サカエ理研工業株式会社

CSR Report 2023

Sakae Riken Kogyo Co.,Ltd
CSR Report
2023

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【CSR Report 2023 Editorial Policy】

Applicable Period: Octover 2023 – September 2024
*Some items include information beyond the above period.

Applicable Organizations:
Primarily based on Sakae Riken Kogyo Co., Ltd.,
including four overseas plants, Sakae Riken (Wuxi) Technology Co., Ltd. / Eakas Corporation / PT. Sakae Riken Indonesia / Sakae Riken Polyplastics India Private Limited

Edited by: Human Resources Development, Sakae Riken Kogyo Co., Ltd.

*This report is based on the GRI Sustainability Reporting Guidelines.

Disclaimer: This report contains information regarding future plans and forecasts based on the past performance of Sakae Riken Kogyo Co., Ltd. and its overseas subsidiaries. Please note that this information is based on data available at the time of publication and may be subject to change due to various circumstances.

CSR Code of Conduct

Today the automotive industry is undergoing a historic transformation, and car ownership is rising globally. Amid this shift, Sakae Riken Group is dedicated to tackling growing environmental and social challenges. Our ultimate goal is to lead the development of innovative solutions that contribute to a greener planet and safer society.

Our CSR Code of Conduct

To uphold our social responsibilities to all stakeholders, we proactively promote CSR initiatives. These efforts prioritize the establishment of trust-based relationships with our stakeholders through transparent communication. We are committed to achieving the Sustainable Development Goals through active collaboration with our partners.

For Customers — We are committed to advancing new technologies and enhancing product quality to consistently meet our customers' expectations.

For Employees — We are committed to respecting human rights and are dedicated to fostering a safe and fulfilling workplace environment for all.

For Suppliers — We are committed to building strong partnerships and advancing sustainable procurement practices across the supply chain.

For Environment — We are committed to the responsible use and conservation of resources, minimizing environmental pollutant emissions, and pursuing Monozukuri practices that prioritize environmental sustainability.

For Community and Society — As a part of the local community, we foster strong communication and play an active role in regional development.

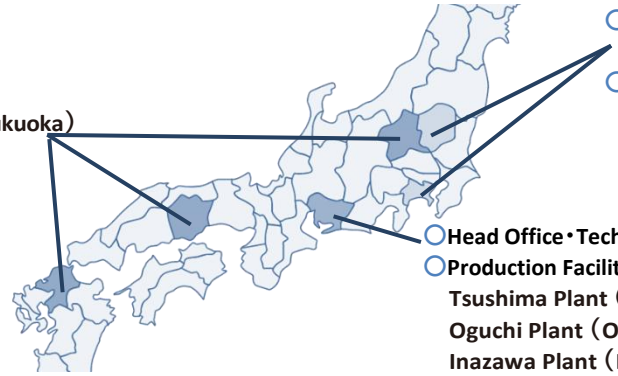
October 1, 2023

Office & Plant Locations

With 11 domestic offices and 7 overseas offices, we operate on a global scale. We are committed to responding promptly to the needs of our customers around the world. This report details our initiatives at the following locations.

In Japan

Sakae Riken Kogyo Co., Ltd.



○Production Facilities
Bisei Plant（Ibara, Okayama）
Kitakyushu Plant（Kitakyushu, Fukuoka）
Isesaki Plant（Isesaki, Gunma）

○Kanto Sales Office
（Utsunomiya, Tochigi）
○Atsugi Sales Office
（Atsugi, Kanagawa）

○Head Office・Technical Center（Kiyosu, Aichi）
○Production Facilities
Tsushima Plant（Tsushima, Aichi）
Oguchi Plant（Oguchi-cho, Aichi）
Inazawa Plant（Inazawa, Aichi）
Omi Plant（Inazawa, Aichi）

Overseas

Sakae Riken (Wuxi) Technology Co., Ltd.

Location: Jiangsu, China
Products: Exterior/Functional/
Plated Parts

Eakas Corporation

Location：Illinois, USA
Products：Exterior/Functional/
Interior/Plated Parts

Eakas Corporation
Michigan Office

Sakae Riken (Wuxi)
Technology Co., Ltd.
Guangzhou Office

Eakas Arkansas Corporation

Location：Arkansas, USA
Product：Exterior/Functional Parts

Sakae Riken Polyplastics India Private Limited(J/V)

Location：Haryana, India
Product：Functional Parts

PT. Sakae Riken Indonesia

Location：Suryacipta, Indonesia
Products：Exterior/Functional/Plated Parts

Technical Assistance

AD Plastik d.d（Russia, Croatia）
Sipro Plastic Industries（Malaysia）
PT.Astra Otoparts（Indonesia）

Commitment to a Decarbonized Future

Since the adoption of the Paris Agreement at the United Nations Framework Convention on Climate Change on November 4, 2016, global concern about climate change has continued to intensify. In alignment with the Sustainable Development Goal to "take urgent action to combat climate change and its impacts," and in response to former Prime Minister Suga's declaration of net-zero greenhouse gas emissions by 2050 (announced on October 26, 2019), we began our journey toward building a decarbonized society in 2019.

To achieve carbon neutrality and contribute to a more sustainable future, we have established clear milestones for reducing CO_2 emissions. As a company playing a part in the global supply chain, we recognize our responsibility and are committed to implementing concrete measures that reflect our role in creating a low-carbon economy.

2020

Current Initiatives

- **Significant improvements** at each facility **to enhance productivity** (Automation and robotization leveraging AI and IoT → Smart Factory Conversion)
- **Upgrading equipment to energy-saving models** across all group facilities including the head office, technical center, and plants (Ensuring thorough verification based on a cost-effectiveness analysis)
- **Confirming the quality improvements and productivity gains** achieved through these initiatives, and **continuing efforts to reduce all forms of waste**

CO_2 Emissions Actual Results:

approx. 36000 t-CO2

2030

Future Initiatives

- **Reducing CO_2 emissions through renewable energy**
  →Reduced annual emissions by approx. 3,200 tons at five domestic plants implemented this initiative.
  →Utilize "Renewable Energy Certificates" as an added environmental value, which allow us to regard the electricity we consume as being generated from renewable energy sources, as part of our voluntary energy-saving and environmental initiatives.
- **Promoting carbon neutrality initiatives across the entire supply chain**

[Milestone 2030]

CO_2 Emissions Reduction Target:

40%

THE 17 GOALS

2050

Sustainable Society

ZERO-Carbon / Achieving a Decarbonized Society

We will put our newly established decarbonization initiatives into practice and achieve carbon neutrality across all aspects of our company.

[Ultimate Goal]

CO_2 Emissions Reduction Target:

100%

Environment

SDGs Related to Our Environment Initiatives

Environmental Policy

The Sakae Riken Group is committed to advancing sustainable automobile development by creating products and implementing production systems designed to minimize environmental impact. These initiatives ultimately contribute to the achievement of the Sustainable Development Goals (SDGs). To support this mission, we are focused on establishing and enhancing our environmental management systems, guided by the following principles of our environmental policy.

Environmental Philosophy

We contribute to the achievement of CN and SDGs toward realization of a sustainable society, proactively addressing the environmental issues surrounding us, and aiming to achieve harmonization between business activities and the global environment.

Environmental Policy

1. We develop, design, manufacture and sell plastic products for automobiles and home appliances, and will continue to provide earth-friendly products through proactive innovation and production activities with lower environmental impacts.

2. We are ISO14001 certified and committed to promoting environmental management initiatives from a life cycle perspective. We strive to improve our environmental performance by addressing the risks and opportunities surrounding our business.

3. In our environmental management initiatives, we are committed to conserving water resources, preventing air and soil pollution, using resources sustainably, mitigating climate change, conserving biodiversity and the environment, and cooperating with surrounding communities, by identifying how our business affects the environment, considering technical and economic factors, and ongoing setting of environmental goals and implementing the action plans.

   We will strive to:
   (1) Monitor and manage major facilities and processes that affect the environment, ensuring compliance with relevant environmental laws and regulations and preventing environmental accidents.
   (2) Minimize, reuse and recycle waste.
   (3) Promote resource and energy conservation.
   (4) Technology development and product delivery with low environmental impact.
   (5) Manage chemical substances and conflict minerals contained in our products.

4. We will educate all employees and key business partners about the environment, communicate our environmental policy, and raise environmental awareness.

October 1, 2024

Environmental Priority Actions

We have established Environmental Priority Actions to fulfill our social responsibility and ultimately contribute to achieving the Sustainable Development Goals, while ensuring compliance with the Environmental Policy under our Environmental Management Systems.

1. Compliance with Rules and Regulations

   We comply with environment-related laws, office regulations, and our Environmental Management System, amd we follow our Environmental Philosophy and Environmental Policy.

2. Establishment of a Sustainable Society

   - We strive to achieve a decarbonized society and reduce greenhouse gas emissions.
   - We strive to promote resource conservation, recycling, the use of renewable energy, and energy efficiency.
   - We strive to promote water conservation, water reuse, proper management of discharged water, and the protection of water resources.
   - We strive to realize environmentally friendly monozukuri by minimizing environmental impacts throughout the entire product lifecycle, from development to disposal.
   - We strive to thoroughly manage chemical substances, promote the replacement of hazardous materials with those of lower environmental impact, prevent environmental pollution, and protect biodiversity.

3. Collaboration with Stakeholders

   We collaborate and cooperate with various stakeholders through close communication. We contribute to local communities by reducing environmental risks, including local pollution.
   We also protect users' health and safety through the products and services provided by our group.

4. Enhancement of Environmental Initiatives at Overseas Locations

   These Environmental Priority Actions are also implemented across all overseas facilities to advance initiatives from a global perspective. We aim to enhance the level of environmental initiatives at each overseas facility and reinforce our governance framework.

April 1, 2020

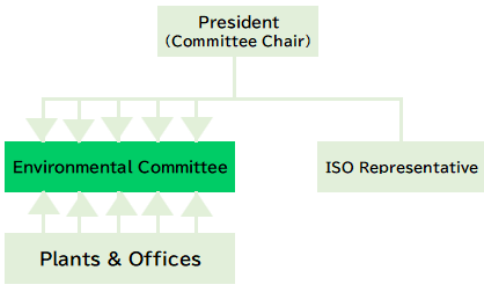
Environmental Management

We implement environmental management systems in which all employees are well-informed about the environmental impact of their work, the benefits of improving environmental performance, and their individual roles in ensuring the system's effectiveness. Every team member is fully committed to advancing these initiatives.

How Our Environmental Management Works

Environmental Management System

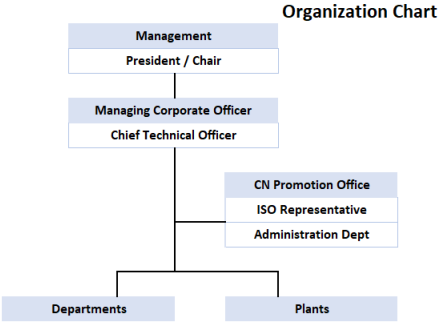
To promote environmental management throughout the organization, we have established environmental committees at our head office, technical center, and each plant, respectively. To ensure effective environmental management, we have established and implemented an Environmental Manual in each department. Our overseas subsidiaries operate independently, each with its own management systems.



Carbon Neutral Promotion Committee

We established the Carbon Neutral Promotion Committee in October 2021 and organized an internal framework to reduce greenhouse gas emissions and further promote carbon-neutral initiatives. Its performance and implementation status are reported and reviewed on a monthly basis.

Carbon Neutral (CN) Promotion Committee Organization Chart



ISO 14001 Certification

ISO 14001 is an international standard for Environmental Management Systems (EMS), designed to support effective business operations while minimizing environmental risks. It demonstrates to all stakeholders that the certified company is committed to fulfilling its corporate social responsibility. We believe the key to successfully establishing and maintaining an EMS lies in the continuous exchange of ideas and pursuit of improvement, focusing on the organizational goals and environmental protection. In pursuit of our environmental policies and objectives, we are committed to the continuous enhancement of our management systems through the organization-wide implementation of the PDCA cycle.

