



IRISO ELECTRONICS CO.,LTD.

ESG Practices

May 10, 2021

IRISO CSR/ESG Initiatives

- ◆ Launch a CSR Promotion Department
 - ◆ Ensure good practices based on the roadmap
 - ◆ Best practices on information disclosure
 - ◆ Incorporate perspectives on "CSR" into business audits
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- ◆ ESG priorities laid out in the "Revised medium-term management plan" (FY2021-FY2023)
 - ① Reduction of CO2 emission (zero CO2 emissions from public electricity production in 2030)
 - ② Utilization of diverse human resources (increase foreign executives, female executives and managers)
 - ③ Enhance business resilience management (improve risk management and BCP to respond to the COVID-19 pandemic, etc.)



Items		Overview	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	
E	<ul style="list-style-type: none"> Greenhouse gas reduction Ensure best practices on disclosure of environment-related information 	<ul style="list-style-type: none"> Zero CO2 emissions from public electricity production in 2030 Create a roadmap and ensure good practices 	● Create a roadmap					● 50% reduction (interim target)			100% reduction ●		
		<ul style="list-style-type: none"> Expand ESG initiatives throughout the supply chain Ensure best practices on the disclosure of environment-related information Greenhouse gas reduction Achieve virtually zero emissions in 2050 		● Initiative for SCOPE3									
	<ul style="list-style-type: none"> Efficient use of energy Support for the development of environmentally friendly materials 	<ul style="list-style-type: none"> Green power utilization Installation of solar power generation equipment Switching to green power investment and contract 		● Install solar energy facilities (install them at plants where applicable in sequence)									
		<ul style="list-style-type: none"> Consider switching to resource-saving and energy-saving equipment when renewing production equipment 		● Switch to power saving equipment (consider for all processes, implement in sequence)									
		<ul style="list-style-type: none"> Support for the development of environmentally friendly materials such as biodegradable plastics 		● Select organizations to support their funding									
				● Start funding									

Items		Overview	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	
S	Respect for diversity (employment of women, foreigners, etc.)	<ul style="list-style-type: none"> ■ Promote women's advancement <ul style="list-style-type: none"> • Increase in managerial positions and officers (in Japan)(in FY2030, three times many as compared to FY2020) • Increase proportion of female employment in new graduate recruitment (FY2022:40%, FY2025:50%) ■ Increase in foreign officers (The ratio of foreign officers in FY2025 is three times as high as compared to FY2020) 	<ul style="list-style-type: none"> ● Disclosure of information on diversity initiatives <ul style="list-style-type: none"> ● Implement support plan for women's advancement (trainings, etc.) 		<ul style="list-style-type: none"> ● proportion of female employment in new graduate recruitment 40% 		<ul style="list-style-type: none"> ● proportion of female employment in new graduate recruitment 50% 		Managerial positions and officers (domestic) three times as many as compared to FY2020 ●				
	Support for excellent education, health and welfare	<ul style="list-style-type: none"> ■ Support the scholarship foundation ■ Welfare support through donations to UN agencies, etc. ■ Employee health promotion 	→ Continue to support the Foundation										
	Contribute to local community	<ul style="list-style-type: none"> ■ Contribute to local community at each site 	<ul style="list-style-type: none"> ● Development of the company's support system, etc. ● Launch and continue supporting activities 		<ul style="list-style-type: none"> ● Create and implement health promotion system 		<ul style="list-style-type: none"> ● Measures based on suggestions of each group base and local uniqueness 						
G	Establish strong corporate infrastructure	<ul style="list-style-type: none"> ■ Respond to TSE's new market classification and new corporate governance code (Including disclosure in accordance with TCFD recommendation) 	<ul style="list-style-type: none"> ● Respond to TSE's new market classification and new Corporate Governance Code 										
	Risk management	<ul style="list-style-type: none"> ■ Resilience / BCP system restructure (including supply chain) 	<ul style="list-style-type: none"> ● Revise and develop BCP system ● Trainings and continuous improvement 										

Reduction of CO2 emission (zero CO2 emissions from public electricity production in 2030)

