.

Management of Water Resources

Of the water used within the Yokowo Group, the majority is for domestic-type uses; because of the characteristics of our products, hardly any water is used in the production processes. We are working to achieve our goal of a year-on-year 1% reduction in water consumption, measured by per unit of sales.

Additionally, we are monitoring the quality of plant wastewater using our internal standards, which are more rigorous than legal requirements. At the Tomioka plant, discharge from our galvanization processes is recycled and reused in production, with harmful chemicals like heavy metals recovered and removed in the process. Wastewater that cannot be recycled undergoes industrial waste treatment to ensure zero discharge into public waterways.

Water usage and usage rates

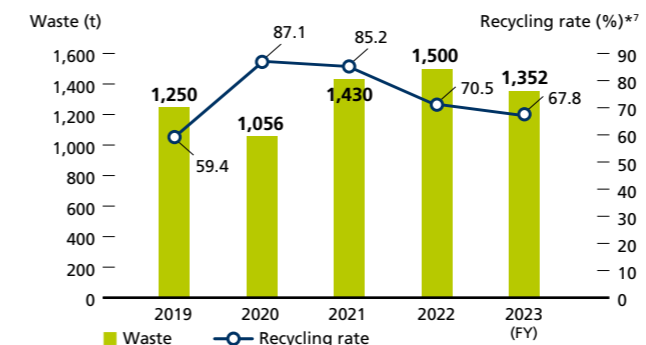


*6 Emission factor: Water usage per million yen of sales

Waste Reduction & Recycling

The Yokowo Group's main products are electronic components, and the main types of waste that we generate are metal and plastic waste, and waste cutting oil, that are generated during the production processes. With regard to these main types of waste, we are working to conserve resources. As well as promoting a reduction in the quantities of waste generated by our business activities, we have also set a recycling rate of at least 80% as a target.

Quantity of waste and recycling rate



*7 The recycling rate is the share of waste handed over to recycling rms. We are experimenting with the use of recycled plastic in plastic molding processes. We are also working on the development of original recycling technology for cutting oil, in collaboration with a local vocational college.

Chemical Substance Management & Pollution Prevention

In the Yokowo Group, the Environmental Action Guidelines include compliance with relevant environmental laws and regulations, as well as with each customer's specific guidelines. Based on the above, we have established chemical substance management standards (below: "Standards"), are clarifying management targets for products manufactured and sold by the Group as well as for chemical substances contained in products, parts, and materials, and are ensuring that these are well known within the Group and by business partners, and working to improve environmental quality. The Standards specify management methods for chemical substances right from receipt of raw materials and parts through to shipment.

We also place an emphasis on sharing information with suppliers regarding the constituent components used in our products. As well as conducting rigorous checks of these using ICP analyzers and fluorescent X-ray spectrometer, we provide products that meet the changing chemical substance regulatory requirements of worldwide automobile and electronics manufacturers.

Through these initiatives, we are establishing preventive measures and response plans, including those for abnormal or emergency situations. Additionally, we are preventing environmental pollution, and promoting zero hazardous chemical substances usage for those chemicals that have a harmful effect on the environment and human health.

Handling of Chemical Substances Contained in Products

The Group is taking the following actions as regards chemical substances contained in its products.

Support for REACH regulations*8

In order to comply with the obligation to communicate information regarding substances of very high concern (SVHC)*9 and the content of regulations regarding restricted substances, the Group obtains and manages information concerning chemical substances obtained through our suppliers.

*8 European Union (EU) regulations on the registration, evaluation, authorization and restriction of chemicals
 *9 Chemical substances stipulated as requiring authorization and registration under the REACH regulations

Compliance with RoHS directives*10

We check for RoHS compliance of all delivered parts and materials, and are establishing an internal inspection system.

*10 Directives relating to restrictions on usage of hazardous substances in electrical and electronic equipment

Human Capital Management

Realizing our corporate purpose, Be a good company by employing people and technologies that work for the benefit of society today and tomorrow, requires both people and technology, and it is essential that both of these continue to evolve. As part of our medium- to long-term management strategy, we focus on human capital management, striving to sustainably increase corporate value.

Our Approach to Human Capital Management

Aligned with our group’s Purpose, Vision, and Values (p.02) as well as our “sustainable evolution of business management” from our four innovations and the “multi-layered business structure” from our management strategy, we seek employees capable of “bringing together knowledge, creating new ideas, and continuously challenging themselves.” We believe that by “bringing together knowledge” based on respect and fairness, we can enhance resilience in an uncertain world; by applying innovation to this collected knowledge to create “new”; and by using a sense of ownership and challenge so that they “continuously challenge themselves” to make these tangible, we can create a multilayered customer, industry, and technology base to drive business evolution.

