

CSR Report 2024

Report target period Apr 2024 to Mar 2025

Report publication date July 2025



Be the best partner

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Editorial policy

This Report is being prepared as Non-Financial Annual Report on the Environmental and Social Activities of the Rubycon Group. All Items listed in this Report are Summary of Rubycon Group's Activity Policies And Achievements in the year of 2024, focusing on the specific examples, with respect to items that Rubycon Group is addressing as the important issues. In addition, the information related to our CSR Activities is also available on our website, which could be viewed at the same time.



Terms included in this report

The report period is, in principle, from April 2024 to March 2025, but some past activities are included.

In addition, performance data is, in principle, from April 2024 to March 2025.

The report covers "Rubicon Corporation" and "the entire Rubycon Group."

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Based on the Rubycon Group Management Philosophy, we will strive to sustainably improve our corporate value by providing technologies and products that meet the expectations of our customers, and to contribute to a future that is valuable to our stakeholders.

1. Providing products of choice through technological innovation
2. Pursuit of people's happiness
3. Contribution to the development of society
4. Consideration for the global environment
5. Building Trust with Stakeholders

1. Providing products of choice through technological innovation

- Utilize cutting-edge technologies to develop products that reduce environmental impact.
- We will promote sustainable technological innovation, develop products of choice, and promote reliable quality control.

2. Pursuit of people's happiness

- By improving the performance and reliability of our products, we will contribute to the enrichment of people's lives.
- We will promote CSR activities such as human rights and labor practices throughout the value chain.

3. Contribution to the development of society

- Strengthen cooperation with local communities and actively engage in social contribution activities such as education and welfare.
- We will promote diversity and inclusion and aim to realize a society in which all people can play an equal role.

4. Consideration for the global environment

- It aims to improve energy efficiency in the manufacturing process.
- We aim to reduce greenhouse gas emissions, use resources efficiently, and minimize waste.

5. Building Trust with Stakeholders

- Comply with all activities.
- Maintain transparent communication with stakeholders and strengthen trusting relationships.

” Be the best partner for people, society, and our planet with our pioneering spirit and technology. “

Pioneering spirit :

The word “pioneering” is one that our founder was incredibly passionate about. In a rapidly changing world, having this pioneering spirit is essential to our success as individuals and as a company.

Technology :

We strive to provide valuable products created through new technologies, continuing to grow as a company in the global market. We believe technology is not limited to products and manufacturing. Technology also includes the individual technologies that carry out the duties across many departments in our corporate activities.

People, Society and our Planet :

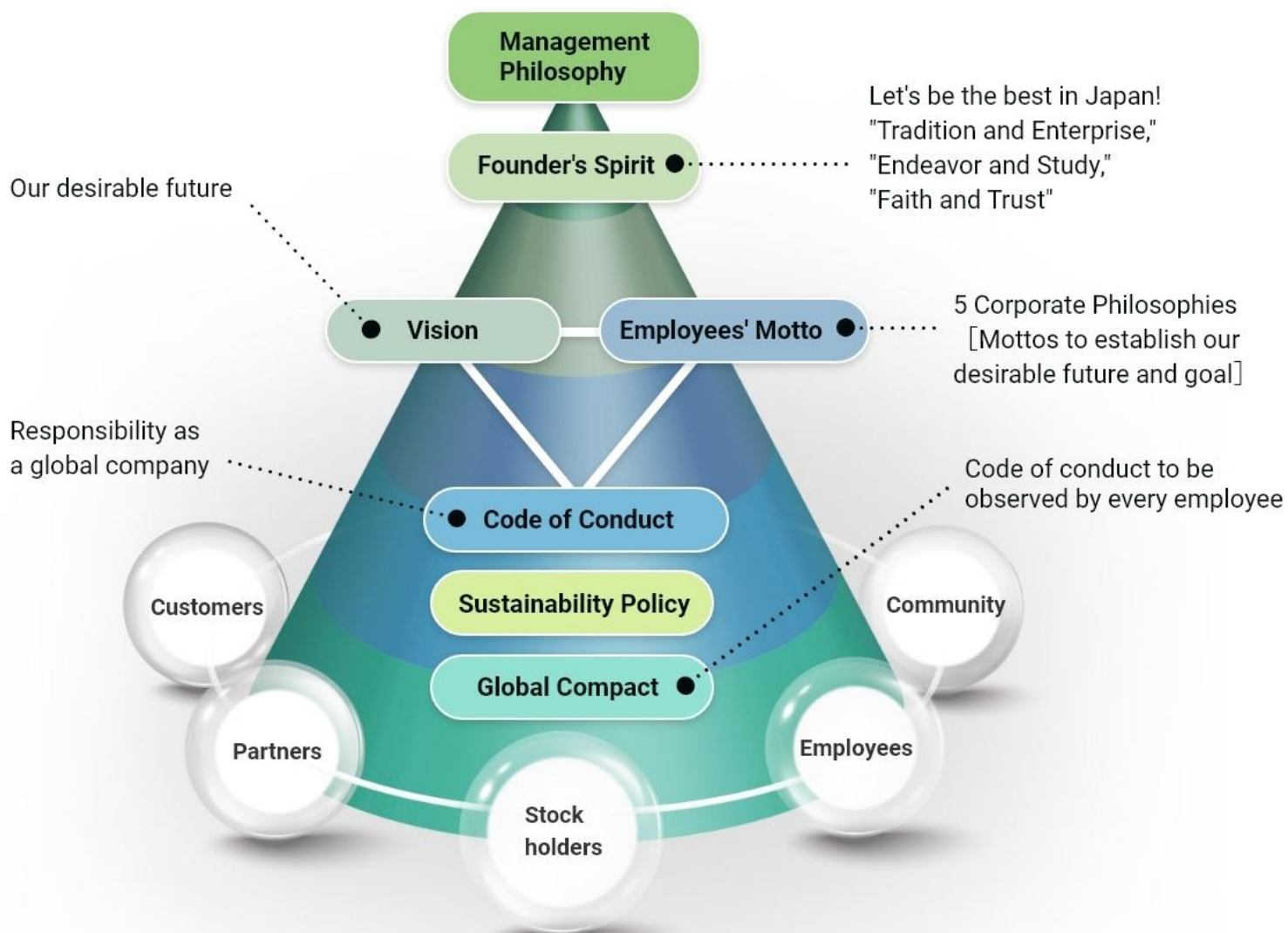
We believe that to continue developing as a company, we must also give back. Our product development, production, and sales initiatives are accompanied by measures to ensure sustainable practices. Through this social responsibility, we can promote the health and happiness of people, society, and the global environment.

