Sustainability Management Policy
Process Automation Business Division
Panasonic Connect Co., Ltd.
Contents

- **Sustainability Management Policy**
  - CEO Message
  - Panasonic Connect Sustainability Management
  - ESG Approach of Process Automation Business Division

- **E | Environment | Environmental Conservation by Autonomous Supply Chain**
  - Medium- to Long-term Environmental Vision | GREEN IMPACT
  - Environmental Burden Reduction Activities | GREEN FACTORY
  - Original Certification System for Environmental Friendliness | GREEN PRODUCTS
  - Approach Only We Can Take | Autonomous Factory
  - Environmental Conservation Activities | Eco Relay at Our Sites in Japan

- **S | Society | Achieving Well-being at Manufacturing Sites**
  - Ensure Safety Considerations
  - DEI Promotion for Enhancing Opportunities for a Diverse Workforce
  - Health and Productivity Management Declaration

- **G | Governance | Continuous Contribution to the Earth and Society**
  - Improving Corporate Resilience
  - Global Compliance Practice
## Contents

- **Sustainability Management Policy**
  - CEO Message
  - Panasonic Connect Sustainability Management
  - ESG Approach of Process Automation Business Division
- **E | Environment | Environmental Conservation by Autonomous Supply Chain**
  - Medium- to Long-term Environmental Vision | GREEN IMPACT
  - Environmental Burden Reduction Activities | GREEN FACTORY
  - Original Certification System for Environmental Friendliness | GREEN PRODUCTS
  - Approach Only We Can Take | Autonomous Factory
  - Environmental Conservation Activities | Eco Relay at Our Sites in Japan
- **S | Society | Achieving Well-being at Manufacturing Sites**
  - Ensure Safety Considerations
  - DEI Promotion for Enhancing Opportunities for a Diverse Workforce
  - Health and Productivity Management Declaration
- **G | Governance | Continuous Contribution to the Earth and Society**
  - Improving Corporate Resilience
  - Global Compliance Practice
CEO Message

Panasonic Connect plays a central role in the growth of the Panasonic Group’s B2B solutions business and provides new value to its customers by working with them on the ground, facing their challenges alongside them.

Our company’s purpose, the very reason for our existence, is to “Change Work, Advance Society, Connect to Tomorrow.” By driving innovation in the supply chain, public services, infrastructure, and entertainment sectors, we aim to contribute to the realization of a sustainable society and to ensure well-being for all.

Above all, we value “connecting” with our customers, being close to them and truly understanding their challenges, so that we can continually help them to solve problems and make even greater contributions to their businesses.

I look forward to your continued support.

Yasuyuki Higuchi
President
Panasonic Connect Co., Ltd.
Division Manager Message

The current advances in digital innovation and information technology innovation require us to deliver higher-precision and higher-quality products to the market at lower cost and more quickly.

The Process Automation Business Division (PABD) aims to realize the Autonomous Factory, which autonomously evolves to respond quickly to changes in customer demands and supply. To this end, PABD is committed to swiftly creating new value by providing its equipment, process control systems, and operation and maintenance (O&M) services for the fine process technology area, including mounting, semiconductor, FPD manufacturing, welding, and laser processing.

We look forward to your continued patronage and support as we work together as "Co-creation partners" based on mutual trust.

Akihiro Akiyama
Senior Vice President
Managing Director
Process Automation Business Division
Panasonic Connect Co., Ltd.
Panasonic Connect Sustainability Management

**Change Work, Advance Society, Connect to Tomorrow**

Through frontline innovation, we aim to realize sustainability management.

By reforming various frontline processes in the manufacturing, logistics and retail fields, we aim to reduce CO₂ emissions and make effective use of limited resources.

By improving the way of things work on the frontline, we aim to create workplaces where people can thrive in good health and with peace of mind.

While fostering a highly diverse organizational culture and promoting co-creation with customers and partners, we aim to realize a sustainable society and well-being for all.
ESG Approach of Process Automation Business Division (PABD)

PABD PURPOSE

Fine Process Innovation connects to Tomorrow

We will innovate the "Gemba" with our precise and accurate manufacturing technology and link it to a sustainable future.

