



EAGLE INDUSTRY CO.,LTD.

EKK GROUP
CORPORATE REPORT

2023

Introduction

The EKK Group Management Philosophy

- 1.** Management that respects human dignity based on commitment and trust
- 2.** Open management with a firm solidarity without factions
- 3.** Management that withstands adversity without sparing extraordinary efforts
- 4.** Systematic management that always seeks the ideal

The EKK Group Management Policy

- 1.** Concentrate management resources on priority areas to become a parts manufacturer with rising strength and originality.
- 2.** Reduce costs in all functions, ranging from frontline sales personnel to the shop floor, to further solidify the earnings structure.
- 3.** Study ways to improve quality to produce and achieve worldwide sales of unique and socially useful products backed by our technologies.

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History

Eagle Industry Co., Ltd., was established on October 1, 1964, pursuant to a joint venture agreement between NOK Corporation and Sealol Inc., a U.S. company. Originally named Nihon Sealol Co., Ltd., the Company was renamed in 1978.

Eagle Industry has since grown into a global “EKK Group” that supplies components such as mechanical seals, specialty valves and bellows for transportation equipment, including automobiles, ships and aircraft, and for rotary machinery, most notably pumps and compressors.

Corporate History

- = Group event
- = Product/business-specific event

- 1964** ● Nihon Sealol Co., Ltd. (presently, Eagle Industry Co., Ltd.) is established.



Nihon Sealol Co., Ltd. is established.

- 1965** ● The Saitama Plant begins operation.



Saitama Plant

- 1971** ● The Okayama Plant begins operation.



Okayama Plant

- 1975** ● Develops and delivers non-contact seals for primary coolant pumps for pressurized water reactor (PWR) nuclear power plants



Non-contact seals

- 1978** ● The Company name changes to Eagle Industry Co., Ltd.

- 1982** ● Lists on the Second Section of the Tokyo Stock Exchange (TSE)



Listing ceremony at TSE

- 1985** ● Develops and delivers lip seals for automotive air-conditioning systems



Lip seals

- 1986** ● Supplies engine seals for Japan's H-I rocket



Rocket engine seals

- 1989** ● Establishes Eagle Machine Works Co., Ltd.

- 1990** ● Develops and delivers control valves for automotive air-conditioning systems

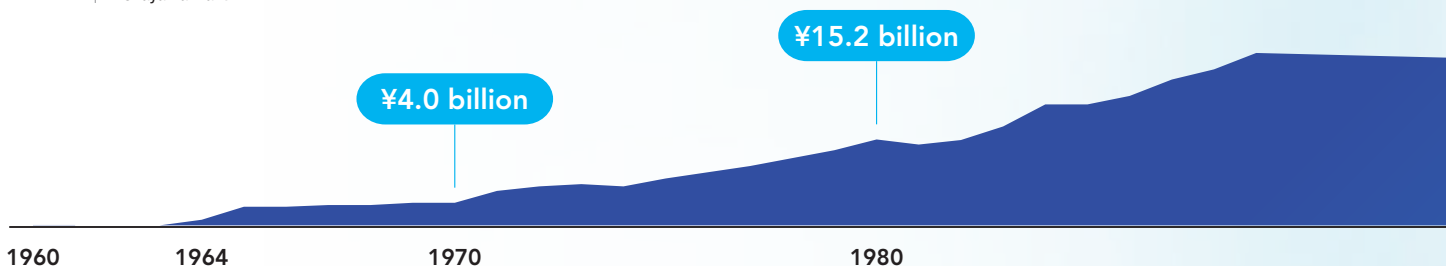
- 1991** ● Lists the Company's shares on the First Section of TSE

- 1992** ● Develops high-speed bi-directional dry gas seals

- 1998** ● Merges Eagle Machine Works Co., Ltd. and Eagle Precision Co., Ltd. into Niigata Eagle Co., Ltd. (presently, EagleBurgmann Japan Co., Ltd.)



EagleBurgmann Japan Co., Ltd.



- 1999** ▶ Develops and delivers compact seals for automotive water pumps



Compact seals for automotive water pumps

- 2002** ▶ Commences sales of global cartridge seals and magnetic fluid vacuum seals



Magnetic fluid vacuum seals Global cartridge seal

- 2004** ▶ Acquires Kobelco Marine Engineering Co., Ltd. (presently, the Marine Division) to better serve the marine industry

- 2005** ▶ Executes a business alliance agreement with Germany-based Burgmann (presently, EagleBurgmann)

- 2005** ▶ Commences automotive solenoid valve business



Automotive solenoid valves

- 2010** ▶ Establishes Eagle Holding Europe B.V. to strengthen European operations

- 2012** ▶ Commences accumulators and household valves businesses



Accumulators

- 2012** ▶ Establishes EKK Eagle Industry Mexico S.A. de C.V.

- 2014** ▶ Opens R&D Center at the Saitama Plant

- 2015** ▶ Acquires French subsidiary ABC Technology (presently, Eagle ABC Technology S.A.S.)



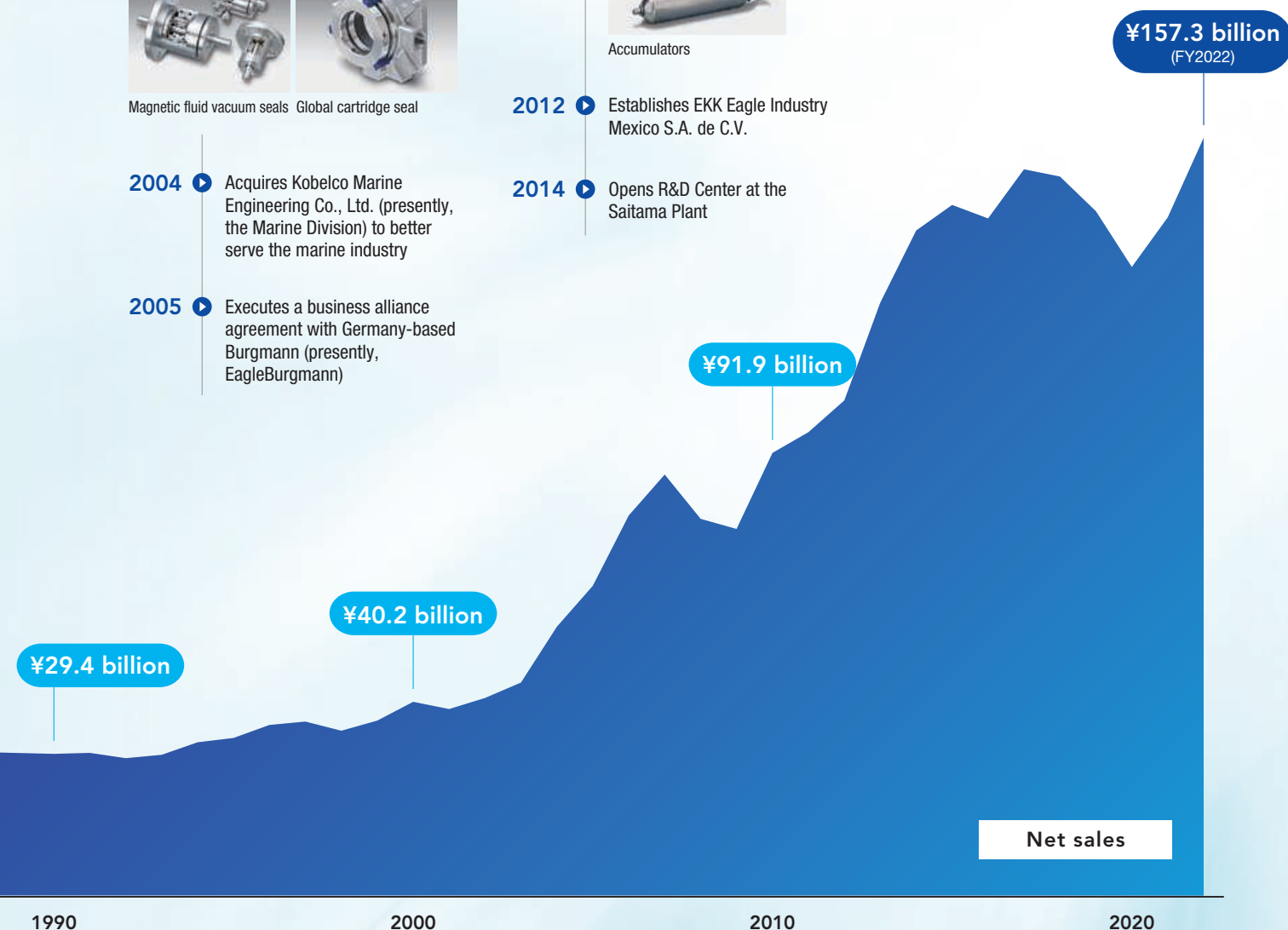
Eagle ABC Technology S.A.S.

- 2016** ▶ Establishes KEMEL Sales & Service (Shanghai) Co., Ltd. in China

- 2017** ▶ Establishes Eagle Sealing R&D (Wuxi) Co., Ltd. in China to strengthen product development for next-generation automobiles

- 2018** ▶ Establishes ESM Co., Ltd. (presently, ESM Company) to expand semiconductor-related operations

- 2022** ▶ Moved to the TSE Prime Market



Message from the President

Although we face difficult times with greater uncertainty, we will strive to correctly grasp changes and achieve our plans for FY2023.

FY2022 Business Environment and Operating Performance

The economic environment of our Group during the fiscal year ended March 31, 2023 (FY2022) showed a trend toward gradual recovery as a result of the normalization of economic activities, despite the impact of the prolonged COVID-19 pandemic.

On the other hand, supply chain disruptions caused by the shortage of semiconductors and other industrial materials, soaring energy resource prices due to the protracted conflict between Russia and Ukraine and inflationary pressures with accompanying monetary-tightening policies mainly in the United States and Europe have contributed toward an economic downturn. As a result, the outlook remains uncertain.

In this operating environment, both sales and income increased, and our business remained solid with the exception of the Automotive and Construction Machinery Industries segment, which was impacted significantly by difficulties in procuring parts.

As a result of such efforts, we recorded operating profit of ¥9,264 million, ordinary profit of ¥12,277 million and profit attributable to owners of parent of ¥6,796 million (respectively, up 22.5%, 13.6% and 19.0% year on year) on net sales, of ¥157,380 million, which were up 11.7% in FY2022.

The following shows the results in each segment.

While the Automotive and Construction Machinery Industries segment was affected by the global semiconductor shortage, the weak yen pushed net sales up in this segment to ¥84,949 million (up 4.1% year on year), but operating profit decreased to ¥379 million (down 81.3% year on year) as profitability deteriorated due to soaring raw material prices and higher electricity rates.

As a result of the recovery in customer operations overseas, the General Machinery Industry segment posted net sales of ¥33,761 million (up 16.7% year on year) and operating profit of ¥3,619 million (up 47.7% year on year).

While the Semiconductor Industry segment was affected by the postponement of investment caused by the slowdown in the semiconductor industry, particularly with memory, expansion with new sales led to net sales of ¥16,702 million (up 37.0% year on year) and operating profit of ¥1,842 million (up 174.3% year on year) in this segment.

Net sales in the Marine Industry segment were ¥13,553 million (up 16.2% year on year) as a result of continued favorable conditions in the new shipbuilding market and an increase in demand for repair parts in Europe. Operating profit was ¥3,326 million (up 39.6% year on year).

Net sales in the Aerospace Industry segment were ¥8,413 million (up 30.2% year on year) and operating profit was ¥91

FY2022 Business Summary

Despite significant impact from parts procurement difficulties, our businesses achieved growth in net sales and operating profit thanks to steady performance amid resumed economic activities in countries around the world.

The EKK Group's Business Environment and Future Course

Although there are significant factors driving uncertainty, such as soaring raw material prices and energy resource prices, we will focus on developing new products and expanding their sales in anticipation of booming next-generation mobility and energy markets. Furthermore, we will build a new business portfolio utilizing our Semiconductor Industry as a primary growth driver.

million (up 481.8% year on year), mainly as a result of increased sales to the aircraft industry.

The EKK Group's Business Environment and Future Course

In the current business environment, while we saw repeated expansion and contraction of COVID-19 infection rates, the global economies generally followed a recovery trend. Moreover, businesses of the Group have solid prospects regarding production and sales, which is reflective of growth in the various markets.

On the other hand, in the automotive industry, which is the main market of the Group, global automobile production trends remain uncertain due to prolonged supply shortages of semiconductors used in vehicles and expanding geopolitical risks.

The shift from vehicles with a conventional internal combustion engine to EVs is also accelerating for achieving carbon neutrality as a measure against climate change, and the Group's segments are entering a period of transformation.

Based on these circumstances, we started formulating a new three-year medium-term management plan that begins from FY2023.

In the medium-term management plan, we will conduct initiatives for each of the Main Items for Promotion in order to respond to market changes. At the same time, we will also mainly focus on the semiconductor industry business as a future growth driver and work to build a business portfolio that will bring stable earnings.

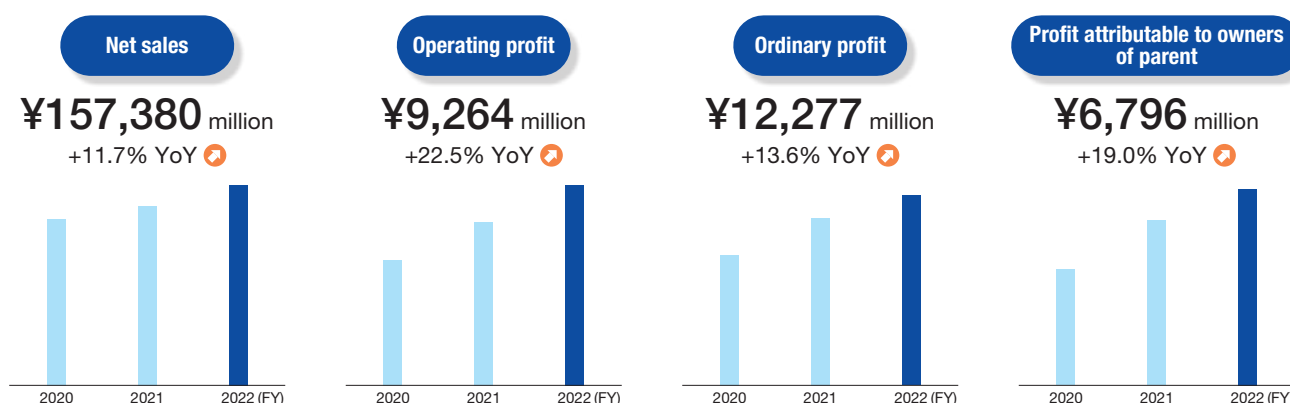
We will also continue to develop “next-generation products with proprietary technology that contribute to environmental preservation and energy efficiency” for next-generation mobility and energy markets, which we have been engaged in up until now. By making proposals to each market, we aim to realize medium- to long-term growth for our Group while achieving the targets of this plan.

Chairman of the Board and President,
Representative Director
Eagle Industry Co., Ltd.






Tetsuji Tsuru



FY2022 Earnings Highlights

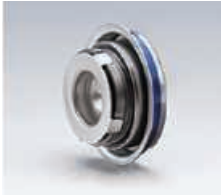


FY2022 Performance and Outlook by Segment

<div> <div>Automotive and Construction Machinery Industries</div> <div>  <div>Share of net sales 54%</div> </div> </div> <div> <div>Net sales ¥84,949 million</div> <div>Operating profit ¥379 million</div> </div>	<div>FY2022 Performance</div> <div>Outlook</div>	<p>Net sales increased but operating profit fell due to deteriorating profitability from factors such as soaring raw material prices and higher electricity rates, despite a boost from the weaker yen.</p> <p>For automotive products, the segment will continue mass production and sales expansion of products for EVs, an area of expansion, as well as new product development.</p> <p>The segment will lower its break-even point through further cost reductions and appropriate review of selling prices to secure earnings.</p>
<div> <div>General Machinery Industry</div> <div>  <div>Share of net sales 21%</div> </div> </div> <div> <div>Net sales ¥33,761 million</div> <div>Operating profit ¥3,619 million</div> </div>	<div>FY2022 Performance</div> <div>Outlook</div>	<p>Net sales and operating profit increased thanks to the recovery in customer production overseas.</p> <p>The segment is expected to continue its robust performance thanks to the resumption of capital investment resulting from increased global energy demand.</p> <p>The segment will work to propose products, technologies and services offering energy efficiency and helping to reduce CO₂ emissions in next-generation energy markets and existing facilities.</p>
<div> <div>Semiconductor Industry</div> <div>  <div>Share of net sales 11%</div> </div> </div> <div> <div>Net sales ¥16,702 million</div> <div>Operating profit ¥1,842 million</div> </div>	<div>FY2022 Performance</div> <div>Outlook</div>	<p>Net sales and operating profit increased thanks to new sales expansion, despite impact from postponed investments and other issues resulting from the slowdown in the semiconductor industry, particularly with regard to memory.</p> <p>Continued growth is expected in semiconductor demand with increasing data communication volumes due to 5G, IoT, practical application of AI, etc.</p> <p>The segment will continue to focus on expanding production and expanding sales to semiconductor production equipment makers, as well as new product development utilizing our product lineup.</p>
<div> <div>Marine Industry</div> <div>  <div>Share of net sales 9%</div> </div> </div> <div> <div>Net sales ¥13,553 million</div> <div>Operating profit ¥3,326 million</div> </div>	<div>FY2022 Performance</div> <div>Outlook</div>	<p>Net sales and operating profit increased thanks to continued strong newbuild market conditions and increased demand for repair parts in Europe.</p> <p>While after-sales service for existing deliveries is expected to decrease beginning in FY2023, new construction of LNG tankers and other vessels will increase amid rising global energy demand, and the segment will focus on new sales of our products.</p> <p>The segment will develop environmentally friendly products such as water-lubricated seal equipment for medium and large vessels.</p>
<div> <div>Aerospace Industry</div> <div>  <div>Share of net sales 5%</div> </div> </div> <div> <div>Net sales ¥8,413 million</div> <div>Operating profit ¥91 million</div> </div>	<div>FY2022 Performance</div> <div>Outlook</div>	<p>Net sales and operating profit increased mainly due to a rise in sales of products for aircraft.</p> <p>In products for aircraft, increased sales are expected for our products in the medium to long term due to the recovery of the commercial aircraft market.</p> <p>Aerospace development products will see trends toward greater activity in projects within this area, both in the public and private sectors.</p> <p>The segment will work to expand sales in areas where our technologies can contribute.</p>

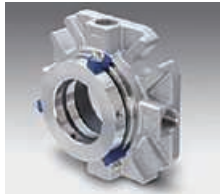
Individual Segments' Characteristics

Main Products



Provides products, including mechanical and mechatronic products, for automobiles, motorcycles and construction machinery. Stably supplies products via a global production network, most notably including plants in Asia and Europe.