Be the best partner :

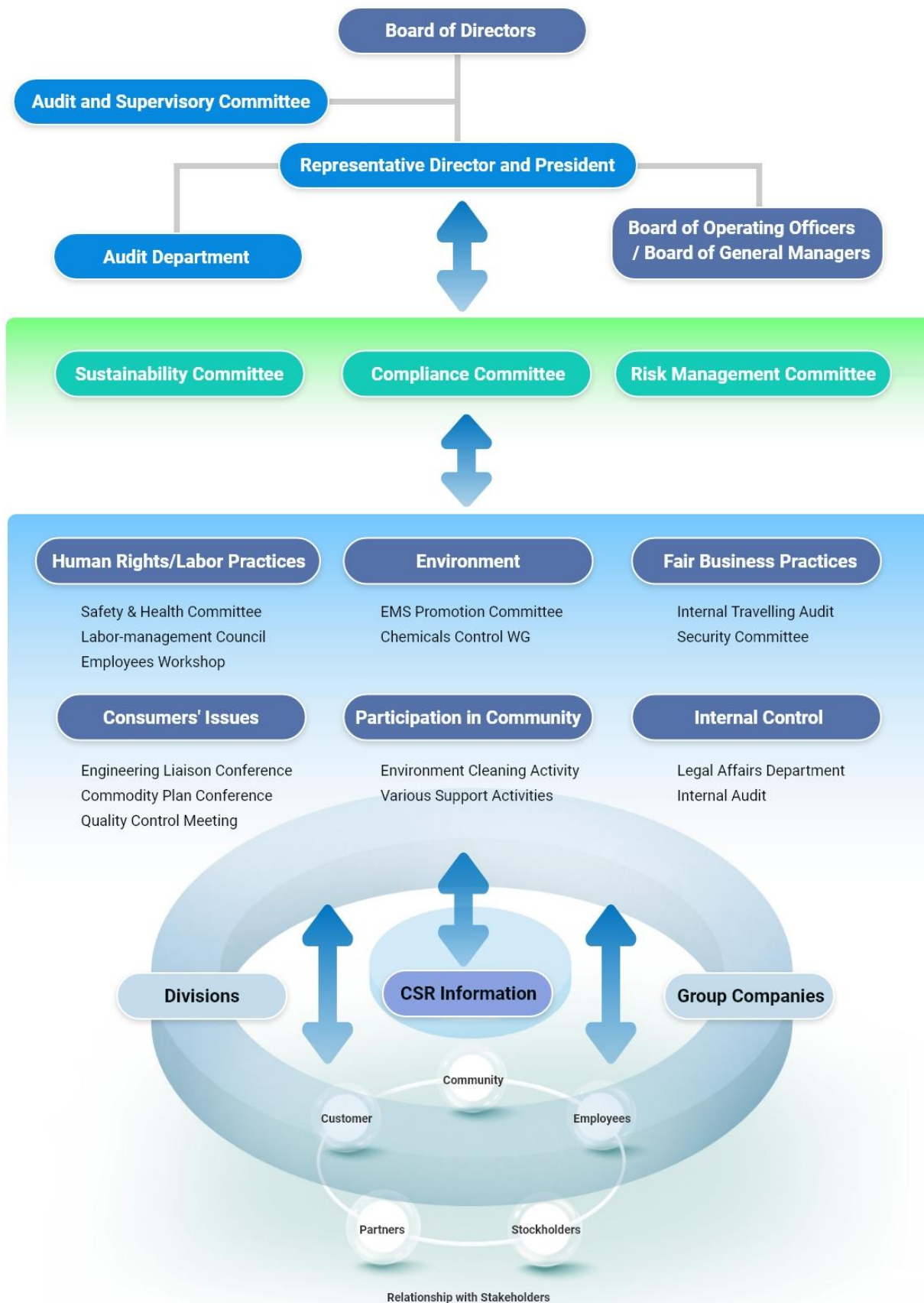
We aim to be a company that is not only chosen by customers for our innovative technology, but also by business partners, local communities, prospective employees, and of course, everyone who works at Rubycon.

CSR Policy

This diagram illustrates our CSR system for fulfilling Rubycon's social responsibility. Decisions are made through our vision, employee motto, and the principles of the Global Compact, based on our management philosophy and the spirit of the founder. All of these support us to remain a reliable company to stakeholders such as customers, partners, stockholders, employees and the community, and to drive steady CSR activities.



CSR Promotion System



Fair Business Practices

We are compliant regarding relevant statutes, internal regulations, social norms and ethics, and excluding relations with antisocial forces, so as to promote business activities through fair and good competition and to secure safe and ease of customers in consideration of views and positions of ordinary citizens.



Compliance

We comply with all laws and regulations related with our business (labor, environment, welfare, trade, industry, commerce, national tax, civil affairs, etc.) to ensure fair business and transactions. On the basis of internal rules of Rubycon Main Office, we develop them to be applied to each Rubycon Group company and we improve them mutually with each business site and each Rubycon Group company. We disclose Rubycon Group Code of Conduct in public which conforms to the former EICC(Electronic Industry Citizenship Coalition), and thoroughly implement it to the employees of all Rubycon Group companies. If any compliance violation is found, we shall seek accurate facts to determine the cause followed by strict action to prevent recurrence.

Whistleblower System

We have introduced Whistleblower System with the main purpose of early detection and prevention of legal and compliance violations. The system is designed to accept Whistleblowers' reports from a wide range of the employees, regardless of whether they are inside or outside the organization, and to investigate and respond to all of those reports. We have made the System known to all of the employees by displaying the posters of the System throughout Rubycon including all of the Group companies, and we make efforts to continuously create an environment where it is easier for whistleblowers to report by setting up both internal and external reporting channels.

Internal Audit

We have established Internal Audit Department under the direct control of the President in order to audit whether or not all of the activities of the Group companies are being conducted properly and efficiently in accordance with the laws and regulations as well as the Company Policy and the Internal Rules, and to identify risks of any violations in the business activities and provide advice on

how to improve and/or correct the operations of the Company. Internal audits are being conducted in all departments including Group companies.

Risk Management

In addition to the risk reduction activities that have been ongoing for many years, the company is promoting the strengthening of internal systems and the review of relevant internal regulations in order to respond to customer requests for risk assessment in terms of codes of conduct and ethics. In addition, as earthquakes and other disasters have been occurring frequently in recent years, the effectiveness of the disaster management rules is assessed through a BCP operation check, together with a review of the BCP (Business Continuity Plan) in preparation for unforeseen events.

Protection of Intellectual Property Rights

In order to contribute to the sound development of our businesses, we promote appropriate acquisition of Intellectual Property Rights such as Patent Rights as well as Trademark Rights. Furthermore, we focus on protecting the Intellectual Property Rights of other third parties in the same manner as our own, and take all possible measures to ensure that we shall never violate any of them.

Protection and Control of Information

Misuse of information important to corporate management will have significant impact on relations of trust with partners and their management. We have established security policy and privacy policy recognizing importance of information assets. We give the first priority in risk management and BCP to the policies. We are protecting and controlling information assets through education of employees and various security measures and activities.

Privacy Protection

We are deeply aware that the use and protection of Privacy Data is of Paramount Importance in our Corporate Activities. In addition to maintaining a management system that complies with Japanese personal information protection laws, we are taking various measures to meet the requirements of the European General Data Protection Regulation (GDPR), which imposes strict rules on the transfer of personal information residing in the EU outside the EU.

