



2022 CSR Activity Report



ICREX Company Limited

CSR Activity Action Guidelines

Purpose

The aim of ICREX's CSR activities is to contribute to the development of sustainability through the dissemination of our corporate philosophy "We will create useful value for society with creativity and contribute to a prosperous future."

About our Commitment to Corporate Social Responsibility (CSR)



In order to contribute to the development of sustainability (a sustainable society), it is the social responsibility (CSR) initiative of ICREX to continue, improve, and develop activities such as "sound management," "human rights," "labor practices," "the environment," "fair business practices," "customer issues," and "community involvement" through all of its

business activities, giving consideration to all stakeholders.

Initiatives for Sound Management

ICREX's initiatives for "sound management" is that management demonstrates its management philosophy to employees in order to realize the penetration of the corporate philosophy, and employees formulate, practice, and update their own code of conduct.



Human Rights Initiatives

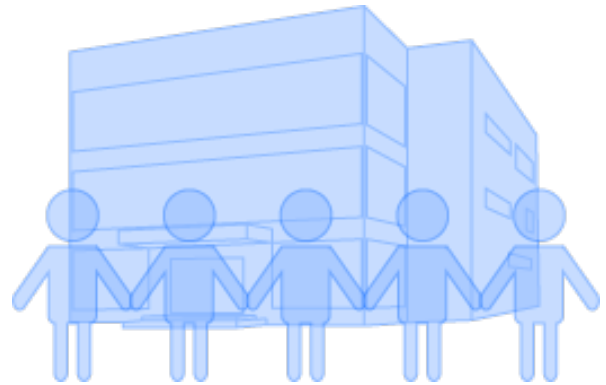
ICREX's commitment to human rights is as follows

- In all corporate activities, ICREX prohibits any discrimination or harassment, including race, nationality, creed, gender, social status, age, or physical disability.
- We will respond to all surveys of minerals that could be a funding source of armed forces related to civil war and conflict that cause serious human right infringement (conflict mineral surveys).
- We prohibit acts such as forced labor, bonded labor, slave labor, non-voluntary labor for prisoners, child labor, etc.
- In labor-management relations, a contract between labor and management shall be concluded in accordance with an employment contract, employment regulations, etc., after sincere explanation and mutual satisfaction



Labor Practices Initiatives

- As initiatives for safety, occupational health and safety, we define hazards and clarify risks.



The Environment Initiatives

- In order to continue our environmentally friendly activities, ICREX has established a basic environmental philosophy and environmental policy.
- To prevent accidents involving environmentally hazardous substances, we ensure that product materials and fixtures do not contain hazardous chemical substances.



Fair Business Practices Initiatives

The initiatives for ICREX's fair business practices are as follows.

- We will faithfully comply with laws, regulations, and social norms.
- We will conduct corporate activities in accordance with what is recognized as social rules.
- We will cut off the relationship with antisocial forces and take a firm response.
- Each and every one of us will act with a high sense of morality and ethics.
- Information security measures are taken to protect information and intellectual property related to customers.



Customer Issues Initiatives

- We are constantly aware of the need to provide products that help customers solve their problems, and we will continue to conduct sales, development, and improvement.
- We propose solution products to our customers based on the standard product lineup that ICREX has cultivated over the years.



Community Involvement Initiatives

- We will continue to promote initiatives that can contribute to the local community, starting with what we can do.



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Initiatives for Sound Management

- Corporate philosophy

"We will create useful value for society with creativity and contribute to a prosperous future."

- Management philosophy

"Become a good company"

Be aware of the following and behave in order to become a good company

- Make a company that provides products and services that are more pleasing to customers
- To become a company where employees are happier
- Make the company more profitable
- Making a Company Contributing to Society

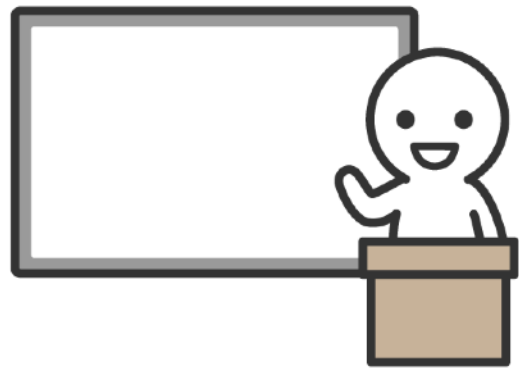
In order to realize the above management philosophy, employees shall formulate and practice a code of conduct.

