



Mutual prosperity to both nature and mankind through creativity innovation and sensitivity
www.namics.co.jp

2024 CSR REPORT

Corporate Social Responsibility Report



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1. Editorial Policy

About this Report

In fulfillment of our CSR duty and to foster broad comprehension and facilitate ongoing dialogue with all stakeholders in our society, the NAMICS group has released this year's CSR report. This report adheres to "The GRI Sustainability Reporting Standards (GRI Standards)," a recognized international reporting guideline provided by the "Global Reporting Initiative.

Reporting Period		
FY2023 (April 1, 2023 to March 31, 2024)		
Reporting Organization		
NAMICS Corporation, the offices and sites in Japan and Overseas		
Membership of associations		
Japan Electronics and Information Technology Industries Association Japan Electronics Packaging Circuits Association NIIGATA Chamber of Commerce & Industry		
Issue History		
First	Edition	December 2016
Second	Edition	September 2017
Third	Edition	September 2018
Fourth	Edition	September 2019
Fifth	Edition	September 2020
Sixth	Edition	September 2021
Seventh	Edition	September 2022
Eighth	Edition	September 2023
Ninth	Edition	September 2024
Next Issue Schedule		
September 2025		
Referenced Guideline		
GRI standards 2021 revised edition		

2. Message from Our president

Reflecting on FY2023, we resumed in-person operations as COVID-19 viral infections transitioned to Class 5. Our product development starts with listening to our customer requests. With global travel now fully resumed, we will maintain our commitment to aligning management efforts with the evolving needs of our customers.

Since its establishment in 1946, we have specialized in electrochemical materials, evolving its focus towards the development and production of insulating and conductive materials. In response to detailed requirements from both domestic and international clients, the company has devoted itself to extensive research and product development. Consequently, around 85% of its revenue is generated from overseas, with NAMICS holding approximately 40% of the global market share in liquid encapsulants for semiconductors.

The transition from the former company name "Hokuriku Toryo" to the current name "NAMICS" took place in 1996, coinciding with the company's 50th anniversary. This change symbolizes the concept of coexistence and mutual prosperity between nature and humans, emphasizing the importance of sensitivity, innovation, and creativity as a corporate stance towards achieving this goal. The spirit of "coexistence and mutual prosperity of nature and humans" aligns with global initiatives promoting the Sustainable Development Goals (SDGs) for a sustainable society.

Furthermore, we have established essential pillars - the "Corporate Philosophy" defining the fundamental purpose, the "Fundamental Management Policy" representing corporate culture and long-term objectives, and "Values (NAMICS WAY)" serving as behavioral standards for every employee - as integral components of the "Management Vector." Additionally, viewing corporate social responsibility (CSR) as contributing to society through business activities, we are dedicated to sound management and sustainable business operations.

To realize a sustainable society, numerous worldwide challenges, including environmental issues and human rights concerns, must be addressed. In addition to our social contribution activities through business, we are committed to conducting our business activities in accordance with the Responsible Business Alliance (RBA) Code of Conduct, a global standard emphasizing corporate responsibility regarding the humane treatment of workers in the electronics industry supply chain and environmental impact.

Recognizing the critical challenge of ensuring a stable global product supply, we have implemented "Business Continuity Plan (BCP) Regulations" to enhance business continuity management and decentralize production facilities. In emergencies such as natural disasters or the outbreak of infectious diseases, our primary focus is on maintaining a continuous product supply to customers. Our goal is to systematically implement measures for swift business operation resumption, minimize impacts on management resources, and initiate recovery efforts.



Additionally, as part of our commitment to reducing environmental impact and fulfilling social responsibility, we have established an environmental management system. Environmental conservation activities are a central management challenge for us, encompassing initiatives like constructing eco-friendly office buildings, electrifying and hybridizing company-owned vehicles, selecting products with minimal environmental impact in procurement, and actively promoting waste reduction and recycling.

Concerning the development of employee who will lead the next generation, our fundamental policy is "Realizing a Good Company and Enriching Employees' Lives." We prioritize organizational development and culture creation to foster employee engagement, offering various growth opportunities such as position-based training, and co-hosted an exchange meeting for female employees from various industries in the prefecture to support and promote women's initiatives. Department-specific training for specialized knowledge and skills, and globalization programs for the development of global human resources.

While our company generates approximately 85% of its revenue from overseas, we actively engage in initiatives contributing to sustainable growth in collaboration with local communities. This includes employee volunteer work, sponsorship of cultural and educational programs for youth development, support for local sports promotion, and operating an in-house nursery school for non-employee children. Through these diverse initiatives, we are dedicated to actively contributing to the local community.

As for recent initiatives, in anticipation of the expansion of the market for electronic components and devices in line with the global progress of digital transformation (DX), we are preparing to build a new plant in Niigata City, where our company was founded. The total floor area will be approximately 1.6 times that of the main plant, and upon completion, domestic production capacity will approximately double. We will strive to ensure a stable supply of high-quality products to the global market.

In addition, as new projects, we are working on smart agriculture in Kita-ku, Niigata City, and a tourist farm in Nishikan-ku, Niigata City, and plan to launch a test farm by the end of FY2024. Temperature and humidity control, as well as light wavelength and water management, are key to growing plants. Using the technology we have developed in our factory, we will work to contribute to the revitalization of local agriculture, starting with the indoor cultivation of fruits and other crops.

In conclusion, NAMICS will persist in striving for mutual prosperity and coexistence with local communities through ongoing business activities. We are committed to actively pursuing initiatives that garner recognition not only in our founding location of Niigata but also in various regions where we have established bases.

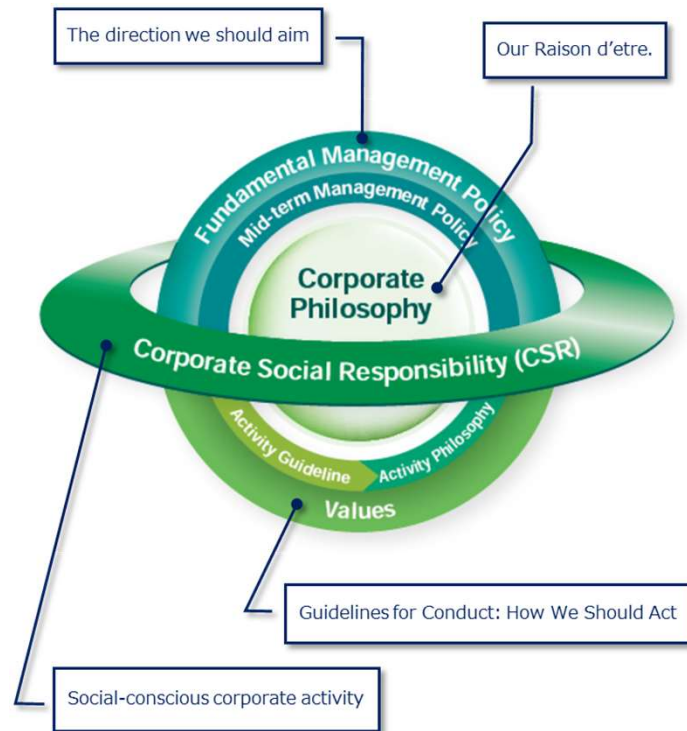


September 2024

NAMICS Corporation
President Toshinobu Odajima

3. Philosophy • Fundamental Management Policy • Activity Guideline

Corporate philosophy system

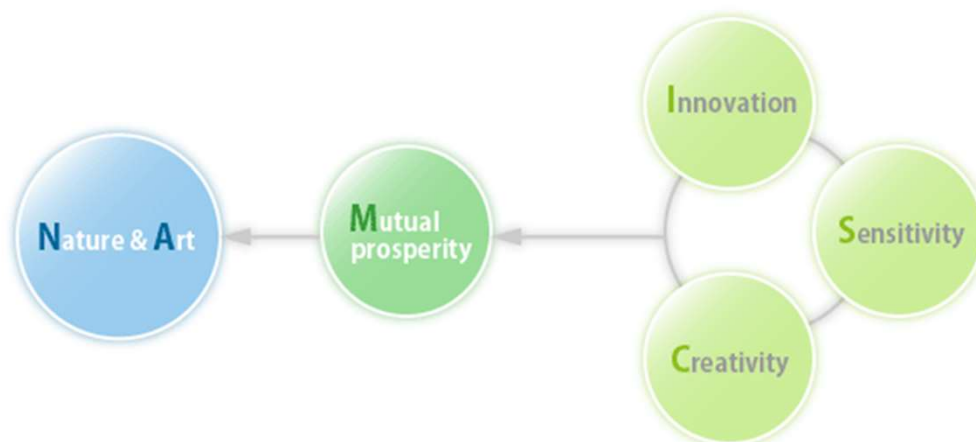


Corporate Philosophy — Our Raison d'être.—

Mutual Prosperity to Both Nature and Mankind through Creativity, Innovation and Sensitivity.

