

# Yoshida Group CSR Action Plan

item	Actions	index	2025	2030	SDGs
1. Human Rights Labor	1-1. Respect for human rights	1-1-1. Human rights issues (child labor, forced labor, harassment, discrimination)	0 cases	0 cases	
		1-1-2. Training implementation rate on human rights (gender, religion, diversity, etc)	Target 100%	Target 100%	
	1-2. Diversity promotion	1-2-1. Percentage of female employees	actual value	actual value	
		1-2-2. Women's advancement promotion activities (target site) (1) Yoshida Industry: "Increase in the proportion of female workers among employees" (2) Ashikaga Factory: "Increase in the percentage of female full-time employees in supervisory positions" (3) Shizuoka Factory: "Extend the average length of service of female workers"	① 30% or more ② 6% or more ③ 12 years or more	① 33% or more ② 8% or more ③ 14 years or more	
		1-2-3. Statutory employment rate of persons with disabilities (per business site)	actual value	actual value	
	1-3. Maintaining a healthy working environment	1-3-1. Periodic health checkup consultation rate	100%	100%	
		1-3-2. Stress check implementation rate	100%	100%	
		1-3-3. Number of employees taking maternity / childcare leave (male / female)	actual value	actual value	
		1-3-4. Number of people returning to work after maternity / childcare leave (male / female)	actual value	actual value	
		1-3-5. Implementation rate of training on labor standards and personnel policies	Target 100%	Target 100%	
		1-3-6. Percentage of specific health checkups conducted	Target 100%	Target 100%	
2. Health and Safety	2-1. Occupational health and safety	2-1-1. Number of occupational accidents	0 cases	0 cases	
		2-1-2. Occupational safety and health training implementation rate	Target 100%	Target 100%	
		2-1-3. Occupational accident frequency rate (number of occupational accident casualties ÷ total number of working hours x 1,000,000)	0.31	0.31	
		2-1-4. Occupational accident intensity rate (total number of days lost ÷ total number of working hours x 1,000)	0.01	0.01	
3. Ethical transactions	3-1. Compliance thoroughness	3-1-1. Implementation rate of training on compliance (laws, ethics, social norms)	Target 100%	Target 100%	
		3-1-2. Number of compliance-related legal violations	0 cases	0 cases	
4. Global environment Social environment environment	4-1. Promotion of environmental preservation activities	4-1-1. Total CO2 emissions (scope1,2: energy) Reduction rate compared to FY2018	20% reduction	40% decrease	
		4-1-2. Plastic product conversion rate	80%	90%	
		4-1-3. Waste plastic recycling rate	90%	98%	
		4-1-4. Number of complaints from local communities	0 cases	0 cases	
		4-1-5. Environmental training implementation rate	Target 100%	Target 100%	
	4-2. Environmentally friendly product development	4-2-1. Environmentally friendly products Recycled materials / biomaterials Applicable products Percentage of compliance rate (usable / replaceable)	70%	100%	
		5. Quality	5-1. Activities to improve customer satisfaction	5-1-1. Number of delivery accidents (market recovery)	0 cases
5-1-2. Quality improvement presentation held	Once a year	Once a year			
5-1-3. Implementation rate of training on quality assurance, quality control and product safety (cosmetics GMP, market recovery, etc.)	Target 100%	Target 100%			
6. Information security	6-1. Information security	6-1-1. Number of information security incidents (accidents and attacks related to information security)	0 cases	0 cases	
	Promote and strengthen countermeasures	6-1-2. Information security training implementation rate	Target 100%	Target 100%	
7. Contribution to the community	7-1. Communication with the community / society	7-1-1. Participation rate of community contribution activities	100%	100%	
8. Supplier	8-1. Supplier code of conduct deployment	8-1-1. "Supplier Code of Conduct" agreement including new business partners collection rate	100%	100%	
		8-1-2. Implementation rate of CSR on-site audits for suppliers	Target company 100%	Target company 100%	
		8-1-3. Percentage of training conducted for social and environmental issues in the supply chain (target: procurement / purchasing personnel)	Target 100%	Target 100%	
9. BCP	9-1. Business continuity planning and promotion	9-1-1. Conducting self-audits using the "BCP checklist"	Once a year	Once a year	
		9-1-2. Conducting disaster drills	At least once / year	At least once / year	