-ISO14001 Certificates at Each Location -

ISO14001 Certified Locations

In Japan

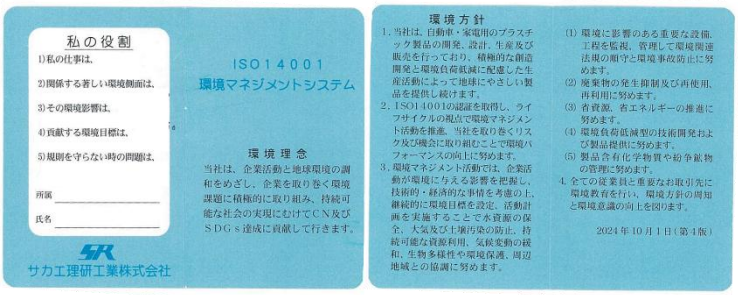
- Head Office
- Technical Center
- Bisei Plant
- Kitakyushu Plant
- Tsushima Plant
- Oguchi Plant
- Inazawa Plant
- Isesaki Plant

Overseas

- Eakas Corporation
- Eakas Arkansas Corporation
- Sakae Riken (Wuxi) Technology Co., Ltd.
- PT. Sakae Riken Indonesia
- Sakae Riken Polyplastics India Private Limited(J/V)

Environmental Education

For sustainable monozukuri, it is essential that every employee recognizes environmental issues and proactively engages in protection activities. We provide ISO-based environmental education to all employees during onboarding (implementation rate: 100% in 2023), and every employee carries our Environmental Policy Card at all times. This ensures that we remain aware of the environmental impacts and risks associated with each individual's work. At our overseas plants, we continue to raise awareness through morning meetings and promote environmental consciousness across our group. We also provide environmental education to employees of our partner companies.



Environmental Policy Card
(Sakae Riken Kogyo Co., Ltd.)

Environmental Mission Statement
(Eakas Corporation)

Environmental Education, Training, and Qualification Acquisition Performance

Many employees receive various training programs each year in accordance with our annual education plan. Younger employees develop their skills through our OJT system, which facilitates knowledge sharing and capability enhancement across the organization. We aim to raise awareness of environmental protection through internal programs and outsourced lectures, beginning with onboarding education that has been provided to all employees (implementation rate: 100%). We also offer environmental educational training to employees of our partner companies. Our education and qualification performance for FY2023 is as follows:

Qualification Obtained in 2023	Headcount
Class-4 Hazardous Materials Handler	1
First-Class Health Supervisor	6
Specified Chemical Substances / Tetraalkyl Lead Work Supervisor	2
Drying Equipment Work Supervisor	1
Organic Solvent Work Supervisor	1
QC Level 3	2

Education / Training in 2023	Headcount
ISO 14001 / IATF 16949-related Internal Training	24 New / Eligible Employees
Hazardous Materials Safety Training	8
Energy Management Training	1
Energy Management Competency Enhancement Training	2
Chemical Substances Manager Training Course	3

We encourage employees at the supervisory level and those engaged in environment-related tasks to obtain the First-Class Health Supervisor qualification in order to help establish a safer working environment.

Aichi Zero Carbon Organization (iZEC)

We are a member of the Aichi Zero Carbon Organization (iZEC), which was established in April 2021 to help achieve a decarbonized society by 2050. The iZEC aims to realize a zero-carbon society by promoting collaboration and innovation among industry, academia, and government. Its activities are carried out in alignment with Japan's national growth strategy and the concept of a Regional Circular and Ecological Sphere. iZEC members include national and municipal governments, universities, academic institutions, researchers, and companies and organizations from across Japan. Through research and development of cutting-edge technologies, social implementation trials, and decarbonization of products, we are committed to contributing to the promotion of zero-carbon cities.

Aichi Zero Carbon Organization Website: https://www.izec.org/)

Zero Carbon City Promotion Partner of Inazawa City

In January 2024, we were certified as a promotion partner of Zero Carbon City Inazawa. This award recognizes our efforts in installing solar panels at our Inazawa Plant, which is part of our broader strategies to achieve our zero carbon emissions target.

Environmental Impact Reduction

We have established an Environmental Committee to manage performance and monitor progress toward targets related to items with potential environmental pollution risks. We also encourage all employees to submit improvement proposals, enabling us to implement initiatives across the organization from an employee-driven perspective.
Our continuous daily efforts have been recognized, and we have been categorized as an Energy-Efficient Business Operator for six consecutive years since FY2017, based on statutory reports submitted to the Ministry of Economy, Trade and Industry.

Environmental Improvement Initiatives

We encourage all employees to submit improvement proposals related to internal activities. Effective proposals are categorized as Environmental Improvement Proposals. In FY2023, we received a total of 37 proposals in Japan and implemented initiatives that resulted in an annual CO_2 reduction of 3,281.9 t-CO_2, equivalent to approximately 7.6 trillion yen in energy-cost savings.

FY2023 Selected Environmental Proposals

Tsushima Plant

・By reducing cycle time, we achieved
Annual Reduction of 7.5t-CO_2
→Annual Cost Saving of 4,151 yen

Oguchi Plant

・By adopting LED lighting in hallways and offices, we achieved
Annual Energy Savings of 3,782.4kwh, Annual Reduction of 1.7t-CO_2
→Annual Cost Saving of 76.8 thousand yen

Inazawa Plant

・By preventing defects and reducing waste, we achieved
Annual Reduction of 0.8t-CO_2
→Annual Cost Saving of 12 thousand yen

Kitakyushu Plant

・By reducing packaging materials, we achieved
Annual Reduction of 11.1t-CO_2
→Annual Cost Saving of 11,586 yen

Bisei Plant

・By upgrading molding machines from hydraulic to electric, we achieved
Annual Reduction of 1,717L of waste oil, Annual Reduction of 110.5t-CO_2
→Annual Cost Saving of 4.3 million yen

Isesaki Plant

・By increasing the number of parts loaded on the jig, we achieved
Annual Reduction of 750t-CO_2
→Annual Cost Saving of 35.66 million yen

Mitigating Environmental Risk at the Product Design Stage

To promote environmentally responsible monozukuri, we evaluate environmental impacts starting from the product design stage. For newly designed products, we analyze the entire product lifecycle—raw materials, environmental burdens during manufacturing, and impacts at disposal—and assess them using detailed evaluation criteria. Implemented improvements are compared with current products or competitors' products and rated on three levels: Improved, Equal, or Worsened. Based on these results, we conduct design reviews to further advance environmentally friendly product development. At the design stage, we also focus on improving vehicle-body assemble-ability and adopting "cut-free" designs that eliminate sharp edges, thereby enhancing safety and serviceability for our customers.

Product Evaluation Criteria

Category	Evaluation Item
Sustainable Materials/ Responsible Sourcing	Use of Recycled Materials
	Reduction of Raw Material Use
	Material Type Reduction
	Ease of Separating Components
	Durability Enhancement Treatments
	Miniaturization/Weight Reduction of Components
	Component Standardization Across Models
	Restricted Materials Check
Eco-Efficiency	Reduction of Manufacturing Energy Consumption
	Reduction of Production Workload
	Auxiliary Material Reduction
Eco-Design	Ease of Disassembly
	Improved Maintainability (Fewer Fastening Points)
	Ease of Removal
Recyclability	Ease of Separation for Waste Processing
EOL Management	Hazardous Substance Prevention During Disposal
	Recyclability / Resource Recovery Rate

Eco-Friendly Materials

We are developing products using recycled materials from end-of-life vehicles and plant-based material blends to help achieve carbon neutrality and promote earth-friendly monozukuri. We repeatedly create prototypes and conduct evaluations to ensure product appearance, functionality, and safety. Our goal is to deliver products with a lower environmental burden without compromising our conventional quality standards.

Prototypes using blended plant-based materials

Corn　Paper　Wood

Mitigating Environmental Risk at the Production Stage

At the production stage, we work to reduce waste by lowering defect rates and to reduce energy-related emissions during manufacturing. We also conduct environmental impact assessments whenever significant changes are made to production equipment, processes, or materials that may have substantial environmental effects.
After identifying relevant environmental aspects, we evaluate their hazard levels and analyze whether the following factors are appropriate based on the evaluation criteria shown in the chart on the right: difficulty of disposal, complaints and corrective guidance, management methods, frequency, storage conditions, and protective facilities.

Environmental Impact Score

Input Factors	
Hazardous Chemicals	
Normal Operation Impact	Consum-ption

Output Factors	
Hazardous Chemicals	
Treatment Difficulty (Emission Quality)	
Normal Operation Impact	Emissions
	Complaints / Guidance
	Management (Legal Compliance)
Abnormal Operation Impact	Frequency
	Emission Amount
Accident Impact	Storage Conditions
	Preventive Facilities

Water Recycle

The Inazawa Plant is equipped with a water purification system, and approximately 30% of its treated wastewater is reused. In addition, the coolant water used for production equipment is supplied by a recirculating water system, which helps reduce overall water consumption.

Water Purification System

Recirculating Water System

The plant also has tanks that collect rainwater, which is used for watering plants.

Waste Disposal

Valuable materials discharged from our plants are collected at recycling stations on our premises and handed over to recycling companies. We handle hazardous waste in accordance with the Poisonous and Deleterious Substances Control Act. If we are unable to process it in-house, we entrust it to specialized waste disposal companies. We also provide responsible personnel with training on waste disposal procedures and ensure strict compliance with relevant laws and regulations, including the Water Pollution Control Act.

Recycling Station

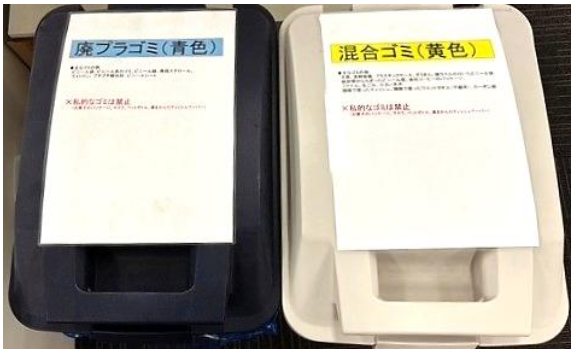
Recycling of Scraps

We have introduced a repelletizing machine that crushes defective molded products and scrap materials and pelletizes them so they can be reused as molding material, helping reduce waste and promote recycling. The crushing process generates fine dust, which can pose risks such as dust explosions or health problems if it remains suspended in the air. To prevent this, the dust is collected using a dust-collection system and managed carefully to ensure it is not released outside the facility.

Dust-Collection System

Garbage Sorting

We promote strict waste-sorting practices for both manufacturing waste and office waste.



Company Car Replacement

We use company cars to visit customers and other group plants, and we often drive long distances. Replacing gasoline-powered cars with hybrid or electric vehicles is one of our efforts to reduce CO_2 emissions, lower running costs, and promote eco-driving.

We have implemented teleconference and web-meeting systems. This shift from physical to online meetings originally began as a COVID-19 prevention measure, and it has since helped us reduce greenhouse-gas emissions from travel while also improving work efficiency.

For Energy Saving

To reduce electricity usage and associated costs, we are upgrading lighting to LED across the entire group. In our factories, we are replacing conventional hydraulic injection molding machines with electric models, achieving approximately a 50% reduction in power consumption. At the Inazawa Plant, we have introduced a gas co-generation system that utilizes the heat generated during electricity production to power air-conditioning systems and hot-water supply. Because this system uses clean urban gas and is more energy-efficient than conventional thermal power generation, it contributes to reducing CO_2 emissions. The Inazawa Plant is also equipped with solar panels to utilize renewable energy, and we plan to install similar systems at other plants in the future.

Solar Panels (Inazawa Plant)

Environmental Initiatives at Overseas Locations

In FY2023, our overseas organizations engaged in the following environmental initiatives.