General Managers of Business Division are responsible not only for achieving profit targets but are also required to evolve their business by leveraging the strengths of the businesses for which they are responsible. By committing to the creation of new business, even as leaders of existing businesses, division managers aim to bring about balanced management while keeping the innovator’s dilemma in mind.

Human Capital Management Issues

Our group identifies “diversity, fairness, and inclusion” along with “global talent development” as key materialities for human capital management (p.19). The reason for our selection of these two materialities in our Group, with its diverse global workforce, focuses on leveraging these strengths to realize our vision of a continuously evolving company, and we place the highest value on our “people” and their “growth.”

Human Capital Management Indicators

Diversity, Fairness, and Inclusion KPIs (2030 Target):

■ **Percentage of female managers (p.48):**

The KPI is set to match or exceed that of men.

■ **Number of TISP recruits and enrollments (p.49):**

We have set up the Tomioka International Specialist Park (TISP) concept, to which we bring together talented human resources from around the world to our main plant—the Tomioka Plant—where they can be trained and develop themselves. Our KPI is to recruit a cumulative total of at least 120 of these members. The cumulative total is 75 by FY2023.

■ **Employee Engagement Index:**

Using FY2022 results as a baseline, we aim to achieve and maintain a 20% increase as soon as possible.

Global Human Resources Development KPIs (2030 Target):

■ **Ratio of employees who have acquired**

DX literacy standards:

In order to realize evolution, it is important for all employees to be sensitive to changes in circumstances and technological evolution. To measure this ability, we have adopted Japan’s Ministry of Economy, Trade, and Industry’s DX literacy standards, and we have set the KPI as having “20% or more” as the percentage of employees whose skill level has reached the passing standard. As of October 2024, this figure is 6%.

■ **Number of employees who have acquired core skills essential to growth strategy:**

[Communications Equipment Business]

KPI is set at 60 employees who hold official qualifications related to software development and application. As of October 2024, this figure is at 31 employees.

[Connector Business]

KPI is set at 72 employees who have filed patents for products or manufacturing methods. In FY2023, this figure is 48 employees.

[Medical Device Business]

KPI is set at 20 employees qualified to act as General Manufacturing Sales Managers, Quality Assurance Managers, or Safety Managers for medical device production and sales. As of March 2024, this figure is 5 employees.

Employees

The Yokowo Group aims to promote and advance diversity and inclusion among our employees and strives to create a rewarding and attractive workplace environment with the aim to “Be a company where employees feel comfortable being employed, and which ensures that employees’ families are happy for them to work there.”

Basic Data on Employees

▼ Number of Employees

	Yokowo total	Japan	Europe and the U.S.	Asia
Total employees (persons)*1	9,244	1,341	80	7,823
Breakdown by business segment	VCCS	225	57	6,866
	CTC	364	12	518
	FC	72	9	353
	MD	201	1	0
	Incubation Center	32	0	0
Other employees	534	447	1	86

*1 Includes temporary staff

Composition of Employees

The main production bases in each segment are China, Vietnam, and the Philippines for the VCCS segment, Malaysia, Vietnam, and Japan for the CTC segment, Malaysia and China for the Fine Connector business in the FC/MD segment, and Japan for the Medical Device business in that same segment. Our production bases are concentrated in Asia. In particular, there are a large number of employees in China and Vietnam, which are production bases for the VCCS segment.

▼ Recruitment and Turnover

	YOKOWO CO., LTD.
Total number of new recruitments	61
Male	43
Female	18
Total number of job leavers	42
Male	41
Female	1

▼ Average age and years of service

	YOKOWO CO., LTD.
Average age	41.0
Male	41.0
Female	41.2
Average years of service	11.7
Male	11.9
Female	10.9

Work-Life Balance

Percentage of Annual Paid Leave Taken

We promote the use of annual paid leave aiming for an annual paid leave utilization rate*2 of 75.0%, which is the target for FY2023. In FY2023, the annual paid leave utilization rate was 67.6%.

*2 Number of annual paid leave days taken ÷ number of annual paid leave days newly granted each fiscal year

Use of Childcare Leave

Yokowo has established a childcare leave system to support employees in balancing work with childcare. In FY2023, 41.0% of male, and 100% of female employees took childcare leave.

Use of Nursing Care Leave

The Group has established a nursing care leave system to support employees in balancing work with nursing care. In FY2023, no employees took nursing care leave.