Rubycon Group Code of Conduct

Rubycon Group Code of Conduct is established to ensure workplace safety of employees and to provide employees with such working environment as required for performing their duties and is aimed to accord with environmental responsibility and corporate ethics as well as to comply with relevant laws and regulations. Rubycon Group Code of Conduct conforms to former EICC Code of Conduct.

1. Human Rights and Labor

i . Voluntary labor

We will employ all workers of their free will, and assure free selection to leave or end their employment. We strictly prohibit human-rights abuse including forced labor, restraint, domination, slavery, human traffic and abduction, and do not reserve identification of any employee.

II . Prohibit Harassment and Inhumane Treatment

We prohibit all forms of harassment, corporal punishment, physical or mental oppression, or any other form of harassment or inhumane treatment in the workplace, and the violators shall be referred to Compliance Committee of the Company for severe punishment.

III. No child labor

We will not employ children under the minimum age for employment. We will not employ individuals under 18 years old.

IV. No discrimination

We will not discriminate due to race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political orientation, creed, affiliation to union or marital status on recruiting, employment, promotion, reward or training so as to establish equal opportunity and fair treatment.

V . Reasonable wage

We will observe wage laws stipulating the minimum wage, overwork and legal payment, and pay wages on due dates, but not conduct illegal deduction. We will deliver pay statement to every employee without delay.

VI. Working hours

We will manage working hours, holidays and vacations of every employee to comply with the statutory limit.

VII. Right to organize of employees

We will respect employees' rights to organize, to protest, and to affiliate with labor council as the means to win labor-management council for working environment and wage level, in compliance with relevant statutes. Employees may frankly talk with management regarding their concerns about labor conditions and business practices without threat of reprisal, assault or harassment.

2. Health and Safety

i .Machine Safeguarding

We will take necessary safety measures for equipment to be used in the company and conduct appropriate maintenance.

II . Workplace safety

We will evaluate safety risks in workplaces to secure safety through appropriate design, engineering and management means. We will provide employees with safety training and protection as appropriate. We will respond (in good faith) to safety concerns from employees.

III. Workplace sanitation

We will review workplace environment including harmful chemicals and waste as well as noise, odor and take appropriate measures for control and protection.

IV. Elimination of Occupational Injuries and Workplace Illnesses

We shall monitor the status of Occupational Injuries and Illnesses and take appropriate countermeasures.

V. Emergency preparedness

We will estimate potential injuries and accidents to prepare emergency plan for human safety and communicate it to all employees.

VI. Physically demanding work

We will identify physically demanding works and appropriately administrate them to prevent injury and illness.

VII. Facility safety and sanitation

We will ensure safety and sanitation of facilities for employees (e.g. dormitory, canteen, lavatory) and maintain potable water, air conditioners, and emergency exits.

VIII. Health of employees

We will adequately control health of every employee.

3. Environment

i . Product content restrictions

We will control all of the statutory banned and restricted chemicals in all of our products, while complying with relevant statutes and customer requirements.

II . Chemical materials to be used in production process

We will control all of the statutory banned and restricted materials in our production processes and comply with relevant statutes and customer requirements.

III. Environmental management system

We will establish and operate environmental management system.

IV. Minimal impact on environment (e.g. waste water, sludge, exhaust gas)

We will comply with laws and regulations on waste water, sludge, exhaust gas, and improve them with our voluntary standards.

V. Environmental permits and administrative approval

We will obtain necessary administrative authorization according to laws and regulations, and submit required reports.

VI. Effective utilization of resources and energy (3R)

We will set our original goal to save resources and energy while continuing to strive for effective utilization of them.

VII. Reduction of greenhouse gas emission

We will set our original goal to reduce greenhouse gas emission and final waste, and continually strive for the reduction.

VIII. Reduction of Industrial Waste

We will set our original goal to reduce final waste and continually strive for reduction.

IX. Disclosure of environmental preservation activities

We will always disclose the results of our environmental activities.

X. Preservation of biodiversity

Agreeing to basic rules of biodiversity preservation, we are addressing to preservation of natural environment in our premises.

4. Fair Trade and Ethics

i . No corruption or bribery

We will maintain sound and normal relations with politicians and administrative officers to prevent bribery and illegal donation.

II .No abuse of dominant bargaining position

We will keep from abuse of dominant bargaining positions or acts which are disadvantageous to our partners.

III.No improper advantage

We will not offer or accept improper advantages in relation to customers and the society.

IV.No anticompetitive act

We will not hinder fair and transparent competition.

V. Provision of accurate information on product and service

We will provide customers with accurate information on our products and services.

VI. Respect to intellectual property

We will respect (but not infringe) intellectual properties of third parties.

VII. Appropriate export control

We will establish appropriate export control system on the technologies and articles covered by laws and regulations.

VIII. Disclosure of information

We will not provide false or inaccurate information to customers and the society.

IX. Prevention and early detection of irregularity

We will be aware of laws and regulations as well as social norms and strive for prevention and early detection of irregularities.

X. Prohibition of reprisal

We will protect confidentiality of accusers including employees and subcontractors.

XI. Responsible mineral procurement

To identify that tantalum, tin, tungsten and gold contained in our products are not funded and/or result of payoff from any armed group that are committing serious human-rights abuse in the Democratic Republic of Congo and neighboring countries. We will survey origin and circulation route of every mineral through our supply chain, and disclose correct information according to customers' request.

5. Quality and Safety

i . Security of product safety

We are conducting product design according to opinions and requests of customers.

II . Quality management system

We will establish and operate our quality management system.

6. Information Security

i . Safeguarding for threat to computer network

We will prepare protective plan for any threat to computer network so as to protect our company and other companies from damage.

II . No leakage of personal information

We will appropriately administrate and protect personal information on partners, third parties and our employees.

III.No leakage of confidential information of customers and third parties

We will appropriately administrate and protect confidential information received from partners and third parties.

7. Social Action

i . Contribution to society and community

We will proactively address activities that contribute to development of the international society and the community.

The Ten Principles of the United Nations Global Compact

In October 2011, Rubycon Corporation expressed the support for the universal principles about Human Rights, Labour, Environment and Anti-corruption upheld by United Nations, and officially joined the UN Global Compact.

Rubycon Corporation contributes to society thru business activities, by supporting 10 principles of the UN Global Compact.

The Ten Principles of the United Nations Global Compact

Human rights

Principle 1:Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2:make sure that they are not complicit in human rights abuses

Labour

Principle 3:Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4:the elimination of all forms of forced and compulsory labour;

Principle 5:the effective abolition of child labour; and

Principle 6:the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7:Businesses should support a precautionary approach to environmental challenges;

Principle 8:undertake initiatives to promote greater environmental responsibility; and

Principle 9:encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10:Businesses should work against corruption in all its forms, including extortion and bribery.

Procurement Guidelines

Rubycon Group is working to strengthen Supply Chain Management with a focus on business continuity as well as on sustainable value creation.

