



Tokyo Seimitsu
**SUSTAINABILITY
ARCHIVE**

2025

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Editorial Policy

2025-10-30

Tokyo Seimitsu publishes its Sustainability Report on its website to help all stakeholders understand the Group's sustainability initiatives and ensure better communication with them. Since 2025, we have quit providing the "Sustainability Report" in paper form. The report is now available only in the Sustainability section of our website. The Sustainability page is updated not only on an annual basis (in September) but also as needed in order to disclose information in a timely manner. The latest update information is posted on the "News" page of the Sustainability section as the information is updated.

We publish the "Sustainability Report" every year based on the information posted on the Sustainability section of our website as of November of that year. The previous Sustainability Reports can be viewed from "Sustainability Library."

In addition to the Sustainability section of our website, our annual reports include the Integrated Report that mainly covers short-, medium-, and long-term strategies and the direction in which management intends to go, and the securities report that mainly provides financial reports. These reports are complemented by the corporate site containing the most up-to-date information.

Report Overview

Organizations covered

Tokyo Seimitsu Co., Ltd. Semiconductor Company (Hachioji Plant, Hanno Plant, 3 sales offices in Japan), Metrology Company (Tsuchiura Plant, Furudono Plant, 14 sales offices in Japan), Administration Company

We have expanded the range of locations covered for environmental and social data collection to include our consolidated subsidiaries.

Affiliated companies Tosei Engineering Corp.,
Tosei Systems Co., Ltd.,
Tosei Box Corp.,
Accretech Powertro System Co., Ltd.,
ACCRETECH AMERICA INC., ACCRETECH(EUROPE)GmbH,
ACCRETECH KOREA CO.,LTD., ACCRETECH (CHINA) CO., LTD.,
ACCRETECH TAIWAN CO.,LTD., ACCRETECH(MALAYSIA)SDN. BHD.,
ACCRETECH ADAMAS(THAILAND)CO.,LTD.,
ACCRETECH(THAILAND)CO.,LTD., TOSEI MEASURING (PINGHU) CORP.,
TOSEI(THAILAND)CO.,LTD., ACCRETECH SBS INC.

Where the scope of the report is different, we indicate so on the website.

Period covered

In principle, the report covers activities from April 1, 2024 to March 31, 2025. It also includes some ongoing initiatives from before the reporting period and after April 2025.

Reporting cycle and last publication date

Last annual update: September 30, 2025

(previous report published in September 2024; next report scheduled to be published in September 2026)

Referenced guidelines

GRI Standard, ISO 26000, Environmental Reporting Guidelines 2018, Ministry of the Environment

Edited and published by

Tokyo Seimitsu Co., Ltd.

Sustainability Committee

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Disclaimer

This report contains forward-looking statements, including strategies, plans, and goals, that are based on information available to the Tokyo Seimitsu Group at the time of writing. These forward-looking statements involve risks, uncertainties, and other factors that may cause actual results and performance to differ from that presented in this report.

Top Message

Message from Chairperson of Sustainability Committee



Creating “Win-Win” relationship with all stakeholders

Chairman
(Chairperson of Sustainability Committee)

Our Purpose, which is to “Create the Future” with Semiconductors, and Our Vision and Mission that Pave the Way

The Tokyo Seimitsu Group has defined its Purpose as “Gaging the future with Metrology, Creating the future with Semiconductors.” These words summarize our “determination” to contribute to the further enrichment of society through the manufacture of precision measuring instruments and semiconductor manufacturing equipment. Measuring instruments are indispensable for all types of manufacturing, and various semiconductors produced by semiconductor manufacturing equipment are also indispensable to the world. Both of these businesses lines form the foundation of the world. In order to demonstrate the value of our existence to the world through these businesses, it is necessary for all executives and employees to head in the same direction and steadily implement measures to realize our “determination.”

The concrete ways to achieve this are outlined in our “Vision,” which states that the Tokyo Seimitsu Group is always committed to building a “future full of dreams,” and our “Mission” and “Value,” which promote creating the world’s No. 1 products through WIN-WIN relationships. In addition, our “Basic Sustainability Policy” stipulates that we will “play an active role aimed at realizing a sustainable society by forming WIN-WIN relationships with all stakeholders” to coexist with stakeholders who possess diverse value judgment criteria and sensibilities.

Sustainability is Essential for Building a “Future Full of Dreams”

What is important for coexisting with stakeholders? First of all, I think it is important to have stakeholders gain an understanding the Tokyo Seimitsu Group. Information is shared and promoted according to the needs of each type of stakeholder. Examples include providing growth strategy information to stakeholders, information on product benefits including CO₂ emissions reduction and other sustainability-related data to customers, and sharing information with suppliers and trading companies on the directions we are headed with products. Additionally, we set goals, implement the PDCA cycle, work on achieving individual/specific goals, such as those related to business growth and ESG (Environmental, Social, and Governance), and achieve results. I believe that continuing this trend will deepen their understanding of the Group. In any case, what is important is how many people will be enriched and made happy directly or indirectly by our existence. Our Purpose, Vision, and Basic Sustainability Policy have been established to clarify how this will be done. Sustainability activities are also being conducted for this. The Sustainability Committee, which is the core organization behind our sustainability activities, is attended by employees of various ranks, including top management personnel from each in-house company and Group company in Japan. These activities deepen our understanding of

sustainability and lead to results through goal setting and PDCA cycle utilization.

Without sustainability, it also will not be possible to build a “Future Full of Dreams.” Moving forward, we will continue to focus on enhancing sustainability in all areas, from R&D to production, sales, and service, with the aim of realizing our Purpose.

How We Build Sustainability into Our Core Business

Efforts to pursue sustainability are indispensable to increase corporate value. Just seeking profits does not make sense any more. Just declaring corporate philosophy is not good enough, either. For a company to thrive, it should contribute to society.

Global warming is pushing us into a critical situation. Will the Earth remain habitable for humans 50 or 100 years from now? Each of us needs to keep thinking about this, whether at home or at work. Look at the social aspect as well, and think about what kind of work environment is good for everyone. This naturally leads you to consider Diversity, Equity, Inclusion (DEI). Just posting something good about sustainability on a website is not the end. What matters is whether we can drive sustainability in earnest and how we build it into our core business.

In June 2025, I retired from my ten-year tenure as the CEO. From now on, I will focus on serving as the chairperson of the Sustainability Committee. And I want to contribute to making the Tokyo Seimitsu Group an organization that employees take pride in working for and that suppliers take pride in doing business with. We should not just seek profits. What's important is how we contribute to society using the profits we earn. I want to think about it with you all.

Message from CEO



New Six Themes in the Revised Materiality

I believe that sustainability initiatives are indispensable in realizing the Purpose of the Tokyo Seimitsu Group, which is “Gaging the future with Metrology, Creating the future with Semiconductors.” The roadmap for achieving this Purpose is based on the materiality revised in April 2025. We have newly established six themes that comprehensively cover ESG and business, and defined the related materiality for each theme. Subsequently, we set the “activities” that should be prioritized and addressed. What's most remarkable is the theme of “strengthening the business foundation,” which we set to “integrate” business activity with sustainability. Going forward, we will develop and implement action plans related to these “activities.”

Ensuring Everyone Finds Tokyo Seimitsu a “Good Company”

With respect to the environment, we place importance on solving environmental problems and contributing to the environment through our products. Since the Tokyo Seimitsu Group does not use a large amount of energy in product manufacturing, I believe it is difficult to substantially contribute to solving environmental issues by directly reducing CO₂ emissions. Instead, we aim to contribute to the environment indirectly through our products, including probing machines – products used in the manufacturing process of power semiconductor devices that help reduce CO₂ emissions, grinders – products that have a low environmental impact since they use water instead of chemical substances for

grinding, and charge/discharge testing systems – products that measure the performance of new-energy vehicle (NEV) batteries. Going forward, we will recycle the slurry (mixture of liquid and solid fine particles) used for polishing and some other purposes.

Regarding society, we are building systems to manage procurement risks and human rights, etc., not only across the Group but throughout the entire supply chain as well. Additionally, by creating a better workplace environment, we aim to maintain the physical and mental health of our employees and enhance their engagement. Having achieved initial goals for promotion of women's participation and advancement, we are now ready to proceed to the next stage in terms of DEI.

In terms of governance, we aim to foster high corporate ethics and compliance throughout the Group while promoting timely and appropriate information disclosure.

From April 2025, the new Mid-term Business Plan has started. Along with the revised materiality, it serves as a guide for the future of the Group, and in this plan, "Evolution of sustainability management" is also set as one of the important issues. ESG management is integral to our business development.

I have always expressed my intention to aim for a company that can better respond to the "desires" of our stakeholders. I believe that if this plan is successfully completed, we will be one step closer to our ideal vision, both in terms of ESG and business. Nothing would make me happier than if, at that moment, people outside the company think, "Tokyo Seimitsu is a good company," or employees think, "I'm proud of working for this company." I look forward to your continued support for many years to come.

Tokyo Seimitsu Group Philosophy Structure

- ✚ Purpose of the Tokyo Seimitsu Group ✚ Corporate Philosophy
- ✚ ACCRETECH Group Guiding Principle (MOTTO) ✚ ACCRETECH Group Code of Conduct
- ✚ Corporate Brand

Purpose of the Tokyo Seimitsu Group

Gaging the future with Metrology, Creating the future with Semiconductors

The Tokyo Seimitsu Group contributes to creating the society of the future through both its Precision Measuring Instrument Business and Semiconductor Manufacturing Equipment Business

Starting as a company with its Precision Measuring Instrument Business in 1949, the Tokyo Seimitsu Group has been providing precision measuring instruments equipped with advanced measurement technology to industries since its inception.

In 1958, through its Semiconductor Manufacturing Equipment Business, the Company entered the semiconductor industry by developing a germanium pellet automatic thickness sorting machine and also launched Japan's first wafer slicing machine.

Our measurement technology is utilized in manufacturing equipment for semiconductor devices, which are becoming increasingly miniaturized and require more efficient production. Being the "only manufacturer of semiconductor manufacturing equipment that possesses measurement technologies" makes us unique and serves as the source of our strength. The Tokyo Seimitsu Group will continue to contribute to creating an enriched society of the future through both its Precision Measuring Instrument Business and Semiconductor Manufacturing Equipment Business.

Corporate Philosophy

Growing together with partners and customers by collaborating technology, knowledge, and information to create the world's No. 1 products

ACCRETECH Group Guiding Principle (MOTTO)

"WIN-WIN Relationships Create the World's No. 1 Products"

A simplified version of our Corporate philosophy, our WIN-WIN motto does not only pertain to business relationships. It aims at growth by forming WIN-WIN relationships with stakeholders by growing together to create the world's No. 1 products.

ACCRETECH Group Code of Conduct

- | | | |
|--|--|--|
| 1. Compliance with Laws and Regulations and Social Norms | 7. Intellectual Property Rights | 13. Severing Relations with Antisocial Organizations or Elements |
| 2. Respect for Human Rights | 8. Information Management and Protection | 14. International Trade Control |
| 3. Safety and Environment | 9. Insider Trading | 15. Politics and Religions |
| 4. Fair and Sincere Business Activities | 10. Conflicts of Interest | 16. Internal Control |
| 5. Entertainment, Gifts, Donations and Bribery | 11. Preservation of Company Assets | |
| 6. Information Disclosure | 12. Media Relations | |

ACCRETECH Group Code of Conduct > https://www.accretech.com/en/company/action_guidelines.html

Corporate Brand



ACCRETECH

A fusion of "Accrete" and "Technology," signifying Grow Together. Our symbol mark represents our Corporate Philosophy, which is "Growing together with partners and customers by collaborating technology, knowledge and information to create the world's No. 1 products."

Various policies in this report

- | | | |
|---|--|--|
| > Basic Sustainability Policy | > Multistakeholder Policy | > Basic Environmental Policy |
| > Environmental Policy | > Tokyo Seimitsu Group Human Rights Policy | > Procurement Policy |
| > Quality Policy | > Human Resource Development Policy | > Basic Policy on Corporate Governance |
| > Anti-Bribery and Anti-Corruption Policy | > Risk Management Policy | > Basic Policy on Information Security |

Editorial Policy	Top Message	Sustainability of the Tokyo Seimitsu Group	Environment	Society	Governance
ESG Data	Site Report	Third-Party Commendations	Policy and Guidelines	GRI Standards Content Index	≡ CONTENTS

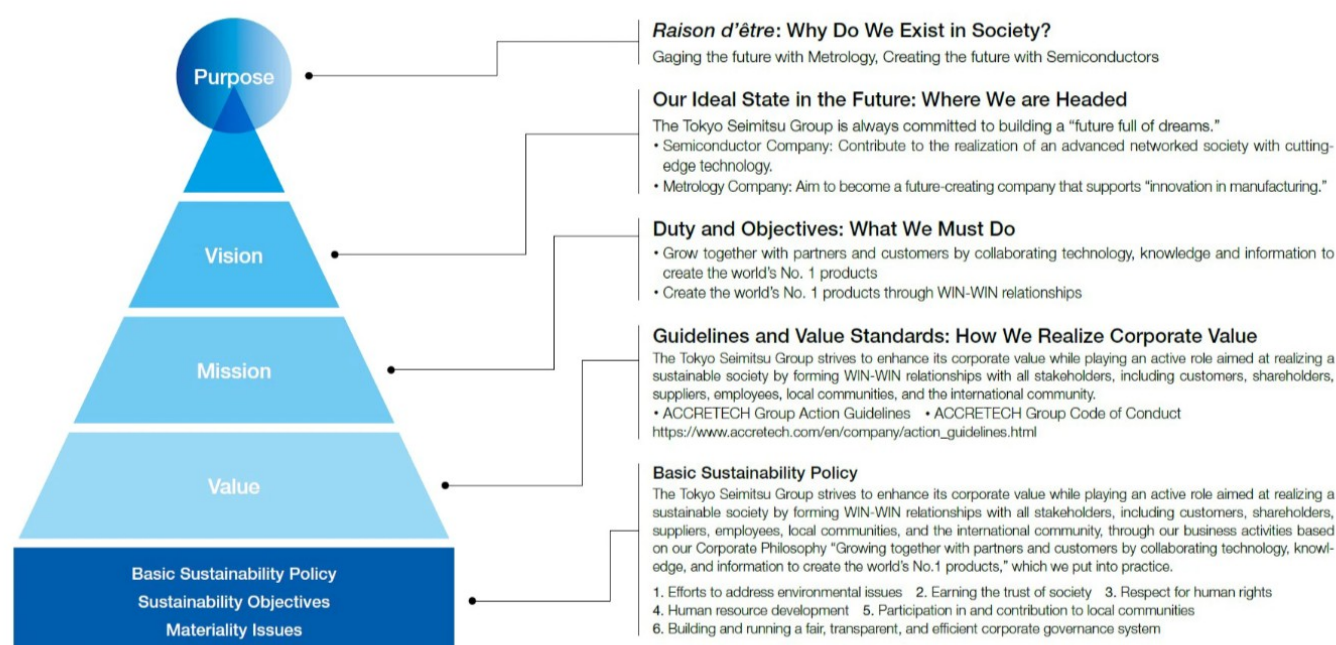
Sustainability System Chart

✧ Aiming to Realize a Sustainable Society and the Sustainable Growth of the Tokyo Seimitsu Group

Aiming to Realize a Sustainable Society and the Sustainable Growth of the Tokyo Seimitsu Group

As the corporate operating environment undergoes significant changes, we have reaffirmed the importance of sustainability as a key management issue and are committed to actively promoting our sustainability initiatives.

For this reason, in November 2021, we formulated the Basic Sustainability Policy and established the Sustainability Committee. Aiming for the sustainable growth of the Tokyo Seimitsu Group and society, the Sustainability Committee decided on our *raison d'être* (Purpose) and ideal state (Vision). Using this as a starting point, we will enhance the effectiveness of our sustainability activities by defining material issues and reflecting specific initiatives and targets in the Mid-term Business Plan. In addition, we will strengthen our sustainability promotion structure to realize our Purpose, and aim to realize a sustainable society and the sustainable growth of the Tokyo Seimitsu Group through dialogue and collaboration with our stakeholders.



Basic Sustainability Policy (full text) > <https://www.accretech.com/en/sustainability/esg/policy.html>

Editorial Policy	Top Message	Sustainability of the Tokyo Seimitsu Group	Environment	Society	Governance
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Sustainability Promotion Structure

The Tokyo Seimitsu Group strives to enhance its corporate value while playing an active role aimed at realizing a sustainable society by forming WIN-WIN relationships with all stakeholders, including customers, shareholders, suppliers, employees, local communities, and the international community, through our business activities based on our Corporate Philosophy “Growing together with partners and customers by collaborating technology, knowledge, and information to create the world’s No.1 products,” which we put into practice. The “Basic Sustainability Policy” was designed to see that this is carried out.

- ✧ Basic Sustainability Policy ✧ Promotion Structure ✧ Sustainability Committee
- ✧ PDCA Cycle Utilized by Teams for Responding to Important Issues and Subcommittees
- ✧ FY2024 Subcommittees ✧ Teams for Responding to Important Issues (Standing Teams)

Basic Sustainability Policy

1. Efforts to address environmental issues

Throughout the entire value chain, including the life cycle of the products we provide, we will contribute to the realization of society that values people and the global environment by working to reduce CO₂ emissions, reduce waste and promote reuse, and protect the global environment, including biodiversity.

2. Earning the trust of society

We strictly comply with all laws and regulations and conduct business activities in a sincere and fair way to ensure fair competition, stable provision of safe and high-quality products and services that meet customer needs, and appropriate disclosure of product and corporate information, among other things. We also ensure thorough management and protection of the information assets of customers and all other stakeholders involved in our business activities, to earn a high degree of trust from society.

3. Respect for human rights

We respect the human rights of all stakeholders, including socially vulnerable people, without regard for the attributes of individuals such as gender and nationality. We promote the creation of safe, healthy, and rewarding workplaces where each member of a diverse workforce can demonstrate their capabilities to the utmost.

4. Human resource development

Employees are the core assets of the Tokyo Seimitsu Group. In order for the Company to create the world’s No. 1 products with its employees, it is necessary for each employee to perform to the best of their strengths as professionals. It is also essential that employees recognize and accept the diverse values of diverse human resources and grow together by bringing the best out of one another. Tokyo Seimitsu offers a suite of in-house programs, including training courses to help employees grow, and creates a work environment that is rewarding to a diverse workforce.

5. Participation in and contribution to local communities

While contributing to society through our business activities, we are also committed to social contribution activities to address the issues and needs of local communities as part of our effort as a corporate citizen to build healthy and sustainable society. By doing so, we promote the revitalization of local communities and the improvement of the living environment.

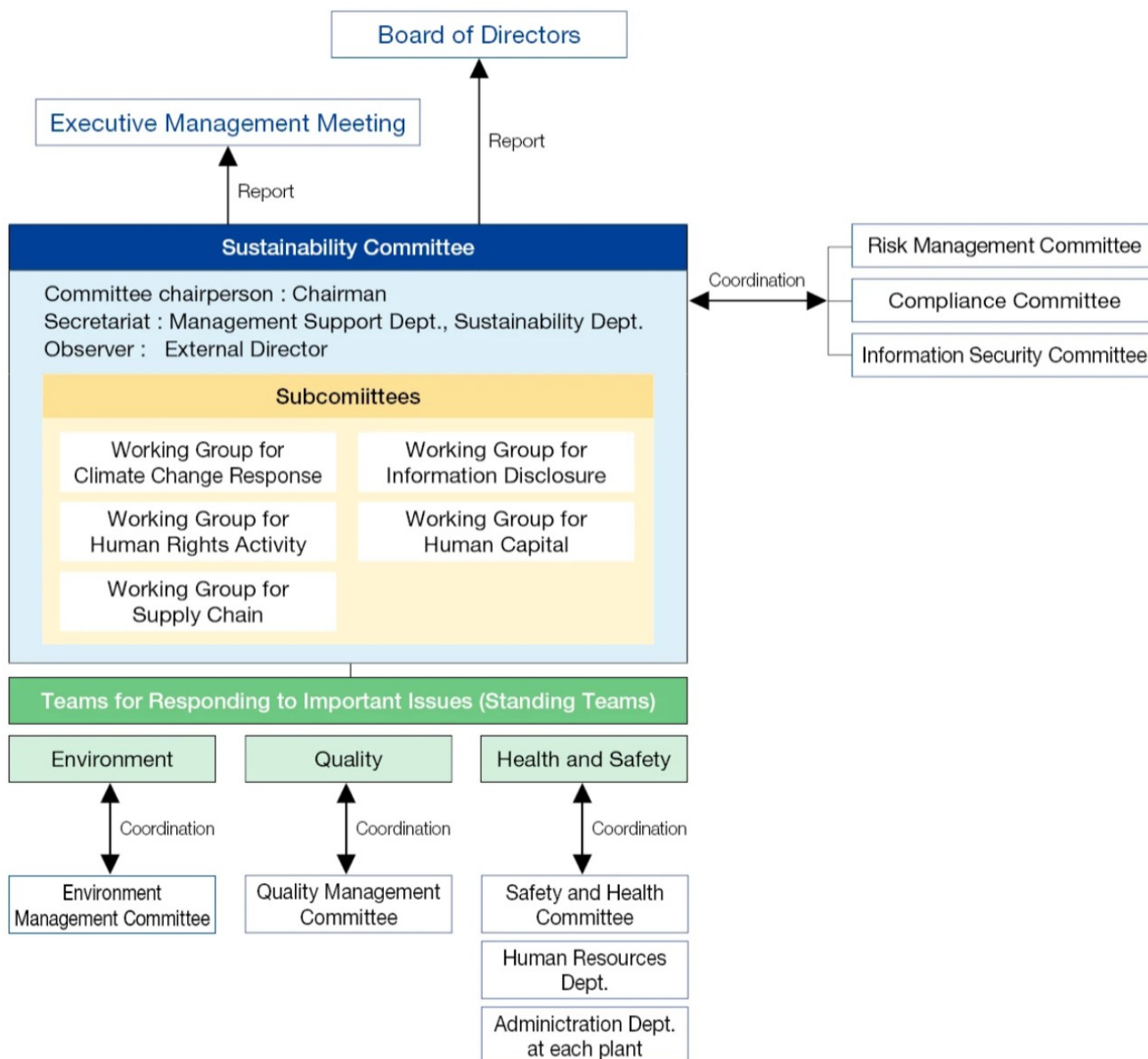
6. Building and running a fair, transparent, and efficient corporate governance system

We consider corporate governance a key management issue for respecting shareholders’ rights, ensuring fairness and transparency in management, and realizing our corporate philosophy. To this end, we implement a quick, appropriate decision-making process and strengthen our supervisory function. We also take initiatives to enhance our corporate governance continuously to increase our corporate value on a medium-and long-term basis and maintain the soundness of our management.

Promotion Structure

The Tokyo Seimitsu Group established the Sustainability Committee, which is chaired by the Chairman, under the Board of Directors to oversee all of our sustainability activities. The Sustainability Committee is linked with six expert committees, the Human Resources Department, and each Plant General Affairs Department. In addition, beneath the Sustainability Committee, we have established four teams to handle important issues. Subcommittees are established by the Committee Chairman when there are urgent issues that need to be addressed.

Sustainability Promotion Structure (as of April 30, 2025)



- The name of the subcommittee "TCFD Response Project" was changed to "Climate Change Response Working Group" in August 2023.
- The name of the subcommittee "Human Rights Activity Project" was changed to "Human Rights Activity Working Group" in April 2024.
- The "Technology" standing team was integrated into the "Climate Change Response Working Group."
- The "Supply Chain" standing team and the business site-based "Supply Chain Promotion Subcommittee" were integrated into the "Supply Chain Working Group" in July 2023.
- The name of the "Human Capital" standing team was changed to "Human Capital Working Group" in November 2024.

Sustainability Committee

Core team	Committee Chairman Vice-Chairman members	Chairman President and CEO Head of Semiconductor Company, Head of Metrology Company, Head of Administration Company
Committee members	<p>Director</p> <p>【Semiconductor Company】</p> <p>【Metrology Company】</p> <p>【Administration Company】</p> <p>【Group Companies】</p>	<p>General Manager of Technology Div., General Manager of Production, General Manager of Quality Assurance Dept., General Manager of Service Div, General Manager of Sales Div., General Manager of General Affairs Dept., General Manager of Production Control Dept., and Person responsible for environmental management.</p> <p>General Manager of Sustainability Dept., General Manager of Public Relations Dept., General Manager of General Affairs Dept., General Manager of Human Resources Dept., General Manager of Legal and Intellectual Property Dept., General Manager of IT Dept.</p> <p>Plant Manager, General Manager of Technology Div., General Manager of Sales Div., General Manager of Quality Assurance Dept., General Manager of Metrology Business Promotion Dept, General Manager of General Affairs Dept., General Manager of Production Control Dept., and Person responsible for environmental management.</p> <p>Tosei Engineering Corp., Tosei Box Corp., and Tosei Systems Co., Ltd.</p>
Secretariat	Management Support Dept., Sustainability Dept.	
Observers	External Director	
Frequency of meetings	Twice a year	
Functions	Formulates basic policies, establishes an operational structure, and sets targets/indicators, reports and provides recommendations during each Executive Officers, Meeting and Board of Directors, Meeting, and monitors implementation of policies/collects various types of information	

Description of Activities/Topics Addressed in FY2024

Fifth Meeting of the Sustainability Committee (held on April 22, 2024)

- Reporting and evaluation related to materiality
 - FY2023 results/activities
 - FY2024 targets/activities
- Promotion of information disclosure
 - Planning/creation of Sustainability Report 2024
 - Planning/creation of Integrated Report 2024
- Strengthening of sustainability activities
 - CDP analysis and improvement
 - Change from the Human Rights Activity Project to a subcommittee (Human Rights Activities Working Group)
 - Improvement in supplier engagement
- Current status and improvement of external evaluation
 - ESG evaluation indexes
 - Integrated Report assessment
 - Feedback from IR activities

Sixth Meeting of the Sustainability Committee (held on October 30, 2024)

- Interim reporting and evaluation related to materiality
 - Subcommittee activities (refer to “FY2024 Subcommittees”)
 - Activities of teams for responding to important issues

Progress of reductions in CO2 emissions and environmental impact (electricity, water, and paper)

Status of chemical substance controls (purchase, disposal, and risk assessment)

Creation of a framework for mitigating health risks
- Status of information disclosure within the Group
 - Creation/publishing of Sustainability Report 2024
 - Creation/publishing of Integrated Report 2024
 - Updating of the website's sustainability section
 - Responses to CDP-Climate Change 2024 and Water Security 2024
- Strengthening of sustainability activities
 - Employee engagement (establishment of the Human Capital Working Group)
 - Response to human right risks (establishment of a relief system)
- Current status and improvement of external evaluation
 - ESG evaluation indexes
 - Feedback from IR activities

PDCA Cycle Utilized by Teams for Responding to Important Issues and Subcommittees

PDCA Cycle for Sustainability Activities

Each year, the Sustainability Committee comprehensively assesses “objectives, organizations, systems, risks, and opportunities” and incorporates specific activities and goals into a plan (PLAN step of the cycle), which is approved by the Board of Directors and then implemented (DO step of the cycle) by the subcommittees and four teams for responding to important issues. The results associated with each theme addressed are discussed (CHECK step of the cycle) at regular progress management meetings, and continuous improvements as well as plan reviews (ACTION step of the cycle) are repeated as necessary to improve initiatives so that they can be more effective. The results are reported to the Board of Directors.



FY2024 Subcommittees

Climate Change Response Working Group

Leaders	Managing Executive Officer
Members	<p>Semiconductor Company and Metrology Company :</p> <p>Manufacturing Dept., Quality Assurance Dept., Sales Div., Technology Div., (Semiconductor Company) Service Div., General Affairs Dept., Production Control Dept., and (Metrology Company) Metrology Business Development Div.</p> <p>Administration Company :</p> <p>Management Support Dept. and Sustainability Dept.</p>
Period active	2023 to the present
FY2024 results	<p>Governance Board of Directors' approval of “carbon neutrality by 2050”</p> <p>Risk management Risk assessment and monitoring of the response status</p> <p>Strategy and Goals Scenario reevaluation, review of financial impact, Scope 1 and 2 surveys for overseas subsidiaries, and calculation and analysis of Scope 3 categories 1*¹, 9*², and 11*³</p> <p>Information disclosure Analysis of, improvement on, and response to the CDP questionnaire and responses to CDP-Climate Change 2024 and Water Security 2024</p>

*¹ CO₂ emissions associated with purchased products and services

*² CO₂ emissions associated with transportation and delivery of products and services (downstream)

*³ CO₂ emissions associated with the use products sold

Human Rights Activity Working Group

Leaders	General Manager of Human Resource Dept.
Members	Semiconductor Company and Metrology Company : Production Control Dept. and General Affairs Dept. Administration Company : Human Resources Dept., Management Support Dept., and Sustainability Department (Supply Chain Team)
Period active	2024 to the present
FY2024 results	Implementation of human rights due diligence and analysis of results targets: Tokyo Seimitsu, group companies, and suppliers Education on human rights new employee training, e-learning for employees, and supplier briefing sessions Establishment of a relief system Tokyo Seimitsu and group companies Revision of employment regulations

Supply Chain Working Group

Leaders	General Manager of Sustainability Dept.
Members	Semiconductor Company and Metrology Company : Production Control Dept., Quality Assurance Dept., Technology Div., and Sales Div. Administration Company : Sustainability Dept. (Supply Chain Team/Environmental Green Initiative Team), Legal and Intellectual Property Dept., and IT Dept.
Period active	2023 to the present
FY2024 results	Promoted sustainable procurement Held sustainability briefings, Sustainability seminar, execution of the CSR assessment and analysis of results, and participation in the SEMI Japan - Supply Chain Management Working Group* Increased engagement Held supplier briefings (in Hachioji and Furudono) and planed/development of interactive communication tools

*SEMI Japan - Supply Chain Management WG : A working group under a Semiconductor Equipment and Materials International (SEMI) advisory council in Japan. Its purpose is to create common standardized assessment and evaluation standards across the industry.

Leaders	Managing Executive Officer
Members	<p>Semiconductor Company and Metrology Company : Technology Div., Sales Div., Manufacturing Dept., Production Control Dept., Service Div. (of the Semiconductor Company), Metrology Business Development Div. (of the Metrology Company), and General Affairs Dept.</p> <p>Administration Company : Human Resources Dept., Public Relations Dept.</p>
Period active	2024 to the present
FY2024 results	<p>Increased engagement Execution of engagement surveys and discussion of measures by working group members</p> <p>Diversity promotion Formulation of new action plans based on the Act on the Promotion of Women's Active Engagement in Professional Life and training for supporters of work by developmentally and mentally disabled people</p> <p>Promotion of human resource development Provision of design thinking training and human resource development training and review of job type-specific skill standards</p>

Working Group for Information Disclosure

Leaders	General Manager of Sustainability Dept.
Members	<p>Administration Company : Public Relations Dept., Sustainability Dept., and Management Support Dept.</p>
Period active	2022 to the present
FY2024 results	<p>Published Integrated Report 2024 and Sustainability Report 2024</p> <p>Updated the sustainability section of the company's website</p> <p>Non-financial information management</p> <p>Held dialogues with ESG evaluation organizations and improved evaluations</p>

Teams for Responding to Important Issues (Standing Teams)

Beneath the Sustainability Committee, we have established three teams (Environment, Quality, and Health and Safety) to handle important issues. The teams focus on priority initiatives in line with sustainability themes, and their members consist of leaders and personnel from the Administration Company, Semiconductor Company, Metrology Company, and subsidiaries of Tokyo Seimitsu Co., Ltd.

Materiality Issues

[Sustainability Objectives and Priority Initiatives](#) [Process of Defining the Material Issues](#)

In line with the Mid-term Business Plan (started in fiscal 2025) for fiscal 2027, after reviewing the status of the value chain surrounding the Group's activities, its impact on the environment and society, and other issues to be taken into account, the Tokyo Seimitsu Group has revised its materiality as follows. It is composed of 6 themes and 23 material issues, aiming to "contribute to the realization of a prosperous society" through "contributing to a sustainable society" and "earning the trust and confidence of stakeholders." We will continue to revise our materiality as necessary and appropriate.

Sustainability Objectives and Priority Initiatives

The Tokyo Seimitsu Group has established sustainability objectives and priority initiatives in order to incorporate material issues for the Group into concrete activities. The Sustainability Committee as well as Teams for Responding to Important Issues and subcommittees created to address important issues formulate and implement action plans based on that framework.

Theme	Materiality	Prioritized Activities (2025 Mid-term Plan)
Contributing to the realization of an enriched society	Creation and provision of products that resolve social issues	Provision of products and services that resolve social issues
	Contributing to semiconductor manufacturing that creates the future and enriches society	Promotion of products and services
	Contributing to innovation in manufacturing through precision measurement	Promotion of products and services
Promotion of business activities that contribute to the creation of a sustainable society	Reduction of greenhouse gas emissions in the value chain	Reducing CO2 emissions from business operations
		Strict energy management
	Creation and provision of products contributing to the global environment	Development of environmentally friendly products
	Optimisation of environmental conservation and resource management	Reduction in consumption of water
		Strict harmful substances management
		Promotion of biodiversity conservation activities
	Realising a circular economy	Transition to a resource-circulating (circular economy) society
	Advanced environmental management system	Maintaining and managing ISO 14001 certification

Maintaining and strengthening a corporate attitude that responds to the trust and confidence of stakeholders	Promoting Sustainability in the Value Chain	Promotion of sustainable procurement
		Respect for human rights
	Securing product quality and stable supply, and enhancing customer support	Improvement in customer satisfaction
		Advanced quality control
	Promotion of stakeholder engagement	Promotion of investor relations activity
		Contribution to technological development through industry-government-academia collaboration
		Promotion of community beautification activities
		Timely and fair information disclosure
Creating a workplace where diverse people can work positively and energetically	Promoting Diversity, Equity, and Inclusion (DE&I)	Promotion of Women's Participation and Advancement (Recruitment and training of women who can become core human resources)
		Creating a workplace environment where people with disabilities can work actively
	Creating a workplace where people can work in good health, both physically and mentally	Increasing awareness and strengthening measures to promote employee health
		Improving employees' awareness of health and safety
	Improving employee engagement	Dissemination of the Company's Purpose and the Vision
		Creating a corporate culture that encourages people to take on more advanced challenges without hesitation
		Developing a corporate culture of unity that brings together people from different companies and departments
Strengthening governance as the basis for fair corporate activities	Strengthening corporate governance	Stricter corporate ethics and legal compliance
		Timely and appropriate information disclosure
	Strengthening the compliance	Maintain and improve internal control systems
	Promotion of risk management	Strengthening risk management
		Reinforcement of information security measures
		Strengthening cyber security
	Promotion of human resource development	Human resource development leading to innovations
		Developing self-reliant human resources
		Creation of skill standards required by job type
	Strengthening R&D capabilities	Strengthening the ability to respond to leading-edge technology
	Management and utilization of intellectual property	Intellectual Property Investment and Utilization

Strengthening the business base	Promotion of digital transformations(DX)	Utilization of digital technology (digital transformations (DX) promotion and AI utilization)
	Creating a corporate culture that supports innovation	Promotion of measures to disseminate the Company's Purpose
	Realization of sustainable and stable business management	Strengthening the recurring business
		Continuous review and improvement of business continuity plans
		Efficient use of capital
		Fair profit distribution

Process of Defining the Material Issues

STEP 1	STEP 2	STEP 3	STEP 4
Analyze the actual impact our company has on society through the value chain based on international guidelines such as GRI and SASB, and extract the sustainability issues that our company should address	Conduct analysis of megatrends, key stakeholders, and business plans to extract not only the issues that have already surfaced, but also the issues that have not yet been identified and the potential sustainability issues that are highly likely to arise in the future	Based on the results extracted in STEP 1 and STEP 2 <ul style="list-style-type: none"> • Evaluate and rank by impact on the global environment and stakeholders • Evaluate and rank according to relevance to our value creation and management strategy 	Define material issues from the results of STEP 3 <ul style="list-style-type: none"> • Organize and consolidate the material issues to ensure stakeholders can easily understand, and finalize them • Deliberation and approval by the Board of Directors at the March 2025 meeting on important matters

Rapidly-changing Environment, Society, and Industries

Climate change, abnormal weather, typhoons, and earthquakes caused by global warming

Technological development : VR/AR, autonomous driving, AI, electronic payments, telework

Negative effects of technology : Creation of a digital divide, energy issues, and information leaks

Labor shortages

Prevalence of COVID-19

External Conditions Surrounding the Group and Social Issues, Including Sustainability

Society 5.0 (fusion of the cyber and physical realms)

- Semiconductor devices are becoming more sophisticated in terms of performance, complex, and transitioning to 3D designs
- Growing demand for semiconductors and electronic components
- Increasing needs for performing measurements in non-automotive fields, including the semiconductor, aircraft, and medical fields

Climate Change

- Practical application of ultra-efficient next-generation power semiconductors (such as SiC/GaN)
- Expansion of NEV and renewable energy markets as a result of carbon neutrality initiatives

Demographic Changes

- Increasing demand for semiconductors due to the proliferation of DX and AI in response to the declining workforce
- Trend toward the automation of manufacturing due to the declining workforce

Purpose	
Gaging the future with Metrology. Creating the future with Semiconductors	
Vision	
The Tokyo Seimitsu Group is always committed to building a “future full of dreams.”	
Semiconductor Company	Metrology Company
Contribute to the realization of an advanced networked society with cutting-edge technology.	Aim to become a futurecreating company that supports “innovation in manufacturing.”

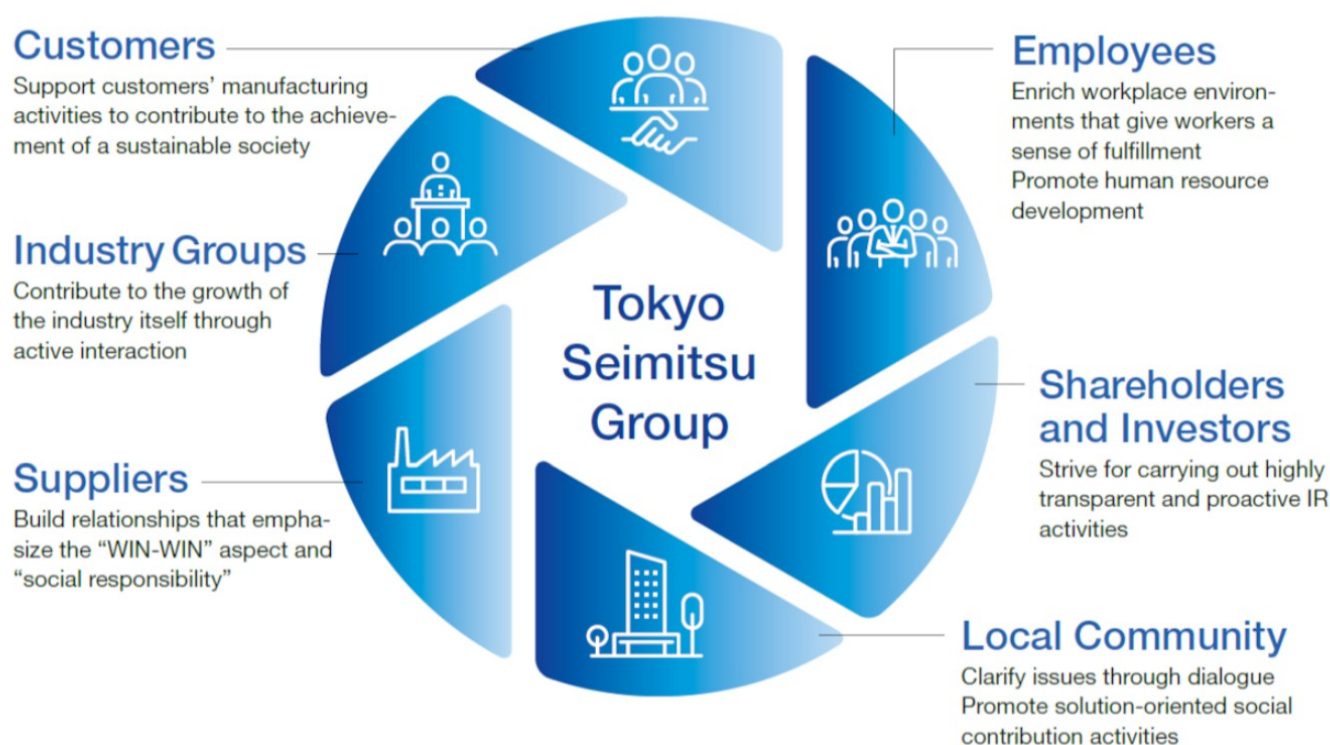
[Materiality Issues \[2022-2024\]](#) >

Editorial Policy	Top Message	Sustainability of the Tokyo Seimitsu Group	Environment	Society	Governance
ESG Data	Site Report	Third-Party Commendations	Policy and Guidelines	GRI Standards Content Index	≡ CONTENTS

Stakeholder Engagement

The Tokyo Seimitsu Group believes that continuous, active, two-way communication with various stakeholders is important in creating business value and social value while fulfilling our social responsibilities. By sharing information on real needs and issues through sincere communication with stakeholders, we seek to build strong and deep relationships of trust and grow together.

- ✧ Establishment of the Multistakeholder Policy
- ✧ Customers
- ✧ Employees
- ✧ Shareholders and Investors
- ✧ Local Community
- ✧ Suppliers
- ✧ Participation in Industry Groups



Establishment of the Multistakeholder Policy

In our corporate management, we aim to achieve significant growth together with our diverse stakeholders, including employees, business partners, customers, local communities, shareholders, and investors, through "WIN-WIN" relationships. Additionally, we will promote initiatives to appropriately distribute profits and things of value generated through value co-creation and productivity improvement to multistakeholders, taking into account the importance of returning profits to employees and giving due consideration to business partners.

> <https://www.accretech.com/jp/assets/multistakeholder2024.pdf> PDF

Customers

Tokyo Seimitsu's Responsibilities

- Product quality (provide stable and reliable products)
- Support quality (provide prompt and meticulous support)
- Delivery quality (work safety qualification acquisition, training, and multi-skilled employees)
- Provide environmentally friendly products
- Manage customer information appropriately
- Recognition of and training on Tokyo Seimitsu Engineering Standards (TES)
- Provide product information appropriately
- Respond to environmental laws and regulations, such as RoHS, REACH, and POPs

Major Means of Communication

- Implementation of customer satisfaction questionnaire (once a year)
- Support from Sales and/or Customer service divisions (as needed)
- Exhibitions/events (several times a year)
- Metrology Centers (seminars and workshops, private trade shows, etc.) (several times a year)
- Training services, remote support, etc.