Main Products



Provides mechanical seals for pumps and compressors installed in a wide variety of plants. Has globally operated under the EagleBurgmann brand name since 2005 based on an operational alliance agreement with Germany's Burgmann Industries.

Main Products



Supplies magnetic fluid vacuum seals, bellows, rotary joints and high-functional O-rings used in semiconductor production equipment to semiconductor equipment makers globally.

Within the semiconductor industry, the EKK Group is the only company in the world capable of producing all types of seal products in-house.

Main Products



Provides an integrated suite of production services from R&D through maintenance, mainly for propeller seals.

Main Products



Provides various high-quality products, mostly for aircraft and rockets, that can withstand even high-temperature, high-pressure, high-RPM, high-vacuum, ultra-low-temperature and/or other such special environments.

Medium-Term Management Plan

We started formulating a new three-year medium-term management plan that begins from FY2023.

In the medium-term management plan, we will conduct initiatives for each of the Main Items for Promotion in order to respond to market changes. At the same time, we will also mainly focus on the semiconductor industry business as a future growth driver and work to build a business portfolio that will bring stable earnings.

We will also continue to develop “next-generation products with proprietary technology that contribute to environmental preservation and energy efficiency” for next-generation mobility and energy markets, which we have been engaged in up until now. By making proposals to each market, we aim to realize medium- to long-term growth for our Group while achieving the targets of this plan.

Basic Policy

Building a Sustainable Corporate Structure—Fly Sky High!

Period

FY2023 to FY2025

Main Items for Promotion

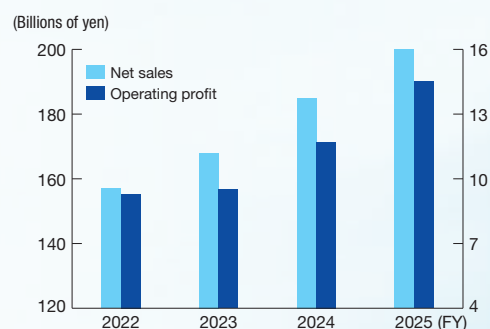
1. Adroit response to change
2. ESG management
3. Infinite zero—“Ensuring product quality that customers can trust” and “Ensuring globally consistent quality”
4. TCD/Reducing waste by half—“Total Cost Down” and “Eliminate waste—Reduce everything by half”
5. DX promotion
6. Next-generation products with proprietary technology
7. Respect for people / Human resource development

Target Management Figures for the Final Year (FY2025)

- Net sales **¥200 billion**
- Operating profit **¥14.5 billion** (operating profit ratio: 7%+)

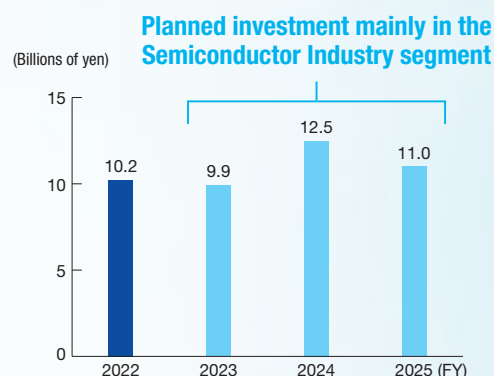
Net Sales and Operating Profit Plan

	FY2023	FY2024	FY2025
Net sales	168	185	200
Operating profit (operating profit ratio)	9.5 (5.7%)	11.7 (6.3%)	14.5 (7.3%)



Capital Investment Policy

During the period of the new medium-term management plan, we are projecting capital investment of ¥33 billion, mainly in the Semiconductor Industry segment.



Basic Capital Policy

Our basic capital policy has been designed to ensure financial stability and soundness, aiming to achieve sustainable improvement of corporate value.

We utilize the EVA^{*1} spread (ROIC^{*2} minus WACC^{*3}) as an indicator for improving corporate value, and will increase the added value from our businesses by improving ROIC and optimizing WACC.

At the same time, we intend to advance management mindful of share price and cost of capital, using the equity spread (return on equity (ROE) minus cost of capital) as a management indicator, with the aim of improving share value.

In addition, we aim to optimize the cost of capital and increase ROE by setting an equity ratio required for ensuring high financial soundness and creditworthiness with external parties, as well as by being active in shareholder returns when capital exceeds a certain level.

Furthermore, in investing in growth areas to secure future earnings, we will rigorously screen investments by setting a hurdle rate based on the cost of capital and diligently calculating the net present value of cash flows and the internal rate of return.

Through a series of measures such as improving the profit margin on sales in our businesses, improving the total asset turnover and utilizing financial leverage, we will achieve ROE of 10% in the medium to long term and improve price book-value ratio (P/B ratio) as a result.

^{*1} Economic value added

^{*2} Return on invested capital

^{*3} Weighted average cost of capital

Shareholder Returns during the Medium-Term Management Plan Period

Based on the above capital policy, we plan to return a total of ¥18 billion to shareholders during the medium-term management plan period.

(1) Share buyback

We will buy back shares worth approximately ¥12 billion in total.

(The buyback timing and other conditions will be determined as appropriate, taking into consideration business conditions and market share prices.)

(2) Payment of dividends

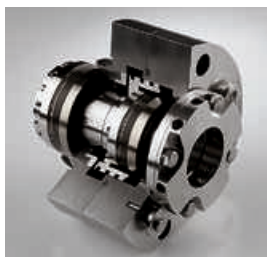
Continuing annual dividend payments of ¥70 with a dividend on equity (DOE) ratio of 2.5% or more

1

Petrochemicals, Steel, Pharmaceuticals, Water, Pulp & Paper, Food & Beverages



Our diverse product line most notably includes dry gas seals used in large compressors, a key component of petrochemical plants; mechanical seals used in large industrial pumps, process pumps and household pumps; and seal units for agitators widely used in industry.



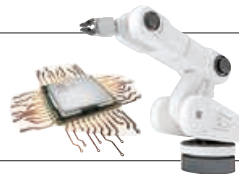
API682 metal bellows seal



Dry gas seal

2

Semiconductors



Products include magnetic fluid vacuum seals and welded metal bellows used in semiconductor and flat panel display production equipment; and rotary joints used in chemical polishers that polish silicon wafers.



Welded metal bellows



Magnetic fluid vacuum seals

Our Businesses

EKK Group Businesses and Products Supporting People's Lives and Society

3

Automotive, Construction Machinery



We stably supply a wide range of products, including seals for automotive air-conditioning systems and water pumps, solenoid valves and sensors for machinery, and floating seals for construction machinery undercarriages.



Automotive products



Seals

4

Housing Equipment



We make home life more comfortable with products such as valves used in bidet toilet seats, household fuel cells and heat-pump water heaters, accumulators used in well pumps and water supply systems for commercial and residential buildings.



Valves for bidet toilet seats



Accumulators for housing equipment

5 Aerospace



We supply seals used in rocket engines' turbo pumps and aircraft engines' main shafts and gearboxes.

Our reach extends even to the International Space Station, where the Japanese Experiment Module, Kibo, is equipped with our bellows accumulators.



Bellows accumulators



Seals for aircraft engines

6 Energy



We offer seals that can withstand high-temperature, high-pressure environments in addition to seals for generators and power-plant pumps.

Our specialty valves are likewise used at many power plants. We supply diaphragm couplings also, mainly for power plant machinery and LNG tankers' propeller shafts.



Diaphragm coupling

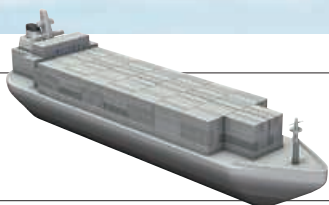


Main steam isolation valve

The EKK Group's core strengths are seal, valve, specialty welding and power transmission technologies. Our products run the gamut from mechanical seals and specialty valves to marine products, aerospace products, bellows and diaphragm couplings.

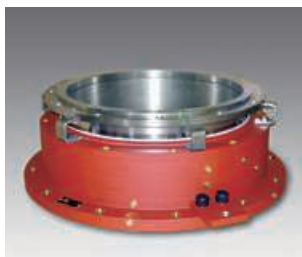
Widely used as critical components of automobiles, ships, various types of plants, aircraft and rockets, our products benefit industries and make people's lives better globally.

7 Marine



We supply stern tube bearings and stern tube seals that attach to ships' propeller shafts to prevent lubricant leakage and seawater infiltration.

Many ships are equipped with our non-polluting stern tube air seals that use air to completely suppress oil leakage.

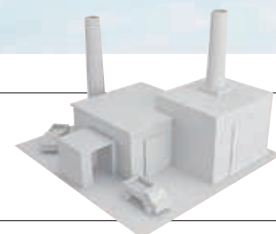


Oil-lubricated stern tube seal



Water-lubricated rubber bearings

8 Other



We contribute to energy efficiency and help improve productivity and customers' product quality with products such as pressure sensors, load cells and digital controllers used in machinery across a broad range of industries (e.g., automotive, rubber, semiconductors, water treatment, industrial machinery, batteries, food, beverages and pharmaceuticals).



Pressure sensors



Round digital pressure meters



Our ESG Management

Approach to Sustainability

The idea that companies belong to not only their shareholders but also their employees and society has long permeated every aspect of the EKK Group's management.

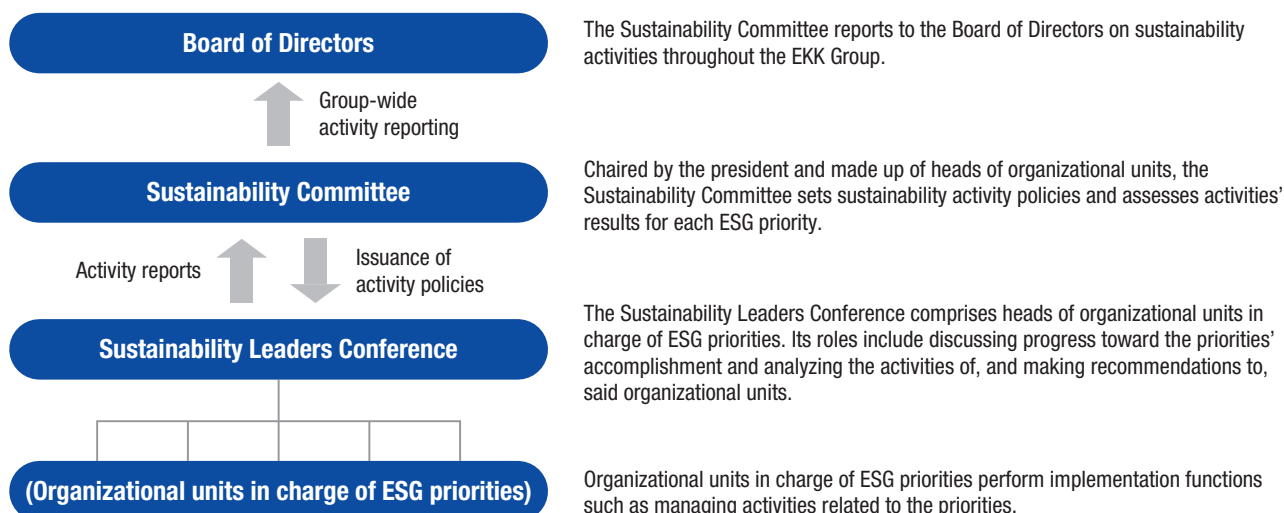
Given the imperative of taking action toward realizing a sustainable society, including by addressing climate change, we established the Sustainability Committee in April 2021 and have been advancing activities accordingly.

Referencing sustainability guidelines, environmental, social and governance (ESG) ratings and other relevant inputs, the committee will discuss and decide on priority ESG issues (materiality) on behalf of the EKK Group and promote business activities that take into account not only economic principles but also societal mores by, for example, developing environmentally friendly manufacturing processes.

Additionally, we will expedite development of environmentally friendly products with a focus on environmental preservation and energy efficiency while contributing to attainment of the Sustainable Development Goals (SDGs) through growth in our core businesses.

Sustainability Initiatives

The Sustainability Committee's Composition and Activities



The EKK Group's Priority ESG Issues (Materiality)



We will contribute to achievement of the SDGs through growth in our businesses alongside initiatives to address our ESG priorities.



The EKK Group's Business Environment

In its five business segments, the EKK Group provides mechanical seals and various mechanical products for land, sea and air mobility, plant equipment and semiconductor manufacturing equipment.

We are the only organization in the world that provides mechanical seals to all of these industries. Furthermore, we are developing and expanding sales for new products for the next-generation mobility and energy markets leveraging our surface texturing and other proprietary technologies.

In the area of next-generation mobility, not only is electrification progressing for EVs but also potentially for construction machinery, ships and aircraft. We will focus further efforts on development and sales expansion with particular respect to these areas.

Meanwhile, in the energy market, while demand for petroleum is expected to increase for the time being, the renewable energy market is also expanding. We will continue to expand sales of our respective products in these areas.

The semiconductor market is also expected to grow alongside these markets with advancements in IoT and digital transformation (DX), and we will focus here as our next driver of growth.

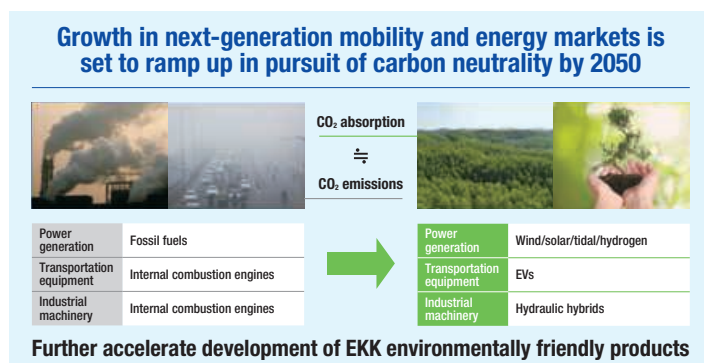
R&D Activities | Development of New Products Conducive to Environmental Preservation and Energy Efficiency

Mechanical seals, the EKK Group's core product, protect the environment by preventing leaks from rotary machinery.

Upgrading these seals' functionality will improve the performance and energy efficiency of the machinery in which they are installed. We are advancing the proposal of our proprietary technologies and the development of new products toward this end, and to address the expansion of the next-generation mobility and energy markets.

Additionally, there is now a growing need for our products and technology in conjunction with the pursuit of carbon neutrality to mitigate climate change, an issue that needs to be addressed on a global basis.

Our Business Environment: Medium- to Long-Term R&D Trends



Using a wide range of analytical techniques, the EKK Group conducts R&D in specialized fields required for seal technologies. Our R&D activities are based mainly on tribology, materials science and fluid dynamics.

In particular, we place priority on developing minimal-friction technologies for every application in light of the recent societal imperative of reducing environmental burden.

The EKK Group's R&D Spending and Staffing

FY2022 R&D expenses	¥3,284 million
R&D staff headcount	190 (3.0% of total workforce)

R&D Status by Business Segment

Segment	Main R&D initiatives	R&D expenses (Millions of yen)
Automotive and Construction Machinery Industries	<ul style="list-style-type: none"> Continuing to develop and expand sales of products for EVs and gathering technical information through collaboration among R&D centers in China, Europe and Japan in response to the auto industry's migration to EVs Mechanical seals: Started development and mass production of high-speed mechanical seals for EV drive motor shaft coolant, developed a small-diameter lip seal for electric water pumps Mechatronic and metal bellows application products: Continuing to develop thermal management system products and work on mass producing hydrogen pressure control and check valves for FCVs as next-generation automobiles Products for construction machinery: Developing hydraulic hybrid systems that reduce construction machinery's fuel consumption 	2,133
General Machinery Industry	<ul style="list-style-type: none"> Industrial mechanical seals: Actively developing longer-life mechanical seals for machinery used under high-pressure/high-speed conditions by using surface texturing technologies to substantially reduce frictional force and heat generation Diaphragm couplings: Continuing to develop large couplings for power plants 	911
Semiconductor Industry	<ul style="list-style-type: none"> Magnetic fluid vacuum seals: Developing hybrid seals and motor-integrated products combining metal bellows seals and rotary joints Metal bellows: Developing longer-life models for semiconductor production equipment 	109
Marine Industry	<ul style="list-style-type: none"> Oil-lubricated stern tube seals: Continuing to mass produce seals compatible with various oils, particularly biodegradable oils Continuing to develop environmentally protective stern tube seals for small ships and adapt seals to electric propulsion systems in addition to developing large-ship stern tube seal systems that are more reliable even in a water-lubricated environment 	32
Aerospace Industry	<ul style="list-style-type: none"> Products for aircraft: Applying surface texturing techniques to develop low-torque seals for engine gearboxes Products for rockets: Continuing to help develop turbo-pump, high-pressure pipe and fuel tank seals for the H3 launch vehicle, Japan's new flagship rocket 	97