Other Work-life Balance Measures

- Hourly paid leave
- Special COVID-19 vaccination leave
- Long service incentive system

Further Reforms to Human Resources System to Encourage Proactive Employee Growth

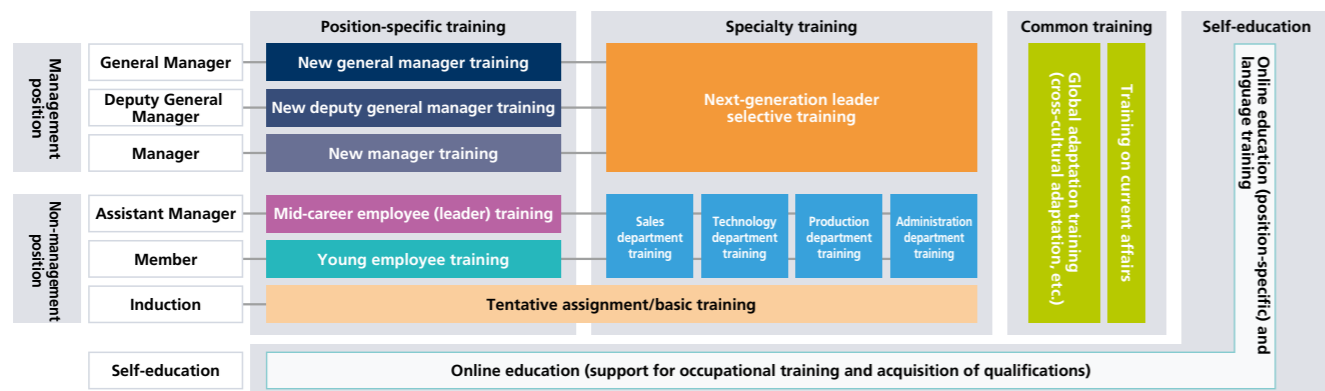
In 1998, given external factors such as Japan’s aging society and declining birthrate as well as advancing globalization, we reformed our personnel system, replacing the former job qualification system with a role-based pay system for managers, and a job-grade system for general employees. Since the introduction of this system, we have continued its operation in order that each employee can transform themselves into a specialist by using a dynamic, competitive system that rewards work value, role responsibility, and results in line with changing employee roles in the midst of a changing business environment. Also, as a global specialist company with a highly competitive human resources structure, our aim is to have our employees achieve self-fulfillment through their own efforts. To achieve the above, we are using the SAP SuccessFactors talent management system introduced in 2022.

Engagement

Yokowo conducted its first engagement survey in FY2022. In addition to understanding the degree of congruence between our direction (Purpose, Vision, and Values) indicated in our corporate philosophy and individual employees’ directions (diverse self-actualization), this has as its objective understanding areas for improvement in the workplace environment, so that the Group can achieve sustainable growth.

We will improve workplace environments in each department as indicated through these results, then review and construct internal mechanisms. Looking forward, we will promote employee engagement in order that every employee has trust in the company and in our organization, and that they are motivated to work toward both personal and corporate growth.

Conceptual Diagram of Training System



Performance Evaluation

At the beginning of each fiscal year, every employee prepares a job description in consultation with their superiors which includes their duties and goals, and carries out their duties. Superiors evaluate employee performance every six months and hold interviews to provide feedback on the results to employees.

Human Resources Development

We have established an “integrated human resource development system starting with new employees” in order to cultivate “globally-minded human resources” who will support the full-scale globalization of our business and to actively promote the strengthening of management at all levels. In addition to training that is common to all employees, we provide diverse position-specific and specialty training to encourage employee growth. In the future, Yokowo will create a “new training system” to better support employees’ independence in their skill and career development, and aim to become a company that can provide more specialized training opportunities to employees.

Furthermore, in FY2023 we established the new Human Resource Development Center for all officers and employees to accelerate our corporate competitiveness by both developing top gun personnel who can embody our business advancement by sharpening our strengths and leveraging our strengths, and improving the job performance of all employees. We are currently compiling human resources development plans for each department, creating training plans that specify which skills we want individual employees to work on, and conducting training in accordance with the plans.

Diversity

Through the promotion of DEI (Diversity, Equity, and Inclusion), the Yokowo Group is promoting the recruitment and development of human resources without regard to nationality, gender, or age, with the aim of becoming Team Yokowo, a “sustainably evolving company.”

Approaches to Diversity

The Yokowo Group hires and trains diverse human resources, irrespective of nationality, gender, or age, and strives to create an employee-friendly workplace where there is respect for individuality and fair and equitable treatment to enable each and every employee to achieve their full potential.