Key Results in Fiscal 2024

Objectives	Initiatives/structures	Main outcome of activities
Increased customer satisfaction	Questionnaire-based survey	Customer satisfaction surveys (once a year) Percentage of satisfactory ratings : 94.8%
Global support structure	Stable parts supply structure	17 locations in Japan and overseas, CE Stock Search System
	Customer training	31 companies, total of 87 training days
Support activities to build customer's future	Metrology Centers	Four locations in Japan, nine overseas
	Overseas showrooms	Seminars and classes (including web-based seminars)
		Provision of solutions
		Consigned measurement
		Overseas technical training

Employees

Tokyo Seimitsu's Responsibilities

- Consideration of human rights and compliance with labor-related laws and regulations
- Initiatives for safe workplace environments
- Creation of healthy workplaces where people can work with a sense of purpose
- Realization of comfortable workplace environments where people can play active long-term roles
- Provision of opportunities for every individual to grow

Major Means of Communication

- Labor-management negotiation
- Whistleblower system
- Education, seminars, e-learning
- Regular meetings between supervisors and subordinates
- Message from the Board to employees at the beginning of the year
- Information dissemination via company newsletters and intranet

Key Results in Fiscal 2024

Objectives	Initiatives/structures	Main outcome of activities
Respect for Human Rights	Human Rights Due Diligence	Japan and overseas Group companies (29 companies)
	Human Rights Education	e-learning(harassment) : participation rate 100%
Ensuring of safe and secure workplaces	Zero accidents resulting in leave	Accidents resulting in leave : 1
	Skills/special education training	Total participants : 300
Mental and physical health	Healthy Company Declaration	Percentage of people undergoing health checkups : 94.4%
		Video dissemination on health topics
Realization of comfortable workplace environments where people can play active long-term roles	Measures to Address Long Working Hours	Rate of taking five or more days of annual paid leave : 100%
	Action Plan for Promoting Employment and Careers of Women	Percentage of female regular employee hires : 21.8% Percentage of female regular employees : 11.6%
Provision of opportunities for every individual to grow	Human resource training/development	Common training (major themes) : 4,676.8hours* Level-specific training (major themes) : 9,991.4hours* Sustainability training for new employees (85 people)*

* Scope : Regular employees of Tokyo Seimitsu Co., Ltd. (non-consolidated basis)

Shareholders and Investors

Tokyo Seimitsu's Responsibilities

- Timely, appropriate, and fair disclosure of corporate information
- Assurance of shareholders' rights, equality, etc.
- Secure earnings and appropriate profit distribution through medium- and long-term corporate growth

Major Means of Communication

- General meeting of shareholders (once a year), Issuance of shareholder newsletters (twice a year), and Briefings for Individual Investors (once a year)
- Business results briefings (four times a year) and dialogue with institutional investors and security analysts
- Reports (Securities Report, Integrated Report, etc.)
- Website (IR information, Sustainability, product information, etc.)

Key Results in Fiscal 2024

Objectives	Initiatives/structures	Main outcome of activities
Fair and appropriate information disclosure	102nd Regular Shareholders' Meeting	Number of times : 1; Rate of exercise of voting rights : 80.1%
	Handling coverage by institutional investors/analysts	Number of times : 992 total
	Conferences for overseas investors	Number of times : 8
	Briefings for individual investors	Number of times : 1 (online participants : 2,113)
	Business results briefings/press conferences	Number of times : 4

Business results briefings materials and other materials > <https://www.accretech.com/en/ir/library/presentation.html>

We are committed to building a structure and implementing measures to promote constructive communication with investors, including shareholders, so as to contribute to achieving sustainable growth and increasing corporate value in the medium- and long-term. To ensure smooth communication with investors, we formed the IR Team in the Management Support Dept. under direct control of the President in April 2023. We hold business results briefings for the latest results, as well as for results of every quarter, online, by phone, or in person. We also accept requests for individual media interviews and participate in conferences for individual investors and overseas investors. Also, to ensure the fair provision of information to overseas investors, we have our disclosed information translated into English in principle. The translated information is posted on our English website at the same time the Japanese information is disclosed or as soon as possible. The opinions obtained through constructive communication with shareholders are summarized as appropriate, reported to the Board of Directors and at the Executive Management Meeting on a regular basis, and fed back to relevant departments as necessary.

IR Disclosure Policy > <https://www.accretech.com/en/ir/irpolicy.html>

In fiscal 2024, the semiconductor manufacturing equipment industry attracted a high level of interest, with attention focusing particularly on the demand for high-performance computing (HPC) including generative AI. This resulted in more opportunities for us to communicate with institutional investors and analysts. We dealt with this situation by increasing IR spokespersons and streamlining interview coordination. We provided supplementary information concerning common questions of investors beforehand in disclosed materials and at business results briefings. We also attended more group meetings hosted by securities firms where a large number of institutional investors gathered, thus increasing opportunities for constructive communication and enhancing the quality of communication.

Local Community

Tokyo Seimitsu's Responsibilities

- Activities that contribute to local companies
- Activities that contribute to local communities
- Disaster relief and stockpiling in surrounding areas

Major Means of Communication

- Joined Tokyo Federation of Labor Standards Associations, Hachioji Branch
- Tsuchiura Eco-Partner Agreement/Submission of activity report to Tsuchiura City (once a year)
- Volunteer activities in local communities (environmental conservation)
- Plant tours and work experience opportunities

Key Results in Fiscal 2024

Relationship with local communities	Main expectations and values	Community/system	Main outcome of activities
Hachioji City	Coexistence with local companies	Tokyo Federation of Labor Standards Associations, Hachioji Branch	General Affairs and Public Relations Department at Hachioji branch, regular public relations newsletter published 5 times/year
	Fire prevention campaign	Hachioji Association for Safety of Hazardous Materials and Hachioji Fire Prevention Management Study Group	Strengthened safety measures, conducted fire prevention campaign
	Environmental conservation activities	Hachioji City Adopt-A-Road Program	Cleanup of the rotary on the east side of JR Kita-Hachioji Station : 3 times, 82 participants
Tsuchiura City	Environmental conservation activities	Eco-partner Agreement	Eco-Partner business plan and results report
			Cleanup of Nakanuki Park : 50 times, total 100 participants
Furudono-machi	Environmental conservation activities	Cleanup activity in the vicinity of the plant	Cleanup of the road along the Samegawa River: 1 time, 16 participants
Local schools	Support for students	1-day work study program	Online: 9 times, In-person: 3 times
		5-day internship	Hachioji Plant: 1 time, Tsuchiura Plant: 1 time
		“SEMI FREAKS” Future College	Participated in “Future COLLEGE@SEMICON2024,” a joint information session

Suppliers

Tokyo Seimitsu's Responsibilities

- Fair and equitable transactions
- Safety, human rights, and environmental considerations in the supply chain
- Support for resolving CSR issues
- Appropriate provision of information

Major Means of Communication

- Sustainability assessment (once a year)
- Support through procurement activities (as needed)
- Supplier CSR Guideline
- Web-based system for suppliers
- Workshop for suppliers, CSR seminar (once a year)
- Commendations for suppliers (once a year)

Key Results in Fiscal 2024

Objectives	Initiatives/structures	Main outcome of activities
Entrenchment of CSR procurement	Supply Chain Working Group	Workshop for suppliers (July-August 2024), CSR seminar (May 2025)
CSR surveys/check-ups	Sustainability assessment	Target : 121 companies accounting for the top 80% of the value of purchases, 92.6% response rate
Strengthening of information sharing	Web-Based System for Suppliers	Request for Survey on ISO Certification Status (Quality and Environment)
Manufacturer's responsibility	CSR training for employees	e-learning (Subcontracting Act) :100% completion rate

Participation in Industry Groups

Semiconductor Equipment Association of Japan (SEAJ)

Tokyo Seimitsu is a member of the Semiconductor Equipment Association of Japan (SEAJ) and participates in the activities of the Service sub-committee and Safety Training sub-committee of the Safety & Support Committee, which aims to enhance the quality of maintenance services, including for semiconductor manufacturing equipment, and achieve a zero accident rate among service representatives.

- SEAJ
- Service sub-committee > <https://www.seaj.or.jp/english>
 - Safety Training sub-committee > <https://www.seaj.or.jp/activity/safety/service/>
 - Safety Training sub-committee > <https://www.seaj.or.jp/activity/safety/training/>

International Organization for Standardization (ISO)

As a representative of Japan to TC213, which deliberates and establishes standards for geometrical product specifications (GPS) in the Technical Committee, Tokyo Seimitsu participates in working groups (WG4, WG6, WG10, WG15, and WG16) covering coordinate measuring machine standards, roundness measuring machine standards, surface texture measuring instrument/filter standards, and measurement uncertainty standards. In WG6 in particular, as a project leader of international meetings to discuss specifications and standards for roundness measuring machines and to revise calibration standards for surface texture measuring instruments, we are promoting the international standardization of Japanese proposals. In September 2024, a new international standard on the design and measurement characteristics of roundness measuring machines, ISO 5463:2024*, was issued.

ISO TC213 > <https://www.iso.org/committee/54924.html>

* ISO 5463:2024 : Geometrical product specifications(GPS) -- Rotary axis form-measuring instruments -- Design and metrological characteristics

The Japan Society for Precision Engineering

The Japan Society for Precision Engineering is organized by experts in their respective fields to promote the sound development of precision engineering technology and to conduct ongoing research on important issues. Tokyo Seimitsu participates in the Expert Committee for Intelligent Nano-Measurement*¹ and the Expert Committee for Convergence Engineering*². Also, in fiscal 2022, one of our employees was appointed to the society's board, where he will work to promote its activities. In addition to exhibiting equipment at academic lectures held in the spring and fall, we also participate in corporate awards for outstanding student presentations.

***¹ Expert Committee for Intelligent Nano-Measurement** An expert committee on technological developments including intelligent data processing, traceability, and standardization

***² Expert Committee for Convergence Engineering** An expert committee on new design and productive techniques that digitize object information from 3D shape scanning technologies (Industrial X-ray CT and 3D surface scanners) and utilize that information in digital engineering systems (CAD, CAM, CAE)

Precision Engineering

・ Academic lectures in the spring and autumn

> <https://www.jspe.or.jp/> 

> <https://2024-09autumn.jspe.or.jp/> 

> <https://2025-03spring.jspe.or.jp/> 

Japan Precision Measuring Instruments Manufacturers Association

To promote the precision measuring instruments industry in Japan, The Japan Precision Measuring Instruments Manufacturers Association holds comprehensive exhibitions concerning measurement and all related aspects, promotes standardization that contributes to the improvement of technology and quality, and holds seminars in collaboration with other organizations. Hitoshi Yoshida, Chairman and CEO of Tokyo Seimitsu, has been the Chairman of this industrial association since fiscal 2020.

The Japan International Machine Tool Fair (JIMTOF), one of the four major international machine tool trade fairs, was held in November 2024. A lot of people participated in the “seminar on the use of precision measuring instruments” hosted by the association.

Japan Precision Measuring Instruments Manufacturers Association > <https://www.jpma.gr.jp/> 

Environmental Management

The Tokyo Seimitsu Group contributes to the realization of a sustainable society based on the Group's Basic Environmental Philosophy, which is "Recognizing environmental conservation as an important theme common to all humankind, Tokyo Seimitsu makes environmental conservation an integral element of all product development, design, manufacturing and service activities."

- ✚ Basic Environmental Policy ✚ Environmental Policy
- ✚ Three Approaches to Environmental Management ✚ Eco-Factory

Basic Environmental Policy

In all business activities, extending from manufacturing products such as semiconductor manufacturing equipment and precision measuring instruments through the provision of services, everyone at Tokyo Seimitsu must always work with the consideration for "Is this action friendly for the earth?" The goal is to reduce our impact on the earth's environment to the absolute minimum.

Environmental Policy

1. We will resolutely drive environmental conservation activities by organizing an environmental management structure having "the Environmental Management Committee" as the top, in which all managers play the key role.
2. We will comply with environmental laws, ordinances and agreements as well as "the Environmental Policy" and establish voluntary goals to grapple with pollution prevention and environmental conservation.
3. We will strive to develop and improve environmentally responsible products (products contributing to energy and resource conservation, products that do not use harmful substances).
4. We will establish environmental objectives for the following items concerning the environmental impacts caused by business activities and improve environmental performance by implementing continuous improvement and reviewing the activities by internal audit.
 - 1) Effective use of natural resources by energy conservation, resource conservation and reduction and recycling of wastes
 - 2) Proper management of harmful substances, reduction in their use and the adoption of replacements
 - 3) Prevention of the global warming through the emission control of the greenhouse gas
5. We will conduct training programs for all employees to raise awareness of environmental protection. Also, we will ask for the understanding and cooperation of suppliers in environmental conservation.
6. We will make efforts for environmental conservation activities, including use of sustainable resources, mitigation of climate changes and conservation of biodiversity, through individual business operations, strive to achieve a better global environment and contribute to the development of society.
7. The environmental management system applies to the activities, products, services and environmental conservation activities of the plants relating to the business activities of Semiconductor Company and Metrology Company.
8. This environmental policy is disclosed internally and externally.

Three Approaches to Environmental Management

Since obtaining ISO 14001 certification in 1998, we have been promoting initiatives to address environmental issues through approaches that are in line with ISO 14001 policies. Through our products and business activities, we aim to reduce our electricity usage and CO₂ emissions, promote resource conservation, control waste generation and total chemical substance emissions, and contribute to the achievement of a sustainable society.

Eco-Factory

As a manufacturing company, more than 99% of our CO₂ emissions come from the electricity used in our factories, and almost all of the environmental impact (water resources, waste generation, etc.) that we cause is from factory operations. Accordingly, we are promoting activities to reduce environmental impact by primarily focusing on our factories.

Related content

Environmental Management, Climate Change, Resource Recycling and Waste Reduction, Water Resources, and Chemical Substances Control

Eco-Products

In addition to conducting an LCA*¹ as a mandatory task during new product development screening, we also evaluate the environmental impact of conventional products. We have established “eco-products” as products that are developed, manufactured, and improved according to LCAs and promote activities that reduce environmental impact through related to our products.

***¹ Life Cycle Assessment (LCA)**

An assessment method that follows calculation standards for converting emissions to CO₂ at every stage from raw material procurement/product manufacturing to disposal

Related content

Environmental Contribution through the Provision of Products

Eco-Mindset

Tokyo Seimitsu has positioned “eco-mindset” as an initiative to raise the environmental awareness of our employees. By actively providing opportunities for employees to participate in social contribution activities in their daily lives and workplaces, such as the introduction of volunteer activities*² in the training of new employees, we contribute to society through our business activities and take action to solve issues.

***² Volunteer activities**

Hachioji “Adopt-A-Road Program” activities, Nakanuki Park cleanup activity, eco-partner agreements, etc.

Related content

Social Contribution/Environment and Beautification

Eco-Factory

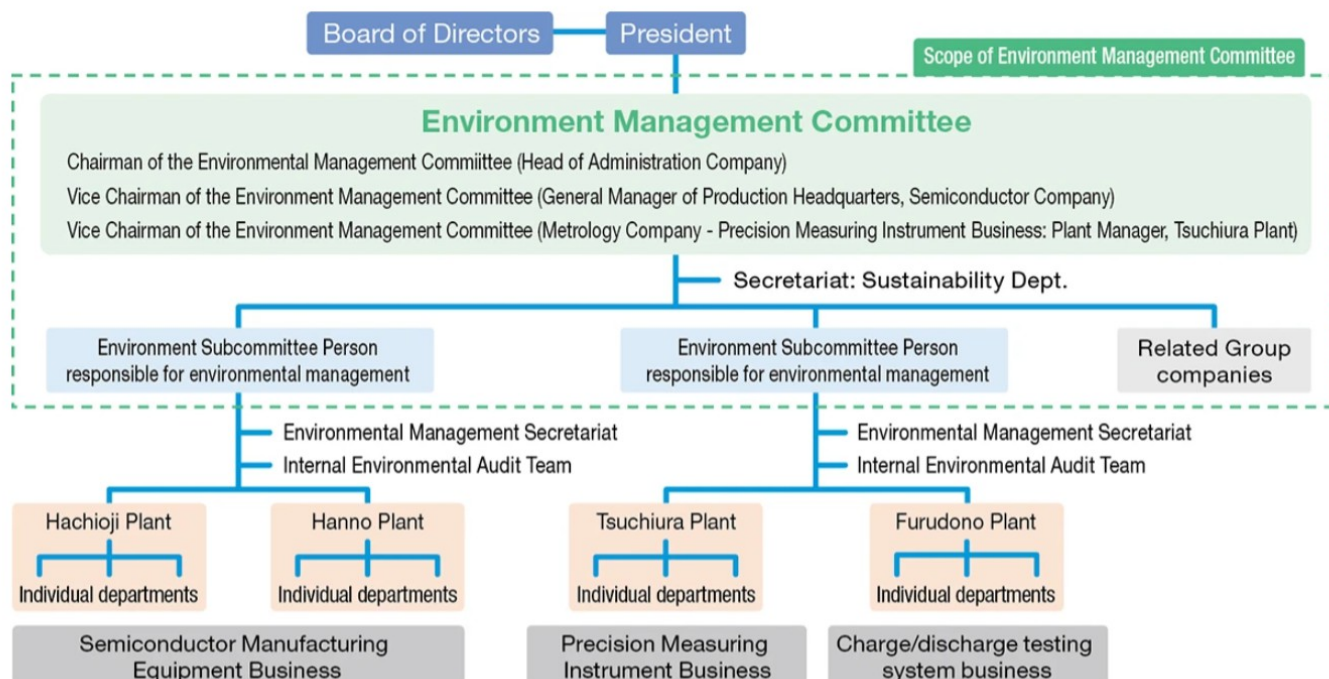
Environmental Management System

The Company has created an Environmental Management System (EMS) which conforms to ISO 14001. Each Environmental Subcommittee, established as part of the Semiconductor Company and Metrology Company, conducts and evaluates an annual survey of environmental aspects of the organization, products, services, and facilities in accordance with the Environmental Monitoring and Measurement Management Regulations. We prepare, approve, implement, evaluate, and report on our “Environmental Objectives Implementation Plan” and “Environmental Management System Programs” based on legal requirements, our Environmental Policy, and stakeholder requirements.

In addition, while internal audits are conducted twice a year to check the management status of facilities and equipment, the Environment Management Committee confirms that environmental standards are being properly observed, and notifications and reports are appropriately performed. In fiscal 2024, a certification body conducted certification inspections for recertification, including on the Hanno Plant that was completed in July 2023. These inspections have confirmed compliance with the requirements set forth in ISO 14001:2015, including adaptation to climate change (Amendment: February 2024), and that management effectiveness is maintained.

Furthermore, the Furudono Plant, to which some business operations have been transferred from Accretech Powertro System Co., Ltd., maintains its certification status as it was inspected by the same certification body. Going forward, we will seek to have all of our facilities certified, including the Furudono Plant.

Environmental Management Structure



Dissemination of Legal and Environmental Regulatory Information

Each Environmental Subcommittee, established as part of the Semiconductor Company and Metrology Company, delivers legal and environmental regulatory information* from the given company Environmental Secretariat to members of the related Environmental Subcommittee and explains key points. In addition, an environmental internal audit is conducted twice a year to check the laws and regulations that divisions are required to follow as well as level of compliance.

* Main types of legal and environmental regulatory information handled by the Environment Subcommittee: Information on the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof, Industrial Safety and Health Act, Poisonous and Deleterious Substances Control Act, laws related to the Industrial Safety and Health Act, Act on Rationalization of Energy Use and Shift to Non-fossil Energy, Enforcement Order of the Act on Promotion of Global Warming Countermeasures, and trends of the European Commission (F-GAS regulation, etc.), China RoHS, etc.

Environmental Objectives Implementation Plan/Environmental Management System Programs

The divisions affiliated with each Environmental Subcommittee prepare an Environmental Objectives Implementation Plan that specifies the details of efforts, deadlines, and evaluation methods to achieve the environmental targets of the Semiconductor Company and Metrology Company. Based on this plan, they prepare Environmental Management System Programs that provide annual implementation plan and progress information.

The results of the activities based on the Environmental Management System Programs are reported every three months to the heads of relevant divisions and persons responsible for environmental management. In fiscal 2024, we planned programs for 56 items and reached our targets for 53 items, for an overall achievement rate of 94.6%.

Environmental Management System Programs—Fiscal 2024 Activities

Targets : Items Related to Environmental Impact as Defined in Section 4 of the Environmental Policy

1. Energy conservation (mainly power consumption)
2. Conservation of resources (mainly water and air)
3. Reduction and recycling of waste
4. Reduction of use and finding alternatives for hazardous chemical substances
5. Reduction in greenhouse gas emissions (mainly power consumption and emissions from company vehicles)

Information on the Programs that Achieved Targets for Fiscal 2024

Main initiative	Number of programs	Items Related to Environmental Impact Section 4 of the Environment
Power reduction due to equipment efficiencies	25	1
Reduction in power consumed during processing and production	5	1
Power reduction due to improvement proposals and small-group activities	5	1
Reduction in water and air consumption during production	1	2
Reduction in use of organic solvents	4	4
Reduction of hazardous chemical substances	4	4
Reduction of CO ₂ through gas substitution	1	5
Reduction in waste	3	3
Others	8	1,5

Climate Change

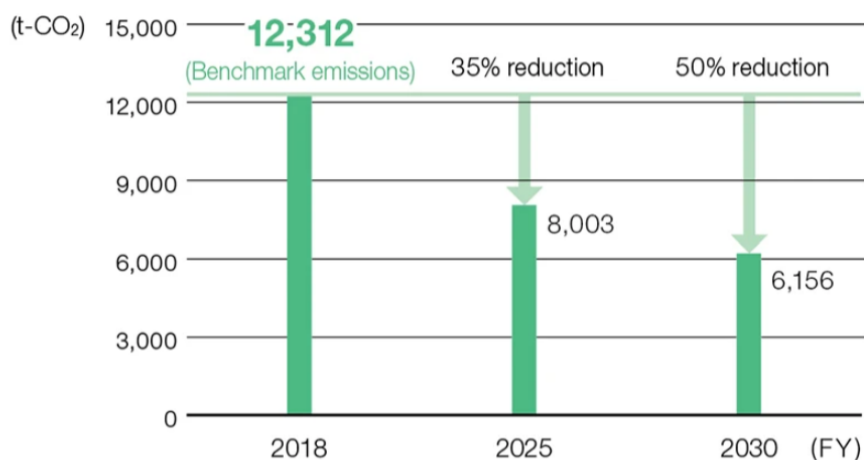
For many years, Tokyo Seimitsu has set its own targets and worked to conserve energy at its production sites, the Hachioji and Tsuchiura plants. In order to achieve the reduction targets required of signatories to the Paris Agreement and the 2030 target for reducing greenhouse gas emissions set by the Japanese government on April 22, 2021, we have set new medium- and long-term reduction targets for CO₂ emissions for energy used and consumed at both plants (Scope 1 and 2), including for business activities, production activities, and research and development. To achieve these targets, we are working to decrease electricity consumption by using electricity derived from renewable and low-carbon sources, and switching to high-efficiency equipment. Results are inspected and evaluated.

✚ Eco-Factory

CO₂ Emission Reduction Targets

2025 Target By fiscal 2025, reduce Scope 1*¹ and Scope 2*² emissions by 35% from fiscal 2018*³ levels

2030 Target By fiscal 2030, reduce Scope 1*¹ and Scope 2*² emissions by 50% from fiscal 2018*³ levels



Organizations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant (from July 2023), Tsuchiura Plant, and Furudono Plant (from October 2023)

*¹ Direct GHG emissions by the Company (emissions from fuel combustion, on-site power generation, and industrial processes)

*² Indirect emissions resulting from the use of electricity and heat supplied by other companies (e.g. emissions associated with electricity purchased from electric power companies)

*³ FY2018 standard emissions (Scope 1 + Scope 2): 12,312 (t-CO₂)

CO₂ Emission Reduction Results (FY2024)

Objectives	Plans/Targets	Result (FY2024)
CO ₂ Emission Reduction (Scope1+Scope2)	35% reduction compared to FY2018 by FY2025 Year : 2021 Period : FY2020 to FY2025 Benchmark emissions : 12,312t-CO ₂ Reduction target : 8,003t-CO ₂	12,733t-CO ₂ (3.42% increase compared to fiscal 2018)

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant

Trend in CO₂ Emissions

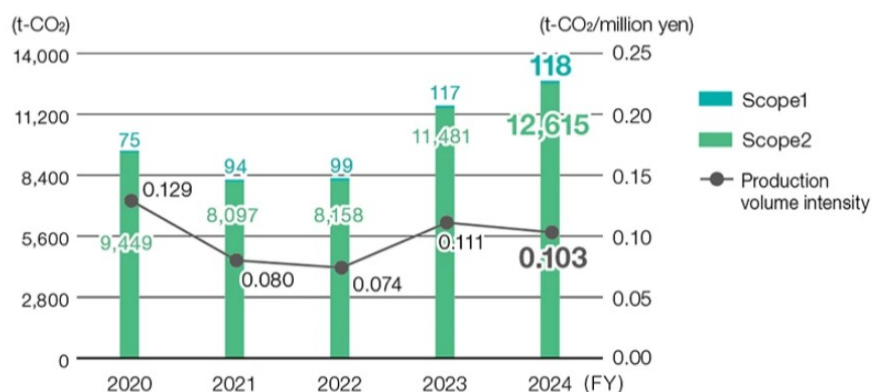
		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total CO ₂ emissions (Scope1 and Scope2)		t-CO ₂	9,524	8,191	8,257	11,598	12,733
	Scope1	t-CO ₂	75	94	99	117	118
	Gas (LPG)	t-CO ₂	42	51	54	70	71
	Fuel* ¹	t-CO ₂	33	43	45	47	47
	Scope2 Electricity	t-CO ₂	9,449	8,097	8,158	11,481	12,615
CO ₂ emissions production volume intensity (Scope1 and Scope2)		t-CO ₂ / million yen	0.129	0.080	0.074	0.111	0.103

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant

The results for fiscal 2023 include data from July onward for the Hanno Plant, when construction of the plant was completed, and from October onward for the Furudono Plant to which operations were transferred.

*¹ Types of energy covered: Volatile oil, kerosene, and light oil

CO₂ Emissions



Note : The results in fiscal 2023 and later include those of the Hanno and Furudono Plants.

Eco-Factory

Promotion of Global Warming Prevention (Toward a Decarbonized Society)

Almost all the greenhouse gases emitted by the Company are from the CO₂ equivalent of electricity purchased and used during the plant operations. As a global warming prevention measure, we are promoting initiatives focused on the procurement of renewable electricity*¹ and energy conservation.

Specific CO₂ Emission Reduction Examples

Procurement of renewable electric power*¹

- Installation/maintenance of solar power generation facilities (Hachioji Plant, Hanno Plant, and Tsuchiura Plant)

Solar Power Generation Facilities Capacity and Amount of Solar Power Generation by Plant

Plant		Unit	FY2021	FY2022	FY2023	FY2024
Hachioji	Solar power generation facilities capacity	kW	406	406	406	406
	Amount of solar power generation	MWh	438.1	416.2	377.2	463.2
Hanno	Solar power generation facilities capacity	kW	-	-	713	713
	Amount of solar power generation	MWh	-	-	224.6	503.5
Tsuchiura	Solar power generation facilities capacity	kW	50	50	50	50
	Amount of solar power generation	MWh	56.1	53.5	58.0	55.4



Hachioji Plant



Hachioji Plant



Hanno Plant



Tsuchiura Plant

- Switchover to low-carbon electricity/CO₂-free electricity*²

Hachioji Plant : Switched in March 2020

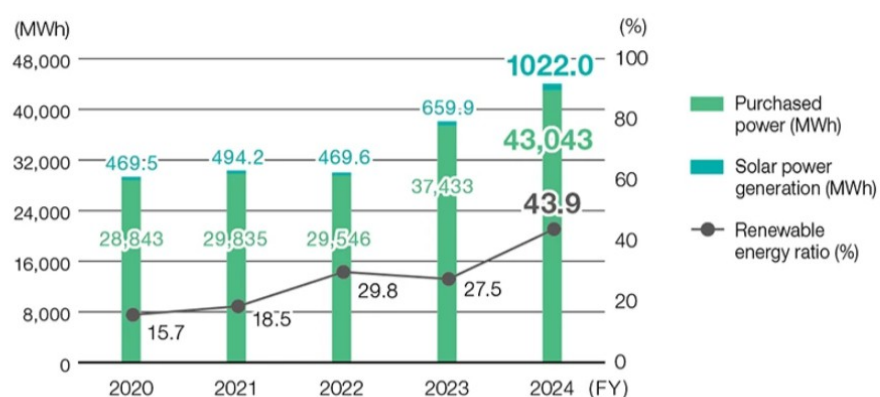
Tsuchiura Plant : Switched in November 2020

Furudono Plant : To switch in May 2024

*¹ **Renewable electric power** Electricity generated from renewable energy sources

*² **CO₂-free electricity** Electricity that emits no CO₂ when generated. This refers to electricity that is virtually CO₂-free, utilizing environmental value derived from renewable energy sources that do not emit CO₂

Electricity Use



Locations covered: Tokyo Seimitsu Hachioji Plant, Hanno Plant (from July 2023), Tsuchiura Plant, and Furudono Plant (from October 2023)
Hanno Plant is a newly completed plant, and Furudono Plant is counted as one of the Company plants, with its business operations transferred.

Specific Examples of Efforts to Promote Energy Conservation (Environmental System Program Initiatives)

- Upgrade of Machinery (Hachioji Plant)
- Upgrade of air conditioning equipment (Tsuchiura Plant)
- Introduction of schedule timers (Tsuchiura Plant)
- Switchover to LED lighting (Hachioji Plant, Furudono Plant)
- Introduction of energy-saving vending machines (Hachioji Plant)
- Review of manufacturing process (processing and assembly) (reduction of man-hours)
- Capital expenditures related to these initiatives, etc.: Approx. 55 million yen

Management of Environmental Impact on the Atmosphere

The Company manufactures freezers that use HFC* gases, for use in semiconductor manufacturing equipment. We also possess freezers for use in shipping inspections of semiconductor manufacturing equipment. In order to comply with the “Act on Rational Use and Proper Management of Fluorocarbons,” we have a system in place to inspect and maintain freezers, refill and collect fluorocarbons, report on leaks, etc. in an appropriate manner.

* **Hydrofluorocarbons (HFCs)** Hydrofluorocarbons do not contain chlorine atoms that deplete the ozone layer and are therefore used as chlorofluorocarbon substitutes in air conditioners and other coolants

Atmospheric Gas Discharge

Other Gases	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
CH ₄	t-CO ₂	0.0	0.0	0.0	0.0	0.0
N ₂ O	t-CO ₂	0.0	0.0	0.0	0.0	0.0
HFC*	t-CO ₂	189.4	61.6	19.1	65.5	111.8
PFC	t-CO ₂	0.0	0.0	0.0	0.0	0.0
SF ₆	t-CO ₂	0.0	0.0	0.0	0.0	0.0

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant (from July 2023), and Tsuchiura Plant

The newly completed Hanno Plant is counted as one of the Company plants.

* As the covered locations and calculation method were changed in fiscal 2024, the data for fiscal 2020 and later were recalculated.

TCFD Response

Disclosure Related to Climate Change (Disclosure Based on TCFD)

In March 2022, Tokyo Seimitsu expressed its support of the recommendations of the Task Force on Climate-related Financial Disclosures. We consider rising temperatures, increasingly severe natural disasters, and other phenomena caused by climate change to pose a major risk to our business as well. On the other hand, we believe that addressing climate change will lead to increased corporate resilience and product competitiveness, as well as provide opportunities for business expansion. We will analyze the risks and opportunities that climate change poses to our business, share and work to unfold issues, and promote the disclosure of climate-related financial information based on the TCFD framework.



[▼ Governance](#)
[▼ Risk Management](#)
[▼ Strategy](#)
[▼ Indicators and Targets](#)

Governance

The Tokyo Seimitsu Group considers climate change a major business threat. The Sustainability Committee discusses ways to control risks and opportunities related to climate change issues and reports results of the discussions to the board of directors on a regular basis.

The Sustainability Committee is chaired by the Chairman & CEO. Its activities are reported to the semiannual Sustainability Promotion Meetings, and the report is submitted to the Board of Directors if deemed necessary by the Chairman.

The board members collect information and deepen their knowledge through various opportunities and means to grasp the ever-shifting climate change situation. The Board of Directors share the issues of risks and opportunities related to climate change, discuss goal management and problem solving, and plan to set milestones for achieving the FY2030 targets through the Working Group for Climate Change Response.

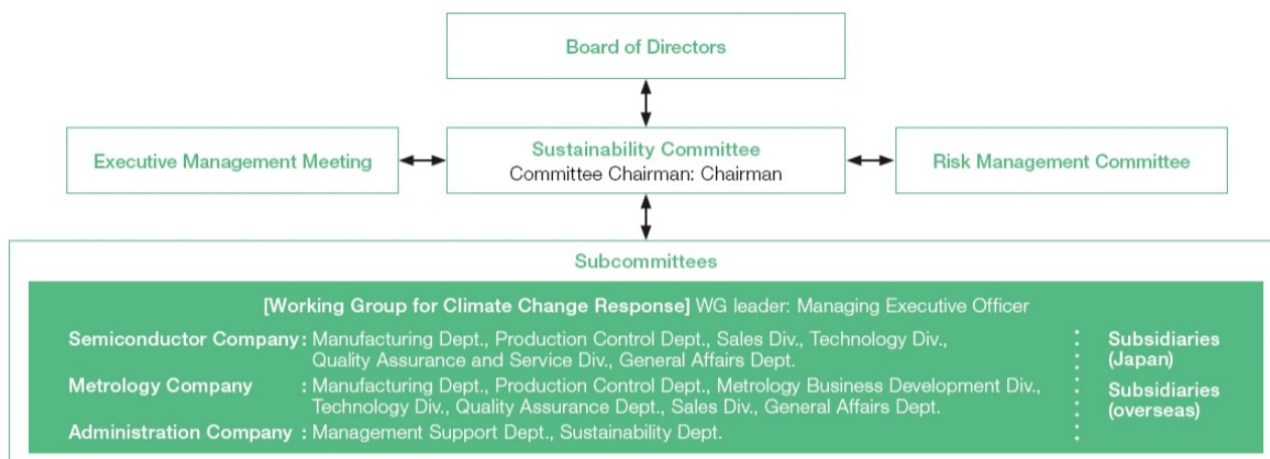
●Sustainability Committee

The Sustainability Committee is responsible for arranging, formulating, planning, and implementing sustainability activities, promoting the following activities.

- Formulation of basic policy, operational framework, and goals as well as monitoring of information
- Establishing and managing plans and projects
- Summarization of information, reports to the Board of Directors, etc.
- Matters related to various reports and information disclosure
- Convening and operating a sustainability promotion council

● Working Group for Climate Change Response

The Working Group for Climate Change Response has been established as a subcommittee of the Sustainability Committee. The members of the subcommittee research and investigate activities related to climate change response and submit reports to the Committee periodically. The Working Group is attended by the related personnel of the technology, production, sales, and management departments and has constructed a system for promoting, throughout the organization, extraction of risks and opportunities, analysis of scenarios, and investigation of countermeasures.



Risk Management

The Tokyo Seimitsu Group has established the “Risk Management Regulations” and the Risk Compliance Committee, which is headed by the president and COO, to identify and manage risks associated with business execution. Systems are in place to prevent potential risks from manifesting themselves and to prepare for crises.

The Working Group for Climate Change Response, which is a subcommittee of the Sustainability Committee, takes the lead in identifying, assessing, and investigating risks (transitional/physical) related to climate change and submits reports to the Sustainability Committee on a regular basis and whenever there is an urgent need to do so. Risks considered to affect business are relayed immediately from the committee to the board of directors for judgment.

Climate change risks have been added to the risks addressed by the Risk Management Committee. The Working Group conducts flexible discussions concerning items such as risk assessment and investigation of measures for risks that have become apparent, in order to enable response throughout the entire Group.

Strategy

We conducted a Scope 1 and Scope 2 emissions analysis of Tokyo Seimitsu’s domestic businesses.

We will continue to monitor the GHG emissions of Group companies in Japan and overseas and plan to respond accordingly. Moreover, with regard to Scope 3, we have made progress in ascertaining Category 1 ^{*1} and Category 11 ^{*2}, which are expected to have high emissions. Since 2024, we have also been working to ascertain other categories.

^{*1}: CO₂ emissions from products and services purchased by the Company

^{*2}: CO₂ emissions from use of products sold by the Company

Risks and Opportunities Associated with Climate Change

Since future projections are highly uncertain and difficult to analyze, we examined GHG emissions based on multiple scenarios. International public opinion is moving toward the view that a 2° C scenario response is insufficient, so we conducted our analysis with a 1.5° C scenario in mind. However, as a 1.5° C scenario response would dilute our awareness of physical risks, we also assumed a business environment under the 4° C scenario, the level to which temperatures would rise if current economic activity were to continue.

In addition, we conducted a reassessment of environmental risks and opportunities and revised the medium- and long-term actions as follows.

- Organize and address the overall picture of climate change
- Exploration of new business areas
- BCP enhancement, starting with our response to climate change
- LCA Scope 3 (including coordination with customers and suppliers)

(Reference scenarios)

1.5° C scenario: [IEA] NZE, 1.5° C special report [IPCC] SSP1-1.9

4° C scenario: [IEA] STEPS [IPCC] SSP2-4.5, SSP3 - 7.0

Scenario	Risks Opportunities		Event	Assumed Business Environment	Financial Impact	Emergence Timing
1.5°C	Risks	Regulations	Carbon pricing	<ul style="list-style-type: none"> Rises in costs of materials, equipment, energy, transportation, etc. due to the introduction of a carbon tax Restrictions on product exports due to the introduction of a carbon border tax 	▲▲	Medium term
		Markets	Use of EVs	<ul style="list-style-type: none"> Decrease in demand for the conventional business and products (measuring instruments for internal-combustion engine parts) 	▲▲▲	Short term
			Decarbonization premiums	<ul style="list-style-type: none"> Decarbonization resulting in surges in material costs, difficulty in procurement, and extra costs being incurred to procure alternative products Difficulty in procurement of non-fossil energy and rise in procurement costs 	▲▲	Medium term
		Reputation	Delayed decarbonization efforts	<ul style="list-style-type: none"> Delays in climate change action and other ESG efforts affecting financing and business relationships 	▲▲	Medium term
	Opportunities	Markets	Use of EVs/Electrification/digitalization	<ul style="list-style-type: none"> Growing demand for measurement of new EV materials and parts Increased use of semiconductors leading to increased production capacity 	▲▲▲	Medium term
			Growing renewable energy markets	<ul style="list-style-type: none"> Growing demand for measuring instruments due to expanding renewable energy markets 	▲	Long term
		Resource efficiency energy	Production equipment	<ul style="list-style-type: none"> Energy-saving measures in factories (equipment and processes) and recycling of resources leading to increase productivity and meet the customer need for decarbonization 	▲	Short term
		Products services	Low-carbon products and services	<ul style="list-style-type: none"> Enhance the product reputation and competitiveness on the market by reducing environmental impact from the LCA perspective Meet the customer need for lighter products (increase demand for measuring products) 	▲▲	Short term
4°C	Risks	Physical (acute)	Extreme weather events	<ul style="list-style-type: none"> Increase in risk control (BCP) costs Disaster-caused physical damage and recover costs Disaster-caused business operation suspension (of the company or suppliers) 	▲▲▲	Medium term
	Opportunities	Resilience	Disaster response	<ul style="list-style-type: none"> Stable supply of products and services during disasters to help customers maintain their production systems 	▲▲	Medium term

Legend Financial Impact : ▲▲▲ Large, ▲▲ Moderate, ▲ Small Emergence Timing: Short term 2022-2024, Medium term 2025-2029, Long term 2030-

●Monitoring of GHG emissions of Group companies (Japan and overseas subsidiaries)

We have started investigation of GHG emissions of Scope 1 and Scope 2 at the manufacturing sites of Group companies.

●Initiatives toward disclosure of Scope 3

For the majority of our products, we procure the parts and materials as well as manufacture and sell the products, which are then used at the work sites of our customers.

Therefore, we believe it is important to ascertain the emissions of greenhouse gases throughout the value chain.

Since fiscal year 2024, we have launched a new Scope 3 response project and have been working to ascertain Categories 1 through 15.

Strategy for Opportunities

—— Opportunities in the Semiconductor Manufacturing Equipment Business Related to Climate Change

In the process of achieving carbon neutrality across all industries, we predict demand for the following:

- Efficiency and energy conservation in production activities (mainly through digitalization)
- Transition to decarbonized energy (mainly through electrification)

As a result of the above two measures, the scope of application of digital and communication technology will expand, and the quantity of electronic devices and electronic components used throughout society will increase rapidly. Accordingly, demand for semiconductor devices, which are components found in these products, is expected to increase continuously, and the demand for the semiconductor manufacturing equipment we provide is expected to increase dramatically in the future.

In addition, the quantity of electronic devices and components will increase with designs becoming more complex as the functionality becomes more sophisticated. As a result, there is a growing need to solve new issues in manufacturing processes. Tokyo Seimitsu develops and provides products that meet these needs. For example, we support manufacturing processes by providing high-precision processing equipment for the enhancement of SAW filters and sensor functionality.

On the other hand, the progress of digitization and electrification will lead to:

- Increase in power consumption due to the expansion of data and computation (the spread of IoT devices and AI)
- Increase in power loss due to the expansion of the use of electric motors

Therefore, it is necessary to promote energy conservation by semiconductors themselves in a two-fold manner. As a result, there are expectations for the spread of next-generation power semiconductors (GaN, SiC, etc.) that achieve high energy efficiency, and we are also promoting the development of related technologies and products.

Emerging Needs and the Value We Offer

As mentioned above, in order to achieve carbon neutrality, we believe that new challenges will emerge, and customer needs will also constantly change. In response to these needs, we will continue to provide new value by comprehensively responding to a wide range of products covering inspection and processing equipment.

	Expected changes in society	New challenges	Value we provide (examples)
1	Increased production of semiconductor devices	Extended inspection times	Increased throughput of probing machines
		Further installation of semiconductor manufacturing equipment	Stable supply of semiconductor manufacturing equipment
2	Increasing complexity of semiconductor device designs	Increased heat dissipation during measurement	Probing machines that support high-precision temperature control
		Higher machining accuracy	High-precision high rigid grinders, ablation laser dicing machines
3	Spread of next-generation power semiconductors	Increased demand for difficult-to-cut material processing	High-precision high rigid grinders, edge grinders, and CMPs (chemical mechanical planarizers)

Semiconductor Manufacturing Equipment Business Strategies and Goals

The Company accurately grasps business opportunities related to climate change and carries out the following initiatives in order to achieve continuous growth of the Semiconductor Manufacturing Equipment Business.

1. Appropriate capital investment to meet growing demand

In order to meet the rapidly increasing demand for semiconductor devices, we will steadily strengthen our production system for semiconductor manufacturing equipment. The Hanno Plant began operations in July 2023, and the Company plans to complete construction of a new plant in the Nagoya area in July 2025.

2. Sales activities that are thoroughly customer-oriented

Since our strength lies in our thorough customer-oriented approach, our manufacturing, engineering, service, and sales teams work in unison to listen to our customers on a daily basis. Through these initiatives, we will not only quickly grasp the quantitative and qualitative needs of semiconductor manufacturing equipment but also pursue products and services that satisfy our customers, aiming to create relationships that enable us to grow together with our customers.

3. Participation in industry groups and joint research

Tokyo Seimitsu is a Regular Member of the Semiconductor Equipment Association of Japan (SEAJ) and leads discussions on energy and CO₂ in SEAJ's Environment Subcommittee. We also participate in the Semiconductor Equipment and Materials International (SEMI) as a Semiconductor Climate Consortium Founding Member.

In addition, we will actively work on the development of next-generation technologies. As a member of Tsukuba Power Electronics Constellation (TPEC), a joint research consortium for power electronics that contributes to energy conservation in a wide range of industries and households, we are participating in R&D and human resource development. We are participating in R&D with the Center for Innovative Integrated Electronic Systems (CIES), Tohoku University, and are also taking part in the Nagaoka Power Electronics Study Group.

Through these initiatives, we will also strive to develop products from a medium- to long-term and seeds perspective, and capture the technological breakthroughs and industry changes that accompany them.

Based on the policies (1, 2, and 3) above, we aim to increase sales in the semiconductor manufacturing equipment business to 140 billion yen by fiscal 2027 (fiscal 2024 results: 113.5 billion yen).

In addition, the Tokyo Seimitsu Group is the industry's only manufacturer of semiconductor manufacturing equipment that also has measurement technologies. By incorporating measuring equipment into semiconductor manufacturing equipment, it is possible to carry out more accurate inspection and processing, providing unique value. We expect synergies between the two businesses through this initiative to amount to sales of around 13 billion yen by 2025.