Our ESG Management

Key Themes and Specific Initiatives Addressing Societal Issues

	FY2023: Important issues (Materiality)	Policy themes	Relevant SDGs
E	Environmental management Based on our Environmental Policy, we work to maintain an environmental management regime and carry out environmental preservation activities.	<ul style="list-style-type: none"> Development of environmentally friendly products Global warming mitigation measures Effective use of resources and management of environmentally hazardous substances Preservation of water resources Preservation of biodiversity 	       
	Quality assurance To us, product quality problems risk the loss of stakeholders' trust and are even an existential threat to the organization. Therefore, we are constantly striving to improve the quality of our products toward maintaining a level of product quality that customers can rely on and guaranteeing the same quality level all over the world.	<ul style="list-style-type: none"> Eternal Zero (Maintaining a level of product quality that customers can rely on and guaranteeing the same quality level all over the world) 	    
S	Human resource policies based on respect for human dignity "Management that respects human dignity based on commitment and trust" is part of the EKK Group Management Philosophy. To put this into practice, we endeavor to create fulfilling workplaces where all employees can give full play to their respective capabilities. We place priority on human resource development with a suite of training programs for everyone from new hires to management. In addition, we have set indicators and targets and are working toward the realization of diversity and a society with equal opportunity for women.	<ul style="list-style-type: none"> Respect for human rights Realization of diversity and a society with equal opportunity for women Promotion of workstyle reforms Training and development of human resources 	   
	Social contribution activities We carry out a range of activities to benefit society on an ongoing basis with the aim of being a trusted corporate citizen by the local communities where we have our Group locations. We host community events at our sites and sponsor events open to local residents. We also proactively support activities of NPOs and academic organizations and sponsor local sports teams.	<ul style="list-style-type: none"> Promotion of social contribution activities 	     
	Occupational health and safety Based on a core conviction that safety is not only fundamental to management that respects human dignity but also a personal desire and mission of all Group personnel, we strive to create safe workplace environments with a top priority on employees' health and safety. We also promote occupational health and safety management activities based on the concepts found in ISO 45001 with regard to occupational health and safety management systems.	<ul style="list-style-type: none"> Occupational health and safety Employee health Promotion of traffic safety management 	 
	Supply chain management We conduct sourcing activities fairly and impartially in accord with policies we have established on doing business with partner companies, including manufacturers of product materials, metal parts and resin parts and processing, surface treatment and assembly subcontractors, to enable us to meet product liability and other requirements for the EKK Group's diverse products.	<ul style="list-style-type: none"> Promotion of sourcing activities in accord with the Procurement Policies Partner management Promotion of green procurement activities 	   
G	Corporate governance We are committed to organizational governance and appropriate disclosure in accordance with Japan's Corporate Governance Code, as well as fair competition and business execution. Furthermore, we are advancing education to ensure compliance with laws and regulations in accordance with each business activity, as well as management for individual laws and regulations within each organizational unit.	<ul style="list-style-type: none"> Organizational governance and appropriate disclosure Initiatives for fair competition and business execution 	
	Risk management Risk management becomes increasingly important for a company as its activities become more diverse and globalized. We have accordingly established the Risk Management Subcommittee under the Sustainability Committee and are working to improve risk-preparedness. Additionally, we have organized internal auditing functions across every node in our global footprint and periodically check the state of governance and legal/regulatory compliance at both domestic and overseas nodes.	<ul style="list-style-type: none"> Identification of and countermeasures against latent risks inherent in business activities, prevention of risk manifestation, etc. 	
	Information security With advances in DX in business activities and other factors, information security is growing in importance. Therefore, we are working to strengthen our information security management regime, educate our employees to raise their security awareness and take countermeasures both during emergencies and to address vulnerabilities in our systems.	<ul style="list-style-type: none"> Strengthening the information security management regime Information security education Emergency response procedures and countermeasures, countermeasures against vulnerabilities 	

EKK Group Stakeholders

The idea that companies belong to not only their shareholders but also their employees and society has long permeated every aspect of the EKK Group's management.

We believe that building strong bonds of trust through dialogue with all stakeholders, including customers, suppliers and financial institutions, leads to fair profits and supports the EKK Group's perpetual growth.



Customers

- Supply high-quality products that meet customer needs at reasonable costs, with effective delivery times, and in an appropriate manner.
- Provide appropriate maintenance, repair and other after-sales services for products delivered.
- Act as a reliable partner with technical strength that supports new product development and expansion to new fields.

Shareholders

- Increase corporate value in a steady manner.
- Achieve and maintain a balance between dividends and internal reserves to strengthen our corporate standing and ensure appropriate dividend payments to shareholders with stability over the long term.

Suppliers

- Deliver products and services in a reliable manner to earn appropriate compensation for them.
- Increase technical capabilities and open new fields, and boost corporate reliability through transactions.

Financial institutions

- Carry out credit offerings and other financial transactions repeatedly and consistently to earn appropriate profits commensurate with risks.
- Increase applications in financial trading through transactions and boost corporate credibility.

Communities

- Ensure stable tax payments and create job opportunities through sound corporate activities.
- As a Group, develop extensive ties with communities and contribute to the revitalization of local communities.
- Help to protect the environment through our products.

Employees

- Enable employees to earn appropriate remuneration through their effort.
- Contribute to communities through production activities.
- Provide employees with opportunities to acquire the resources to achieve their goals at high levels and enjoy physical and mental well-being.



Environmental

Philosophy

As a member of society, the EKK Group believes that its corporate responsibility is to work toward the realization of a sustainable society.

More than ever, companies are required to address various global environmental issues such as climate change, resource recycling, water resource conservation and biodiversity preservation.

The Group is committed to the preservation of the global environment through the development and sale of environmentally friendly products, as well as through production and other business activities.

Environmental Management

The EKK Group conducts environmental preservation activities in accord with its environmental policy. All subsidiaries in Japan are ISO 14001-certified and participate in an integrated environmental management system.

Environmental Policy

Basic Concept

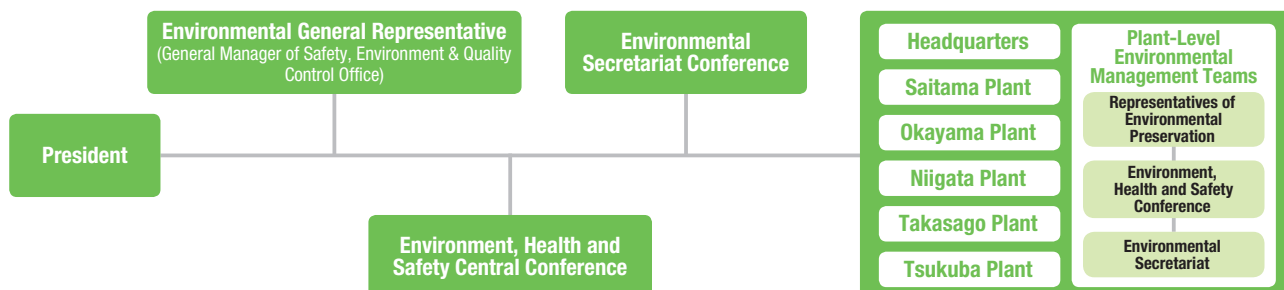
Considering that a corporate is a part of society and Seal products, Precision products including valve and metal application product, and Accumulators manufactured by our company can contribute to the environment by preventing pollution and saving energy, Eagle Industry Co., Ltd. and its affiliated companies shall be aware that our activities, products, and services are deeply associated with the global environment. Setting “Compliance” as the basis of our corporate activities, we will pursue the preservation of the global environment voluntarily and continuously.



Environmental Management Regime

The Environment, Health and Safety Central Conference, chaired by the president, meets twice annually to conduct management reviews of environmental preservation activities.

Environmental Management Organization Chart



Compliance with Environmental Laws and Regulations

We believe that each employee must be aware of environmental laws and regulations to comply with these laws and regulations, and in FY2022 we began our Environmental Laws and Regulations Education program. We have launched this program with a fundamental course, where all employees are provided with training to convey the importance of compliance with environmental laws and regulations and to improve their awareness. In the future, we will launch this educational program including specialized knowledge and integrate into our environmental management system.

The EKK Group annually identifies environmental laws and regulations that pertain to its operations and verifies its compliance with them semiannually. No environmental accidents that would constitute a regulatory violation occurred in FY2022. There were two incidents that required simple inspections of machinery containing chlorofluorocarbons (CFCs).

The Group has also established emergency response procedures to prevent environmental contamination in the event of an environmental accident or disaster. Its production plants have emergency arrangements in place and periodically check their procedures' effectiveness by conducting emergency tests.



Education on environmental laws and regulation in progress

Environmental Internal Audits and Patrols

All organizational units are internally audited annually. Some 300 employees are certified internal auditors. Internal auditors undergo a training program before starting to audit. We are also promoting internal audits across business units to improve the skills of internal auditors and the accuracy of audits.

Additionally, environmental patrols are conducted annually at all domestic production sites. Staff from the Safety, Environment & Quality Control Office's and Safety & Environment Management Department visit production sites to inspect frontline operations (management of, e.g., industrial waste, oil and chemicals) and provide guidance.

Environmental Education and Consciousness-Raising

All employees receive environmental awareness education annually. Awareness education uses a uniform curriculum on a Group-wide basis to share the EKK Group's environmental preservation philosophy and initiatives while also including topical environmental content.

Additionally, environmental performance metrics, including electric power consumption, are disclosed on an intranet portal site to help raise employees' environmental consciousness.



Excerpt from the FY2022 environmental awareness education textbook

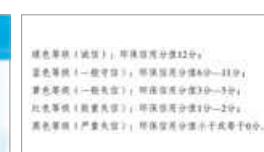
Environmental Communication

China-based Eagle Industry (Wuxi) Co., Ltd. (EIW) was commended for its environmental management efforts in FY2021 and FY2022 with an environmental protection model enterprise award by the city of Wuxi. EIW was one of 53 companies to receive this award, selected from approximately 100,000 industrial corporations in Wuxi.

EIW received this award for achieving two years of no environmental violations or complaints. The award is valid for two years, and brings EIW's dynamic credit rating to a perfect score, achieving the highest ranking of "Green."



EIW's credit rating



Credit rating criteria



Environmental

Countermeasures against Climate Change

Social Context

Torrential rains, tropical cyclones, droughts and other severe weather occurring around the world have heightened concerns over climate change.

The Paris Agreement requires companies to reduce greenhouse gases (GHGs) and adapt to climate change, adopt sustainable business models and prioritize climate change action.

Japan has also issued a declaration for carbon neutrality by 2050, showing moves toward decarbonization.

Risk management for climate change is critical because natural disasters and stronger regulations may present potential impacts on business continuity and supply chains.

To fulfill their environmental responsibilities, companies need to reduce GHG emissions, improve energy efficiency and adopt renewable energy sources.

EKK Group Policy

As a global company, we recognize that addressing climate change is an important issue that must be addressed globally, and we are working to achieve carbon neutrality by 2050 in order to build a sustainable society. In accordance with the Task Force on Climate-related Financial Disclosures (TCFD) requirements, we analyze the impact climate change has on the Company and work to integrate measures against climate change into our management strategies. In addition, we are actively working to reduce CO₂ emissions by improving energy efficiency and actively adopting renewable energy.

Governance

Recognizing that climate change is an important matter influencing management, the EKK Group has established the Sustainability Committee under the Board of Directors, which deliberates on climate change and reports its findings to the Board of Directors, creating a system ensuring appropriate supervision by the Board.

The Sustainability Committee is not only responsible for climate change; it also organizes, makes decisions and conducts evaluation and management with regard to other important issues (materiality) for the sustainable growth of the Group, and reports the results of these activities to the Board of Directors. In addition, the Environment, Health and Safety Central Conference checks on how environmental management/health and safety activities are being promoted in business activities.



Strategy (Scenario Analysis to Examine Risks and Opportunities)

As a first step toward achieving the goal of the Paris Agreement (to limit the temperature increase to below 2°C by the end of the 21st century) in alignment with the TCFD recommendations, the EKK Group has identified climate-related risks and opportunities based on two scenarios: the “below 2°C scenario,” with accelerated technological innovation on GHG reductions and tightened emission regulations by governments, and the “4°C scenario,” in which these initiatives remain at their current levels.

In our medium- to long-term business roadmap, we will accelerate expanding our ratio of renewable energy use and reducing CO₂ in our production processes toward a decarbonized society. Furthermore, we will expand sales of environmentally friendly products targeting the next-generation mobility and energy markets, which we have been promoting for some time.

In addition, we see our response to the risks posed by climate change in our business activities as an opportunity to generate significant business through the creation of new technologies, and we will continue our efforts to enhance our corporate value over the medium to long term.

Scenario	Future state	Risks	Opportunities
Below 2°C scenario	GHG emissions are reduced in line with the goals of the Paris Agreement through progress in energy conservation and decarbonization technologies and stronger corresponding policies	<ul style="list-style-type: none"> • Raw fuel and raw material costs rise due to more stringent environmental taxation (higher carbon prices) • Cost burdens increase due to introduction of technologies to comply with stricter GHG emission regulations • Sales decrease in products for internal combustion engine automobiles and products for petroleum refining and petrochemical plants due to decreased use of fossil fuels 	Sales expand for environmentally friendly products targeting the next-generation mobility and energy markets
4°C scenario	GHG emissions continue on current trajectory	<ul style="list-style-type: none"> • Facilities suffer damage and business activities are interrupted due to intensifying natural disasters • Costs rise for business continuity management measures 	<ul style="list-style-type: none"> • Sales and demand increase for equipment and products for disaster recovery due to extreme weather • Sales continue for existing product lines

Risk Management

The EKK Group recognizes that the assessment and management of the risks and opportunities posed by climate change are issues influencing its business activities. With this in mind, the Group has established the Sustainability Committee under the Board of Directors, which deliberates on climate change and reports its findings to the Board of Directors, creating a system ensuring appropriate supervision by the Board.

In FY2022, the existing Risk Management/Compliance Committee was integrated into the Sustainability Committee. Since then, the committee has also taken a risk management perspective in identifying risks associated with climate change in our business activities, working to ensure that climate change initiatives permeate throughout the entire Group.



Environmental

Metrics and Targets (FY2022 Performance)

Our CO₂ emissions in FY2022 were 20% lower globally than in FY2018, and are on track to achieve planned levels.

As a global company, we have positioned the achievement of a decarbonized society as an important issue and are targeting carbon neutrality by 2050. To achieve this, we will develop environmentally friendly products that conserve energy and reduce environmental burden, and promote the adoption of renewable energy and power conservation in our production processes.

CO ₂ reduction targets (for Scope 1 and Scope 2)	2030 target	2050 target
Japan	50% reduction vs. FY2018	Carbon neutrality
Overseas	30% reduction vs. FY2018	

Specific Actions

In the EKK Group, in addition to CO₂ reduction activities in processes, such as centralized dust collection and measures to prevent air leaks in factory facilities, we are also promoting activities such as switching to LED office lights and streetlights.

Since FY2021, we have also submitted responses to the CDP Climate Change Questionnaire, disclosing our climate change efforts.



At our production plants, we are improving our energy efficiency by replacing HVAC systems and compressors with more energy-efficient models, switching to LED lighting and sealing compressed air leaks.

Sales branches do so by promoting fuel-efficient driving of Company vehicles and reviewing mileage logs at meetings. Additionally, all employees are trained to turn off lights when vacating the office, including at lunchtime, and to put computers to sleep when not in use.

We are also working to adopt sustainable energy sources and have installed solar power generation systems as a means of mitigating global warming. In addition, we have signed an electricity agreement with less CO₂ emissions with an electric utility company, resulting in a significant reduction in energy consumption per unit. We will continue to promote technological advances and more effective initiatives to fulfill our responsibility to the global environment.



Solar panels at Eagle Industry Co., Ltd.'s Okayama Plant

Preservation of Water Resources

Social Context

Sustainable water resource management is an essential undertaking in today's society, which faces intensifying water scarcity and water stress due to industrial development, population growth and the effects of climate change. Urban areas require extensive water supply and purification infrastructure, as well as proper water management. Climate change is also having a major impact on precipitation patterns and water circulation, leading to serious problems and even health issues in some regions and developing countries from water stress and water poverty. Addressing these water risks and pursuing a sustainable society will become increasingly important issues in corporate activities.

EKK Group Policy

We are committed to protecting water resources by monitoring and reducing water use in our product manufacturing processes and improving wastewater treatment. Furthermore, we assess water-related risks that vary from country to country and region to region, and take actions to protect water resources accordingly.

Targets and Performance

In FY2022, the EKK Group's water withdrawal reached approximately 229,000 m³ thanks to its water withdrawal management and reduction efforts. In our production processes, we reduced water withdrawal by installing reduced-pressure distillation equipment and optimizing the water flow in the rinsewater tank. To address global concerns about water risk, we have set a clear three-year (FY2022 to FY2025) target of domestic water use below the three-year average. Furthermore, we will curb increases in water withdrawal globally by monitoring water use amounts overseas. To meet the aforementioned target, we will actively promote activities to reduce water withdrawal and promote the protection of water resources.

Water Risk Assessments

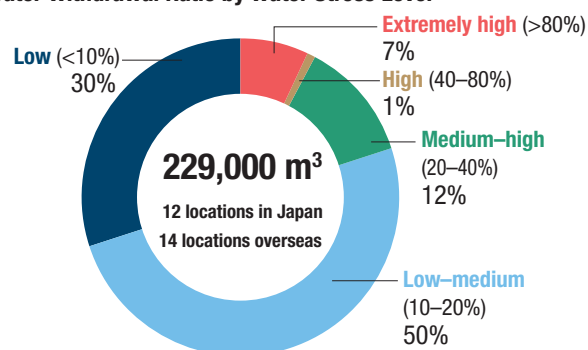
Appropriate water withdrawal management and maintaining a balance between supply and demand are essential elements of our business activities and our objective to ensure the sustainability of water resources.

By appropriately managing water withdrawal and assessing risks, we not only minimize environmental impacts but also ensure equitable access to and use of local water resources and fulfillment of legal and regulatory obligations. If water withdrawal activities adversely affect water sources and local water circulation, they may have a serious impact on livelihoods and economic activities in local communities. At the EKK Group, we conduct regular water risk assessments to take responsibility for the environment.

Using Aqeduct, a water risk assessment tool provided by the World Resources Institute (WRI) to effectively handle water-related risks, we investigated water stress conditions at our global production sites. The results of this investigation are as follows.