Mutual prosperity is the basis of our management philosophy; indeed it is our company's raison d'être. Our ultimate goal is art in the service of nature, leading to harmonious and advantageous coexistence between humans and the natural world.

The name NAMICS is an acronym of our principles, embodying the idea that sensitivity, innovation and creativity are essential if our goals are to be achieved.



Fundamental Management Policy - The Direction we should aim -

Create value for the future ～ Only one and Number One Company ～

- We use creativity and technology to generate future possibilities.
- We face change with trust from society and the market.
- We take pride in our work and provide true happiness and reasons for living.

Under our basic management policy of Create value for the future, our policy is to be an Only One and Number One company through creating new value that connects us to the future.

Values (NAMICS WAY) — Guidelines for Conduct: How We Should Act —

Activity Philosophy: "Self -reliance, Self-action, Self-help"

Recognize that "You are the architect of your own life" and strive to lead a life that brings satisfaction.

Activity Guideline:

Challenge : Foster curiosity, flexibility, and continually push your limits.

Growth : Take initiative to instigate change, driving personal and collective growth to reach

Respect : Enhance communication skills and cultivate relationship built on mutual respect.

The daily actions of each and every one of us and the shared values (NAMICS WAY) that serve as the criteria for judgment are the Activity Philosophy (Self reliance, Self-action, Self-help) and the Activity Guideline (Challenge, Growth, Respect). In order to make our life fulfilling, we place importance on acting on our own understanding and conviction, and we strive to act through proactive thinking and communication based on individual and group decision-making.

Corporate Social Responsibility (CSR)

— Social-conscious corporate activity —

『Compliance with Corporate Social Responsibility (CSR) 』

A core mission of our CSR is to contribute through corporate activities. Given the evolving landscape of technology, including innovations like IoT, as well as the changing dynamics of societal lifestyles and industries, maintaining high standards is imperative. To ensure the ongoing provision of products and services essential to technological innovation, we are committed to maintaining a balanced and stable business in both the mid and long term.

4. CSR Fundamental Policy

As NAMICS seeks healthy and continuous growth, we expect each employee to decide a course of action that upholds our collective social responsibility.

We value and fully practice our CSR strategy in all corporate activities: environmental conservation; global supply system; corporate compliance; and ethical conduct. We are committed to continuing to align our business with CSR and improve our CSR strategy through periodic reviews.

Social Contribution through Our Business

- Stably supplying products and services which provide social benefit with full consideration of quality, safety, and environmental impact.
- Expanding business in a way that leads to community development by respecting local and global business traditions and practices.

Compliance

- Establishing corporate governance in full compliance with the relevant regulations and company policies.
- Maintaining sound and good relationships with political and municipal authorities, the public, and other concerned organizations through equal, free competition, and business activities.
- Maintaining corporate transparency through appropriate disclosure of corporate information and lawful management of individual and customer information.

Respect for Human Rights

- Respecting human rights in all human beings and strictly prohibiting any actions and behaviors which damage any human beings' dignity, including discrimination based on one's nationality, gender and prohibition of juvenile and forced labor.
- Creating a safe and clean working environment that allows our people to demonstrate their maximum ability.



5. Company Profile · Group Companies

Company Profile



Name NAMICS CORPORATION

Address 3993 Nigorikawa, Kita-ku, Niigata City, Niigata Prefecture

Foundatio February 1947

Capital 80 million yen

Representative Toshinobu Odajima,
President

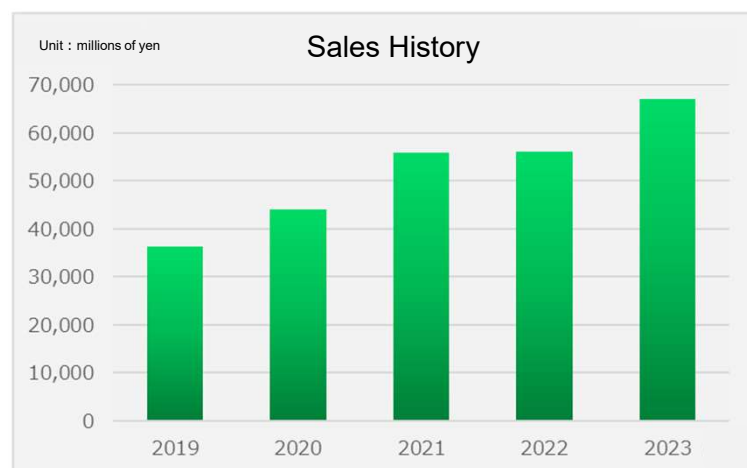
Business Research, development,
manufacture and sales of
electro-chemical materials

Sales 67.0 billion yen (FY2023)

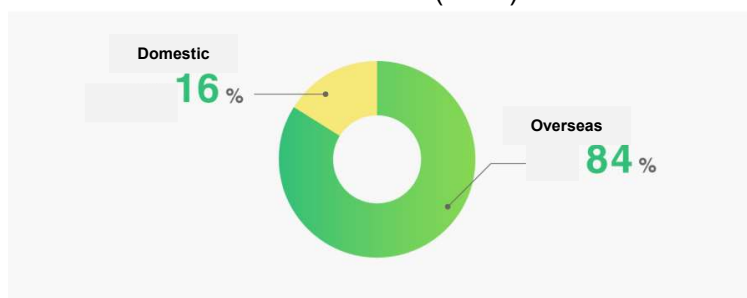
Total Employees 728
(As of March 31, 2023)

R&D Expenditure to Sales 7% (FY2023)

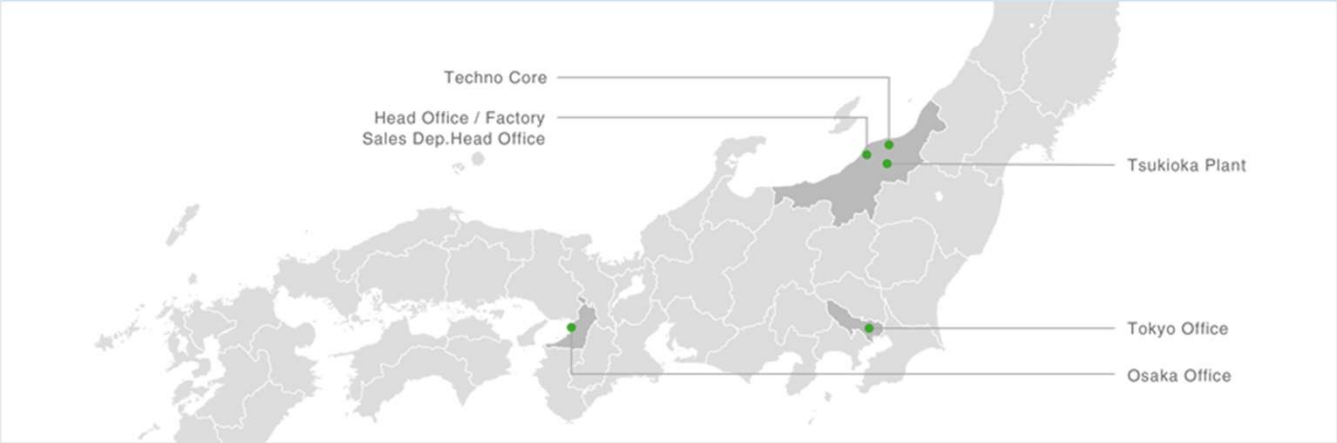
Member Organization Japan Electronics and Information Technology Industries Association
Japan Electronics Packaging and Circuits Association
NIIGATA Chamber of Commerce & Industry



Sales Ratio (2023)



National Network



Global Network



NAMICS contributes to social development by stably supplying socially-beneficial products and services while taking full consideration of quality, safety, and environmental impact. We expand our business in a way of that leads to community development by respecting local and global business traditions and practices.



At NAMICS, we focus on developing environmentally-friendly products such as lead-free products which mitigate the use of environment-hazardous lead, long-life products which reduce waste, and RoHS compliant products which contain no harmful materials. For example, we are putting our efforts into the development of solar battery electrode materials for solar cells, to achieve higher efficiency at lower cost.

The whole production process, from receiving raw materials to shipping products, is strictly controlled by the latest system. Thus, we demonstrate our stable supply of highly reliable products with minimal quality variance. We also put our efforts toward developing new technologies by best utilizing our two core technologies of material (insulating and conductive) and process (composition and dispersion) technologies, along with simulation technology (material and structural analyses) in our research and development facility with the latest equipment and devices. Thus, we contribute to safe and environmentally-friendly product development.

NAMICS is striving for environmental conservation and to establish a global supply system so that even in emergency situations such as a disaster, we are able to maintain our sustainable product supply. We are expanding and improving our overseas production base to allow us to flexibly respond to the changing environment. We ensure our new production facilities are designed to deliver high production efficiency. At the same time, NAMICS will carry out our operations with respect for business traditions and practices in the local community, whereby we pursue mutual success with the community and our contribution to social development.