Opportunities in the Precision Measuring Instrument Business Related to Climate Change

In order to achieve carbon neutrality by 2050, it is necessary not only to decarbonize electric power sectors, which emit large amounts of greenhouse gas, but also to electrify non-electric power sectors (consumer, industrial, and transportation).

Our measurement technology plays a fundamental role in carbon neutrality measures in a wide range of fields, both in the electric power and non-electric power sectors.

1. Electric power sector

1-1. Adoption of renewable energy

→ Bearing measurement technology for offshore wind power generation

It has been noted that a combination of multiple sources of power, including renewable energy, is needed to achieve electricity decarbonization and still provide sufficient electricity demand.

Among them, offshore wind power generation plays an important role. Offshore wind power generation is expected to be introduced in large quantities around the world, and by 2040, the amount of power generated is expected to increase by about 20 times, with an investment of about 1 trillion USD. In Japan, its growth potential and economic ripple effects are emphasized, and in the Offshore Wind Industry Vision (Phase 1), it is positioned as a trump card for making renewable energy a mainstream power source.

Bearings are components that affect the power generation efficiency of wind power generators. Those used in large wind power generators are several meters in size. With our highly accurate roundness and cylindrical shape measurement technology, we measure the shape of the bearing and whether there is any internal distortion or inclination, maximizing the effect of introducing wind power.

1-2. Expansion of the storage battery industry

→ Charge/discharge testing system

Production of lithium-ion and other rechargeable batteries* is expected to grow dramatically due to the global spread of EVs and the stabilization of the electric power system accompanying the expansion of the introduction of renewable energy.

* While EV sales growth has recently slowed due to electric vehicle-related policies in the U.S., Europe, and China, technological advancements in next-generation automotive batteries, as well as the expansion of use cases for storage batteries, such as industrial machinery, non-automotive mobility, UPS systems for data centers, and EV charging stations, have led to global demand projections for storage batteries (for automotive and stationary use) in 2030 generally falling in the range of 2,000 to 3,500 GWh.

(Source: "Toward the Promotion of the Storage Battery Industry Strategy" and "Progress of Related Measures for the Storage Battery Industry Strategy and Major Environmental Changes Surrounding Storage Batteries," Ministry of Economy, Trade and Industry)

> https://www.meti.go.jp/policy/mono_info_service/joho/conference/battery_strategy2/shiry03.pdf 

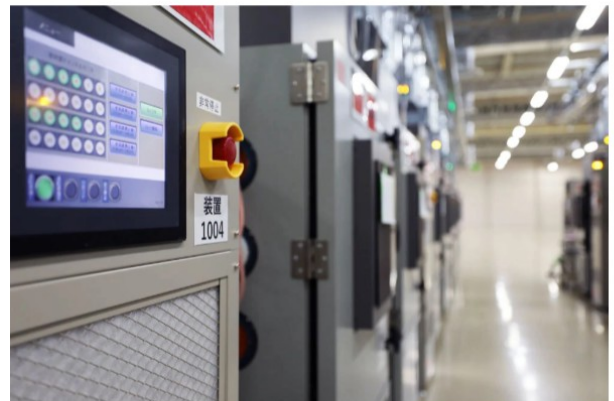
> https://www.meti.go.jp/policy/mono_info_service/joho/conference/battery_strategy2/shiry02-3.pdf 

Inside the factory where the charge/discharge testing system is manufactured

We develop and sell "charge/discharge testing system" that measures the performance and reliability of rechargeable batteries.

Charge/discharge tests involve repeated charging and discharging of batteries, and thus consume a large amount of electricity. However, our unique "energy sharing method," in which electricity is shared among multiple batteries under test, has realized energy conservation of up to 30% (in-house comparison). In addition to battery research and development, This product is used for a wide range of applications, including battery research and development (R&D), recycling, and performance evaluation, and contributes to reducing CO2 emissions and power costs for customers.

We are not only manufactures and sells test equipment but also provides battery evaluation services for contract testing using the equipment. These WIN-WIN products and services contribute to climate change countermeasures by reducing customers' CO₂ emissions during testing and by accelerating R&D and dissemination of rechargeable batteries while at the same time contributing to our growth.



2. Non-electric power sectors (consumer, industrial, and transportation)

2-1. Progress of electrification and digitalization

→ Measurement technology for semiconductor manufacturing equipment and electric vehicles

In the decarbonization of non-electricity sectors, measures for dealing with combustion equipment and facilities using fossil fuels are the main focus, with conversion to decarbonized energy through electrification (direct heating with electricity, heat pumps, electrification of vehicles, etc.) and efficiency improvements through digitalization, playing a major role toward decarbonization.

These measures will result in a rapid increase in the number of electronic devices and sensors used in society as a whole, with demand for semiconductor devices expected to grow continuously.

We provide precision measuring instruments that are indispensable for the development and production activities of semiconductor device manufacturers, electronic component manufacturers, semiconductor and electronic component manufacturing equipment manufacturers, and inspection system manufacturers. With the increase in demand for semiconductor devices mentioned above, the need for our products that support semiconductor manufacturing processes is expected to increase in the future.

In addition, since reducing CO₂ emissions from automobiles is an important theme toward achieving carbon neutrality, related policies are being launched one after another in countries around the world. The Japanese government is also aiming for only electric passenger cars to be sold by 2035. In line with this, it is tasked with restructuring the automobile industry, including the development and popularization of storage batteries. The unit configuration, development, and production methods for HEVs and EVs are very different from those for conventional automobiles. In particular, the market for drive motor units, inverters, batteries, and other components unique to electric vehicles is expected to expand rapidly. We support high-precision measurement of drive system motor units and batteries by utilizing measurement technology with Coordinate measuring machines and X-ray CT systems. In the future, we will grow together with customers in the automotive industry, which is undergoing major changes, and contribute to the spread of new energy vehicles from the aspect of measurement technology.

2-2. (Industrial) Compatibility of temperature adaptation and energy conservation

→ Measurement products that are resistant to temperature changes

While countries around the world are working to achieve carbon neutrality by 2050, the average global temperature is expected to rise between 0.5 and 1° C even if the goals set by each country are met. Furthermore, if the world does not move forward with climate change countermeasures, it is expected that the average temperature will rise by more than 4° C and the probability of extreme weather events will increase.

In response to these risks, we provide measurement products that are resistant to temperature changes in the measurement environment and contribute to the sustainable production activities of the manufacturing industry. Specifically, we provide value in the following ways.

Measurement environments in which it is difficult to control the temperature :

Our products can handle constant temperature rises above the conventional accuracy-guaranteed ambient temperature to a certain degree. In addition, the ease of constraints on environmental temperature at the time of measurement enables flexible design of measurement and inspection processes in the factory. As a result, measurement and inspection can be performed earlier in the production process, contributing to higher productivity.

Measurement environments in which it is possible to control the temperature :

By expanding the range of the accuracy-guaranteed ambient temperature and being less strict with air conditioning temperature settings, our systems contribute to energy and cost savings while maintaining measurement accuracy.

The following products enable measurement over a wide temperature range. Also, it is assumed that the automation of production processes will accelerate in the future for the purpose of avoiding work in hot environments, and demand for these products is expected to increase because they are also compatible with automation.

- Coordinate measuring machines — DuraMax, XYZAX AXCEL
- Surface texture and contour measuring instruments — SURFCOM NEX

In the future, we will continue to support the production bases for more industries and products by responding to customers' needs for temperature adaptation and automation with a wide range of products.

【Column : Control Function that Contributes to Energy Conservation】

- Our measurement products are equipped with a function (Air Saver function) that automatically stops the supply of compressed air when the main unit is in standby mode, contributing to energy conservation without extra labor for operators.
- In addition, customers who are already using our products can also add this function to their existing equipment to save energy at their existing facilities.

2-3. (Transportation) Contribution to weight reduction and efficiency

→ Measurement technology for complex engine parts

In order to decarbonize the transportation sector, further weight reduction and efficiency of transportation equipment are required. Especially in the aircraft sector, while electrification and fuel conversion are progressing, reviewing the structure and engines of airframes continues to be an important development issue. For example, BLISK, a component that integrates the blade and rotor disc of an engine, plays an important role in reducing the weight of aircraft engines and the air resistance inside the engine.

The development and production of blisks requires high-precision metal processing and it has been a challenge to accurately measure their shapes (especially the edges of the blades). We offer XYZAX Opt-BLISK, a product that enables accurate measurement in a short amount of time by utilizing a non-contact sensor. Our highly accurate measurement technology will contribute to the efficiency and decarbonization of the transportation sector.

Strategy for Risks

Strengthening BCP and BCMS

- In addition to the increasing risk of natural disasters due to climate change, there is a growing need for business continuity in emergencies from the perspective of economic security. Against this backdrop, we are working to strengthen our Business Continuity Plan (BCP) and Business Continuity Management System (BCMS).
- In preparation for the intensification of disasters caused by climate change, we are implementing the following planning and management in anticipation of the suspension of operations at our plants and the damage to suppliers and subcontractors.
- Assumption of damage to our own plants: We have assessed the risk of flooding at our plants (Hachioji, Tsuchiura, Hanno, Furudono) based on hazard maps and other information from local governments and confirmed that the risk of flooding is sufficiently small.
- Suppliers and subcontractors: We evaluate the risk of flooding using local government hazard maps and assessment tools such as the World Resources Institute's Aqueduct Floods taking into account the magnitude of the impact on our business, including transaction value and the inability for other companies to supply the same products and services.

Strategy for Scope 3 emissions (Category 11)

As a result of calculating Scope 3 emissions (Category 1 and 11) based on Life Cycle Assessment (LCA), it was found that Category 11 emissions related to semiconductor manufacturing equipment had the greatest impact and that emission reduction efforts are highly important.

In the semiconductor manufacturing process, in addition to the power consumption of our products, energy is also consumed in the production of ultrapure water, which is necessary for clean room maintenance, temperature control, and semiconductor cleaning.

In addition, based on our LCA results, CO₂ emissions associated with indirect emissions from dicing machines can be as high as or several times higher than CO₂ emissions associated with electricity consumption during product use. Therefore, it is also important to reduce these emissions.

We are also working to reduce the footprint of our products to reduce the energy required for air conditioning, and to develop products that enable semiconductor cutting and processing using smaller amounts of water (ultrapure water).

Our design principles for new product development include compactness, design that achieves energy conservation throughout the product life cycle, and resource-saving design, and we evaluate LCA and set targets for indirect emissions, including CO₂ emissions, during product development.

Indicators and Targets

The Tokyo Seimitsu Group aims to achieve carbon neutrality by 2050.

The Company has established CO₂ (Scope 1 and Scope 2) emission reduction targets to be achieved by fiscal year 2025 and fiscal year 2030, respectively.

Since the majority of greenhouse gases (GHG) emitted by the Company is from the CO₂ equivalent of electricity purchased to operate its plants, we are focusing on activities for conserving electricity.

Given that there is an increasing demand in semiconductors, the Tokyo Seimitsu Group is planning to expand production capacity in order to meet such needs, which is expected to lead to an increase in energy consumption. In fiscal year 2023, CO₂ emissions increased according to the amount of electricity purchased due to the completion of the Hanno Plant and the affiliation of the Furudono Plant, which accompanied the transfer of the charge/discharge testing system business.

Going forward, we plan to promote energy conservation activities and expansion of solar power generation systems and will utilize non-fossil certificates in initiatives to reduce CO₂ emissions.

CO₂ Emission Reduction Targets

Target in fiscal year 2025: 35% reduction (compared to fiscal year 2018) of emissions in Scope 1*³ and Scope 2*⁴

Target in fiscal year 2030: 50% reduction (compared to fiscal year 2018) of emissions in Scope 1*³ and Scope 2*⁴

Organizations covered: Tokyo Seimitsu Co., Ltd. (non-consolidated basis)

* 3 : Direct GHG emissions by the Company (emissions from fuel combustion, on-site power generation, and industrial processes)

* 4 : Indirect emissions resulting from the use of electricity and heat supplied by other companies (e.g. emissions associated with electricity purchased from electric power companies)

Result CO₂ Emissions and Targets for FY2025

	Unit	Previous five-year plan	New five-year plan*						FY2030 (plan)
		FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025 (plan)	
Emissions	t-CO ₂	11,982	9,524	8,191	8,257	11,598	12,733	8,003	6,156
(Compared with FY 2018)	%	Down 2.68	Down 22.64	Down 33.47	Down 32.94	Down 5.80	Up 3.42	Down 35.00	Down 50.00
Electric power used	MWh	25,448	28,843	29,835	29,546	37,432	43,316	-	-
CO₂ emissions production volume intensity	t-CO ₂ / million yen	0.191	0.129	0.080	0.074	0.111	0.103	-	-

Organizations covered: Tokyo Seimitsu Co., Ltd. (non-consolidated basis)

The results for fiscal year 2023 include data from the Hanno Plant starting in July when the construction was completed and from the Furudono Plant following the transfer of business in October.

*In 2021, we revised our reduction target and extended the period by one year.

Editorial Policy	Top Message	Sustainability of the Tokyo Seimitsu Group	Environment	Society	Governance
ESG Data	Site Report	Third-Party Commendations	Policy and Guidelines	GRI Standards Content Index	≡ CONTENTS

Environmental Contribution through the Provision of Products (Eco-products)

Going forward, we believe it is our role to continue being a responsible manufacturing company that provides safe, high-quality, high-performance, and environmentally friendly products.

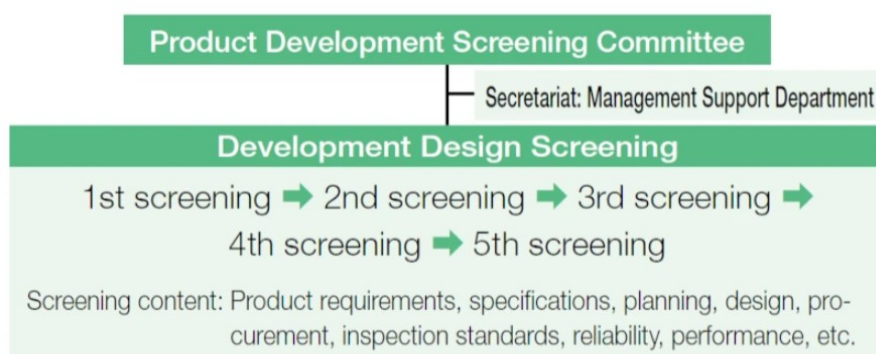
- ✧ New Product Development Screening
- ✧ Life Cycle Assessment (LCA) during Product Development ✧ Environmentally Friendly Products
- ✧ Supporting the Manufacture of Power Semiconductors, Devices that Contribute to Decarbonization
- ✧ Precision Measuring Instruments that Support Manufacturing Activities Aimed at Decarbonization
- ✧ Evaluating the Safety of Rechargeable Batteries, Products that Contribute to the Realization of a Sustainable Society
- ✧ Creating New Value through the Synergy of Semiconductors and Metrology
- ✧ Reduction of Packaging Materials

New Product Development Screening

We screen the environmental performance of new products based on our own internal regulations (TES*), and work to develop environmentally friendly products. In accordance with the new product development screening rules, we set up a product development screening committee and conduct deliberations for each product planning theme. The screening rules stipulate principles to be considered during development and design, and include the examination of environmental performance in terms of compactness and minimization of the number of parts, as well as environmental measures.

* **TES** The Tokyo Seimitsu Engineering Standards (TES) is a set of binding and enforceable regulations, standards, norms, criteria, and procedures that apply to development, design, manufacturing, production control, quality control, services, and environmental management related to production activities as defined in the Tokyo Seimitsu Regulations (TMR)

New Product Development Screening System



Development Principles

Principles for product development

<https://www.accrettech.com/en/company/management.html>

Design Principles

Those related to the environment out of 10 principles

- Compactness
- Minimum number of parts
- Environmentally responsive.....Reduce environment impact across the life cycle
- Energy-saving designLife Cycle Assessment (LCA)
- Resource-saving design
- Avoid or reduce the use of hazardous chemical substances
- Reduction of chemical, emissions measures
- Consideration toward product disposal

Life Cycle Assessment (LCA) during Product Development

The Company recognizes its responsibility for the environmental impacts of its products over their entire life cycles. In 2016, the Technical Working Group of the CSR Committee unified the calculation standards for converting emissions to CO₂ at every stage from product manufacturing to disposal (life cycle assessment: LCA). The CO₂ emissions derived through this method are set as essential evaluation items in new product development screening. LCA targets are set at the time of design, and LCA performance is calculated and evaluated by evaluation organizations to determine the results. Since fiscal 2023, we have been carrying out Life Cycle Assessment (LCA) calculations in a sequential manner for existing products, simulating Scope 3 Category 11 emissions (CO₂ emissions associated with the use of products sold by our company), and evaluating emission reductions resulting from functional improvements. We will continue to make improvements to increase production efficiency and reduce emissions.

Environmentally Friendly Products

Due to the nature of production equipment, products of Tokyo Seimitsu offer many hours of operation and have long service lives. Consequently, when converted into CO₂ emissions, power consumption from usage of products accounts for a good deal of total emissions over the life cycle. This has prompted us to focus on developing and designing products for reducing environmental impact during manufacturing activities conducted by our customers.

- Improvements in equipment performance: Increase in throughput, reduction in the required installation space, reduction in utility consumption, etc.
- Provision of solutions: Improvements in technology and processes, data-based optimization, automation, and prediction, etc.

Semiconductor Manufacturing Equipment

Reducing environmental impact by increasing throughput

HRG3000RMII



Wafer thinning time reduced by approximately 50% (compared to the PG3000RMX)

AP3000

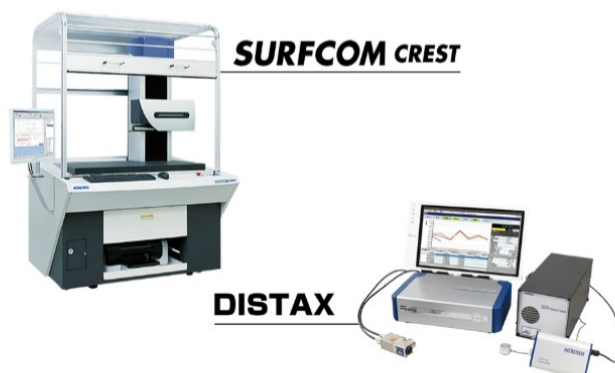


Lot processing time reduced by approximately 20% (compared to the UF3000EX)

Precision Measuring Instruments

Reducing environmental impact* by proving wide range of guaranteed temperature accuracy

Reduced environmental impact by installing power-saving PC



* Environmental impact caused by precision guaranteed over a wide temperature range :

Generally, measuring instruments are guaranteed to be accurate at an environment of 20°C, but by setting this to a wide range of guaranteed temperature accuracy, the power required for air conditioning can be reduced

Supporting the Manufacture of Power Semiconductors, Devices that Contribute to Decarbonization

Power semiconductors are important devices used in power converters. They are essential devices for the realization of a decarbonized society as they can reduce power consumption and use energy efficiently, and are used in various electronic devices including electric vehicles, railcars, refrigerators, air conditioners, wind power generation equipment, and renewable energy-related equipment.

The Group has strengthened its product lineup to support next-generation power semiconductors that can withstand high voltages and high currents, lose little energy, and be miniaturized.

Lineup of Products that Support Next-Generation Power Semiconductor Manufacturing

Capable of grinding hard, brittle materials such as SiC/GaN substrates

Options to support high voltages and high currents for SiC/GaN production are available

HRG200X / HRG300



High rigid grinders

High-pressure, high-speed polishing capabilities improve the polishing rate of SiC wafers

ChaMP-211 / ChaMP-232



CMP (Chemical Mechanical Polishing) devices

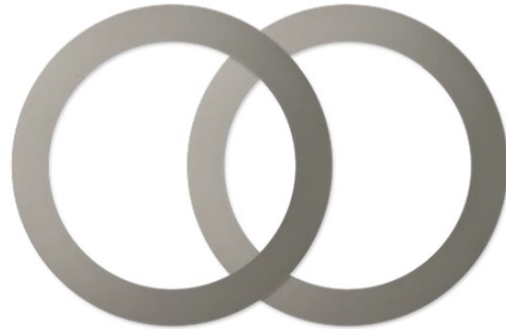
UF2000



Probing machine

Blades available for SiC

Dicing blade



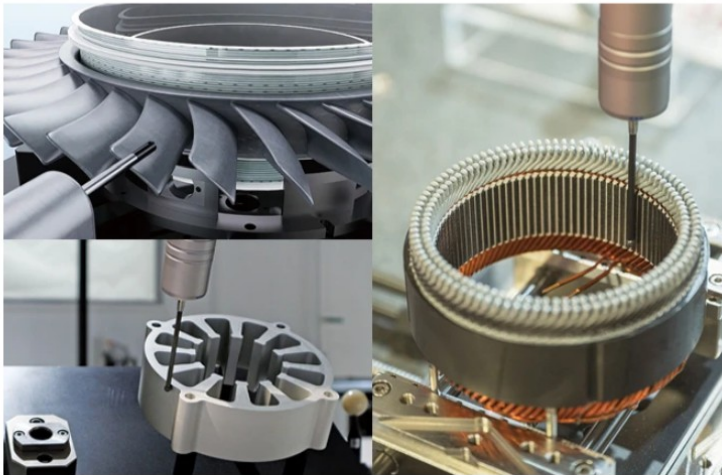
Precision Measuring Instruments that Support Manufacturing Activities Aimed at Decarbonization

In order to efficiently transmit power with precision in automobiles, airplanes, etc., components must be manufactured as designed and as specified. By measuring and managing the dimensions, shape, roundness, and surface texture of parts, manufacturing is progressing toward the realization of decarbonization.

Based on our basic philosophy of “No Measurement, no Manufacturing,” we are contributing to the improvement of performance and fuel efficiency in the automobile and aircraft industries through our measurement technologies.

XYZAX AXCEL Series

Extensive measurement applications Contributes to the improvement of performance and fuel efficiency in the automobile and aircraft industries through measurement



Images produced by Opt-BLISK

Evaluating the Safety of Rechargeable Batteries, Products that Contribute to the Realization of a Sustainable Society

In recent years, climate change brought about by greenhouse gas emissions has become increasingly apparent, and natural disasters have been occurring frequently around the world. In particular, internal combustion engine automobiles and coal-fired thermal power generation are cited as generating large amounts of CO₂, and it is said that curbing these emissions is key to saving the global environment. It is important, therefore, that electric vehicles that do not generate CO₂ spread quickly, along with systems that store electricity from solar power generation. Lithium-ion and other rechargeable batteries are at the core of such systems. Our charge/discharge testing systems, which can inspect the charge/discharge performance and life of rechargeable batteries, are used for test batteries during development and inspect batteries during manufacturing, contributing to the development of safer, higher-performance batteries and confirmation of safety and performance in manufacturing.

Charge/Discharge Testing System Lineup



Creating New Value through the Synergy of Semiconductors and Metrology

Tokyo Seimitsu is the only manufacturer of semiconductor manufacturing equipment that possesses measurement technologies. As new value creation unique to our company, we are developing semiconductor manufacturing equipment models with built-in measuring instruments. Equipped with Opt-scope, a 3D white light interferometer microscope that measures surface properties, the relevant model improves the detection accuracy of shape and surface properties, contributing to improved quality and productivity.

Semiconductor Manufacturing Equipment with Built-in Measuring Instrument

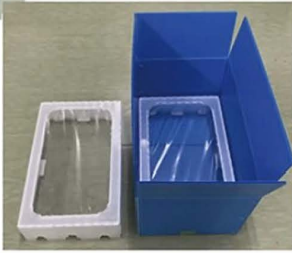


Reduction of Packaging Materials

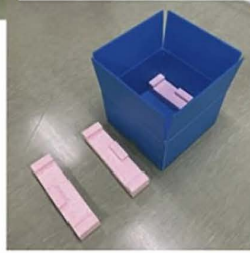
We have calculated how much waste and how much CO₂ emission we can reduce a year by adopting returnable packaging. Returnable packages are more durable than cardboard boxes. Collecting returnable packages from destinations and reusing the collected packages reduces waste and mitigates the environmental impact. An effort is underway to adopt returnable packaging for SURFCOM NEX.



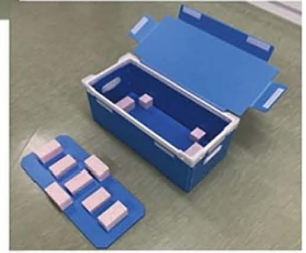
Detector



Controller



Tracing driver



Resource Recycling and Waste Reduction

Various resources are used for the products and business activities of the Tokyo Seimitsu Group. In order to contribute to the formation of a sustainable recycling-oriented society, we have declared in our Environmental Policy that we will make effective use of all resources and work on resource saving, waste reduction, and recycling.

- ✚ Eco-Factory ✚ Waste Reduction and Reuse of Waste Resources
- ✚ Reduction of Resource (Paper) Use

Eco-Factory

Fiscal 2024 Targets and Results

Objectives	Plans/Targets		Result (FY2024)	
Waste Reduction and Reuse of Waste as Resources	Plan	Recycling rate of 95% or higher by FY2024	Recycling rate	98.4%
	Year set	2020	Total emissions	958t
	Period	FY2020 to FY2024	Amount reused as resources	937t
	Target	95% or higher	Final disposal amount	21t
Reduction of Resource (Paper) Use (Paper procurement volume production volume intensity reduction)	Plan	By FY2024, reduce Resource (Paper) Use by 5% from FY2019 levels	0.122 kg/million yen (72.5% reduction compared to FY2019)	
	Year set	2020		
	Period	FY2020 to FY2024		
	Benchmark usage	0.443 kg/million yen		
	Reduction target	0.421 kg/million yen		

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant, and Tsuchiura Plant. The Furudono Plant is only included in reduction of resource (paper) use

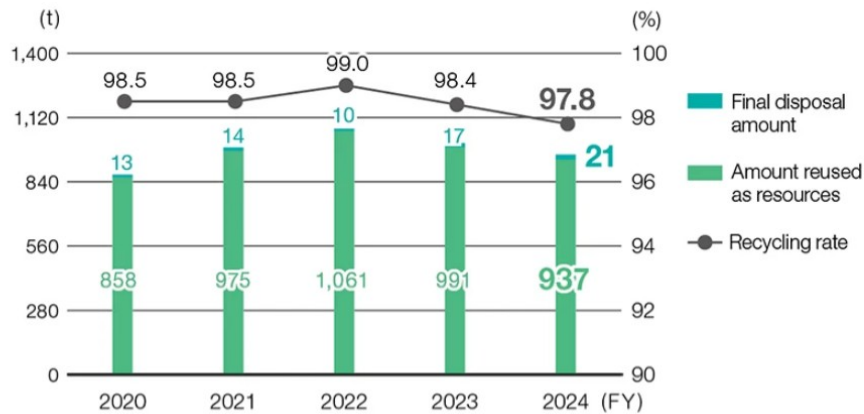
Waste Reduction and Reuse of Waste Resources

In order to reduce waste, we are implementing various initiatives, such as replacing cardboard boxes for packaging delivered parts with reusable plastic boxes, and having wooden pallets picked up by shipping companies. Targets have been set for waste reduction and the reuse of waste resources at each plant. All waste from the Hachioji Plant is recycled, by means including thermal recycling. We are also working to increase the recycling rate at the Tsuchiura Plant by switching to a vendor that treats liquid waste for recycling.

Also, when emitting industrial waste, we issue an industrial waste management manifest based on the Act on Waste Management and Public

Cleaning to monitor and manage whether the waste is treated appropriately.

Waste Amount and Recycling Rate

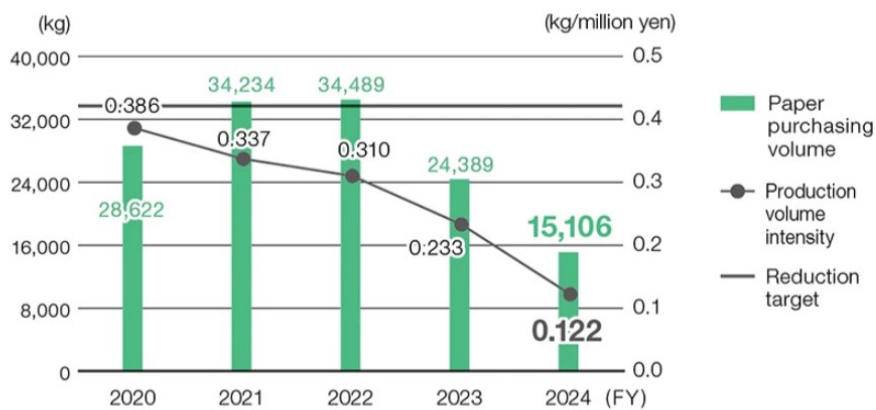


Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant (from July 2023), and Tsuchiura Plant
The newly completed Hanno Plant is counted as one of the Company plants.

Reduction of Resource (Paper) Use

In order to reduce our use of paper, we are creating an environment in which work can be performed during every process within the company using electronic data. We have replaced documents such as purchase orders and drawings with electronic data through the electronic transaction system (ACCURETECH Web-EDI System), which was launched into operation in December 2023. The individual departments of the plants have become increasingly paperless, reducing paper consumption by approx. 9,200 kg in fiscal 2024 compared to the previous year.

Resource (Paper) Purchasing Volume



Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant (from July 2023), Tsuchiura Plant, and Furudono Plant (from October 2023)
The results for fiscal 2024 include data of the Hanno Plant, which has been newly completed, and the Furudono Plant, to which some business operations have been transferred from Accretech Powertro System Co., Ltd.

Water Resources

Water is a valuable resource that is directly linked to people's lives and livelihoods. Since the Hachioji Plant, which manufactures semiconductor manufacturing equipment, uses a large amount of water (pure water), we are working to conserve water resources by reducing water consumption and promoting water recycling.

- ✚ Eco-Factory
- ✚ Reduction of Water Consumption and Water Recycling
- ✚ Water Risk Assessment
- ✚ Water Quality Standards

Eco-Factory

Fiscal 2024 Targets and Results

Objectives	Plans/Targets		Result (FY2024)
Reduction of water consumption (Water consumption production volume intensity reduction)	Plan	By FY2024, reduce water consumption by 5% from FY2019 levels	1.39m ³ /million yen (49.1% reduction compared to FY2019)
	Year set	2020	
	Period	FY2020 to FY2024	
	Benchmark usage	2.74m ³ /million yen	
	Reduction target	2.60m ³ /million yen	

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant

Reduction of Water Consumption and Water Recycling

All of the water withdrawals are provided using city water and groundwater. In fiscal 2024, we used 172,482 m³ of water. At the Hachioji Plant in particular, wastewater volumes are increasing as the production volume of semiconductor manufacturing equipment that uses a large amount of water (pure water) increases. As a result, a portion of the wastewater is collected and filtered to promote water recycling as raw water to serve as pure water. We save water by monitoring water consumption using flow sensors installed to measure the amount of water passing through pipes. We also manage water resources appropriately.

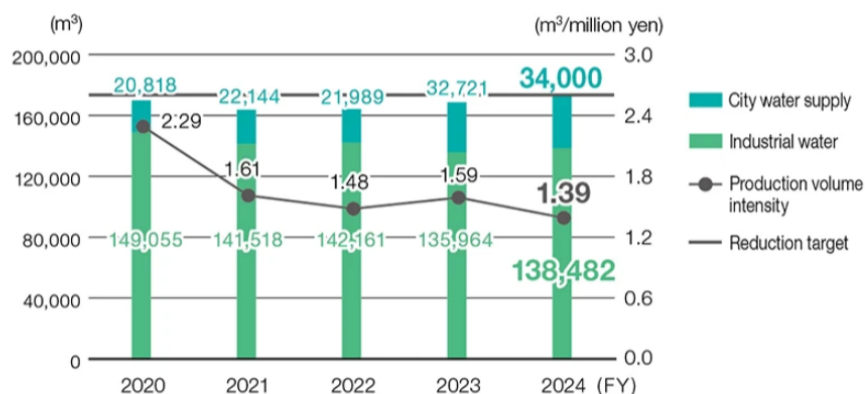
Quantity of Water Withdrawal (Water Usage)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Quantity of water withdrawal	m ³	169,873	163,662	164,150	168,685	172,482
City water	m ³	20,818	22,144	21,989	32,721	34,000
Ground water	m ³	149,055	141,518	142,161	135,964	138,482
Other*	m ³	0	0	0	0	0
Water usage production volume intensity	m ³ /million yen	2.29	1.61	1.48	1.59	1.39

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant The results for fiscal 2023 include data from July onward for the Hanno Plant, when construction of the plant was completed, and from October onward for the Furudono Plant to which operations were transferred.

* Other: Includes surface water (rivers, lakes, etc.), seawater, rainwater, drainage from other organizations, etc.

Quantity of Water Withdrawal



Water Recycling Rate*¹ from Pure Water Production Facilities

	Unit	FY2020	FY2021	FY2022* ²	FY2023	FY2024
Water Recycling Rate* ¹ from Pure Water Production Facilities	%	17.2	17.2	17.7	17.1	17.4

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant

*¹ Water recycling rate: Amount recycled/amount used (= raw water input + amount recycled)

*² Corrected due to a rounding operation mistake.

Water Risk Assessment

Water stress and water risk are assessed using the World Resources Institute Aqueduct Overall Water Risk Map. The areas where our production plants (Hachioji, Hanno, Tsuchiura, and Furudono) and the production plants of domestic Group companies are located are regions indicated as having “low to medium” water risk. On the other hand, some of the manufacturing sites of overseas subsidiaries are located in regions indicated as having “extremely high” or “high” water risk. In Japan, we will continue to monitor water stress periodically while using hazard maps created by local governments.

Water Quality Standards

Since all of our wastewater is general sewage, none of it is discharged into ocean waters or rivers. We thoroughly conduct wastewater management at each factory to preserve the water environment.

Water Quality Standards

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
BOD	t	2.75 or less	1.87 or less	2.76 or less	2.77 or less	2.34 or less
Nitrogen content	t	1.31 or less	1.34 or less	1.44 or less	1.56 or less	1.13 or less
Iodine consumption	t	0.71 or less	0.82 or less	0.81 or less	0.73 or less	1.10 or less
Suspended solids	t	5.49 or less	3.21 or less	3.78 or less	3.96 or less	3.93 or less
Amount of n-Hexane extract	t	0.02 or less	0.02 or less	0.05 or less	0.37 or less	0.00 or less
Phosphorus content	t	0.06 or less	0.06 or less	0.07 or less	0.08 or less	0.07 or less

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant

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Chemical Substances Control

With regard to the chemical substances, the Tokyo Seimitsu Group uses and that are contained in component materials, the Group complies with the laws and regulations of Japan and of the regions to which it exports. For chemical substances that are not regulated, we perform management based on voluntary standards to minimize impacts on people and the environment.

[✚ Eco-Factory](#)
[✚ Control of Chemical Substances Contained in Products](#)

Eco-Factory

Chemical Substances Control Based on Voluntary Standards

In our internal regulations, we stipulate substances with the potential to pollute the environment, and mandate notification to the person responsible for environmental management when handling such substances. In addition to keeping track of the amount of each substance handled, storage location, maximum storage volume, etc., we have SDSs*¹ and emergency response tools, conduct periodic drills to prepare for emergency situations, and are promoting the use of non-toxic or low-toxic alternatives to organic solvents and other hazardous chemical substances. In fiscal 2024, we reduced the number of chemical substances by 59 compared to the reduction target of 10 substances. We also conduct chemical substance risk assessments*² when considering purchases or making changes in operations. In fiscal 2024, 135 chemical substance risk assessments were conducted for newly adopted chemicals and to review chemicals already in use.

***¹ Safety data sheets (SDSs)** Provide information on the hazards, toxicity, storage, disposal methods, and other information on the handling of chemical substances.

***² Chemical substance risk assessments** Assessments conducted to identify the dangers and hazards of chemical substances and their formulations, estimate the degree to which they may cause danger or health problems to workers, and consider measures to reduce the risks.

SDS Management

In accordance with SDS management regulations, we regularly review safety data sheets and update ledgers when we handle applicable chemical substances in our departments, and share the updated information internally under the management of the Quality Assurance Department. In addition to regular reviews on an annual basis, SDSs are reviewed as appropriate when legal revisions or other changes are made.

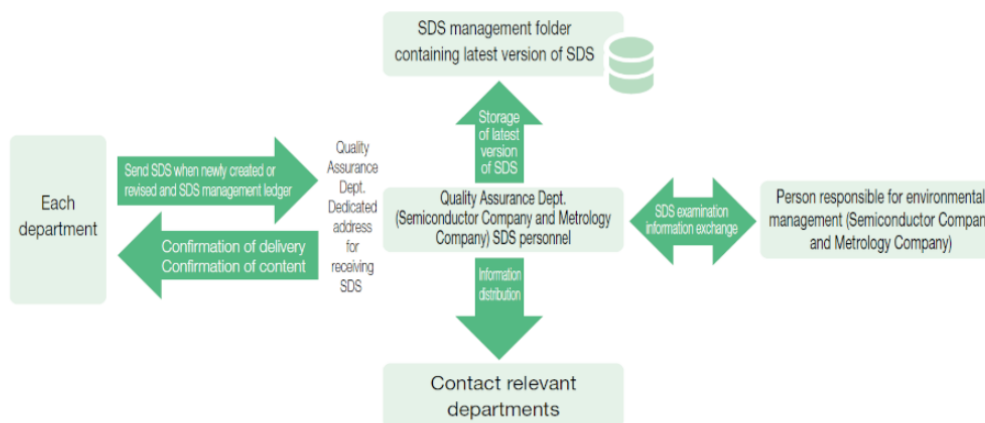
We also provided e-learning education in fiscal 2024 to help employees understand how SDS management works, as well as learn about proper use and management of chemical substances and how to use SDSs.

Intended participants: 989 regular employees of Tokyo Seimitsu Co., Ltd. Participation rate: 100%

SDS Management Flowchart

Management is carried out according to SDS management regulations based on plant standards.

Using SDSs, we share what we are aware of regarding the dangers posed by the items we ship and the substances that we handle.



Chemical Substance Risk Assessment

In accordance with our chemical risk assessment implementation management regulations and management standards, we take measures based on the Industrial Safety and Health Act and take necessary measures to prevent danger or health problems to workers.

Chemical Substance Risk Assessment Implementation Requirements

- When the relevant department newly adopts or changes raw materials, etc. that are chemical substances, etc.
- When a method or procedure of work related to the manufacturing and handling of chemical substances has been newly adopted or changed
- When there has been or is likely to be a change in the level of danger or toxicity of an applicable chemical substance
- When the work environment has been changed (relocation of workplace, etc.)

Chemical Substance Risk Assessment Procedure

- (1) SDS confirmation
- (2) Identification of operations that use chemical substances, etc., and confirmation of processes and procedures
- (3) Identification of hazards and exposure level
- (4) Risk estimation
- (5) Consideration of risk reduction measures
- (6) Implementation of risk reduction measures
- (7) Chemical substance risk assessment are summarized in the Chemical Substance Risk Assessment Implementation Table and submitted to the Maintenance Section of the General Affairs Department
- (8) After confirming the content of the submitted chemical substance risk assessment, the Maintenance section of the General Affairs Department makes a decision on the purchase and use of the applicable chemical substance

Workplace Patrol

Semiconductor Company conducts a workplace patrol twice a year for all the departments of the Hachioji Plant and Hanno Plant in accordance with the Chemical Substance Storage Patrol Regulations. The workplace patrol personnel appointed by the person responsible for environmental management check the storage locations and conditions, identification labels, and SDSs, among others, together with the department members in charge of chemical substance control, by using check sheets. Patrol results are reported to the person responsible for environmental management. If chemical substances are managed improperly, corrective action will be taken.

Specified Chemical Substance Control (PRTR)

We are promoting the reduction and substitution of chemical substances in accordance with the PRTR* Act, Ordinance on Prevention of Organic Solvent Poisoning, and the Poisonous and Deleterious Substances Control Act. Of chemical substances that we handle, we have submitted notifications for two substances that exceed standard amounts for substances specified by the PRTR Act and five chemical substances to be

appropriately controlled according to the Tokyo Metropolitan Environmental Security Ordinance.

*** The Pollutant Release and Transfer Register (PRTR)** It is a system for identifying, compiling, and publicly announcing the sources of hazardous chemical substances and the amounts released into the environment

Amounts of Pollutants Subject to the PRTR Act Released

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Amount released into the atmosphere	tons	0.0	0.0	0.0	0.0	0.0
Amount released into bodies of water	tons	0.0	0.0	0.0	0.0	0.0
Amount transferred as waste	tons	9.4	11.1	11.0	10.0	9.8

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant, and Tsuchiura Plant

Control of Chemical Substances Contained in Products

Our Basic Environmental Policy states that we will carry out efforts to “make continuous improvements in order to reduce environmental impact,” “prevent pollution,” and “comply with environmental laws and ordinances related to business activities.” In order to establish a system for managing chemical substances contained in products in response to environmental laws and regulations and customer requirements, the Group has established the Environmental Green Initiative Team within the Sustainability Department.

The Environmental Green Initiative Team conducts briefing sessions for suppliers to request strict control and reporting related to chemical substances contained in the parts we procure. So far, over 400 suppliers have participated. In fiscal 2024, we asked suppliers to cooperate in our cloud-based survey on chemical substances contained in products, at a supplier briefing session held at Tokyo Tama Mirai Messe in Hachioji City, Tokyo, which was attended by 103 companies. We also held a briefing session for our suppliers in the charge/discharge testing system business at the Furudono Plant in Furudono-machi, Ishikawa-gun, Fukushima. The session was attended by 38 companies.

We have conducted surveys for suppliers on the RoHS Directive, REACH, and other topics. We also have an analysis room equipped with an X-ray fluorescence spectrometer, gas chromatograph mass spectrometer, and other equipment, and have established a system that allows us to perform checks as needed.

Green Procurement

In April 2003, we established our Green Procurement Guideline and have received cooperation from our suppliers in our efforts to manage chemical substances in products. As regulations on the management of hazardous chemical substances have become more stringent in recent years, in fiscal 2023, we established the Green Procurement Standards, which have strengthened the Guideline, and are working to build a system that prioritizes the procurement of environmentally- friendly parts and materials with low environmental impact.

Compliance with RoHS Directive and Other Environmental Laws and Regulations

For the Metrology Company products, we have investigated six substances of the RoHS Directive and the four phthalic acids added in 2021, determining that 100% of our products are compliant. While Semiconductor Company products are exempt from the RoHS Directive as large-scale stationary industrial equipment, we established a RoHS Analysis Room in fiscal 2018 to analyze chemical substances contained in procured parts.

Since July 2020, we have made all our products comply with the TSCA-PBT^{*2} regulations, in addition to restricting the use of PFOA^{*1}-related substances that were added to the Persistent Organic Pollutants (POPs) regulations. We export 100% compliant products to areas where the regulations are enforced.

^{*1} PFOA (Perfluorooctanoic acid) A type of organofluorine compound that has been identified as a carcinogen

^{*2} TSCA-PBT A persistent, highly accumulative, toxic substance as defined by the US Toxic Substances Control Act (TSCA)

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Respect for Human Rights

The Tokyo Seimitsu Group established the “Tokyo Seimitsu Group Human Rights Policy” on October 3, 2022 based on international guidelines such as the UN Guiding Principles on Business and Human Rights with the aim of realizing sustainable growth of our business and organization and a sustainable society by striving to correctly understand and recognize the laws and regulations, cultures, religions, and values of the countries and regions in which we operate.

- ✚ Tokyo Seimitsu Group Human Rights Policy ✚ System for Promoting Human Rights
- ✚ Human Rights Due Diligence ✚ Establishment of Whistleblowing/Consultation Contact Point
- ✚ Human Rights Education and Training
- ✚ Consideration of Human Rights and Compliance with Laborrelated Laws and Regulations

Tokyo Seimitsu Group Human Rights Policy

1. Basic views on human rights

The Tokyo Seimitsu Group respects the human rights of all the people belonging to all its stakeholders, including socially vulnerable people, without regard for the attributes of individuals such as gender and nationality. We also promote the creation of safe, healthy, and rewarding workplaces where each member of our diverse workforce can demonstrate their capabilities to the utmost.