Location	Initiatives	Location	Initiatives
Sakae Riken (Wuxi) Technology Co., Ltd.	Electrification of molding machines and forklifts	Eakas Corporation	Electrification of molding machines
	Lighting upgraded to LED		Introduced a WWT system for the plating process
	Heat-insulating roof coating applied to each shop		Introduced oil reclamation system
	Compliance with China's National V (Guo 5) emission standards for transport trucks	PT. Sakae Riken Indonesia	Prevented contaminated water discharge by installing a water treatment system
	Itroduced a high-pressure RO water purification system		Lighting upgraded to LED
	Introduced a domestic wastewater treatment system	Sakae Riken Polyplastics India PrivateLimited(J/V)	Prevented contaminated air emissions by installing a air treatment system on the diesel generator
	Started using recirculated water in the paint exhaust treatment system		

Environmental Regulation Compliance Measures in China

Recently, environmental regulations in China have been significantly strengthened. As part of the required environmental protection measures, we installed online monitoring devices for heavy metal contaminants, COD, copper, total phosphorus, total nitrogen, and each drainage system. These devices are connected to the local environmental authority, which monitors the data in real time. In July 2022, the comprehensive air-pollution emission standards in Jiangsu Province—where SRW is located—were further tightened. In response, we immediately implemented the measures shown in the table to improve any items that exceeded the new emission limits, ensuring compliance with the updated standards.

Process	Type of Emission	Measures
Boiler	Nitrogen Oxides	Upgraded boiler system (including fuel-burning equipment).
Plating	Chromic Acid Mist	Modified the plating exhaust system
Painting	Non-methane Hydrocarbons	Installed RCO facilities

Protecting the Local Environment

We handle substances that can be harmful to the environment in our production processes. To maintain a clean environment and prevent pollution in the local community, we strictly comply with environmental regulations and manage the use and disposal of hazardous substances under rigorous control.

Pollution Prevention Agreement

To prevent and reduce environmental impacts such as air pollution, water contamination, noise, and vibration associated with our business activities, each of our plants has concluded a Pollution Prevention Agreement with the respective municipal government and submits periodic environmental measurement reports.

Waste Water Treatment

Our wastewater monitoring programs are designed to ensure that no harmful substances are discharged. Wastewater from plating processes is collected in designated tanks. In these tanks, toxic substances are coagulated and extracted as sludge. Then, the water quality control system properly treats the water before it is discharged into rivers.

Plating Wastewater Treatment Process at Inazawa Plant

Paint Overspray Treatment

We spray-paint various coatings onto plastic molded parts. Our paint booths are equipped with collector panels that use running water to capture paint overspray. Unwanted paint particles are absorbed into the circulating water. These particles are then coagulated by special agents, extracted, and recovered as sludge. This process effectively prevents the discharge of paint sludge into the atmosphere and nearby rivers.

Paint Overspray Treatment Process at Inazawa Plant

Emergency Measures

We have established an Environmental Accident Response Manual that outlines the procedures to follow in the event of chemical spills caused by equipment failure, shutdown, operational errors, or accidents. The manual describes potential environmental impacts, detailed response procedures, emergency contact information, and required equipment for various possible scenarios. Employees involved in relevant operations receive regular training based on this manual. In addition, we periodically review and update the manual to ensure that our response system remains effective and prepared for any emergency.

Emergency Spill Response Drill

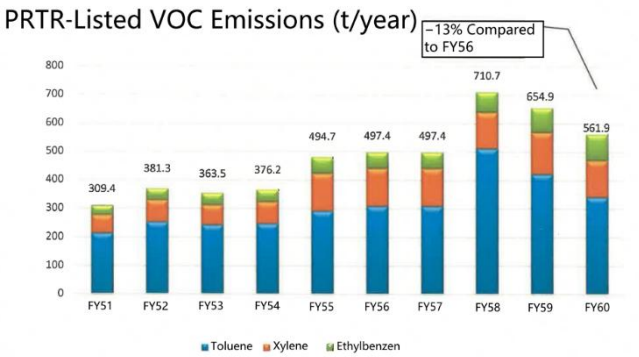
Chemical Substance Management

In compliance with the Hazardous and Toxic Substances Handling Act, we have established internal regulations, the Hazardous and Toxic Substances Prevention Regulations, to ensure safe handling. These regulations cover the management and inspection of hazardous and toxic substances, theft and loss prevention measures, and proper disposal practices to prevent any potential health or safety risks.

PRTR Substances

In compliance with the PRTR Act, we report the handling volume of applicable substances through the Specific Chemical Substance Handling Volume Report.

The graph on the right shows the trend in emissions of PRTR-listed substances from FY2014 to FY2023.



To Reduce the Use of Hazardous Substances

We are working to reduce the use of hazardous substances by switching to alternative raw materials. For example, we are introducing tapes that do not require primer, while also replacing conventional primers with less harmful, toluene-free alternatives. At Eakas Corporation in the United States, we are collaborating with paint manufacturers to develop HAPS-free coatings, and the transition to these materials is expected to reduce emissions of volatile organic compounds (VOCs).

Measures Against Noise and Vibration

Issues related to noise and vibration are among the “Seven Typical Pollution Problems” in Japan. They are the most frequently reported type of pollution nationwide and are closely connected to daily life. At our plants, we regularly measure noise levels at several locations within the premises at different times of day and submit the results to the municipal authorities to confirm compliance with legal regulations. Some of our facilities use highly sound-insulating ALC concrete exterior walls, and compressor rooms and crushing rooms are equipped with soundproof structures to prevent noise from leaking into neighboring communities. We also conduct regular equipment maintenance to prevent abnormal sounds or excessive noise from occurring.

Truck Yards (Inazawa Plant)

In addition, by establishing truck yards within our plant premises, transportation activities can be completed on-site. Through close cooperation with transportation companies, we optimize delivery schedules to ensure smooth logistics while also reducing noise impacts on nearby residents and helping to ease traffic congestion on surrounding roads.

Society

Sustainable Development Goals Related to Our Quality Policy

Quality Policy

Automotive parts must meet the highest quality standards because vehicles carry human lives. For the exterior components we manufacture, we pursue exceptional aesthetic quality, while for functional components we focus on delivering superior performance. By contributing to the development of safer vehicles, we help create a safer society.

Quality Policy

1. Manufacture Reliable and High-Quality Products that Satisfy Our Customers.
2. Develop Technologies and Products that Meet the Needs of Our Customers.
3. Engage your Mind and Take Action on a Global Scale.

Actions

1. We offer solutions to our customers through the comprehensive and integrated systems that encompass product development, styling, designing, production engineering and manufacturing.
2. We supply high-quality products by leveraging advanced surface treatment technology and fully equipped production facilities.
3. We invest in research and development to anticipate customer needs and maintain a comprehensive quality assurance system that builds trust and ensures satisfaction.
4. We meet all the requirements of the quality management systems and continuously improve its effectiveness to eradicate quality defects.

October 1, 2020

Quality Management

Amid a once-in-a-century period of transformation, the automotive industry is engaged in increasingly intense global competition. Automakers now demand unprecedented levels of technical excellence in areas such as driving performance, safety, design, and environmental sustainability. To meet the increasingly sophisticated and diverse demands of automotive OEMs worldwide, we have obtained IATF16949 certification, a global quality management standard for the automotive industry, and ISO14001, an international standard for environmental management systems.

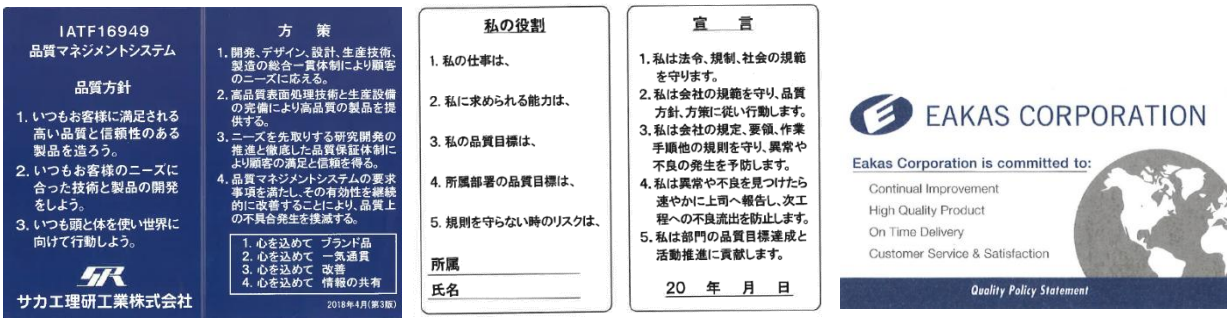
IATF16949

IATF16949 is an international quality management standard that was established based on ISO9001. It serves as a testament to our ability to meet customer needs under an advanced quality management system.

ISO 14001 Certified Locations

In Japan		Overseas
・Head Office	・Tsushima Plant	・Eakas Corporation
・Technical Center	・Oguchi Plant	・Eakas Arkansas Corporation
・Bisei Plant	・Inazawa Plant	・Sakae Riken (Wuxi) Technology
・Kitakyushu Plant	・Isesaki Plant	・PT. Sakae Riken Indonesia
		・Sakae Riken Polyplastics India Private Limited(J/V)

We also distribute our Quality Policy Card together with the Environmental Policy Card during onboarding to raise awareness and ensure that employees can always recognize the quality impact and risks related to their work.



Quality Policy Card (Sakae Riken Kogyo)

Quality Policy Statement (Eakas Corporation)

64th Quality Month Badge

During Quality Month, which is held once a year, all employees wear a Quality Month Badge and take the opportunity to reflect on quality improvement, review our practices, and carry out quality-enhancement activities. As a company, we work to strengthen quality awareness and reinforce our quality assurance system, with the goal of improving customer satisfaction.

Sakae Riken Registered as a Partner Company of the "Anzen Keiei Aichi" Initiative

In November 2023, we declared our support for and were registered under the "Anzen Keiei Aichi" initiative. The "Anzen Keiei Aichi" initiative is a management approach advocated and promoted by the Aichi Labor Bureau.
It positions safety management as a core business challenge and integrates it strategically with Productivity, Quality, Cost, Delivery, Morale, and Environment. We recognize the importance of integrated management of the PQCDSME* and are committed to advancing our internal initiatives in line with the "Anzen Keiei Aichi" approach, fostering strong leadership throughout the organization.

*Productivity, Quality, Cost, Delivery, Safety, Morale, and Environment

We believe that the growth of our employees leads directly to the growth of the company. By creating a comfortable and supportive work environment and offering a wide range of training programs, we are committed to developing our people and raising the overall capability of the entire organization.

Employees' Rights

Our group has established labor unions or employee representation systems in each region, depending on local laws, regulations, and working conditions. These frameworks ensure that employees' opinions are reflected in our business operations. The table on the right shows the presence and coverage of labor unions and employee representatives at each site.

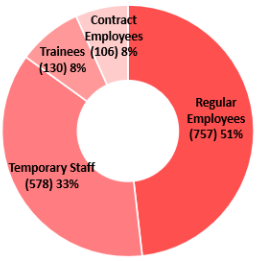
Location	Union Presence	Union Membership Rate (Direct Employees)	Employee Representative Presence	Employee Representation Rate
Sakae Riken Kogyo Co., Ltd.	No	-	Yes	100%
Eakas Corporation	Yes	100%	No	-
Eakas Arkansas Corporation	Yes	100%	No	-
Sakae Riken (Wuxi) Technology Co., Ltd.	Yes	100%	No	-
PT. Sakae Riken Indonesia	Yes	90%	No	-
Sakae Riken Polyplastics India Private Limited(J/V)	Yes	100%	No	-

Diversity

We promote the creation of a safe and inclusive work environment where everyone can feel comfortable. To respect human rights and eliminate discrimination, we support the career development of female employees and actively hire diverse talent, including older adults, persons with disabilities, and foreign nationals. We are committed to eliminating disparities in employment conditions and wages—ensuring equal pay for equal work—and to providing fair and equitable employment opportunities. As a global automotive parts supplier, we will continue to implement human rights management that values diversity and respects the rights of all employees.