Concrete Measures Relating to Diversity

The Yokowo Group treats “diversity and inclusion” as one of our management strategies. We are striving to become a company where employees with the diverse values of global Yokowo are able to come together and work together on a global basis to achieve their full potential. In terms of diversity, we are steadily promoting measures based on the TISP Project to expand the field of activities of non-Japanese employees. However, there are still many issues to be addressed in increasing the ratio of female managers and the ratio of employees with disabilities.

In 2021, the revised Child Care and Family Care Leave Law was enacted, requiring companies to encourage male employees to take childcare leave. The ratio of male employees taking this was 5.3% in FY2021, 23.1% in FY2022, and 41.0% in FY2023, showing a definite uptake, but we feel there is more progress to be made.

In order to clarify these issues in our organizational culture and systems, and to share the direction for improvement and reform, Yokowo is holding “roundtable meetings” where the employees concerned can frankly exchange opinions, and so that diverse personnel are able to work comfortably, we are putting in place initiatives such as making head office buildings and the “Micro Process R&D Center” research and development facility at the Tomioka plant barrier-free, and installing a prayer room.

Promoting Active Participation by Women

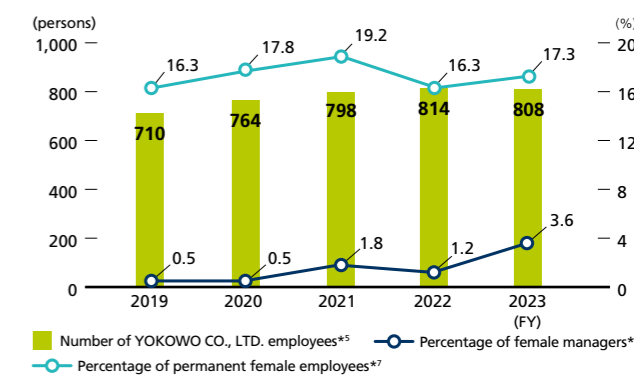
Due to the fact that Yokowo is a manufacturing company, the number of permanent female employees hired is small, and the ratio of female managers is currently lower than that of male employees due to the small pool of female employees. However, our goal is to increase the ratio of female managers to at least the same as that of male leaders. So that we can reach this goal, we have started appointing women as outside directors and into management positions. We are also taking steps to identify gender-based wage gaps, and to reform the system to eliminate any disparities.

Male-female wage gap

	Percentage wage difference (%)
Executives	86.2
Supervisors (SV)*1	93.6
Creative (C)*2	88.9
Technical (T)*3	116.5
Routine (R)*4	— (No corresponding male employees)

*1 Business management: Role that leads a team of a particular size, that manages overall promotion of the business, and that uses their high levels of specialist knowledge and know-how to create high added value
 *2 Creative work: Role that performs creative work in order to acquire new business opportunities
 *3 Vocational work: Role that performs specialized work of a defined type
 *4 Basic work: Role that performs routine operations with fixed procedures and methods

Percentage of female employees*



**5 Number of Yokowo Co., Ltd. employees: Does not include temporary staff
 **6 Percentage of female managers out of all managers
 **7 Ratio of female employees out of all employees
 ★: YOKOWO CO., LTD.

Employment of People with Disabilities

From the perspective of the SDGs, Yokowo has set a goal to at least double the employment rate of people with disabilities compared to the legally mandated rate. In order to achieve this goal, we established Yokowo Future-Oriented Support in FY2022, which was certified as a special subsidiary in March 2023. In addition to developing tangible aspects such as barrier-free workplaces, we are also working on intangible aspects such as having public health nurses and mental health social workers visit the company regularly to provide mental and physical care for Yokowo Future-Oriented Support employees and all Yokowo Group employees, and developing a work environment in which people with disabilities work with ease and vitality. Yokowo also continues to deepen the knowledge of employees by holding regular training courses for employees to promote their support.

Promoting Active Participation by Senior Human Resources

In addition to the existing system of re-employment (reemployment after transfer to an affiliated company), we established a new system to extend employment after retirement at the age of 60 as permanent employees at our Head Office in 2020 in order to promote the active participation by senior human resources. This is subject to approval by the Personnel Committee if the Company deems it necessary and the employee agrees to do so for the purpose of transferring technology to younger employees or utilizing proprietary technology and know-how. This system also allows those who are 65 years old or older to continue to playing an active role under an outsourcing contract or consultant contract if the Company deems it necessary and agrees with the individual. Furthermore, we hold roundtable meetings for senior human resources to further improve the system while incorporating the opinions of the people concerned.