2. Support and respect for international human rights norms; compliance with local labor laws and regulations

The Tokyo Seimitsu Group supports and respects the internationally recognized “International Bill of Human Rights,” “the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work,” which sets forth core labor standards, and “the UN Guiding Principles on Business and Human Rights (UNGPs).” We will commit ourselves to a respect for human rights. We also fully comply with all labor-related laws in the regions in which we operate, respect the basic rights of workers, and do not infringe on them. Should there be any inconsistencies between the laws and regulations of a given country or region and internationally recognized human rights, the Tokyo Seimitsu Group will seek ways to respect international human rights principles while complying with local laws.

3. Scope

The Policy shall apply to all executives and employees of the Tokyo Seimitsu Group. The Tokyo Seimitsu Group will actively require its business partners and other stakeholders in its supply chain, as well as other business associates, to understand and cooperate with the Policy.

4. Prohibition of child labor and forced labor

The Tokyo Seimitsu Group prohibits the use of child and forced labor in all aspects of its business activities. We will also actively require our business partners and other stakeholders to understand and cooperate with the prohibition of child and forced labor.

5. Prohibition of discrimination and acceptance of diversity

The Tokyo Seimitsu Group prohibits its executives and employees from discriminating against anyone based on his/her gender, age, nationality, ethnicity, race, mental or physical disability, sexual orientation, cultural, religious, ideological or political beliefs, origins, family background, etc., respects the personality and individuality of each individual, and embraces diversity. We will also actively require our business partners and other stakeholders to understand and cooperate with the prohibition of discrimination.

6. Respect for freedom of association and right to collective bargaining

The Tokyo Seimitsu Group respects rights of its employees, including, but not limited to, freedom of association and right to collective bargaining, as well as other civil and political rights. The Tokyo Seimitsu Co., Ltd. and its domestic affiliates with organized labor unions conclude labor agreements with their respective labor unions and respect each other’s positions to establish orderly labor-management relationships and appropriate working conditions, to maintain a good relationship between both sides through faithful compliance and performance of the agreements. Those companies shall discuss managerial issues and labor-management issues at the labor-management conferences held between management and labor union officers to remedy any such issues.

7. Prohibition of harassment

The Tokyo Seimitsu Group prohibits its executives and employees from behaving in a way that would offend the dignity of an individual or ignore the personality of an individual through such actions as harassment, slander, jokes, sexual advances, etc. based on gender, job, status, etc. (i.e., sexual harassment, workplace bullying, maternity harassment, etc.) and from engaging in any other

form of harassment.

8. Human rights due diligence and relief efforts

The Tokyo Seimitsu Group protects the human rights of its stakeholders through a mechanism of human rights due diligence which aims to identify, analyze, assess, prevent, and rectify adverse impacts on human rights, thereby promoting sustainable corporate activities. Should it be discovered that the Tokyo Seimitsu Group has caused, or was involved in, any adverse impact on human rights, it will take appropriate action to rectify and remedy the adverse impact.

9. Education on human rights

To ensure that the Policy is effectively implemented throughout its business activities, the Tokyo Seimitsu Group makes this Policy known to all of its business partners and other stakeholders, continuously provides appropriate education to all of its executives and employees, and continuously strives to raise their awareness of human rights.

10. Information disclosure and dialog

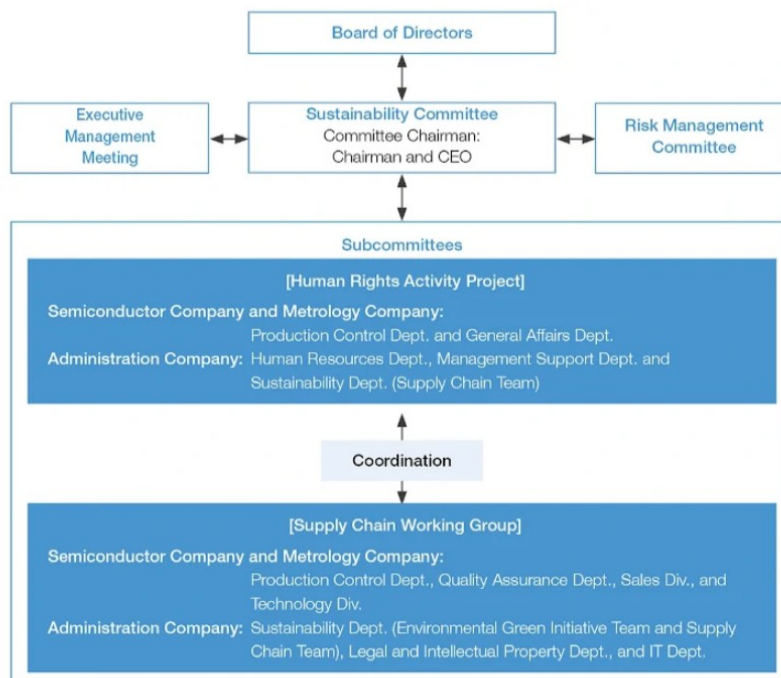
The Tokyo Seimitsu Group publicizes its commitment to respect human rights on its website, in its sustainability report, and in other media. We will continue to strengthen our commitment to a respect for human rights, through obtaining external professional advice on the Policy and initiatives based on it as necessary.

Chairman Hitoshi Yoshida

System for Promoting Human Rights

The Group has set respect for human rights as one of its materiality in pursuing the sustainability of its business and society. We have the “Human Rights Activities Working Group*” established as a subcommittee of the Sustainability Committee to build a system for human rights due diligence and manage business practices. Important human rights related matters are reported to the Board of Directors through the Sustainability Committee. In addition, initiatives for respecting human rights at supplier locations are carried out in cooperation with the “Supply Chain Working Group,” another Sustainability Committee subcommittee.

* **Human Rights Working Group** The Human Rights Activity Project, established under the “Sustainability Committee” in fiscal 2022, will be renamed Human Rights Working Group in fiscal 2024, and we will further develop systems formulated through the Human Rights Activity Project to respect human rights through our business activities.



Key Activities in Fiscal 2024

In fiscal 2024, the working group convened six times.

For major activities, refer to “Sustainability Promotion Structure/FY2024 Subcommittees/Human Rights Activities Working Group.”

➤ <https://www.accrettech.com/en/sustainability/esg/promotionsystem.html>

Human Rights Due Diligence

Based on the “Tokyo Seimitsu Group Human Rights Policy,” the Company started human rights due diligence initiatives in fiscal 2022 to identify, prevent, and remedy risks to human rights posed by the Group’s business activities, in accordance with the Responsible Business Alliance (RBA) Code of Conduct and the online Self-Assessment Questionnaire (SAQ).

In fiscal 2023, we formulated a human rights due diligence procedure that summarizes processes for assessing negative human rights impacts and identifying eight priority human rights issues while conducting human rights impact assessments based on the results of due diligence at our Company and Group companies.

In addition, as it is necessary to consider human rights in the supply chain, we held briefings for major suppliers and conducted human rights due diligence with the understanding and cooperation of our suppliers.

Results of due diligence collected by fiscal 2024 reveal no serious violation of human rights.

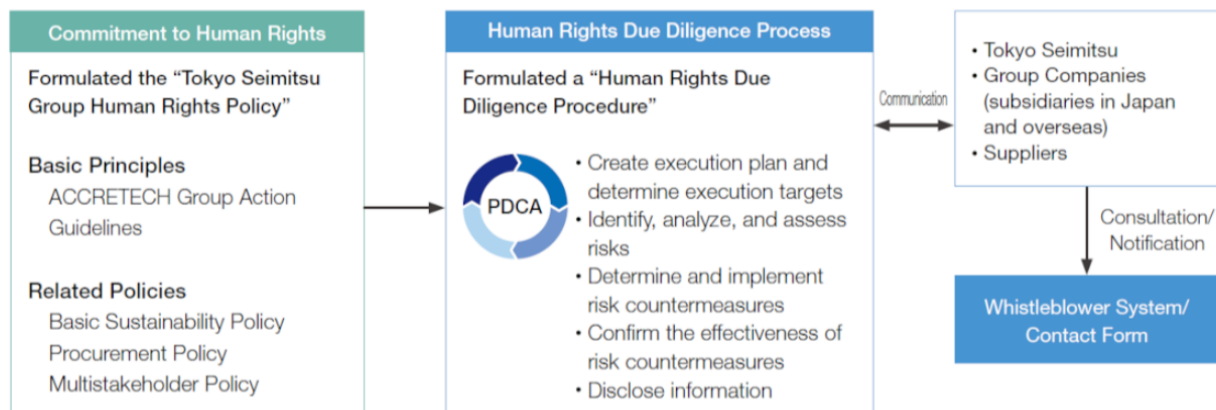
Priority human rights issue

- Prohibition of forced labor
- Freedom of association
- Prohibition of inhumane treatment
- Working hour awareness
- Prohibition of child labor
- Prohibition of discrimination
- Appropriate wages and allowances
- Employee safety and health

Implementation status of human rights due diligence

Conducted in	Target		
FY2022	Tokyo Seimitsu Co., Ltd.		
	Domestic and overseas Group companies*	28 companies	
FY2023	Tokyo Seimitsu Co., Ltd.		
	Domestic and overseas Group companies	27 companies	
	Target suppliers	125 companies	Targeted at the top 80% of suppliers in terms of procurement costs
	Responding suppliers	113 companies	
	Response rate	90.4%	
FY2024	Tokyo Seimitsu Co., Ltd.		
	Domestic and overseas Group companies	26 companies	
	Target suppliers	121 companies	Targeted at the top 80% of suppliers in terms of procurement costs
	Responding suppliers	112 companies	
	Response rate	92.6%	
	In addition to the above, as we transferred some business operations, we also conducted due diligence on 62 suppliers in our charge/discharge testing system business.		

*The consolidated and non-consolidated subsidiaries are covered



Establishment of Whistleblowing/Consultation Contact Point

In the past, we established a whistleblower contact point to report violations of laws and regulations, misconduct, etc. We ensure the anonymity and protection of privacy of whistleblowers, and take care to prevent them from disadvantageous treatment. In fiscal 2024, the number of notifications related to human rights violations such as harassment and discrimination was zero in Japan and zero overseas. If suppliers want to consult with us about human rights-related matters, we advise them to use the external whistleblower contact point site found within the contact form.

Contact Form > https://www.accretech.com/jp/contact/contact_exreport.html

Human Rights Education and Training

We provide education and training on respecting human rights so that each and every employee understands and practices the “Tokyo Seimitsu Group Human Rights Policy.” In fiscal 2024, we provided education on human rights with the theme of “harassment.”

Target group : 1,476 employees (Group companies in Japan)

Participation rate : 100%

In our new employee training in fiscal 2024, employees watched a video that the Ministry of Justice had created to raise awareness of human rights and gained deeper understanding of human rights issues in a familiar environment and human rights risks in companies through group work and individual work.

New employee training participants : 70

Consideration of Human Rights and Compliance with Laborrelated Laws and Regulations

The “ACCRETECH Group Code of Conduct” addresses matters including compliance with laws and social norms related to labor standards, occupational safety and health, and the prohibition of acts that infringe on human rights. e-learning related to the “ACCRETECH Group Code of Conduct” is conducted on a regular basis.

The Company has a labor union whose collective bargaining rights are guaranteed by a collective bargaining agreement, and elected employee representatives are working directly with management to improve the workplace environment through discussions and consultations. We have confirmed that legal working hours and legal minimum wages are being observed.

Supply Chain Management

The Tokyo Seimitsu Group considers all of our suppliers to be our valued partners. Through collaboration with our suppliers, we aim to develop a strong supply chain that contributes to a sustainable society by autonomously responding to the needs of the international community as a responsible company.

- ✧ Procurement Policy ✧ Supply Chain Promotion Structure ✧ Basic Transaction Agreement
- ✧ Supplier CSR Guidelines ✧ Green Procurement Standards
- ✧ Sustainable Supply Chain Development
- ✧ Opportunities and Environments for Holding Dialogues with Suppliers
- ✧ Business Partnership Building Declaration ✧ Electronic Transaction System
- ✧ Training for Employees

Procurement Policy

In providing high-performance, high-quality products and services to customers, the Tokyo Seimitsu Group deepens partnerships with all suppliers through procurement, builds mutual cooperation and trust, and forges relationships that allow us to grow and develop together. In addition to quality, we comply with laws and social norms, and engage in procurement activities that fulfill social responsibilities such as human rights, labor, safety and health, global environmental protection, and information security throughout the supply chain. Through fair and impartial evaluation processes and communication, we will respond to market changes and promote high-value-added manufacturing together with reliable suppliers.

Supply Chain Promotion Structure

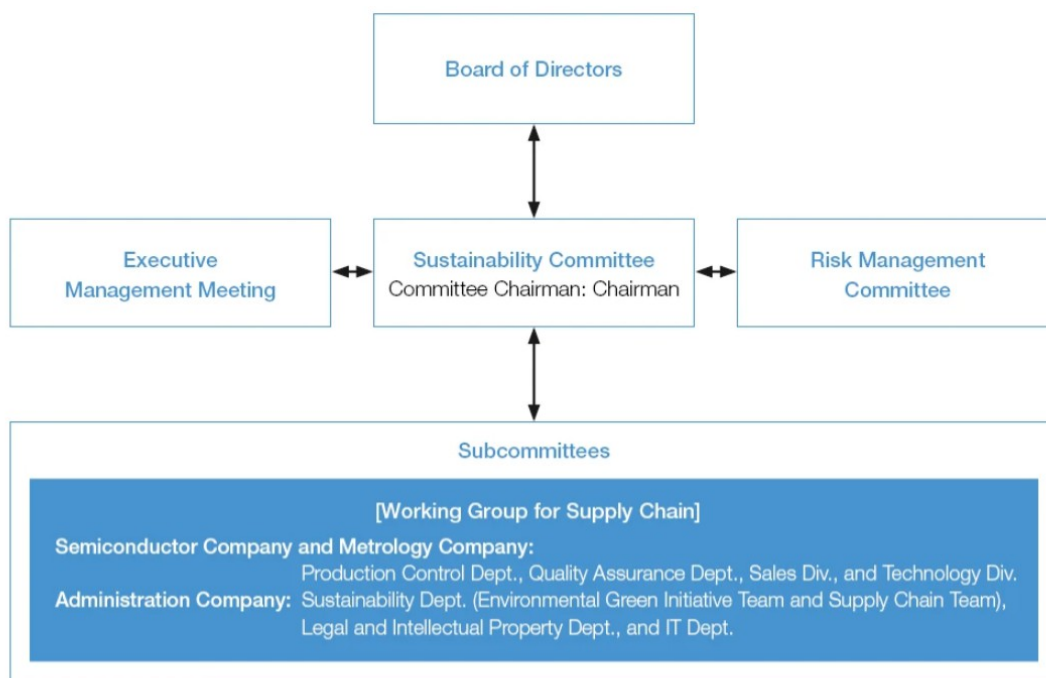
The Group has set supply chain development as one of its materiality in pursuing the sustainability of its business and society. Recognizing the importance of dialogue with suppliers to build a sustainable supply chain, we established a Supply Chain Team in the Sustainability Department and established a Supply Chain Working Group* in July 2023 which is led by that team. We will work to manage supply chain issues and reduce risks by creating opportunities and environments for dialogue with suppliers.

*** Supply Chain Working Group** Formed after integration of the Supply Chain Team, which was responsible for planning and execution of supply chain management and sustainable procurement, and its subordinate organization, the Supply Chain Promotion Subcommittee. This working group is established as a subcommittee of the Sustainability Committee. Any matters that the working group thinks may affect business management are promptly reported by the Sustainability Committee to the Board of Directors for deliberation.

Key Activities in Fiscal 2024

In fiscal 2024, the working group convened five times. For major activities, refer to “Sustainability Promotion Structure/FY2024 Subcommittees/Supply Chain Working Group.”

➤ <https://www.accretech.com/en/sustainability/esg/promotionsystem.html>



Basic Transaction Agreement

Tokyo Seimitsu revised its Basic Transaction Agreement in May 2024. In addition to clauses such as legal compliance, anti-bribery and anti-corruption, and personal information protection, we have added clauses to strive to comply with our standards (CSR Guidelines, Information Security Standards, and Green Procurement Standards) to clarify that we will work together to fulfill our social responsibilities throughout the supply chain.

Supplier CSR Guidelines

We have declared our compliance with the Responsible Business Alliance (RBA) to meet the demands of the international community, including corporate responsibility for the safety of the working environment, worker dignity and environmental impact throughout our supply chain. Based on the RBA Code of Conduct, we have formulated the “Tokyo Seimitsu Supplier CSR Guidelines” that set out our requirements with regard to “procurement policy,” “human rights and labor,” “occupational safety and health,” “the environment,” “ethics,” “safety and quality,” and “information security.” We ask that our suppliers understand the purpose of these guidelines and cooperate with us in promoting sustainable procurement activities as well as provide us with written confirmation that they have checked and understand the content of the guidelines.

Tokyo Seimitsu's Supplier CSR Guidelines > <https://www.accretech.com/jp/assets/SupplierCsrGuidelines.pdf> 
 Supplier CSR Guidelines Check Report > <https://www.accretech.com/jp/assets/confirmCsr.pdf> 

Green Procurement Standards

Tokyo Seimitsu promotes green procurement and has established the Green Procurement Standards, which indicate that we prioritize the procurement of environmentally-friendly parts and materials from suppliers with well-established management systems. Based on the “Green Procurement Guidelines” established in April 2003, these standards were established in April 2024 to comply with

environmental laws and regulations which have become more stringent. In July 2024, we held a supplier briefing session hosted by the Supply Chain Working Group to promote understanding of these standards and cooperation based on them.

Sustainable Supply Chain Development

Supplier CSR Survey

Since fiscal 2016, we have conducted surveys using Supply Chain Management (SCM) check sheets to grasp our suppliers' efforts to address environmental and social issues. We have conducted sustainability assessments based on RBA SAQ since fiscal 2022.

To get a more accurate grasp of the conditions of the entire supply chain, the surveys have been targeted at the major suppliers in the top 80% in terms of procurement costs since fiscal 2023. In fiscal 2024, 112 companies responded to the survey (response rate: 92.6%).

The results of the assessment analysis are individually provided to suppliers as feedback. For items where efforts are found to be insufficient, suppliers are requested to take corrective actions and improvement measures.

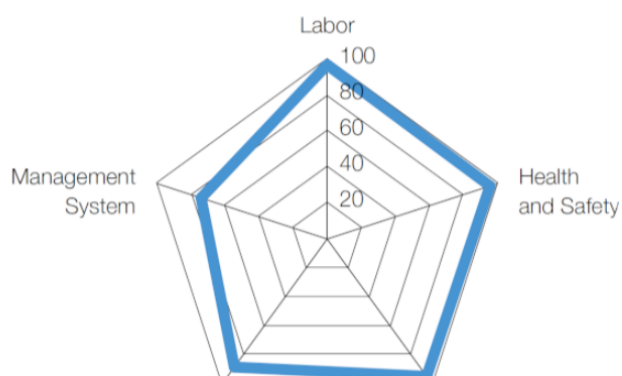
Results of supplier CSR surveys

	Unit	FY2022	FY2023	FY2024
Surveyed companies	total	56	125	121
Ratio of procurement amount	%	26	80	80
Responding companies	total	53	113	112
Response rate	%	94.6	90.4	92.6

Survey Content

Type	Number of questions	Assessment items
Labor	19	Items related to human rights, such as foreign workers, child workers, overtime labor, forced labor, abuse, and discrimination
Health and Safety	11	Items related to occupational safety, work that uses chemicals, or work that is physically demanding
Environment	8	Items related to understanding the company's greenhouse gas emissions and reduction targets
Ethics	9	Items related to bribery and corruption, privacy and information security
Management System	12	Items related to the establishment of processes for continuous improvement in labor, health and safety, the environment, and ethics

Survey Results



Curtailing and Managing Environmental Impact (Risk)

We ask our suppliers to use the "Environmental Management Structure Survey Sheet" or "Environmental Management Checklist" for survey and evaluation purposes, and to develop and manage systems to avoid environmental risks in the supply chain. Suppliers that outsource product manufacturing or services are required to participate in a survey conducted by our Company every two years regarding human health and living environments, including air pollution, water pollution, the Offensive Odor Control Act, vibration and noise facilities, and specially controlled wastes.

Opportunities and Environments for Holding Dialogues with Suppliers

Supplier Briefing Sessions (Hachioji)

We hold supplier briefing sessions to serve as opportunity for holding dialogue with suppliers.

We plan to hold these briefing sessions annually so that suppliers can understand and cooperate with our sustainable procurement initiatives.

[Held on July 22, 2024]

The supplier briefing session, held at Tokyo Tama Mirai Messe in Hachioji City, Tokyo, was attended by 135 people from 103 companies (including online participants).

We requested the suppliers to cooperate in human rights due diligence to reduce human rights violation risks, as well as to understand our CSR guideline, human rights policy, environmental policy, green procurement standard, and supplier information security standard. We also asked them to cut GHG emissions of the entire supply chain, not to use conflict minerals, and to re-sign the revised Basic Transaction Agreement. After the briefing session, we conducted a security survey based on the supplier information security standard. The survey results and our recommended measures were put together as a handbook, which was handed to the suppliers along with a feedback report.



Held on July 22, 2024

[Held on July 22, 2025]

The supplier briefing session, held at Tokyo Tama Mirai Messe in Hachioji City, Tokyo, was attended by 112 people from 83 companies (including online participants).

After presenting the Tokyo Seimitsu Group's sustainability structure and its materiality and related initiatives, we explained our CSR guideline, human rights policy, environmental policy, green procurement standard, supplier information security standard, and external whistleblower contact point. We asked for their understanding and cooperation regarding our sustainable procurement efforts as well, such as non-use of conflict minerals and green procurement. We also told the suppliers about the human rights due diligence, CSR, and security surveys to be conducted after the briefing session.



Held on July 22, 2025

We continue to value the relationship with our suppliers, strive to promote sustainable procurement, and aim to contribute to the creation of an affluent society by helping to make society sustainable and earning the trust of stakeholders.

Supplier Briefing Sessions (Furudono)

We held a supplier briefing session at the Furudono Plant for potential suppliers as a result of the transfer of the charge/discharge testing system development/manufacturing/sales business of ACCRETECH Powertro System Co., Ltd., a consolidated subsidiary of Tokyo Seimitsu.

[Held on August 22, 2024]

The supplier briefing session, held at the Furudono Plant in Furudono-machi, Ishikawa-gun, Fukushima, was attended by 48 people from 38 companies.

We explained about our electronic transaction system (ACCRETECH Web-EDI System), environmental policy, control of chemical substances contained in product, and sustainability activities. We asked the suppliers to register with the electronic transaction system and to understand and cooperate in cloud-based surveys on chemical substances contained in product as well as human rights due diligence, CSR, and information security surveys. We also requested the suppliers to sign the Basic Transaction Agreement, which includes provisions stipulating that efforts must be made to comply with our standards (CSR guideline, information security standard, and green procurement standard).

We value the relationship with the suppliers involved in our charge/discharge testing system business and keep working to develop a sustainable supply chain.



Held on August 22, 2024

CSR Seminars

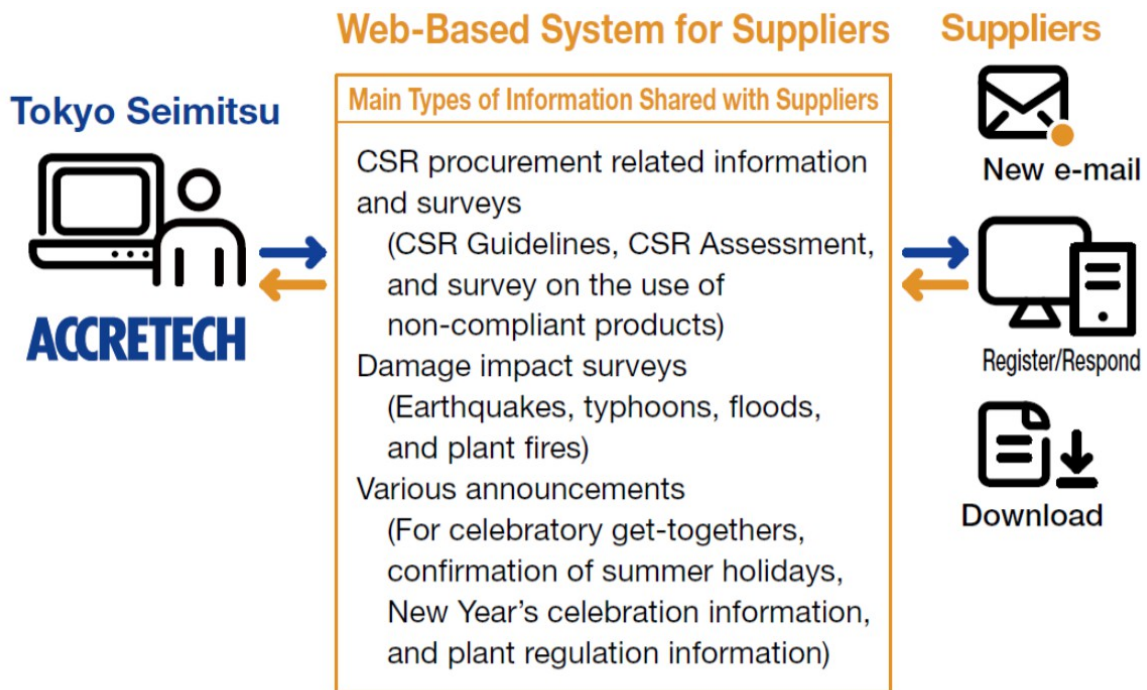
Every year, Tokyo Seimitsu offers CSR seminars at workshops sponsored by suppliers. At the CSR seminar held in May 2025, we asked our suppliers to strengthen their abilities to address business continuity risks posed by cyberattacks and recognize information security measures as management challenges, based on the results of the information security survey conducted in 2024.



Workshop sponsored by a supplier (Tsuchiura Plant)

Web-Based System for Suppliers

We are developing a “web-based system for suppliers” to share information with suppliers, broadly and without redundancy. This system will address the ever-growing need for information sharing, including supplier CSR surveys, notifications of disasters such as earthquakes and heavy rains, surveys of damage conditions, and communication of various notifications. We will use this system to build a structure for more sustained and active communication with suppliers.



Key Information Dissemination in Fiscal 2024

- Annual event announcements
- “ACCRETECH Web-EDI System” related Information
- ISO certification status surveys (quality/environment), etc.

Supplier Commendations

Once a year, the Company conducts commendations for suppliers. We commend outstanding suppliers based on evaluations of five items: “quality,” “cost,” “delivery time,” “rate of cooperation,” and “management.” In fiscal 2024, we commended two business partners and presented them with certificates of recognition.



Supplier representatives shown with certificates of recognition

Business Partnership Building Declaration

On February 1, 2023, Tokyo Seimitsu announced its “Business Partnership Building Declaration” in support of the aims of the “Council for Promoting Partnership Building for the Future*.” We aim to build new partnerships by promoting collaboration, co-existence, and co-prosperity with business partners in the supply chain and businesses seeking to create value.

*** Council for Promoting Partnership Building for the Future**

This council conducts activities to promote co-existence and co-prosperity for companies throughout the entire supply chain and new cooperative relationships where size, affiliation, and other factors are irrelevant. Members include relevant cabinet ministers (from the Cabinet Office, METI, MHLW, MAFF, and MLIT as well as the Deputy Chief Cabinet Secretary), Keidanren Chairman, NCCI Chairman, and Rengo Chairman.



Electronic Transaction System

In December 2023, we launched our electronic transaction system (ACCRETECH Web-EDI System) into operation. Web-EDI is a system for electronically exchanging information, such as order placement and receipt, between companies using a Web browser. The system makes procurement operations more efficient, paperless, and compliant with invoice reporting and the Electronic Books Maintenance Act. It aims to strengthen compliance (compliance with laws and regulations such as the Subcontract Act) by accumulating and visualizing transaction information, and to enable a faster initial response by quickly grasping the situation of suppliers in the event of a disaster and its impact on production.

Training for Employees

We conduct training for employees in Procurement Section and Procurement Team to develop human resources who promote responsible procurement. In fiscal 2024, we provided e-learning training for Tokyo Seimitsu employees on the “Subcontract Act (Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors)” and “security export control.”

[Subcontract Act]

Target group : 1,311 (employees of Tokyo Seimitsu Co., Ltd.)

Participation rate : 100%

[security export control]

Target group : 1,413 (employees of Tokyo Seimitsu Co., Ltd.)

Participation rate : 100%

Quality

As Tokyo Seimitsu Group products are incorporated into production facilities, we consider outstanding quality as meaning the provision of “stable and reliable product quality” and “prompt and meticulous support quality.” In order to fulfill our responsibility to protect the social status and interests of our Group customers, we are promoting initiatives to improve and upgrade quality and service.

- ✚ Quality Policy ✚ Target and Result ✚ Quality Management Based on ISO 9001
- ✚ Quality Control Structure ✚ Education and Training ✚ Supplier Quality Audits
- ✚ Customer Satisfaction Surveys ✚ Compliance with Laws Related to Product Quality and Safety

At the Semiconductor Company and Metrology Company, we set quality targets and conduct quality control in line with the quality policy set by our Quality Officer, and work to improve the quality of products and support.

Quality Policy

1. We comply with laws and regulations in products and production, and contribute to society by prioritizing meeting customer requirements.
2. At the beginning of every fiscal year, each company reviews its quality targets (priority targets) for the previous year, and sets new quality targets for the new year to enhance product quality.
3. We continuously improve the performance and effectiveness of our quality management system.
4. We develop user-friendly products by establishing partnerships with users.
5. We seek to improve quality through total quality control (TQC).
6. We seek to improve quality through partnerships with subcontractors.
7. We enhance customer support in business, technology, and services.
8. We incorporate safety, quality, and reliability in each production process to achieve stable supply.
9. The quality management system applies to the activities, products, and services of Semiconductor and Metrology Companies.
10. This quality policy is disclosed internally and externally.

Target and Result

Customer satisfaction surveys

Target Achieve a satisfaction rating of 95.0% or more by fiscal 2028

Result Achieved a satisfactory rating of 94.8% in FY2024

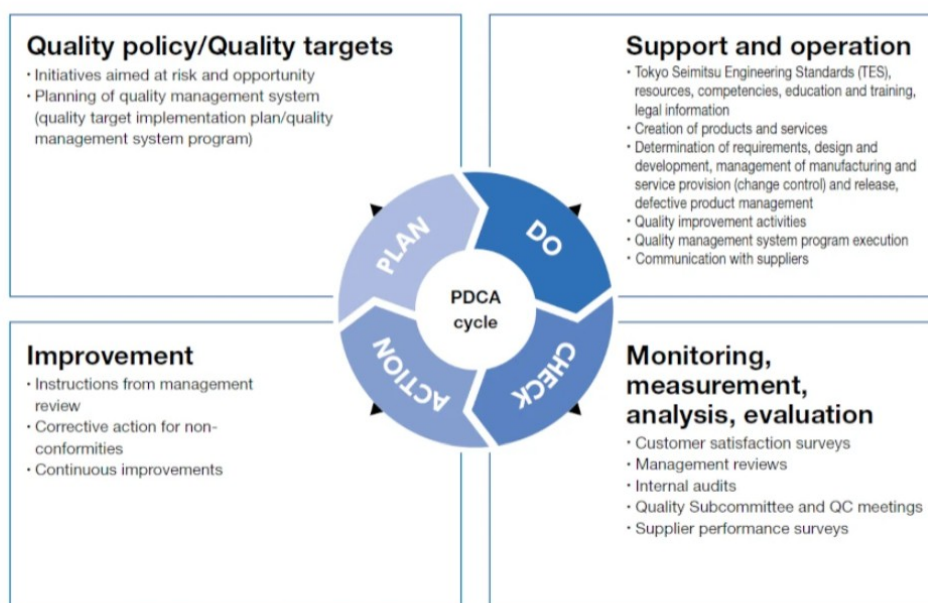
^{*1} As we achieved the target for fiscal 2025 ahead of schedule, we raised the target from the initially planned 94.8%.

Quality Management Based on ISO 9001

Since obtaining ISO 9001* certification at the Hachioji and Tsuchiura plants in 1994, we have established the Tokyo Seimitsu Quality Management System (QMS) and have been promoting quality improvement activities through the PDCA cycle based on quality policy and quality targets. In fiscal 2024, a certification body conducted certification inspections for surveillance audits, including on the Hanno Plant that was completed in July 2023. These inspections have confirmed compliance with the requirements set forth in ISO 9001:2015, including adaptation to climate change (Amendment: February 2024), and management effectiveness. Furthermore, the charge/discharge testing system business to which some business operations have been transferred from Accretech Powertro System Co., Ltd. since October 2023, maintains its certification status since a special inspection was conducted for the business by the same certification body. Going forward, we will seek to have all of our facilities and business operations certified, including the charge/discharge testing system business.

* ISO 9001 : An international standard concerning systems and mechanisms of management to achieve goals in response to the needs of an organization's customers and markets, through quality assurance for products and services.

PDCA Cycle Based on Our Quality Policy and Quality Targets

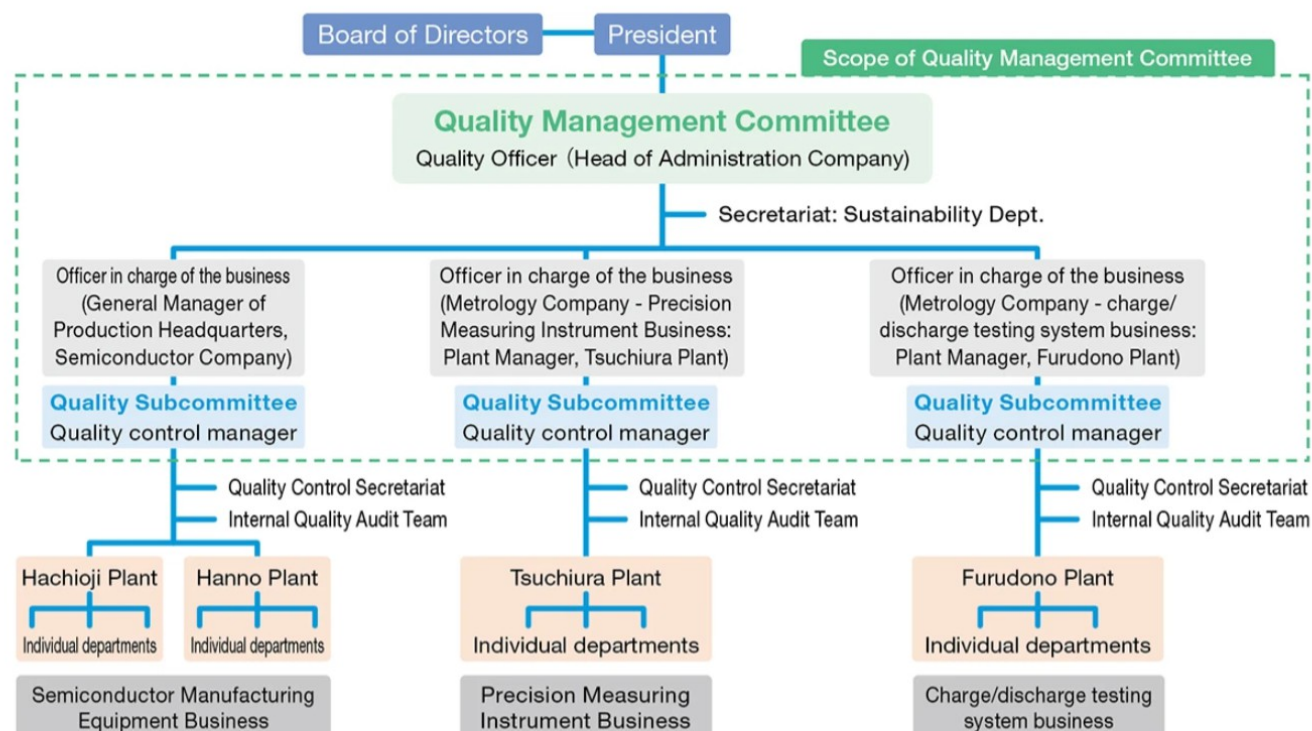


Quality Control Structure

Quality Management Committee

The Quality Management Committee consists of 10 members: One Quality Officer, three officers in charge of business, three quality control managers, and three Sustainability Department members. The Quality Management Committee meets twice a year to review the performance, effectiveness, and appropriateness of the Quality Management System. The Quality Officer reports to the Board of Directors and receives instructions and supervision. In fiscal 2024, there were no quality management issues that required corrective actions to be taken.

Quality Control Structure



Internal Quality Audits

The internal audit team conducts Internal Quality Audits twice a year at the Company. Certified auditors conduct audits in accordance with the quality manual* under the direction of the Quality Control Managers of the Semiconductor Company and Metrology Company, who report the audit results and the effectiveness of the Quality Management System to the Quality Management Committee. During the Internal Quality Audits performed in fiscal 2024, the auditors did not indicate that corrective actions were needed to be taken.

* **Quality manual** A manual that defines the procedures for managing Tokyo Seimitsu's various products and services in accordance with the stipulations of the ISO 9001 standard

Education and Training

The Tokyo Seimitsu Engineering Standards (TES), which are our internal regulations, stipulate quality-related rules, such as certification qualification rules, measuring instrument inspection and calibration standard, and instruction manual creation standard, in addition to production activity-related rules that apply to development, design, manufacturing, production control, quality control, service, and environmental management.

The TES are reviewed once a year and may be established, revised, or abolished as necessary. In each department of the plants, members of the Quality Subcommittee play a pivotal role in providing training to ensure that revised and abolished TES are known throughout the department. The General Affairs Dept. keeps and manages the records of this training.

Number of TES established, revised, and abolished in fiscal 2024

Established	Revised	Abolished
0	8	2

Supplier Quality Audits

Suppliers who supply many of the parts and components required for our products cooperate in the quality audits that we conduct using our ISO 9001-compliant checklists. In fiscal 2024, supplier quality audits were conducted at 20 companies (cumulative total of 239 companies). There were no follow-up audits conducted as there were no cases of non-compliance with our quality control standards and/or quality requirements.

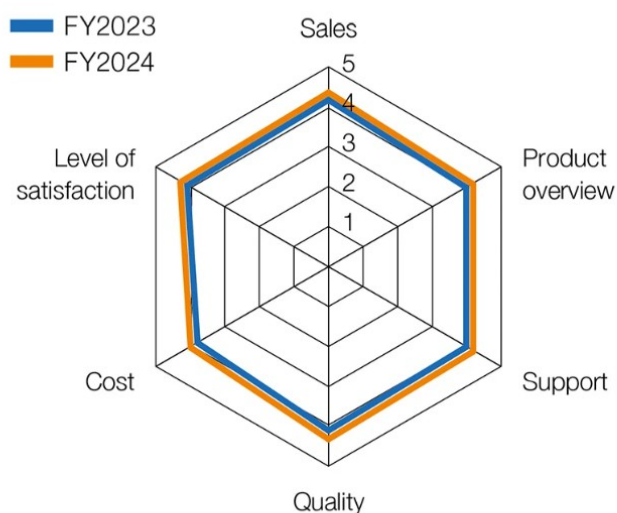
* Only suppliers who have agreed to check the quality assurance system and implementation status of quality assurance activities

Customer Satisfaction Surveys

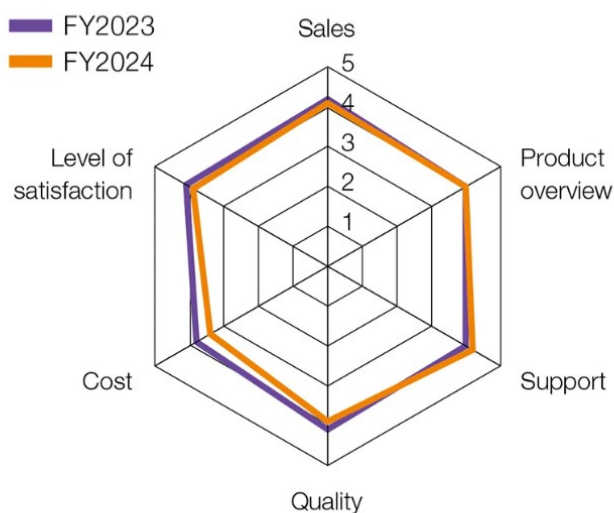
To incorporate customer feedback into the improvement and enhancement of our products and services, we conduct customer satisfaction surveys to ascertain customer satisfaction and strive to strengthen it. The percentage of satisfactory ratings in the fiscal 2024 survey was 94.8%, and we are analyzing the results of improvement measures and related factors, and implementing countermeasures needed for improvement.

FY2024 Customer Satisfaction Questionnaire Findings

Semiconductor Manufacturing Equipment Business



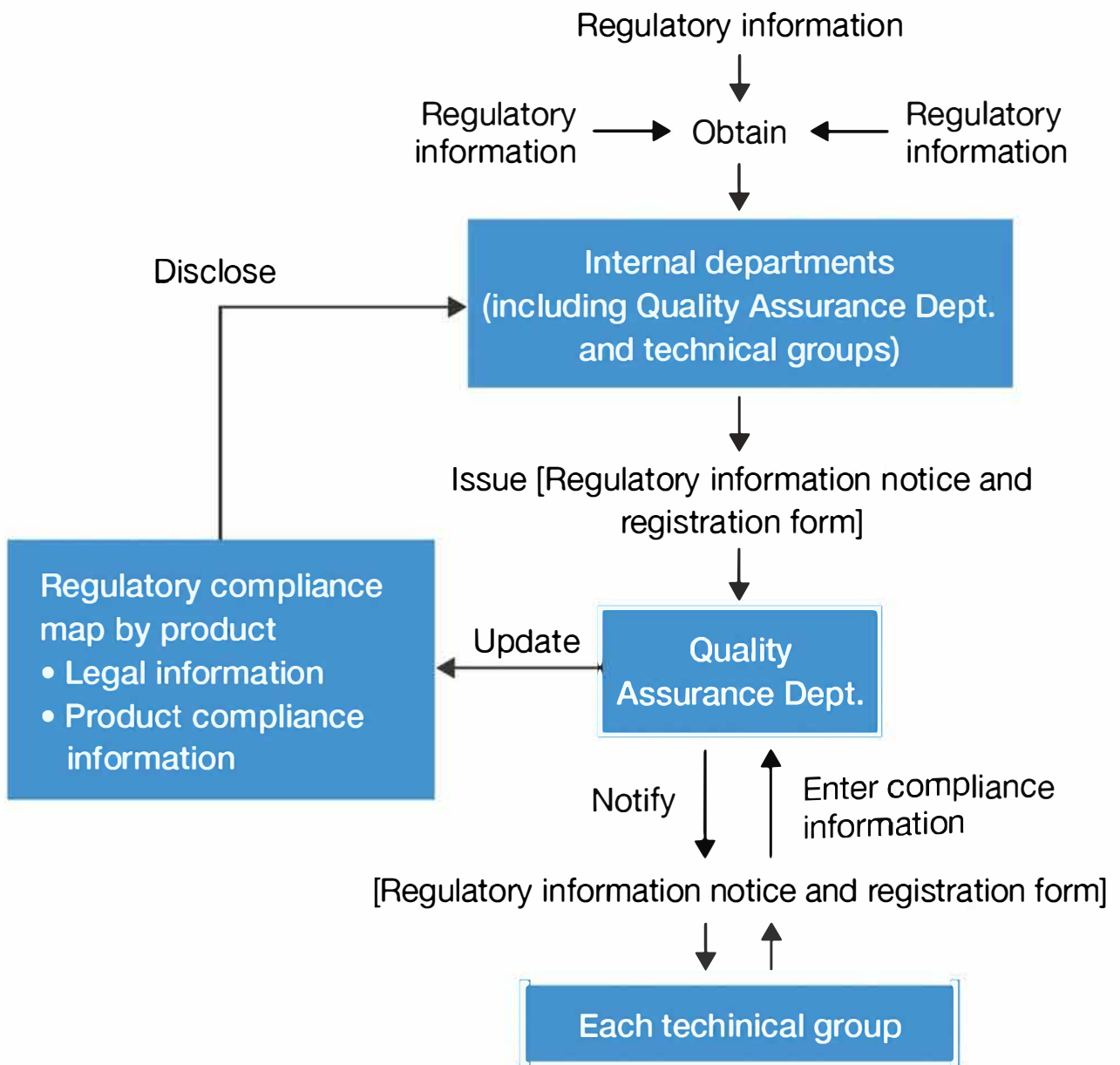
Precision Measuring Instrument Business



Compliance with Laws Related to Product Quality and Safety

The Quality Assurance Dept. of Semiconductor Company creates a "regulatory compliance map by product" in collaboration with the individual technical groups. This list is used to manage information about the laws and regulations applicable to each product and whether the products comply with those laws and regulations. We have a structure in place that allows us to share regulatory information on a company-wide basis and reflect such information quickly on the products we ship.