Workforce Composition

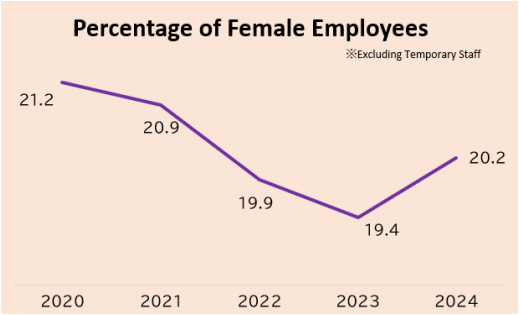
(Sakae Riken(Japan) Only, as of Sep 2024)

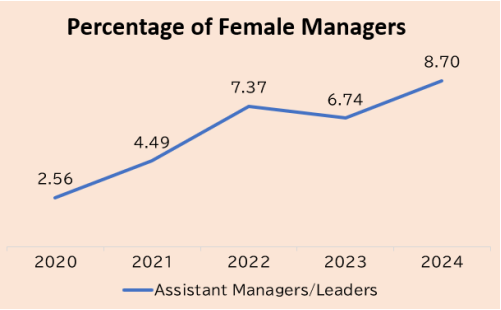


Contract Employees: Fixed-term employees such as elderly workers and part-time staff

Empowerment of Female Employees

As of the end of September 2024, women accounted for 20.2% of our employees (direct employment only). Although the current ratio of women in managerial positions is 0%, the proportion of women in leader and assistant manager roles has been increasing year by year, reaching 8.70% as of the end of September 2024.We are working to create a supportive environment for female employees by enhancing childcare-related programs and offering flexible work arrangements. Going forward, we will continue to promote the employment of women and support their advancement into managerial positions.





■Wage Gap Between Male and Female Employees

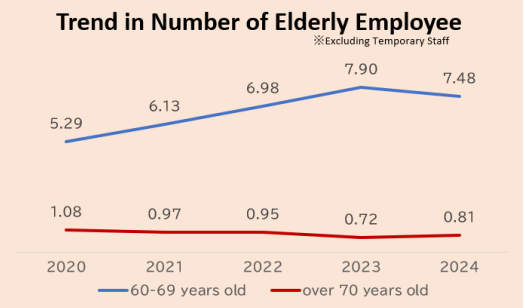
Following the revision of the Act on the Promotion of Women's Participation and Advancement in the Workplace, companies are now required to disclose gender-based wage differences. Our data for the latest fiscal year (FY2023) is shown in the table on the right. Although our wage tables apply the same standards for both men and women, several factors contribute to a wider average wage gap: many female employees work in limited career-track positions, the proportion of women in managerial roles remains low, and working hours tend to be shorter due to childcare leave and the use of shorter working-hour arrangements after returning to work. We are working to reduce the wage gap by increasing the hiring ratio of women in career-track positions and by promoting paternity leave among male employees.

Employee Type	Wage Gap
Regular	62.9%
Non-Regular	80.1%
All	63.9%

*"Regular" refers to full-time employees. "Non-Regular" refers to fixed-term employees excluding dispatched workers.

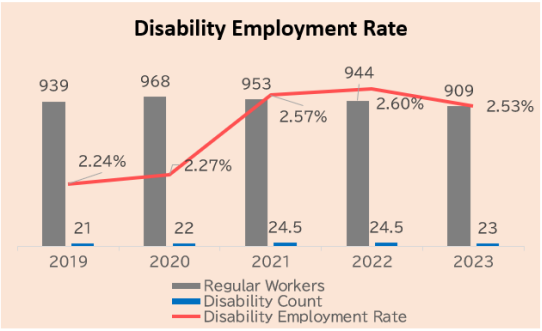
Empowerment of Elderly Employees

In response to the "Act on Stabilization of Employment of Elderly Persons," amended in 2004, we have established the "Regulations for Continuous Employment of Elderly Persons." We provide continuous employment opportunities for all employees who wish to remain employed until age 65. As of the end of September 2024, the percentage of employees aged 60-69 is 7.48%, over 70 is 0.81%.



Empowerment of Employees with Disabilities

We are also promoting the employment of people with disabilities for light work in our manufacturing sections. The table on the right shows the transition of our employment rate of employees with disabilities. In FY2023, the number of these employees counted was 23, representing 2.53%. This exceeds the legally required rate of 2.3%, which was raised in March 2021. Since the legal requirement is scheduled to be raised to 2.7% in FY2026, we will continue to actively promote hiring activities to meet this requirement. When hiring individuals with disabilities, we first conduct training at the plant where they will be working, followed by careful interviews regarding working hours and their job duties. We recruit employees under conditions that promote comfort and provide a work environment where each individual can maximize their potential.

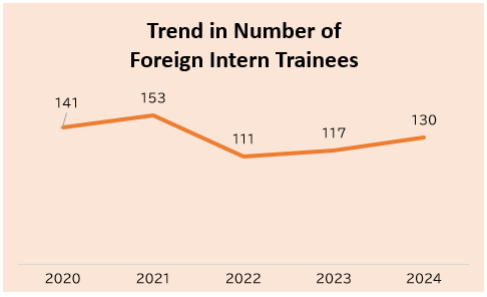


New Graduate and Mid-Career Recruitment

In line with the Ministry of Health, Labour and Welfare's encouragement to ensure fair recruitment practices—such as the "Clarification of Employment Conditions and Application Procedures," "Fair Hiring Standards," and "Respect for Basic Human Rights"—our company conducts hiring for all positions regardless of gender, age, nationality, or other attributes. We also ensure fair recruitment by informing all personnel involved in the hiring process of the "14 Considerations for Recruitment and Selection" stipulated in the Ministerial Guidelines.
For FY2023 (employees joining in April 2024), we welcomed 9 university graduates and 15 high school graduates as new employees. In addition, 82 mid-career employees joined us in connection with the establishment of our new plant, including those who transitioned from temporary to full-time employment.

Foreign Technical Intern Trainees

We accept foreign technical intern trainees from countries such as the Philippines, Vietnam, and Indonesia. In light of the observed higher rate of workplace accidents among foreign employees compared to Japanese employees, we are committed to fostering a safe and secure work environment for foreign technical intern trainees. To this end, work procedures and facility notices are translated into multiple languages. Comprehensive safety education is also provided to ensure that internal rules and work procedures are understood and followed at the same level as Japanese employees. All instructors at trainee-accepting plants are required to complete a designated "Instruction Course" to enhance their understanding of trainer-trainee interaction, relevant laws and regulations, and effective instruction methods.



Initiatives at Overseas Locations

At Eakas Corporation in the United States, legally required notices related to federal and state minimum wage laws, medical insurance coverage, and other employment regulations are continuously posted on bulletin boards in the cafeteria and production areas to provide guidance on human rights protection and working conditions. In addition, we conduct training on preventing discrimination and human rights violations in the hiring process, and we regularly hold seminars led by our corporate attorney to raise awareness across the entire organization. At our overseas locations in Asia, we clearly stipulate that we do not hire minors—under 17 years of age in China and under 19 in India and Indonesia. We also ensure that no form of discrimination is practiced during the hiring process and strictly prohibit any form of forced labor.

Bulletin Boards at Eakas Corporation

Harassment Prevention

We thoroughly ensure that harassment is neither committed nor tolerated, and we work to create an open and comfortable workplace environment. To this end, we have established a “No Harassment Poster” to raise awareness of our policies for preventing all forms of harassment, including power harassment, sexual harassment, and maternity harassment. We also provide consultation services with both male and female counselors available to receive inquiries from employees.
For new employees, we provide training at the time of onboarding. For managers, we offer awareness programs on eliminating harassment as well as DVD-based training. In addition, we provide correspondence courses and e-learning programs on harassment prevention, giving employees opportunities to reflect on their own behavior and review their workplace environment.

No Harrassment Poster（Excerpt）

1 We do not tolerate any of the harassment behaviors described below. We also prohibit similar conduct toward anyone outside our company. These forms of harassment include acts committed by abusing a superior position, as well as bullying among peers.

〈Harassment Involving Abuse of Authority〉
- ① Isolating an individual, such as through exclusion, ostracism, or ignoring them
- ② Intruding excessively into personal matters
- ③ Forcing tasks that are clearly unnecessary or impossible to perform, or obstructing someone’s work
- ④ Assigning unreasonably menial tasks that are far below a person’s skills or experience, or deliberately withholding work without a legitimate business reason
- ⑤ Engaging in physical violence or assault
- ⑥ Engaging in verbal abuse, including threats, defamation, insults, or other severe verbal attacks that cause psychological harm. and other similar conduct

〈Sexual Harassment〉
- ① Sexual jokes, teasing, or inappropriate questions of a sexual nature
- ② Viewing, distributing, or displaying obscene or pornographic images
- ③ Any other sexual remarks or behavior that cause discomfort to others
- ④ Spreading sexual rumors
- ⑤ Unnecessary or unwelcome physical contact
- ⑥ Sexual remarks or behavior that undermine an employee’s motivation or hinder their ability to perform their duties
- ⑦ Forcing or coercing someone into dating or a sexual relationship
- ⑧ Treating employees, including subordinates, unfavorably because they rejected sexual advances or behavior, and other similar conduct

〈Harassment Related to Pregnancy, Childbirth, Childcare Leave, and Family Care Leave〉
- ① Remarks or behavior suggesting dismissal or other disadvantageous treatment in relation to an employee’s use of systems or measures for pregnancy, childbirth, childcare, or family care
- ② Remarks or behavior that hinder or discourage subordinates or colleagues from using systems or measures related to pregnancy, childbirth, childcare, or family care
- ③ Harassment or other adverse treatment resulting from a subordinate or colleague having used such systems or measures
- ④ Remarks or behavior suggesting dismissal or other disadvantageous treatment because a subordinate has become pregnant or given birth
- ⑤ Harassment or other adverse treatment directed at subordinates or colleagues because they became pregnant or gave birth, and other similar conduct

2 This policy applies to all workers at our company, including full-time employees, dispatched workers, part-time employees, and temporary staff.
Sexual harassment may be committed by supervisors, colleagues, customers, or employees of business partners. It includes conduct directed not only toward the opposite sex but also toward the same sex. Furthermore, any sexual remarks or behavior constitute sexual harassment regardless of the victim’s sexual orientation or gender identity.
Harassment Related to Pregnancy, Childbirth, Childcare Leave, and Family Care Leave—such harassment may be committed by supervisors or colleagues of female employees who become pregnant or give birth, as well as employees—regardless of gender—who use childcare or family care leave systems. Let us strive to create a comfortable and respectful workplace by considering others’ perspectives and reflecting on our own daily words and actions.