Business activities

Realize gemba that can respond immediately to an ever-changing society by integrating manufacturing technology (hardware x software) and customer services

Specific initiatives

E | Environmental Conservation by Autonomous Supply Chain
01. Medium- to long-term environmental vision
02. Activities for environmental friendliness
03. Approach only we can take
04. Environmental conservation activities

S | Achieving Well-being at Manufacturing Sites
05. Ensure safety considerations
06. Diverse workforce through DEI promotion
07. Health management declaration

G | Continuous Contribution to the Earth and Society
08. Improving corporate resilience
09. Global compliance practice

Value created

Achieving both environmental conservation and economic development by improving productivity at manufacturing sites

Realization of well-being through physical and mental safety considerations
Contents

• Sustainability Management Policy
  • CEO Message
  • Panasonic Connect Sustainability Management
  • ESG Approach of Process Automation Business Division
• E | Environment | Environmental Conservation by Autonomous Supply Chain
  • Medium- to Long-term Environmental Vision | GREEN IMPACT
  • Environmental Burden Reduction Activities | GREEN FACTORY
  • Original Certification System for Environmental Friendliness | GREEN PRODUCTS
  • Approach Only We Can Take | Autonomous Factory
  • Environmental Conservation Activities | Eco Relay at Our Sites in Japan
• S | Society | Achieving Well-being at Manufacturing Sites
  • Ensure Safety Considerations
  • DEI Promotion for Enhancing Opportunities for a Diverse Workforce
  • Health and Productivity Management Declaration
• G | Governance | Continuous Contribution to the Earth and Society
  • Improving Corporate Resilience
  • Global Compliance Practice
Panasonic GREEN IMPACT

To realize a better life and a more sustainable global environment

Reducing CO₂ emissions of our own value chain and society - the Panasonic Group is calling such initiatives "Panasonic GREEN IMPACT." By 2050, the Panasonic Group aims to create impact that reduces CO₂ emissions by more than 300 million tons, or about 1% of the current total global emissions.

Environmental Burden Reduction Activities

GREEN FACTORY

To realize a better life and a more sustainable global environment

The Panasonic Group is working to reduce the environmental burden of manufacturing at all of its global factories.

In particular, we focus on energy conservation activities, chemical substance management, waste reduction, and environmental risk as key themes, and are working to minimize CO₂ emissions from factories, chemical substance emissions, waste generation, in addition to assessing actual production conditions to prevent environmental risks.

Each factory is working to minimize all inputs and emissions in the production process, reduce waste, and increase the amount of valuable materials and resources recycled, leading to higher recycling rates.

Recycling rate of waste and valuable resources

Each factory is working to minimize all inputs and emissions in the production process, reduce waste, and increase the amount of valuable materials and resources recycled, leading to higher recycling rates.

Chemical substance management

There is a wide variety of chemicals, each with its own toxicity. The Panasonic Group assesses the hazardousness of chemical substances, classifies them by rank, and sets its hazardousness factors independently. The HEI count (Human and Environment Impact) at each factory is calculated, managed, and reduced.

https://connect.panasonic.com/p-ja/about/sustainability/environment/greenfactory

© Panasonic Connect Co., Ltd. 2023
GREEN PRODUCTS

To promote environmentally friendly design

The Panasonic Group refers to products based on environmentally friendly design as "Green Products" and promotes environmental responsiveness through product development in accordance with three indices.

1) Save: Energy saving during product use and standby time to reduce CO₂ emissions,
2) Clean: Reduce the use of chemical substances that harm the human body and ecosystems,
3) 3R (Reduce, Reuse, Recycle): Improve the ratio of the mass of recyclable materials, and reduce and reuse.

Improve energy efficiency of mounting machines

<table>
<thead>
<tr>
<th>Model</th>
<th>Before</th>
<th>After</th>
<th>Reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>NPM-D2</td>
<td>0.056 watts/chip</td>
<td>0.037 watts/chip</td>
<td>34%</td>
</tr>
<tr>
<td>Productivity: 62,500 cph</td>
<td>Productivity: 184,800 cph</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Power consumption: 2.5 kVA</td>
<td>Power consumption: 5.0 kVA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Air consumption: 100 L/min</td>
<td>Air consumption: 200 L/min</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Reduce material waste through printing press automation function

<table>
<thead>
<tr>
<th>SPG2</th>
<th>Before Manual</th>
<th>After Automated</th>
<th>Waste solder reduction effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solder transfer function Perforated pot type automatic solder supply</td>
<td>212 kg/year</td>
<td>37 kg/year</td>
<td>-175 kg/year</td>
</tr>
<tr>
<td>Solder leak prevention block</td>
<td>1,648 kg/year</td>
<td>768 kg/year</td>
<td>-880 kg/year</td>
</tr>
<tr>
<td>1,331 kg/year</td>
<td>666 kg/year</td>
<td>-665 kg/year</td>
<td></td>
</tr>
<tr>
<td>Annual total</td>
<td>3,191 kg/year</td>
<td>1,471 kg/year</td>
<td>-1,720 kg/year</td>
</tr>
</tbody>
</table>