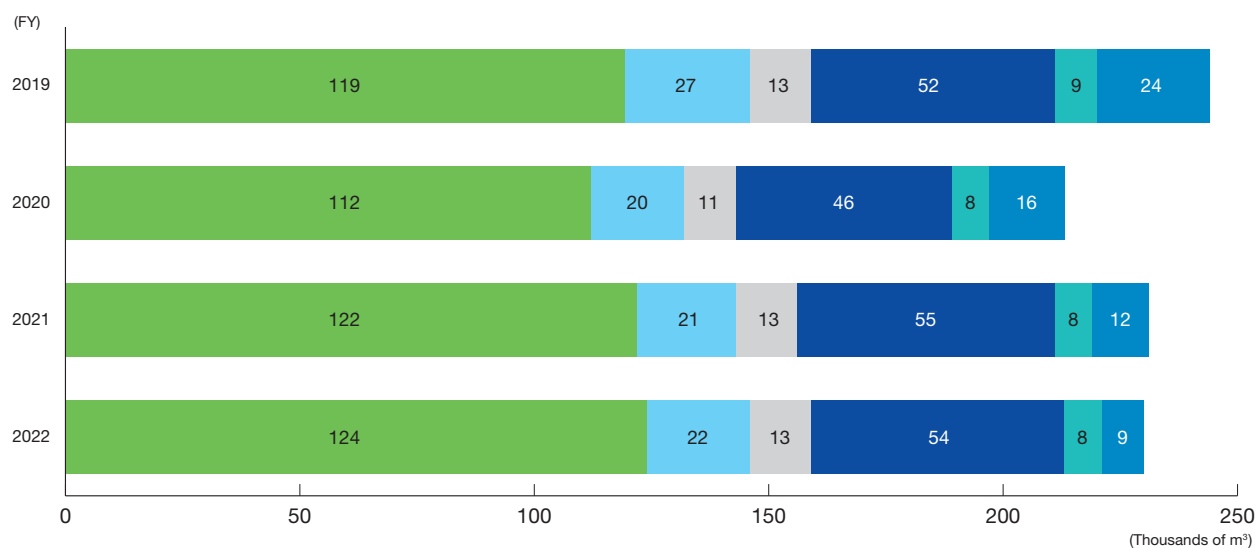
(Thousands of m ³)			
Water stress	FY2020	FY2021	FY2022
Extremely high (>80%)	5	6	15
High (40–80%)	4	4	3
Medium-high (20–40%)	11	11	28
Low-medium (10–20%)	109	120	116
Low (<10%)	45	44	68

Water Withdrawal Ratio by Water Stress Level



Water Resource Input

Japan China Korea Asia, other (e.g., ASEAN, India) Europe North America





Environmental

Specific Activities

In this section, we will introduce some of the EKK Group's efforts to reduce water use, specifically those in areas with particularly high water stress.

1. Installing reduced-pressure distillation equipment (Netherlands)

We have installed vacuum distillation equipment (which distills in a vacuum and at low temperature (40°C)) to ensure water used in processes is clean enough to be reused in other internal processes.

This equipment has enabled us to reuse 80% to 90% of water in our internal processes.



2. Ultrasonic cleaning equipment (Netherlands)

Ultrasonic cleaning equipment used to clean metal-stamped parts is equipped with an independent buffer tank.

This independent buffer tank has a filtration system and a double oil skimming unit capable of removing oils with density of up to 1 gr/cm³ and more than 1 gr/cm³.

The introduction of additional skimming/filter units has significantly extended cleaning solution lifespans.



3. Reusing treated wastewater (Mexico)

We are reducing water use by efficiently harnessing water used in processes and by taking actions to reuse purified water for toilets and irrigating green areas.

Water reuse for irrigating green spaces began in September 2021, and reuse for toilets began in June 2022.



4. Automating processes (India)

By switching from manual to mechanized cleaning for the parts periodically replaced in our processes, we significantly reduced water use from 1,000 liters/month to 200 liters/month.

Industrial Waste Reduction/Recycling

Social Context

Calls for a circular economy are growing to protect the world's limited resources.

Reducing waste is also an initiative that contributes to mitigating global warming because it leads to a reduction in CO₂ generated from waste incineration.

EKK Group Policy

We are working to reduce and recycle industrial waste in order to conserve limited resources and contribute to the formation of a circular economy.

Targets and Performance

Our recycling ratios have shown improvements for the last three years, at 88.2% in FY2020, 93.7% in FY2021 and 96.4% in FY2022.

In addition to the existing environmental target of a recycling ratio of at least 98%, we have set a new target in FY2023 of curbing the increase in industrial waste emissions (emission volume and unit emissions below the three-year average) and are working to reduce waste and improve our recycling ratio from FY2023 toward a new target.

Specific Activities

Some industrial waste that contains substances that preclude recycling is disposed of in landfills. We are analyzing such waste in detail and recycling the waste we can first.

Preservation of Biodiversity

Production plants' grounds are periodically inspected for invasive vegetation. If any plants designated as invasive alien species are found on-site, they are appropriately eradicated in accord with the Invasive Alien Species Act.

We also endorse the Declaration of Biodiversity and Action Guidelines by the Keidanren (Japan Business Foundation) Declaration on Biodiversity and Action Guidelines and will continue to engage in biodiversity-conscious business activities to help realize a sustainable society.

Environmental Objectives/Targets and Outcomes

(Results of FY2022 activities and FY2023 targets)

Priority	FY2022 target(s)	FY2022 outcome(s)	Pass/ Fail	FY2023 target(s)
Environmentally friendly products	Develop and expand sales of environmentally friendly products in light of environmental impacts	Proceeded with product development and sales expansion in accord with design and sales departments' plans	Pass	Continue development of environmentally friendly products and expansion of their sales
Countermeasures against climate change	Make energy usage visible and reduce unit CO ₂ emissions by at least 1% YoY	Reduce unit CO ₂ emissions by 7.1% YoY	Pass	CO ₂ emissions Reduce by 36.7% vs. FY2018 (by 2030, reduce by 50% vs. FY2018; by 2050, achieve carbon neutrality) Energy consumption per unit (CO ₂ equivalent): Reduce by at least 1% from the five-year average Work to visualize energy usage Continue to respond to the CDP Climate Change Questionnaire
		Adopt electricity monitoring equipment at some locations	Pass	
	Expand adoption of renewable energy	Expand adoption of solar power generation	Pass	
	Promote efforts toward carbon neutrality	Set and disclose carbon neutrality targets	Pass	
Industrial waste reduction/recycling	Explicitly quantify industrial waste volumes and promote more recycling while maintaining a recycling rate of at least 98%	96.4% recycling rate	Fail	At least 98% recycling rate Curb the increase in industrial waste emissions (emission volume and unit emissions below the three-year average)
		Started recycling a portion of sludge previously disposed of in landfills	Pass	
Preservation of water resources	Protect water resources in accord with plant sites' features	Monitored water use	Pass	Curb the increase in water use (total use below the three-year average)
Preservation of biodiversity	Manage vegetation in accord with plant sites' features	Managed plant sites' greenery and monitored sites for growth of invasive alien plant species	Pass	Manage plant sites' greenery areas and vegetation in accord with environmental laws and regulations
Compliance with laws, regulations, etc.	Comply with environmental laws and regulations, including regulations on products' chemical content	99.3% compliance with environmental laws and regulations	Fail	Comply with environmental laws and regulations, including regulations on products' chemical content
	Prevent environmental accidents	No environmental accidents that would constitute a regulatory violation	Pass	Prevent environmental accidents, including environmental damage from natural disasters (in coordination with business continuity management)
Environmental consciousness raising	Broadly promote environmental consciousness among the entire workforce, including management	Conducted education programs for all employees	Pass	Continue to conduct various environmental education programs and internally disclose information
		Published environmental data on the intranet portal site	Pass	



Environmental

Environmental Data

Input

Data item	Scope of data	FY2020	FY2021	FY2022
Gasoline	Japan	88	81	82
	Overseas	41	51	32
Light oil	Japan	17	15	21
	Overseas	68	70	77
Kerosene	Japan	26	27	30
	Overseas	7	7	4
LPG	Japan	469	474	465
	Overseas	80	87	50
City gas	Japan	26	29	28
	Overseas	157	252	214
Electricity	Japan	70	72	69
	Overseas	65	74	72
Total water withdrawal	Japan	299	321	329
	Overseas	159	164	131
Tap water	Japan	112	121	124
	Overseas	62	62	106
Industrial water Including surface water and subsoil water from waterways, etc.	Japan	59	64	68
	Overseas	55	61	12
Groundwater	Japan	128	136	137
	Overseas	42	41	13
Other water used External discharge, rainwater, seawater, etc.	Japan	0	0	0
	Overseas	0	0	0

[Scope of data collection] Fuel and electricity: EKK Group headquarters, production plants, sales offices
Water withdrawal: EKK Group production plants

Output

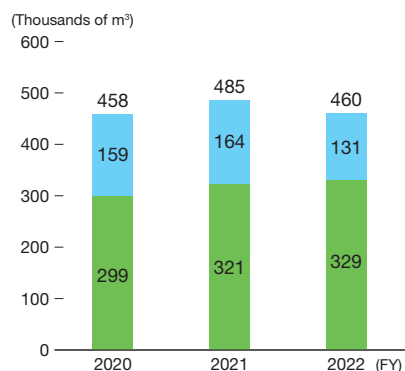
Data item	Scope of data	FY2020	FY2021	FY2022
CO ₂ emissions	Japan	41.1	38.1	35.4
	Overseas	35.7	39.5	38.5
Scope 1	Japan	1.8	1.8	1.8
	Overseas	0.9	1.1	0.9
Scope 2	Japan	39.3	36.2	33.7
	Overseas	34.8	38.4	37.6
CO ₂ emissions per production value	Japan	0.51	0.50	0.45
	Overseas	0.75	0.75	0.72
Industrial waste	Japan	3.0	2.4	2.2
	Overseas	1.6	1.6	1.5
Recycling volume	Japan	2.2	2.1	2.0
	Overseas	0.6	0.6	0.8
Landfill disposal volume	Japan	0.7	0.3	0.2
	Overseas	0.8	0.8	0.7
Valuable resources	Japan	3.1	2.8	2.8
	Overseas	1.6	1.8	1.7
Volatile organic compound (VOC) emissions	Japan	57	59	57
	Overseas	33	35	40

[Scope of data collection] CO₂ emissions: EKK Group headquarters, production plants, sales offices
Industrial waste: EKK Group production plants
VOC emissions: EKK Group production plants

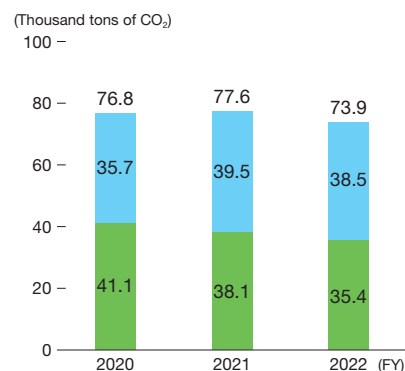
[Emission factors] Scope 1: Calculated based on Ministerial Ordinance on Accounting for Greenhouse Gas Emissions by Specified Emitters.
Scope 2: Calculated based on emission factors published by the respective electric utility.

* In cases where the factor for calculating FY2021 CO₂ emissions has not been published, the factor for FY2020's calculation was used.

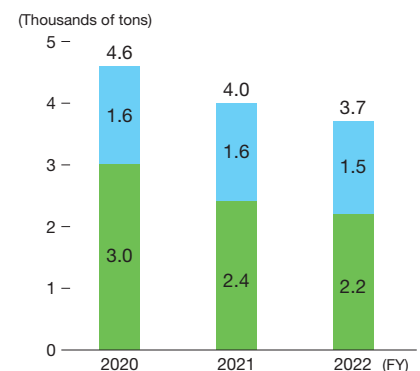
Total Water Withdrawal



CO₂ Emissions



Industrial Waste



Use of Renewable Energy

(MWh)

Electricity generated from solar power	Scope of data	FY2020	FY2021	FY2022
Amount of renewable energy generated on-site and consumed in-house	Japan	0	643	1,601
	Overseas	715	897	858

[Scope of data collection] EKK Group production plants

Breakdown of Scope 3 Emissions

(Thousand tons of CO₂)

Data item		FY2020	FY2021	FY2022
Category 1:	Purchased goods and services	81.5	196.6	215.8
Category 2:	Capital goods	11.1	10.5	14.6
Category 3:	Fuel and energy related activities not included in Scope 1 or Scope 2	4.8	4.9	4.7
Category 4:	Upstream transportation and distribution	4.3	9.1	9.2
Category 5:	Waste generated in operations	0.7	0.7	1.0
Category 6:	Business travel	0.5	0.5	0.5
Category 7:	Employee commuting	1.5	1.5	1.6
Category 8:	Upstream leased assets	0	0	0
Category 9:	Downstream transportation and distribution	—	—	—
Category 10:	Processing of sold products	—	—	—
Category 11:	Use of sold products	—	—	—
Category 12:	End-of-life treatment of sold products	—	—	—
Category 13:	Downstream leased assets	0	0	0
Category 14:	Franchises	0	0	0
Category 15:	Investments	N/A	N/A	N/A

[Scope of data collection]
EKK Group business activities (in Japan)
[Emission factors]
Emission factors are used with reference to Policy on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain by the Ministry of the Environment.
Note: Categories 9, 10, 11 and 12 are not included because they are currently difficult to calculate.

Emissions/Transfers of Class-1 Chemical Substances as Designated by the PRTR Law

(Reported in FY2022)

(Tons)

Class-1 chemical substance	Ordinance No.	Emissions				Transfers	
		Into air	Into public waters	Into on-site soil	Landfilled on-site	To sewer system	To off-site
Total		4.40	0	0	0	0	2.52
Hexamethylenetetramine	258	0	0	0	0	0	0.91
Toluene	300	4.40	0	0	0	0	1.00
Phenol	349	0	0	0	0	0	0.61

[Scope of data collection]
EKK Group production plants (in Japan)

Environmental Investment

(Millions of yen)

	FY2020	FY2021	FY2022
Saitama	21	145	53
Okayama	22	26	110
Niigata	18	29	14
Takasago	4	0	0
Total	65	200	0

Number of ISO 14001-Certified Sites

(ISO 14001 certification ratio: 97.7%)

Certified sites of all sites		
Japan	Headquarters	1/1
	Production plants	12/12
	Sales offices	18/18
Overseas	Production plants	12/13

Sites in Scope of Data Collection

		FY2020	FY2021	FY2022
Japan	Headquarters	1	1	1
	Production plants	12	12	12
	Sales offices	18	18	18
Overseas	Production plants	13	13	13



Social Human Rights and Labor Practice Initiatives

[Human Rights]

Basic Stance on Human Rights

In addition to the aforementioned “management that respects human dignity based on commitment and trust,” another foundation of the EKK Group Management Philosophy is “open management with a firm solidarity without factions.” In accord with these principles, we strive to develop our human resources and create fulfilling workplaces so that all employees can demonstrate their respective capabilities, as we work to maintain an attitude of “respect for human dignity” in all aspects of management.

To realize this, we have established the EKK Charter of Corporate Behavior, in which we declare, “We will carry out management that respects the human rights of all people,” and will conduct business accordingly.

EKK Charter of Corporate Behavior and Guidelines

EKK Charter of Corporate Behavior

To put the EKK Group Management Philosophy into practice, we have established the 11 Principles of Corporate Behavior as part of the EKK Charter of Corporate Behavior. One of these principles is to carry out management that respects the human rights of all people.

URL: <https://www.ekkeagle.com/en/profile/charter/>

EKK Employee Compliance Code of Conduct

The EKK Employee Compliance Code of Conduct stipulates in its “Respect for Employees and Prohibition of Discrimination and Harassment” section that diverse values, individuality and personality must be respected, and discriminatory behavior based on race, skin color, creed, religion, nationality, age, gender, place of birth, physical characteristics, mental or physical disability, etc., is prohibited. It also states that harassment is forbidden.

URL: https://www.ekkeagle.com/assets/file/pdf/en/csr/environment/employee_compliance_action_guidelines.pdf

EKK Human Rights Policy

In accordance with the EKK Charter of Corporate Behavior and the EKK Employee Compliance Code of Conduct, we have established the EKK Human Rights Policy to ensure respect for human rights throughout the supply chain, and are taking actions to ensure human rights are respected in all countries and regions where we conduct our business.

URL: <https://www.ekkeagle.com/en/sustainability/humanrightspolicy>

Major Human Rights Initiatives

Human Rights Educational and Awareness Activities for Employees

To help employees learn the practicalities of respect for human rights more concretely, we conduct trainings that utilize case studies of human rights violations such as sexual and power harassment. We also distribute a compliance booklet to all employees to promote mass awareness of our compliance policies. We are especially educating employees, including those working at subsidiaries, about various kinds of harassment as a matter of priority.

Counseling Hotlines for Human Rights Compliance

We offer counseling hotlines, including an internal reporting hotline based on our reporting system and an external reporting hotline that is staffed by attorneys at law. These counseling hotlines are also available to our Group companies, and corrective actions are taken if we confirm a compliance violation from a report received.

Respect for Basic Rights and Labor-Management Relations

Putting into practice the EKK Group Management Philosophy of respect for human dignity also means respecting and protecting the rights of our employees. To this end, we are working to create workplaces where employees can work with peace of mind by promoting dialogue both among employees and between companies and employees, based on sound labor-management relations and compliance with all labor-related laws.

Compliance with Labor-Related Laws

We issue direction to all Group companies in Japan with regard to compliance with the Labor Standards Act, Labor Union Act and all other labor-related laws. We similarly direct our overseas Group companies with regard to the labor-related laws and regulations of their respective countries. Furthermore, we carry out checks with domestic sites accepting foreign technical intern trainees for compliance with the Immigration Control and Refugee Recognition Act, as well as for the status of their work environments, living environments and actual working conditions.

Building Sound Labor-Management Relations

Dialogue between management and employees is essential in order for us to practice “management that respects human dignity based on commitment and trust” and for the company to develop in a sound manner. At the EKK Group, we respect the rights of workers, including the rights to organize and collectively bargain, and build sound labor-management relations based on this respect.

Members of management attend regularly held labor-management meetings, covering not only working conditions but also presenting on business conditions and management issues, as well as discussing important company measures. At these meetings, labor and management aim to work together to maintain and improve medium- and long-term business development and working conditions for employees as we facilitate dialogue.

Human Resource Development

Employee education is conducted mostly by the Education & HR Development Department. Our training programs use curricula tailored to employees’ career stage, including basic education, management training, advanced skill acquisition training, new-hire training, new-manager training and follow-up management training. All employees are educated on the EKK Group Management Philosophy also. Employees in overseas management roles receive global management training to learn about management fundamentals and staffing, among other subjects.

Additionally, managers periodically meet one-on-one with their subordinates, including in the third and fourth years of employees’ tenure. Such meetings aim to develop human resources more effectively by rectifying mismatches between employees’ assigned jobs and personal preferences and by making sure employees are upgrading their skillsets.