▼ Number of older employees re-employed*

(FY)	2019	2020	2021	2022	2023
(persons)	22	30	34	38	49

★: YOKOWO CO., LTD.

Strengthened Mid-career Hiring

The Yokowo Group corporate vision incorporates the message that “as Team Yokowo, by creating new products that incorporate cutting-edge advancements based upon the Group’s proprietary technology, we want to be a company that while evolving, achieves persistent growth.”

The Yokowo Group in principle enhances our workforce by hiring new graduates, however recent years have seen an increase in the ratio of mid-career hires supported by strong business performance. We are bringing together all employees who sympathize with this message, regardless of new graduate or midcareer hires, irrespective of gender, age, or nationality.

▼ Changes in new graduate hires and mid-career hires*

(FY)	2019	2020	2021	2022	2023
New graduate hires	18	22	28	22	40
Mid-career hires	49	30	60	57	21

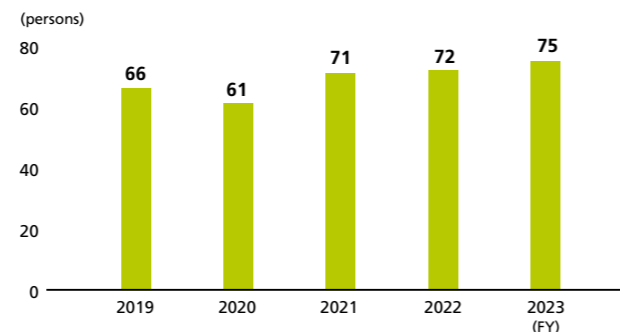
★: YOKOWO CO., LTD.

TISP Project

At the Yokowo Group, we are promoting the “TISP (Tomioka International Specialist Park) Project” as a central part of our diversity and inclusion initiatives.

This project brings together specialists from around the world (in product design, production engineering, elemental technologies, quality assurance, production control, etc.) to our main plant—the Tomioka plant (Gunma Prefecture). Hiring criteria place no particular requirements as regards Japanese conversational ability, and have a focus on expertise for midcareer hires, and potential for new graduates. Looking forward, we aim to bring together 120 foreign specialists centered around the Tomioka plant. With this project, we are actively recruiting foreign employees living in Japan, and those living overseas. In particular at our main production bases in China, Vietnam, and Malaysia, we have in place a multi-year training program in Japan for new graduate hires who have graduated from local universities in those countries. For these trainees, we create an individualized CDP (Career Development Plan) with which we provide systematic human resource training, and many of the trainees who have completed their training in Japan return to work in their own countries.

▼ Changes in TISP human resources*



★: YOKOWO CO., LTD.

Introduction of Secondary Job System

In FY2022, we established a new secondary job system to help employees achieve a variety of work styles, as one way to support their autonomous career development. We will continue to look for ways to enhance the system itself, with the aim of supporting employees in further bettering themselves.

Human Rights

In the future, the Yokowo Group will continue listening to the diverse voices of our colleagues, seeking guidance from around the world. We will work together with all stakeholders who support our business activities, including the families supporting our employees, our customers and business partners, and local communities, and we will also always envision a better and more prosperous future, and aim to be an evolving, enduring company that continues to create something new.

Concepts around Human Rights

Based upon the United Nations’ Guiding Principles on Business and Human Rights, the Yokowo Group is strengthening its frameworks for respecting human rights and providing relief measures. Centered around the Human Rights, Labor, and Ethics Management Committee established in 2022, we collaborate with domestic and overseas subsidiaries and related departments to deliberate important policies on human rights, and identify, prevent, and mitigate adverse impacts on human rights through our business activities. Additionally, we implement a human rights due diligence process to evaluate the effectiveness of our efforts, and to both explain and disclose information on how we have addressed concerns, thereby addressing individual human rights issues.