Reduce power consumption of welding machines

<table>
<thead>
<tr>
<th>Alternator: YK-305AH1</th>
<th>DC machine: YD-300DS2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 27% reduction in annual power consumption</td>
<td></td>
</tr>
<tr>
<td>Electricity: -15,000 yen, CO₂ -0.41 t</td>
<td></td>
</tr>
</tbody>
</table>

*Conversion at 1 L/min = 0.01 kW

The Panasonic Group does not manufacture, import, or sell products that exceed the standard values for specific chemical substances specified in JIS C 0950 (J-Moss) for products covered by the Act on the Promotion of Effective Utilization of Resources.

https://connect.panasonic.com/jp-ja/about/sustainability/environment/greenproducts
Approach Only We Can Take

Autonomous Factory

To connect each gemba process, the entire factory, other factories, and the supply chain

The Process Automation Business Division (PABD) proposes the Autonomous Factory, which is an autonomously evolving factory that responds immediately to any situation and realizes planned manufacturing by connecting 5M data (human, machine, material, method, and measurement), which are changing factors at production sites, through the knowledge and know-how accumulated in the 100-year history of the manufacturing industry.

[Image of Autonomous Factory concept]

https://connect.panasonic.com/en/products-services_fa/about
Eco Relay at our sites in Japan

Working with local communities to save the earth and raise awareness of global environmental conservation

We are engaged in a wide range of global environmental conservation activities, including preservation of local environments which focuses on forests, green spaces, and water; activities that will assist in the conservation of "satoyama" (undeveloped woodlands near populated areas); and nature education activities, and is working to raise awareness of the need to prevent global warming and re-examine our lifestyles.

In addition, by cooperating with local residents, we contribute to community revitalization activities.

Environmental conservation activities undertaken at each site in Japan
Contents

- **Sustainability Management Policy**
  - CEO Message
  - Panasonic Connect Sustainability Management
  - ESG Approach of Process Automation Business Division
- **E | Environment | Environmental Conservation by Autonomous Supply Chain**
  - Medium- to Long-term Environmental Vision | GREEN IMPACT
  - Environmental Burden Reduction Activities | GREEN FACTORY
  - Original Certification System for Environmental Friendliness | GREEN PRODUCTS
  - Approach Only We Can Take | Autonomous Factory
  - Environmental Conservation Activities | Eco Relay at Our Sites in Japan
- **S | Society | Achieving Well-being at Manufacturing Sites**
  - Ensure Safety Considerations
  - DEI Promotion for Enhancing Opportunities for a Diverse Workforce
  - Health and Productivity Management Declaration
- **G | Governance | Continuous Contribution to the Earth and Society**
  - Improving Corporate Resilience
  - Global Compliance Practices
Ensure Safety Considerations

Ensure safety considerations

To ensure that all employees are physically and mentally healthy and free from illness or injury during their career at the company

The Process Automation Business Division (PABD) is strengthening the creation of a safe workplace environment, both physically and mentally, where all employees can experience personal growth, job satisfaction, and a sense of fulfillment through their work and can maximize their individual abilities.

We aim to maintain workplace safety by establishing the Occupational Safety and Health Policy and reconfirming that policy once a month.

Occupational Safety and Health Policy

Our health and safety activities are based on the declaration of occupational safety and health, and aim to realize a workplace with zero accidents and a comfortable work environment full of vitality.

To realize this goal, the following specific activities are defined as basic activities to systematically implement, maintain, and improve the occupational safety and health management system.

1. Provide healthy and safe workplaces to prevent work-related injuries and illnesses.
2. The business entities and employees discuss safety and health activities at safety and health committee meetings, set appropriate goals, and formulate and implement action plans to achieve those goals.
3. Comply with all laws and regulations related to occupational safety and health, as well as our own regulations.
4. Through risk assessments and near-miss activities, identify hazardous or harmful factors, promote necessary risk management measures, and prevent injuries and illnesses.
5. Operate occupational safety and health activities effectively and continuously improve the occupational safety and health management system and occupational safety and health performance.
6. Conduct consultations with the participation of employees and representatives of employees at relevant levels and departments in the workplace to hear their opinions and use them in decision-making.

Promoting understanding of safety

Hold safety workshops (Anzen Dojo) for employees working at the factories
Place posters throughout the factory to educate employees about safety maintenance
DEI Promotion for Enhancing Opportunities for a Diverse Workforce

Thorough implementation of DEI promotion activities

To work on creating a fair environment for all employees regardless of nationality, age, gender, etc.

