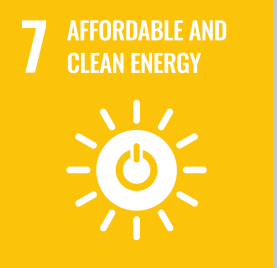
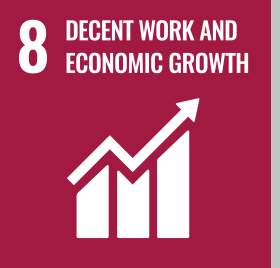


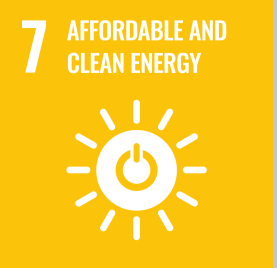
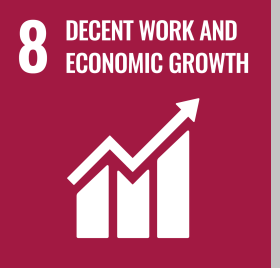

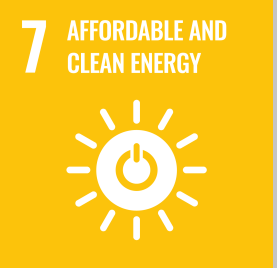
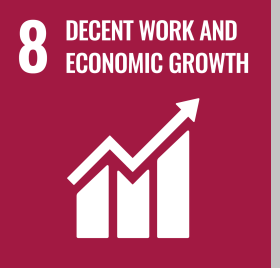


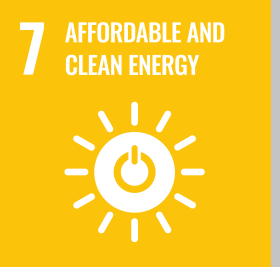




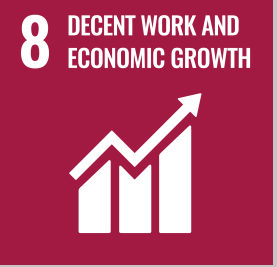





Field	Policy	Thema	Content	Action item	Related SDG's	
Business	Long term value creation by development and manufacturing of metal based products	Continuous development of new materials to meet customer's needs	Development of LTE alloys adequate for various environment (from cryogenic temperatures to high temperatures, high strength and non-magnetic) Development of materials to have a less impact on the environment	Invest in our R&D equipments Invest in our workforce (Financial support for PhD degree, Education and training by senior advisors) Participation in the joint R&D projects with universities and national research institutes	  	
		Innovation	Development of a new manufacturing process using 3D printers Pressing molds for CFRP used for astronomical, aerospace and flying cars	Inviting a distinguished specialist in powder metallurgy for the additive manufacturing process Establishment of joint R&D system with JAXA and its affiliated companies CFRP manufacturing process		
		Cost reduction and Increase in productivity	Development of optimum manufacturing process Production efficiency and flexibility	Casting simulation Alloy design with particular elements and its standardization as controls Multi-skill development		
	Strengthen customer trust	Quality control and improvement	Strengthen management of the quality control	Introduction of advanced operating system using IOT and AI tool	  	
		Strengthen production facilities and operating system	Deployment of business continuity plans Maintenance and improvement of production facilities Strengthen relationship with Alternative suppliers	Setting of the waterproofing bank for Tonankai earthquake (Mie Factory) Establishment of contract manufacturing overseas and technical support to it		
		Strengthen management to meet the customer's requirement and shorten delivery time	Shorten lead time	Improving productivity by a new manufacturing process and increase in capability of the facilities		
	Grow our core LTE alloys business	Introduction and expansion of newly developed products	Installation of new products in advanced semiconductor equipment and flat panel display Development of new applications for our LTE alloys Utilization of heat-resistant and wear-resistant alloy technology	Expansion of our LTE alloys menu Development of pressing molds for CFRP Development of new corrosion-resistant alloys for furnace air nozzles for biomass boilers and fire grate for waste incinerators	  	
		Co-existence and co-prosperity with business partners	Promotion of procurement of credible renewable energy	Request suppliers self-assessment on sustainability elements Evaluation and follow-up of supply chain		
	Environment	Increase our focus on ESG sustainability	Promotion of decarbonization	Process improvement Use of renewable energy	CO2 reduction long-term plan (Saitama Resona Bank framework loan setup) Renewable Energy Purchase Agreement Installation of solar panels Introduction of EV vehicles	  
			Sustainability and circular economy	Energy savings Conservation of materials Waste reduction Product recycling Appropriate management of chemical substances	Improving competence and awareness through education Separation, collection, and reuse of waste generated in-house and at subcontractors Review of packaging materials (switching from plastic and wood to cardboard) Collection of used products Design that does not use prohibited substances, management to prevent contamination in the manufacturing process	
Social labor	Coexistence and co-prosperity with local communities	Building Friendly Relationships with Local Communities	Promoting communication with local communities	Garden, named forest of the rest, is opened to the public Active participation in local events	  	
	Achieving happiness for employees and their families	Grow our business to contribute to achieve the sustainable society	Invest in our workforce Safe and healthy working environment Respecting and ensuring diversity and inclusion Employee health and safe	Education and training of next-generation management Strengthen education and training of employees Promotion of a safe and secure working environment for everyone Securing high-quality human resources		  
Governance	Strengthen customer trust	Committed to conducting our business in compliance with applicable laws and regulations	Strengthen compliance with laws and regulations	Establishment of action guidelines, sincere actions based on laws and regulations		
		Strengthening corporate governance	Responding to changing social and economic environments based on laws and regulations	Building Friendly Relationships with Stakeholders		
		Strengthening risk management	Identifying and addressing risks in a timely fashion Assessing the impact of risks Implementation of proactive measures to minimize risks	Understanding medium- to long-term risks Strengthening cybersecurity and protecting confidential information		