

Implementation Results of CSR Plan for 2020

ISO26000 Core Subject	Topic	2020 Goal	Overall evaluation
Organizational governance	CSR management	Implement GRI-compatible CSR information disclosure	A
		Set SDGs compatible with the CSR Plan	A
		Implement internal CSR auditing	A
	Compliance	Prevent compliance breaches	A
		Prepare compliance observance system for overseas bases	A
		Continuously raise awareness regarding whistle-blowing/consultation	A
	Risk management	Enhance risk management system ·Evaluate/identify/formulate response measures for key risks and regularly monitor progress ·Deployment to related companies (establish risk management system and firmly entrench operation)	A
		Enhance infection countermeasures	A
		Implement disaster prevention simulation training	A
		Stably operate safety confirmation system	A
Human rights	Involvement with employees	Prepare internal system to respect individuals	A
		Promote employment of handicapped persons	A
Labor practices	Involvement with employees	Implement progress survey on employment satisfaction (continued)	A
		Promote workstyle innovation	A
		Promote employee health management work	A
		Expand ISO45001 authorization range	A
Environment	Environmental conservation	Initiatives for environmental performance GRI response	A
	Contribution to society through products and services	Develop and offer semiconductor products that contribute to energy/space conservation and increased precision/functioning of completed products	A
			Deploy product line for full-scale dissemination of CLEAN-Boost
Fair operating practices	Involvement with suppliers	Firmly establish PDCA with regular supplier evaluation and re-evaluation	A
		Continuously implement internal training to promote adherence	A
Consumer issues	Involvement with customers	Develop products matched to the needs of clients/society	A
		Maintain international quality management system certification for automobile industry (IATF16949)	C (see *)
		Continue to achieve zero accidents related to product safety/product liability	A
		Implement client satisfaction survey	— (see **)
Community involvement and development	Involvement with local communities	Cooperate in events related to local revitalization	C (see *)
		Support promotion of regional sports	A

*The two items that were evaluated as C were affected by the COVID-19 pandemic.

**Goals were changed during the business period because doubts arose regarding the validity of the planned

A: Achievement rate of 80% or more

B: Achievement rate of 60% or more

C: Achievement rate of <60%

—: Goal changed during business period