We have established “Rubycon Group Procurement Policy”

based on our Management Philosophy, and are working to strengthen compliance with laws, regulations, and social norms while demonstrating our basic policy on procurement both internally and externally through our website.

Based on the purpose of this procurement policy, we have formulated “Requests to Suppliers,” which includes compliance with laws and such social norms as respect for human rights and exclusion of anti-social forces, prohibition of corruption and bribery, promotion of fair and equitable transactions, and environmental consideration.

With these two guidelines as the two driving wheels of procurement activities, we are working on building and strengthening relationships based on equitable, fair and transparent transactions with suppliers.



Rubycon Group Procurement Policy

Compliance with laws and social norms

We will comply with laws and social norms (Respect for human rights such as prohibition of child labor and forced labor, laws, standards, treaties, etc. of various countries including prevention of corruption etc.), and conduct sound and fair corporate activities. Suppliers of materials and services necessary for the production of Rubycon products are also requested to comply with laws and social norms.

Green procurement and environmental consideration

In line with the Rubycon Environmental Policy, we established green procurement standards, we continue the environmentally friendly materials procurement activities, and we strive to realize a sustainable human society and sound environment.

Promotion of equitable and fair business transactions

We open widely to both domestic and international suppliers (including candidates of suppliers), and conduct fair and impartial business transactions in accordance with established policies and procedures.

Supplier selection policy

In selecting suppliers, we are committed to make comprehensive judgement among the following factors: compliance with laws, regulations, human rights and other social norms, environmental consideration, ensuring stable quality and safety, stable and reliable supply, stable management foundation, superior technical capability, appropriate information protection, respect of other companies' intellectual property, compliance with the designated delivery date, appropriate price, etc.

Enhancement of partner relationship with suppliers

We strive to build and maintain trust relationship based on mutual understanding with suppliers.

Prohibition of giving and receiving of private benefit

We prohibit employees from receiving inappropriate personal benefits (including entertainment and gifts) from suppliers without exception.

Corporate Website “Request to valued Suppliers”

https://www.rubycon.co.jp/wp-content/uploads/company/suppliers_en.pdf

Consumer safety and protection (Contributing to society through our products)

Rubycon Products Contributing to Promote DX of the Society through Electronics Technology

Nowadays, various devices & equipment around us are digitalized and equipped with Information Technologies, and the electronic devices & equipment are indispensable in the present-day Society. In the electronics industries, Capacitors are being of necessity, and Rubycon recently contributes to so-called Digital Transformation of the Society through electronics technologies by proposing and supplying Capacitors, our main Products, to various electronic devices & equipment.

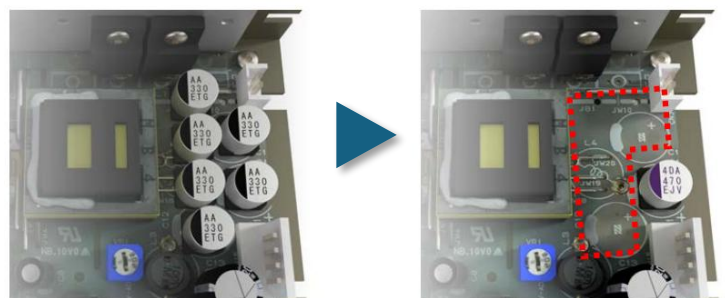


Conductive Polymer Aluminum Solid Electrolytic Capacitors (Hybrid type)

Among Aluminum Electrolytic Capacitors, Conductive Polymer Aluminum Solid Electrolytic Capacitors have wider operating temperature limits than other types of Capacitors, and have various high performance characteristics such as compact, low ESR, and high-ripple current. This technology enables designing High Efficiency Power Supplies and enables Reduction-in-Number of Capacitors used which was never achieved with conventional types of Capacitors. This not only realizes High Efficiency but also contributes to Resource Saving and De-carbonization through Miniaturization and Reduction-in-Number of Capacitors.

Example of Reduction-in-Number by using high performance Conductive Polymer Aluminum Solid Electrolytic Capacitors

Compared to conventional Aluminum Electrolytic Capacitors, Conductive Polymer Aluminum Solid Electrolytic Capacitors are capable of very high ripple currents. As an example, where six conventional Aluminum Electrolytic Capacitors are required, only one would be enough with the same performance, saving a much larger space on the Board and contributing to the Miniaturization of the Device.



Polymer Multi-Layer Capacitors, PMLCAP

Developed using our proprietary technology, PMLCAP achieves extremely ideal characteristics, contributing to the high performance of electronic devices.

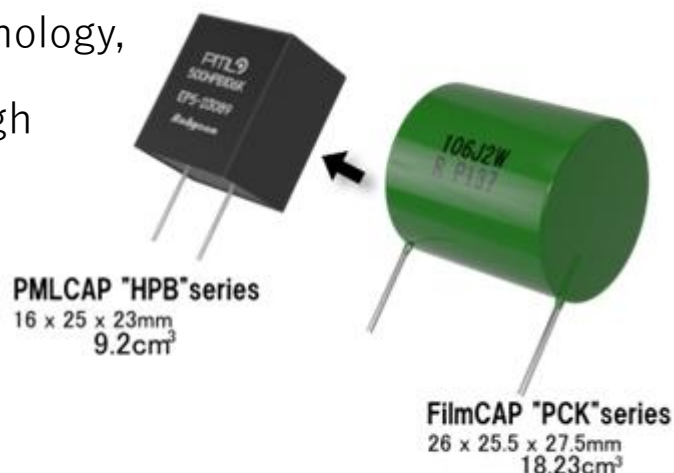
By adopting a groundbreaking technology that forms electrodes and dielectrics by vacuum deposition, this capacitor is significantly smaller than conventional film capacitors.

High-voltage PMLCAP combines

the features of conventional PMLCAPs while achieving high

voltage, greatly contributing to

the miniaturization and resource conservation of high-voltage circuits that require high performance and high-density mounting.



Approximately 50% volume reduction

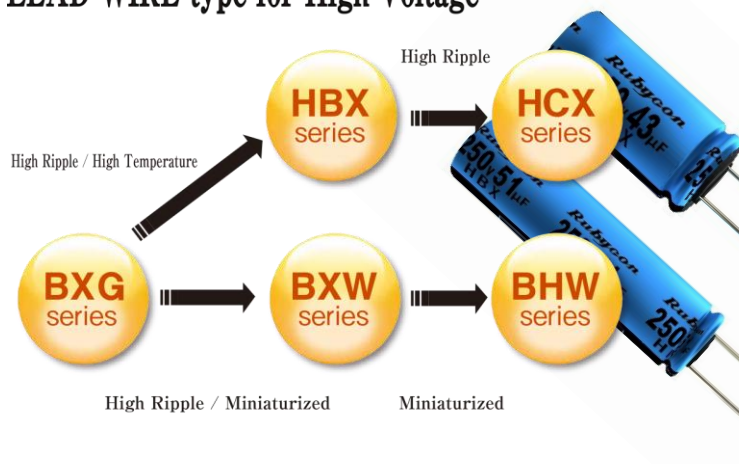
Aluminum Electrolytic Capacitors for Automotive Application

With the development of “C.A.S.E.” in the Automotive Industries, Electronic Components installed in Automobiles have been increasing year by year.