3 If an employee commits harassment, the act constitutes a violation of the compliance obligations set forth in Article 10 of the Employment Rules and will result in disciplinary action. In determining the appropriate disciplinary measure, the Company will make a comprehensive assessment based on the following factors:
- ① Specific circumstances of the conduct, including the time, place (whether inside or outside the workplace), nature, and severity of the act
- ② The relationship between the parties involved, such as their respective positions
- ③ The victim’s response and emotional impact, including whether a complaint or legal action was filed

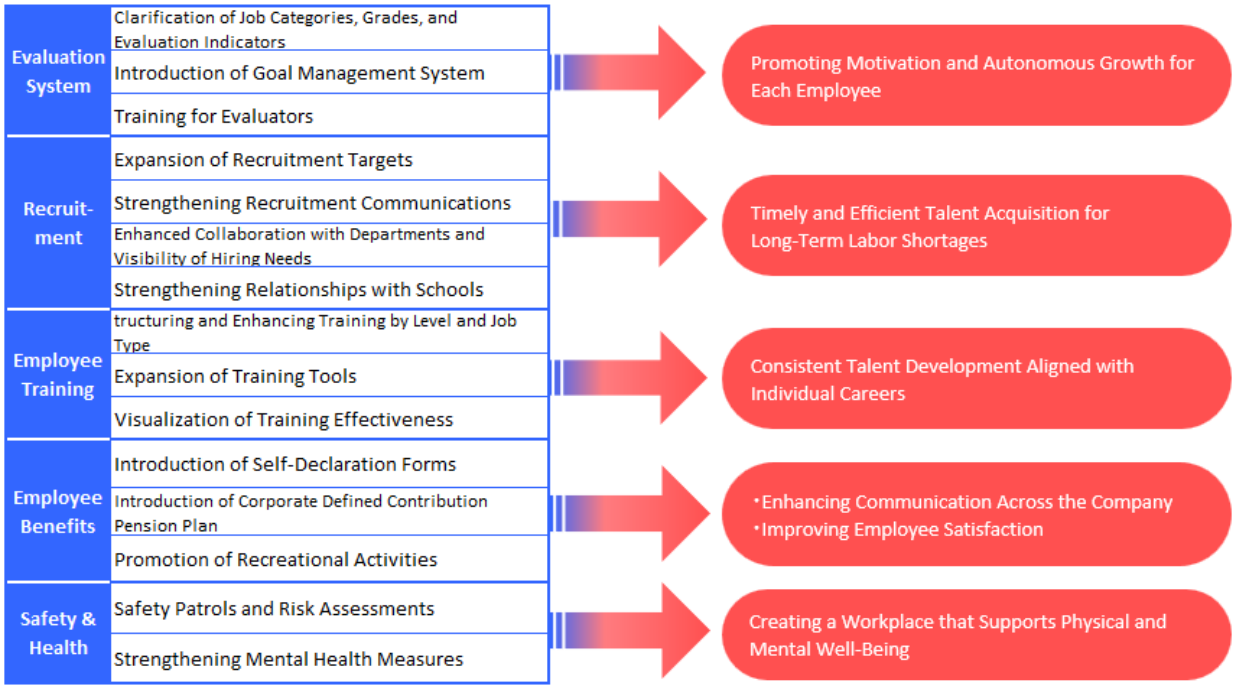
4 Consultation Desk
The contact persons for workplace harassment (including complaints) are as follows (omitted). Consultations are accepted by phone or e-mail. Please do not hesitate to reach out instead of struggling alone.
We respond broadly to concerns—not only cases that are actually occurring or may occur, but also situations that could worsen the working environment if left unaddressed, as well as cases where it is unclear whether the behavior constitutes harassment.

Human Resource Development

HR System Reform

As our business continues to expand, we recognize the need to redesign our HR systems, employee benefits, and allowances to align with the changing times. Led by the Human Resources Development team established in December 2023, we are advancing a comprehensive reform of our HR framework. This includes renewing our evaluation system to enhance employee motivation and support individual growth, as well as strengthening our initiatives in recruitment and talent development. Through these efforts, we aim to reinforce our organizational capabilities and improve employee engagement.

Priority Initiatives for HR System Reform



Our Talent Development Policy

Guided by our corporate philosophy of *"Be Innovative,"* we place strong emphasis on developing our people—the most important resource within our organization. We believe that investing in employee growth directly contributes to strengthening our organizational capabilities. All new employees undergo a structured training program before being assigned to their respective departments. At each department, individualized training plans are created, and employees are encouraged to share knowledge and enhance their skills through on-the-job training (OJT). In addition, we actively promote participation in correspondence courses and external seminars tailored to each employee's role and responsibilities. We also provide opportunities for global development, including short-term overseas assignments of one to two years, as well as technical training programs in Japan for employees from our overseas group companies. Through these group-wide initiatives, we are committed to fostering talent across the organization. Training hours per employee for FY2023 are shown in the table below.

Sakae Riken's Talent Development Objectives

"Developing employees who proactively advance the company's policies as their own responsibility."

(1) Enhancing individual competencies and communication skills within each department

(2) Securing highly capable personnel essential for strengthening our R&D, production, and management systems

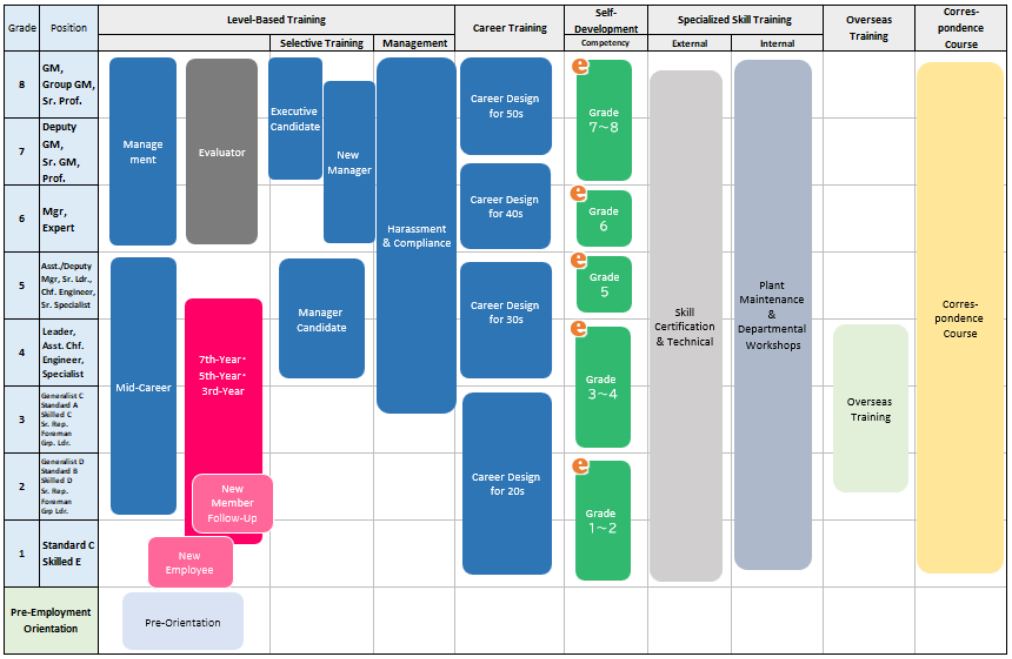
Average Annual Training Hours per Employee(2023)

Sakae Riken Kogyo Co., Ltd.	51.0 h
Eakas Corporation	1.6 h
Sakae Riken (Wuxi) Technology Co. Ltd.	2.0 h
PT. Sakae Riken Indonesia	2.0 h
Sakae Riken Polyplastics India Pvt. Ltd.	28.2 h
Group Total	14.9 h

Average training hours per employee = Total annual training hours ÷ Total number of employees

Hierarchical Training

Redesigning our employee training system is one of the key priorities of our new HR framework. As shown in the chart below, we have established a consistent, lifecycle-based training structure that supports employees from their first year through managerial levels. This framework combines multiple learning methods, including e-learning, group training, and external courses. Going forward, we will further enhance our programs by developing a more specialized curriculum tailored to each job category. Through this effort, we aim to strengthen individual expertise and build a more robust and effective talent development system.



English Education

As a supplier with a growing global network, English proficiency has become essential across all departments. To support this, we invite native English instructors to conduct weekly after-work English classes. Participants are placed into small groups according to their proficiency level and receive lessons tailored to their needs. In addition, employees who are candidates for future overseas assignments may be sent on short-term placements of one to two years to our U.S. subsidiary, Eakas Corporation. These assignments help them develop a global business mindset, strengthen their career motivation, and contribute to cultivating diverse and internationally capable talent within our group.

Correspondence Education

Our company encourages all employees to participate in correspondence education programs twice a year. We offer a wide range of courses, including those that provide the knowledge and skills required for each job category, as well as programs focused on fundamental business competencies, communication skills, and language learning. In FY2023, a total of 162 courses were made available. To support employees in their continuous self-development, we expand our course offerings every year. As part of our employee benefits, the company fully covers the tuition fee for the first course taken annually, and for the second course, employees are responsible for only 20% of the fee. In FY2023, the total number of cource enrollments reached 594.

Number of Correspondence Course Enrollments (cases)

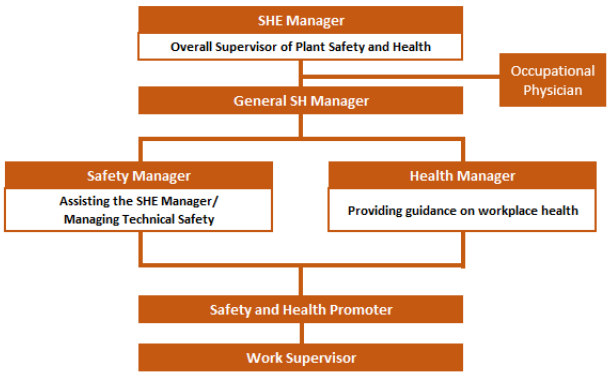
	2018	2019	2020	2021	2022	2023
HQ/Technical Ctr	135	120	138	151	149	154
Inazawa Plant	21	25	150	154	141	113
Tshushima Plant	34	36	172	147	108	96
Oguchi Plant	44	59	61	61	60	61
Bisei Plant	15	13	6	23	18	21
Kitakyushu Plant	68	71	72	79	79	75
Isesaki Plant	75	69	38	50	86	74
Total	392	393	637	665	641	594

-Study Guide for FY2023 -

Safety and Health

We are committed to creating a workplace environment where employees can work in a healthy and engaged manner, with safety always as our top priority. Through ongoing health and safety education, we work to raise awareness of occupational health and safety, ensure full compliance with relevant laws and regulations, prevent excessive workloads, and promote the implementation, improvement, and efficiency of safe work practices.

Safety, Health and Environmental (SHE) Management
Management Organization Chart



Safety and Health Committee

Our company has established Safety and Health Committees at each site, consisting of a company representative (appointed by the employer) and a workers' representative (appointed by the employer based on a recommendation from the majority of employees). These committees monitor issues such as long working hours, mental health conditions, occupational accidents, and matters related to risk assessment, and implement corrective measures when improvement is required. Independent Safety and Health Committees have also been established at all overseas locations. Across all sites, a total of 159 members participate in these committees. Together, the company and its employees are committed to maintaining a safe and healthy workplace environment.

Safery & Health Organization - Overseas Sites

		Count
Sakae Riken (Wuxi) Technology Co., Ltd.	SHE Committee	30
Eakas Corporation	Safety Committee	11
PT. Sakae Riken Indonesia	HSE Committee	10
Sakae Riken Polyplastics India Private Limited(J/V)	Safety Committee	4

Risk Assessment

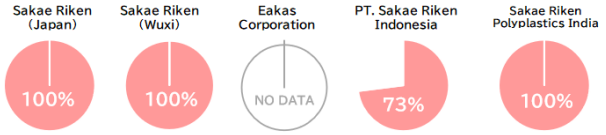
Our risk assessment training is provided to all applicable employees, including temporary staff. Participants are required to take written examinations, and instructors assess their level of understanding. When necessary, supplementary sessions are offered to ensure that employees can perform their work safely and maintain a safe working environment. These training sessions are conducted by our designated Risk Assessment Promotion Officers. In addition, each of our plants routinely inspects, repairs, and improves equipment. These efforts not only protect employee safety but also contribute to reducing product defect rates and improving production efficiency and operational effectiveness. We have also established the *Risk Assessment Implementation Procedure for Hazardous Work*, and conduct risk assessments every May as part of our annual Safety Month activities.

Risk Assessment Implementation Flow

Health Management

Sakae Riken encourages all employees to undergo regular health checkups. For full-time employees, an annual medical examination is mandatory. In addition, employees in the manufacturing division who handle volatile organic compounds or specified chemical substances are required to receive special medical examinations. The company also provides an annual group influenza vaccination.