Human Resource and Employee Benefit Systems

As one facet of management that respects human dignity, we are striving to create workplace environments in which employees can enjoy a full personal life in addition to a fulfilling job. When it comes to helping employees have both a fulfilling job and self-fulfillment in their personal lives, we are exploring and implementing further measures with a view to promoting workstyle reforms beyond the initiatives we have taken so far. We have implemented a number of initiatives in this area to help achieve flexible and diverse workstyles, including establishing and enhancing flextime schedules and childcare and family care leave systems, setting overtime limits to reduce working hours and encouraging employees to take paid leave.



Social Human Rights and Labor Practice Initiatives

Work-Life Balance

To facilitate employees working in a way that fits their circumstances, we have established support systems exceeding some statutory requirements, including our childcare and family care leave systems, and we strive to operate these systems appropriately, helping employees more easily utilize these benefits through awareness-raising and advice.

In addition, we are making our workplaces more employee-friendly, including by offering flextime schedules (without mandatory core hours), and establishing a support leave system for personal injury or illness, childcare and family care. In FY2021, we introduced a teleworking system to improve operational efficiency and help employees balance work and family life.

Initiatives to Reduce Working Hours and Encourage Employees to Take Paid Leave

In order to create a comfortable workplace environment where employees can prosper, we have been reducing total actual work hours for some time, and a committee of labor and management representatives meets annually to formulate each year's initiatives and check results. Data for actual overtime work hours and paid leave utilized is checked per organizational unit and individual to identify problem areas, formulate countermeasures and establish medium- and long-term targets.

FY2023 Targets

- Reduction of total actual work hours per year to 2,000 hours or less
- Establishing 17 days of annual leave taken

Surveys on Engagement, Jobs and the Workplace, and Career Development

EKK uses engagement surveys to determine employee engagement with the Company and work, as well as to identify issues present in the workplace and with the Company. This data is used to examine potential measures to resolve issues.

In addition, employees have interviews with a supervisor to discuss information reported in attitude surveys about career development. This offers employees a chance to directly communicate about topics important to them. The results of this survey process are used to develop and utilize human resources, assign the right personnel to the right positions, and improve the workplace environment.

Diversity

Our fundamental stance is to practice hiring and promotion of a diverse workforce regardless of gender, race, nationality or other factors. Currently, the EKK Group employs approximately 6,000 people around the world. We promote management that respects human dignity by raising awareness of this fact with leadership personnel at all of our overseas locations, as well as those in Japan, so that they can also practice this under their respective local conditions.

Promotion of Equal Opportunity for Women

We are promoting greater workforce participation by women at the EKK Group by assigning female employees to a wider range of roles in accord with their skills and desires and mentoring them. We are actively reassigning women from clerical to career-track positions and promoting them into management roles. We have set a target of having at least 40 women in career-track positions and at least 15 female managers by FY2026.

We aim to inject fresh vitality into our organization and increase productivity by continuing to foster workplaces that allow everyone irrespective of gender to give full play to their abilities.

Employment of Disabled Workers

The EKK Group actively hires disabled individuals and is endeavoring to better retain disabled workers and broaden their available job opportunities.

As of March 2023, disabled workers accounted for 2.84% of the Group's workforce, exceeding the statutory target of 2.3%.

Since May 2018, the Group has been running an indoor horticulture business that provides rewarding jobs to disabled workers.

Senior Employee System (Reemployment of Mandatory Retirees)

In 2006, we introduced a system for reemploying those who have reached the mandatory retirement age, working to build a system that allows those who are highly motivated to work after this age to fully demonstrate the richness of their careers and their advanced techniques, passing on their knowledge and skills to the next generation while they maintain a stable lifestyle.

In FY2016, we made employment styles more flexible and revised working conditions, and have been reviewing working conditions on an ad hoc basis since then. In addition, we are implementing measures on an ongoing basis to enhance opportunities and job satisfaction for senior employees, such as holding life planning seminars to help them plan for their post-mandatory retirement lives.

HR Data (Non-Consolidated)

Priority	Breakdown	Unit	FY2020	FY2021	FY2022
Employee composition	Total number of employees		1,483	1,529	1,529
	By employment type	Permanent full-time employees	1,109	1,183	1,149
		Non-permanent employees	374	346	380
	Gender	Men	—	1,173	1,167
		Women	—	356	362
Average years of service	Overall		15.4	16.5	16.6
	Men	Years	15.0	16.0	16.0
	Women		16.8	18.6	19.1
Average age	Overall		39.9	41.1	41.4
	Men	Age	39.8	40.9	41.1
	Women		40.1	41.9	42.5
Breakdown of management personnel by gender	Management personnel	Persons	288	289	240
	Of whom, men	Persons	280	281	230
	As a share of total	%	97.2	97.2	95.8
	Of whom, women	Persons	8	8	10
	As a share of total	%	2.8	2.8	4.2
Employment of people with disabilities	Persons hired	Persons	47	51	48
	As a share of total employees	%	2.80	3.13	2.84
Childcare leave	Childcare leave-takers	Persons	17	16	16
	Of whom, men	Persons	1	9	8
	Of whom, women	Persons	16	7	8
	Percentage of childcare leave-takers who returned to work				
	Men	%	100	100	100
	Women	%	89	100	100
Family care leave	Percentage of family care leave-takers who returned to work	Persons	1	0	1
	Of whom, men	Persons	1	0	1
	Of whom, women	Persons	0	0	0
Paid leave	Percentage of annual leave days taken	%	75.0	82.0	85.0
	Average days of annual leave taken	Days	15.0	16.4	17.0
Working hours	Total actual work hours (per employee per year)	Hours	1,990	2,005	2,010
	Overtime work hours (per employee per year)	Hours	13.2	15.8	16.5
Turnover	Turnover rate (voluntary turnover)	%	1.7	1.1	2.1
	Number of retiring employees (resignation for personal reasons)	Persons	19	13	27



Social Supply Chain Initiatives

Philosophy and Organization

The EKK Group manufactures a wide range of products across five business domains. Their required specifications and applicable laws and regulations differ depending on the customer's industry.

It is therefore important to maintain mutually beneficial relationships with supply chain partners to be able to meet customers' requirements.

The Group currently has some 1,300 registered supply chain partners ranging from raw materials, metal parts and resin parts manufacturers to processing, surface treatment and assembly subcontractors.

Our approach and standards for sourcing are encapsulated in the corporate social responsibility (CSR) philosophy and in the Procurement Policies (Basic Procurement Policy and CSR Procurement Guidelines), which are publicly disclosed on our website. Before conducting business with a new partner, we explain the policies to and obtain understanding from the partner.

Our various procurement guidelines document the Group's approach to sourcing activities, explicitly inform supply chain partners of what is expected of them and disclose the Group's commitment to sourcing goods and services fairly and impartially while building relationships of trust.

Supply Chain Risk Management

The EKK Group assesses supply chain partners' risks through its divisional corporate offices to ensure business continuity even in the event of supply disruptions due to, for example, a major natural disaster.

For example, we use hazard maps to identify whether partner sites are located in disaster-prone areas and assess whether roads will be cut off during a disaster, causing distribution delays.

We also maintain sufficient inventory and/or line up alternate partners in advance so that we do not have to halt production if one partner stops making deliveries.

As a precaution against overseas supply disruptions, we have arranged to source some raw materials and parts from alternate suppliers in Japan or other overseas regions.

We are currently developing an integrated management system for supply chain information, including such risk information, to rapidly understand the situation and take prompt action in the event of a disaster.

CSR Procurement Initiatives

The EKK Group is committed to CSR procurement with our partners in order to help resolve ESG issues. This style of procurement is based on policies such as compliance with laws and regulations, mutual benefit, and respect for human rights.

In April 2022, we revised our Procurement Policies, and are working to strengthen supply chain management in our business with partners by conducting CSR self-assessments and human rights due diligence. Regarding green procurement, we have newly established and published the EKK Green Procurement Guidelines in April 2022. Here, we are developing technologies and conducting environmental preservation activities for the resolution of environmental issues and other issues faced by society.

Going forward, we will continue to communicate with our stakeholders and conduct CSR procurement.

Note that we have provided a counseling hotline (complaint processing mechanism) on our website for any compliance-related concerns or other issues as they pertain to business with the EKK Group.

Building Partnerships

In April 2021, the Group signed on to the Partnership-Building Declaration led by the National Association of Small and Medium Enterprise Promotion Organizations, part of the Cabinet Office's Small and Medium Enterprise Agency. As a signatory to this declaration, we are actively working toward greater collaboration and mutual benefit with our partners and other businesses trying to create value in efforts to build sustainable relationships for mutual growth.



Internal Education on Our Procurement Policies

FY2022 Results

116 participants

Our procurement-related personnel at business units and Group companies within Japan are subject to a number of educational programs each year. They receive information on respect for human rights and take tests about their understanding of various laws and regulations as well as procurement policies, including the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors.

Based on the knowledge gained from these educational activities, we are working on CSR procurement in cooperation with our partners.

Building Partner Engagement through Procurement Policies Briefings

FY2022 Results

89 participants from 58 companies

We invite our partners to join us for briefings about our policies.

In these briefings, we present to partners about the state of the EKK Group's businesses (production, sales, quality, and procurement), as well as status and policy with regard to CSR procurement. In addition, presentations cover the importance of respect for human rights based on the Guidelines on Respect for Human Rights in Responsible Supply Chains published by the Japanese government. We have used these briefings to call for partner efforts beginning from areas within reasonable reach.

The Group is committed to CSR procurement in order to meet the expectations of its stakeholders as we further collaborate and share information with our partners.

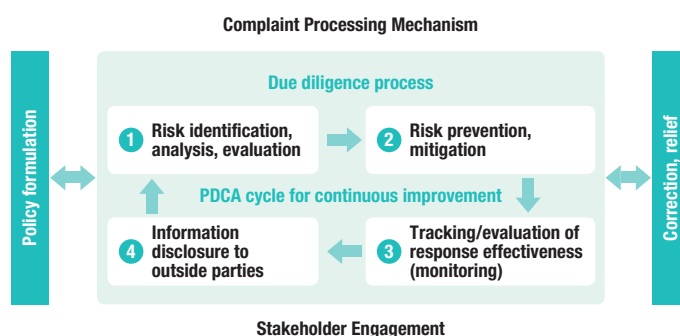
CSR Procurement Self-Assessment

In order to sincerely address issues faced by our stakeholders, we use the CSR Procurement Self-assessment Questionnaire (SAQ) with selected partners to check their policies, systems and initiatives and actively rectify any issues.

Items for confirmation	Corporate governance, human rights, labor, environment, fair corporate activities, quality and safety, information security, supply chain, coexistence with local communities
Step 1	Issues are identified from the results of the CSR Procurement SAQ evaluation
Step 2	Risks are identified, rectified, assessed and disclosed in the due diligence process

Human Rights Due Diligence

We are engaged in efforts for the respect of human rights based on international standards such as the UN Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the International Labour Organization (ILO) MNE Declaration. As part of these efforts, we conduct due diligence on issues identified in the CSR Procurement SAQ through the process shown in the chart on the right, and place the highest priority on minimizing and preventing the risks identified.



Status of CSR Procurement in FY2022

1. CSR Procurement SAQ Average Score by Item

Item	Avg. score (%)	Item	Avg. score (%)
Corporate governance	72%	Quality and safety	86%
Human rights	69%	Information security	83%
Labor	83%	Supply chain	71%
Environment	76%	Coexistence with local communities	71%
Fair corporate activities	77%	Overall	77%

2. Number of Companies by CSR Procurement SAQ Rating

Rank	Evaluation	No. of companies
A	Maintain rank (work to raise level)	471
B	Rank increase required (voluntary improvement)	139
C	Promote improvement of items not complied with (improvement/guidance)	79



Social Social Contribution Initiatives

Philosophy

The EKK Group conducts various activities to contribute to society as a corporate citizen in accord with the EKK Charter of Corporate Behavior's sixth Principle of Corporate Behavior, "As a good corporate citizen, we will actively participate in communities and contribute to their development."

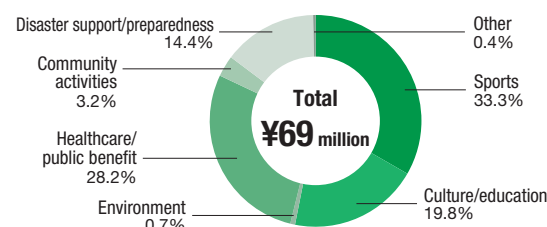
Local Initiatives

EKK Group companies throughout the world communicate with their local communities through such means as sponsoring local events, including summer festivals and gatherings on their premises. In FY2022, the pandemic precluded the hosting of summer festivals or other events at the Group's sites in Japan.

Donation and Sponsorship Activities

As a tool to help resolve societal issues outside of business activities, and as a way to support and contribute to various activities, the EKK Group provides sponsorship to, among others, NPOs, scientific organizations, scholarship support projects and sports teams. The Group also promptly donates funds to disaster relief whenever a major disaster occurs.

Breakdown of Donations/Sponsorship Funding Provided (FY2022)



Topic

Social Contributions by EagleBurgmann India Pvt. Ltd. (EBIN)

Support for Children's Education and Local Medical Institutions

EBIN, located in India's state of Maharashtra, provides support mainly in the areas of tackling poverty, children's education, and health and medical care, including support for the operation of alternative schools for children from poor families and donations of medical equipment to charitable hospitals.



LMN Education Trust (Pune City) Classroom



LMN Education Trust (Pune City)

Supporting an alternative school for local children with a resident magician/acrobat and computer classes to support self-reliance for women

Bhaktivedanta Hospital and St. Ann's Hospital (Mumbai City)

Donating medical equipment to charitable hospitals



Bhaktivedanta Hospital (Mumbai City)

Donating surgery equipment to the emergency room



St. Ann's Hospital (Mumbai City)

Donating medical equipment to the cardiology department



Social Occupational Health and Safety Initiatives

Philosophy

The EKK Group strives to create workplace environments conducive to both physical and mental health based on the EKK Group Management Philosophy of “management that respects human dignity based on commitment” and trust and its Basic Group Safety Principle that “safety is not only fundamental to management that respects human dignity but also a personal desire and mission of all Group personnel.”

Health and Safety Management

Based on the EKK Group’s Occupational Health and Safety Management Regulations, the Group has set up a line-and-staff occupational health and safety management organization. Headed by the president, and with the general manager of the Safety, Environment & Quality Control Office serving as occupational health and safety manager, at each plant, a staff department exclusively dedicated to health and safety coordinates with line managers through senior managers, under the leadership of a plant manager serving as a health and safety manager. Plants carry out occupational health and safety activities based on ISO 45001 (occupational health and safety management systems). In the course of these systems’ operation, all employees receive health and safety awareness training.

Health and Safety Regime

The Environment, Health and Safety Central Conference, chaired by EKK’s president, meets twice annually to conduct management reviews.

Furthermore, the Sustainability Committee receives reports providing overviews and engages in discussions regarding health and safety activities, and based on these, annual plans and results are reported to the Board of Directors.

Health and Safety Committees

Together with their labor unions, every plant has established and operates its own Health and Safety Committee. Additionally, the EKK Group has established the Central Health and Safety Committee as a central organization. The Central Health and Safety Committee oversees and reviews health and safety policies and their implementation status throughout the Group. It meets twice annually.

EKK Occupational Health and Safety Policies (Revised May 1, 2018)

Basic Group Safety Principle

Safety is not only fundamental to management that respects human dignity but also a personal desire and mission of all Group personnel.

Basic Concept

Based on its Group Basic Safety Principle, the EKK Group fosters physically and mentally healthy human resources brimming with vitality and conducts occupational health and safety activities that tap into an occupational health and safety management system mindset to realize comfortable, accident-free workplaces that offer career fulfillment.

Activity Policy

1. Appropriately identify and assess hazards associated with business activities and reduce material risks with the participation and cooperation of all employees.
2. Set occupational health and safety targets and pursue better performance through continuous improvement.
3. Comply with laws, regulations and consensual requirements such as industry guidelines and directives.
(Other requirements such as industry guidelines related to the environment)
4. Respect active discussion in the workplace, recognizing that good communication is integral to occupational health and safety.
5. Provide education and training required to ensure occupational health and safety while raising employees’ consciousness to promote universal awareness of health and safety’s importance.



Social Occupational Health and Safety Initiatives

Health and Safety Risk Management (Risk Assessment)

The EKK Group strives to reduce health and safety risks. The Group conducts safety inspections of new equipment before it is put into use, confirming that it conforms to internal standards and that there are no health and safety issues. Before new work processes are implemented, the Group conducts a risk assessment to prevent workplace accidents.

Work processes which have already undergone a risk assessment are also periodically reviewed based on work-related injury cases and close calls. In addition, every plant identifies operations and processes that pose a high degree of risk (e.g., work performed high off the ground, heavy objects, forklift operation), classifying and managing risks on a priority basis. Regular health and safety patrols are conducted as well to check work management status and identify potential risks.



Safety Pledge Day

March 22 of every year is designated as Safety Pledge Day based on an all-encompassing commitment to safety first. Every workplace holds monthly health and safety meetings to foster a perpetual safety culture.

Traffic Safety Initiatives

The EKK Group proactively educates its employees and the public on traffic safety, including outside of working hours, to realize its management objective of having a happy workforce with happy families and to help keep local residents safe. Every year before mid-summer and New Year's holidays, plants invite outside experts to speak about traffic safety. Their secretariats coordinate with the speaker to ensure an effective presentation through such means as addressing topics of local interest or the latest traffic safety data.

The Group also elevates employees' traffic-safety consciousness and promotes accident-free, infraction-free driving on a year-round basis through such means as giving internal awards to employees with perfect driving records and taking part in external traffic safety campaigns.

Initiatives Targeted at Overseas Affiliates

The EKK Group conducts periodic occupational health and safety inspections of overseas affiliates. In cases where the incidence of workplace accidents is higher than normal, the Group places priority on working more closely with and providing information to the company in question while respecting local ways and culture.

Health and Safety Data

Workplace Accident Data (Domestic Group Companies)

	FY2020	FY2021	FY2022
Lost-time incident frequency rate	0.43	0.74	0.72
Lost-time incident severity rate	1.10	0.01	0.03

Proportion of ISO 45001-Certified Plants to All Plants

There are 12 Group companies and plants in Japan, of which currently only one has acquired ISO 45001 certification.

The EKK Group aims for 11 of these 12 sites to acquire certification in FY2023 and for all 12 locations to have acquired certification in FY2024.