The ratio of electronic component costs in vehicles was around 3% in the 1980s, but has increased to around 40% in recent years, and is around 70% for electric vehicles due to the replacement of EVs and FCVs in the context of decarbonisation. Further increases are expected in the future.

Rubycon has been devotedly promoting development of advanced Aluminum Electrolytic Capacitors for Automotive Applications including Conductive Polymer Aluminum Solid Electrolytic Capacitors (PZ-CAP) through our intensive internal R&D activities.

LEAD WIRE type for High Voltage



特長 Features

- Miniaturized, High capacitance, High ripple curve
- Suitable for DC link of high voltage inverter and PFC circuit.



HCX

Items	Characteristics	Items	Characteristics
Rated Voltage	250~290Vdc	Temperature	-40~+125°C
Capacitance	22~51μF	Size	φ10X40L~φ16X20L

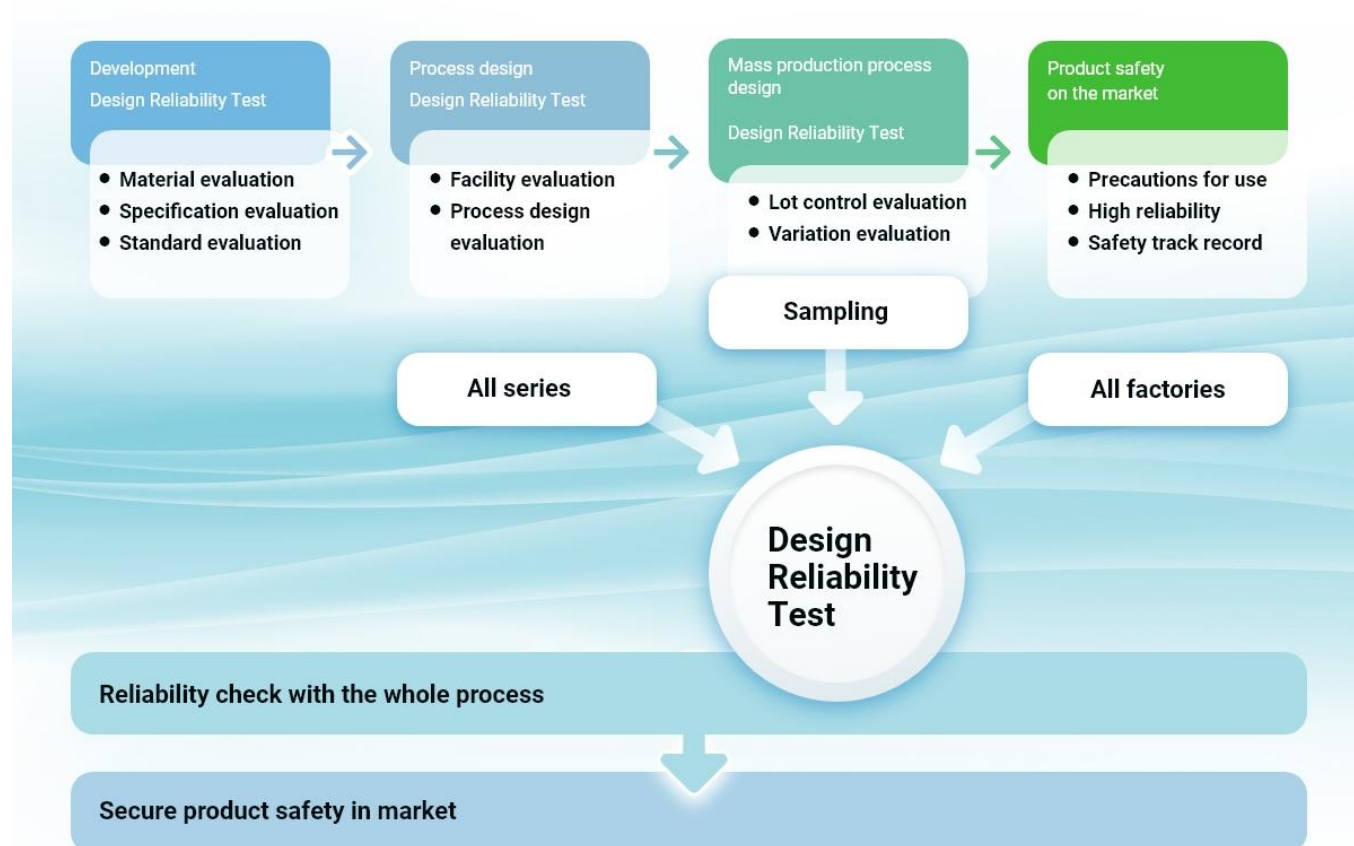
BHW

Items	Characteristics	Items	Characteristics
Rated Voltage	400~450Vdc	Temperature	-40~+105°C
Capacitance	47~220μF	Size	φ16X20L~φ18X50L

Process to ensure Product Safety

To ensure the safety of our Products, we comply with the relevant laws and regulations from the product development and design stage, confirm non-use of environmentally banned substances, provide technical materials with precautions for safe use, and conduct reliability tests by adding safety confirmation items in each process.