Flow of regulatory information management



Editorial Policy	Top Message	Sustainability of the Tokyo Seimitsu Group	Environment	Society	Governance
ESG Data	Site Report	Third-Party Commendations	Policy and Guidelines	GRI Standards Content Index	≡ CONTENTS

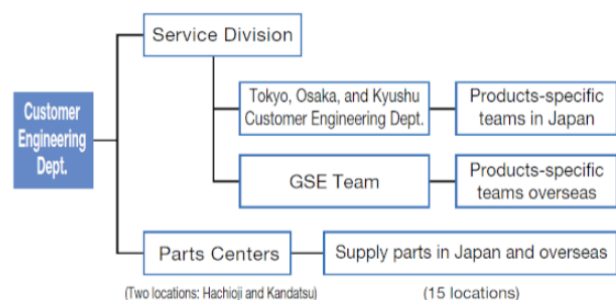
Semiconductor Manufacturing Equipment Business Support Quality

The Semiconductor Company's CE Department is responsible for maintaining and improving the quality and productivity of the Company's semiconductor manufacturing equipment used in semiconductor manufacturing and processing processes around the world, from installation setup to maintenance and training support, as well as supplying maintenance parts. In order to contribute to our customers' profits and increase customer satisfaction by providing high-performance products and high-quality support, we have established a global support structure based on the teamwork of the entire CE Department.

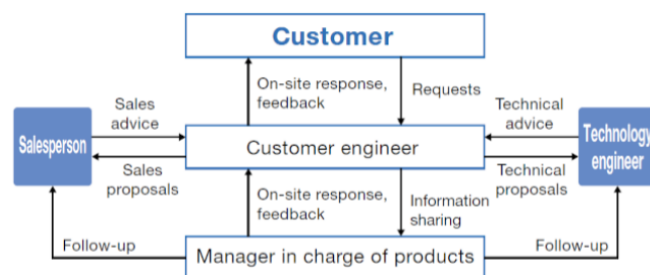
- ✧ Support Structure
- ✧ Provision of "Prompt and Meticulous Support"
- ✧ Stable Supply of Parts
- ✧ Education and Training
- ✧ Improvement of Support Quality
- ✧ Environmental Efforts

Support Structure

The Semiconductor Company's Customer Engineering (CE) Department provides a high level of customer responsiveness and value-added services through the Service Division and parts supply without delay through parts centers that enable customers to realize their targeted production.



Japan CE section (98 persons), GSE (Global Service Engineer) Team (9 persons), parts centers (25 persons)



In fiscal 2024, we continued to visit customers to hear more about the content based on the results of the customer satisfaction questionnaire. In cooperation with the quality assurance, technology, and sales departments/divisions, we summarize specific topics and prioritize them to make decisions about what matters to respond to.

Provision of "Prompt and Meticulous Support"

Aware that it is in the position at the company closest to the customer, the department responds to various requests providing prompt and meticulous support based on the technology and experience it has cultivated. This requires specialized knowledge of products, services, and solutions that are specific to customer specifications. Therefore, in addition to acquiring knowledge about our own products and services, we also deepen our understanding through exposure to operational and system specifications at production sites, such as by conducting product tests from the customer's perspective. We are building WIN-WIN relationships by providing a level of support that lead to customer satisfaction along with a sense of empathy.

Stable Supply of Parts

We currently supply maintenance parts to customers in approximately 29 countries around the world. In fiscal 2024, we continued to review the optimal inventory quantity as an effort to improve delivery time. Particularly, we are optimizing the inventory quantity of the parts with long delivery times of edge grinders by increasing their inventory value by 10%. We are also improving the supply system of the consumables of high rigid grinders, whose demand is rapidly growing, in cooperation with their manufacturer.

Education and Training

Qualifications and Training

The Semiconductor Company's Customer Engineering (CE) Department is required to have a high level of expertise so that it can respond to various customer issues. In order to continue to provide high-quality support, in addition to helping employees acquire qualifications and offering special training, the CE Department is also helping to standardize work levels (accuracy, operation assurance, knowledge, etc.) by conducting training for young engineers and leadership training. In addition, skill sheets are used to clarify the status of employees' acquisition of knowledge and skills, which is useful for human resource development.

Major Qualifications Acquired and Courses/Exams Taken in FY2024 (Number of Participants)

Special training

	Number of attendees
Work mentioned in Article 36, item (32) of the Ordinance on Industrial Safety and Health (Work related to industrial robot teaching, inspection, etc.)	14
Work mentioned in Article 36, item (4) of the Ordinance on Industrial Safety and Health (Work for low voltage electricity handling)	1
Work mentioned in Article 36, item (41) of the Ordinance on Industrial Safety and Health (Work for using full harness-type fall prevention tools)	4
Work mentioned in Article 36, item (5) of the Ordinance on Industrial Safety and Health (Work for tailgate lifter operation)	31

Internal certification qualifications

	Number of attendees
All Toyoda Safety and Health Education (person in charge of work)	9
All Toyoda Safety and Health Education (electric shock / low voltage at height)	4
safety of industrial robots	4

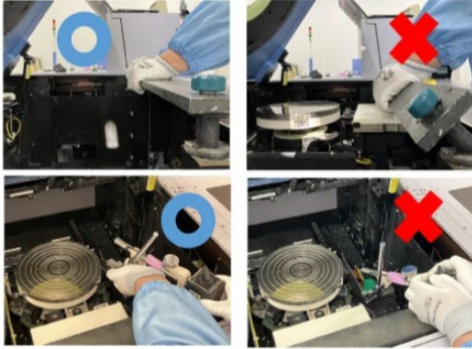
Internal certification exams

	Number of attendees
Lead-free Soldering Certification	3

Development of Younger Employees

Practical individual training sessions are conducted along with initial skill tests, mainly for younger employees assigned to the Customer Engineering Dept., to help them acquire the basic knowledge and skills.

These training sessions range from classroom lectures for learning about the tools and materials to be used, types of carrying devices, and definitions of terms to textbook-based training about safe usage, examples of failure, differences in material and property, points to note, etc. Moreover, training sessions using actual equipment allow employees to acquire practical skills.



Digital training material: Video showing how to handle the MINICOM* for flatness measurement
MINICOM: Tokyo Seimitsu-made length and distance measuring instrument (small electric micrometer)

Promotion of the Development of Multi-skilled Employees

The Customer Engineering Dept. engages in a wide range of work, from delivery and startup of various types of semiconductor manufacturing equipment, such as dicing machines, probing machines, polish grinders, and Chemical Mechanical Planarizer (CMP) devices, to repair, inspection, on-site modification, and transfer of such equipment as well as management and sale of maintenance parts.

We therefore seek to achieve flexible response and higher efficiency by promoting the development of multi-skilled engineers. Multi-skilling makes employees capable of doing multiple tasks. While acquiring multiple skills takes time, this approach brings a number of benefits including increased productivity and human resource development.

If engineers in charge of dicing machines learn to do the probing machine startup work, it not only helps these engineers upgrade their skills but also allows them to optimize customer visit schedules and reduce travel time during business trips.

Global Service Meeting (GSM) Based Training

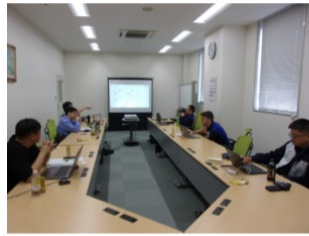
Since 2013, we have held the Global Service Meeting (GSM), hosted by the GSE*, every year.

In fiscal 2024, the meeting took place at Hachioji Plant of the head office from October 22 through 25, with the participation of 36 service engineers from our overseas subsidiaries in 7 countries.

After the general meeting on the first day, we conducted information exchange and the training on equipment operation and maintenance, etc. with the technical engineers responsible for individual products.

*** Global Service Engineers (GSE)** An in-house team that trains and supports overseas service engineers





Improvement of Support Quality

Digitalization of Support Services

To promote remote support, we have implemented and enhanced online security measures and established a new dedicated smart glasses* channel at the Hachioji Plant.



Customers

Our support

* **Smart glasses** Wearable device shaped like spectacles. Information can be displayed on the lenses.

Training Services for Customers

We provide training not only for customers who visit our offices but also at sites around the world to provide equipment operation and maintenance training upon request.

Key Training Services Provided to Customers in FY2024

Probing machine training	13 companies, total of 25 days
CMP (Chemical Mechanical Polishing) training	6 companies, total of 18 days
Dicing machine training	7 companies, total of 18 days
Edge grinding machine training	2 company, total of 6 days
High-rigidity grinder training	3 company, total of 20 days

Environmental Efforts

The Customer Engineering Dept. has the lights in its office and warehouse replaced with LED lights. Also, the lights are turned off during the lunch break and some other recesses. The department is also promoting the use of eco-friendly cars, which now account for 37.1% of its maintenance service vehicles.

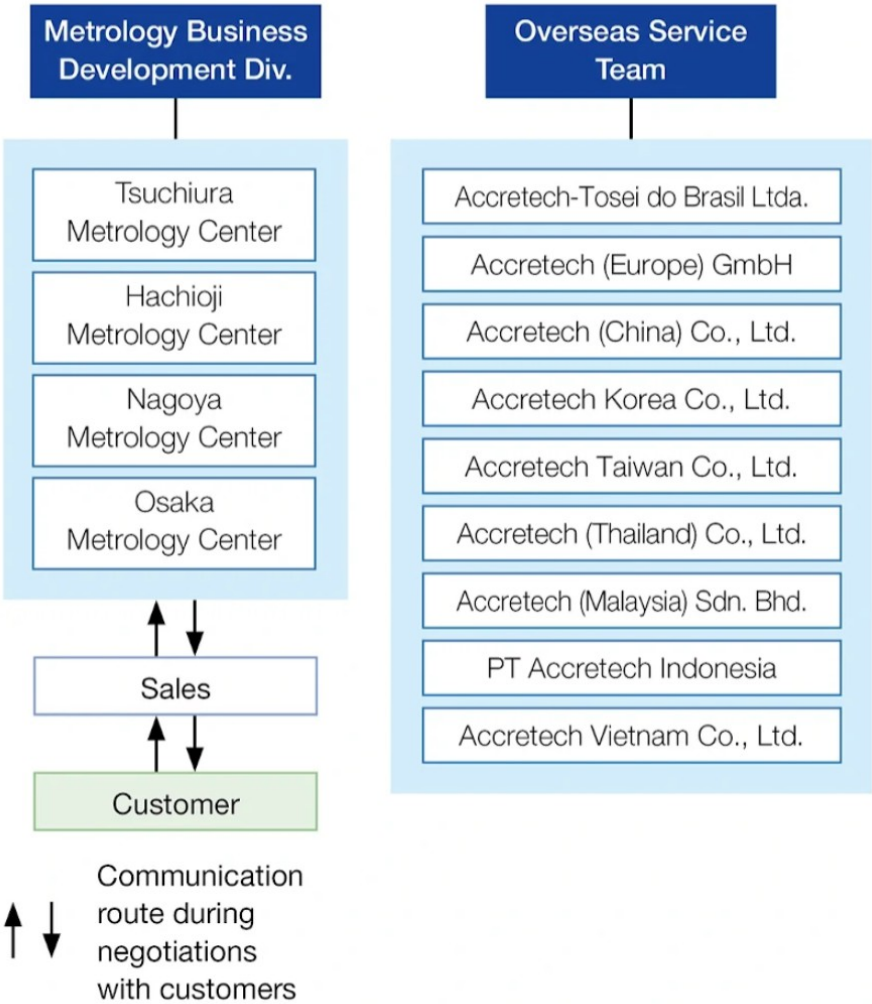
Precision Measuring Instrument Business Support Quality

Adopting the slogan “No Measurement, no Manufacturing,” the Precision Measuring Instrument Business provides support for creating our customers’ futures through our precision measuring technology based on the idea that providing “precision” and “reliability” is the “origin of manufacturing.”

- ✕ Support Structure
- ✕ Metrology Centers

Support Structure

The Metrology Company has established Metrology Centers at four locations in Japan and has built a system capable of providing technical support to customers while becoming closer to them. For overseas customers, our overseas service team focuses on supporting nine overseas showrooms and engineer training.



Metrology Centers

Our Metrology Centers are staffed by engineers who have ample expertise in measurement technology and measuring instrument operation, and provide “technology” (place for learning), “sincerity” (proposal of solutions), and “reliability” (customer-friendly support) to meet the various needs of customers.

Technology: A “Place for Learning” about Products and Measurement

We hold plant tours, product workshops, metrology seminars, and web-based seminars for customers, dealers, universities and high schools, and local companies who use our measuring instruments so that they can deepen their understanding of measurement technologies and view a variety of products.

Number of Times “Place for Learning” Provided in FY2024	
Seminars and classes (including web-based seminars)	19 times
Main theme/curriculum: Training on roughness, seminars on ANSI/ASME*, etc.	
Classes/measurement guidance at public institutions	25 times
Main theme/curriculum: Training on 3D measurement technology, roughness, etc.	

*ANSI/ASME: Standards of the American National Standards Institute and American Society of Mechanical Engineers

Sincerity: Proposal of Solutions

We provide proposal of solutions, operation training and other services in order to meet the expectations of our customers. We have a system in place that allows us to respond remotely to customers who are unable to come to the venue.

Reliability: Customer-Friendly Support

- Consultations for performing measurements, handling of measuring instruments, and troubleshooting support are provided by the call center
- Content of inquiries is analyzed for incorporation into operation manuals
- Measurement guidance is provided for customers who have purchased measuring instruments
- We perform “consigned measurement” for customers who do not have required measuring instruments, have instruments without needed features, or are otherwise unable to perform measurements on their own

Results of Activities in FY2024	
The number of call center responses	8,601
The number of training sessions	258

Initiatives for Customer Safety and Security

In addition to providing direct hands-on experiences with our measuring instruments and measurement methods at our Metrology Centers, we also offer remote and web-based seminars to deepen understanding of our measuring instruments to ensure their safe and reliable use.

Training of Engineers Overseas

In order to strengthen the global support structure, the overseas service team invites service engineers from various countries to the Metrology Center located in the Tsuchiura Plant for intensive training and drills. In fiscal 2024, two people from one country participated in the basic training for new engineers, and two people from one country participated in the advanced training for mid-level and experienced engineers.



Occupational Health and Safety

Many devices, parts, tools, and processing machines from the Tokyo Seimitsu Group, a manufacturer of machinery, can be found at manufacturing and distribution sites. As our products consist of equipment used in production, many tasks such as delivery, installation, maintenance, and inspection occur in the unfamiliar environments of customers' production sites. By carefully investigating risks associated with these tasks, observing and predicting the movement and flowline of workers, and implementing measures to minimize safety risks, we promote occupational health and safety initiatives so that everyday work actions can be carried out safely and rationally.

- ✚ Targets and Results ✚ Occupational Accidents ✚ Indicator Monitoring
- ✚ Occupational Health and Safety Promotion Structure ✚ Patrol Activities
- ✚ Risk Assessments at Work Sites ✚ Education and Training
- ✚ Disaster and Accident Prevention ✚ Handling of Chemicals and Chemical Substances

Targets and Results

	Unit	Target	FY2020	FY2020	FY2020	FY2020	FY2024
Accidents resulting in leave	incidents	0	0	2	1	4	1
Accidents not resulting in leave	incidents	0	6	10	12	15	9

Scope: Employees and temporary employees of the Semiconductor Company, Metrology Company, and Administration Company, Tokyo Seimitsu

Occupational Accidents

The total number of occupational accidents in fiscal 2024 decreased by nine from the previous fiscal year, with one involved in an accident resulting in leave and nine others involved in accidents not resulting in leave. Many of these accidents occurred during work. We therefore urge employees to keep their workplace clean and tidy and step up the workplace patrol. We are also promoting other efforts such as workplace meetings and the practice of calling out to each other.

Accidents by Type

		Number of occupational accidents	Number of injuries or fatalities due to work-related accidents
Unit		incidents	people
Type	Flying or falling objects	0	0
	Cuts or abrasions	2	2
	Being caught	1	1
	Falling	1	1
	Colliding	2	2
	Electric shock	2	2
	Others	2	2

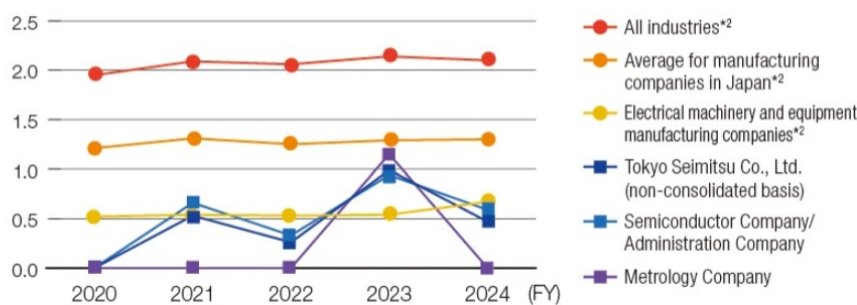
Scope: Employees and temporary employees of the Semiconductor Company, Metrology Company, and Administration Company, Tokyo Seimitsu

Indicator Monitoring

Tokyo Seimitsu uses accident frequency rate and severity rate as indicators to evaluate the occurrence of occupational accidents.

We monitor annual results and the occurrence of occupational accidents at manufacturing companies (companies with over 100 employees).

Frequency Rate for Accidents Resulting in Leave*1



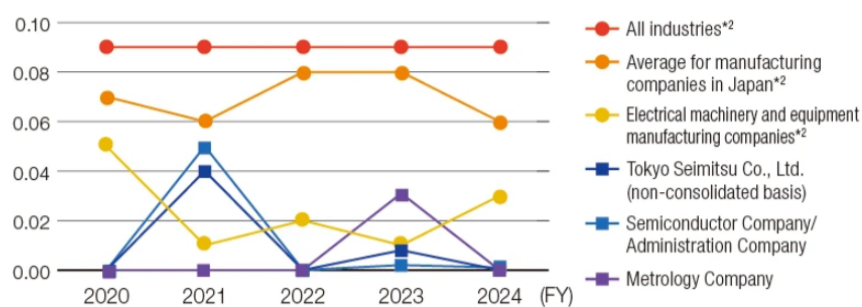
	FY2020	FY2021	FY2022	FY2023	FY2024
All industries*2	1.95	2.09	2.06	2.14	2.10
Average for manufacturing companies in Japan*2	1.21	1.31	1.25	1.29	1.30
Electrical machinery and equipment manufacturing companies*2	0.52	0.54	0.53	0.54	0.67
Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	0.00	0.53	0.26	0.99	0.47
Semiconductor Company/ Administration Company	0.00	0.66	0.33	0.94	0.59
Metrology Company	0.00	0.00	0.00	1.15	0.00

*1 Frequency rate: Indicates the frequency of injury or death due to occupational accidents.

Formula: (Casualties / total hours worked) × 1,000,000

*2 Ministry of Health, Labour and Welfare (Survey on Industrial Accidents)

Severity Rate for Accidents Resulting in Leave*1



	FY2020	FY2021	FY2022	FY2023	FY2024
All industries*2	0.09	0.09	0.09	0.09	0.09
Average for manufacturing companies in Japan*2	0.07	0.06	0.08	0.08	0.06
Electrical machinery and equipment manufacturing companies*2	0.05	0.01	0.02	0.01	0.03
Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	0.000	0.040	0.000	0.008	0.000
Semiconductor Company/ Administration Company	0.000	0.050	0.000	0.002	0.001
Metrology Company	0.000	0.000	0.000	0.031	0.000

*1 Severity rate: Percentage of the degree of loss caused by occupational accidents.

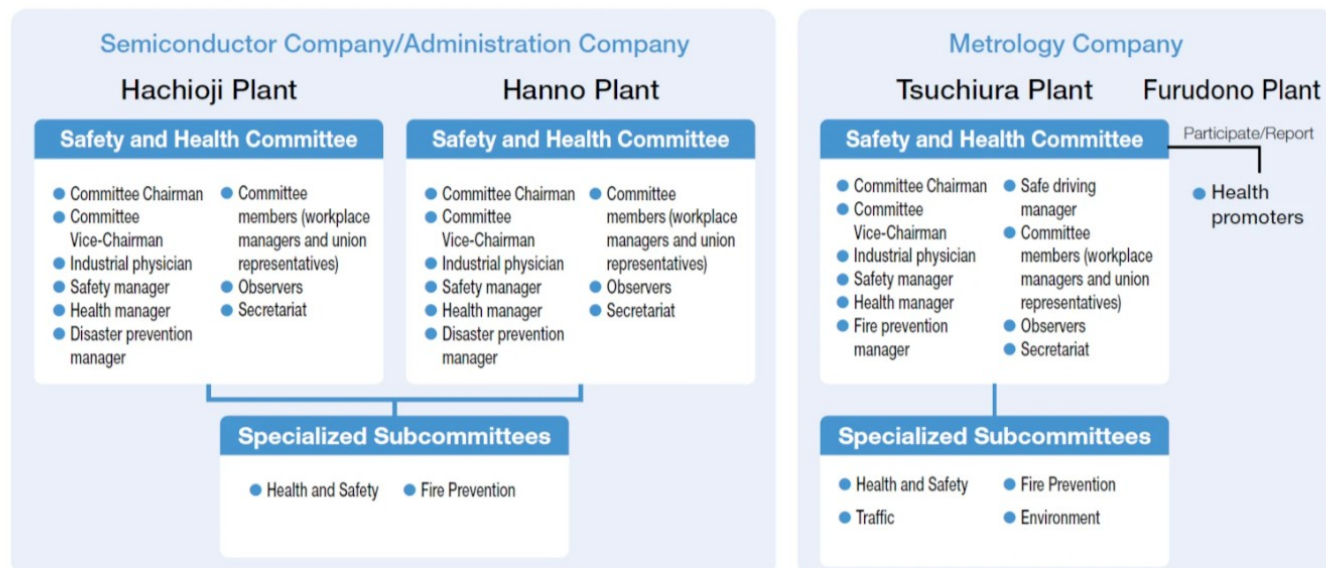
Formula: (Total lost workdays / total hours worked) × 1,000

*2 Ministry of Health, Labour and Welfare (Survey on Industrial Accidents)

Occupational Health and Safety Promotion Structure

Our plants in Hachioji, Hanno, and Tsuchiura each have the Safety and Health Committee, with each plant manager serving as the general safety and health manager. The committee plans and deliberates on major health- and safety-related matters in a bid to maintain and improve a safe and comfortable work environment. To raise employees' awareness of health and safety in the workplace and in the interest of maintaining and promoting their health, the committee meets once a month, in principle, and on an ad hoc basis when the general safety and health manager deems necessary. In fiscal 2024, the Safety and Health Committee met as scheduled. At the Furudono Plant, which is a small-scale worksite with fewer than 50 employees, the Plant Manager promotes workplace health and safety as a health promoter, and participates in and reports on the Safety and Health Committee of the Tsuchiura Plant. We also conduct internal audits twice a year, with results submitted to the Audit Department and reported to the Board of Directors. The Health and Safety Committee is subject to audits by the Audit Department.

Safety and Health Committee



In addition, each plant has appointed a Chemical Substances Control Manager and a Personal Protective Equipment Manager.

Number of Safety and Health Committee Meetings Held in FY2024

Hachioji Plant Safety and Health Committee	met 12 times
Hanno Plant Safety and Health Committee	met 12 times
Tsuchiura Plant Safety and Health Committee	met 12 times
Participation by Furudono Plant health promoters	met 12 times

Patrol Activities

Workplace Patrols Conducted by Health Supervisors

At the Hachioji Plant and Hanno Plant, health supervisors generally conduct weekly workplace patrols to check equipment, work methods, and hygiene conditions, and take necessary measures. Patrol records for which health supervisor workplace patrol checklists are used are submitted to the General Affairs Section and kept for five years.

Posting of signs prohibiting temporary storage and use of warning triangles to call for attention



Before



After

Replenishment of personal protective equipment for emergency response and instruction for periodical inspection



Before



After

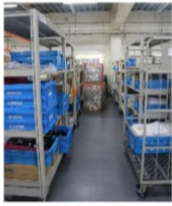
5S* Patrols and Safety Patrols

At the Tsuchiura Plant, managers and general staff conduct weekly 5S patrols, while the Health and Safety Subcommittee members perform monthly safety patrols. In cases where improvements are needed, follow-up patrols are conducted after the improvements are proposed to

confirm the effectiveness of the patrols.

*** 5S (A slogan for maintenance and improvement of workplace environments)** It stands for sort (seiri), set in order (seiton), shine (seisou), standardize (seiketsu), and sustain (shitsuke)

Securing of routes inside the warehouse



Before



After

Transfer of waste and maintenance of an organized workplace



Before



After

Risk Assessments at Work Sites

We regularly conduct risk assessments by conducting workplace inspections to check working environments and identify issues. This leads to the creation of measures for dealing with these issues and brings about improvements. In addition to risk assessments performed when introducing new machinery or changing work procedures, we work to avoid risk by conducting education and training on machinery operation, heavy equipment work, wiring operation, and other topics as needed.

Number of risk assessments conducted when introducing new equipment in accordance with equipment risk assessment implementation standards

32

Number of work risk assessments conducted in accordance with work risk assessment regulations

38

Risk Assessment Training

Risk assessment training is conducted by outside instructors to prevent occupational accidents. In fiscal 2024, this training was carried out at both Hachioji Plant and Tsuchiura Plant. Participants learned how to identify hazards and estimate, remove, and mitigate risks. The training was conducted in group work format, allowing members of departments that otherwise would not have much interaction to exchange views with one another. Logically understanding the process leading to an occupational accident provided a meaningful direct opportunity for recurrence prevention and education.



Risk assessment training

Education and Training

In-house Training and Testing

We conduct in-house training and certification testing to help employees avoid hazards in a variety of situations, including commuting, traveling, and working in the plant.

Course Content in Fiscal 2024	Unit	Number of attendees
Traffic safety seminar	Persons	980
Lifesaving first aid training	Persons	44
Practical training on the automated external defibrillator (AED)	Persons	69
Risk assessment training	Persons	77
Special training on low voltage electricity handling	Persons	23
In-house forklift certification exam (Hachioji Plant)	Persons	13
Forklift, sling work, crane safety training (Tsuchiura Plant)	Persons	72



Training for safely operating/driving forklifts



Practical training on the automated external defibrillator (AED)



Ordinary lifesaving training



Ordinary lifesaving training



Traffic safety seminar (Hachioji)



Traffic safety seminar (Tsuchiura)

External Training

Tokyo Federation of Labor Standards Associations, Hachioji Branch

In order to promote activities to prevent industrial accidents among local workers, we participate in seminars held by the Tokyo Federation of Labor Standards Associations, Hachioji Branch. These seminars are designed for participants to acquire the skills necessary to engage in work. Employees who have completed the seminars take in-house practical tests tailored to factory environments for thorough health and safety education.

Content of Courses Conducted by the Tokyo Federation of Labor Standards Associations, Hachioji Branch in Fiscal 2024	Unit	Number of attendees
Training course for sling and crane operators	Persons	32
Foremen and safety and health supervisors	Persons	17
Operation chief of organic solvents	Persons	29
Skill training course for chief of specified chemical substances (tetraalkyl lead, etc.)	Persons	15
Handling of dangerous substances Class B Type 4	Persons	1
Chemical substance control manager training	Persons	10
Personal protective equipment manager training	Persons	15
Special training for specific dust work	Persons	1
Operation chief of asbestos	Persons	1
Operation chief of hazardous work of oxygen deficiency and hydrogen sulfide	Persons	1
Forklift	Persons	8
Aerial work platform operation training	Persons	9

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant

Content of Courses Conducted by Other Organizations in Fiscal 2024	Unit	Number of attendees
Forklift	Persons	6
Chemical substance control manager	Persons	4
Personal protective equipment manager	Persons	8
Disaster prevention center personnel/self-defense firefighting	Persons	5
Foreman/safety & health manager (retraining)	Persons	2
Ordinary lifesaving training (introductory course)	Persons	20
Fire and disaster prevention manager training	Persons	1
Special training for high-voltage and extra-high-voltage electrical work	Persons	1
Electrical equipment engineer training school	Persons	1
Energy management training	Persons	2
Refrigerant handling technician certificate	Persons	3

Locations covered: Tokyo Seimitsu Co., Ltd. Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant

Semiconductor Equipment Association of Japan (SEAJ)

The Semiconductor Equipment Association of Japan promotes “SEAJ recommended safety training” an industrial standard for safety training of personnel involved in the installation, maintenance, and servicing of semiconductor manufacturing equipment. At the Hachioji Plant, our employees who belong to the Semiconductor Equipment Association of Japan’s Safety Training Subcommittee conduct “SEAJ recommended safety training” for Semiconductor Company CEs and manufacturing and design engineers who work on the manufacturing floor or in the clean room. A total of 614 employees have participated in the seminar so far.

FY2024 SEAJ Recommended Safety Training	Unit	Number of attendees
New attendees	Persons	25
Attendees for recertification (required to attend every three years)	Persons	131

Disaster and Accident Prevention

Evacuation Drills

Every year, the Disaster Prevention Subcommittee under the Safety and Health Committee plans and conducts emergency evacuation drills for all plant employees, including those working at subsidiaries and affiliated companies within our plants.

FY2024 Evacuation Drills



Hachioji Plant



Hanno Plant



Tsuchiura Plant

Self-Defense Fire Drill

At the Hachioji, Hanno, and Tsuchiura plants, we organize self-defense fire brigades and conduct regular training one or two times a month according to annual plans. The Company also participates in an annual “self-defense firefighting training review” hosted by the Hachioji Fire Department and the Hachioji Fire Prevention Management Study Group. In this competition, self-defense fire brigades from business establishments in the city gather to compete in a heated competition to test the effectiveness of their daily training based on speed and accuracy of indoor fire hydrant operation. In the review of fiscal 2024, 40 teams from 33 business offices in Hachioji City participated. Our self-defense fire brigade from the Hachioji Plant competed in the “No.1 Fire Hydrant, Course B” category.

FY2024 Self-Defense Firefighting Training Review



Self-Defense Fire Brigade Training at Each Plant



Hachioji Plant



Hanno Plant



Tsuchiura Plant



Furudono Plant

Emergency Scenario Training

Emergency scenario training is conducted at least once a year at each plant so that appropriate tasks, such as recovery/ cleaning, can be carried out in the event of a hazardous substance leak or splash-based accident. Each division that handles hazardous substances submits a training plan to the person responsible for environmental management at the beginning of the relevant term and submits a report after the training is conducted. In fiscal 2024, the Hachioji Plant conducted training 48 times for 16 divisions. At the Tsuchiura Plant, 185 people from the plant department took part in “Chemical cleaning agent splash scenario drill.”

Hachioji Plant



Training for chemical supply tank replacement work



Response to poisonous and deleterious substance leaks



Training for responding to organic solvent leaks

- Training for Leakage of Chemical Substances with High Alkaline Content



Barricade setup work



Chemical dilution and cleaning work

Tsuchiura Plant

- Chemical cleaning agent splash scenario drill



Collection and cleaning

Handling of Chemicals and Chemical Substances

When considering the purchase of industrial chemicals, we conduct a chemical substance risk assessment to check for the presence of contained environmental pollutants (organic solvents, specified chemical substances, hazardous materials, etc.), in accordance with our internal regulations. The department in charge of this matter at the Hachioji Plant decides whether to purchase the chemicals based on the results of assessments conducted at the Hachioji, Hanno, and Tsuchiura plants. In fiscal 2024, 94 chemical substance risk assessments were conducted for newly adopted chemicals and to review chemicals already in use. We require divisions that manage and use chemical substances to conduct regular inspections and regular quantity checks.

The Company is also promoting the reduction and substitution of chemical substances in accordance with the PRTR Act, Ordinance on Prevention of Organic Solvent Poisoning, and the Poisonous and Deleterious Substances Control Act. In addition, we carry out patrols to check the status of chemical management and storage and the supplies used to prevent chemical leaks through the Regulated Substance Control

Health Management

In order for people to make the most of their capabilities and work with a sense of purpose, the Tokyo Seimitsu Group believes it is important for those people and their families to be physically and mentally healthy. We work to create comfortable workplaces by means including strict working hour management to avoid long working hours.

- ✧ Healthy Company Declaration ✧ Video Dissemination on Health Topics
- ✧ Healthy Company Declaration Collaborative Menu ✧ Infection Prevention Measures
- ✧ Measures to Address Long Working Hours

Healthy Company Declaration

Needless to say, the health of employees is the cornerstone of long-term stable management for a company.

We have been working on promoting the health of our employees by conducting health checkups and other initiatives. However, in light of the growing momentum to promote “health management” and the launch of the “Healthy Company Declaration” campaign as a social framework for such promotion, we have decided to make a further company-wide commitment to health management, making a Healthy Company Declaration.

We would like to ask for the understanding and cooperation of our employees in this endeavor.

We sincerely hope that all of our employees will maintain and promote their health and that they will continue to play an active role in the company.

Health Declaration

- 100% of medical checkups will be taken
- We will utilize the results of health checkups
- We will create a healthy environment
- We will promote a better diet
- We will encourage exercise
- We will promote nonsmoking
- We will promote mental health

October 1, 2019

Tokyo Seimitsu Co., Ltd.

Chairman and CEO Hitoshi Yoshida

Health Checkups and Stress Level Check System

Every year, we perform periodical medical examinations, comprehensive medical examinations, gynecological checkups, and other procedures to check the health of employees. For persons with abnormal findings, we encourage repeat examinations and provide specified health guidance. Our examination rate for stress level checks, including employees at overseas posts or stationed outside the company, exceeds 99%. The checks have become established as an opportunity for employees to take note of their own mental condition. The Company manages individual stress level check results in accordance with laws and regulations and provides feedback to the individuals. Individuals with high stress levels meet

with industrial physicians. We also conduct organizational analyses and, after reporting to the Risk Management Committee and the Safety and Health Committee, work to improve the workplace environment.

Results in Fiscal 2024

Health Declaration	Actual Details and Results
100% of medical checkups will be taken	Achieved periodical medical examination rate of 94.4%
We will utilize the results of health checkups	A total of 198 people were encouraged to receive specified health guidance
We will create a healthy environment	Disseminated the video addressing healthy company declaration themes : 12 times Disseminated the video on health topics : 12 times Published a column on health topics : 12 times (in the internal newsletter)
We will promote better diet	Provided Healthy Company Declaration Collaborative Menu in cafeterias (once a week)
We will encourage exercise	Introduced the walk rally sponsored by the Health Insurance Association, the remote walking class, and health promotion programs
We will promote nonsmoking	Disseminated the video on health topics “smoking and nonsmoking” (April 2025)
We will promote mental health	Introduced counseling services Achieved 99.4% examination rate for stress level checks (Target group: 1,658 employees)

Video Dissemination on Health Topics

An industrial physician at the Hachioji operation site provides health promotion videos (updated monthly) for employees on the Company portal site.

Fiscal 2024 video dissemination topics

Visual Display Terminals (VDT) syndromes, mental health, information device work and eye health, nutritional science, heat stroke, diabetes and obesity, basic knowledge of cancer and cancer screening, depression, dyslipidemia, infectious diseases, hay fever, stress, and smoking and nonsmoking (April 2025)



Healthy Company Declaration Collaborative Menu

Each of the cafeterias in the Hachioji, Hanno, and Tsuchiura plants offers a “Healthy Company Declaration Collaborative Menu” once a week, taking into consideration the health of our employees from a diet perspective.



Infection Prevention Measures

In addition to administering seasonal influenza vaccinations in-house, we also provide cost subsidies through our health insurance association. Anyone working at one of the plants or at a Group company is eligible to receive the vaccination. In fiscal 2024, 691 people who requested the vaccination were inoculated.

Measures to Address Long Working Hours

As measures to address long working hours, we manage working hours through entry/exit systems, encourage our employees to take annual paid leave, and promote industrial physician consultations and the taking of annual paid leave for employees who have a high level of total working hours within a month or three months. We introduced the entry/exit system, which uses IC card-based employee ID cards in fiscal 2020, strengthening company-wide management of working hours.

Number of Overtime Hours and Number of Days of Paid Leave Taken

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of overtime hours per person	hours	25.8	29.3	25.7	20.6	21.2
Number of days of paid leave taken per person	days	12.2	13.1	14.5	13.8	13.7

Measures to Address Long Working Hours

- Setting of Wednesdays and bonus payment days (twice a year) as days for leaving work on time
- Work time management by collating attendance time with gate entry/exit and PC log times
- Distribution of information on employee overtime to Company management, increasing its awareness of employee work hours
- Implementation of counseling or interviews based on the judgement of industrial physicians

Diversity & Inclusion

The Tokyo Seimitsu Group believes that diverse perspectives and ideas stimulate each other and create new value. Therefore, we shall respect the personality and individuality of employees and shall not discriminate on the basis of gender, age, nationality, ethnicity, race, physical or mental disability, gender orientation, culture, religion, ideological or political beliefs, national origin or family background, etc. In order to realize a workplace where all employees can work safely and with a sense of purpose, we are promoting various initiatives that embrace diversity.

- ✚ Targets
- ✚ Related data
- ✚ Promotion of Women's Participation and Advancement
- ✚ Employment of Persons with Disabilities
- ✚ Re-Employment System for Retirees

Targets

With regard to the goals (KPIs) concerning the promotion of women's participation and advancement, we finished the general employer action plan (launched in April 2021) one year ahead of schedule. We have created a new action plan that will start in April 2025.

[Promotion of Women's Participation and Advancement]

Period: April 1, 2025 to March 31, 2027

1. Increase the number of women serving as managers, chiefs, and assistant chiefs by 1.5 times or more from the March 2025 levels
2. Reduce the average overtime working hours of full-time employees to less than 25 hours per month

[Employment of people with disabilities]

Achieve the mandatory employment rate

Related data

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of female managers	%	1.5	1.9	2.4	2.1	2.6
Percentage of female officers	%	7.7	7.7	15.4	16.7	16.7
Percentage of female regular employee hires	%	6.1	17.0	18.3	22.1	21.8
Percentage of female regular employees	%	6.4	7.4	8.5	10.3	11.6
Number of hours of career training for female regular employees	hours	-	-	87.0	938.0	-
Percentage of employment of persons with disabilities*	%	1.94	1.95	2.07	2.17	2.39
Number of retirees	persons	5	4	9	3	6
Number of retirees re-hired via re-employment contract	persons	7	10	20	25	24
Percentage of retirees re-hired	%	58.3	71.4	69.0	89.3	80

Scope: Regular employees of Tokyo Seimitsu Co., Ltd. (non-consolidated basis)

* Data depicted in the table are current as of June 1 of each year. The "Act to Facilitate the Employment of Persons with Disabilities" stipulates that employment of one individual with a serious disability is equivalent to employing "two individuals" for purposes of calculating the number of associates with disabilities and percentage of employment.

Promotion of Women's Participation and Advancement

In order to ensure that women can work more actively as core human resources in our organization, we consider it an urgent issue to hire more female regular employees and improve the work environment for them. Based on this understanding, we formulated the "Action Plan for Promoting Employment and Careers of Women" (FY2021 to 2025) and have been pushing forward a variety of measures to meet the challenge. As a result, we have been able to achieve the target metrics sooner than we set out to accomplish by the end of FY2025. Therefore, we have newly created the "Action Plan Based on the Act on the Promotion of Women's Active Engagement in Professional Life" (FY2025 to 2026). We intend to continue to increase recruitment of female regular employees and further step up efforts to promote women's engagement with the aim of making our organization sustainable.

Action Plan Based on the Act on the Promotion of Women's Active Engagement in Professional Life PDF
(FY2025 to 2026)

Action Plan Regarding the Act on the Promotion of Women's Active Engagement in Professional Life and the Act on Measures to Support Raising Next-Generation Children PDF
(FY2021 to 2024)

Initiatives for the Promotion of Women's Participation and Advancement

Hiring of women

- Increase the female recruitment rate and enhance students' interest in the Company
New graduate recruitment site <https://www.accretech.com/recruit/new-career/>
 - Information on reasons why employees, including female employees, applied to the Company and relevant opportunities, positive attributes of occupations/workplaces, job satisfaction (motivation and challenges), and single-day schedules
 - Information on various systems including child-rearing support and nursing care support
 - Information on Tokyo Seimitsu's working environment provided through numerical data
- Mid-career employee recruitment site** <https://www.accretech.com/jp/recruit/career/>
 - Interview with two female career employees that were hired by Tokyo Seimitsu
 - Mid-career employee roundtable discussion
- Provision of work experiences and interaction with female employees**
 - Participation of female employees in the summer 1-day work study program*

- Participation of female tech employees in the 5-day internship*
- Participation of female employees in get-togethers with prospective employees
- Utilize scouting service to increase opportunities for connecting with science-oriented women
- Provide a more concrete image of working at the Company from a female perspective (through interviews with female employees and roundtable discussions, distribute brochures)
- Participation in recruitment events for science-oriented women

Support for the career development of female employees

- Raise awareness of the development of female subordinates through human resource development training for superiors (83 people participated in FY2024)
- Introduction of external counseling services in April 2022 (these services can be utilized by all employees, not only women)

Opportunities for female employees to interact with each other

- Select female senior employees as partners for new female employees and promote opportunities for them to interact through regular interviews and other means

Community participation

- Participation in the SEMI DE&I WG

*Work experience opportunities: Since the Company is a B-to-B manufacturer, there is almost no chance in daily life for people to get to know us. We host events where participants can gain better understanding of the industry, job types, and the Company itself through similar experiences to doing the actual jobs.



Career development training for women



Opportunities for female employees to interact with each other

Employment of Persons with Disabilities

In order to create a workplace where persons with disabilities can sense their own growth and contribute to the Company, we have established an organization centered on people with disabilities with the aim of creating a workplace where they can work with a sense of fulfillment. Since fiscal 2022, we have assigned full-time instructors. Currently*, we have 3 instructors to support employees with disabilities (16 employees*) in performing their work independently.

Now, we have 39 employees* with disabilities working at the Company, including above-mentioned ones. Employees of the departments they are assigned to participate in the “training course for supporters of work by developmentally and mentally disabled people” and interact with colleagues with disabilities with correct knowledge and understanding.