Health Examination Rate (2023)



*In the United States, companies are not permitted to require employees to undergo medical examinations. Because all health checkups are managed individually, Eakas Corporation does not conduct company-organized medical examinations.

Health Management at Overseas Locations

At Sakae Riken (Wuxi) Technology Co., Ltd., the company has established the *Occupational Disease Prevention and Control Management Regulations*, under which occupational stress factors and workplace hazards are assessed. The regulations also define preventive measures and emergency responses for potential workplace illnesses and injuries, including food poisoning, heatstroke, and infectious diseases. Through these initiatives, the company works to maintain a healthy and safe work environment for all employees.

We have also established the Maternity Health Management Regulations, which outline measures such as commuting accommodations and break arrangements to support employees who are pregnant or have recently given birth. These regulations are based on laws promoting the welfare of female workers, including the Equal Employment Opportunity Act.

Stress Check Program

We conduct an annual, voluntary stress check initiatives, managers survey for all employees using the program provided by the Ministry of Health, Labour and Welfare. Employees identified as having high stress levels are offered a consultation with our industrial physician, who provides guidance and recommends appropriate workplace support measures, such as adjustments to job duties or work location. We will continue to promote participation in the stress check program and work to reduce the number of employees experiencing high stress.

Traffic Safety

As part of our traffic safety initiatives, managers at each site conduct standing patrols during commuting hours to provide safety guidance and monitor employees' commuting conditions. In addition, we require bicycle commuters to wear helmets and remind them to use pedestrian crosswalks when crossing nearby roads.

Workplace Safety

To prevent workplace injuries, we place importance on establishing a robust safety management system and enhancing employees' safety awareness. Upon joining the company, all employees receive a "Safety Card," and we provide safety training to all personnel, including temporary staff.

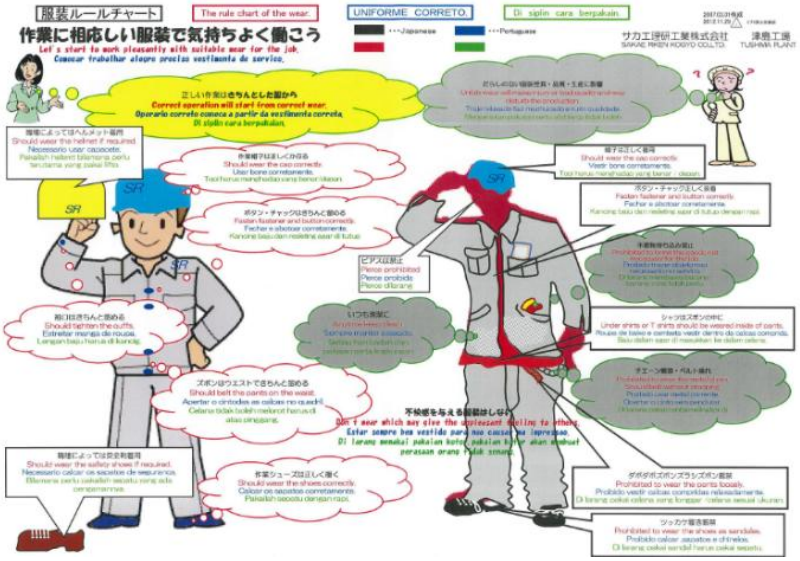
In addition, employees participate in daily stretching exercises to prevent injuries such as back pain and sprains caused by sudden movements or improper posture, while also reinforcing safety awareness.

Going forward, we remain committed to achieving zero workplace accidents by actively promoting safety and health initiatives, including the 5S activities (Sort, Set in Order, Shine, Standardize, Sustain), conducting regular safety patrols to identify potential hazards, and providing training for supervisors.

Confortable Work Environment

Creating a comfortable and safe workplace is an important factor in building an environment where employees feel motivated to work for many years. At our production sites, employees may be required to work under severe heat during the summer or handle hazardous substances.

To address summer heat, we provide cooling jackets and actively promote heat-stroke prevention. When employees handle chemical substances, we strictly require the use of protective equipment and garments to ensure that all work is performed under safe conditions. In addition, we prepare Operator Instruction Sheets translated into multiple languages so that even first-time workers can perform tasks safely and efficiently, just like experienced operators.



-Dress Code Guidelines (4 Languages) -

Sakae Riken Group Employee Data (Overseas)

The table below shows employee data from our overseas subsidiaries and their main initiatives to improve the working environment.

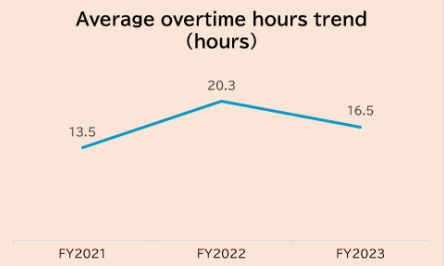
Location	Employee Data(2023)		Unit	Other Initiatives
Sakae Riken (Wuxi) Technology Co., Ltd.	Number of Employees	159	No.	・ISO 45001 Certification obtained ・Recognized as a wuxi labor security integrity enterprise (2021) ・Establishment of a labor union ・Implementation of employee satisfaction surveys ・Distribution of daily work prohibition cards to promote a safe working environment ・Conducting fire safety training and environmental incident response drills ・Establishment of regulations for protecting underage employees (Under 18) ・Establishment of regulations and promoting a supportive work environment for female employees ・Providing high-temperature allowances to employees working in hot conditions from Jun to Sep
	Female Employees	61.0	%	
	-Female Employees in Management	34	%	
	Employees Requiring Employment Consideration※	0	%	
	-Employment Consideration in Management	0	%	
	Employees Subject to Regular Performance Evaluation	100	%	
	Employees Receiving Training and Education	100	%	
	Employees Receiving Harassment Training	100	%	
Eakas Corporation	Number of Employees	399	No.	・Establishment of employment rules regarding alcohol and drug use, harassment, discrimination, open-door policy, and prohibition of workplace violence to promote employee health, safety, and security ・Conducting of annual harassment seminar ・Establishment of advisory meeting(consultative committee)
	Female Employees	49.6	%	
	-Female Employees in Management	7.1	%	
	Employees Requiring Employment Consideration※	40.6	%	
	-Employment Consideration in Management	7.1	%	
	Employees Subject to Regular Performance Evaluation	16.9	%	
	Employees Receiving Training and Education	100	%	
	Employees Receiving Harassment Training	100	%	
PT. Sakae Riken Indonesia	Number of Employees	208	No.	・Implementation of employee satisfaction surveys ・Establishment of a labor–management cooperation council (two-party consultative body) ・Establishment of employment rules prohibiting discrimination based on race, ethnicity, religion, gender, and other attribute ・Implementation of employment practices requiring employees to be at least 18 years old and physically and mentally healthy, thereby preventing child labor and forced labor
	Female Employees	25.5	%	
	-Female Employees in Management	12.2	%	
	Employees Requiring Employment Consideration※	0.9	%	
	-Employment Consideration in Management	5.1	%	
	Employees Subject to Regular Performance Evaluation	3.8	%	
	Employees Receiving Training and Education	20.7	%	
	Employees Receiving Harassment Training	0.0	%	
Sakae Riken Polyplastics India Private Limited(J/V)	Number of Employees	108	No.	・Acquisition of ISO 45001 certification ・Establishment of an employee representative organization ・Implementation of non-discriminatory hiring practices and employment rules requiring candidates to be at least 18 years old, thereby preventing child labor and forced labor
	Female Employees	20.4	%	
	-Female Employees in Management	33.3	%	
	Employees Requiring Employment Consideration※	0	%	
	-Employment Consideration in Management	0	%	
	Employees Subject to Regular Performance Evaluation	33.3	%	
	Employees Receiving Training and Education	90.7	%	
	Employees Receiving Harassment Training	7.4	%	
Sakae Riken Group Total	Number of Employees	1867	No.	
	Female Employees	30.6	%	
	-Female Employees in Management	11.8	%	
	Employees Requiring Employment Consideration※	10.4	%	
	-Employment Consideration in Management	1.6	%	
	Employees Subject to Regular Performance Evaluation	63.4	%	
	Employees Receiving Training and Education	75.9	%	
	Employees Receiving Harassment Training	35.0	%	

※Definition of employees requiring employment consideration, referring to individuals such as foreign employees, older workers, and persons with disabilities who may be placed in socially disadvantaged positions or belong to minority groups

Work Style Reform

Prevention of Long Working Hours

To support employees' work–life balance, we provide flexible working arrangements such as a flextime system, short-time work options, No Overtime Days (in certain departments), and a paid leave system available in half-day increments. For employees whose monthly working hours exceed our internal threshold, the Administration Department requests a reduction in overtime to prevent overwork. The average overtime hours for the past three fiscal years are shown on the right.



Self-Declaration Sheet

We conduct an annual self-declaration survey to support employees' skill development, enhance motivation, and help create a better working environment. Employees provide a self-assessment of their duties and submit their requests regarding the company or their workplace. The results are reflected in job assignments, transfers, and training programs. Employees who wish to do so may also have an interview with HR staff.

Childcare and Nursing Care Support Systems

We have established childcare leave, nursing care leave, and short-time work options in accordance with laws and regulations. These systems help create an environment where all employees—regardless of gender—can balance work with childcare or caregiving responsibilities.
In recent years, we have also promoted the use of childcare leave among male employees, resulting in a 61.9% uptake rate.

Parental Leave Acquisition Rate

	2021		2022		2023	
	Women	Men	Women	Men	Women	Men
Parental Leave Takers (No.)	2	1	5	0	10	13
Birth Cased (No.)	2	17	5	21	10	21
Parental Leave Rate (%) (Rounded)	100%	5%	100%	0%	100%	61%

Cool Biz

As part of our efforts to create a comfortable working environment, we allow male employees to work without a tie or jacket not only during the summer but throughout the entire year.

Creating a Workplace Where Employees Can Work with Confidence Over the Long Term

We are committed to creating a workplace environment where every employee can continue working with peace of mind throughout their career. As part of this effort, we have introduced a Property Accumulation Savings Program and a Corporate Defined Contribution Pension Plan. Under the Property Accumulation Savings Program, the company subsidizes 1% of each employee's annual savings, supporting planned asset building for the future. In addition, through the Corporate Defined Contribution Pension Plan, the company provides a monthly contribution of 1,000 yen to all employees, helping them prepare for retirement in addition to the public pension system. Through these programs, we aim to ensure that employees feel secure not only in their working lives today but also in their future.

Social Contribution Activities

Contributing to local communities is a vital part of our Corporate Social Responsibility (CSR) initiatives. Our goal is to conduct business activities in harmony with the regions where we operate. We foster strong communication and play an active role in regional development.

Community and Social Contribution

Engagement with the Local Communities

Our objective is to foster positive relationships with all stakeholders through listening to the voices of local residents and operating our business in a way that is deeply rooted in the community. As part of our commitment to these communities, we make donations to hospitals and shrines, and implement regular cleanup in the neighborhood, including weeding and tree pruning.

Open Day (Tsushima Plant)

Cleanup Activity (Head Office)

	Initiatives
Each Location	Periodic cleanup activities in the surrounding community
Inazawa Plant (Aichi)	The Inazawa Plant offers its parking areas to visitors during the annual community festival.
Tsushima/Oguchi/ Kitakyushu etc.	These facilities host an open day for local elementary students.
In Aichi	Sponsorship for the local festival

Companies Driving Regional Growth 地域未来牽引企業

In 2017, we were designated by the Ministry of Economy, Trade and Industry (METI) as a *Company Driving Regional Growth*. This recognition is given to companies that have a significant impact on the regional economy, demonstrate strong growth potential, and serve—or are expected to serve—as central players in the regional economic value chain. We will continue to contribute to the further advancement of Aichi's world-renowned automotive industry through *monozukuri* that aims at leading-edge automobile development.