Health Promotion

The EKK Group seeks to help its employees stay healthy or get healthier both physically and mentally. Its health initiatives include a 24-hour telehealth service that offers consultations on a broad range of concerns, including not only employees' personal health but also parenting and eldercare.

Management personnel's annual training also addresses mental health, and training for new hires includes mental health education provided by public health nurses.

Plants invite outside doctors as instructors to provide mental health education. Plants that run two or three shifts a day also create opportunities for superiors to provide education on good sleep hygiene, given sleep's important role in recovery from fatigue for shift workers in particular.

The Group actively supports physical and mental health management through such means as an employee mental healthcare initiative featuring coordinated involvement of occupational medicine practitioners, public health nurses, registered nurses and management personnel.



Social Quality Initiatives

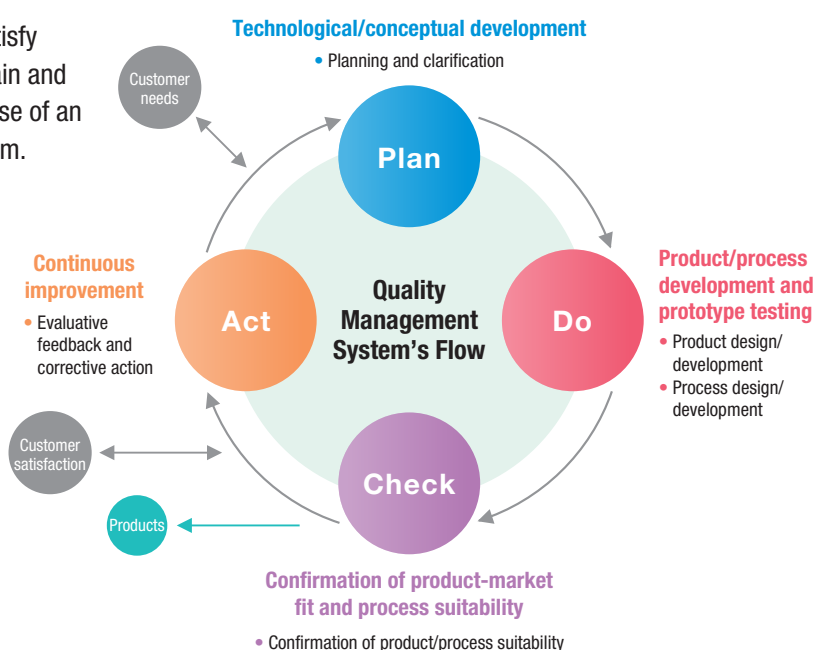
Basic Stance

The EKK Group regards product quality problems as an existential threat because they lead to defective products in the hands of customers or end-users and, in turn, loss of stakeholders' trust.

The Group has vowed to never allow even a single defective product to be shipped. Under the slogan "Eternal Zero," it has been unrelentingly striving since 2016 to improve quality with the aim of maintaining a level of product quality that customers can rely on and guaranteeing the same quality level all over the world.

Quality Management Regime

To continuously provide products which satisfy customers, the EKK Group strives to maintain and improve quality, and has built and makes use of an ISO 9001-based quality management system.



Companies/Divisions Certified as Compliant with International Quality Standards

Company/division name	Industry	Standard	Month certified
AI/CI Division, Eagle Industry Co., Ltd.	Automobile/construction machinery Nuclear power generation	ISO 9001	May 1999
		IATF 16949	March 2018
Marine Division, Eagle Industry Co., Ltd.	Marine	ISO 9001	March 1994
Aerospace Division, Eagle Industry Co., Ltd.	Aerospace	JIS Q 9100 (including ISO 9001)	April 2004
EAGLE INDUSTRY CO., LTD. ESM Company	Semiconductors	ISO 9001	June 2020
SI Division, Eagle Industry Co., Ltd.	Semiconductors	ISO 9001	March 2023
Niigata Plant, EagleBurgmann Japan Co., Ltd.	General machinery	ISO 9001	March 1999
Valcom Co., Ltd.	Measurement instruments	ISO 17025 (accreditation of testing and calibration laboratories)	December 2021



Social Quality Initiatives

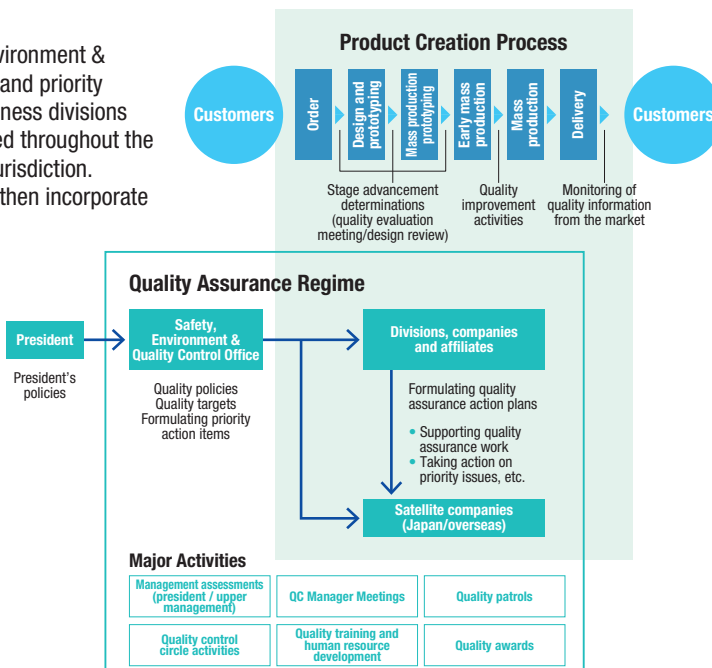
Quality Assurance Regime

Each year in response to the president's policies, the Safety, Environment & Quality Control Office formulates quality policies, quality targets and priority matters which are then deployed by the EKK Group. In turn, business divisions formulate quality assurance action plans which are then deployed throughout the business divisions as well as to global subsidiaries under their jurisdiction.

The individual business division components and subsidiaries then incorporate concrete action plans for achieving the directed quality targets into their quality assurance activities, with all components and subsidiaries engaging in activities to improve quality.

As part of deploying our quality policies, business division quality control (QC) managers regularly convene at QC Manager Meetings, held by the Safety, Environment & Quality Control Office, to align and deepen their understanding of policy and other content. At QC Manager Meetings, quality managers review the state of implementation of quality assurance action plans as well as policy deployment. In addition, they also strive to ensure a uniform quality level across the entire EKK Group and to implement bottom-up management.

Each year, the president and upper management conduct on-site management assessments of business divisions and overseas production subsidiaries, and the Safety, Environment & Quality Control Office conducts quality patrols. The purpose is to check and review quality assurance activities and promote effective and continuous improvement.



Quality Improvement Initiatives

EKK implements its own quality improvement initiatives for all of the processes spanning from order reception to delivery.

Monitoring of Quality Information from the Market

EKK constantly monitors for signs of possible serious quality problems, actively commissioning product studies and gathering and analyzing customer complaints and other product quality information from the market.

The information gathered from these studies and analyses are not only provided to internal organizations but also conveyed back to customers when needed, aiding in the improvement of product quality.

Quality Evaluation Meeting Inspections Conducted before Product Mass Production

EKK holds Quality Evaluation Meetings for newly developed products, products with design changes, products with process changes and others. The goals of these meetings are to meet customer requirements and to prevent quality issues in the products we deliver to our customers.

Whether a Quality Evaluation Meeting will be held or not is determined according to risks assessed in consideration of the intended use of, novelty of and changes to the product in question. The meetings are held at the designated stages of conceptual design, design and prototyping, process design and transition to mass production.

Decisions at each stage and whether or not to move to mass production are made by the General Manager of the Safety, Environment & Quality Control Office.

Activities to Reduce In-Process Defective Products

EKK actively engages in activities to reduce the occurrence of defective products in its production processes with the aim of preventing complaints.

Business divisions and subsidiaries conduct activities based on various annual themes. In recent years, an activity focusing on production floor-led initiatives has produced particularly great results.

This activity originated at one of our customers. In our adapted version, we display defective products on the production floor and use the actual product on-site to explore countermeasures for reducing the number of defective products.

For each defect event, the unit where the defective product occurred plays a central role (with the participation of other units as well), so that all employees can work together to pursue the root cause and formulate fundamental measures to prevent recurrence.

In addition to contributing to the realization of the Group's "Eternal Zero" vision, this activity results in the belief that quality is something created at the process level permeating down to the individual production worker. In turn, this contributes significantly to individual workers seeking to proactively resolve problems which occur in their respective processes.



Quality Education for Human Resource Development

EKK provides level-specific quality education.

In order to cultivate the next generation of quality control personnel with the aim of perpetual quality maintenance and improvement, it particularly focuses on introductory education to young employees to increase their knowledge of quality, and on intermediate education for mid-level employees to increase their problem-solving capabilities.

The Group has created more than 10 courses, covering everything from the seven basic quality control tools to courses which teach how to utilize various statistical methods such as why-why analysis and MSA.* Some courses also incorporate group exercise-based skills acquisition.

Due to the movement restrictions imposed by the COVID-19 pandemic since FY2020, the Group has introduced quality education leveraging online courses, the content of which is steadily being improved even as they are conducted.

From FY2017 to FY2022, 890 employees received introductory education. From FY2019, when we began providing it, to FY2022, 306 employees received intermediate education.

* Measurement system analysis. A method for quantifying and evaluating the validity of a measurement system.



Introductory	Intermediate	Advanced
<ul style="list-style-type: none"> • TQC*¹ and TQM*² • QC story • 7 QC tools, etc. 	<ul style="list-style-type: none"> • Why-why analysis • Basic statistics • Control charts, etc. 	<ul style="list-style-type: none"> • Multiple regression analysis • Experiment design • MSA, etc.

*¹ Total quality control *² Total quality management

Quality Handbook to Increase Quality Consciousness

Developing human resources highly conscious of quality is integral to maintaining high quality. In FY2019, EKK published Eternal Zero (the EKK Quality Handbook). The handbook is distributed to all employees to elevate employee quality consciousness, and to be used as a collection of knowledge employees can quickly check when having difficulty.

It has been translated into English, Korean, Indonesian, Thai, Chinese (in both traditional and simplified characters) and French. Distributed to overseas companies as well, it is helping to increase quality consciousness on a global level.



Quality Control Circle Activities

The EKK Group conducts employee-led, small-group quality control circle activities with the aim of improving quality.

These small-group circles are formed per workplace, and choose issues and other themes relevant to them, which are resolved by all of the circle's members. This makes the circles an important activity for improving member capabilities and energizing workplaces.

Business divisions conduct annual presentations of their activities and business divisions and domestic and overseas subsidiaries each select a circle group to represent them at the EKK QC Circle Tournament.

In FY2022, seven circle groups from Japan and two from overseas were selected to present the results of their activities at the 17th EKK QC Circle Tournament. In consideration of the state of the pandemic, the FY2022 tournament was held in a hybrid format, with face-to-face presentations by a limited number of participants and a remote presentation by only one overseas company. The event was livestreamed to all our locations via the internet.



Quality Awards System

The EKK Group has introduced an internal quality awards system with the aim of stimulating quality improvement activities and increasing motivation.

In order to enhance the quality consciousness of EKK Group employees in Japan, we encourage employees to nominate outstanding quality improvement activities on an organizational level and about activities relevant to the employees themselves. Among these nominated quality improvement activities, we annually award organizations that have achieved outstanding quality improvement results.

Promotion of Quality DX

The EKK Group is working to establish a database of information concerning quality, and is gathering quality information to this end.

The Group is promoting going paperless by digitalizing existing documents, increasing the speed with which information is disseminated by digitalizing existing workflows, enhancing work efficiency and automating the smooth collection and dissemination of information.

Accumulated quality information is linked with production data, design data, customer information and other information for effective utilization in a variety of situations, such as design and development.

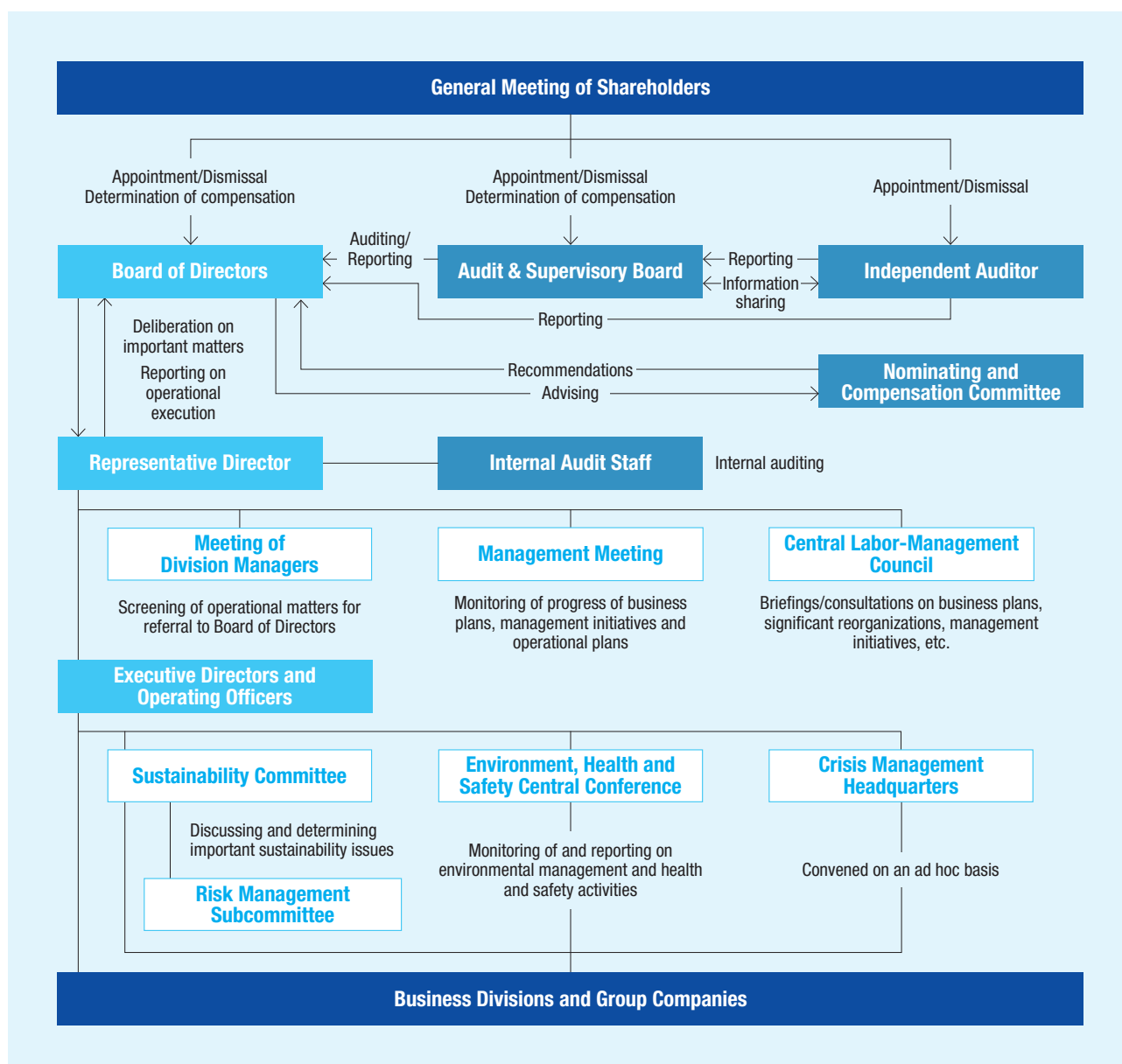


Corporate Governance

Basic Stance on Corporate Governance

The EKK Group's basic management tenets are that a company (1) belongs to not only shareholders but also its employees and society, (2) should generate profit and pride for all stakeholders, including its customers, suppliers and financial institutions in addition to its employees and (3) must never pursue short-term profits at the expense of long-term interests. To live up to these tenets, the Group conducts business activities to continuously become a stronger, more profitable company by producing and achieving worldwide sales of unique and socially useful products backed by its technologies in accord with a spirit of compliance.

The Group believes that building a corporate governance regime comprehensively optimized to the prevailing business environment and the specifics of its operations is essential as a foundation to support such operations.



Overview of and Rationale behind Corporate Governance Regime

EKK has adopted the audit and supervisory board system as well as the operating officer system. The Company has fostered an atmosphere of lively, peer-to-peer discussion at Board of Directors' meetings, including feedback from Audit & Supervisory Board members exercising oversight of directors. Outside directors also function as an effective check on Board of Directors in the execution of its duties. The Audit & Supervisory Board is set up and configured as an oversight body independent of management. Audit & Supervisory Board members exercise full-spectrum oversight of the Company's operations by not only attending and participating in Board of Directors' meetings but also attending meetings of other key internal entities, including the Management Meeting and Meeting of Division Managers, and regularly conducting internal audits of not only the Company but also its affiliates. In light of such, the Company deems its corporate governance to be effective and accordingly elects to maintain the status quo.

Overview of Internal Entities Involved in Governance

Board of Directors	The Board of Directors generally meets monthly. It makes decisions on important matters and oversees operational execution.
Nominating and Compensation Committee	The Nominating and Compensation Committee was established to advise the Board of Directors. The committee comprises the Board chairman and outside directors. It regularly monitors matters of particular importance, mostly director and Audit & Supervisory Board member nominations and compensation, and appropriately advises the Board of Directors.
Meeting of Division Managers	The Meeting of Division Managers comprises directors, operating officers, division managers, business unit heads and their respective deputies. It meets monthly with standing Audit & Supervisory Board members in attendance to review operational matters and decide which, if any, to refer to the Board of Directors.
Management Meeting	The Management Meeting convenes regularly with directors, Audit & Supervisory Board members and operating officers in attendance, together with management personnel with a rank of section manager or above and labor union representatives. It monitors the progress of business plans, management initiatives and operational plans and discusses safety, environmental and quality issues.
Labor-Management Councils, etc.	Various committees comprising representatives of labor and management, including the Central Labor-Management Council, meet on an ad hoc basis for briefings on and discussions of matters such as business plans, significant reorganizations and management initiatives.
Sustainability Committee	<p>The Sustainability Committee is chaired by the president and made up of the heads of organizational units and senior managers. The committee determines targets for the Group's sustainability activities and evaluates activity status with the aim of realizing a sustainable society. The committee also reports on activity status to the Board of Directors.</p> <p>Furthermore, with the aim of discovering and preventing business activity risks, the Risk Management Subcommittee has been established under the Sustainability Committee to identify latent risks inherent in business activities and verify the effectiveness of safeguards against such risks.</p>
Environment, Health and Safety Central Conference	The Environment, Health and Safety Central Conference checks on how environmental management and health and safety activities are promoted in business activities.
Crisis Management Headquarters	In the event of an emergency arising from business-related risks, the Crisis Management Headquarters, headed by the president, is established to respond to the crisis. It is empowered to swiftly and appropriately respond when any such emergency occurs.
Internal Audit Staff	Nominated by the president, internal audit staff work to develop internal control systems and also periodically conduct audits of organizational units and affiliates.