6. Corporate Governance

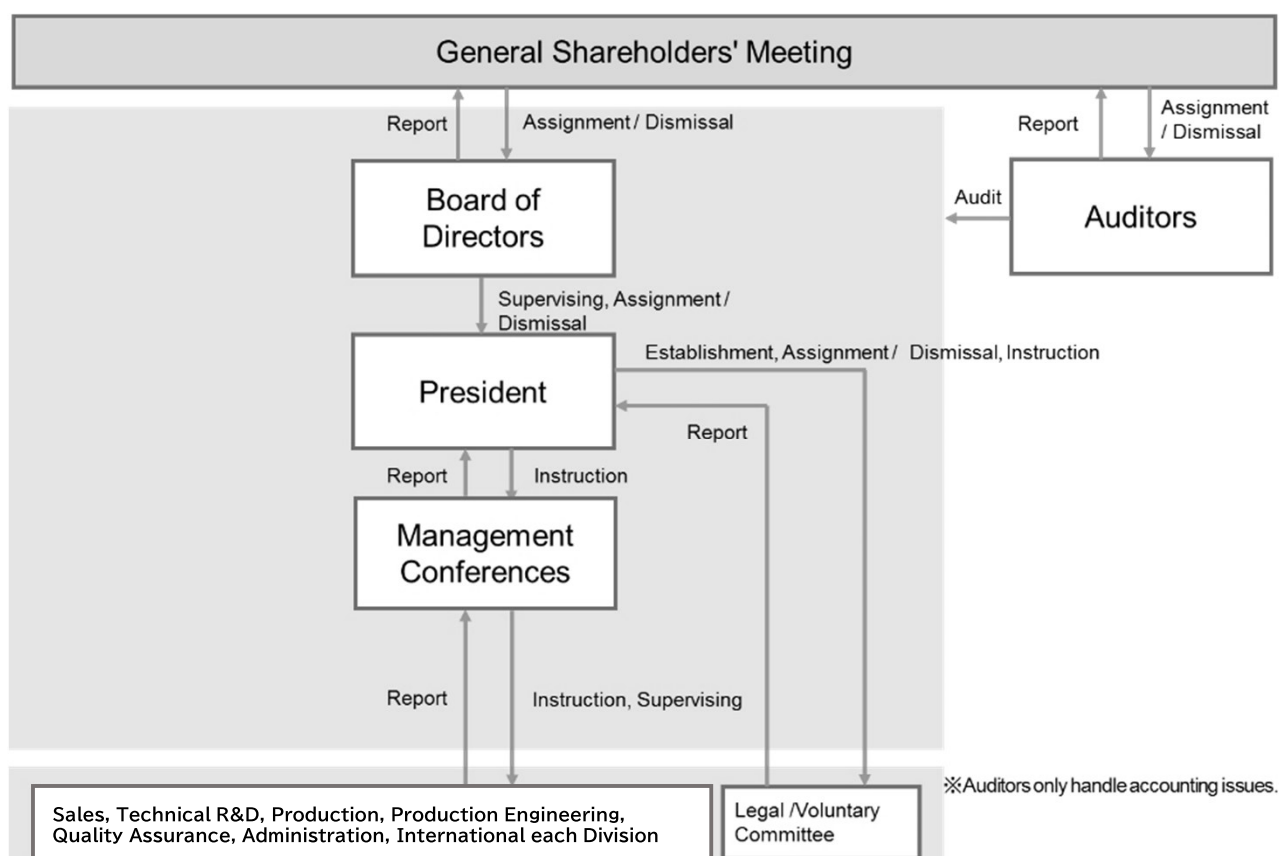
Board of Directors / Management Conferences

As the organizations of deliberation and decision making regarding important corporate-wide matters, there are the Board of Directors and Management Conferences.

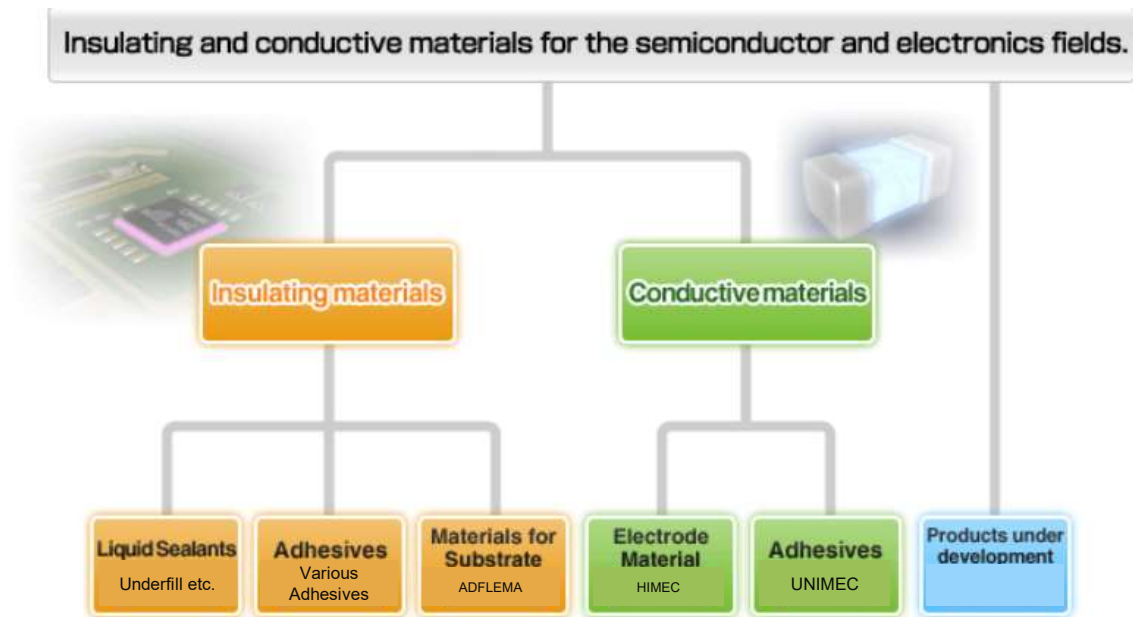
The Board of Directors Meeting and Management Conferences are held once a month or more.

At the Board of Directors meetings we deliberate and decide basic corporate policy and execution of important business matters under corporate law or our articles of incorporation.

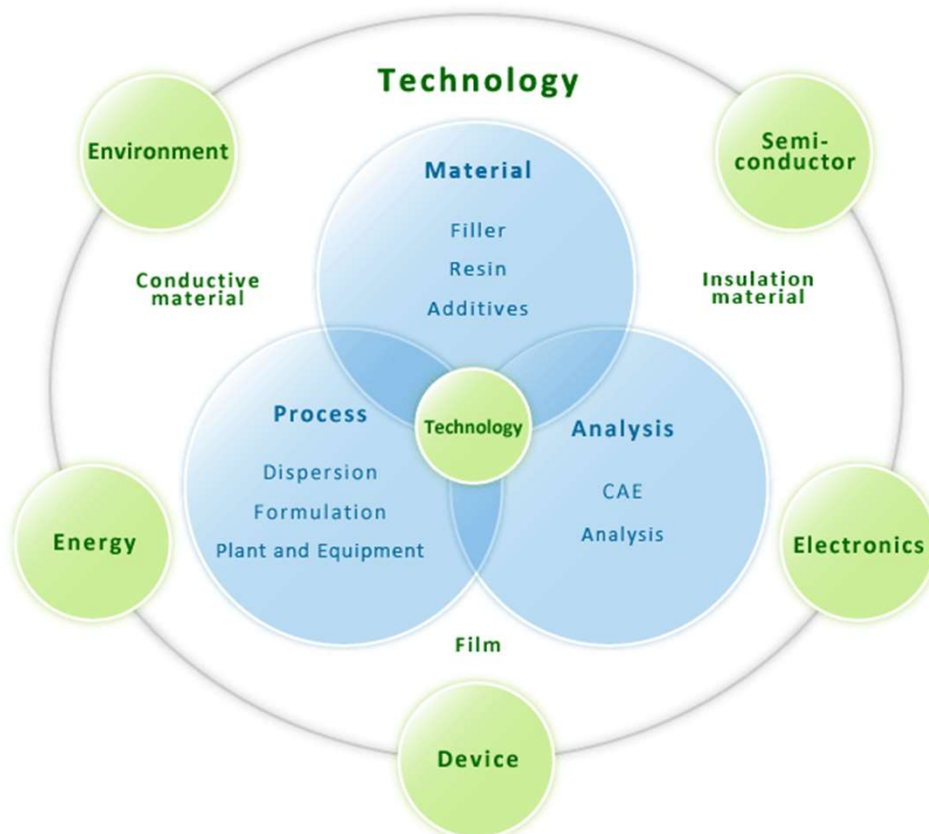
At the Management Conference we deliberate and decide business challenges of corporate-wide or section-wide importance.



Our Product Line-up



Our Technology



Operation of Overseas Subsidiaries

Governance of Overseas Sales Companies by Headquarters

Since the establishment of an overseas sales company in 2006, we have held an International meeting once a year in Japan and invited the general managers for each sales company. The international meeting is held in March before the start of the next fiscal year.