地域未来牽引企業

Community Service at Overseas Locations

PT. Sakae Riken Indonesia (SRI) has joined a group formed by Japanese companies in Suryacipta Industrial Park and visited an elementary school to teach students about 5S* and donated handmade study desks and cabinets. In 2019, SRI was honored with the CSR Charter Award by the Karawang Regency Government in Indonesia in recognition of its commitment. They are diligently working on these initiatives, currently supporting for seven elementary schools. Other global locations have also committed to supporting their local communities through financial contributions to fire stations and hospitals. *Mitra means coexistence and mutual prosperity

-CSR Charter Award -

*5S: Acronym for "Seiri (Sort), Seiton (Set in order), Seisou (Shine), Seiketsu (Standardize), Shitsuke (Sustain)

Purchasing Policy

We implement CSR strategies in accordance with the following policy and guidelines to promote sustainable procurement.

Procurement Policy

Partnerships
We believe that building strong, cooperative partnerships with our suppliers is essential. These partnerships must be based on mutual trust and collaboration to foster long-term relationships.
Open Procurement Practices and Confidentiality
We are committed to procuring materials and services in accordance with the principles of free competition, both domestically and internationally. We are committed to safeguarding and managing the confidentiality of information obtained through our procurement activities.
CSR Implementation
In recent years, corporate social responsibility (CSR) has gained significant attention. We are proactively implementing CSR initiatives and remain committed to strengthening our management foundation. We respectfully request the understanding and cooperation of our suppliers in supporting these efforts.
About Selecting Suppliers
When selecting suppliers, we consider a variety of factors, including quality, cost, delivery performance, financial stability, supply chain management, and development capabilities. We also assess each supplier's adherence to social responsibility, which is one of the key criteria in our evaluations.
Green Procurement
In accordance with our "Environmental Policy," we have implemented an environmental management system to enhance internal audits, provide environmental education to employees, and proactively reduce our environmental impact. We also encourage our suppliers to obtain ISO 14001 certification and to cooperate with us on our green procurement initiatives. Our periodic supplier process audits assess whether their environmental criteria are met.

Purchasing Transaction Guidelines

What is the Purchasing Transaction Guidelines?
The Purchasing Transaction Guidelines specify the standards that all employees, including directors and officers, must consistently adhere to during their procurement activities and in their engagements with suppliers.
Key Principles
All purchasing transactions must comply with the guidelines on "Compliance with Corporate Ethics in Our Business Activities".

1. To foster good partnerships with our suppliers, we are expected to observe the following points:
   - We are committed to treating all suppliers equitably, ensuring no favoritism toward any specific supplier.
   - We stay up to date with all applicable laws and regulations, including the "Act Against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors," and adhere to standard business practices.
   - We strictly maintain confidentiality of any information obtained from suppliers.

2. To select the most qualified suppliers and ensure healthy competition both domestically and internationally, we are expected to observe the following points:
   - We respond in good faith to proposals from potential suppliers interested in partnering with us, and we share information about our products and transaction-related matters transparently.
   - We conduct annual reviews of our current suppliers to develop future purchasing strategies.

3. Supplier selection procedures must be based on the Procurement Policy, as well as the following points:
   - Requests for quotations are made only with a genuine intent to purchase.
   - Internal procedures must be conducted in accordance with the separately prescribed "Purchasing Management Regulations."

4. We, as individuals, do not accept rebates, commissions, gratuities, or any other benefits from our business partners.

Relationships with Suppliers

To uphold product quality, and maintain a resilient supply chain rooted in customer trust, we are committed to fostering sound, ethical business relationships with suppliers, in accordance with the Purchasing Transaction Guidelines outlined above. We also undertake the following initiatives to ensure product quality and to enhance the management of our supply chain.

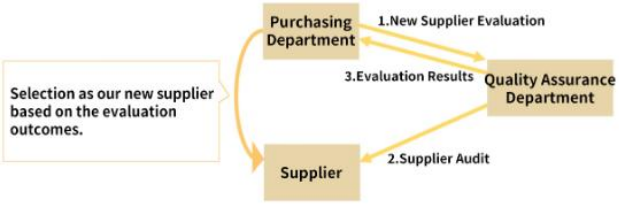
Declaration on Partnership Building

The Declaration on Partnership Building is a commitment made by businesses to enhance added value across the entire supply chain and to promote coexistence and mutual prosperity between large enterprises and small- and medium-sized companies. At our company, we have established policies to strengthen such partnerships, including ensuring appropriate pricing, complying with payment terms, and taking care not to impose unilateral burdens on our business partners during work-style reform initiatives or in times of disaster.

Supply Chain Management

Supplier Survey

We evaluate the development of a sound supply chain by administering written surveys to our suppliers. These surveys cover labor and management conditions, production facilities, suppliers, and quality policy. Final decisions on appointing new suppliers are made after audits conducted in collaboration with the Quality Assurance Department. Additionally, we request both new and existing suppliers submit a "Supplier Survey Sheet" annually and conduct regular reviews of all suppliers.



New Supplier Appointment Process

We conduct a "Green Procurement Survey" of our suppliers to evaluate their environmental management practices, including their implementation of environmental improvement initiatives, as well as their training and risk management efforts. In FY 2023, the Sakae Riken Group audited 14 suppliers, approximately 12.7%. We remain committed to collaborating with our suppliers to promote CSR initiatives throughout the supply chain.

On-site audit at one of our suppliers

Certified Supplier

New suppliers are evaluated based on their total score for each item in the right chart. The outcome will determine whether they are registered as certified suppliers.

Existing suppliers are evaluated based on their total score on the "Supplier Survey Sheet" to determine whether their accreditation continues. In response to the evaluation results, we may request an "Improvement Plan" and provide guidance.

We conclude a basic transaction agreement and a "Request for Compliance with Substances of Concern (SOC) Regulations" with certified suppliers. If necessary, we also request a survey in accordance with the "Management Regulations for Environmentally Hazardous Substances."

Conflict Minerals Procurement

The use of minerals such as tantalum, tin, gold, and tungsten from conflict zones, which fund armed groups, poses risks of involvement in conflicts, legal violations, and human rights abuses. To avoid these risks, we have established the following Conflict Minerals Procurement Guidelines. As part of our efforts, we conduct an annual, supply chain-wide Conflict Minerals Survey, tracing back to the smelters, using the Responsible Minerals Initiative (RMI) Conflict Minerals Reporting Template (CMRT).

Conflict Minerals Procurement Guidelines

What are Conflict Minerals?

Conflict minerals refer to resources mined in conflict zones, particularly in the Democratic Republic of Congo and other African nations. Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act) identifies four regulated minerals: tantalum, tin, gold, and tungsten. As these minerals can fund armed groups linked to human rights abuses, identifying smelters is crucial to disrupting such activities.

Our Policy

Our policy prohibits the use of conflict minerals that could fund armed groups involved in conflicts in the Democratic Republic of Congo and neighboring regions. We require our suppliers to refrain from using conflict minerals from these regions. We also request supplier cooperation in our annual “Conflict Mineral Survey” to help trace and identify refiners.

SVHC Survey

A Substance of Very High Concern (SVHC) refers to substances listed as candidates for authorisation in Annex XIV of the REACH Regulation (EU Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals). Our SVHC survey covers all packaging and wrapping materials provided by our suppliers. For materials containing such substances, we explore potential alternatives and assess any challenges associated with their replacement. We promote initiatives to reduce reliance on these substances.

REACH高懸念物質　含有確認書

SVHC Survey Sheet

For Sustainable Procurement

We are currently establishing our procurement policy to achieve sustainable sourcing. We believe that this initiative requires not only selecting more environmentally friendly materials but also strengthening the decision-making capabilities of each procurement member. To this end, we hold regular internal study sessions to unify decision-making standards within the department and to ensure that our procurement staff can make practical improvement requests to suppliers. At present, sustainability training for procurement staff has been implemented only at Sakae Riken Kogyo and Sakae Riken (Wuxi) in China. Going forward, we will expand this training to other regions and further enhance sustainable procurement across our global operations.

Compliance

Sustainable Development Goals Related to Our Corporate Governance

Compliance Policy

We have communicated the following guidelines for "Compliance with Corporate Ethics in Our Business Activities" with our employees and supply chain. We firmly believe that achieving sustainable growth and earning broad recognition from society requires every member of the company to uphold ethical standards as a universal principle. To this end, we actively promoting awareness of these standards among all employees.

Compliance with Corporate Ethics in Our Business Activities

1 Conflict of Interest
In the event of a conflict or potential conflict between personal interests and those of the company, it is essential to address and resolve the issue promptly. In the event that any of the aforementioned situations are identified, you are required to disclose them promptly to your supervisor or manager.

2 Money Laundering
Money laundering of remuneration obtained through tax evasion, fraudulent accounting practices, or other types of deception, as well as income from unidentified sources, shall be strictly prohibited.

3 Prevention of Anti-Competitive Behavior
The Antimonopoly Act prohibits practices such as "private monopolization," "unreasonable restraint of trade," and "unfair trade practices." We are committed to ensuring that our corporate activities adhere to this crucial legislation, thereby promoting the development of a market economy through free and fair competition.

4 Prevention of Bribery and Corruption
Acts such as bribery and corruption compromise legitimate business transactions and endanger the integrity of the company's operations. We are committed to a zero-tolerance policy to safeguard our ethical and professional standards.

5 Measures Taken against Violations Related to the Above
Individuals found to be in violation of these policies will face disciplinary actions in accordance with the company regulations. Furthermore, in the event that their actions breach criminal law, we will fully cooperate with judicial authorities in alignment with our responsibility as a corporate citizen.

6 Relationship with Society
(1) Contributions to local communities
As a company integral to society's healthy progress, we actively engage in and support initiatives that contribute positively to community well-being.

(2) Confrontation with anti-social forces

Employees must firmly resist any demands for transactions or financial favors from anti-social entities and ensure no association or ties with such groups.

(3) Fair and transparent political participation

When making donations to political organizations or other groups, you shall comply with the Public Offices Election Act, the Political Funds Control Act, and all relevant laws. You shall not engage in any conduct that could cause misunderstandings or misinterpretations.

7 Relationship with Employees

(1) Respect for Human Rights

In terms of employment and employee treatment, we uphold the human rights of our employees, ensure fair and equitable treatment and prohibit discrimination based on beliefs, gender, religion, nationality, age, educational background, or other personal attributes under all circumstances.

(2) Prohibition of Sexual Harassment

Sexual harassment, abuse of power or status, intimidation, and any actions that could be perceived as such are strictly forbidden.

(3) Protection of Privacy

Employee personal information shall be managed responsibly and used solely for its intended purpose. Disclosure to external parties is strictly prohibited without the individual's consent, except in cases involving valid legal reasons, such as a court order.

(4) Compliance with Labor Laws and Regulations

Labor laws and regulations shall be observed to ensure proper management of working conditions, including working hours.

(5) Workplace Safety and Health

Maintaining a clean and well-maintained workplace is crucial for ensuring an optimal work environment. Furthermore, we are committed to adhering to all safety and health provisions outlined in the office regulations and the Safety and Health Management Regulations. We are committed to ensuring the well-being of our employees.

8 Confidentiality Obligations and Protection of Consultees

In light of the importance of adhering to corporate ethics, we have appointed the General Manager of Administration Department as the point of contact for consultations regarding the elimination of harassment. The General Manager is obligated to maintain confidentiality toward the person seeking consultation and is also responsible for ensuring that the person seeking consultation does not experience any disadvantage as a result of reporting. Furthermore, necessary investigations will be conducted based on the content of the consultation. We consider it a vital directive from the President that, for the growth of the company, any issues identified in our immediate surroundings must be addressed promptly.

December 20, 2020

Compliance Structure

As stated in the Compliance Policy, the Administration and Human Resources Department accept compliance reports and inquiries at all times as the contact points for compliance-related matters. The General Manager of Administration is responsible for handling important consultations and inquiries from overseas offices.