* As of April 1, 2025

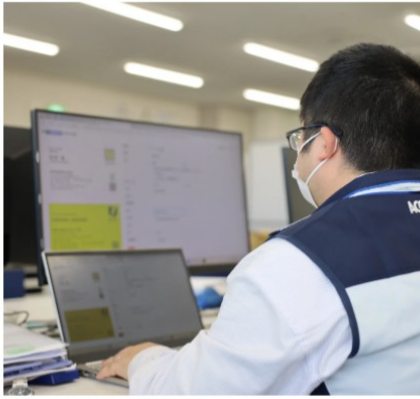
Initiatives for Employment of Persons with Disabilities

- Coordination**
- Conduct workplace tours and practical training in cooperation with employment support agencies, special needs schools, etc.
 - Conduct periodic interviews regarding workplace retention
 - Exchange information with local companies (special subsidiaries)

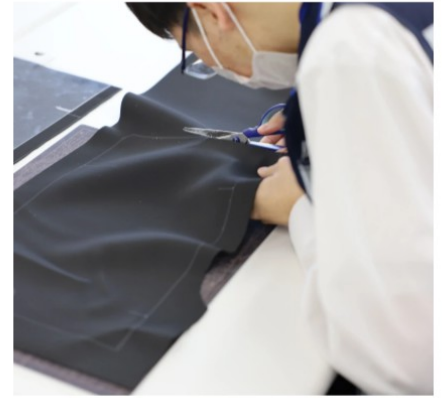
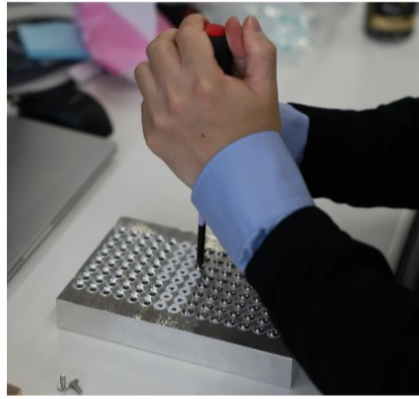
- Job creation**
- Promote understanding of employment and job creation through discussion with divisions that do not have persons with disabilities, and submit job requirements to Hello Work (Japan's job placement office)
 - Promote mutual understanding through workplace tours and practical training

- Retention**
- Provision of a “training course for supporters of work by developmentally and mentally disabled people” to increase workplaces that accept those individuals and strengthen the support structure

- Introduction of full-time instructors for persons with disabilities
- Establishment of a dedicated department to support the employment of persons with disabilities



Persons with disabilities at work



Training course for supporters of work by developmentally and mentally disabled people: 57 attendees in fiscal 2024

Re-Employment System for Retirees

Tokyo Seimitsu has introduced a re-employment system that allows employees to continue working as part-time employees after retirement. We have established a system that enables employees to play an active role by making use of the knowledge, technology, and know-how cultivated over many years.

Work-Life Balance

The Tokyo Seimitsu Group has developed a system that enables all employees to be active while balancing work and life. By promoting diverse and flexible work styles, we aim to improve productivity, achieve work-life balance, and create a work environment that is comfortable for everyone.

✕ Targets ✕ Related data ✕ Main Support Systems ✕ Welfare Benefits

Targets

We have created an action plan (fiscal 2025-2026) based on the Act on Advancement of Measures to Support Raising Next-Generation Children.

1. Increase the acquisition rate of childcare leave among male employees to 50% or more
2. Reduce the average overtime working hours of full-time employees to less than 25 hours
3. Achieve a rate of taking five days of annual paid leave of 100%

Eligible employees who are granted at least 10 days of paid leave per year
This does not include special paid leave or other leave other than annual paid leave

We have formulated the "Action Plan Based on the Act on Measures to Support Raising Next-Generation Children" (FY2025 to 2026) to create a work environment where all employees can keep working while raising children and achieve their full potential. We are committed to driving a variety of efforts to achieve the goals.

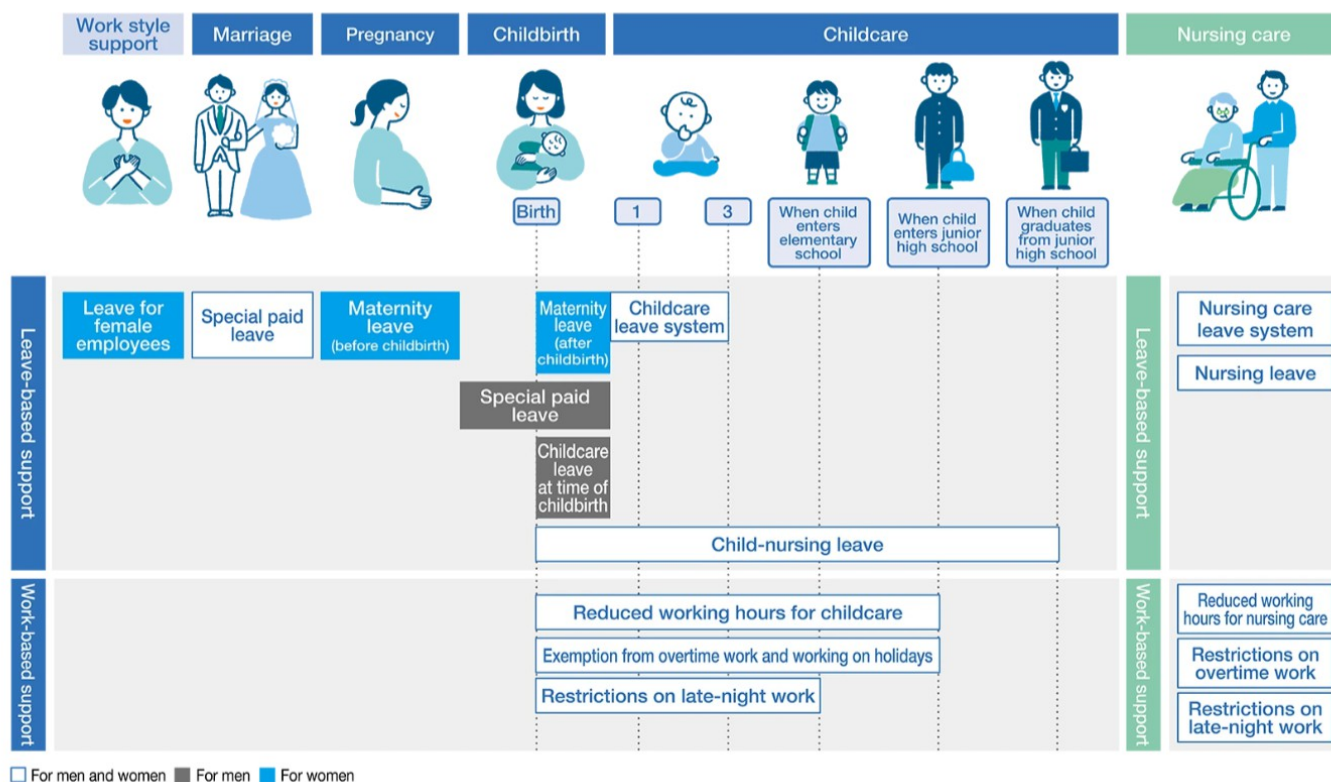
Action Plan Based on the Act on Measures to Support Raising Next-Generation Children (FY2025 to 2026) 

Related data

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Annual paid leave acquisition rate		%	65.9	69.8	76.7	72.3	71.9
Rate of taking five days of annual paid leave		%	100	100	100	100	100
Number of employees taking refreshment leave		persons	6	14	34	22	33
Percentage of employees taking childcare leave (number of people taking leave/number of people eligible)	Women	%	100 (2/2)	None eligible	100 (2/2)	100 (1/1)	100 (3/3)
	Men	%	9.4 (3/32)	19.2 (5/26)	38.5 (10/26)	57.1 (16/28)	54.2 (13/24)
	Return to work rate	%	100	100	100	100	100
Number of employees taking child-nursing leave		persons	4	7	11	16	18
Number of employees who utilized the nursing care leave system		persons	1	0	0	0	0
Number of employees who took nursing care leave		persons	1	4	9	12	15

Scope: Regular employees of Tokyo Seimitsu Co., Ltd. (non-consolidated basis)

Main Support Systems



Category	Overview
Childcare leave system	<ul style="list-style-type: none"> The maximum length of absence can be extended until the child reaches three years of age (leave can be taken in parts) Employees are paid 20% of wages during the period of absence until the child reaches two years of age
Childcare leave at time of childbirth (paternity leave)	<ul style="list-style-type: none"> Employees can take leave for up to 4 weeks (28 days) within 8 weeks of childbirth (they can take leave in parts). Employees are paid 20% of their wages during these leave periods.
Maternity leave (before and after childbirth)	<ul style="list-style-type: none"> Employees can take leave for six weeks before childbirth and eight weeks after.
Special paid leave	<ul style="list-style-type: none"> Employees can take paid leave for up to 3 days for their spouse's childbirth.
Child-nursing leave	<ul style="list-style-type: none"> This leave is available for up to five days per year per child up to junior high school graduation
Reduced working hours for childcare	<ul style="list-style-type: none"> Employees raising children up to junior high school age may reduce their scheduled working hours by up to three hours per day
Leave for female employees	<ul style="list-style-type: none"> Employees are granted paid leave for a total of two days in a month (they can choose to take a half-day leave).
Nursing care leave system	<ul style="list-style-type: none"> Up to three leaves of absence are available per person eligible for nursing care, not exceeding a total of 1 year Employees are paid 20% of wages during these leave periods.
Nursing leave	<ul style="list-style-type: none"> Up to five days may be taken per year per person eligible for care, or up to 10 days if there are two or more people eligible for care
Nursing care shortened working hours system	<ul style="list-style-type: none"> Employees caring for a family member may reduce their scheduled working hours by up to three hours per day
Days for leaving work on time	<ul style="list-style-type: none"> Wednesdays and bonus payment days (twice a year) are set as days for leaving work on time
Long-term leave system	<ul style="list-style-type: none"> Five consecutive vacation days each fiscal year (two days of Company holidays + three days annual paid leave)
Refreshment leave system	<ul style="list-style-type: none"> Employees who are 50 years of age or older and have reached 10 years of service are entitled to 10 consecutive days of vacation (in addition to vacation, travel vouchers or cash payment)
Hourly paid leave system	<ul style="list-style-type: none"> In addition to half-day installments (morning and afternoon), leave may be taken in hourly increments

Welfare Benefits

We help our employees achieve a work-life balance by providing a full range of welfare benefits. Employees can easily take advantage of services, including discount services for leisure, dining, etc.

List of Welfare Benefits

Property accumulation saving scheme, employee shareholding association, employee cafeterias* (Hachioji, Hanno, Tsuchiura, and Nagoya), comprehensive welfare benefit program* (Benefit Station and Resort Trust (membership hotel)), mutual aid association, long-term service award*, and club activities*

> <https://www.accretech.com/recruit/new-career/welfare/>

* indicates a system (or activity) non-regular employees can also join.

Human Resource Development

In order to create the world's No. 1 products through WIN-WIN relationships, all employees, who are the greatest assets of the Tokyo Seimitsu Group, must accept diverse values, draw out each other's strengths, and grow autonomously. In order to support the growth of such employees, the Group will provide programs such as education and training, opportunities to take on challenges on the ground, and work to create a workplace environment where diverse human resources can feel rewarding.

- ✚ Human Resource Development Policy ✚ Education and Training Achievements
- ✚ Education and Training ✚ Self-Development Support System ✚ Goal Setting and Evaluation
- ✚ Award Systems ✚ Engagement

Human Resource Development Policy

The mission of the Group includes: "Growing together with partners and customers by collaborating technology, knowledge and information to create the world's No. 1 products," and "WIN-WIN relationships create the world's No. 1 products."

To fulfill this mission, we need employees who can:

- Gain a high level of trust by facing customers' issues and solving them
- Accept diverse values and see things from the other person's point of view to draw out mutual strengths and cooperate with each other
- Connect their own ideas to technical and business innovations, aim for high goals, and grow autonomously

The Group supports the growth of its employees, who are the most important asset, by creating a work environment and implementing measures as described below:

- Provide educational programs, including training and education, according to the growth stage of individual employees
- Provide employees with opportunities to take on challenges in the workplace and support through communication with their supervisors
- Promote various measures and create an environment in which diverse human resources can feel fulfilled in their work and can play an active role

Education and Training Achievements

Category	Unit	FY2020 results	FY2021 results	FY2022 results	FY2023 results	FY2024 results
Total training hours	hours	3,385.1	6,445.9	9,938.7	14,992.9	14,668.2
Average number of training hours per employee	hours	3.6	7.0	9.4	12.5	11.4
Number of attendees	persons	149	170	264	971	916
Education investment per employee	yen	22,432.3	29,415.3	35,576.5	41,981.4	40,909.3

Scope: Regular employees of Tokyo Seimitsu Co., Ltd. (non-consolidated basis)

Education and Training

The Company has established a variety of training programs tailored to the abilities and roles of each employee, and has incorporated them into our human resource development system. We perform “common training” for employees to acquire the basic knowledge and business skills required throughout the Company, “level-specific training” for employees to acquire the skills required for each career level, and department-specific training for employees to acquire the highly specialized individual skills required for specific organizations and tasks.

Training theme		Unit	Number of training hours in FY2024
Common training	Human resource development training* ¹	hours	1,541.9
	360-degree feedback review training* ²	hours	703.5
	e-learning (compliance-related education, etc.)	hours	2,431.4
Level-specific training	New employee training	hours	6,442.8
	New employee follow-up training	hours	401.1
	Training for new managers	hours	87.0
	Training for new section chiefs	hours	319.1
	Training for new assistant section chiefs	hours	406.1
	Training for managers	hours	1,955.9
	Design thinking training	hours	277.4
	Life planning seminar for employees in their 30s and 40s	hours	102.0

Scope: Regular employees of Tokyo Seimitsu Co., Ltd. (non-consolidated basis)

***¹ Human resource development training** We promote training and on-site practices so that supervisors can foster the autonomy of their subordinates and develop employees who can learn and grow the skills required for each job

- Dialogue skills to promote growth
- Confirmation of progress and processes
- Goal integration (recognition of the significance, value, and opportunities for growth for subordinates)

***² 360-degree feedback review training** An approach in which a subject asks those around him or her to observe his or her behavior; the observers provide feedback on the subject on his or her strengths and issues from their perspectives, in order to:

- Recognize the gap between self-analysis and behavior observed around them, reflect on themselves, and use it as a trigger for behavior change
- Help participants understand their management skills and improve them further

Training theme		Unit	Total number of trainees in FY2024
Department-specific training	General technical training, Mechanical design training, Electrical circuit design training, Programming seminar, Software-related seminar, Semiconductor-related seminar, SEAJ recommended safety training	persons	210

Self-Development Support System

The Company has enhanced its self-development support system to provide employees with opportunities to autonomously acquire and improve work-related knowledge and skills. We have introduced an e-learning system in which more than 300 courses can be taken freely, and there is a correspondence education course available that the Company completely subsidizes for those who have completed the course.

e-learning

Scope Regular employees of Tokyo Seimitsu Co., Ltd.,
Content Courses on management, IT literacy, languages, and technology and skills; series on the basics of DX; 3-minute series on useful information; etc.

Correspondence Education Courses

Scope Regular employees involved in development work at the following Group companies:
Tokyo Seimitsu Co., Ltd., Tosei Engineering Corp., Tosei Systems Co., Ltd., Tosei Box Corp., and Accretech Powertro System Co., Ltd.
Content General courses on business skills, financial accounting, DX, languages, etc.; technical and skill-based courses; certification exam preparation courses (online English conversation and other courses were added in May 2025); etc.

Goal Setting and Evaluation

It is important to set goals in human resource development. We believe that doing so allows employees to clearly understand the meaning and purpose of their work, and improve their skills and level of motivation in the process of achieving them. At the beginning of the fiscal year, we hold a goal-setting interviews in which managers confirm the goals* set by employees. Furthermore, mid-term interviews are conducted during the fiscal year to confirm degree of achievement, provide an opportunity for supervisors give advice according to the employee's situation, and, in some cases, revise goals. Over the following year, supervisors evaluate the results of efforts to achieve the goals to determine the efforts to be taken during the next fiscal year.

* Goals to be realized during the relevant period and goals to be realized over the long term in the future

Award Systems

By establishing a variety of award programs, the Company aims to nurture the creativity and spirit of challenge among our employees and increase their motivation.

Award name	Overview	Unit	FY2023 results	FY2024 results
Improvement Proposal Awards	Given to departments that have contributed to improving the quality of operations and the environment	awards	8	11
Technical Awards	These awards recognize employees and technology development projects that made technical achievements contributing to the improvement of business performance	awards	2	2
New Business Plan Proposal Awards	These awards commend ideas for new products likely to appear in the future based on open-minded thinking	awards	N/A	Award: 2, Idea award: 2

Eligible employees	Improvement Proposal Awards	Employees of Tokyo Seimitsu (non-consolidated) (including temporary employees)
	Technical Awards	Employees involved in development work at the following Group companies: Tokyo Seimitsu Co., Ltd., Tosei Engineering Corp., Tosei Systems Co., Ltd., Tosei Box Corp., and Accretech Powertro System Co., Ltd.
	New Business Plan Proposal Awards	Employees of domestic and overseas Group companies (including temporary employees)

Engagement

In order for the Group to achieve significant growth in a rapidly changing environment, it is important for employees to work with high motivation, improve productivity, generate innovative ideas, and deliver high added value to customers. To this end, we started an engagement survey in March 2023 to measure the state of employee engagement.

In the survey, we will carry out measures to improve engagement by conducting surveys on the following points:

- Whether employees are able to demonstrate their strengths and feel motivated at work
- Whether employees trust each other and activate internal communication
- Whether employees are familiar with the Company and have a strong attachment to the Company

	Unit	FY2022	FY2023	FY2024
Engagement survey response rate	%	93.6	93.4	92.4



Social Contribution

As we contribute to society through our business activities, we will clarify issues and needs with communities and will advance social contribution activities to resolve these matters, to build a healthy and sustainable society as a corporate citizen.

✚ Education and Culture ✚ Environment and Beautification (Eco-Mindset)

Education and Culture

Career Guidance

We provide career guidance for high school students to give them hands-on experiences, which will grow students into manufacturing workers of the future. In fiscal 2024, our front-line workers who graduated from an industrial high school in Saitama Prefecture visited the school. They gave speeches to youngsters, who might support the manufacturing industry in the future, about their experiences during job hunting, job satisfaction they get working at the Company, and manufacturing.

Work Experience Opportunities

Since the Company is a B-to-B manufacturer, there is almost no chance in daily life for people to get to know us. We host events where participants can gain better understanding of the industry, job types, and the Company itself through similar experiences to doing the actual jobs.

1-day work study program

The program explains about Tokyo Seimitsu, which engages in the semiconductor manufacturing equipment and precision measuring instrument businesses that are vital for “manufacturing,” and involves group work, among other activities, for thinking about challenges the participants may face if they work for the Company.

[Development project experience work/engineer job experience work] * Online only

In this program, participants collaborate in groups to think about what they will do if they are in charge of an actual development project of the Company

[Manufacturing business experience work] * In-person only

This program offers hands-on experiences of manufacturing business to participants while they work together in groups

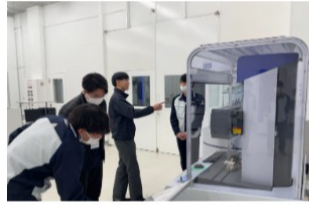
[Roundtable discussion with employees]

Multiple engineers of the Company participate in the discussion to talk about various topics such as their jobs and future activities

5-day internship

In addition to classroom lectures, a variety of programs are offered in which participants try doing experiments and evaluations while operating Tokyo Seimitsu's equipment together with its engineers.

Main programs: Wafer processing evaluation, device testing, zone control-based shape optimization experiment, etc.



Participation in the Future College Program

Tokyo Seimitsu is participating in Future College, a program organized by “SEMI FREAKS,” a semiconductor industry research website for students operated by SEMI Japan. Among the program's events, we exhibited at “Future College@SEMICON 2024,” a joint information session for students held as part of “SEMICON Japan 2024.” In order to make many students aware of the semiconductor-related industry and increase their aspirations for excellent students, we held an information session in cooperation with other semiconductor industry companies that also participated. We will continue to work on activities to deepen understanding of semiconductor manufacturing for university students and graduate students who are interested in the semiconductor industry.

Future College@SEMICON > https://www.semijapanwfd.org/event/jobfair/2024_top.html [\[Link\]](#)



Providing a “Place for Learning”

The Metrology Center provides a place for university students, high school students, and local companies to learn how measurement technologies contribute to manufacturing through our world-class products.

Environment and Beautification (Eco-Mindset)

Hachioji Plant's Contribution to the Community

Hachioji City Adopt-A-Road Program

In this sort of “adoption” program, local residents and private companies carry out beautification activities for roads, parks, or other public facilities, “caring for these as if their own children,” while receiving tools, materials, and support from the local governments with jurisdiction over the facilities. Since 2004, the Hachioji Plant has implemented such activities into a part of the curriculum for new employee group education

every year, focusing on the rotary on the east side of JR Kita-Hachioji Station. In fiscal 2024, program activities were held three times with 82 people participating.



Collaboration with Hachioji Fire Department

The four Hachioji firefighting collaborative organizations include "Hachioji Firefighting Discussion Forum", "Hachioji Fire and Disaster Prevention Association", "Hachioji Association for Safety of Hazardous Materials", and "Hachioji Fire Prevention Management Study Group". The General Affairs Department of the Hachioji Plant is currently involved in the local firefighting administration as a member of the "Hachioji Association for Safety of Hazardous Materials" and as a vice chairman of the "Hachioji Fire Prevention Management Study Group." Staff of the department attend joint board meetings for the fire prevention campaigns in spring and fall, among other events.

Tsuchiura Plant's Contribution to the Community

Tsuchiura City Pollution Control Agreement

The Tsuchiura Plant has concluded a pollution control agreement with Tsuchiura City, aimed at the conservation of atmospheric environment and water environment, noise and vibration prevention, and the prevention of pollution from business activities.

Nakanuki Park Beautification Activities

The Tsuchiura Plant joins other companies near Nakanuki Park for weekly cleanups in and around the park. Since 2006, we have also carried out cleanups on our own across our divisions in turn every Monday. In fiscal 2024, we did so 50 times with participation by a total of 100 employees. Through the years of these cleanup activities, awareness has increased among members of the local community. Streets around the park, previously littered with garbage, have significantly improved in appearance. We will continue our activities to help beautify public parks and improve public manners.



Tsuchiura Eco-Partner Agreement

(Human Development: A City where Every Person Acts with Consideration of the Environment - Partnership)

In March 2016, the Tsuchiura Plant signed the "Tsuchiura Eco-Partner Agreement," which takes a leading role in reducing greenhouse gas emissions and waste in the area around the city of Tsuchiura. The Agreement promotes the efficient use of electricity and other energy as well as the reduction of garbage in business activities, and the initiatives to raise awareness of environmental conservation in the local community.

Eco-partner Agreement, Tsuchiura City municipal website > <https://www.city.tsuchiura.lg.jp/page/page004517.html> 

Furudono Plant's Contribution to the Community

Located in a place rich in nature, the Furudono Plant respects biodiversity conservation and natural environment protection. In fiscal 2024, 16 employees participated in a cleanup activity along the Samegawa River nearby, contributing to local environmental conservation efforts.



Corporate Governance

As a corporate citizen trusted by the international community, the Tokyo Seimitsu Group recognizes that enhancing corporate governance to develop fair and highly transparent management activities is vital. Following corporate governance basic policy, the Tokyo Seimitsu Group is working to build effective corporate governance structures and systems.

- ✚ Basic Policy on Corporate Governance ✚ Corporate Governance Structure
- ✚ Various Committees ✚ Diversity of the Board of Directors
- ✚ Assessing the Effectiveness of the Board of Directors ✚ Director Compensation
- ✚ Related Party Transactions, Etc. ✚ Cross-Shareholdings

Basic Policy on Corporate Governance

Core Policies

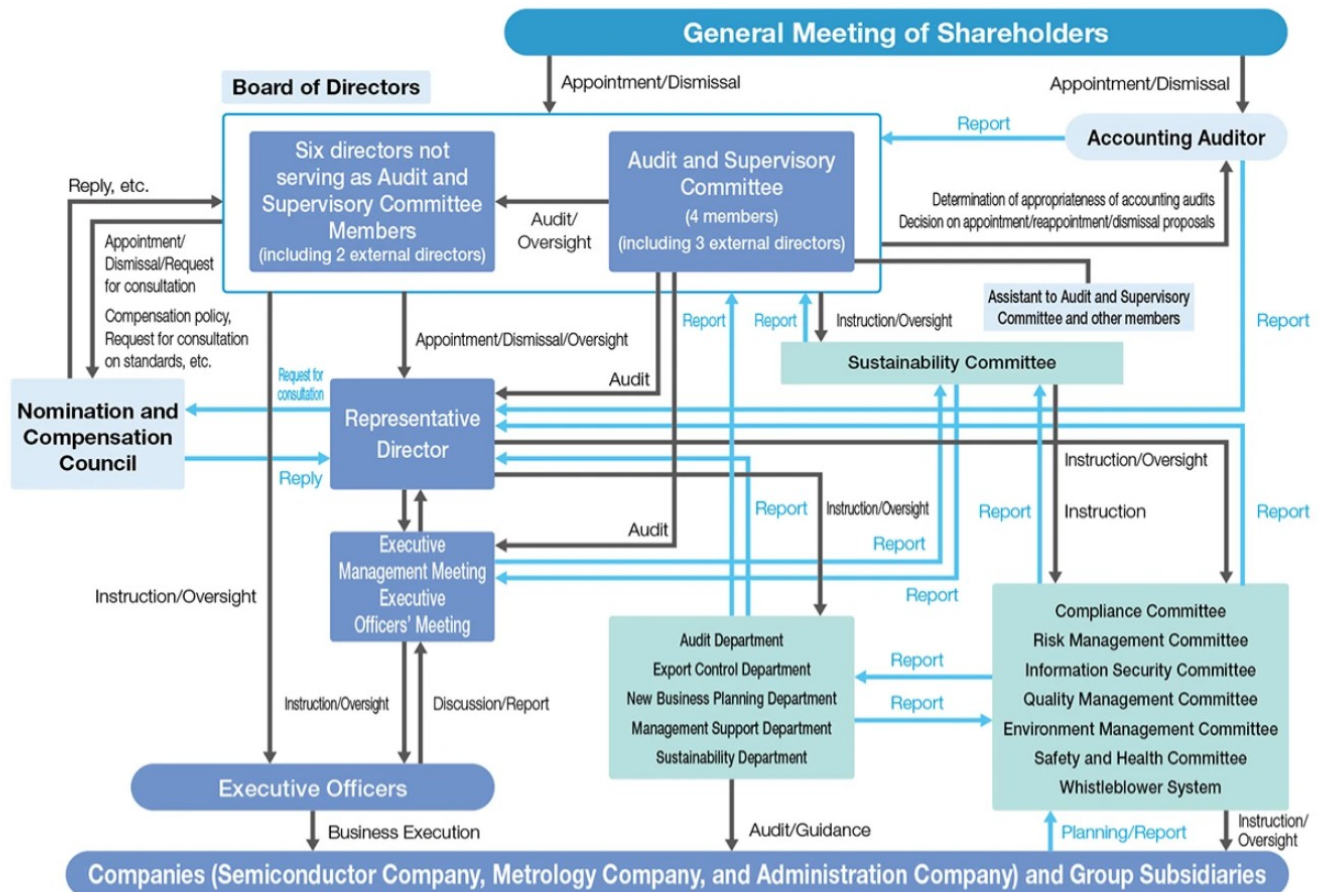
1. The Board of Directors strives to properly perform its roles and responsibilities to make transparent, fair, timely and committed decisions.
2. The Group respects the rights of shareholders and ensures the equality of shareholders.
3. The Group strives to have constructive dialogue with shareholders on investment policy that considers medium to long-term returns for shareholders.
4. The Group strives to maintain appropriate collaboration with stakeholders (customers, suppliers, employees, creditors, local communities, etc.) other than shareholders.
5. The Group strives to ensure proper information disclosure and transparency.

Basic Policy on Corporate Governance (in full) > <https://www.accrettech.com/en/company/basicpolicy.html>

Corporate Governance Structure

Tokyo Seimitsu has adopted a company structure with an audit and supervisory committee.

For dealing with matters that do not fall under the criteria for submission to the Board of Directors, the Company has adopted an Executive Officer System to speed up the decision-making process by delegating a large amount of authority to the Head of each company after defining their scope of duties and authority in accordance with the relevant regulations of the Company. In addition, the Executive Management Meeting strives to share information and enhance deliberations across company divisions. In addition, various cross-company committees such as the Risk Management Committee and the Compliance Committee have been established to examine and monitor material issues from various perspectives to make appropriate decisions.



Board of Directors

Currently, our Board of Directors is composed of six directors not served as Audit and Supervisory Committee members (two of whom are external directors) and four directors served as Audit and Supervisory Committee members (three of whom are external directors). The board is chaired by the chairman. The Board of Directors convened 16 times in fiscal 2024.

The Board of Directors deliberates on important matters related to management as stipulated by law, the Articles of Incorporation, and the Board of Directors Regulations, as well as monthly, periodic, and annual business results, and supervises the execution of business by each director.

Main Agenda Items in FY2024

Business Portfolio Management

- Business planning (development, equipment, personnel, expenses, etc.)

Sustainability

- Reported on the results of activities of the Sustainability Committee in FY2023
- Sustainability Committee report

Company-Wide Risk Management

- Report on the results of the activities of the “Compliance Committee” and “Risk Management Committee” conducted in the second half of fiscal 2023 and report on the activities of the Compliance Committee and Risk Management Committee planned for fiscal 2024
- Report on the results of the activities of the “Compliance Committee” and “Risk Management Committee” conducted in the first half of fiscal 2024

Other items

- Disclosure of the Corporate Governance Report
- Assessment of the effectiveness of the board of directors

- Partial revision of the “Director Compensation Regulation,” “Basic Policy on Corporate Governance,” and “Nomination and Compensation Council Regulation” and establishment of the “Regulation for Stock-Based Compensation for Directors”

Attendance of Board of Directors Meetings by External Directors

Kiyoshi Takamasu	Attended 16/16 meetings
Kazuya Mori	Attended 16/16 meetings
Yuriko Sagara	Attended 15/16 meetings
Masaki Sunaga	Attended 16/16 meetings
Tsuneko Murata	Attended 4/4 meetings* ¹
Motoko Kawasaki	Attended 12/12 meetings* ²

*¹ Retired on June 21, 2024

*² 12 meetings held after Ms. Kawasaki's appointment

Audit and Supervisory Committee

Our Audit and Supervisory Committee, which is a parallel organization to the Board of Directors, is composed of one internal Audit and Supervisory Committee member and three external Audit and Supervisory Committee members. One of the Audit and Supervisory Committee members has remarkable knowledge of finance and accounting. They audit the Company's business execution, account processing, asset management, etc. throughout the year by attending the Board of Directors and other important meetings, hearing about the status of business execution, and reviewing important approval documents in order to check for legal violations, breaches of fiduciary duty, and other kinds of misconduct. Also, the Audit and Supervisory Committee exchanges opinions with the Audit Dept., which is an internal audit organization, and the accounting auditor on the audit system to determine whether there are problems in auditing, as well as issues and other matters on an as-needed basis, in an effort to enhance the effectiveness of audits. At the same time, the committee receives regular reports on findings and related information from internal audits conducted in accordance with the annual audit plan.

Committee Chairman	Internal Director
Members	Four (three external directors in addition to the Committee Chairman)
Frequency of meetings	Once every two months (convened 13 times in FY2024)

Attendance of Board of Directors Meetings by External Directors

Yuriko Sagara	Attended 12/13 meetings
Masaki Sunaga	Attended 13/13 meetings
Tsuneko Murata	Attended 4/4 meetings* ¹
Motoko Kawasaki	Attended 9/9 meetings* ²

*¹ Retired on June 21, 2024

*² 9 meetings held after Ms. Kawasaki's appointment

Nomination and Compensation Council

The Company has established a Nomination and Compensation Council as a voluntary committee for the purpose of clarifying the independence, objectivity, and accountability of the Board of Directors functions, especially in nomination and compensation to directors. Independent external corporate directors are in the majority (now five members are independents external corporate directors) on the council, helping to realize deliberations fully independent from management.

Committee Chairman	External Director
Members	Directors who are Audit and Supervisory Committee Members and external directors
Frequency of meetings	Held 5 meetings
Functions	<p>Deliberates and reports to the Board of Directors on matters related to nomination of directors, including appointments and dismissals</p> <p>Deliberates on and determines the standard of compensation amount per post for director compensation</p> <p>Deliberates and reports to the Board of Directors on matters related to director compensation policies, etc.</p>

Executive Management Meeting and Executive Officers' Committee

The Company has in place an executive officer system to make speedy decisions on product development planning to respond quickly and flexibly to market trends. In addition to supervising the progress of business plans at regular monthly meetings of the Executive Management Meeting and Executive Officers' Meeting, the Executive Officers' Meeting aims to share information across the Company and enhance Executive Officers' Meeting deliberations.

Various Committees

Compliance Committee

Chairman	Head of Administration Company
Frequency of meetings	Six times a year (7 times in fiscal 2024, including extraordinary meetings)
Functions	Revises the "ACCURETECH Group Code of Conduct" and other rules and regulations Deliberates on compliance-related education/training plans and the status of related initiatives Establishes relevant sections and related organizations that deal with major laws, regulations, and social norms related to business operations, and ensures thorough compliance with laws and regulations In the event of compliance-related misconduct, the Compliance Committee reports the details of the misconduct and the measures taken to the Board of Directors and the Audit and Supervisory Committee

Risk Management Committee

Chairman	President and CEO
Frequency of meetings	Six times a year plus extraordinary meetings as necessary (6 times in fiscal 2024)
Functions	Receives reports on the prevention of the occurrence of potential risks from sections related to risk, etc. Reports to the Board of Directors on the agenda of regular committee meetings as necessary Reports the details of the risk and countermeasures to the Board of Directors the Audit and Supervisory Committee when a report on the materialization of a risk is received and immediately establishes a "Risk Response Team" as necessary

Information Security Committee

Chairman	Head of Administration Company
Frequency of meetings	Twice a year
Functions	Establishes information security management systems Establishes information security regulations Promotes and maintains a system for implementing information security measures, related education and training, regular evaluation, and continuous improvement

Quality Management Committee

Chairman	Head of Administration Company
Frequency of meetings	Twice a year
Functions	Deliberates on the adequacy and effectiveness of the quality management system Continuously improves the performance and effectiveness of the quality management system Promotes the continuous maintenance and improvement of the quality of our products, services, and operations

Environment Management Committee

Chairman	Head of Administration Company
Frequency of meetings	Twice a year
Functions	Deliberates on and promotes environmental management activities performed at the Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant

Checks status of compliance with environmental laws and regulations and the progress of environmental impact reduction activities
Creates and implements Environmental Management System and continuously improves it

Safety and Health Committee

Chairman	General safety and health managers (Plant manager of Hachioji Plant, Plant manager of Hanno Plant, and Plant manager of Tsuchiura Plant)
Frequency of meetings	Once a month
Functions	Maintains and improves safe and comfortable work environments Establishes a system for ensuring safety and managing the health of our employees by appointing legal managers and specialized committees to raise awareness of safety and health in the workplace and to maintain and promote health

Diversity of the Board of Directors

External directors	 5	
Women (percentage of female directors)	 3 (30%)	
Foreigners (percentage of directors holding foreign nationality)	 1 (10%)	
Diversity (percentage of female directors and directors holding foreign nationality)	 4 (40%)	

Reasons for Appointment of External Directors

June 2024

Name	Audit and Supervisory Committee Member	Independent Director	Supplementary information	Reasons for appointment
Yuriko Sagara	○	○	-	Ms. Sagara has never had any certain interest in the Company, i.e., has no current or past experience of providing legal, tax, or other consultancy services for the Company, nor does she have any close relative who has a relationship with the Company. Therefore, the Company keeps her designated as an independent director based on the judgment that there is no risk of a conflict of interest with general shareholders.
Kiyoshi Takamasu		○	-	Mr. Takamasu has never had any certain interest in the Company, i.e., has no current or past experience of executing business with a major business partner or shareholder of the Company, or the same corporation, nor does he have any close relative who has a relationship with the Company. Therefore, the

				Company keeps him designated as an independent director based on the judgment that there is no risk of a conflict of interest with general shareholders.
Kazuya Mori		○	Although the Company has transactions with Japan Semiconductor Corporation, where Mr. Mori was an executive officer in the past, those transactions account for less than 2% of consolidated net sales. Mr. Mori retired from Japan Semiconductor Corporation four years ago and is no longer an executive of that company.	Mr. Mori has never had any certain interest in the Company, i.e., currently has no experience of executing business with a major business partner or shareholder of the Company, or the same corporation, nor does he have any close relative who has a relationship with the Company. He meets the Company's independence criteria and remains designated as an independent director because it is considered that there is no risk of a conflict of interest with general shareholders.
Motoko Kawasaki	○	○	Although the Company has transactions with FUJIFILM Holdings Corporation and FUJIFILM Corporation, where Ms. Kawasaki was an executive officer in the past, those transactions account for less than 2% of consolidated net sales. Ms. Kawasaki retired from FUJIFILM Holdings Corporation and FUJIFILM Corporation four years ago and is no longer an executive of those companies.	Ms. Kawasaki has never had any certain interest in the Company, i.e., currently has no experience of executing business with a major business partner or shareholder of the Company, or the same corporation, nor does he have any close relative who has a relationship with the Company. He meets the Company's independence criteria and remains designated as an independent director because it is considered that there is no risk of a conflict of interest with general shareholders.
Sumiko Takayama	○	○	-	Ms. Takayama has never had any certain interest in the Company, i.e., has no current or past experience of providing legal, tax, or other consultancy services for the Company, nor does she have any close relative who has a relationship with the Company. She meets the Company's independence criteria and is designated as an independent director because it is considered that there is no risk of a conflict of interest with general shareholders.

Selection Criteria for Directors and Audit & Supervisory Board Members

In selecting Directors of the Company, regardless of individual attributes such as gender and nationality, persons with superior dignity, ethics, and insight are selected, and are well versed in corporate management and the Company's business, or persons with extensive experience in their respective fields of expertise. External Director candidates are those who are capable of fulfilling the function of supervising management from an independent standpoint outside the Company and providing advice on the Company's corporate activities based on their abundant experience and deep insight.

Constitution of the Board of Directors (Skills/Matrix)

Name	Age	External director Diversity	Major past experience	Board of Directors	Audit and Supervisory Committee	Nomination and Compensation Council	Skills and experiences								
							Corporate management/ Management strategy	Industry knowledge	Technology/intellectual property/Manufacturing	Sales/Marketing	International Business/ Global Experience	Accounting/Finance	Legal/ Risk Management	Personnel/Labor/Human resource development	IT/ Information systems
Hitoshi Yoshida	65		Measurement technology	○			○	○	○	○	○				○
Ryuichi Kimura	62		Semiconductor sales	○			○	○		○	○				
Takahiro Hokida	63		Semiconductor technology	○				○	○	○	○				○
Romi Pradhan	56	●	Overseas subsidiary management	○			○	○		○	○				
Kiyoshi Takamasu	70	◎	Academic	○		○		○	○		○				
Kazuya Mori	65	◎	Corporate management	○		○	○	○	○		○				
Shinji Akimoto	61		Human resources	○	○								○	○	
Yuriko Sagara	50	◎○	Attorney	○	○	○			○		○		○		
Motoko Kawasaki	64	◎○	Corporate management	○	○	○	○						○		
Kiyoko Takayama	50	◎○	Certified public accountant	○	○	○						○	○		

Ages current as of the end of June 2025/Independent External Corporate Director: ◎ Female: ○ Foreigner: ●

Note: This matrix represents the areas in which we expect each Director to have more expertise and play a more active role, based on their experience and other factors. This matrix does not represent all the knowledge and experience of each person.

Assessing the Effectiveness of the Board of Directors

To improve the performance of the Board of Directors, we assess its effectiveness and discuss future actions every year.

1. Method of Evaluation

The Company conducts questionnaire surveys of all directors (including Audit and Supervisory Committee members) on the items listed below. After the summarized survey results and analysis results were reviewed by the internal and external directors, the Board of Directors held discussions to evaluate its effectiveness and consider future actions.

For preparing the questionnaire as well as compiling and analyzing the results of the questionnaire, we utilize external organizations to ensure transparency and effectiveness.

FY2024 Questionnaire Items

7 items, 25 questions in total

- Roles and functions of the Board of Directors
- Constitution and scale of the Board of Directors
- Management of the Board of Directors
- Implementation of internal controls, etc.
- Use of external directors
- Relationship with shareholders and investors
- Progress in the Governance Structure relative to the previous year

The questionnaire not only evaluates each item but also includes open-ended questions about the strengths of the Board of Directors and areas for improvement, and it seeks individual directors' reflections on their contributions to the board, along with any other comments and suggestions they might have.

2. Results of Analysis and Evaluation of the Effectiveness of the Board of Directors

In the Board of Directors, its members with diverse experience and expertise have free and vigorous discussions, with external directors actively offering advice on management based on the knowledge in their areas of expertise. The results concluded that the effectiveness of the Board of Directors was largely ensured, with the provision of ample opportunities for external directors to gain a better understanding of Tokyo Seimitsu. As part of our efforts to further enhance the discussions about medium- and long-term challenges, which was identified as an issue last year, we took part in group management council meetings and long-term strategy planning meetings by the external directors. As for succession planning, we offer training to candidates and hold discussions at the Nomination and Compensation Council. We also consider it necessary to further deepen discussions.

In addition, we move forward with efforts to grasp the actual situation of executive training to find out more about concrete activities such as external directors' visits to domestic and overseas plants and sales offices.

At the same time, some issues have been identified from this year's questionnaire as follows.

- Need for further enhancement of discussions about medium- and long-term challenges
- Need to deepen discussions on succession planning

3. Future Actions

To further enhance discussions about medium- and long-term challenges, we have set up a medium- and long-term strategy planning team and are building a framework for sharing the contents of discussions with the Board of Directors. We intend to consider the need to review the management of the Board of Directors as well. With regard to succession planning, we will further deepen discussions at the Nomination and Compensation Council in order to ensure that external directors can recognize candidates.

We continue to keep our Board of Directors effective through these activities.

Director Compensation

The Company has established policies and procedures for determining the amount of remuneration, etc. for directors in its "Basic Policy on Corporate Governance." For details about the policy, compensation structure, etc., please refer to the Basic Policy on Corporate Governance.

Basic Policy on Corporate Governance (in full) > <https://www.accrettech.com/en/company/basicpolicy.html>

Process for Determining Compensation

- i The Board of Directors delegates the task of determining the compensation structure and compensation standards for each position to the Compensation Planning Committee, consisting of the representative directors and some other directors.
- ii To ensure transparency and objectivity, the proposal of Directors' compensation amounts and related matters (such as compensation amount per post), and the amount for each directors' base compensation, performance-based compensation and stock compensation shall be deliberated on by the Nomination and Compensation Council, consisting of directors serving as an Audit and Supervisory Committee members and external corporate directors.
- iii Compensation amounts for directors serving as an Audit and Supervisory Committee members will be mutually discussed and resolved among directors served as an Audit and Supervisory Committee members.

Among the remuneration paid to directors responsible for business execution, the formula for restricted stock, which is a medium- to long-term incentive to share profits with shareholders, was revised to incorporate capital efficiency (ROE) in 2023 and revised to incorporate ESG score* in 2024.

* ESG score Evaluation of initiatives for ESG activities including climate actions (0.9 to 1.1 by the Nomination and Compensation Council)

As an assessment score for director compensation, we have incorporated commitment to ESG activities including climate actions. This promotes climate actions and other ESG activities as business strategy, helping us engage in endeavors that contribute more to the resolution of environmental issues.