Corporate Governance

Directors and Audit & Supervisory Board Members

Name	Positions and responsibilities	Gender	Fields of expertise						
			Corporate management	Business strategy	Business sales	Finance and accounting	Technological R&D	Internationality	ESG
Tetsuji Tsuru	Chairman of the Board and President, Representative Director	Male	●	●		●		●	
Masaki Nakao	Representative Director, Vice President, General Manager of Defense Business Corporate Office	Male	●	●				●	
Shinji Abe	Representative Director, Senior Managing Director, General Manager of Safety, Environment & Quality Control Office	Male			●				●
Norio Uemura	Representative Director, Senior Managing Director, General Manager of Engineering Division	Male			●		●		
Masahide Shimada	Senior Managing Director, AI/CI Division General Manager and General Manager of Nuclear Power Business Corporate Office	Male		●				●	
Hidetaka Yamamoto	Senior Managing Director, Manager, Corporate Sales & Marketing Division	Male		●	●				
Makoto Kikkawa	Outside Director	Male	●			●			
Katsuhiko Shono	Outside Director	Male		●			●		
Masako Sakaguchi	Outside Director	Female						●	●
Hideo Satake	Standing Audit & Supervisory Board Member	Male		●				●	
Yasumitsu Iba	Standing Audit & Supervisory Board Member	Male				●		●	
Nozomu Maehara	Outside Audit & Supervisory Board Member	Male			●				●
Hideki Watanabe	Outside Audit & Supervisory Board Member	Male				●		●	
Atsushi Kajitani	Outside Audit & Supervisory Board Member	Male	●				●		

Outside Directors and Outside Audit & Supervisory Board Members

Outside Directors

Expected roles	
Makoto Kikkawa	<p>Mr. Kikkawa has abundant experience and extensive knowledge in corporate management in financial institutions and business companies. We expect him to continue providing supervision and counsel on the execution of duties by the Company's directors and from an objective, broad and advanced perspective, we have appointed him as an outside director.</p> <p>He will be involved in the selection of candidates for officer positions and determination of officer compensation from an objective and neutral standpoint as a member of the Nominating and Compensation Committee.</p>
Katsuhiko Shono	<p>Mr. Shono is expected to provide supervision and counsel on the execution of duties by the Company's directors from an objective, broad and advanced perspective based on his vast amount of experience in the industrial machinery field and high principles. Therefore, we have appointed him as an outside director.</p> <p>Although he has no previous involvement in the management of a company, we deem that he is capable of appropriately performing the duties of an outside director.</p> <p>He will be involved in the selection of candidates for officer positions and determination of officer compensation from an objective and neutral standpoint as a member of the Nominating and Compensation Committee.</p>
Masako Sakaguchi	<p>Ms. Sakaguchi is expected to provide supervision and counsel on the execution of duties by the Company's directors from an objective, broad and advanced perspective based on her vast amount of experience as an attorney and high principles. Therefore, we have appointed her as an outside director.</p> <p>Although she has no previous involvement in the management of a company, we deem that she is capable of appropriately performing the duties of an outside director.</p> <p>She will be involved in the selection of candidates for officer positions and determination of officer compensation from an objective and neutral standpoint as a member of the Nominating and Compensation Committee.</p>

Outside Audit & Supervisory Board Members

Reason for appointment and attendance at FY2022 Board of Directors' and Audit & Supervisory Board meetings	
Nozomu Maehara	<p>Board meeting attendance: 13/13 meetings Audit & Supervisory Board meeting attendance: 13/13 meetings</p> <p>Mr. Maehara was appointed as an outside Audit & Supervisory Board member to apply to the Company's oversight functions his broad knowledge of and experience in sales and management at NOK Corporation, a major shareholder and customer of the Company.</p>
Hideki Watanabe	<p>Board meeting attendance: 13/13 meetings Audit & Supervisory Board meeting attendance: 13/13 meetings</p> <p>Mr. Watanabe was appointed as an outside Audit & Supervisory Board member to apply to the Company's oversight functions his broad knowledge of and experience in finance and accounting at NOK Corporation, a major shareholder and customer of the Company.</p>
Atsushi Kajitani	<p>Board meeting attendance: 13/13 meetings Audit & Supervisory Board meeting attendance: 13/13 meetings</p> <p>Mr. Kajitani was appointed as an outside Audit & Supervisory Board member to incorporate his input into the Company's oversight functions to benefit from his broad perspective spanning all facets of management based on his expertise as an attorney and extensive corporate law experience and knowledge.</p>



Corporate Governance

Activity Status and Effectiveness Evaluation of the Board of Directors

The Board of Directors held 13 meetings in FY2022 to discuss important management matters, as well as to submit resolutions and reports in accordance with laws and regulations, the Articles of Incorporation and the rules of the Board of Directors.

(1) Specific items considered at the Board of Directors' meetings

(Resolutions) In addition to matters for resolution required by laws, regulations and the Articles of Incorporation, the Board of Directors deliberated and made decisions on 41 matters for resolution based on our rules of the Board of Directors, including the Group's management and sales plans, important capital investments, other companies' guarantees and financing plans.

(Reports) In addition to reporting matters required by laws, regulations and the Articles of Incorporation, 15 reports were made on the status of our internal controls, activities of each committee and other important matters related to the execution of business operations.

(2) Effectiveness evaluation of the Board of Directors

With regard to the effectiveness evaluation of the Board of Directors, a report on the Board of Directors' activities in FY2022 was presented at a Board of Directors' meeting held in June 2023, where opinions were exchanged and discussions were held among directors and Audit & Supervisory Board members. The resulting assessment is that the Board of Directors' effectiveness has been appropriately secured.

Nominating and Compensation Committee Activities

To increase objectivity and transparency around director and Audit & Supervisory Board member nomination and compensation-setting processes in accord with Japan's Corporate Governance Code, EKK has established the Nominating and Compensation Committee comprising the chairman of the Board of Directors and outside directors as an advisory body of the Board of Directors. The committee regularly monitors matters of particular importance, mostly director and Audit & Supervisory Board member nominations and compensation, and appropriately advises the Board of Directors.

Overview of Activities in FY2022

Month	Actions
Feb.	Nominations: Director appointment/dismissal standards and succession plan reviewed Compensation: Compensation scheme reviewed and performance-based compensation amounts discussed
May	Nominations: Director and Audit & Supervisory Board member candidates individually vetted Compensation: Director compensation amounts reviewed

Board of Directors' and Audit & Supervisory Board Members' Compensation Policy

EKK has established the policy below for determining compensation for directors and Audit & Supervisory Board members. Director compensation is determined by the Board of Directors, and Audit & Supervisory Board member compensation, etc., is determined via thorough discussions with Audit & Supervisory Board members within the total amount decided at the General Meeting of Shareholders based on this policy.

In order to address the important management issues involved, including elevating objectivity and transparency regarding Board of Directors' and Audit & Supervisory Board members' nomination and compensation, the Company has established the Nominating and Compensation Committee as an advisory body of the Board of Directors. The committee regularly monitors matters of particular importance, such as Board of Directors' and Audit & Supervisory Board members' nomination and directors' compensation, and provides appropriate recommendations to the Board of Directors.

Nominating and Compensation Committee meetings are comprised of the Board of Directors' chairman and outside directors. The committee reviews and provides recommendations regarding important management issues such as nominations and compensation.

The Company's policy regarding compensation for directors and Audit & Supervisory Board members is as follows.

a. Method of determining policy

The Policy on Director Compensation is determined by the Board of Directors, taking into account the advice of the Nominating and Compensation Committee.

The Policy on Audit & Supervisory Board Member Compensation is determined through discussions with Audit & Supervisory Board members.

b. Basic policy

The Group seeks to grow stronger and more highly profitable by making unique and socially useful products backed by its technologies at a low cost around the world and providing them at reasonable prices. We believe that pursuing this policy from a medium- to long-term perspective will contribute to improving the Group's medium- to long-term corporate value and increase stakeholder satisfaction.

In carrying out this policy, we believe that it is necessary for us to promote the motivation of the management team, including the directors of the Company, to achieve performance targets and stakeholder satisfaction from the standpoint of compensation. For that reason, we have decided to introduce new treasury stock compensation for the Company's management that varies to a certain extent according to the degree of achievement of key performance indicators (KPIs) related to the priority measures in the Group's medium-term management plan. Balancing this with monetary compensation that varies according to the degree of achievement of performance targets for each fiscal year, we aim to improve corporate value and stakeholder satisfaction over the medium to long term.

c. Policy for determining amount of individual compensation, etc., and method of calculation

Considering their responsibilities in improving performance in each fiscal year and increasing corporate value over the medium to long term, director compensation is broken down into three categories. These are base pay (monetary), short-term performance-linked compensation (monetary) and medium- to long-term performance-linked compensation (stock), comprised of fixed compensation, expectations for short-term results and expectations for long-term results.

On the other hand, outside directors are expected to provide objective opinions and suggestions from an outside perspective that is independent from business execution, so in light of this, they are only paid base pay (monetary).

In addition, compensation for Audit & Supervisory Board members is base pay (monetary) only according to position as they are responsible for auditing the execution of duties for the Group as a whole. Compensation may be temporarily reduced or not paid at all in the event of a sudden worsening of performance or damage to corporate value.

The compensation system for the Company's directors is set up in such a way that compensation differs according to the responsibilities of the position (chairman, president, vice president, managing director, etc.). The difference currently applied is where managing directors are 1 and the chairman and president are about 1.6 when the short-term/long-term results portion is the standard amount.

d. Policy for setting quantitative formulas for and determining other details of performance-based compensation, including performance benchmarks

Performance-based compensation is paid in an amount ranging from 0% to 200% of a baseline level, depending on performance relative to evaluation criteria.

When determining short-term performance-linked compensation, it is the Company's judgment that maintaining and improving the profit level is the most appropriate indicator of corporate performance. As such, the degree of achievement of the initial operating profit plan, dividend amount, employee bonus amount and other matters impacting performance (natural disasters, extraordinary gains/losses, etc.) are considered.

The indicators of medium- to long-term performance-linked compensation are return on invested capital (ROIC) (financial indicator) and the FTSE Russell ESG score (non-financial indicator) to increase overall profitability of the Group and promote ESG management. The weight given to these items is 90% and 10%, respectively.



Corporate Governance

e. Policy for determining the content, amount, number or method of calculating non-monetary compensation, etc.

For medium- to long-term performance-linked compensation, we utilize the officer compensation Board Incentive Plan (BIP) trust system in order to increase the motivation of directors to contribute to improving the Group's medium- to long-term performance and increasing corporate value. This plan is a system for issuing and paying the shares of the Company and share exchange price at disposal of the Company (hereinafter referred to as "the Company's shares, etc.") in a number corresponding to points calculated according to position/length of service and the degree of achievement, etc., of medium-term targets to eligible directors (excluding outside directors) and operating officers following the Rules for Issuance of Shares approved by the Board of Directors.

f. Policy for determining the ratio (percentage) of each type of individual compensation, etc.

The Company's business domain is the manufacture and sale of mechanical seals, special valves, etc., and other mechanical parts in industries that include automobiles, construction equipment, general industrial machinery, semiconductors, ships and aerospace. Considering that business performance is easily affected by trends in these industries, the percentages of short-term performance-linked compensation and medium- to long-term performance-linked compensation for directors are 10% and 20% of total compensation, respectively.

g. Policy for determining the timing or terms of compensation payments

Monthly base pay is determined by the Board of Directors after the Ordinary General Meeting of Shareholders for one year beginning from the following month and is paid in a fixed amount on a fixed day every month. Short-term performance-linked compensation is determined by the Board of Directors based on the year-end financial results in accordance with the abovementioned "Policy for setting quantitative formulas for and determining other details of performance-based compensation, including performance benchmarks." It is paid by the time of the Ordinary General Meeting of Shareholders for the financial results in question. As for medium- to long-term performance-linked compensation, following the Rules for Issuance of Shares approved by the Board of Directors, a fixed number of points calculated according to position and length of service and performance-linked points designed to incentivize achievement of the medium-term management plan, etc., are granted at a certain time every year. In principle, when the medium-term management plan ends, a number of the Company's shares, etc., corresponding to the cumulative number of fixed points and a number of the shares, etc., corresponding to the cumulative number of performance-linked points multiplied by a performance-linked coefficient according to the degree of achievement of medium-term targets are issued and paid.

h. Policy for and method of determining individual compensation

The Board of Directors sets individual directors' compensation amounts and the methods whereby they are set, taking into account recommendations of the Nominating and Compensation Committee. Director and Audit & Supervisory Board member compensation proposals are tabled by the Board's chairman.

Proposed payments of compensation to Audit & Supervisory Board members are set by the Audit & Supervisory Board through consultation among Audit & Supervisory Board members.

General Meeting of Shareholders Approval of Directors' and Audit & Supervisory Board Members' Compensation, etc.

At the 55th Annual General Meeting of Shareholders held on June 24, 2009, shareholders approved resolutions capping directors' aggregate compensation at ¥360 million per year and Audit & Supervisory Board members' aggregate compensation at ¥72 million per year.

At the FY2021 Annual General Meeting of Shareholders held on June 23, 2022, shareholders approved a performance-based stock compensation plan (hereinafter referred to as "the Plan") for the Company's directors (excluding outside directors; the same applies hereinafter) and operating officers (excluding those not residing in Japan; hereinafter referred to as "Directors, etc."). An overview of the Plan is provided below.

The Plan's compensation is paid to Directors, etc., separate to the above director compensation amounts (¥360 million per year).

a. Overview of the Plan

The Plan is a stock compensation plan for Directors, etc. The Company will contribute an amount corresponding to the compensation for Directors, etc., to a trust, and these funds will be used to purchase shares of the Company through the trust. Shares of the Company and share exchange price at disposal of the Company (hereinafter referred to as "the Company's shares, etc.") are issued and paid (hereinafter referred to as "issuance, etc.") as officer compensation according to position and the degree of achievement, etc., of the performance targets (details of the Plan are described in (b) below and thereafter).

Eligibility for issuance, etc., of the Company's shares, etc., under the Plan	<ul style="list-style-type: none"> • The Company's directors (excluding outside directors and those not residing in Japan) • The Company's operating officers (excluding those not residing in Japan)
b. Impact of the Company's shares subject to the Plan on the total number of outstanding shares	
Maximum amount to be contributed by the Company	<ul style="list-style-type: none"> • ¥300 million multiplied by the number of fiscal years in the relevant period • The first relevant period will be four fiscal years for a total of ¥1,200 million (the first relevant period is the four fiscal years from the fiscal year ended March 31, 2023 to the fiscal year ending March 31, 2026)
Maximum number of the Company's shares to be issued, etc., to Directors, etc., and method of purchasing the Company's shares, etc.	<ul style="list-style-type: none"> • 400,000 shares multiplied by the number of fiscal years in the relevant period • The first relevant period will be four fiscal years for a total of 1.6 million shares • The above number of shares per fiscal year (400,000 shares) accounts for approximately 0.8% of the Company's total number of outstanding shares (as of March 31, 2022, after deduction of treasury shares) • The Company's shares are to be acquired from the stock market or the Company (treasury share disposal) (the Company's shares for the first relevant period are to be acquired from the stock market, so there will be no dilution)
Performance achievement conditions	<ul style="list-style-type: none"> • Varies between 0% and 200% according to the degree of achievement, etc., of important indicators for achieving performance targets in the medium-term management plan and other indicators established by the Board of Directors (in the first relevant period, the degree of achievement of ROIC and FTSE Russell ESG score)
Timing of issuance, etc., of the Company's shares, etc., to directors	<ul style="list-style-type: none"> • After the end of the relevant period

Directors and Audit & Supervisory Board Members' FY2022 Compensation

Position	Total compensation (Millions of yen)	Total compensation by type (Millions of yen)			No. of eligible recipients (Persons)
		Base compensation	Performance-based compensation		
			Short-term	Medium- to long-term (non-monetary compensation)	
Directors (of which, outside directors)	297 (20)	211 (20)	27 (－)	58 (－)	8 (3)
Audit & Supervisory Board members (of which, outside Audit & Supervisory Board members)	52 (8)	52 (8)	－	－	5 (3)
Total	349 (29)	263 (29)	27 (－)	58 (－)	13 (6)



Compliance

Compliance

Given the growing importance of Group-wide compliance and risk management in the wake of diversification and globalization of corporate activities, EKK has established the Sustainability Committee and, under that, the Risk Management Subcommittee, setting up systems to continuously maintain appropriate risk management and compliance at the EKK Group. The general manager of EKK's Corporate Administration Division is in charge of compliance throughout the Group. We comply with key laws and regulations applicable to each respective operation by establishing units in charge of individual laws and regulations, as well as creating internal rules and regulations.

Both domestic and overseas Group companies also have their own internal auditing and compliance staff. The Group has prescribed Compliance Rules and the EKK Employee Compliance Code of Conduct based on the EKK Charter of Corporate Behavior. The Group clearly demonstrates a high-priority commitment to compliance and promotes universal knowledge of said rules and code of conduct throughout its entire workforce.

Compliance Promotion Month

The EKK Group has designated October of every year as Compliance Promotion Month. Every October, the Group conducts consciousness-raising and educational activities on compliance, mainly domestically.

In FY2022, the Group had employees read a compliance-related text together and conducted video-based educational activities. In order to understand internal issues, a compliance-related questionnaire was also sent out, eliciting 3,145 responses from employees. The results of this questionnaire were used to determine priority matters for the Group as we work to further improve compliance consciousness.