- Explanation of performance and company conditions at monthly regular meetings of each organization, posted in shared spaces within the company



Human Rights Initiatives

- Promoting employees to participate in training to promote their understanding of human rights
- Harassment Seminar by Social Insurance Workers for all employees in April 2022



Labor Practices Initiatives

Safety

- Provide employees at manufacturing sites with work clothes, safety shoes, and work hats
- AED installed
- Training in the handling of AED
- Storage of disaster prevention equipment in the company and supply of disaster prevention bags to employees

- Regularly check and update the contents of disaster prevention equipment and the disaster prevention bags of employees.
- A disaster prevention safety confirmation system is used to ensure the safety of employees and their families in the event of an emergency.

Employees

- Held approximately 70 internal study sessions
- Proactive participation in seminars and other seminars is recommended and supported.
- Issue an in-house report periodically to share in-house information, improve employee motivation, and promote communication

Materials describing what the company's products will be in the company's shared space



- Installation of exercise equipment in shared company spaces to promote health



- Operation of a continuous employment system for senior employees
- Implementing the following preventive actions and measures to prevent spread of transmission with the first priority on employee health and safety
 - Active use of telecommuting
 - Newly established special leave for vaccination against new coronavirus infection
- Automatic alcohol sprayer installed at two locations at the entrance to the office building



- Installation of alcohol disinfecting bottles
- Full cost of vaccination in the area of influenza vaccine (applicable to dependents)
- Carried out preventive inoculation to overseas travelers as necessary at the company's expense
- Active use of virtual meeting

- Publication and posting of environmental activity reports
- Certified as an environmental partner by Nikon Corporation



The Environment Initiatives

Basic environmental philosophy

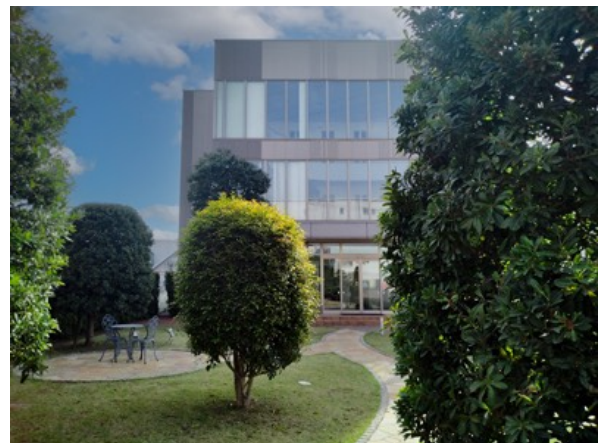
Everyone will continue to act in harmony with the environment in every corporate activity.

Environmental policies

1. All organizations will work together to reduce the burden on the environment.
2. We will investigate the environmentally hazardous substances of our products and comply with related laws and regulations and agreed regulations.
3. As a member of society, we will strive to raise awareness of environmental conservation.



- Properly dispose of industrial waste in accordance with the manifest system
- Maintain greening of a portion of the site



- Endorse and promote the "COOL CHOICE" movement to achieve greenhouse gas emission reduction targets
 - Actively introduce energy-saving equipment such as LED lights
- Promoting Cool Biz
- Conduct environmental education to raise employee awareness of environmental activities.

- Respond to customer requests for surveys on environmentally hazardous substances

Fair Business Practices Initiatives

- Posting in-house information on accident cases involving employees to raise awareness

Customer Issues Initiatives

- Extract Problem resolution case studies and update on website



- Operation of quality-management ISO9001



Community Involvement Initiatives

- Conduct monthly community cleanups (neighborhood cleanup actions)
- Concluded an employment contract with the Silver Human Resources Center to provide an environment where elderly people in the region can play active roles through planting and cleaning operations

- Exhibition at Sai-no-kuni Business Arena, an industry promotion event sponsored by Saitama Prefecture
- Received a letter of appreciation from the governor of Saitama Prefecture for the fact that ICREX contributed to the prevention of the spread of a new type of corona viruses.





2022CSR-EN

ICREX Company Limited

1-11-19, Shinsayama, Sayama-shi,
Saitama prefecture, 350-1331, Japan
<https://www.icrex.co.jp/english/index.html>