At the meeting we give presentations regarding company policy, sales policy and the plan for each sales company in order to improve business activity transparency.

Starting in FY2014 we have held periodic online conferences with each of the 7 sales companies and an Annual International Meeting.

We discuss various topics such as the followings at the above meetings in order to strengthen the governance of headquarter and reinforce the sales ability of sales companies.

- 1) Sales plan progress
- 2) Organizational issues of each sales company
- 3) Sales strategy of each sales company
- 4) Tasks/Improvement areas identified in each region

Personnel and Labor Audit to Our Overseas Group

Since 2014, as part of our commitment to human rights and legal compliance, the General Affairs Group and Human Resources Group at our headquarters have conducted Personnel and Labor audits at our overseas companies. This initiative aims to establish structures and regulations pertaining to Personnel and Labor relations in each country and to uphold unified Personnel and Labor management as a group enterprise.

Based on the employment situation of each country, we are planning to audit and follow up the design of regulations for Personnel and Labor relations as governed by each country's labor laws and regulations. We will then review the maintenance and operational status of those regulations each year.

In addition to respect for human rights and legal compliance, the Personnel and Labor audit contribute to promoting diversity in the NAMICS' Group and to improving governance of our overseas group companies.

Approach case	Personnel and Labor relations support from headquarters for independent business operation at overseas bases
Reason/intention	<ul style="list-style-type: none"> - Development of structure and rules regarding Personnel and Labor relations at each overseas base - Operation and maintenance of Personnel and Labor management as a group enterprise
activities	<ul style="list-style-type: none"> - Establishing and upholding global CSR standards, such as the RBA Code of Conduct, and regulations for Personnel and Labor relations in accordance with the labor laws and regulations of each country. - Audit and follow up the operational status of the regulations at each company

INTERVIEW



Voice of an employee working abroad

From Niigata to the world

NAMICS (our company) dispatches Japanese expatriates to overseas sales offices as a means of achieving growth as a global company. In this article, we introduce our Japanese employee who has overcome language and cultural barriers, honed his skills and seized the opportunity to take on a challenge around the world.

Division : Sales Division
Overseas Sales Group
Period of stay : 5 years
Name : Nagito Oguma



▼ Please tell us about your work.

I do my work as a bridge between the head office and German sales office, communicating requests, confirmations, etc. to both parties. I also work with local members to support European customers, visit customers, and support adoption of our products and their introduction into mass production.

▼ Please tell us what you felt and what surprised you about the differences from Japan.

They value family and private life as much as work and enjoy their hobbies not only on weekends but also after work on weekdays. On the other hand, there are charges for using restrooms and for drinking water, when going out. I was also surprised by the culture in which it is normal to spend over 3,000 yen including tip when eating out.

▼ What is worthwhile about your job?

When I heard a customer's request and conveyed it to our Technical R&D Division, leading to the development of a product and adoption, I was told by a customer, "We're so glad that Mr. Oguma was the contact person in charge!" It was rewarding when I was able to build such a family-like relationship with the customer that transcended business boundaries.



▼ What kind of support do you receive from your head office (Niigata)?

When we visit a customer, they come to us from Japan and accompany us on customers' visits as technical support and help us with technical solutions. Also, the time difference of up to 8 hours between Germany and Japan makes it difficult to have a real-time conversation, but they are very helpful in discussing ideas and solutions with us before our starting time.

▼ Please tell us what you think were the benefits of your experience working abroad.

By interacting with people from various cultures and backgrounds around the world, I was able to broaden my perspective and realize that my values are not everything. I have also become more tolerant of others and feel that I have grown as a person.

▼ What are your dreams and goals for the future?

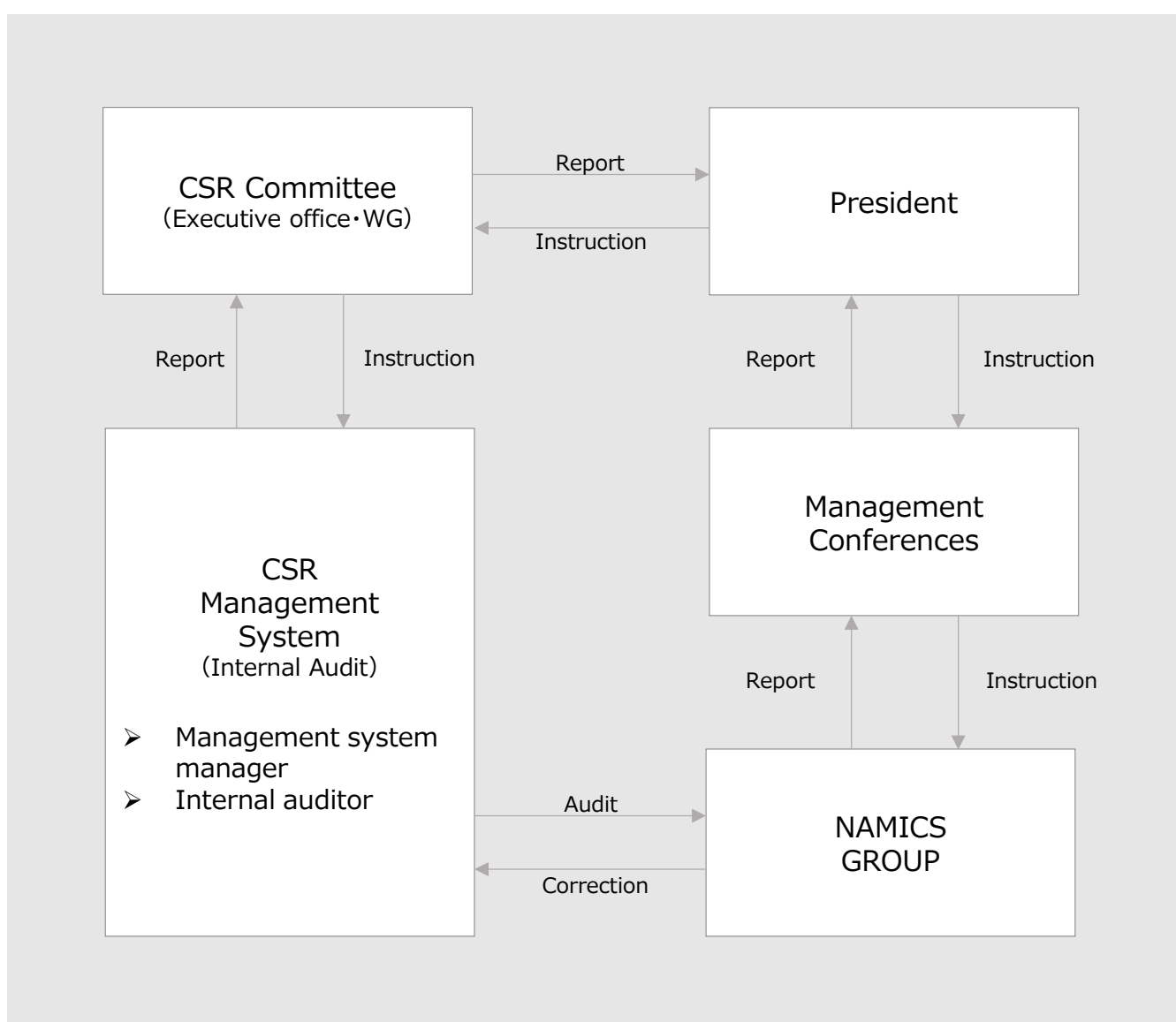
I would like to further enhance my knowledge of the company, our products, and the related market so that I can work and communicate well with customers and colleagues from overseas.

I would also like to be the kind of person that makes customers feel comfortable trusting Oguma of NAMICS Corporation.

7. CSR Promotion Structure

Our Corporate Social Responsibility (CSR) is to execute the business based on our corporate philosophy and contributions to stakeholders.

To implement the above, we established our basic CSR policy and related internal standards. To promote CSR activity corporate-wide in our various activities, the CSR Committee is designated under the governance of our President.



8. Risk Management

BCP Standards

We have a BCP(Business Continuity Plan) Standard.

The purpose of this standard is;

- To promote prompt recovery in order to maintain a stable supply of our products to customers when facing the risk of an emergency (“Risk”) such as large-scale earthquakes or other overwhelming disasters.
- To mitigate damage to operating resources.
- To promote planning of preliminary measures and restoration measures.

Based on the BCP Standard, each site and factory established a Business Continuity Plan and prepares for disasters and accidents beforehand.