Reporting System

The EKK Group has set up (internally and externally accessible) internal whistleblower hotlines available to personnel of all Group companies globally. Through the hotlines, the Group aims to prevent improprieties in its business operations and gather information on legal/regulatory compliance.

Thirteen incidents were reported in FY2022.

Reported incidents are investigated. If an investigation reveals impropriety, corrective action is implemented organizationally. Cards with the hotlines' contact information are distributed to employees to promote widespread knowledge and usage of the hotlines.

Internal Audits

Internal auditors appointed by the president audit whether internal organizational units and affiliates' operations are being executed properly and rationally.

Specifically, they check the status of compliance and risk management regimes, including at subsidiaries, assess the effectiveness of internal controls over financial reporting and monitor whether internal controls as a whole are functioning properly in accord with relevant regulations.

Such activities enable effective internal audits to be conducted through periodic reporting to and discussion with Audit & Supervisory Board members. Internal audit findings are also periodically reported to the Meeting of Division Managers and the Board of Directors.

Anti-Corruption Controls

The EKK Group endeavors to prevent corruption. The Group's Principles of Corporate Behavior state, We will ensure that we engage in fair, transparent, and free competition, that transactions are appropriate, and that responsible procurement is carried out, when selling products and purchasing materials. Also, we will maintain a sound and proper relationship with political bodies and government agencies.

In accord with these principles, the EKK Employee Compliance Code of Conduct prohibits bribery and other collusive or corrupt acts involving suppliers, customers or public employees. The Anti-Bribery Standards and Anti-Bribery Guidelines impose restrictions on and prescribe decision-making criteria for gift-giving/receiving and entertainment in the course of business activities.



Risk Management

Risk Management

EKK formulates and implements Risk Management Policies and Risk Management Regulations on an ongoing basis to identify latent risks inherent in business activities, prevent their manifestation and effectively respond when emergencies occur.

The Risk Management Subcommittee, a body established under the Sustainability Committee, discusses Company-Wide Risk Management Annual Goals for each fiscal year in addition to identifying and assessing risks in internal departments and Group companies and promoting risk prevention on an organization-wide basis.

After being reported to the Board of Directors and the Meeting of Division Managers, the goals are cascaded down to internal departments and Group companies.

Business Continuity Planning (BCP)

The EKK Group identifies potential risks and implements risk prevention/mitigation measures to ensure business continuity even in the event of a major natural disaster such as a catastrophic earthquake, typhoon or flood.

Every plant and Group company formulates business continuity plans and conducts business continuity management activities tailored to its operations and environment and annually updates its list of identified risks.

Plants and Group companies identify natural disaster and other risks that warrant particular caution and devise preventive/mitigative measures against them. The Risk Management Subcommittee, singles out risks among these that pose a major threat to business continuity and discusses risk management targets for particularly serious threats.

Additionally, the EKK Group is building a global production network that enables alternate production to be coordinated among multiple sites so that supplies of products and services to customers are not interrupted by a major natural disaster.

Information Security

EKK is strengthening the EKK Group's information security, establishing a CSIRT (Computer Security Incident Response Team) Department in July 2020.

The CSIRT Department spearheads information-sharing and server security exercises involving EKK-CSIRT members selected from divisions and domestic Group companies. From FY2021, the exercises' scope will be expanded to include overseas Group companies also.

Information security regulations are accessible on intranet sites for employees to refer to whenever necessary.

The Group uses an online training course presented in Q&A format to increase employees' knowledge of information security. In FY2022, 99% of domestic employees (approximately 3,600) completed the training. We are also working to follow up with the remaining employees to help them complete the course.

The course imparts requisite knowledge through questions about information security regulations and standards and security incidents that have occurred in recent years. In FY2022, as part of our efforts toward labor savings and improved operational efficiency, we began trials of an automated processing system for various IT monitoring tools.



Major Financial and Non-Financial Data

Major Financial and Non-Financial Data

		FY2018	FY2019	FY2020	FY2021	FY2022
Net sales	Millions of yen	149,361	142,106	130,513	140,842	157,380
Operating profit	Millions of yen	9,755	5,772	5,802	7,560	9,264
Ordinary profit	Millions of yen	11,703	6,766	8,447	10,811	12,277
Profit attributable to owners of parent	Millions of yen	7,032	2,907	4,010	5,713	6,796
Total net assets	Millions of yen	88,886	82,019	92,441	103,094	112,930
Total assets	Millions of yen	172,433	166,800	176,508	180,955	193,232
Net assets per share	Yen	1,665.52	1,524.62	1,719.40	1,920.35	2,169.53
Earnings per share	Yen	143.35	59.24	81.70	116.34	139.82
Equity ratio	%	47.4	44.9	47.8	52.1	54.0
Return on equity (ROE)	%	8.8	3.7	5.0	6.4	6.8
Net cash provided by operating activities	Millions of yen	14,614	16,043	17,849	12,238	12,323
Net cash used in investing activities	Millions of yen	(14,325)	(10,888)	(5,203)	(6,845)	(8,054)
Net cash used in financing activities	Millions of yen	(707)	(4,064)	(2,661)	(11,554)	(3,168)
Cash and cash equivalents at end of period	Millions of yen	19,733	20,089	31,545	27,001	29,271
Number of employees (consolidated)	Persons	6,482	6,594	6,507	6,393	6,300
Number of employees (non-consolidated)	Persons	1,076	1,097	1,109	1,183	1,148
Average age (non-consolidated)	Age	40.6	39.4	39.9	41.1	41.4
Average years of service (non-consolidated)	Years	15.6	14.8	15.4	16.5	16.6
Average salary (non-consolidated)	Thousands of yen	7,647	7,581	7,007	7,635	7,818

Consolidated Financial Statements (FY2021 and FY2022)

Consolidated Balance Sheets

(Millions of yen)

	FY2021	FY2022
Assets		
Current assets	98,323	107,712
Cash and deposits	28,806	30,581
Notes and accounts receivable—trade	30,207	32,542
Inventories	27,556	32,866
Other	11,752	11,721
Non-current assets	82,631	85,519
Property, plant and equipment	59,039	60,879
Buildings and structures	22,532	25,015
Machinery, equipment and vehicles	21,972	21,322
Other	14,534	14,541
Intangible assets	3,108	2,727
Investments and other assets	20,483	21,913
Investment securities	12,785	14,733
Other	7,698	7,179
Total assets	180,955	193,232
Liabilities		
Current liabilities	42,686	44,457
Accounts payable—trade	9,180	9,655
Electronically recorded obligations—operating	2,512	2,590
Short-term borrowing	13,022	13,624
Income taxes payable	1,534	1,855
Provision for bonuses	2,679	2,818
Other	13,756	13,914
Non-current liabilities	35,174	35,844
Long-term borrowing	17,732	20,508
Retirement benefit liability	15,412	13,120
Other	2,029	2,216
Total liabilities	77,860	80,302
Net assets		
Shareholders' equity	93,057	96,249
Share capital	10,490	10,490
Capital surplus	11,296	11,819
Retained earnings	71,483	75,824
Treasury shares	(213)	(1,884)
Accumulated other comprehensive income	1,275	8,170
Valuation difference on available-for-sale securities	458	518
Foreign currency translation adjustment	2,950	7,310
Remeasurements of defined benefit plans	(2,133)	340
Non-controlling interests	8,761	8,510
Total net assets	103,094	112,930
Total liabilities and net assets	180,955	193,232

Consolidated Statements of Income

(Millions of yen)

	FY2021	FY2022
Net sales	140,842	157,380
Cost of sales	108,688	119,893
Gross profit	32,154	37,487
Selling, general and administrative expenses	24,593	28,222
Operating profit	7,560	9,264
Non-operating income	3,741	4,293
Non-operating expenses	490	1,280
Ordinary profit	10,811	12,277
Extraordinary income	23	216
Extraordinary losses	1,485	275
Profit before income taxes	9,349	12,218
Income taxes	2,220	3,567
Profit	7,129	8,650
Profit attributable to non-controlling interests	1,415	1,853
Profit attributable to owners of parent	5,713	6,796

Consolidated Statements of Cash Flows

(Millions of yen)

	FY2021	FY2022
Net cash provided by operating activities	12,238	12,323
Net cash used in investing activities	(6,845)	(8,054)
Net cash used in financing activities	(11,554)	(3,168)
Effect of exchange rate change on cash and cash equivalents	1,617	1,169
Net increase (decrease) in cash and cash equivalents	(4,543)	2,269
Cash and cash equivalents at beginning of period	31,545	27,001
Cash and cash equivalents at end of period	27,001	29,271

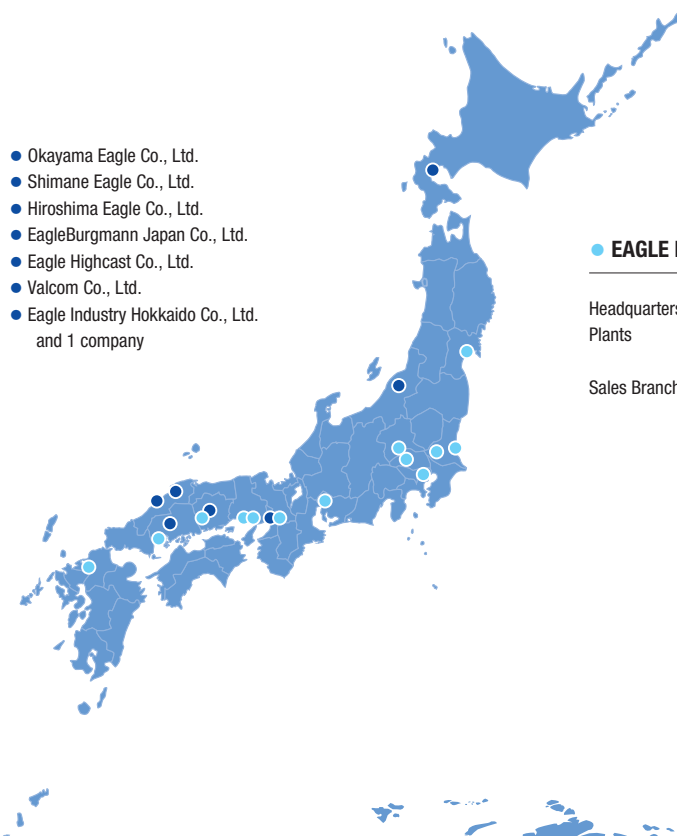
Note: The amounts shown have been rounded down to the nearest million yen.



Corporate Data

Network

Domestic



- Okayama Eagle Co., Ltd.
- Shimane Eagle Co., Ltd.
- Hiroshima Eagle Co., Ltd.
- EagleBurgmann Japan Co., Ltd.
- Eagle Highcast Co., Ltd.
- Valcom Co., Ltd.
- Eagle Industry Hokkaido Co., Ltd. and 1 company

● EAGLE INDUSTRY CO., LTD.

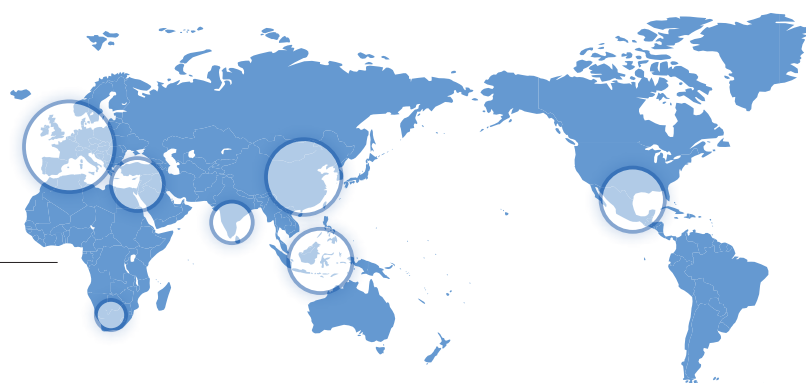
Headquarters	Tokyo
Plants	Saitama, Okayama, Takasago, Kure, Tsukuba
Sales Branches	Sendai, Mito, Kitakanto, Tokyo, KEMEL Tokyo, Nagoya, Osaka, Kobe, KEMEL Kobe, Hiroshima, KEMEL Hiroshima, Kyushu

Overseas

Asia-Pacific and Oceania [31]

Main Bases

- Eagle Industry Taiwan Corporation
- NEK Co., Ltd. (Korea)
- EKK Eagle (Thailand) Co., Ltd.
- Eagle Industry (Wuxi) Co., Ltd. (China)
- P.T. Eagle Industry Indonesia
- EKK Eagle Products India Pvt. Ltd.
- Eagle Industry Sales (Shanghai) Co., Ltd.
- EBI Asia Pacific Pte. Ltd. / EBI Asia Pte. Ltd. (Singapore)
- EagleBurgmann India Pvt. Ltd.
- EagleBurgmann Australasia Pty. Ltd. (Australia and New Zealand)
- Arena Instrument Co., Ltd. (Taiwan)
- KEMEL Sales & Service (Shanghai) Co., Ltd.



Europe, Americas [45]

Main Bases

- EKK Eagle America Inc.
- EKK Eagle Industry Mexico S.A. de C.V.
- Eagle Holding Europe B.V. (Netherlands)
- Eagle Simrax B.V. (Netherlands)
- Eagle Industry France S.A.S.
- Eagle ABC Technology S.A.S. (France)
- Eagle Industry Hungary Kft.
- Eagle Actuator Components GmbH & Co. KG (Germany)
- EagleBurgmann Atlantic GmbH (Germany)
- EagleBurgmann Middle East GmbH (Germany)
- KEMEL Europe, Ltd.

● Consolidated subsidiaries ● Affiliated companies accounted for under the equity method

Group Overview

Corporate Overview

Overview of the Company and the EKK Group

Name	EAGLE INDUSTRY CO., LTD.
Established	October 1, 1964
Paid-in Capital	¥10,490,981,500
Business Segments	Main Products and Services
Automotive and Construction Machinery Industries	Mechanical seals for automotive and construction machinery, specialty valves, mechanical products, accumulators, machinery for housing equipment, valves for nuclear power plants, etc.
General Machinery Industry	General-purpose and industrial mechanical seals, mechanical seal auxiliary equipment, diaphragm couplings, etc.
Semiconductor Industry	Magnetic fluid vacuum seals, bellows application products, rotary joints, high-functional o-rings, etc.
Marine Industry	Oil- and water-lubricated stern tube seal equipment, stern tube bushings, etc.
Aerospace Industry	Seal products for aircraft and rockets, mechanical products, etc.

Main Bases

Headquarters	Tokyo
Sales Branches in Japan	Sendai, Mito, Kitakanto, Tokyo, KEMEL Tokyo, Nagoya, Osaka, Kobe, KEMEL Kobe, Hiroshima, KEMEL Hiroshima, Kyushu Saitama, Okayama, Takasago, Kure, Tsukuba
Plants in Japan	EagleBurgmann Japan Co., Ltd., Shimane Eagle Co., Ltd., Okayama Eagle Co., Ltd., Hiroshima Eagle Co., Ltd., Eagle Highcast Co., Ltd., Eagle Industry Hokkaido Co., Ltd., Valcom Co., Ltd., and others
Subsidiaries in Japan	
Overseas Production Bases	China, Taiwan, Korea, Thailand, Indonesia, India, Netherlands, France, Germany, Hungary, Mexico, and others
Overseas Sales Offices	China, United States, Netherlands, Singapore, United Kingdom, Philippines, Vietnam, Malaysia, Australia, and others

Stock Information

(As of March 31, 2023)

Number of Authorized Shares	100,000,000
Number of Shares Issued	49,757,821
Number of Shareholders	11,915

Major Shareholders

Name of shareholders	Number of shares held (Thousands)	Equity ownership (%)
NOK Corporation	14,812	29.8
Freudenberg-SE	3,800	7.6
The Master Trust Bank of Japan, Ltd. (Trust Account)	3,488	7.0
The Dai-ichi Life Insurance Company, Limited	2,758	5.5
Custody Bank of Japan (Trust Account)	2,426	4.9
Eagle Industry Employees Association	1,934	3.9
Sumitomo Mitsui Banking Corporation	1,542	3.1
The Bank of Mitsubishi UFJ, Ltd.	1,318	2.7
The Master Trust Bank of Japan, Ltd. (Trust Account for Officers' Compensation Board Incentive Plan (BIP) / Account 76761)	859	1.7
The Chugoku Bank, Ltd.	637	1.3

Note: Figures for equity ownership are calculated excluding treasury stock.

Board of Directors and Audit & Supervisory Board Members

(As of June 27, 2023)

Chairman of the Board and President, Representative Director
Tetsuji Tsuru

Representative Director, Vice President
Masaki Nakao

Representative Directors, Senior Managing Directors
Shinji Abe Norio Uemura

Senior Managing Directors
Masahide Shimada Hidetaka Yamamoto

Directors
Makoto Kikkawa Masako Sakaguchi
Katsuhiko Shono

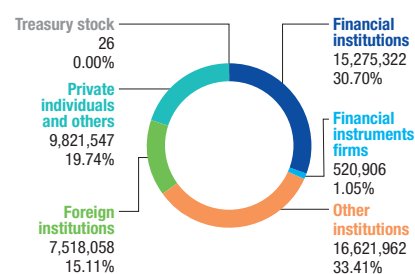
Standing Audit & Supervisory Board Members
Hideo Satake Yasumitsu Iba

Audit & Supervisory Board Members
Nozomu Maehara Atsushi Kajitani
Hideki Watanabe

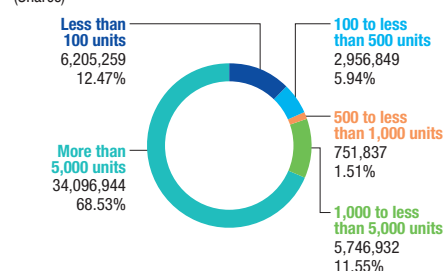
Senior Operating Officers
Noriyuki Nonaka Ryota Nakazawa
Katsuhiro Murakami Yoshinobu Murata
Takumi Yoshikawa

Operating Officers
Seiichiro Araki Shinichi Tokuda
Junichi Wakabayashi Yoshiyuki Suyama
Kazuo Karube Kazuya Nonaka
Kiyoshi Fujii Takashi Nakao
Chad Pottenger Ichiro Hirata
Kazuaki Nagayoshi Hiroaki Takayama

Distribution of Shares by Type of Shareholder (Shares)



Distribution of Shares by Number of Shares Held (Shares)





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