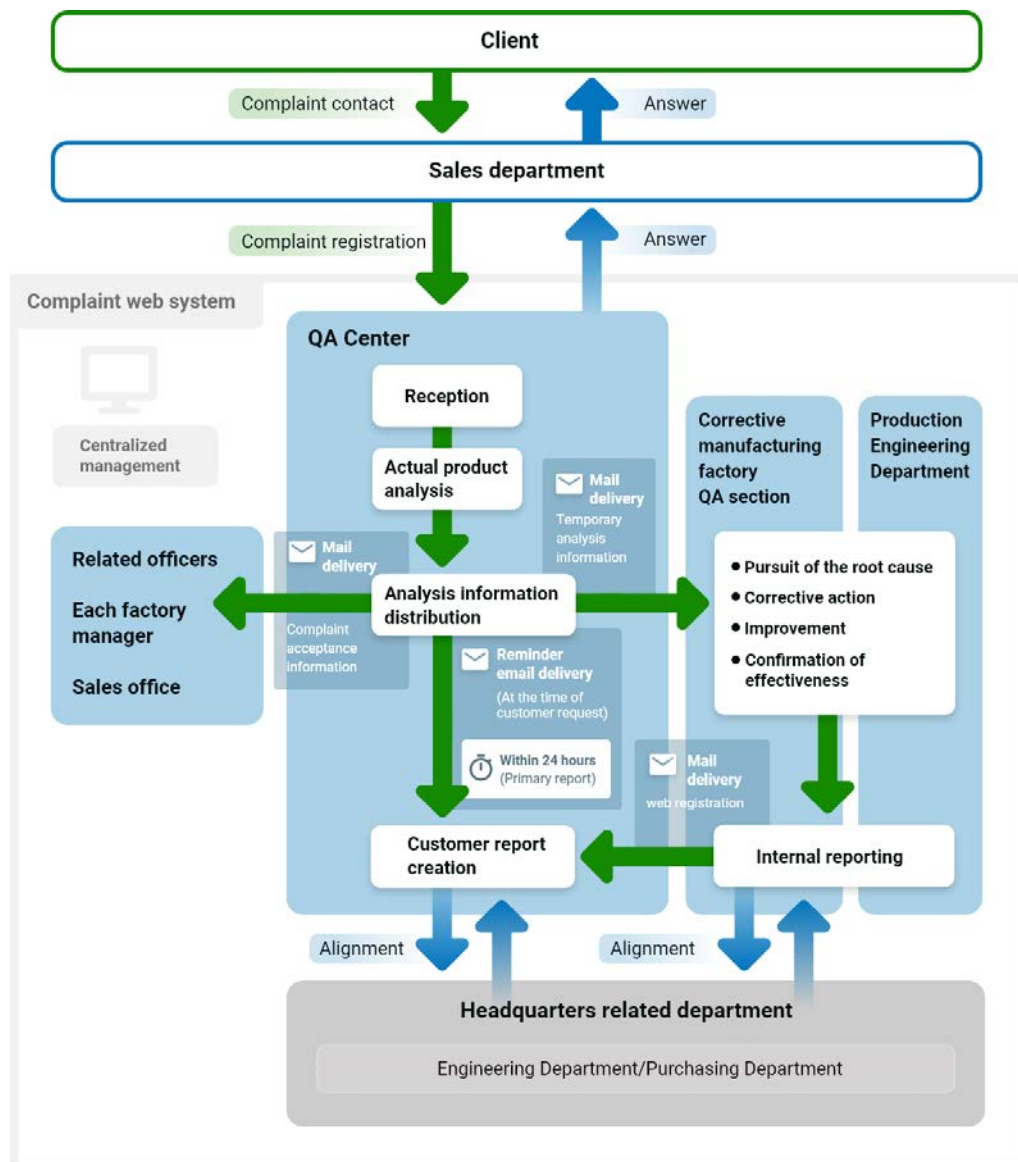
We conduct reliability tests at the product development and design stage, reliability tests to confirm manufacturing conditions at the process design stage, and reliability tests to monitor lot variation by periodically sampling all factories and series in the mass production process to maintain the safety as well as reliability of our Products throughout the entire process.



How to respond to Product Accidents or Product Defects

Complaints from customers regarding Product Accidents or Product Defects, or requests for analysis, will be accepted by Rubycon's Quality Assurance Center through each Rubycon sales office.

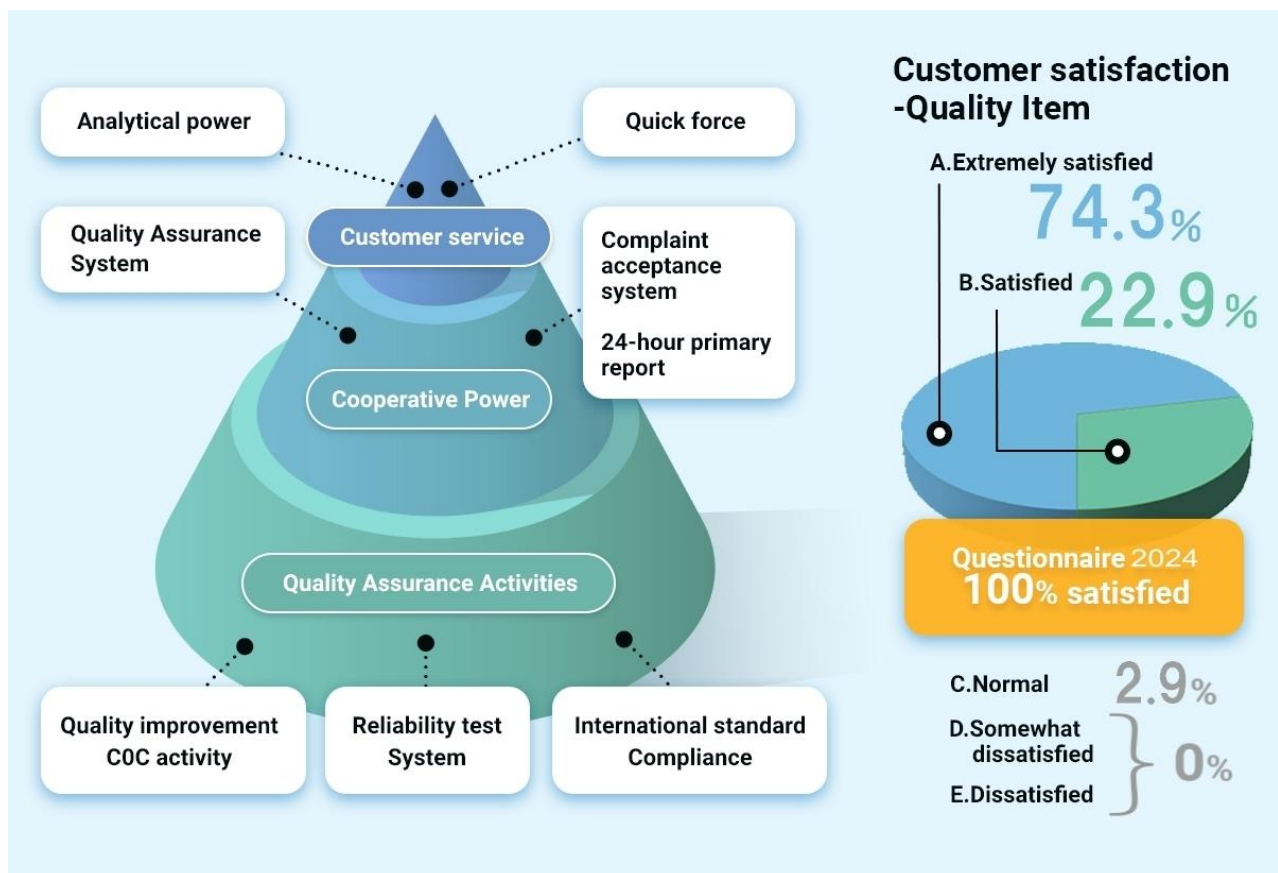
The Quality Assurance Center shall conduct a primary analysis of the product in question with specialized equipment, and communicate the information to the factory concerned (24 hours a day, 7 days a week), and the investigation into the history and the cause of the problem shall begin. The relevant factory conducts a ripple effect survey and countermeasure planning, and the Quality Assurance Center centrally manages reporting to customers and implementing countermeasures. The Quality Assurance Center conducts internal audits of the effectiveness of the countermeasures and the progress of horizontal deployment, and everyone involved is promoting quality improvement under the slogan, "I guarantee quality".