”Risk” Response System

- Director-General of the Response Headquarters : President (In his absence, an officer of the next order or a deputy of the President)
- Headquarters member : Based on the Members of the Management Conference it is composed by the Group Managers of each Division.
- Secretariat : Business Planning Group, General Affairs Group

Category	Role
Affected Office	Establish the Emergency Response Office by the employees who are able to come to the office. They enforce the safety confirmation of the employees, contact the Support Office and start restoration activity as much as possible.
1 st Support Office	Collect the Affected Office information and establish the Emergency Response Office. Communicate with the 2 nd Support Office and start support. In case the Affected Office suffered serious damage and is unable to function or they received a request from the Head Office, they implement emergency activity instead of Affected Office.
2 nd Support Office	In case that 1 st Support Office is unable to act or they received a request from the 1 st Support Office or the Head Office, they will start the support activity.



9. Specifying Key CSR Issues for NAMICS Group

When editing this CSR report, we analyzed our key CSR issues. This issue analysis will be reviewed and updated every year.

● Specifying, Evaluating and Prioritizing of Issues

Our CSR committee clarifies and specifies our key CSR issues based on corporate philosophy, core issues from the mid-term management plan and information from our customers and employees. From the two perspectives of the Business and the Stakeholders, they evaluate, prioritize and specify the issues.

● Approval by Senior Management

To be examined and approved at a management conference attended by the Board members, the Executive officers, and the Senior Group Managers.

Our high-priority CSR issues are as follows.

- **Workplace Safety**
- **Reduction of the environmental impact for sustainability**
- **Building a reliable value chain for our customers**
- **Respect for Human rights, Legal Compliance, Diversity, Promotion of Human Resource Training and Retention**
- **Investment in Social Capital**

SUSTAINABLE DEVELOPMENT GOALS What do we do for SDGs?

Our company name was changed to "NAMICS" in 1996. This signifies coexistence and mutual prosperity between nature and humans as well as sensitivity, innovation and creativity that is indispensable for enabling mutual prosperity (See page3).

Our company policy, "Mutual prosperity to both nature and mankind through creativity, innovation and sensitivity" resonates with the current global initiatives of the Sustainable Development Goals (SDGs). In another words, one of our goals is realizing sustainable societies.

NAMICS has been and will continue fulfilling our roles and responsibilities to make the world better and more sustainable.



10. Workplace Safety

We undertake various occupational safety and health activities, focusing on prevention and management, based on our CSR Basic Policy "Creating a safe and clean working environment that allows our people to demonstrate their maximum ability".

Occupational Safety



Safety Inspections

We conduct Health & Safety Inspections in order to prevent occupational accidents. Regular inspections at field sites are necessary to provide a safe and comfortable working environment, and they contribute to the early detection of risks and hazards.

The indicated items are evaluated and improved through Risk Assessment.

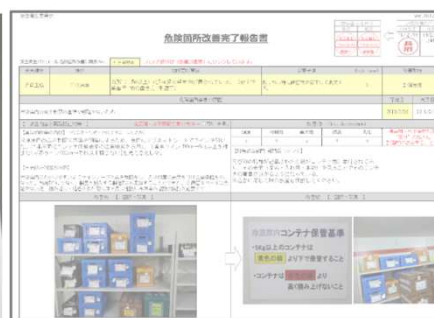
Indicated items by Health & Safety Inspections

Unit (Case)

Items	FY2021	FY2022	FY2023
Indicated	94	87	58
Improved	94	86	53

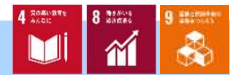


patrols



report of completion

Education / Training



In order to protect employee's safety and health, we prepare "Occupational Health and Safety Education" as stipulated by laws and regulations. Our occupational health and safety team from our General Affairs Group conducts and improves the required education and training for our company.

Education • Training Program and Participants (Japan)

Unit (People)

Program	FY2021	FY2022	FY2023
Disaster • Fire drill	607	615	531
Disaster • Fire prevention education	228	200	198
Hazardous materials security personnel training	1	-	-
Poisonous and deleterious material storage management training	-	-	-
Beginners First Aid Course	-	2	-
Total	836	817	729

First aid•Disaster preparedness drill



Firefighting drill



Emergency drill



Evacuation drill

Occupational accidents

Unit (case)

	FY2021	FY2022	FY2023
Occupational accidents (Japan)	4	4	7

11. Reduction of Environmental Impact for Sustainability

At NAMICS, our management philosophy is "mutual prosperity" based on the concept of "harmonious coexistence between nature and people." Our name, "NAMICS," is an acronym of the first letters of the ideas underlying the corporate activities which contribute to such mutual prosperity.

One method of giving shape to our philosophy was the construction of an environment management system which obtained ISO14001 accreditation in November, 2003. We are also involved in a wide range of other activities.

Environmental Policy



NAMICS is located to the east of Niigata City, known as the "Water Capital" because of its many waterside areas and its wide rivers which flow into the Japan Sea. Our offices are surrounded by lush fields of rice and other crops.

Since our foundation we have protected the riches of the natural world and on the basis of the SEEDS acronym (S: semi-conductor, E: environment, E: energy, D: device, S: system), we have positively carried out R&D on insulation and conductive materials related to electronic products and contributed to enhanced lifestyle culture through the products we supply.

We will continue to work towards harmonious coexistence and mutual prosperity in all relationships including those between society, or art, and nature, by founding our actions on the following environmental policies.

1. To elevate environmental preservation activities to the status of the most important management issue and to fulfil even more meticulously our social obligations through continued improvements in our environment management system.
2. To endeavor to contribute to society by making our environmental policies known to all employees and ensuring that each one of them is aware of the environmental problem.
3. To comply with laws relating to environmental preservation, work for international cooperation including guidelines by industry and related groups to which we have agreed, strive to execute the use of sustainable resource, the alleviation and adaption against the climate change, the protection of biodiversity and ecological system, prevent pollution, and improve safety operations, security and disaster prevention.
4. Principally to promote the following environmental preservation activities in environmental aspects relating to our business activities :
 - 4.1 Promotion of energy reduction
 - 4.2 Promotion of 3R (Reduce, Reuse, Recycle)
5. To promote the following activities aimed at reducing our products' environmental impact.
 - 5.1 Getting to grips with R&D and design which minimizes the environmental effects of our products.
 - 5.2 Promoting reductions in and alternatives to chemicals contained in our products which have an environmental impact.
 - 5.3 Minimizing packaging.
 - 5.4 Positively developing environmentally-friendly materials supply activities.
6. To set environmental goals and targets as mid-term plans which consider environmental impact evaluations, in order to achieve our environmental policies. To establish and implement concrete plans on an annual basis.

NAMICS Corporation
President Toshinobu Odajima

Acquisition of ISO Certification

The current status of ISO 14001 certification is shown below.

We have also obtained ISO9001:2015 and IATF16949:2016 certification, which are ISO standards for quality.

Company/Facility	NAMICS Corporation Related facilities • Tsukikoka Plant • NAMICS Techno Core
Scope of ISO registration	Design, Development and Manufacturing of the following materials.- Coating agent, paste, and powder for electric components- Encapsulant for semiconductor- Conductive paste, powder and adhesive for electric components, circuits, and battery- Conductive and insulating materials for display - Marking ink for electronic components
Certification date	November 21, 2003
Certification date	Japan Quality Assurance Organization (JQA)

Waste Management Education



We conduct "Waste Management Education" for employees involved in waste-related operations and those who wish to attend, with the objective of sharing our corporate philosophy and environmental policy and promoting awareness of these principles.

Each employee is aware that any violation of the law can lead to fines and lawsuits, as well as financial losses and loss of trust due to the publication of the company's name, and we strive to ensure compliance with laws and regulations.

The training includes "1. Laws and regulations related to waste disposal", "2. Waste classification and disposal flow", "3. How to request waste collection and disposal",

"4. Waste discharge status and actual recycling rate", and "5. Waste disposal costs".

A comprehension test is conducted after training.

item	FY2021	FY2022	FY2023
Number of participants in waste education	65	138	109

1. 廃棄物処理に関わる法令

廃棄物処理法に違反した場合は最大で「5年以下の懲役または1,000万円以下の罰金（法人の場合は3億円以下の罰金）もしくはその両方」の罰則を受ける可能性があります。違反行為は細かく分かれていますが、大まかに次のようになっています。