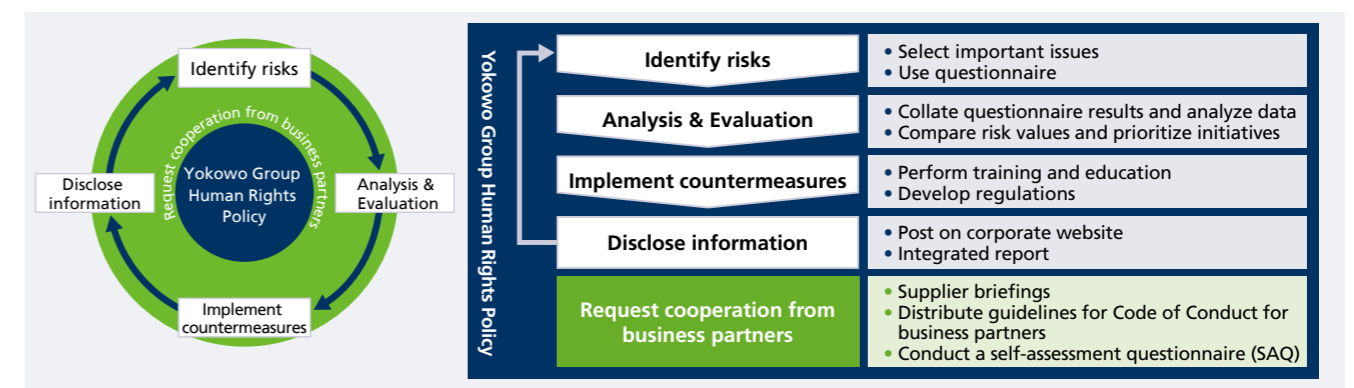
Human Rights Policy

As a foundation for our Purpose, the Yokowo Group formulated the Yokowo Human Rights Policy to demonstrate our stance and responsibility to respect the human rights of stakeholders involved in our business activities. This serves as our highest-level policy concerning human rights, and provides direction in our continued human rights initiatives.

The Human Rights, Labor, and Ethics Management Committee is responsible for this policy’s operation under the supervision of the Board of Directors.

* Refer to our corporate website for details regarding our Human Rights Policy. <https://www.yokowo.co.jp/english/company/csr/humanright.html>

▼ Human Rights Due Diligence Process Diagram



Occupational Health & Safety: OH & S

The Yokowo Group positions the management of health and safety of its employees as well as stakeholders in the Group's activities as the top priority issue for its management, and will pursue a workplace where they are able to work without undue concern by always securing their safety, and that will strive to promote their mental and physical health.

Approaches to Occupational Health and Safety

The Yokowo Group positions proper management of the safety, peace of mind, and health of employees and other stakeholders as a number one priority. In order to safeguard every individual employee — each of whom is vital to the Group's business continuity and growth — we have formulated the Occupational Health and Safety Policy, and we promote occupational health and safety activities on the basis of this policy.

* Please see our website for more details on the Occupational Health and Safety Policy of the Yokowo Group.
<https://www.yokowo.co.jp/english/company/csr/safety.html>

the Occupational Health and Safety Secretariat and aims to further expand measures that contribute towards OH&S, with a particular focus on promoting the activities of the various committees.

▼ Occurrence of Occupational Accidents Over the Past Three Years

	FY2021	FY2022	FY2023	Coverage
Frequency of occupational accidents*1	2.20	1.02	0.00	Non-consolidated
No. of serious occupational accidents*2	0	0	0	Consolidated (Japan)
No. of occupational accidents (accidents with lost work days)	3	2	0	Consolidated (Japan)

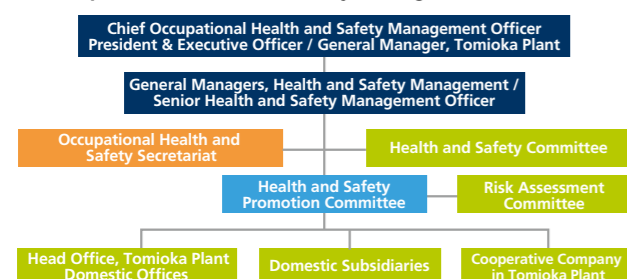
*1 Frequency of occupational accidents: Number of occupational accidents leading to injury or death per million working hours, indicating the frequency of accidents.
 *2 No. of serious occupational accidents: Number of serious occupational accidents resulting in permanent disability or death.

Occupational Health and Safety Framework

Yokowo's Health and Safety Promotion Committee meets on a monthly basis. The Committee is headed by senior management and consisting of the OH&S managers and promoters of each department, who play a central role in practical health and safety activities. The Committee strives to realize continued improvement of OH&S activities by sharing the progress made in individual departments' OH&S action plans, the results of monthly OH&S inspections, and details of occupational accidents and the remedial measures taken. In addition, the Committee holds monthly meetings to provide a venue for talks between its members, both from labor and management, with the participation of occupational physicians, etc., as required by law. The Risk Assessment Committee evaluates remedial measures when responding to unexpected occupational accidents. It discusses and confirms whether the measures proposed by the department where the accident occurred are effective from an objective viewpoint, and whether there are any oversights in preventing reoccurrence.