Total Amount of Compensation by Officer Category, Total Amount of Compensation by Type, and Number of Officers in Each Category

		Total amount of compensation	Total amount of compensation by type					Number of officers in this category
			Base compensation	Performance-based compensation	Restricted stock compensation	Board Benefit Trust (BBT)	Non-monetary compensation (among forms of compensation listed to the left)	
Unit		million yen	million yen	million yen	million yen	million yen	million yen	persons
Officer category	Director (excluding Audit and Supervisory Committee members and external directors)	686	227	261	16	182	198	6
	Director (Audit and Supervisory Committee member) (excluding external directors)	22	22	-	-	-	-	1
	External director	42	42	-	-	-	-	6

- Notes 1. The number of external directors includes one director who retired at the conclusion of the 101st Regular Shareholders' Meeting held on June 21, 2024.
2. Compensation to directors (excluding directors served as Audit and Supervisory Committee members) shall be less than 700 million yen per year (within 70 million yen for external directors) as ratified at the 101st Regular Shareholders' Meeting held on June 21, 2024. Separately, it has been decided to introduce a performance-based stock compensation system known as "Board Benefit Trust" (excluding directors served as Audit and Supervisory Committee members and external directors). Non-monetary compensation shall be the amount of "Board Benefit Trust," whose expenses are recorded over multiple years, combined with the amount of restricted stock compensation recorded in the current business year, according to the compensation period. The number of directors (excluding directors served as Audit and Supervisory Committee members) at the conclusion of the aforementioned Regular Shareholders' Meeting is eight, including two external directors.
3. The maximum amount of remuneration for directors who are members of the Audit and Supervisory Committee was resolved at the 96th Regular Shareholders' Meeting (held on June 24, 2019) to be within 60 million yen per year. At the conclusion of the general meeting of shareholders, there were four directors that are Audit and Supervisory Committee members.
4. Individual compensation for directors (excluding directors who are Audit and Supervisory Committee members) is determined by the Board of Directors after consultation with the Nomination and Compensation Council in accordance with the basic compensation policies, compensation structure, and decision-making process for compensation. The Company has determined that this is done in accordance with the basic policy.
5. The indicator for performance-linked compensation is net profit attributable to shareholders of the parent that is directly linked to the return of profits to shareholders.

Total Amount of Consolidated Compensation for Each Officer

		Total amount of consolidated compensation	Officer category	Company category	Total amount of consolidated compensation by type				
					Base compensation	Performance-based compensation	Restricted stock compensation	Board Benefit Trust (BBT)	Non-monetary compensation (among forms of compensation listed to the left)
Unit		million yen	-	-	million yen	million yen	million yen	million yen	million yen
Name	Hitoshi Yoshida	185	Director	Reporting company	60	70	3	51	55
	Ryuichi Kimura	185	Director	Reporting company	60	70	3	51	55
	Koichi Kawamura	151	Director	Reporting company	51	59	3	37	40

- Notes 1. The table above only includes officers whose total amount of consolidated compensation, etc. is 100 million yen or more.
2. Amounts indicated with figures below one million yen omitted.

Related Party Transactions, Etc.

The Company shall not be engaged in any transactions with Directors and/or major shareholders that may damage the interests of the Company or the common interests of the shareholders, as indicated in "(7) Related Party Transactions" in "2. Directors and Boards" of the Basic Policy on Corporate Governance. When a Director is intending to enter into a transaction with the Company for him/herself or for any third parties, the Director shall obtain prior approval of the Board of Directors according to the rules of the Board of Directors, and report important facts in that transaction at the board meeting. Terms and conditions for the transaction may be determined in the same manner as a transaction with third parties.

To identify any transactions involving a conflict of interest by Directors, the Company checks annually and regularly existence of such transactions (excluding director compensation) between the Company Group and Directors or their family members within the second degree of kinship.

When the Company is intending to enter transactions between the Company and major shareholders or other related parties, then it shall be approved in advance by personnel with authority commensurate with the importance and scale of the transaction in accordance with internal regulations determined by the Board of Directors.

Cross-Shareholdings

The Board of Directors comprehensively examines whether shares held as cross-holdings are worthwhile based on risks and returns from the perspective of medium- to long-term economic rationality and qualitative considerations such as the purpose of holding those shares and the credit status. If this examination results in the judgment that it is not worthwhile to retain the cross-holdings, such holdings are reduced in principle. If it is determined that holding such shares will contribute to the improvement of medium- to long-term corporate value, they are retained. As a result of such deliberation, Tokyo Seimitsu sold 19 cross-shareholdings (including shares deemed to be held) for 8,415 million yen between April 2015 and March 2025.

Compliance

The Tokyo Seimitsu Group complies with laws and social norms and acts with integrity and ethics to meet the expectations of all its stakeholders. To this end, we have established the “ACCRETECH Group Code of Conduct,” which sets forth principles of conduct based on our corporate philosophy and the code of conduct that all executives and employees should adhere to. Through this code, we are working to instill and establish an awareness of corporate ethics among the Group’s executives and employees.

- ✚ Compliance Management Structure
- ✚ Compliance Awareness Survey
- ✚ Anti-Bribery and Anti-Corruption
- ✚ Compliance Education
- ✚ Whistleblower System
- ✚ Compliance Status

Compliance Management Structure

The Company has established the “Compliance Committee,” which is chaired by the Head of Administration Company. This committee assigns compliance officers and compliance managers at the Company and each subsidiary.

Compliance Committee

The Compliance Committee engages in reporting and deliberation concerning compliance measures and their implementation status, including revision of the “ACCRETECH Group Code of Conduct,” enactment and revision of regulations, and planning for education and training related to compliance. In the event of violation of or potential conflict with laws and regulations, the committee promptly issues a report to the Board of Directors and Audit and Supervisory Committee and discusses response measures and recurrence prevention measures.

In fiscal 2024, the “Compliance Committee” convened 7 times.

Compliance Awareness Survey

The Group conducts a “Compliance Awareness Survey” via a questionnaire to confirm employee awareness and the status of compliance and to reflect survey results in future initiatives.

Questionnaire-Based Survey

In fiscal 2024, the Company conducted an online, anonymous survey of all employees in Japan and overseas. The results show that, of the issues identified by the last survey, the “need to reduce workloads related to goal setting and amount of operations” has been resolved and that many

improvements have been made in terms of awareness of the whistleblower system among others. We stay committed to measures to ensure compliance.

Issues Brought to Light by the Compliance Awareness Survey

- Need to reinforce efforts related to the compliance system
- Need to strengthen efforts to eliminate harassment and discrimination
- Need to enhance efforts to increase awareness of the whistleblower contact point
- Need to improve the organizational climate, including communication

Anti-Bribery and Anti-Corruption

The Tokyo Seimitsu Group created an “Anti-bribery and Anti-corruption Policy” in January 2020, based on the action guidelines set forth in the “ACCRETECH Group Code of Conduct.” We make clear our basic anti-corruption stance and provide training to raise awareness among employees. In fiscal 2024, we trained employees on “Compliance with Laws and Regulations and Social Norms,” “Fair and Sincere Business Activities,” and “Entertainment, Gifts, Donations and Bribery” in the ACCRETECH Group Company Code of Conduct Training (e-learning). Also, we keep the Compliance Committee informed about whether any violation has been found. In fiscal 2024, there were no violations of anti-bribery or anti-corruption rules.

Anti-Bribery and Anti-Corruption Policy > https://www.accretech.com/en/company/anti-bribery_anti-corruption_policy.html

Compliance Education

The Tokyo Seimitsu Group provides varied educational opportunities to enhance knowledge of compliance and to maintain and improve the level of compliance awareness.

Along with “new employee training,” “training for managers,” and other opportunities for level-specific training, the Company has introduced an e-learning-based training mechanism in Japan. In fiscal 2024, we conducted Compliance education, including on the “Accretech Group Code of Conduct” (an ongoing training theme) for all relevant personnel.

In addition, we report regularly to the “Compliance Committee” on compliance-related training plans and results.

Accretech Group Company Code of Conduct Training in Fiscal 2024

- Number of participants: 3,287
(Consolidated : 1,414 Group : 1,873)
- Participation rate: 100%

Whistleblower System

The Group has introduced a whistleblower system to facilitate reporting and consultation on infractions of laws and regulations, human rights violations, harassment, corrupt practices such as bribery and other illegal transactions, and other inappropriate behavior. In addition to an

employee's superior, the organization provides various internal and external contacts for direct reporting, including Compliance Committee members, the secretariat, the Personnel Counseling Department, external lawyers, external directors, and directors serving as Audit and Supervisory Committee members.

We ensure the anonymity and protection of privacy of whistleblowers, and take care to prevent them from disadvantageous treatment. The content and handling of whistleblower reports are reported and deliberated in "Compliance Committee."

In August 2022, Whistleblower System Regulations were revised as follows.

- Expanded the scope of whistleblowers in line with the "Whistleblower Protection Act"
- Clarified that anonymous reports will not be rejected to accept based on the fact that they are anonymous
- Revision made which requires the whistleblower contact as well as all parties involved in the investigation to keep matters confidential
- Clarified the prohibition of the provision of false information, slander, or other improper actions by persons requested to cooperate in the investigation

In fiscal 2024, although there were seventeen whistleblowing cases, there were no compliance issues affecting our business activities.

Internal Reporting Regulations

- | | | |
|---------------------------------|--|---|
| 1. Objectives | 5. Protecting the Identities of Whistleblowers | 9. Protection of Persons Involved in Investigations |
| 2. Whistleblower contact point | 6. Prohibition of Whistleblowing for Improper Purposes | 10. Corrective Action |
| 3. Internal Reporting Methods | 7. Investigations | 11. Penalties |
| 4. Protection of Whistleblowers | 8. Cooperation in Investigations | 12. Explanation of Investigation Results |

Internal Reporting Regulations > https://www.accrettech.com/jp/company/internal_reporting.html

Whistleblower System



Actions that Can be Reported or Consulted on

- Any action that endangers the safety or health of employees, business partners, or other stakeholders
- Actions that cause deterioration or destruction of the local environment
- Serious violations of the Company's Code of Conduct, compliance regulations, employment regulations, or other Company rules
- Various types of harassment
- Other violations of laws and regulations, inappropriate acts, or acts contrary to social justice
- Concealment, destruction of evidence, or leakage of information, related to any of the acts listed in the preceding items

Compliance Status

In fiscal 2024, evaluations conducted through internal and external audits found no illegal behavior, legal violations, compliance violations, or other problems that could affect business activities, with regard to adequacy of financial reporting, product quality and environmental initiatives, handling of stakeholders inside and outside the Company, and other matters of the Tokyo Seimitsu Group.

Risk Management

The Tokyo Seimitsu Group has established “Risk Management Regulations” and a “Risk Management Committee,” which is headed by the president and COO, to identify and manage risks associated with business execution. Systems are in place to prevent potential risks from manifesting themselves and to prepare for crises. If a risk manifests itself, a “Risk Response Team” headed by the president and COO is immediately established to respond to that risk and take action to quickly settle the situation.

- ✚ Risk Management Policy ✚ Risk Management System ✚ Risk Items and Content
- ✚ Business Continuity Plan ✚ Safety Confirmation System ✚ Information Security

Risk Management Policy

1. The Tokyo Seimitsu Group strives to prevent the occurrence of potential risks. If any risk has become apparent, President and COO and all employees work in unison to take prompt and prudent action.
2. If any risk has become apparent, priority is given to protection and saving of human life.

Risk Management System

Risk Management Committee

Chairman President and COO

Members Committee Chairman, Audit and Supervisory Committee members, managing directors, managing executive officers, senior management, Group leaders, directors of subsidiaries, department heads, section chiefs and advisers

Risk Items and Content

The following risks are assumed to be the risks revolving around the business.

1. Risks of occurrence of natural disasters and sudden events (earthquake, fire, storm and flood damage, terrorism, etc.)
2. Risks caused by economic and financial market trends (business trends, fluctuation of currency rates, etc.)
3. Risks caused by changes in customer investment trends (changes in semiconductor industry, automotive industry, etc.)
4. Risks caused by competitor and industry trends (price competition, development competition, intellectual property rights, etc.)
5. Risks concerning public regulations, policies and taxation (country risk, etc.)
6. Risks concerning human resources (industrial accident, unexpected incident and accident, etc.)
7. Risks concerning capital providers (changes in share ownership, etc.)
8. Risks concerning IT system (IT system failure, etc.)
9. Risks concerning the quality of products and services
10. Risks concerning climate change
11. Other risks associated with business execution

Business Continuity Plan

The Group has formulated a “business continuity policy” that places the highest priority on confirming and ensuring the safety of employees and their families, maintaining the supply of parts and materials necessary for customers to continue operations, and protecting human life and conducting rescue and recovery activities in the region. We review and adjust the Company’s business continuity plan (BCP) and plant BCPs on this basis. Taking changes in the external environment into account, we continue to review and detail BCPs and manuals from a practical standpoint, as well as measures to ensure the continuity of product supply and service provision, in addition to seismic reinforcement measures at the level of each department, including general affairs, production management, manufacturing, and IT.

Main initiative

- Enhanced internal and external inventories of maintenance parts and consumables for semiconductor manufacturing equipment (continued from fiscal 2023)
- Conducted annual DR (Disaster Recovery)* test of the Enterprise Resource Planning (ERP) system
- Performed management of stockpiles and storage at each plant in accordance with “Rules for Managing Stockpiles in the Event of a Major Disaster”

Hachioji Plant Three days worth of stockpiles for 1,583 people

Hanno Plant Three days worth of stockpiles for 400 people

Tsuchiura Plant Two days worth of stockpiles for 30 people

***DR (Disaster Recovery)** Refers to the ability to mitigate damage, maintain functions, or recover and restore an information system that is seriously damaged by a natural disaster or other events. It also refers to the facilities, systems, and measures that are in place to prepare for such a situation

Safety Confirmation System

We have introduced a “Safety Confirmation System” for confirming people’s safety via mobile phones and smartphones following a disaster or accident. We explain the system to new employees and enforce early registration. We carry out operation drills twice a year (in June and December) to confirm the system’s effectiveness and to raise awareness of the system among all employees, and use the drill results to perform reviews and disseminate information. In addition to the conventional safety confirmation via e-mail, we allow the use of the safety app and messenger app as well to improve the response rate for safety confirmation e-mail and prepare for e-mail reception delays and rejections when actual safety confirmation e-mails are sent out.

Information Security

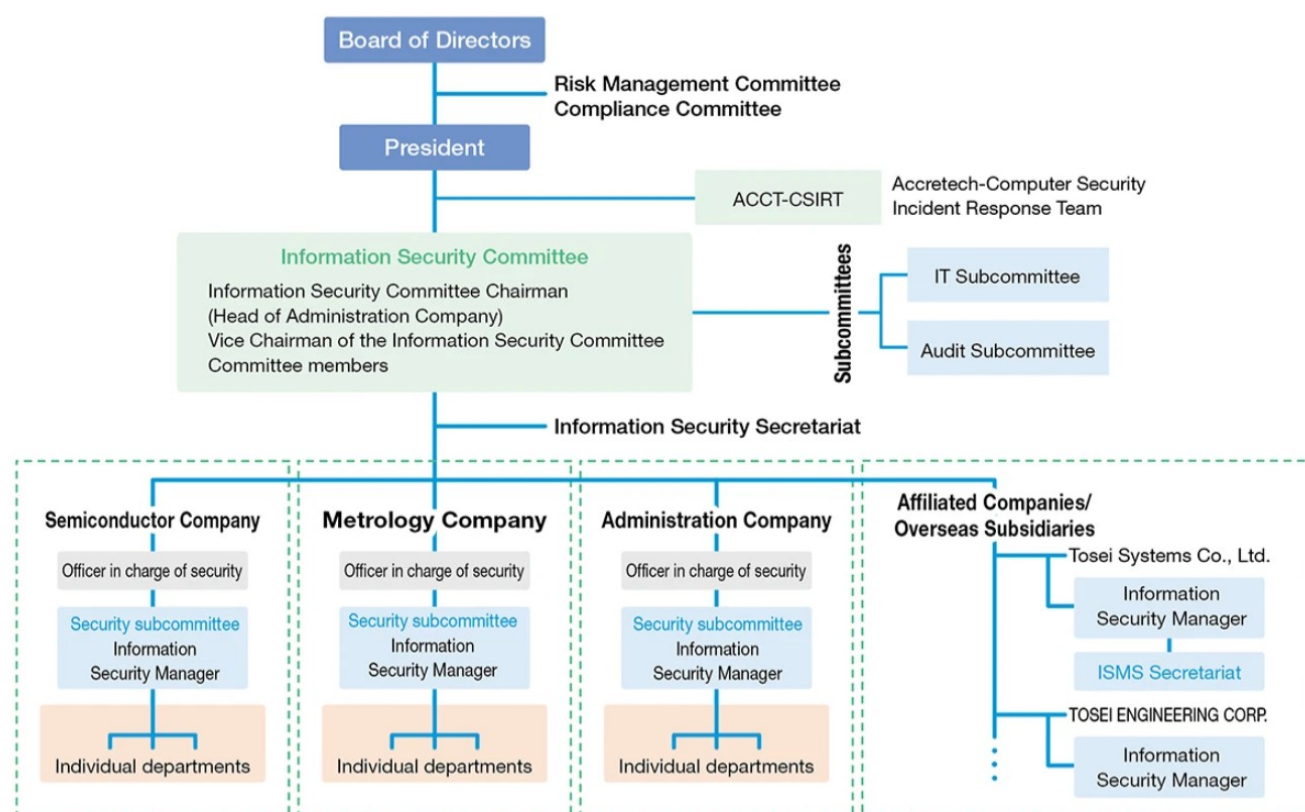
We believe that it is our responsibility to protect the information assets entrusted to us by our important customers and business partners as well as our own information assets. Accordingly, we have established the Information Security Policy as a guideline for information protection. Accordingly, we have established the Information Security Policy as a guideline for information protection. The Information Security Committee is chaired by the Head of Administration Company, and each company has a director in charge of security, a security manager, and a security subcommittee, and Group (affiliated) companies also participate in the committee. Although we have been implementing information security measures until now, unauthorized access to the servers of our Group companies was discovered in 2023. Taking this situation seriously, we have implemented the security enhancements since 2024.

Additionally, we are working to prevent leaks of confidential company information and personal information due to the expansion of the scope of conventional activities, including remote work (working from home), and provide education to improve individual employee literacy. Moving forward, we will strive to further strengthen our information security management system, including at Group companies, and work together to implement security measures.

Information Security Targets and Results

	Unit	Target	Result
Number of regular information exchange meetings on information security	times	38	37
Number of serious incidents	incident	0	0
Number of serious personal information leaks	incident	0	0
Participation in security-related seminars	-	Twice per year	Twice per year
Provision of specialized security-related training	-	Three times a year	Three times a year
Information security training participation rate	%	100	99.8

Information Security System Chart



A director in charge of security, a security manager, and a security subcommittee are assigned to each company, and Group (consolidated) companies also participate in the Information Security Committee.

Details of Security Enhancements (from 2024)

- Contracted with an external SOC*¹ to establish a security monitoring system 24 hours a day, 365 days a year
- Installed EDR*² software in all terminals in Japan and overseas to establish a system that can immediately detect and respond to suspicious behavior and cyber attacks
- Introduced a globally-standardized document management platform
- Started "ACCT-CSIRT*³" activities to quickly respond to incidents
- Conducted a security survey based on the supplier information security standard

***1 SOC (Security Operation Center)**

A center comprised of a dedicated team that monitors and analyzes threats to information systems

***2 EDR (Endpoint Detection and Response)**

For the monitoring of endpoint devices such as PCs to detect and respond to suspicious behavior

***3 ACCT-CSIRT (Accretech-Computer Security Incident Response Team)**

Generic name to refer to a team of experts in charge of analyzing and investigating security incidents, identifying causes, providing response support, discussing recurrence prevention measures, etc.

Establishment of the Security Operation Center (SOC) and CSIRT

To counter the threat of cyberattacks that grows increasingly serious year after year, we have a 24/7 monitoring system in place using an external SOC. We have also established the ACCT-CSIRT, which conducts security monitoring and quickly responds to any incident it detects. In fiscal 2024, we held a meeting to evaluate the capability to respond to cyber incidents. A simulation drill was conducted, based on a scenario of an internal file server being infected by a ransomware attack, to review how the individual departments responded and identify the existing concerns and problems.



Information security audit

We check the entire Tokyo Seimitsu Group to see whether each group company complies with information security-related management regulations and standards. In fiscal 2024, we audited eight overseas subsidiaries to ensure compliance with the regulations and standards.

Information security awareness campaigns

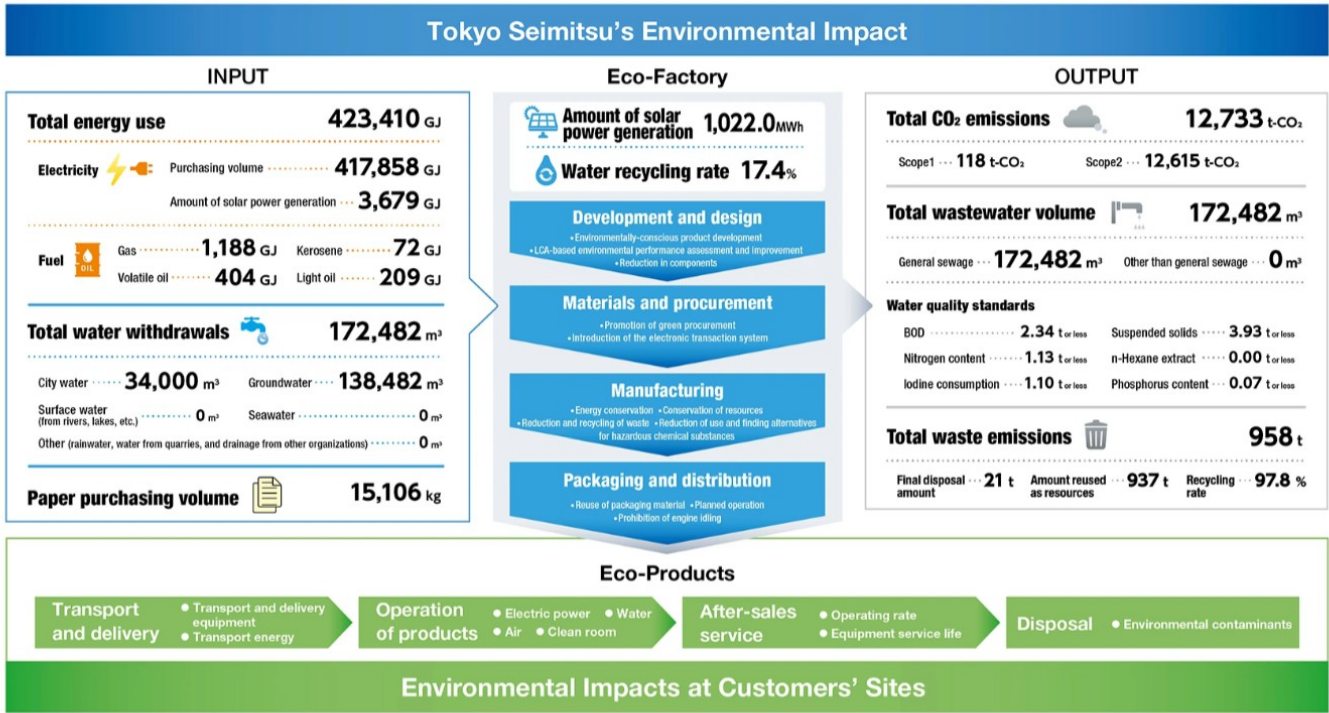
We conducted a security survey based on the supplier information security standard. The survey results and our recommended measures were put together as a handbook, which was handed to the suppliers along with a feedback report. We ask our suppliers to strengthen their abilities to address business continuity risks posed by cyberattacks and recognize information security measures as management challenges.

ESG Data

Environment Society Governance

Environment

Overview of Environmental Impact in Fiscal 2024
(Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant)



Covered Locations

Before FY2023		Manufacturing sites of Tokyo Seimitsu Co., Ltd. (Hachioji Plant, Hanno Plant (from completion in July 2023), Tsuchiura Plant, and Furudono Plant (from transfer of business operations in October 2023))
After FY2024		Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries
Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant
	Other	Domestic manufacturing sites, sales offices, branches, etc.
Consolidated subsidiaries	Japan	Tosei Engineering Corp. and Tosei Box Corp. Tosei Systems Co., Ltd., Accretech Powertro System Co., Ltd., Accretech Finance Co., Ltd., and Accretech Create Co., Ltd. are located on the premises of the plants of Tokyo Seimitsu Co., Ltd. and therefore included in the manufacturing sites.
	Overseas	ACCURETECH AMERICA INC., ACCURETECH(EUROPE)GmbH, ACCURETECH KOREA CO.,LTD., ACCURETECH (CHINA) CO., LTD., ACCURETECH TAIWAN CO.,LTD., ACCURETECH(MALAYSIA)SDN. BHD., ACCURETECH ADAMAS(THAILAND)CO.,LTD., ACCURETECH(THAILAND)CO.,LTD., TOSEI MEASURING (PINGHU) CORP., TOSEI(THAILAND)CO.,LTD., ACCURETECH SBS INC.

Energy Use (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))

Type		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total energy use		GJ	281,133	289,397	288,544	365,213	423,410
		MWh *1	29,177	30,253	29,963	37,920	44,585
	Gas (LPG)	GJ	706	866	837	1,065	1,188
	Volatile oil	GJ	425	495	305	376	404
	Kerosene	GJ	1	26	18	25	72
	Light oil	GJ	71	119	342	290	209
	Electricity*2	GJ	279,930	287,891	287,042	363,457	421,537
		MWh	28,843	29,835	29,546	37,432	44,065

Types of energy covered: Gas (LPG), volatile oil, kerosene, light oil, and electricity

*1 Energy other than electricity is converted from the amount of heat (GJ) to MWh (3.6 GJ/MWh)

*2 Including the amount of power generated by Tokyo Seimitsu's solar power generation facilities

Energy Use (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)

Type		Target		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total energy use (consolidated basis)				GJ	-	-	-	-	542,479
				MWh*1	-	-	-	-	61,051
Gas (LPG)	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	GJ	706	866	837	1,065	1,188	
		Other*3	GJ	-	-	-	-	0	
	Consolidated subsidiaries	Japan	GJ	-	-	-	-	0	
		Overseas	GJ	-	-	-	-	906	
Volatile oil	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	GJ	425	495	305	376	404	
		Other*3*4	GJ	-	-	-	-	6,321	
	Consolidated subsidiaries	Japan	GJ	-	-	-	-	9,157	
		Overseas	GJ	-	-	-	-	5,054	
Kerosene	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	GJ	1	26	18	25	72	
		Other*3	GJ	-	-	-	-	0	
	Consolidated subsidiaries	Japan	GJ	-	-	-	-	0	
		Overseas	GJ	-	-	-	-	0	
Light oil	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	GJ	71	119	342	290	209	
		Other*3	GJ	-	-	-	-	31	
	Consolidated subsidiaries	Japan	GJ	-	-	-	-	0	
		Overseas	GJ	-	-	-	-	3,067	
Electricity*2	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	GJ	279,930	287,891	287,042	363,457	421,537	
			MWh	28,843	29,835	29,546	37,432	44,065	
		Other	GJ	-	-	-	-	7,533	
			MWh	-	-	-	-	774	
	Consolidated subsidiaries	Japan	GJ	-	-	-	-	45,698	
			MWh	-	-	-	-	4,682	
		Overseas	GJ	-	-	-	-	41,302	
			MWh	-	-	-	-	4,194	

Types of energy covered: Gas (LPG), volatile oil, kerosene, light oil, and electricity

^{*1} Energy other than electricity is converted from the amount of heat (GJ) to MWh (3.6 GJ/MWh)

^{*2} Including the amount of power generated by Tokyo Seimitsu's solar power generation facilities

^{*3} Excluding sales offices and branches

^{*4} Including fuels used by vehicles owned by Tokyo Seimitsu Co., Ltd. (non-consolidated basis)

Introduction of Renewable Energy (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))

Type	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of renewable electricity	%	15.7	18.5	29.8	27.5	43.9
Amount of power generated by solar power generation facilities	GJ	1,690	1,779	1,691	2,376	3,679
	MWh	469.5	494.2	469.6	659.9	1,022.0

CO₂ Emissions (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))

Type	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total CO ₂ emissions(Scope 1 and Scope 2)	t-CO ₂	9,524	8,191	8,257	11,598	12,733
Scope 1 [gas (LPG) + fuel*]	t-CO ₂	75	94	99	117	118
Scope 2 [location-based]	t-CO ₂	13,336	12,705	12,619	16,106	18,207
Scope 2 [market-based]	t-CO ₂	9,449	8,097	8,158	11,481	12,615
CO ₂ emissions production volume intensity (Scope 1 and Scope 2)	t-CO ₂ per million yen	0.129	0.080	0.074	0.111	0.103

* Volatile oil, kerosene, and light oil

Scope 1: Direct GHG emissions by the Company (emissions from fuel combustion, on-site power generation, and industrial processes)

Scope 2: Indirect emissions resulting from the use of electricity and heat supplied by other companies (e.g. emissions associated with electricity purchased from electric power companies)

Location-based: The national average emission factor based on the emission factors per electricity provider (Ministry of the Environment and Ministry of Economy, Trade and Industry) is used

Market-based: The emission factor adjusted for each contracted electricity provider based on the emission factors per electricity provider (Ministry of the Environment and Ministry of Economy, Trade and Industry) is used

CO₂emission production volume intensity: CO₂emission per production volume unit

CO₂ Emissions (Tokyo Seimitsu Co., Ltd. (non-consolidated basis and consolidated subsidiaries))

Type		Target		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total CO ₂ emissions (consolidated basis)				t-CO ₂	-	-	-	-	18,988
	Scope1			t-CO ₂	-	-	-	-	1,967
	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	t-CO ₂	75	94	99	117	118	
		Other*1*2	t-CO ₂	-	-	-	-	436	
	Consolidated subsidiaries	Japan	t-CO ₂	-	-	-	-	628	
		Overseas	t-CO ₂	-	-	-	-	786	
	Scope2			t-CO ₂	-	-	-	-	17,021
	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	t-CO ₂	9,449	8,097	8,158	11,481	12,615	
		Other	t-CO ₂	-	-	-	-	331	
	Consolidated subsidiaries	Japan	t-CO ₂	-	-	-	-	1,981	
		Overseas	t-CO ₂	-	-	-	-	2,094	

Electricity of Scope 2 is calculated using the market-based method for Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and using the location-based method for consolidated subsidiaries (Japan and overseas).

Domestic CO₂ emission factor: The emission factor adjusted for each contracted electricity provider based on the emission factors per electricity provider (Ministry of the Environment and Ministry of Economy, Trade and Industry) is used

Overseas CO₂ emission factor: The emission factor published in the country or region concerned is used, along with the country-specific emission factor based on the "CO₂ EMISSIONS FROM FUEL COMBUSTION: HIGHLIGHTS (2013)" of the International Energy Agency (IEA)

*1 Excluding sales offices, branches, etc.

*2 Including fuels used by vehicles owned by Tokyo Seimitsu Co., Ltd. (non-consolidated basis)

Water Withdrawal (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))

Type		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total quantity of water withdrawal		m ³	169,873	163,662	164,150	168,685	172,482
	City water supply	m ³	20,818	22,144	21,989	32,721	34,000
	Groundwater	m ³	149,055	141,518	142,161	135,964	138,482
	Surface water(from rivers, lakes)	m ³	-	0	0	0	0
	Seawater	m ³	-	0	0	0	0
	Other(rainwater, water from quarries, and drainage from other organizations)	m ³	-	0	0	0	0
Water withdrawal production volume intensity		m ³ /million yen	2.29	1.61	1.48	1.59	1.39

Water Withdrawal (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)

Type		Target		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total water withdrawal (consolidated basis)				m ³	-	-	-	-	214,028
	City water supply	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	m ³	20,818	22,144	21,989	32,721	34,000
			Other	m ³	-	-	-	-	1,296
		Consolidated subsidiaries	Japan	m ³	-	-	-	-	13,329
			Overseas	m ³	-	-	-	-	24,067
	Groundwater	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	m ³	149,055	141,518	142,161	135,964	138,482
			Other	m ³	-	-	-	-	0
		Consolidated subsidiaries	Japan	m ³	-	-	-	-	0
			Overseas	m ³	-	-	-	-	0
	Surface water (from rivers, lakes, etc.)	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	m ³	-	0	0	0	0
			Other	m ³	-	-	-	-	0
		Consolidated subsidiaries	Japan	m ³	-	-	-	-	0
			Overseas	m ³	-	-	-	-	2,662
	Seawater	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	m ³	-	0	0	0	0
			Other	m ³	-	-	-	-	0
		Consolidated subsidiaries	Japan	m ³	-	-	-	-	0
			Overseas	m ³	-	-	-	-	0

	Other (rainwater, water from quarries, and drainage from other organizations)	Tokyo Seimitsu Co., Ltd. (non- consolidated basis)	Manufacturing sites	m ³	-	0	0	0	0
			Other	m ³	-	-	-	-	0
		Consolidated subsidiaries	Japan	m ³	-	-	-	-	0
			Overseas	m ³	-	-	-	-	192

Wastewater (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))

Type		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total wastewater		m ³	169,873	163,662	164,150	168,685	172,482
	Industrial wastewater (general sewage)	m ³	169,873	163,662	164,150	168,685	172,482
	Effluent other than industrial wastewater (general sewage)	m ³	0	0	0	0	0
Water Quality Standards*							
	BOD	t or less	2.75	1.87	2.76	2.77	2.34
	Nitrogen content	t or less	1.31	1.34	1.44	1.56	1.13
	Iodine consumption	t or less	0.71	0.82	0.81	0.73	1.10
	Suspended solids	t or less	5.49	3.21	3.78	3.96	3.93
	Amount of n-Hexane extract	t or less	0.02	0.02	0.05	0.37	0.00
	Phosphorus content	t or less	0.06	0.06	0.07	0.08	0.07

*Hachioji Plant, Tokyo Seimitsu Co., Ltd. (non-consolidated basis)
All effluent is treated as general sewage

Wastewater (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)

Type		Target		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total wastewater (consolidated basis)				m³	-	-	-	-	201,570
	Industrial wastewater (general sewage)	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	m³	169,873	163,662	164,150	168,685	172,482
			Other*	m³	-	-	-	-	1,296
		Consolidated subsidiaries	Japan	m³	-	-	-	-	13,329
			Overseas	m³	-	-	-	-	14,463
	Effluent other than industrial wastewater (general sewage)	Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	m³	0	0	0	0	0
			Other	m³	-	-	-	-	0
		Consolidated subsidiaries	Japan	m³	-	-	-	-	0
			Overseas	m³	-	-	-	-	0

* Excluding sales offices, branches, etc.

Water Recycling (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))

Type	Unit	FY2020	FY2021	FY2022* ²	FY2023	FY2024
Water recycling rate from pure water production facilities* ¹	%	17.2	17.2	17.7	17.1	17.4

*¹ Hachioji Plant, Tokyo Seimitsu Co., Ltd.

*² Corrected due to a rounding operation mistake.

Paper Purchasing Volume (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))

Type	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total paper purchasing volume	kg	28,622	34,234	34,489	24,389	15,106
Paper purchasing volume production volume intensity*	kg/million yen	0.386	0.337	0.310	0.233	0.122

* Paper purchasing volume production volume intensity: Total paper purchasing volume at the manufacturing site/total production volume at the manufacturing site (million yen)

Paper Purchasing Volume (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)

Type	Target	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total paper purchasing volume		kg	-	-	-	-	38,477
Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	kg	28,622	34,234	34,489	24,389	15,106
	Other	kg	-	-	-	-	9,397
Consolidated subsidiaries	Japan	kg	-	-	-	-	9,293
	Overseas	kg	-	-	-	-	4,681

Waste Emissions (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))

Type	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total waste emissions	t	871	990	1,071	1,008	958
Metal scraps	t	-	302	286	333	329
Waste paper	t	-	218	228	182	197
Waste woods	t	-	188	204	178	151
Glass wastes	t	-	68	113	57	14
Plastic wastes	t	-	96	88	90	86
Waste liquids	t	-	57	64	54	57
Sludge	t	-	37	36	66	86
General industrial wastes	t	-	9	9	37	31
Non-combustible waste	t	-	3	6	4	3
Wire scraps and office appliances	t	-	12	10	8	3
Amount reused as resources	t	858	975	1,061	991	937
Final disposal amount	t	13	14	10	17	21
Recycling rate	%	98.5	98.5	99.0	98.4	97.8

Furudono Plant (business operations transferred in October 2023) is not included only in the data for fiscal 2023.

Waste Emissions (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)

Type		Unit	単位	FY2020	FY2021	FY2022	FY2023	FY2024
Total waste emissions			t	-	-	-	-	1,398
Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites		t	871	990	1,071	1,008	958
	Other		t	-	-	-	-	82
Consolidated subsidiaries	Japan		t	-	-	-	-	285
	Overseas		t	-	-	-	-	73

Society

Covered Locations

Before FY2023		Manufacturing sites of Tokyo Seimitsu Co., Ltd. (Hachioji Plant, Hanno Plant (from completion in July 2023), Tsuchiura Plant, and Furudono Plant (from transfer of business operations in October 2023))
After FY2024		Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries
Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	Manufacturing sites	Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant
	Other	Domestic manufacturing sites, sales offices, branches, etc.
Consolidated subsidiaries	Japan	Tosei Engineering Corp. and Tosei Box Corp. Tosei Systems Co., Ltd., Accretech Powertro System Co., Ltd., Accretech Finance Co., Ltd., and Accretech Create Co., Ltd. are located on the premises of the plants of Tokyo Seimitsu Co., Ltd. and therefore included in the manufacturing sites.
	Overseas	ACCURETECH AMERICA INC., ACCURETECH(EUROPE)GmbH, ACCURETECH KOREA CO.,LTD., ACCURETECH (CHINA) CO., LTD., ACCURETECH TAIWAN CO.,LTD., ACCURETECH(MALAYSIA)SDN. BHD., ACCURETECH ADAMAS(THAILAND)CO.,LTD., ACCURETECH(THAILAND)CO.,LTD., TOSEI MEASURING (PINGHU) CORP., TOSEI(THAILAND)CO.,LTD., ACCURETECH SBS INC.

Consolidated Employee Overview

(data provided was current as of March 31 of the relevant fiscal year)

Number of Employees (Tokyo Seimitsu Co., Ltd. and consolidated subsidiaries)

			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total number of employees*1			Persons	3,289	3,477	3,726	3,211	3,333
	Total number of regular employees		Persons	2,293	2,354	2,468	2,658	2,767
	Gender	Men	Persons	-	-	-	2,259	2,351
		Women	Persons	-	-	-	399	416
		Percentage of females	%	-	-	-	15.0	15.0
	Age*3	Under 30	Persons	-	-	-	587	635
		30 to 50	Persons	-	-	-	1,527	1,553
		50 or older	Persons	-	-	-	544	579
	By region	Japan	Persons	1,584	1,634	1,718	1,831	1,943
		Other countries in Asia	Persons	583	592	598	644	643
		Europe	Persons	72	78	92	94	95
		North America/South America	Persons	54	50	60	89	86
	By industry sector	Semiconductor manufacturing equipment	Persons	1,240	1,304	1,355	1,463	1,564
		Measuring instruments	Persons	881	880	924	983	986
		Regular employees who work for both the Semiconductor Company and Metrology Company	Persons	172	170	189	212	217
	Total number of temporary workers*2			Persons	996	1,123	1,258	553
Tokyo Seimitsu Co., Ltd. (non-consolidated basis)*1			Persons	1,555	1,704	1,837	1,523	1,629
	Number of regular employees		Persons	944	922	1,054	1,200	1,292
	Number of temporary workers*2		Persons	611	721	783	323	337
Consolidated subsidiaries*1			Persons	1,734	1,773	1,889	1,688	1,704
	Number of regular employees		Persons	1,349	1,432	1,414	1,458	1,475
	Number of temporary workers*2		Persons	385	411	475	230	229

*1 From fiscal 2023, the number of employees will be the one of workers directly employed by the Company only, and temporary employees will be excluded.

*2 From fiscal 2023, temporary employees will be excluded.

Recruitment/Turnover of Regular Employees (Tokyo Seimitsu Co., Ltd. and consolidated subsidiaries)

			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total number of new graduates recruited as regular employees			Persons	-	-	-	122	108
Gender	Men		Persons	-	-	-	100	91
	Women		Persons	-	-	-	22	17
	Percentage of females		%	-	-	-	18.0	15.7
Total number of mid-career hires serving as regular employees (including those who were promoted to become regular employees)			Persons	-	-	-	203	167
Gender	Men		Persons	-	-	-	144	129
	Women		Persons	-	-	-	59	38
	Percentage of females		%	-	-	-	29.1	22.8
Percentage of female regular employee hires			%	-	-	-	24.9	20.0
Number of employees who left the Company *1			Persons	-	-	-	123	147
Turnover rate *2			%	-	-	-	4.6	5.3

*1 Number of regular employees (including mandatory retirement) who left their jobs during the reporting period (between April 1 and March 31 of each year) Note: Excluding employees that were re-employed

*2 Calculated as the number of employees who left their jobs within the fiscal year divided by the number of employees employed at the end of the fiscal year multiplied by 100%

Female Managers (Tokyo Seimitsu Co., Ltd. and consolidated subsidiaries)

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of female managers		Persons	-	-	27	28	29
Percentage of female managers		%	-	-	5.9	5.8	6.0

Number of Employees by Employment Type (Japan: Tokyo Seimitsu Co., Ltd. and consolidated subsidiaries (Japan))

			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total number of employees* ¹			Persons	2,582	2,765	2,898	2,364	2,489
Total number of regular employees			Persons	1,584	1,634	1,718	1,831	1,943
	Gender	Men	Persons	-	-	-	1,650	1,727
		Women	Persons	-	-	-	181	216
		Percentage of females	%	-	-	-	9.9	11.1
	Age* ³	Under 30	Persons	-	-	-	477	525
		30 to 50	Persons	-	-	-	943	982
		50 or older	Persons	-	-	-	441	436
Number of temporary workers* ²			Persons	998	1,131	1,180	553	546

*1 From fiscal 2023, the number of employees will be the one of workers directly employed by the Company only, and temporary employees will be excluded.

*2 From fiscal 2023, temporary employees will be excluded.

*3 Based on ages as of the end of the reporting period (March 31 of each year)

Female Managers (Japan: Tokyo Seimitsu Co., Ltd. and consolidated subsidiaries (Japan))

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of female managers	Persons	-	-	5	5	6
Percentage of female managers	%	-	-	1.7	1.6	2.0

Overview of Tokyo Seimitsu Co., Ltd. (non-consolidated basis)
(data provided was current as of March 31 of the relevant fiscal year)

Composition of Regular Employees

			Unit	FY2020	FY2021	FY2022	FY2023*	FY2024
Percentage of female regular employees			%	6.4	7.4	8.5	10.2	11.3
Gender* ¹	Men	Persons	-	-	-	1,078	1,146	
	Women	Persons	-	-	-	122	146	
Average age of regular employees			Age	39.9	39.8	39.6	39.2	38.9
Age* ²	Under 30	Persons	-	-	-	330	377	
	30 to 50	Persons	-	-	-	550	566	
	50 or older	Persons	-	-	-	320	349	
Average years of service for regular employees			Years	11.2	11.1	11.1	10.2	10.1
Gender	Men	Years	11.4	11.4	11.5	10.6	10.5	
	Women	Years	7.8	7.5	7.3	6.3	6.4	
Percentage of difference in average years of service between females and males			%	- 31.6	- 34.2	- 36.5	- 40.6	- 39.0

*¹Excludes our employees stationed to other companies; includes employees of other companies stationed at our companies

*²Recalculated by subtracting those employees stationed to other companies from the target of calculation by gender.