Customer Satisfaction Improvement

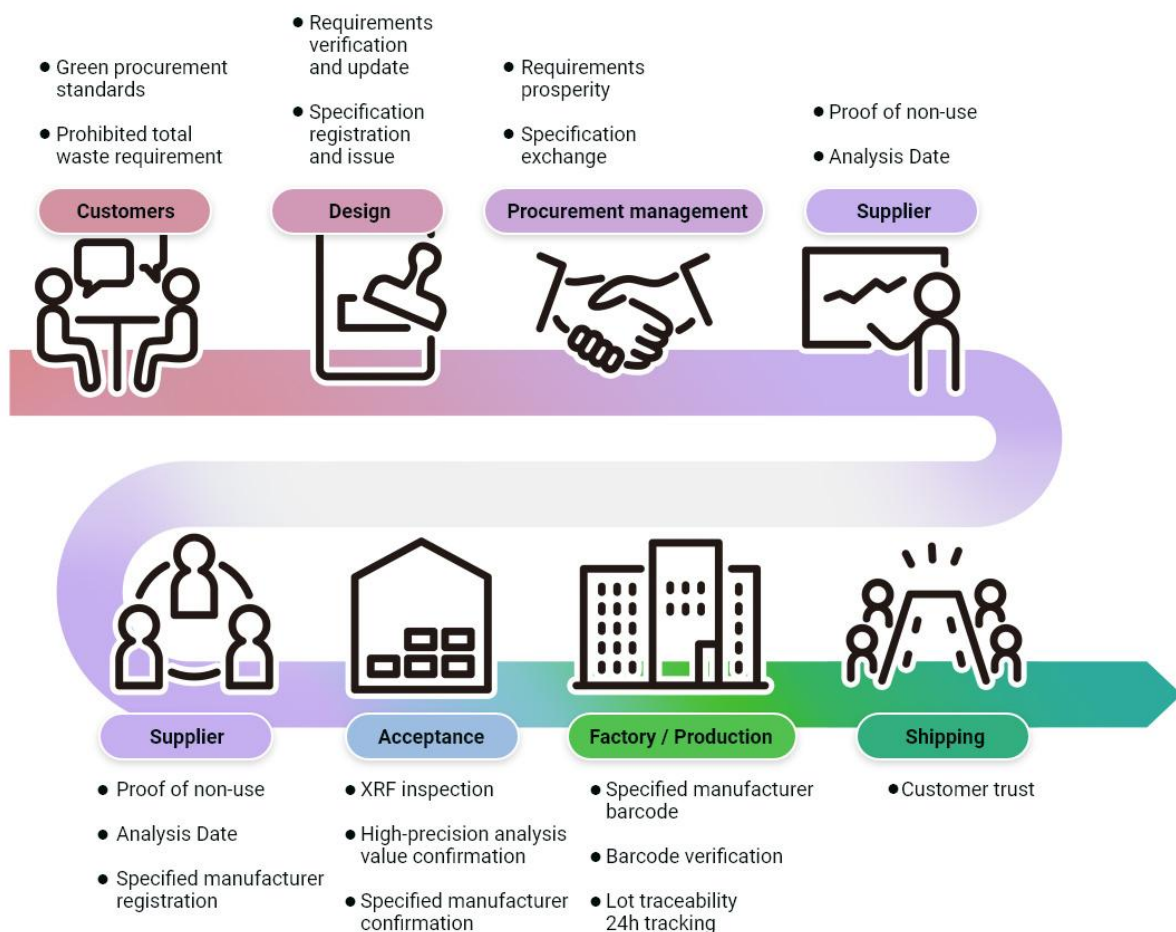
We shall promote C0C activities to improve Product Quality, operate Reliability Testing System, comply with IATF & ISO International Standards, and improve corporate cooperation based on establishing Quality Assurance System & Complaint Handling System, with the goal of improving Customer Satisfaction. In reporting to our customers, we are committed to Customer Service with the Motto of improving speed and ability to analyze complaint issues.

Rubycon has Quality Policy of serving Society and contributing to the Future through manufacturing Products with Satisfaction of our Customers, and we conduct annual Customer Satisfaction Survey on evaluation of such items as Cost, Delivery, and Service, and Quality as the top priority, and always strive to improve Customer Satisfaction.



Management of green procurement and responsible mineral procurement

Based on the slogan “I will protect the Earth” in our procurement policy, we are conducting sustainable activities throughout the supply chain in terms of compliance with laws and regulations, CSR procurement, green procurement, and responsible procurement of conflict minerals, in order to provide products that are trusted and satisfactory to our customers and society. For green procurement, we have clearly regulated our “Rubycon Group Guide of environmentally hazardous substances” for banned substances and dangerous/hazardous substances, and we are constantly updating and developing the requirements of green procurement standards for chemical substances including RoHS and REACH regulations from our customers, and reflecting the confirmation of non-use as our requirements. At the time of material receiving, we have established a system for confirming high-precision analysis value data such as XRF analysis for RoHS regulated substances, and we have achieved thorough material traceability management by noting barcodes that distinguish all delivered materials.



Efforts to maintain the environment and CSR procurement through environmental awareness education and CSR education

In environmental awareness education, we have built a system to ensure that we do not use, add, mix, or contaminate prohibited or obsolete substances, and that we do not produce environmentally abnormal products through traceability management and tracking within 24 hours. Regarding responsible mineral procurement, we declare our basic policy from the perspective of CSR that we will not procure minerals related to conflict or human rights through our supply chain.



Responsible mineral procurement policy

The problem of minerals such as tin, tantalum, tungsten, gold, and cobalt, which may become a source of funding for organizations involved in human rights violation, such as forced labor, child labor, and illegal employment of foreign workers, as well as poor working conditions, environmental destruction, and corruption in conflict zones and high-risk areas, has been raised as a serious social issue. Rubycon Group's basic policy is not to procure minerals related to conflict or human rights violations according to the "Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict and High Risk Areas" issued by the Organization for Economic Cooperation and Development (OECD). To fulfill social responsibility in the procurement activities of the Rubycon Group, we will promote responsible mineral procurement throughout the whole supply chain. We also take part in the survey briefing sessions held by JEITA's "Responsible Minerals Procurement Study Group", collect the latest information, actively use the common survey implementation manual and guidance, and conduct educational activities on responsible minerals procurement in accordance with the Rubycon Code of Conduct and CSR procurement system. We will also ask related suppliers to supply information on smelters and refiners through the supply chain, and aim to procure from smelters and refiners without any problems.

Basic Principle of Occupational Health and Safety

Rubycon Corporation is convinced that occupational health and safety (OH&S) is a fundamental responsibility of the company towards all stakeholders, including organizations, employees and their families, local communities, and customers. With the goal of creating healthy and comfortable workplaces, we are committed to raising individual awareness of OH&S and continuously improving our OH&S activities.