The Environment, Labor and Safety Section is responsible for

▼ Occupational Health and Safety Management Framework



To Realize Improvements in Occupational Health and Safety

Yokowo has constructed an occupational health and safety management system (OHSMS) under the Occupational Health and Safety Policy (OH&S Policy) and is working to promote efforts to improve occupational health and safety throughout the Group.

In addition, to improve risk sensitivity and safety awareness, we have established a Safety Training Center with equipment that allows employees to experience occupational accident events that may occur in the company, with the goal of achieving a “hazard- and accident-free workplace” and “zero accidents.”

▼ ISO 45001 Certification Status

2020	YOKOWO CO., LTD., domestic subsidiaries (3 companies) Chinese subsidiaries (2 locations)

* OHSAS 18001 certification was obtained in 2016 in Japan and in 2017 in China, however this was transferred to ISO 45001 certification in August 2020.



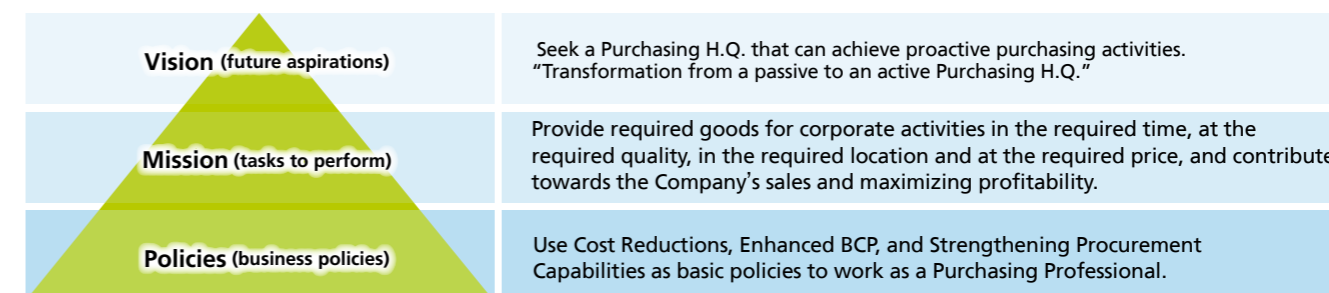
Safety Training Center permanently installed at Tomioka plant

Procurement

The Yokowo Group strives to engage in fair and equitable transactions with suppliers, and we are focused on building equal partner relationships. We are working to transform our system away from a passive procurement function towards more dynamic procurement.

Approach to Procurement

Basic Policies



Besides striving to ensure fair and equitable transactions with our suppliers, the Yokowo Group also aims to provide required goods for corporate activities in the required time, at the required quality, in the required location and at the required price, while promoting proactive procurement activities that contribute towards the Company's sales and maximizing profitability. We not only comply with all relevant laws and regulations, such as the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors, but also strive to fulfill our social responsibility within the supply chain in order to build multilayered production bases and a reliable supply network when undertaking day-to-day purchasing activities.

Details of the Business Policies

Cost Reduction	<ul style="list-style-type: none"> Strive to reduce costs (principle cost) Ensure that costs are set early (DFC) Explore <i>Sangenshugi</i>—the Three Actuals (the actual place, the actual part, and the actual situation)
Enhanced BCP	<ul style="list-style-type: none"> Stable procurement Supplier quality enhancement Fair and equitable selection of suppliers
Strengthening Procurement Capability	<ul style="list-style-type: none"> Developing human resources and continuity of operations Compliance with relevant laws, ordinances, and specifications Consideration for the environment and for society

Initiatives with Business Partners

Purchasing Policy Ver. 1.0 Formulated May 24, 2024

Based on “Purpose, Vision, and Values,” defined as our Corporate Philosophy, the Yokowo Group conducts global purchasing activities in line with the following “Purchasing Policy.”

- **Coexistence and co-prosperity with business partners**
 - Build long-term trust relationships with business partners, and partnerships that mutually enhance value.
 - Procure from diverse business partners, and contribute to society by creating added value.

- **Fair and equitable transactions**
 - Comprehensive evaluation based on quality, price, delivery times, service, technical capabilities, and CSR, to transparent selection of business partners.
 - Fair and equal entry opportunities for domestic or overseas suppliers regardless of their business scales.
- **CSR initiatives**
 - Respect Yokowo's CSR Policy and Code of Conduct, and promote purchasing activities that take into consideration human rights and environmental conservation.
 - Work with business partners to promote CSR activities that include corporate ethics and compliance with laws and regulations.