Compliance Training

In addition to providing employees with information on "Compliance with Corporate Ethics in Our Business Activities", we are conducting compliance training through correspondence courses to raise employee awareness. In FY 2023, ten employees completed a compliance-related course. We will continue to promote compliance education to ensure that more employees are aware of compliance issues.

Discontinuation of Ceremonial Practices

In line with prevailing social norms, we have requested that our business partners refrain from engaging in ceremonial practices— such as giving or receiving gifts including *ochugen* and *oseibo*, sending seasonal greeting cards such as summer greetings and New Year's cards, and providing entertainment or hospitality— with any of our employees, including senior management.

Sakae Riken Group Compliance Data (Overseas)

While codes of conduct and ethical standards vary across different regions and countries, we are committed to adhering to the laws and regulations of each jurisdiction, as well as respecting local customs. The following is a list of compliance measures that have been implemented at our overseas locations.

Location	Employee Data(2023)		Unit	Related Policy	Content and Initiative
Sakae Riken (Wuxi) Technology Co., Ltd.	Number of internal reports on ethical issues	0	No.	Corporate Responsibility Management Policy	Compliance policy: prohibits corruption, bribery, unfair competition; promotes integrity, truthfulness, and information security.
	Confirmed cases of corruption	0	No.	Communication and Consultation Participation Policy	Policy ensures fair labor–management communication and defines internal whistleblowing
	Compliance training participation rate	100	%	IT Information system Management Guidelines	Defines handling of personal/confidential data and routine risk assessment to prevent security breaches.
	Percentage of business partners identified as compliance risk	0	%		
Eakas Corporation	Number of internal reports on ethical issues	0	No.	Eakas Corporation Handbook	Establishes and communicates corporate ethics compliance policy and whistleblowing procedures to employees.
	Confirmed cases of corruption	0	No.		
	Compliance training participation rate	100	%		
	Percentage of business partners identified as compliance risk	0	%		
PT. Sakae Riken Indonesia	Number of internal reports on ethical issues	0	No.	Kebijakan Penggunaan Teknologi Informasi dan Komunikasi (Information Technology Policy)	Sets rules to prevent third-party information security breaches and strengthen protection systems.
	Confirmed cases of corruption	0.0	No.		
	Compliance training participation rate	10	%		
	Percentage of business partners identified as compliance risk	0	%		
Sakae Riken Polyplastics India Private Limited(J/V)	Number of internal reports on ethical issues	0	No.	SRPI Policy	Employment rules prohibit accepting money/goods under company name and restrict unauthorized items to prevent data leaks.
	Confirmed cases of corruption	0	No.		
	Compliance training participation rate	100	%		
	Percentage of business partners identified as compliance risk	0	%		
Sakae Riken Group Total	Number of internal reports on ethical issues	0	No.		
	Confirmed cases of corruption	0	No.		
	Compliance training participation rate	99.4	%		
	Percentage of business partners identified as compliance risk	0	%		

Information Security

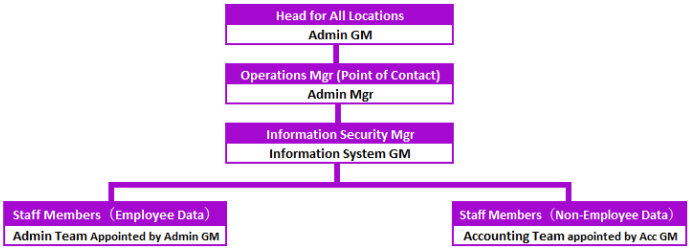
We have established a security system based on our "Confidentiality Management Policy" in accordance with the Personal Information Protection Law to protect the confidential information of the company, customers, business partners, employees, and all other stakeholders. Following the adoption of remote work as a preventive measure against the spread of COVD-19, we have further strengthened our information security protocols.

Basic Policy on Specific Personal Information

Personal information, including the Individual Number, is strictly confidential and must be handled with the utmost care. The "Specific Personal Information Management Regulations" stipulate the guidelines for the handling of such personal information. The Administration General Manager is responsible for supervising compliance with these regulations. We provide regular training opportunities to ensure that employees fully understand the operating rules and measures to prevent information leakage.
(Excerpt from the Employment Regulations)

Personal Information Management System

Personal Information Management System



The Head of specific personal information management oversees the Operations Manager and the Information Security Manager, and is responsible for the management and supervision of the handling of specific personal information.
The Operations Manager is responsible for planning and managing employee training and awareness programs, as well as ensuring stable and continuous operations. The Information Security Manager is responsible for organizing computer system to prevent information leaks.

Cyber Security

Our employment regulations mandate comprehensive security measures, including organizational, technical, physical, and individual approaches, to prevent the leakage of specific personal information and ensure compliance with applicable laws and regulations. The Administration Department has established accident response procedures to address incidents such as information leaks or malfunctions of IT systems and office equipment, to minimize the damage. Beyond IT system management, we have implemented physical access regulations for visitors and facility tours, striving to uphold a robust information protection framework. We also conduct periodic checks on cybersecurity measures at our overseas subsidiaries that do not have their own Information Systems Department.

Organizational Security Measures	・The "Specific Personal Information Management Regulations" were established to clarify the responsibility framework for handling personal information.
	・In order to prepare for potential incidents, such as information leaks, the Operations Manager's mobile phone number is made available to all employees. This will ensure uninterrupted access to the Administration General Manager or the Information Security Manager at any time, day or night.
	・We conduct random drills as a measure against information leakage incidents.
Personnel Security Measures	・We conduct periodic training sessions for employees to ensure the proper and secure handling of specific personal information.
	・The office regulations specify protocols for handling specific personal information, and these are communicated to all employees to ensure compliance.
	・All employees who handle confidential personal information are required to sign a written confidentiality pledge.
Physical Security Measures	・Documents containing specific personal information must be stored and managed in a lockable cabinet.
Technical Security Measures	・Access to the company's internal IT system is restricted to authorized personnel, and access logs must be maintained.
	・Passwords must not be reused.
	・To prevent unauthorized access, firewalls must be used at the interface between internal information systems and external networks.

Risk Management

Companies must be prepared to restore business operations promptly and maintain a stable supply of products whenever they face an emergency. At Sakae Riken, we have established a Business Continuity Plan (BCP) to ensure preparedness for major disasters, cybersecurity incidents, infectious disease outbreaks, and other contingencies.

Fire Safety

As part of our fire-prevention measures, we maintain an inventory of potential ignition sources and combustible materials, and manage them in accordance with clearly defined handling procedures. We also conduct regular inspections and replacements of fire-safety equipment, such as fire alarms and extinguishers, to ensure that initial fire suppression can be carried out promptly. When any defects are identified in the storage conditions or equipment related to combustible materials, we take immediate corrective action to prevent incidents before they occur. In the event of a fire, we have established manuals outlining communication and response procedures, and we conduct regular drills to ensure that all employees are thoroughly familiar with them.

Major Initiatives

- Annual fire-drill training, including use of fire-safety equipment.
- Hot-work permit and information sharing required before any fire-related operations.
- Daily process patrols and safety patrols to identify and mitigate fire risks.

Rescue Training

Natural Disasters

Aichi Prefecture, where our head office, technical center, and plants are located, is an area expected to experience severe damage in the event of a Nankai Trough earthquake. We review hazard maps and implement measures such as securing building seismic resistance and preventing the fall or collapse of hazardous items. We have also established an emergency contact network to enable rapid confirmation of employee safety. In addition, we conduct regular inspections and drills related to electrical equipment and maintain procedures for restoring operations after power outages. Drawing on our experience with the Tokai heavy rainfall, we assess flood and landslide risks during torrential rain or typhoons and implement measures to prevent inundation, sediment inflow, and the release of hazardous materials.

Information Security

The technologies and confidential information of our company and our stakeholders are important information assets that must be protected from unauthorized access and data breaches. Our internal regulations clearly define confidentiality obligations as well as the management and operation procedures for information-related equipment. All employees receive information-security training upon joining the company (FY2023 implementation rate: 100%), and we regularly communicate rules for equipment use and conduct phishing-email response drills. Antivirus software is installed on all PCs and servers, and system administrators continuously monitor system-health resources to detect early signs of system failures, prevent information leaks, and maintain the integrity of our internal network. Through regular drills, we have also established procedures for preventive and recovery measures in the event of power outages or other information-security incidents, including steps to prevent recurrence. Following the increase in web-conference after COVID-19, we have updated guidelines for using company computers both inside and outside the workplace to ensure the safe use of information assets.

Major Initiatives

- Separate production equipment from the network system to ensure production can continue even if the system stops.
- Separate user IDs from system-administrator privileges and assign administrators for each system.
- Secure server rooms and offices with physical keys and install surveillance cameras and motion sensors.
- Clarify confidentiality obligations and compliance requirements in basic transaction agreements with customers and suppliers; conclude individual nondisclosure agreements with partners involved in advanced technology development.
- Issue internal security-alert emails and provide information-security training for new employees.

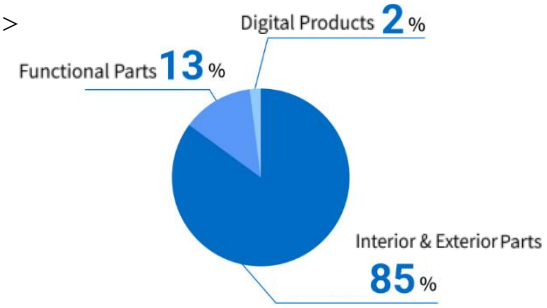
*System-health monitoring resources refer to components such as CPU, memory, storage capacity, and network bandwidth that are continuously checked to ensure that systems are operating normally.

Infectious Diseases

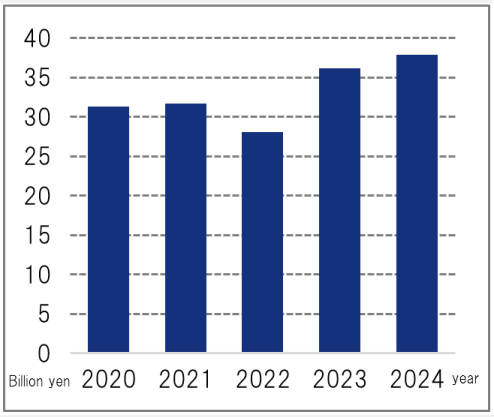
The spread of infectious diseases poses risks not only to employee safety but also to overall business operations, including potential production shutdowns and disruptions to the supply chain. Based on our experience with COVID-19, Sakae Riken has implemented a range of preventive measures to reduce the likelihood of infection and prevent further spread. These measures include installing hand sanitizers in the workplace, ensuring thorough ventilation, maintaining a stockpile of masks, encouraging vaccination, and providing infection-prevention guidelines.

In FY2023, the company did not experience any large-scale operational shutdowns caused by infectious disease outbreaks. However, some sites reported employee absences due to seasonal influenza, highlighting the need for continued strengthening of our infection-control measures. Going forward, we will enhance our systems for collecting and analyzing infectious-disease information both inside and outside the organization, and work to establish a consistent, global framework for infectious-disease risk management.

Company Overview

Company Name	Sakae Riken Kogyo Co., Ltd.
President	Hideki Okano
Head Office	1-48 Miyamae, Nishibiwajima-cho, Kiyosu, Aichi
Established	December 22, 1964（Founded in 1948）
Capital	336 Million Yen
Sales	37.9 Billion Yen（as of September, 2024）
Business	Manufacturing and Selling of Automotive Parts
Number of Employees	945（as of September 2024）
Products	＜Automotive Parts＞ Interior and Exterior Parts, Functional Parts, Digital Products ＜Product Sales Ratio＞ 

Sales Trends



Corporate Philosophy	1） Be active 2） Be creative 3） Be innovative
Company Features	1） R&D oriented business expansion responding to Customers' requirements 2） Wide range of product development making full use of the multifunction technology and decorative technology 3） Consistent quality assurance system from R&D to production and delivery

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