① 廃棄物の不法投棄
⇒ 5年以下の懲役または1,000万円（法人3億円）以下の罰金もしくは両方

② マニフェストの不交付、虚偽など
⇒ 1年以下の懲役または100万円以下の罰金

③ 契約書を作成せず処理
⇒ 3年以下の懲役または300万円以下の罰金もしくは両方

④ 無許可業者へ委託処理
⇒ 5年以下の懲役または1,000万円以下の罰金もしくは両方など

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2. 廃棄物の分類と処理フロー

「産業廃棄物」は、家庭から出る「一般廃棄物」とは全く違うルールと分別方法で厳しく管理されています！！

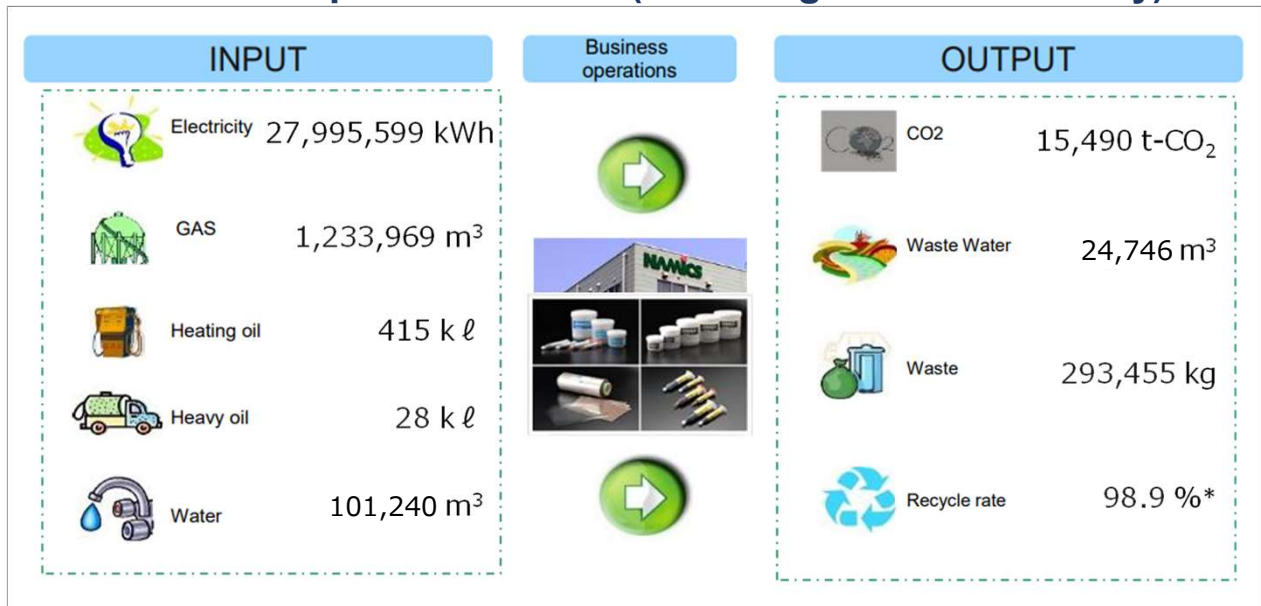
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Environmental Protection



NAMICS Group are committed to reducing waste emissions generated in the manufacturing process and recycling resources.

Environmental impacts overview (Including overseas factory)

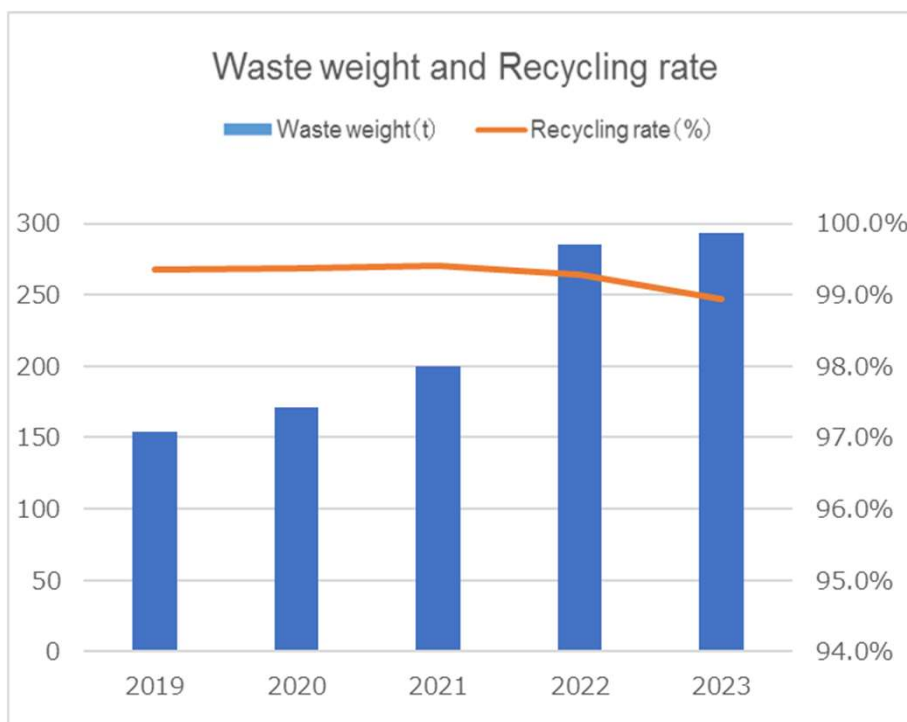


The figures for the factories in Japan are the actual values in FY2022.

The figures for Taiwan factory are the actual values from January 2022 to December 2022.

*The figures for the factories in Japan were counted. In Taiwan factory, all wastes are incinerated by government designated industrial waste disposal operator.

Waste Control and Recycling (Japan)



As our production volume increases, the amount of waste is also increasing.

However, we are working to reduce waste by taking measures to reduce production losses and promoting the reuse of solvents. We also promote awareness among employees through waste management education. Additionally, we are working to reduce landfill waste by focusing on recycling methods such as reusing waste as materials (material recycling) and using waste as fuel (thermal recycling).



Prevention of Water Pollution

NAMICS Group is committed to preventing any water contamination occurrence in public water areas. Waste water is strictly controlled and treated in a waste water treatment facility. We are fully compliant with the related laws and regulations.

The waste water treatment facility is regularly inspected and fixed whenever necessary, to ensure stable operation. Additionally, we monitor and test the water quality to comply with the effluent standards.



Wastewater treatment facilities (Head Office/Factory)

Property		Effluent standards (Japan)	Factories in Japan (As of October. 2023)	
			Effluent (No.1)	Effluent (No.2)
pH		5.8~8.6	8.1	6.9
BOD		<40mg/l	1	2
SS		<50mg/l	6	6
n-Hexane extracts	Mineral oils	<5mg/l	<1	<1
	Animal and vegetable oil and fat	<30mg/l		
Phenols		<5mg/l	<0.01	<0.01
Copper		<3mg/l	<0.01	<0.01
Zinc		<2mg/l	0.07	0.74
Dissolved iron		<10mg/l	<0.02	0.05
Dissolved manganese		<10mg/l	<0.02	<0.02
Coliform group		<3000個/ml	<30	<30
Nitrogen		<100mg/l	<0.2	3.0
Chromium		<2mg/l	<0.04	<0.04



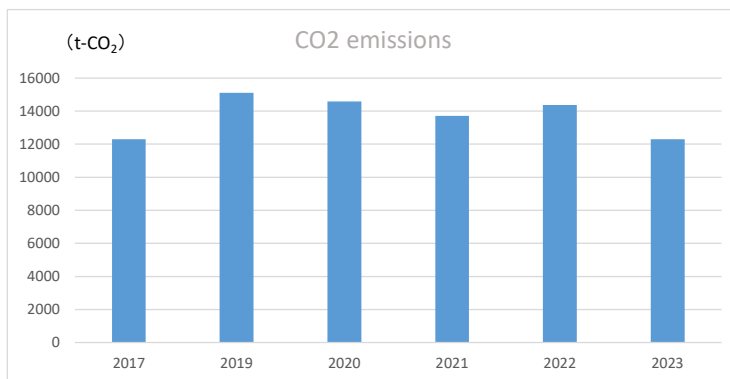
Efforts towards Decarbonization



Following the adoption of the Paris Agreement at COP21 in 2015, countries across the world have set net-zero CO₂ emission reduction targets. Under the philosophy of “Coexistence and Mutual prosperity to both nature and mankind”, we are not only implementing measures to reduce CO₂ emissions but also promoting rational use of energy based on the energy-saving operational guidelines. The Management Welfare Building, which was completed in July 2022, meets the ZEB Ready(※) standards and it achieves energy saving with a highly insulated exterior designed to withstand cold winter in Niigata by utilizing natural light and installing a high-efficiency air conditioning system. Additionally, we are working on “energy creation” through the installation of solar panels.

※ ZEB Ready : ZEB is acronym of Zero Energy Building. ZEB Ready refers to the building equipped with energy saving facilities that allow for more than 50% reduction in energy use and meet a reduction of up to 75% including energy creation.

▼ administrative welfare building



Acquisition of SBT Initiative Certification

We have obtained SBT1.5°C certification from “SBT(the Science Based Targets) initiative” *1 for as its our greenhouse gas emissions reduction targets set up toward 2030.

Certified greenhouse gas emissions reduction targets*2

- Reduce the amount of CO₂ emissions in Scope 1 and Scope 2 by 42% by 2029 (Base year 2019)
- Reduce the amount of CO₂ emissions in Scope 3 by 30% by 2032 (Base year 2022)

Based on our Corporate Philosophy “Mutual prosperity to both nature and mankind through creativity, innovation and sensitivity”, we are working to reduce the environmental impact, aiming for coexistence and prosperity between nature and humans.

We will continue to work together with our customers, business partners, and local communities to contribute to the realization of a sustainable society.