CSR Purchasing Activities

Previously, the Yokowo Group has conducted audits of business partners into general matters, information security, the environment, and CSR, both when commencing new business relationships, and on an ongoing basis. As of 2024, in order to strengthen ESG activities, we have started a systematic approach to our CSR purchasing operations based on the PDCA cycle.

This year, we conducted supplier briefings and self-assessments for suppliers in Japan, and based upon the results of the evaluation/audit, we have implemented improvement activities in cooperation with business partners.

From FY2025 onwards, we will expand these activities to include overseas business partners.

Basic Concept of CSR Purchasing Activities

Through the understanding and support of our business partners, the Yokowo Group is working on CSR purchasing activities with the aim of fulfilling our social responsibilities together with them, improving corporate value, and achieving mutual growth.

Business Partner Code of Conduct

Ver. 2.0 Formulated May 24, 2024

For the purposes that we can respond broadly to stakeholder trust, the Yokowo Group have formulated a Business Partner Code of Conduct based upon the RBA Code of Conduct, JEITA Responsible Business Conduct Guidelines, the JAPIA CSR Guidebook, and other documents.

“Yokowo Business Partner Code of Conduct” Items

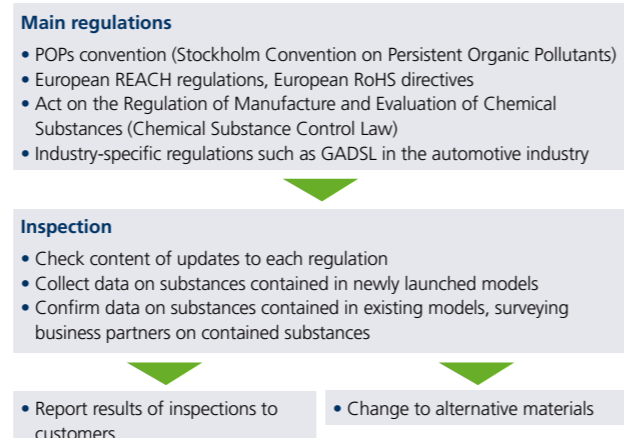
1. Compliance with Laws and Regulations, Respect for International Norms
2. Labor
3. Health and Safety
4. Environment
5. Ethics
6. Quality and Safety
7. Information Security
8. Business Continuity Planning
9. Social Contribution
10. Management System

▼ PDCA cycle considerations in CSR purchasing



Green Procurement Initiatives (Survey Activities on Chemical Substances Contained in Products)

We implement measures for each regulation.



Responsible Resource Procurement

We implement measures for each regulation.



Local Communities

Operating in a range of locales both within Japan and overseas, the Yokowo Group values our relationships with local communities, and is promoting multifaceted social action programs. As a company rooted in local communities, we will contribute to their development, and towards achieving a sustainable society.

On Contributing to Local Communities

As a member of local communities, the Yokowo Group is promoting a range of social action programs. Focused around activities grounded in the community, activities towards achieving a sustainable society, and activities that contribute to community development, our aim is to develop alongside local communities through initiatives that contribute to solving societal issues.

▼ Three Areas of Activities



Also, in order that we can make steady contributions to dialogue and development with local communities, in April 2022, the Social Activity Promotion Section was established within the General Affairs Department, and started operation. At the same time we have formulated a policy for community social contribution activities, and have started by promoting activities in cooperation with municipal governments, mainly in Tomioka City and Gunma Prefecture.

Policy for Community Social Contribution Activities

We will listen to the voices of local residents, and implement genuine initiatives and contribute to the happiness of the community and society regarding diverse issues so that we can be recognized as a partner.

On Contributing to Local Communities

Sports Classes

In August 2023, Yokowo held a sports event inviting children from basketball teams at Tomioka City elementary schools to the Yokowo Silk Arena Tomioka, a civic gymnasium in Tomioka City with which we have a naming rights agreement.

As well as having coaches and staff from the Gunma Crane

Thunders professional basketball team participate as instructors, NPOs from Tomioka City and students from local high schools also offered their help as volunteers.

The Yokowo Group is working together with local government on activities to interact with the local community through sport, and to increase the number of people playing sport.



Tomioka Donto Festival

Every two years, the Tomioka Plant participates in the Tomioka Donto Festival, a two-day festival characteristic of the region held in the center of Tomioka City.

Many employees participated in the last festival held in October 2022, enhancing exchanges with local residents through the “Odori Nagashi,” a 40-minute dance procession through the streets of Tomioka City.