At the Process Automation Business Division (PABD), we believe that sustainable enhancement of corporate value is achieved through the success of each and every employee. Therefore, we are implementing various DEI promotion initiatives with the aim of fostering a highly flexible corporate culture in which each individual with diverse perspectives, experiences, and values can demonstrate their strengths.

Support for women’s advancement and childcare

- Obtained Eruboshi certification (women’s advancement)
- Obtained Kurumin certification (childcare support)

In accordance with the Act on the Promotion of Female Participation and Career Advancement in the Workplace, we have been certified by the Ministry of Health, Labor and Welfare as a “childcare support company” that has formulated a general business operating action plan, including standards for taking paternity leave for men, and has achieved its goals.

Multicultural penetration

Japan: Percentage of female employees 10%
Japan: Percentage of foreign employees 1%

Although the percentage is still small due to industry trends, we offer "Unconscious Bias Training" for all employees so that minority employees can actively work and flourish.

Pursuit of fairness

Management of Shoko Gakuin (in Yamanashi)

It provides employees who joined the company after graduating from high school with the opportunity to obtain various certifications over the course of a year. Founded in 1997, it has sent out 185 global human resources to date.
Health and Productivity Management Declaration

Thorough Health and Productivity Management

To realize Health and Productivity Management that brings "safety", "health", and "happiness"

The Process Automation Business Division (PABD) has a Health and Productivity Management Policy that aims to realize the success and job satisfaction of each and every employee, to create an environment in which they can work in good physical and mental health and with vigor, and to make all stakeholders, including customers, comfortable in their workplaces.

To maintain our "health first" policy at all times, we actively encourage employees to take paid leave.

Health and Productivity Management Policy

Based on the spirit of respect for humanity (respect for human life + respect for humanity), we will promote activities that are focused on the "Gemba (actual worksite), Gembutsu (actual product) and Gennin (actual employee)" principle, with an emphasis on employee perspectives.

1. We promote employee engagement and their contribution to society by emphasizing the physical and mental health of each employee, as well as the working environment, systems, organizational roles, and cooperation with the local community.
2. Based on the "safety, security, and health" of each employee, we aim for the "safety and security," "health," and "happiness" of their families as well.
3. We provide "physical and mental health and happiness" to all our customers, including our supply chain, and build an environment that creates a better world.

Health & Productivity Management Outstanding Organizations

Panasonic Connect Co., Ltd. has been certified as Health & Productivity Management Outstanding Organizations in both 2022 and in 2023. The Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi jointly certify entities that practice Health and Productivity Management.

Encouragement to take paid leave

Process Automation Business Division (PABD)
Average number of days of paid leave: **18.6**
*as of January 2023
Contents

• Sustainability Management Policy
  • CEO Message
  • Panasonic Connect Sustainability Management
  • ESG Approach of Process Automation Business Division
• E  |  Environment  |  Environmental Conservation by Autonomous Supply Chain
  • Medium- to Long-term Environmental Vision  |  GREEN IMPACT
  • Environmental Burden Reduction Activities  |  GREEN FACTORY
  • Original Certification System for Environmental Friendliness  |  GREEN PRODUCTS
  • Approach Only We Can Take  |  Autonomous Factory
  • Environmental Conservation Activities  |  Eco Relay at Our Sites in Japan
• S  |  Society  |  Achieving Well-being at Manufacturing Sites
  • Ensure safety considerations
  • DEI Promotion for Enhancing Opportunities for a Diverse Workforce
  • Health and Productivity Management Declaration
• G  |  Governance  |  Continuous Contribution to the Earth and Society
  • Improving Corporate Resilience
  • Global Compliance Practice
Execution of Business Continuity Management (BCM)

As a B2B company, formulate BCM including supply chain

The Process Automation Business Division (PABD) is strongly aware of the need for business continuity activities as part of its corporate social responsibility. Consequently, the division has formulated Business Continuity Management (BCM) and promoted business activities accordingly since 2005 so as not to interrupt the supply of products and services in the event of an emergency, and to resume operations as soon as possible after an interruption, if one should occur.

Establish a system that can respond quickly in the event of an emergency
Panasonic Group Code of Ethics & Compliance

Set "My Commitments" (the commitments that all Panasonic members must fulfill)

Legal departments, officers responsible for the observance of the Code of Ethics & Compliance, and managers in charge of export control and relevant functions have been appointed at all our sites for global cooperation and operation. Once each year, we review how all our business sites around the world observe and practice the Code of Ethics & Compliance, and the results are included within the scope of Groupwide internal control audits that are conducted by an external auditing firm.