Female Managers

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of female managers	%	1.5	1.9	2.4	2.1	2.6

Recruitment/Employment Data

			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total number of new graduates recruited as regular employees			Persons	43	44	56	79	70
Gender	Men		Persons	40	34	45	65	59
	Women		Persons	3	10	11	14	11
	Percentage of females		%	7.0	22.7	19.6	17.7	15.7
Total number of mid-career hires serving as regular employees (including those who were promoted to become regular employees)			Persons	39	50	59	52	67
Gender	Men		Persons	37	44	49	37	48
	Women		Persons	2	6	10	15	19
	Percentage of females		%	5.1	12.0	16.9	28.8	28.4
Percentage of female regular employee hires			%	6.1	17.0	18.3	22.1	21.9

Regular Employee Retention/Turnover

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
New graduate retention rate (three years after entering the Company)	%	90.9	87.7	88.4	95.5	91.2
Number of employees who left the Company* ¹	Persons	33	43	42	48	45
Turnover rate* ²	%	3.3	4.1	3.7	4.0	3.5

*¹ Number of regular employees (including mandatory retirement) who left their jobs during the reporting period (between April 1 and March 31 of each year) Note: Excluding employees that were re-employed

*² Calculated using the following formula after fiscal 2023:

Number of employees who have left their jobs within the fiscal year divided by the number of employees at the company at the end of the fiscal year multiplied by 100%

Calculated using the following formula in fiscal 2022 and previous fiscal years:

Number of employees who have left their jobs within the fiscal year divided by the number of employees at the company on the first day of the following fiscal year multiplied by 100%

Employment of Persons with Disabilities

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Percentage of employment of persons with disabilities*	%	1.94	1.95	2.07	2.17	2.39	2.43

* Data depicted in the table are current as of June 1 of each year. The "Act to Facilitate the Employment of Persons with Disabilities" stipulates that employment of one individual with a serious disability is equivalent to employing "two individuals" for purposes of calculating the number of associates with disabilities and percentage of employment

Re-Employment System

			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of system users			Persons	7	10	20	25	24
Gender	Men		Persons	7	10	20	24	22
	Women		Persons	0	0	0	1	2
Re-employment rate (annual)			%	58.3	71.4	69.0	89.3	80.0

Annual Paid Leave

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Acquisition rate	%	65.9	69.8	76.7	72.3	71.9
Rate of taking five or more days of annual paid leave	%	100	100	100	100	100
Average number of days of leave taken	Days	12.2	13.1	14.5	13.8	13.7

Refreshment Leave

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees taking refreshment leave	Persons	6	14	34	22	33
Gender	Men	Persons	6	13	33	22
	Women	Persons	0	1	1	0

Childcare Leave/Short-Term Childcare Leave

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees taking childcare leave	Persons	5	5	12	17	16
Gender	Men	Persons	3	5	10	16
	Women	Persons	2	0	2	1
Number of employees eligible to take childcare leave	Persons	34	26	28	29	27
Gender	Men	Persons	32	26	26	28
	Women	Persons	2	0	2	1
Childcare leave acquisition rate	%	14.7	19.2	42.9	58.6	59.3
Gender	Men	%	9.4	19.2	38.5	57.1
	Women	%	100	None eligible	100	100
Number of employees who return to work after taking childcare leave	Persons	2	7	10	16	13
Gender	Men	Persons	2	6	9	15
	Women	Persons	0	1	1	1
Return to work rate	%	100	100	100	100	93.3
Retention rate	%	100	85.7	100	100	100
Number of employees taking short-term child-nursing leave	Persons	4	7	11	16	18
Gender	Men	Persons	0	1	4	6
	Women	Persons	4	6	7	10

Nursing Care Leave/Short-Term Nursing Care Leave

			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees taking nursing care leave			Persons	1	0	0	0	0
Gender	Men		Persons	1	0	0	0	0
	Women		Persons	0	0	0	0	0
Number of employees taking short-term nursing care leave			Persons	1	4	9	12	15
Gender	Men		Persons	0	0	3	3	4
	Women		Persons	1	4	6	9	11

Employee Education/Training

			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total training hours			Hours	3,385.1	6,445.9	9,938.7	14,992.9	14,668.2
	Total hours of common training		Hours	1,614.5	2,202.3	2,877.6	4,686.2	4,676.8
		Human resource development training	Hours	-	-	357.8	1,624.6	1,541.9
		360-degree feedback review training	Hours	-	345.0	576.0	639.0	703.5
		E-learning	Hours	1,614.5	1,857.3	1,943.8	2,422.6	2431.4
	Total hours of level-specific training		Hours	1,770.6	4,243.7	7,061.1	10,306.8	9,991.4
		New employee training	Hours	989.4	3,374.8	5,683.5	6,059.3	6442.8
		New employee follow-up training	Hours	172.0	176.0	285.0	333.0	401.1
		Training for new managers	Hours	87.0	45.0	212.7	164.4	87.0
		Training for new section chiefs	Hours	232.1	193.4	348.1	338.5	319.1
		Training for new assistant section chiefs	Hours	290.1	454.5	444.8	406.1	406.1
		Training for managers	Hours	Canceled*	Canceled*	Canceled*	1,848.5	1955.9
		Career training for female regular employees	Hours	-	-	87.0	938.0	-
		Design thinking training	Hours	-	-	-	-	277.4
		Life planning seminar	Hours	-	-	-	219.0	102.0
Average number of training hours per person			Hours	3.6	7.0	9.4	12.5	11.4
Total number of attendees			Persons	149	170	264	971	916
Education investment per person			Yen	22,432.3	29,415.3	35,576.5	41,981.4	40,909.3

* Canceled to prevent the spread of COVID-19

Safety

Frequency Rate for Accidents Resulting in Leave*¹

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
All industries*2	%	1.95	2.09	2.06	2.14	2.10
Average for manufacturing companies in Japan*2	%	1.21	1.31	1.25	1.29	1.30
Electrical machinery and equipment manufacturing companies*2	%	0.52	0.54	0.53	0.54	0.67
Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	%	0.00	0.53	0.26	0.99	0.47
Semiconductor Company/Administration Company	%	0.00	0.66	0.33	0.94	0.59
Metrology Company	%	0.00	0.00	0.00	1.15	0.00

*1 **Frequency rate**: Indicates the frequency of injury or death due to occupational accidents

Formula: (Casualties/total hours worked) × 1,000,000

*2 Ministry of Health, Labour and Welfare (Survey on Industrial Accidents)

Severity Rate for Accidents Resulting in Leave*1

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
All industries*2	%	0.09	0.09	0.09	0.09	0.09
Average for manufacturing companies in Japan*2	%	0.07	0.06	0.08	0.08	0.06
Electrical machinery and equipment manufacturing companies*2	%	0.05	0.01	0.02	0.01	0.03
Tokyo Seimitsu Co., Ltd. (non-consolidated basis)	%	0.000	0.040	0.000	0.008	0.000
Semiconductor Company/Administration Company	%	0.000	0.050	0.000	0.002	0.001
Metrology Company	%	0.000	0.000	0.000	0.031	0.000

*1 **Severity rate**: Percentage of the degree of loss caused by occupational accidents
Formula: (Total lost workdays/total hours worked) × 1,000

*2 Ministry of Health, Labour and Welfare (Survey on Industrial Accidents)

Governance

Governance

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total number of serious concerns reported to the Board of Directors	Number	1	0	0	0	0
Total number of cases resulting in legal action due to anticompetitive behavior and antitrust violations in which the organization was found to be involved	Number	0	0	0	0	0
Expenditures for political organizations	Yen	0	0	0	0	0
Average number of years directors spend in office	Years	8.54	8.38	8.85	8.50	7.91
Average Board of Directors' Meeting attendance rate	%	99.57	100.00	99.55	100.0	99.48

Compliance

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Ethical standards education and commitment follow through rate	%	100.0	100.0	100.0	100.0	100.0
Percentage of agreements found to comply with information security protocols	%	100.0	100.0	100.0	100.0	100.0
Total number of sanctions received by the organization for noncompliance with laws and regulations in the socioeconomic sector	Number	0	0	0	0	0

Company Profile

Company Information (as of March 31, 2025)

Company name	Tokyo Seimitsu Co., Ltd.
URL	> https://www.accretech.com
Head office	2968-2 Ishikawa-machi, Hachioji-shi, Tokyo
Established	March 28, 1949
Paid-in capital	11,573 million yen
Number of employees	1,629 (non-consolidated), 3,333 (consolidated)
Major business lines	Manufacture and sales of semiconductor manufacturing equipment and precision measuring instruments
Stock market listing	Tokyo Stock Exchange (Prime Market)
Securities code	7729

Financial Data (Consolidated)

Net Sales

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Net Sales	million yen	97,105	130,702	146,801	134,680	150,534

FY2024 Net Sales by Business Segment

	Unit	FY2024
Precision measuring instruments	million yen	113,481
Semiconductor manufacturing equipment	million yen	37,053

Operating Profit/Operating Margin

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Operating Profit	million yen	15,562	28,327	34,494	25,307	29,703
Operating Margin	%	16.0	21.7	23.5	18.8	19.7

Recurring Profit

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Recurring Profit	million yen	15,867	29,160	35,297	26,453	29,939

Net Profit Attributable to Owners of the Parent/ Return on Equity (ROE)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Net Profit Attributable to Owners of the Parent	million yen	12,175	21,326	23,630	19,378	25,637
Return on Equity(ROE)	%	10.9	17.4	17.3	12.9	15.5

Net Assets/Equity Ratio

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Net Assets	million yen	116,777	131,081	146,028	158,427	176,229
Equity Ratio	%	71.4	68.1	69.0	69.4	73.2

R&D Expenditures

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
R&D Expenditures	million yen	7,193	8,146	8,542	9,042	10,354

Capital Expenditures

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Capital Expenditures	million yen	5,950	9,793	9,725	11,602	10,245

Net Profit per Share/Dividend per Share/ Dividend Payout Ratio

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Net Profit per Share	yen	293.83	522.52	581.33	480.49	633.75
Dividend per Share	yen	104	185	235	192	253
Dividend Payout Ratio	%	35.4	35.4	40.3	40.0	40.1

Cash Flows

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Cash flows from operating activities	million yen	22,062	23,837	1,000	4,892	28,824
Cash flows from financing activities	million yen	△ 5,191	△ 8,990	△ 8,421	△ 10,563	2,541
Cash flows from investing activities	million yen	△ 8,282	△ 10,346	△ 2,174	1,616	△ 13,991
Free cash flow	million yen	16,871	14,847	△ 7,421	△ 5,671	31,365

Site Report

- [✕ Head Office / Hachioji Plant](#)
[✕ Hanno Plant](#)
[✕ Tsuchiura Plant](#)
[✕ Furudono Plant](#)
- [✕ Tosei Engineering Corp. Nagoya Plant](#)

Head Office / Hachioji Plant

Company Profile

Location	Hachioji City, Tokyo
Business segment	Semiconductor manufacturing equipment
Main products	Edge grinding machines, dicing machines, polish grinders, high-rigidity grinder, precision cutting blades, etc.
Year of establishment	1963
Land	45,358.43 m ²
Floor area	21,411.09 m ²
ISO	Acquired ISO 9001 certification and ISO 14001 certification



Business Overview

The Hachioji Plant manufactures semiconductor manufacturing equipment. It mainly handles “back-end processing” equipment, which are used in the latter half of the semiconductor manufacturing process, and manufacture conventional wafer manufacturing field equipment, test field equipment, CMP (Chemical Mechanical Polishing) devices, and edge grinders.

Hanno Plant

Company Profile

Location	Hanno City, Saitama
Business segment	Semiconductor manufacturing equipment
Main products	Wafer probing machines, etc.
Year of establishment	2023
Land	51,581 m ²
Floor area	9,743 m ²
ISO	Acquired ISO 9001 certification and ISO 14001 certification



Business Overview

The Hanno Plant manufactures semiconductor manufacturing equipment. It mainly manufactures probing machines, which are the Company's core products, and have received high praise from our customers for these machines.

Tsuchiura Plant

Company Profile

Location	Tsuchiura City, Ibaraki
Business segment	Precision measuring instruments
Main products	Coordinate measuring machines, surface texture and contour measuring instruments, roundness and cylindrical profile measuring instruments, non-contact surface texture and contour measuring instruments, charge/discharge testing systems, etc.
Year of establishment	1969
Land	21,880 m ² * Includes Tosei Engineering Corp. land
Floor area	9,721 m ² * Includes Tosei Engineering Corp. floor area
ISO	Acquired ISO 9001 certification and ISO 14001 certification



Business Overview

The Tsuchiura Plant manufactures precision measuring instruments. It provides “high-precision measuring instruments” used in measuring rooms and machining tooling lines in various industries around the world, including the automotive, heavy duty equipment, and aircraft industries, for which we have received high praise from our customers. The plant also manufactures charge/ discharge testing systems, helping to support our new business.

Furudono Plant

Company Profile

Location	Furudono-machi, Ishikawa-gun, Fukushima
Business segment	Precision measuring instruments
Main products	Charge/discharge testing systems
Year of establishment	2019 * Business transferred from subsidiary Accretech Powertro System Co., Ltd. to Tokyo Seimitsu in October 2023
Land	56,854.62 m ²
Floor area	15,297.11 m ²
ISO	Acquisition of ISO 9001 certification, ISO 14001 certification, ISO 17025 certification/Tosei Engineering Co., Ltd.



Business Overview

The Furudono Plant manufactures charge/discharge testing systems and battery jigs, and provides consigned battery evaluation services. In 2023, the operations of our Group company Accretech Powertro System were integrated into our Precision Measuring Instruments Division.

Tosei Engineering Corp. Nagoya Plant

Company Profile

Location	Togo-Cho, Aichi-Gun, Aichi
Business segment	Precision measuring instruments, Semiconductor manufacturing equipment
Main products	Dedicated measuring machines, grinding machines, wafer demounting and cleaning machines
Year of establishment	2025
Land	35,887 m ²
Floor area	13,134 m ²
ISO	Preparing to acquire different types of ISO certification (to be acquired within 2025)



Business Overview

The construction of the “New Nagoya Plant,” which had been conducted by Tosei Engineering Corp., a Tokyo Seimitsu subsidiary, was completed, and a completion ceremony was held in August 2025. The plant manufactures dedicated measuring instruments used to design and manufacture products according to customer specifications. It also has the “Chubu Metrology Center” as a place for visitors to better understand precision measurement technology. Given the growing demand for semiconductors, the plant is mainly intended to produce hybrid bonding

grinders, as well as other products including Si back grinders.

Introduction to Group Companies

Here we introduce companies affiliated with the Tokyo Seimitsu Group.

✚ Tosei Engineering Corp. ✚ Tosei Systems Co., Ltd. ✚ Tosei Box Corp.

Tosei Engineering Corp.

Company Profile

Date of establishment April 15, 1969

Head office 4-6 Higashinakanuki-machi, Tsuchiura-shi,
Ibaraki

Representative Kouichi Tange, President

Net sales 18,079 million yen (FY2025/3)

Number of employees 616* (as of March 31, 2025)

* Excludes our employees stationed to other companies;
includes employees of other companies stationed at our
companies

URL > <https://toseiengineering.accretech.com/en/> 

Bases Head office, 4 plants and 14 service bases in
Japan, 3 plants and 7 bases overseas



Business Overview

Tosei Engineering is a Tokyo Seimitsu Group company that manufactures automatic and labor-saving measurement equipment and semiconductor manufacturing equipment. It is also in charge of servicing Tokyo Seimitsu's precision measuring instruments. The company has three main businesses, the automatic measuring instrument, semiconductor manufacturing equipment and service businesses. In the automatic measuring instruments business, it provides automatic measuring instruments for automobile and home appliance production lines. In the semiconductor manufacturing equipment business, the company develops and manufactures wafer chamfering machines and other equipment. In the service business, the company calibrates, repairs, and maintains precision measuring instruments.

Since our founding, we have been committed to providing unique technologies and services, with the "customer first" in mind, while listening to customers about their needs and problems. We consider the realization of a low-carbon, recycling-oriented society to be an important management issue. In recent years, we are also working to cut power consumption and CO2 emissions, reduce waste and total chemical

substance emissions, and save resources through our products and business activities. To ensure the sustainable development of customers and local communities, we meet the increasingly advanced and diverse customer needs and contribute to creating a better environment and protecting it. We also put in an effort to create a healthy, comfortable, and sustainable work environment.

We will continue to build a robust value chain to provide high-value-added manufacturing and services, and play an active role in developing fair and transparent management activities that earn the trust of the international community.

Tosei Systems Co., Ltd.

Company Profile

Date of establishment October 1, 1985

Head office 2968-2 Ishikawa-machi, Hachioji-shi, Tokyo
(inside Tokyo Seimitsu Plant)

Representative Asashi Kato, President

Net sales 3,184 million yen (FY2025/3)

Number of employees 197 (persons) (as of March 31, 2025)

URL > <https://toseisystems.accretech.com/>

Bases 2 bases in Japan, 0 bases overseas



Business Overview

We are a Group company specializing in software that supports Tokyo Seimitsu in the software field. Tosei Systems develops “embedded software” that controls semiconductor manufacturing equipment, precision measuring instruments, and related devices, along with “Windows applications.” We are also involved in the development and operational support of Enterprise Resource Planning (ERP) systems, infrastructure maintenance, and website creation and are responsible for a wide variety of software operations across the entire group.

As a company that provides software development services both inside and outside the Group, we consider the handling of important information assets of our customers to be the most important issue. We operate an Information Security Management System (ISMS) in accordance with the PDCA cycle and educate all employees on the importance of information security and the proper management of information. Tosei Systems acquired ISO 27001, the international standard for information security management systems, in 2017.

We participate in ET Robocon hosted by the Japan Embedded Systems Technology Association (JASA). As the sponsor of this event, we support students and schools who wish to participate in ET Robocon. In this connection, we believe that it is our role in society to train engineers who will lead the “embedded industry” to which we belong.

We offer training opportunities from various angles. As a Tokyo Seimitsu Group company, we comply with laws and social norms and act with integrity and ethics.

Company Profile

Date of establishment September 1, 2001

Head office 1-22-17 Akebono-cho, Tachikawa-shi, Tokyo

Representative Shuichi Yako, President

Net Sales 1,906 million yen (FY2025/3)

Number of employees 55 (as of March 31, 2025)

URL > <https://toseibox.accretech.com/> 

Bases 4 bases in Japan, 0 bases overseas



Business Overview

Tosei Box is a Tokyo Seimitsu Group company that manufactures, sells, and provides services for delivery lockers.

In the logistics industry, longer transportation times and increased re-deliveries have resulted from a rise in the number of parcel deliveries due to the expansion of the e-commerce market and the shortage of truck drivers, among other factors, placing an increased burden on drivers. Delivery lockers are gaining attention as a solution to this problem. In addition, due to infection prevention measures and security concerns, there is a growing demand for deliveries of packages that do not require in-person pickups. Therefore, we believe that the popularization of delivery lockers serves as a business that contributes greatly to society, and offer a variety of products suitable for the diversified needs of customers to make it easier for customers to install them and work on expanding our production capabilities.






These days, we offer not only products for apartment buildings but also products for companies. In addition, we are working to introduce technologies such as contactless IC card keys, facial recognition systems, and e-mail delivery systems so that users can use them more conveniently and with peace of mind.

As a Tokyo Seimitsu Group company, we are seeking to create a healthy, safe, and comfortable work environment through employee education, such as an e-learning course on the code of conduct, and a work improvement award system, among other means. We will also actively engage in sustainability activities to contribute to society.

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Third-Party Commendations

Inclusion in ESG Indexes


Logo	Name	Overview
 2025 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX	MSCI Selection Indexes* / MSCI Japan ESG Select Leaders Index	<p>The inclusion of Tokyo Seimitsu Co., Ltd. in an MSCI index and the use of MSCI logos, trademarks, service marks or index names do not constitute a sponsorship, endorsement or promotion of Tokyo Seimitsu Co., Ltd. by MSCI or its affiliates. MSCI indexes are the exclusive property of MSCI. The names and logos of MSCI indexes are trademarks and service marks of MSCI or its affiliates.</p> <p>https://www.msci.com/indexes/group/selection-indexes</p> <p>https://www.msci.com/</p>
 FTSE4Good	FTSE4Good Index Series / FTSE Blossom Japan Index Series	<p>FTSE Russell (registered trademark of FTSE International Limited and Frank Russell Company) hereby certifies that, as a result of third party research, Tokyo Seimitsu Co., Ltd. has been found to meet the conditions for inclusion in the FTSE4Good, FTSE Blossom Japan Index, and FTSE Blossom Japan Sector Relative Index and therefore included in these indexes. The FTSE Blossom Japan Sector Relative Index is an index created by global index provider FTSE Russell designed to measure the performance of Japanese companies that demonstrate outstanding Environmental, Social and Governance (ESG) practices. The FTSE Blossom Japan Index is widely used to create and evaluate sustainable investment funds and other financial products.</p> <p>https://www.lseg.com/en/ftse-russell/indices/ftse4good</p> <p>https://www.lseg.com/en/ftse-russell/indices/blossom-japan</p>
 FTSE Blossom Japan Index  FTSE Blossom Japan Sector Relative Index		
	S&S&P/JPX Carbon Efficient Index	<p>https://www.jpx.co.jp/english/markets/indices/carbon-efficient/index.html</p>
	Morningstar Japan ex-REIT Gender Diversity Tilt Index (GenDi J)	<p>https://indexes.morningstar.com/gender-diversity-indexes</p>

* Renamed from MSCI ESG Leaders Indexes (February 2025)

Supported Initiatives

Logo	Name	Overview
	TCFD	<p>In March 2022, Tokyo Seimitsu expressed its support of the recommendations of the “Task Force on Climate-related Financial Disclosures.” We will analyze the risks and opportunities that climate change poses to our business, share and work to unfold issues, and promote the disclosure of climate-related financial information based on the framework of “Governance,” “Strategy,” “Risk Management,” and “Indicators and Goals.”</p> <p>https://tcfcd-consortium.jp/en</p>
	Semiconductor Climate Consortium	<p>In November 2022, we joined the Semiconductor Climate Consortium (SCC) as a founding member of Semiconductor Equipment and Materials International (SEMI). SCC is the first global initiative by a semiconductor value chain company focused on reducing greenhouse gas emissions. In collaboration with SCC member companies, we will promote advanced climate change initiatives.</p> <p>https://www.semi.org/en/industry-groups/semiconductor-climate-consortium</p>

External Assessment of Sustainability

Logo	Name	Overview
	CDP(ex. Carbon Disclosure Project)	<p>CDP is an international environmental NGO (non-governmental organization) based in the UK that implements a global disclosure system to help investors, companies, countries, regions and cities manage environmental impact which their activities may bring about.</p> <p>Companies and local governments around the world disclose environmental information by submitting data to CDP, and institutional investors, business partners and policy makers use this data to make evaluations and decisions.</p> <p>In fiscal 2024, we received the rating of “B” in Climate Change (2024) and “C” in Water Security (2024).</p> <p>https://www.cdp.net/en</p>

Policy and Guidelines

- | | | |
|---|--|--|
| ✚ Basic Sustainability Policy | ✚ Multistakeholder Policy | ✚ Basic Environmental Policy |
| ✚ Environmental Policy | ✚ Tokyo Seimitsu Group Human Rights Policy | ✚ Procurement Policy |
| ✚ Quality Policy | ✚ Human Resource Development Policy | ✚ Basic Policy on Corporate Governance |
| ✚ Anti-Bribery and Anti-Corruption Policy | ✚ Risk Management Policy | ✚ Basic Policy on Information Security |

Basic Sustainability Policy

The Tokyo Seimitsu Group strives to enhance its corporate value while playing an active role aimed at realizing a sustainable society by forming WIN-WIN relationships with all shareholders, including customers, shareholders, suppliers, employees, local communities, and the international community, through our business activities based on our Corporate Philosophy “Growing together with partners and customers by collaborating technology, knowledge, and information to create the world’s No.1 products,” which we put into practice.

in full

[Basic Sustainability Policy >](#)

Multistakeholder Policy

In our corporate management, we aim to achieve significant growth together with our diverse stakeholders, including employees, business partners, customers, local communities, shareholders, and investors, through “WIN-WIN” relationships. Additionally, we will promote initiatives to appropriately distribute profits and things of value generated through value co-creation and productivity improvement to multistakeholders, taking into account the importance of returning profits to employees and giving due consideration to business partners.

in full

[Multistakeholder Policy PDF](#)

Basic Environmental Policy

In all business activities, extending from manufacturing products such as semiconductor manufacturing equipment and precision measuring instruments through the provision of services, everyone at Tokyo Seimitsu must always work with the consideration for “Is this action friendly for the earth?” The goal is to reduce our impact on the earth’s environment to the absolute minimum.

[Basic Environmental Policy](#) >

Environmental Policy

1. We will resolutely drive environmental conservation activities by organizing an environmental management structure having “the Environmental Management Committee” as the top, in which all managers play the key role.
2. We will comply with environmental laws, ordinances and agreements as well as “the Environmental Policy” and establish voluntary goals to grapple with pollution prevention and environmental conservation.

in full

[Environmental Policy](#) >

Tokyo Seimitsu Group Human Rights Policy

1. Basic views on human rights

The Tokyo Seimitsu Group respects the human rights of all the people belonging to all its stakeholders, including socially vulnerable people, without regard for the attributes of individuals such as gender and nationality. We also promote the creation of safe, healthy, and rewarding workplaces where each member of our diverse workforce can demonstrate their capabilities to the utmost.

2. Support and respect for international human rights norms; compliance with local labor laws and regulations

The Tokyo Seimitsu Group supports and respects the internationally recognized “International Bill of Human Rights,” “the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work,” which sets forth core labor standards, and “the UN Guiding Principles on Business and Human Rights (UNGPs).” We will commit ourselves to a respect for human rights. We also fully comply with all labor-related laws in the regions in which we operate, respect the basic rights of workers, and do not infringe on them. Should there be any inconsistencies between the laws and regulations of a given country or region and internationally recognized human rights, the Tokyo Seimitsu Group will seek ways to respect international human rights principles while complying with local laws.

in full

[Tokyo Seimitsu Group Human Rights Policy](#) >

Procurement Policy

In providing high-performance, high-quality products and services to customers, the Tokyo Seimitsu Group deepens partnerships with all suppliers through procurement, builds mutual cooperation and trust, and forges relationships that allow us to grow and develop together. In addition to quality, we comply with laws and social norms, and engage in procurement activities that fulfill social responsibilities such as

human rights, labor, safety and health, global environmental protection, and information security throughout the supply chain. Through fair and impartial evaluation processes and communication, we will respond to market changes and promote high-value-added manufacturing together with reliable suppliers.

Procurement Policy



Quality Policy

At the Semiconductor Company and Metrology Company, we set quality targets and conduct quality control in line with the quality policy set by our Quality Officer, and work to improve the quality of products and support.

in full

Quality Policy



Human Resource Development Policy

The mission of the Group includes: “Growing together with partners and customers by collaborating technology, knowledge and information to create the world’s No. 1 products,” and “WIN–WIN relationships create the world’s No. 1 products.”

- Gain a high level of trust by facing customers’ issues and solving them
- Accept diverse values and see things from the other person’s point of view to draw out mutual strengths and cooperate with each other
- Connect their own ideas to technical and business innovations, aim for high goals, and grow autonomously

**Human Resource
Development Policy**



Basic Policy on Corporate Governance

Core Policies

1. The Board of Directors strives to properly perform its roles and responsibilities to make transparent, fair, timely and committed decisions.
2. The Group respects the rights of shareholders and ensures the equality of shareholders.
3. The Group strives to have constructive dialogue with shareholders on investment policy that considers medium to long-term returns for shareholders.
4. The Group strives to maintain appropriate collaboration with stakeholders (customers, suppliers, employees, creditors, local communities, etc.) other than shareholders.
5. The Group strives to ensure proper information disclosure and transparency.

in full

**Basic Policy on Corporate
Governance**



Anti-Bribery and Anti-Corruption Policy

1. Purpose On the guidelines in “ACCRETECH Group Code of Conduct”, ACCRETECH Group has established this “Anti-Bribery and Anti-Corruption Policy”.
2. Scope of this policy This policy applies to all ACCRETECH Group officers and employees, and ACCRETECH Group seeks understanding and cooperation of all stakeholders with this policy.

in full

Anti-Bribery and Anti-Corruption Policy



Risk Management Policy

1. The Tokyo Seimitsu Group strives to prevent the occurrence of potential risks. If any risk has become apparent, President and CEO and all employees work in unison to take prompt and prudent action.
2. If any risk has become apparent, priority is given to protection and saving of human life.

Risk Management Policy



Basic Policy on Information Security

Tokyo Seimitsu Co., Ltd (the Company) and its subsidiaries (the ACCRETECH Group) believe that obtaining a trust from stakeholders such as customer is an important task. The ACCRETECH Group shall protect various information assets of the ones provided by stakeholders and ones in ACCRETECH Group as group's responsibility. The ACCRETECH Group hereby establishes Information Security Policy and promotes it as set out below.

in full

Basic Policy on Information Security



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Basic Sustainability Policy

The Tokyo Seimitsu Group strives to enhance its corporate value while playing an active role aimed at realizing a sustainable society by forming WIN-WIN relationships with all shareholders, including customers, shareholders, suppliers, employees, local communities, and the international community, through our business activities based on our Corporate Philosophy “Growing together with partners and customers by collaborating technology, knowledge, and information to create the world’s No.1 products,” which we put into practice.

1. Efforts to address environmental issues

Throughout the entire value chain, including the life cycle of the products we provide, we will contribute to the realization of society that values people and the global environment by working to reduce CO₂ emissions, reduce waste and promote reuse, and protect the global environment, including biodiversity.

2. Earning the trust of society

We strictly comply with all laws and regulations and conduct business activities in a sincere and fair way to ensure fair competition, stable provision of safe and high-quality products and services that meet customer needs, and appropriate disclosure of product and corporate information, among other things. We also ensure thorough management and protection of the information assets of customers and all other stakeholders involved in our business activities, to earn a high degree of trust from society.

3. Respect for human rights

We respect the human rights of all stakeholders, including socially vulnerable people, without regard for the attributes of individuals such as gender and nationality. We promote the creation of safe, healthy, and rewarding workplaces where each member of a diverse workforce can demonstrate their capabilities to the utmost.

4. Human resource development

Employees are the core assets of the Tokyo Seimitsu Group. In order for the Company to create the world's No. 1 products with its employees, it is necessary for each employee to perform to the best of their strengths as professionals. It is also essential that employees recognize and accept the diverse values of diverse human resources and grow together by bringing the best out of one another. Tokyo Seimitsu offers a suite of in-house programs, including training courses to help employees grow, and creates a work environment that is rewarding to a diverse workforce.

5. Participation in and contribution to local communities

While contributing to society through our business activities, we are also committed to social contribution activities to address the issues and needs of local communities as part of our effort as a corporate citizen to build healthy and sustainable society. By doing so, we promote the revitalization of local communities and the improvement of the living environment.

6. Building and running a fair, transparent, and efficient corporate governance system

We consider corporate governance a key management issue for respecting shareholders' rights, ensuring fairness and transparency in management, and realizing our corporate philosophy. To this end, we implement a quick, appropriate decision-making process and strengthen our supervisory function. We also take initiatives to enhance our corporate governance continuously to increase our corporate value on a medium- and long-term basis and maintain the soundness of our management.

Establishment of Sustainability Committee

We have established a Sustainability Committee with the aim of promoting sustainable activities more vigorously than ever based on the basic sustainability policy.

■ Functions, composition, and operation of the Sustainability Committee

- (1) Functions This committee plans and executes sustainability-related activities. In particular, it promotes the following activities:
 - Formulation of policies, operational frameworks, and targets; monitoring and organization of information; and reporting to the Board of Directors.
 - Projects for responding to recommendations of TCFD (Task Force on Climate-related Financial Disclosures)
 - Various reports and matters related to information disclosure
- (2) Committee Committee Chairman: Chairman
Vice-Chairman: President and CEO
- (3) Operation The committee holds a regular meeting twice a year and an ad-hoc meeting as necessary.
Secretariat: Sustainability Dept. and Management Support Dept.

GRI Standards Content Index

Statement of use Tokyo Seimitsu Group reports the information listed in the content index in accordance with the GRI Standards for the period April 1, 2023 to March 31, 2024.

GRI 1 used GRI1: Foundation 2021

GRI standard s	Disclosures	References
GRI2: General Disclosures 2021		
1. The organization and its reporting practices		
2-1	Organizational details	Company Profile Business introduction ACCURETECH Group TOP > Sustainability > Data / Site Report > Company Profile Securities Report (PDF) > [Business overview] [Overview of affiliates]
2-2	Entities included in the organization's sustainability reporting	Editorial Policy
2-3	Reporting period, frequency, and contact point	Editorial Policy
2-4	Restatements of information	Changes in the covered locations and calculation method (Environment - Climate Change - Atmospheric Gas Discharge) Correction of a rounding operation mistake (ESG Data: Water recycling rate from pure water production facilities) Changes in the covered locations (ESG Data: Percentage of female regular employees at Tokyo Seimitsu Co., Ltd.)
2-5	External assurance	-
2.Activities and workers		
2-6	Activities, value chain, and other business relationships	Business introduction ACCURETECH Group Supply Chain Management Securities Report (PDF) > [Business overview]
2-7	Employees	Consolidated Employee Overview Securities Report (PDF) > [Employees]
2-8	Workers who are not employees	Securities Report (PDF) > [Employees]
3.Governance		
2-9	Governance structure and composition	Directors Corporate Governance Securities Report (PDF) > [Corporate governance and others] CORPORATE GOVERNANCE REPORT (PDF)
2-10	Nomination and selection of the highest governance body	Corporate Governance Policy Diversity of the Board of Directors

		CORPORATE GOVERNANCE REPORT (PDF)
2-11	Chair of the highest governance body	Board of Directors Securities Report (PDF) > [Corporate governance and others]
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Promotion Structure Stakeholder Engagement Board of Directors Securities Report (PDF) > [Sustainability Policy and Initiatives]
2-13	Delegation of responsibility for managing impacts	Corporate Governance Structure Various Committees
2-14	Role of the highest governance body in sustainability reporting	Sustainability Promotion Structure Board of Directors
2-15	Conflicts of interest	Corporate Governance Policy
2-16	Communication of critical concerns	Respect for Human Rights > Establishment of Whistleblowing/Consultation Contact Point Compliance > Whistleblower System Corporate Governance Compliance Risk Management
2-17	Collective knowledge of the highest governance body	Constitution of the Board of Directors (Skills/Matrix)
2-18	Evaluation of the performance of the highest governance body	Assessing the Effectiveness of the Board of Directors
2-19	Remuneration policies	Director Compensation Securities Report (PDF) > [Compensation for the Directors] CORPORATE GOVERNANCE REPORT (PDF)
2-20	Process to determine remuneration	Director Compensation Securities Report (PDF) > [Compensation for the Directors] CORPORATE GOVERNANCE REPORT (PDF)
2-21	Annual total compensation ratio	-
4. Strategy, Policy, and Operational Practices		
2-22	Statement on sustainable development strategy	Top Message
2-23	Policy commitments	Top Message Policy and Guidelines ACCRETECH Group Code of Conduct Basic Sustainability Policy Multistakeholder Policy Basic Environmental Policy Environmental Policy Tokyo Seimitsu Group Human Rights Policy Procurement Policy Quality Human resource development policy Corporate Governance Policy Anti-Bribery and Anti-Corruption Policy Risk Management Information Security Policy
		Sustainability Promotion Structure

2-24	Embedding policy commitments	Stakeholder Engagement
		Environmental Management
		Climate Change
		TCFD Response
		Resource Recycling and Waste Reduction
		Water Resources
		Chemical Substances Control
		Respect for Human Rights
		Supply Chain Management
		Quality
		Occupational Health and Safety
		Health Management
		Diversity & Inclusion
		Work-Life Balance
		Human Resource Development
		Corporate Governance
		Compliance
		Risk Management
2-25	Processes to remediate negative impacts	Human Rights Due Diligence Sustainable Supply Chain Development Compliance > Whistleblower System
2-26	Mechanisms for seeking advice and raising concerns	Respect for Human Rights > Establishment of Whistleblowing/Consultation Contact Point Compliance > Whistleblower System
2-27	Compliance with laws and regulations	Compliance Status
2-28	Membership associations	Participation in Industry Groups
5.Stakeholder engagement		
2-29	Approach to stakeholder engagement	Stakeholder Engagement
2-30	Collective bargaining agreements	Consideration of Human Rights and Compliance with Laborrelated Laws and Regulations Securities Report (PDF) > [Employees]
GRI3: Material Topics 2021		
Disclosure items related to material topics		
3-1	Process to determine material topics	Materiality Issues
3-2	List of material topics	Materiality Issues
3-3	Management of material topics	Sustainability Promotion Structure

Economy

GRI standard s	Disclosures	References
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Securities Report (PDF) > [Consolidated Financial Statements]
201-2	Financial implications and other risks and opportunities due to climate change	TCFD Response
201-3	Defined benefit plan obligations and other	Securities Report (PDF) > [Retirement benefits]
201-4	Financial assistance received from government	-
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level employee wage by gender compared to local minimum wage	-
202-2	Proportion of senior management hired from the local community	-
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Social Contribution
203-2	Significant indirect economic impacts	-
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	-
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	-
205-2	Communication and training on anti-corruption policies and procedures	Compliance
205-3	Confirmed incidents of corruption and actions taken	-
GRI206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Corporate Governance
GRI207: Tax 2019		
207-1	Approach to tax	-
207-2	Tax governance, control, and risk management	-
207-3	Stakeholder engagement and management of concerns related to tax	-
207-4	Country-by-country reporting	-

Environment

GRI standards	Disclosures	References
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	-
301-2	Recycled input materials used	-
301-3	Reclaimed products and their packaging material	-
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	<p>Overview of Environmental Impact in Fiscal 2024 (Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant)</p> <p>Energy Use (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p> <p>Energy Use (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)</p>
302-2	Energy consumption outside of the organization	-
302-3	Energy intensity	-
302-4	Reduction of energy consumption	<p>Climate Change</p> <p>TCFD Response</p> <p>Energy Use (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p> <p>Energy Use (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)</p>
302-5	Reductions in energy requirements of products and services	Environmental Contribution through the Provision of Products (Eco-products)
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Water Resources
303-2	Management of water discharge-related impacts	<p>Water Resources</p> <p>Chemical Substances Control</p> <p>Overview of Environmental Impact in Fiscal 2024 (Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant)</p>
303-3	Water withdrawal	<p>Water Resources</p> <p>Water Withdrawal (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p> <p>Water Withdrawal (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)</p>
303-4	Water discharge	<p>Water Resources</p> <p>Wastewater (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p> <p>Wastewater (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)</p>
303-5	Water consumption	<p>Water Resources</p> <p>Water Withdrawal (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p> <p>Water Withdrawal (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)</p>
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-

304-2	Significant impacts of activities, products, and services on biodiversity	-
304-3	Habitats protected or restored	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	<p>Climate Change</p> <p>Overview of Environmental Impact in Fiscal 2024 (Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant)</p> <p>CO₂ Emissions (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p> <p>CO₂ Emissions (Tokyo Seimitsu Co., Ltd. (non-consolidated basis and consolidated subsidiaries))</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Climate Change</p> <p>Overview of Environmental Impact in Fiscal 2024 (Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant)</p> <p>CO₂ Emissions (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p> <p>CO₂ Emissions (Tokyo Seimitsu Co., Ltd. (non-consolidated basis and consolidated subsidiaries))</p>
305-3	Other indirect (Scope 3) GHG emissions	-
305-4	GHG emissions intensity	<p>Climate Change</p> <p>Overview of Environmental Impact in Fiscal 2024 (Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant)</p> <p>CO₂ Emissions (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p> <p>CO₂ Emissions (Tokyo Seimitsu Co., Ltd. (non-consolidated basis and consolidated subsidiaries))</p>
305-5	Reduction of GHG emissions	<p>Climate Change</p> <p>Overview of Environmental Impact in Fiscal 2024 (Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant)</p> <p>CO₂ Emissions (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p> <p>CO₂ Emissions (Tokyo Seimitsu Co., Ltd. (non-consolidated basis and consolidated subsidiaries))</p>
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Chemical Substances Control
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	<p>Resource Recycling and Waste Reduction</p> <p>Overview of Environmental Impact in Fiscal 2024 (Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant)</p> <p>Waste Emissions (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p> <p>Waste Emissions (Tokyo Seimitsu Co., Ltd. (non-consolidated basis and consolidated subsidiaries))</p>
306-2	Management of significant waste-related impacts	Resource Recycling and Waste Reduction
306-3	Waste generated	<p>Resource Recycling and Waste Reduction</p> <p>Overview of Environmental Impact in Fiscal 2024 (Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant)</p> <p>Waste Emissions (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis))</p>

		Waste Emissions (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)
306-4	Waste diverted from disposal	Resource Recycling and Waste Reduction Overview of Environmental Impact in Fiscal 2024 (Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant) Waste Emissions (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis)) Waste Emissions (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)
306-5	Waste directed to disposal	Resource Recycling and Waste Reduction Overview of Environmental Impact in Fiscal 2024 (Locations covered: Hachioji Plant, Hanno Plant, Tsuchiura Plant, and Furudono Plant) Waste Emissions (manufacturing sites of Tokyo Seimitsu Co., Ltd. (non-consolidated basis)) Waste Emissions (Tokyo Seimitsu Co., Ltd. (non-consolidated basis) and consolidated subsidiaries)
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	-
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management

Social

GRI standards	Disclosures	References
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Consolidated Employee Overview Recruitment/Turnover of Regular Employees (Tokyo Seimitsu Co., Ltd. and consolidated subsidiaries) Overview of Tokyo Seimitsu Co., Ltd. Regular Employee Retention/Turnover
401-2	Benefits provided to regular employees that are not provided to temporary or part-time employees	Work-Life Balance > Related data
401-3	Parental leave	Work-Life Balance > Related data Work-Life Balance > Main Support Systems
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	-
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety > Indicator Monitoring Occupational Health and Safety > Patrol Activities Occupational Health and Safety > Risk Assessments at Work Sites Occupational Health and Safety > Disaster and Accident Prevention Occupational Health and Safety > Handling of Chemicals and Chemical Substances
403-3	Occupational health services	-
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety > Occupational Health and Safety Promotion Structure
403-5	Worker training on occupational health and safety	Occupational Health and Safety > Education and Training
403-6	Promotion of worker health	Health Management

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety > Occupational Health and Safety Promotion Structure
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety > Occupational Health and Safety Promotion Structure
403-9	Work-related injuries	Occupational Health and Safety > Occupational Accidents Frequency Rate for Accidents Resulting in Leave Safety Severity Rate for Accidents Resulting in Leave
403-10	Work-related ill health	Occupational Health and Safety > Occupational Accidents Health Checkups and Stress Level Check System Health Management > Measures to Address Long Working Hours
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Human Resource Development > Education and Training Achievements Overview of Tokyo Seimitsu Co., Ltd. Employee Education/Training
404-2	Programs for upgrading employee skills and transition assistance programs	Diversity & Inclusion > Re-Employment System for Retirees Human Resource Development > Education and Training Human Resource Development > Self-Development Support System Human Resource Development > Award Systems Human Resource Development > Engagement
404-3	Percentage of employees receiving regular performance and career development review	Human Resource Development > Goal Setting and Evaluation
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Diversity of the Board of Directors Diversity & Inclusion > Related data
405-2	Ratio of basic salary and remuneration of women to men	Securities Report (PDF) > [Gender pay gap of employees]
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	-
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Respect for Human Rights > Human Rights Due Diligence
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Respect for Human Rights > Human Rights Due Diligence
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Respect for Human Rights > Human Rights Due Diligence
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	-
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	-
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Local Community Social Contribution > Environment and Beautification (Eco-Mindset)
413-2	Operations with significant actual and potential negative impacts on local communities	-

GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	-
414-2	Negative social impacts in the supply chain and actions taken	Respect for Human Rights > Human Rights Due Diligence
GRI 415: Public Policy 2016		
415-1	Political contributions	Governance Compliance
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Quality
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security Governance Compliance