Policy of Occupational Health and Safety

1. In order to reduce hazards and risks in our workplaces, on the basis of OH&S Management System, we will perform OH&S evaluation and assessment, investigate required actions and countermeasures and continuously eliminate potential risk factors of OH&S accidents and disasters.
2. We will thoroughly comply with OH&S-related laws and regulations, any agreements we agreed and all Rubycon internal regulations.
3. With objectives of improving OH&S in our workplaces, we will work on eliminating potential risk factors of accidents and disasters and periodically review the results of the activities.
4. We will provide employee education and training on OH&S in such a way for each employee as to think about relationship between his or her work and OH&S.
5. We will aim to continuously raise awareness of OH&S through education and training of all employees.
6. We will conduct a periodical review of Basic Principle and Policy Of OH&S and the results of the review will be opened to all stakeholders upon request.

ISO 45001 Certification

We are committed to creating a healthy and comfortable workplace. As part of these efforts, we have obtained ISO 45001 Certification for our Occupational Safety and Health Management System.

Rubycon Group “Kenko Investment for Health” Declaration

As stated in our Basic Philosophy on Occupational Safety and Health and our Occupational Safety and Health Policy, the Rubycon Group considers the "health" of all employees to be an important management capital. In August 2024, the presidents of Rubycon Corporation and Rubycon Engineering Corporation made a new Rubycon Group “Kenko Investment for Health” Declaration once again pledging to promote health management. We hope that our suppliers will also support and endorse the Rubycon Group's efforts, so that everyone involved with us can live a better life, healthy both physically and mentally.



Rubycon Group “Kenko Investment for Health” Declaration

“ In order to realize our management philosophy, we believe that the physical and mental health of each employee is the vitality of the company, and we will actively promote investment of health. “

【Commitment to Kenko Investment for Health】

The management team will take the initiative in promoting Kenko Investment for Health and strive to raise health awareness among all employees.

We will create an environment that supports the promotion of the physical and mental health of all employees.

【Specific Efforts for Kenko Investment for Health】

Providing health information and conducting training sessions

Support for improving health habits and improving the company environment

Mental health measures (mental health promotion plans)

Promoting work-life balance

Rubycon Corp., together with Rubycon Engineering Corp., has been certified as a "2025 Health and Productivity Management Excellent Corporation (Large Corporation Category)" by the Ministry of Economy, Trade and Industry and health and productivity management organization

<https://www.rubycon.co.jp/sustainability/social/health-and-safety/>

“健康経営” is a registered trademark of Nonprofit Organization Kenkokeiei

A domestic subsidiary was merged in 2022, and data from 2022 onwards is shown.

Company Size

Classification	Boundary	Unit	2022	2023	2024
Sales turnover	Group Consolidation	billion yen	68.8	61.7	59.3
Number of business locations and group companies (including sales branches and sales offices)	Consolidated Japan		12	12	12
	Consolidated Abroad		14	14	15
	Total		26	26	27

Employee Information

Classification	Boundary	Items	Unit	2022	2023	2024
Number of employees ・ Including Contract employees, part-time employees (Not including temporary employees)	Consolidated Japan	Male	persons	1,079	1,089	1,100
		Female	persons	331	325	336
		Japan Total	persons	1,410	1,414	1,436
	Consolidated Abroad	Male	persons	341	378	373
		Female	persons	861	778	720
		Overseas Total	persons	1,202	1,156	1,093
	Consolidated Total		persons	2,612	2,570	2,529
	Non-consolidated (Headquarters and offices)	Male	persons	961	955	957
		Female	persons	315	308	321
		Total	persons	1,276	1,263	1,278

Employee information (employment type)

Classification	Boundary		Unit	2022	2023	2024
Number of people leaving (excluding retirement age)	Non-consolidated (Headquarters and offices)		persons	61	30	30
Ratio of people leaving			%	5.39	2.66	2.70
Ratio of handicapped employees			%	2.2	2.4	2.4
Classification	Boundary	Items	Unit	2022	2023	2024
Ratio of mid-career hires	Non-consolidated (Headquarters and offices)	mid-career hires	persons	29	41	47
		number of new graduates hired	persons	12	13	20
		Total new hires during the period	persons	41	54	67
		Ratio of mid-career hires	%	70.7	75.9	70.1

Labor Practices

Classification	Boundary・Items	Unit	2022	2023	2024
Annual paid holidays taken per employee per year	Non-consolidated (Headquarters and offices)	days	9.20	11.25	11.38
Average overtime working hours (per employee per month)		hours	15.80	5.51	8.55
Childcare leave *Number of the employees taking		persons	14	11	21
Childcare leave restoration rate		%	100	100	100

Labor Practices

Classification	Boundary	Items	Unit	2022	2023	2024
Shortened working hours for childcare or family care	Non-consolidated (Headquarters and offices)	Male	persons	0	1	1
		Female	persons	29	27	31
		Total	persons	29	28	32

Environmental information: Energy consumption

Classification	Items	Boundary	Unit	2022	2023	2024
Total energy consumption	Non-renewable energy source	Headquarters only	TJ	128	105	117
		Offices & Subsidiaries	TJ	264	177	179
		Total	TJ	392	282	296
	Renewable energy source	Headquarters only	GJ	0	0	0
		Offices & Subsidiaries	GJ	2,592	2,473	2,117
		Total	GJ	2,592	2,473	2,117
Total electricity consumption	Total	Headquarters only	GWh	13	12	13
		Offices & Subsidiaries	GWh	26	21	20
		Total	GWh	39	33	33

Environmental information: Water

Classification	Items	Boundary	Unit	2022	2023	2024
Water used		Headquarters only	千m³	23.0	25.0	24.0
		Offices & Subsidiaries	千m³	30.0	26.0	27.0
		Total	千m³	53.0	51.0	51.0

Environmental information: Emissions

Classification	Items	Boundary	単位	2022	2023	2024
Greenhouse gases discharged	Scope 1	Headquarters only	kt-CO2	0.17	0.13	0.19
		Offices & Subsidiaries	kt-CO2	0.58	0.55	0.56
		Total	kt-CO2	0.75	0.69	0.75
	Scope 2	Headquarters only	kt-CO2	4.89	5.36	5.52
		Offices & Subsidiaries	kt-CO2	29.77	28.19	28.60
		Total	kt-CO2	34.66	33.55	34.12

Classification	Items	Boundary	Unit	2022	2023	2024
Discharged industrial waste		Headquarters only	t	213	193	151
		Offices & Subsidiaries	t	1,278	884	736
		Total	t	1,491	1,077	887
Final landfill of industrial waste		Headquarters only	t	48	53	46
		Offices & Subsidiaries	t	-	-	50
		Total	t	48	53	96
Total weight of waste generated (the percentage the company's waste that was hazardous waste)	Solid Waste	Headquarters only	t	58.0	92.1	101
		Offices & Subsidiaries	t	-	176.4	210
	Hazardous Waste Ratio	Headquarters only	%	43.7	30.0	33
		Offices & Subsidiaries	%	-	67.0	72
To promote Recycling : Recycling rate	Waste Vinyl	Headquarters only	%	100	100	100
	Paper	Headquarters only	%	60	63	66