*1 The SBT initiative is an international initiative that encourages companies to set science-based greenhouse gas emission reduction targets to achieve the goals of the Paris Agreement.

Jointly established in 2015 by four organizations: CDP, an international non-profit organization running an environmental impact disclosure system, the United Nations Global Compact, WRI (World Resources Institute), and WWF (Worldwide Fund for Nature).

*2

Scope 1: Direct emissions from operations owned or controlled by the company.

Scope 2: Indirect emissions from the use of purchased or acquired electricity or other energies.

Scope 3: All other indirect emissions not included in Scope 2

Control of Chemical Substances



NAMICS establishes and operates a system which is in accordance with the guideline of controlling chemical substances in products. This guideline is advocated by JAMP (Joint Article Management Promotion-consortium).

We established our Green Procurement Standard Document in 2005 and set our own criteria for chemical substances contained in NAMICS' products. Applying these criteria, we verify the substances with the cooperation and support of our business partners. The requirements for the thorough regulation of chemical substances are becoming more and more stringent, not only in highly developed countries, but many developing countries as well. In order to make our management system more reliable, we collect the latest information and continually maintain and improve our procedures.



Environmentally-friendly Product Development



Our idea at NAMICS is to be kind to people and the planet through the products we provide.

Our lead-free products, durable products to reduce waste and RoHS-compliant products which do not use hazardous substances bear witness to our constant attention to the voice of people and the planet.



"Green" Purchasing



In order to provide environmentally-friendly products, we have established "green" purchasing standards in an effort to select supplies, including raw materials used in production, container and packaging materials and purchased articles, which have a low environmental impact. In selecting materials, we have added "environment" to the traditional criteria of "quality, price and supply stability," and our decisions are based on a global consideration of all four.

12. Building the Reliable Value Chain for Our Customers

NAMICS Group considers building the value chain of Purchasing, Production and Sales an important issue for customer confidence. In order to earn the customer trust that NAMICS seeks, it is necessary not only to manufacture our products but also to build a reliable value chain.

Based on our company philosophy, “Mutual prosperity to both Nature and Mankind through Creativity, Innovation and Sensitivity”, our sales offices are promptly aware of our customer needs, then sharing the information and expanding sales activities through NAMICS’ global network.

Regarding production activities, we have several factories including our overseas factories in consideration of BCP.

In purchasing we have established our worldwide “material procurement policy”. We proactively promote efforts to comply with the social standards in our partners' countries as well as Japanese standards and to also carry out our social responsibilities such as environmental preservation. Through these initiatives we build solid partnerships and aim for mutual prosperity based on a trusting relationship .



NAMICS’ Material Purchasing Policy

1 Procurement of Best Possible Materials

We carefully select our partners and carry out our business with them according to our rational and clear standards regarding quality control, price, stability of supply, company reliability, environmental conservation, and non-use of conflict minerals.

2 Striving for Fair Procurement at the Most Reasonable Price

In principle, we compare and evaluate quotes from multiple partners to ensure a fair partners fairly and as equals.

3 Promoting Green Procurement

We promote green procurement with consideration for natural resource protection and environmental conservation.

4 Compliance

We strictly comply with the social standards in our partners' countries.

5 Confidentiality

We strictly maintain the confidentiality of information obtained from our partners in the procurement process.

6 Respect for Human Rights, Occupational Health & Safety

We respect basic human rights in our partners' business and endeavor to ensure occupational safety and health.

13. Promotion of Diversity and Sustainability

Diversity



Based on international labor standards by the International Labor Organization (ILO) and labor laws and regulations of each country, we respects the human rights of employees and strictly comply with the laws and regulations.

Employee Diversity

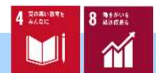
As a company that has several overseas offices, factories and has approximately 85% of total sales from overseas, we at NAMICS hire local employees at our overseas group companies and also work to recruit people from different countries to work at NAMICS in Japan.

(Unit : People)

The number of our group employees (As of March 31, 2024)

Employee number	Japan		Taiwan factory		Other overseas bases		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Full-time	393	100	49	35	67	39	509	174
Contract	94	72	0	0	0	0	94	72
Long term part-time	1	22	0	0	0	0	1	22
Short term part-time	0	0	0	0	0	0	0	0
Temporary	7	39	0	0	0	0	7	39
Subtotal	495	233	49	35	67	39	611	307
Ratio	68%	32%	58%	42%	63%	37%	67%	33%
Total	728		84		106		918	

Human Resource Retention



As a company dealing with specialized products, we consider it an important task to retain employees as well as providing education for personnel.

New hired employee

(Unit : People)

Category	FY2021	FY2022	FY2023
Full-time	22	21	25
Contract	22	17	27
Long term part-time	1	1	3
Short term part-time	0	0	0
Total	45	39	55

Retired employee

(Unit : People)

Category	FY2021	FY2022	FY2023
Full-time	6	6	7
Contract	9	15	26
Long term part-time	1	0	0
Short term part-time	0	0	0
Total	16	21	33

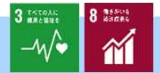
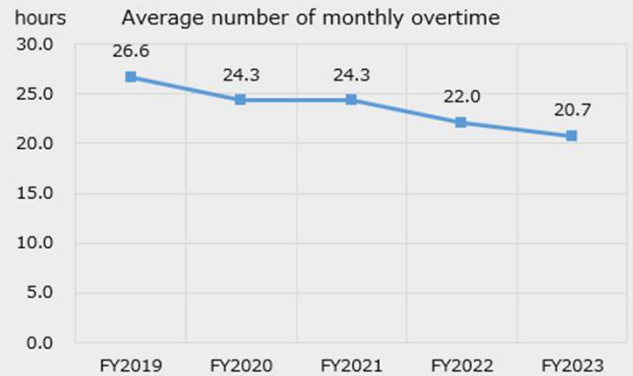


Overtime

Our company has been promoting work style reforms since the outbreak of COVID-19.

The use of online tools has made it easier to communicate both inside and outside the company, leading to the introduction of a work-from-home system and improvements to operations. As a result, overtime has been reduced by about six hours over the past five years.

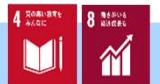
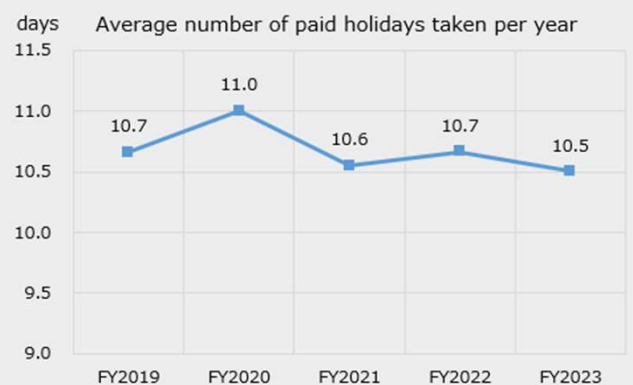
(Excluding temporary employees and executives)



Paid holiday

Our company calendar has 120 days of holiday per year in principle. Since the amendment to the Labor Standards Act in April 2019 made it mandatory for employees to take five days of paid holidays per year, the average number of days taken has remained around 11 days per year. We will continue to encourage our employees to take paid holidays in order to maintain their health and optimize their work-life balance.

(Excluding temporary employees and executives)



Human Resource Development

As the concepts of "diversity" and "sustainability" have gained prominence, the demands for human resource development have advanced. NAMICS is committed to enhancing the work engagement of each employee by placing a strong emphasis on fostering organizational development and a corporate culture that encourages employee engagement. This involves cultivating individual skills and mindsets essential for their respective roles.

At the core of our company's human resources development policy is the commitment to "Being a good company and fulfilling the lives of employees." Guided by this principle, we have instituted a comprehensive educational system that offers various training opportunities organized on a yearly basis. This includes job-rank-based training covering a wide spectrum of positions and roles, division-based training for acquiring specialized knowledge and skills, and an internationalization program fostering individual global awareness. Through this diverse and sustainable educational system, every employee has the opportunity to continually develop themselves.



Well-being training session



Language training

Promotion of women's active engagement in professional life



As part of our activities to promote women's participation in the workforce, we hold joint exchange training sessions with companies in Niigata prefecture from different industries.

By sharing information between different industries, creating personal networks, providing support that leads to further growth and success for women, this is a place where they can clarify their future career design and reaffirm the new skills and abilities they will need. We will continue to promote "Corporate diversity" that respects and accepts individuality regardless of gender, age, or other attributes.



In-House Nursery School Establishment



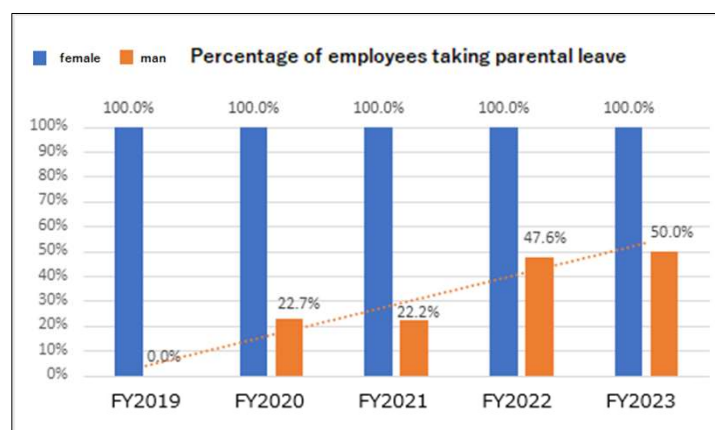
The "Ebigase Nursery School Amic (Ebigase Higashi-ku, Niigata City)" was established in 2016 as part of our commitment to employee retention. Initially, there were only four employees' children enrolled. However, in FY 2023, the school welcomed 54 employees' children, and we anticipate a continuous increase in enrollment. Furthermore, we contribute to the local community by admitting non-employee's children from the neighboring area, resulting in a total of 105 children at Amic as of the end of March 2024.



Returning to work after maternity or childcare leave



In March 2022, we received the "Kurumin Certification" from the Ministry of Health, Labor and Welfare for our efforts to support employees in balancing work and child-rearing. Over the past three years, the return-to-work and retention rates after maternity and childcare leave have been 100% for both men and women, and the rate of employees taking childcare leave is also increasing year by year.





Respect for Human Rights, Legal Compliance, Diversity

Human Rights Aspect and Humanity Improvement Training

As part of our efforts to build respect for human rights, we create and implement comprehensive training about human rights and humanity improvement. The following number of the employees participate each year.

Total time and participants ratio of human rights and humanity improvement training

Category	item	FY2021	FY2022	FY2023	Notes
Total time	Total participants	—	276	306	In FY2021, there was no employee training due to infectious disease countermeasures.
	Total hours (NAMICS Group)	—	3,395	2,529	
Participants ratio	Employees number	—	710	728	
	participants ratio(%)	—	39%	42%	
Reference index	training satisfaction rating (point)	—	4.5	4.4	5 grade survey

Permanent hotline for reporting and consultation

We have set up a hotline to Personnel Group and our legal counsel in order to identify and resolve the issues, provide appropriate advice on a wide range of issues that may arise in the workplace including human rights issues.

コンプライアンス基本方針 <CSR基本方針より>

- 関係法令、社内規程を遵守した企業行動を徹底します
- 公正・自由な競争・取引を行い、政治・行政・市民および諸団体との健全な関係を維持します
- 企業情報の適切な開示による透明性と個人・顧客情報の適正な管理を徹底します

● 緊急連絡先（休日時など）

電話：〇〇〇-×××-△△△

コンプライアンスホットライン

匿名でも受け付けます

- 社内窓口（利用時間 平日9:00~17:00）

電話：〇〇〇-×××-△△△
メール：〇〇〇@.co.jp

- 社外窓口【弁護士法人 中村・大城国際法律事務所】

電話：〇〇〇-×××-△△△
メール：〇〇〇@.co.jp

Topics



R&D Center Designed by Pritzker Prize Winner, Mr. Riken Yamamoto

Pritzker Prize Winner Mr. Riken Yamamoto, Designer of the Namics Techno Core (NTC)

In 2024, Mr. Riken Yamamoto, the architect of our R&D center NTC (Namics Techno Core), was awarded the Pritzker Architecture Prize*, often referred to as the Nobel Prize of architecture. NTC was completed in 2008 and features a curved glass structure with laboratories on the first floor and offices, meeting spaces, and a cafeteria on the second floor. We are pleased to introduce Mr. Riken Yamamoto.



©Heather Hackney Photography for The Hyatt Foundation/The Pritzker Architecture Prize

<Biography>

Riken Yamamoto

(Architect, Riken Yamamoto & FIELDSHOP)

Born in Beijing in 1945

Graduated from the Department of Architecture, College of Science and Technology, Nihon University, in 1968

Served as a professor at Yokohama National University Graduate School from 2007-2011

President of Nagoya University of the Arts from 2018-2022

Visiting professor at Tokyo University of the Arts from 2022-2024

In 2024, became a visiting professor at Kanagawa University, professor emeritus at Yokohama National University and Nihon University, received the Pritzker Prize, and was honored with the Commissioner for Cultural Affairs Award (International Arts category)

Contributing to Sustainable Future

Mr. Riken Yamamoto is a Japanese architect known for his innovative designs and sustainable architectural projects. His work is distinguished by a unique approach that blends the aesthetics of traditional Japanese architecture with modern technological innovations. His Pritzker Prize-winning projects have been particularly praised for their beauty, functionality, and consideration for the environment, earning acclaim worldwide. His architecture symbolizes artistic expression beyond the limits of construction and a commitment to a sustainable future.



NTC (Namics Techno Core: R&D Center)

Workspace that stimulates creativity

NTC represents a facility designed to foster advanced research and development capabilities, secure stringent security, and enhance the creative drive of researchers, as part of our company's ongoing growth. Here, we aim to open doors to the next generation and strive to become "Only One, Number One."

< Major Works >

GAZEBO, Saitama Prefectural University, Hakodate Future University, Yokosuka Museum of Art, The CIRCLE at Zurich International Airport, Nagoya University of the Arts, among others.

*The Pritzker Architecture Prize, awarded annually by The Hyatt Foundation, honors living architects whose talents, vision, and dedication have made consistent and significant contributions to humanity and architecture. The prize is open to individuals regardless of nationality, race, ideology, or beliefs, and typically recognizes one recipient each year.

14. Investment in Social Capital

Contributions to the Local Community

We are promoting various initiatives with the aim of coexistence and co-prosperity with the local community at each of our locations, including Niigata where we were founded.

Community Safety :

Monitoring activities for Children's School Routes



In order to ensure the traffic safety of children passing by the main gate of the headquarters as their school route, volunteer members from the company are monitoring the children during commuting and school hours. Through these activities, we not only ensure the safety of children, but also get to know them and their parents by exchanging greetings. By continuing these efforts, we feel a growing trust from the community, reinforcing our role and significance as a member of the local area.

We will continue to promote activities that contribute to creating a safe and secure environment in our community.



Culture: Sponsorship of "Orchestra is your friend"



We are co-sponsoring the art and cultural experience project for children, "Orchestra is your friend", sponsored by Niigata City.

We support the creation of opportunities to foster rich sensitivity and creativity through the enjoyment of music and the splendor of cultural arts for children who will lead the next generation



Regional Promotion : Engagement in Regional Revitalization



As a locally rooted company, we aim to realize a sustainable society in collaboration with the community based on the principle of coexistence and mutual prosperity.

Our initiatives focus on regional revitalization, including providing financial support for local events and actively participating in town development to enhance the downtown vibrancy.



Traditional folk dance at Niigata Festival

Promoting Sports : Support to Albirex



We contribute to promoting sports by supporting the local professional sports team, Albirex.

<Local Professional Soccer Team>
Albirex Niigata
Uniform Sponsor
Ladies' official sponsor



<Local Professional Baseball Team>
Niigata Albirex Baseball Club
Official Sponsor



<Basketball>
Niigata Albirex BB
Official sponsor



<Basketball>
Niigata Albirex BB Rabbits
Official sponsor



Through the local sports promotion, we engage in local youth development programs to foster the importance of having a dream and a goal to achieve, to nurture the value of continuous effort, and to inspire the spirit of fair play as a development of children for the next generation.



Soccer class at the company-owned nursery school



Basketball class with English

Youth Development



NAMICS Group supports the development of younger generation who are responsible for the future development of science and technology.

Sponsorship of the “Iki-iki Waku-waku Science Award”

To inspire children’s interest in science and technology, we sponsor the “Iki-iki Waku-Waku —lively and exciting in English— Science Award” every year. This award has become one of the largest science awards in the prefecture, receiving approximately 1,000 outstanding submissions annually. We select an excellent research theme out of these submissions and present the “NAMICS Award”.

The aim for this initiative is that through these activities, children can find inspiration in the nature and phenomena around us, and discover the excitement and wonder of science.

We will keep dedicated to nurturing the creativity of children who will lead the next generation.



Human Capital Management and Providing a Comfortable Work Environment



At NAMICS, we believe that creative products and high productivity are achieved not only through individual abilities, but also through organizational strength. For this reason, since its establishment, we have taken measures to promote communication, which is the basis of organizational strength and teamwork, including a company canteen.

Promotion of Internal Communication

As working from home and using chat tools have become more commonplace than before the COVID-19 pandemic, non-face-to-face communication at work has been increased.

However, the ideas and values that emerge through face-to-face collaboration are still valuable and important. Our office gives the employees areas specifically to rest, relax and communicate with their colleagues.

▼A cafeteria with various layouts



▼A breakout space next to the office





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NAMICS Official Character: Namie

Reporting Organization

NAMICS Corporation, our offices and sites in Japan and Overseas

Reporting Period

FY2023 (April 1, 2023 to March 31, 2024)

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