


E
(Environmental)

< Environmental load reduction >

- Development of energy-saving products
(Won the JMF's Energy-Efficient Machinery Award)

Uses
26%
less electricity
than conventional
model

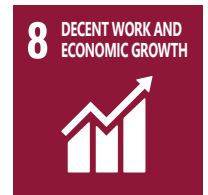
25.5%
weight reduction
than conventional
model



Standard Take-out Robot - YC

- Promotion of environmental management system (ISO14001)

Related
SDGs Items



S
(Social)

< Working style reform of customer factories >

- Providing factory automation system

< Safety and security >

- Sale of the world's highest safety standard equipped robot

< Improvement of working environment >

- Working style support team
- System of maternity leave and shorter working hours (more than statutory)
- Working support for mothers "YUSHIN Mama's Meeting"

G
(Governance)

< Strengthen the governance system >

- Of the 8 Directors, 3 are External Directors
- Improvement of Board of Directors by effectiveness evaluation

< Diversity >

- Of the 8 Directors, 2 are women

ESG – Environmental

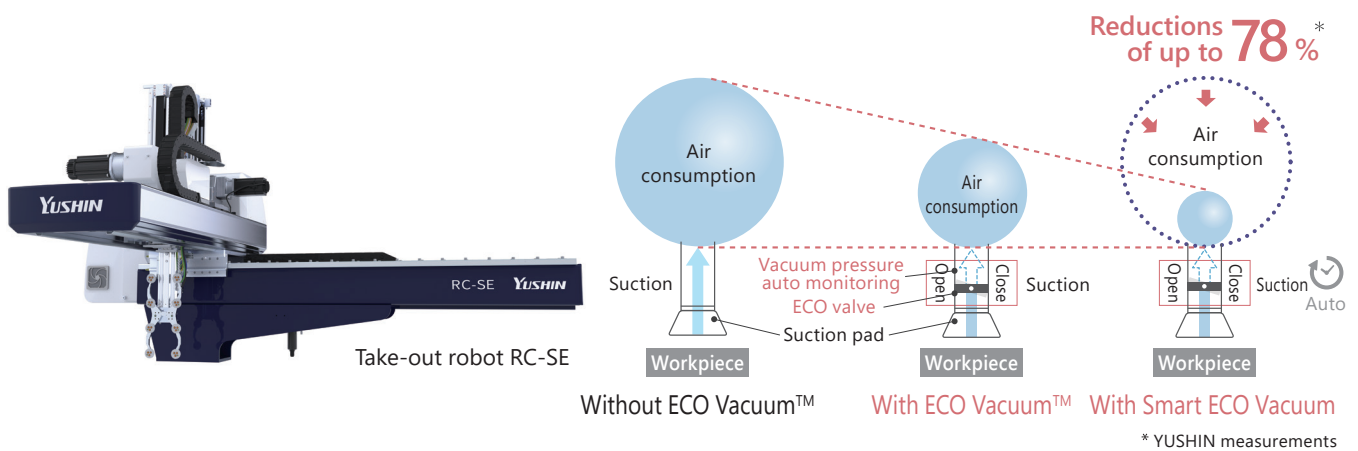
Constant Effort to Develop Energy Saving Products

We constantly develop energy saving products working 24/7 at customers' site.

In 2019, FRA robots, our flagship model, received the JMF's President Award at the Energy-Efficient Machinery and System Awards of the Japan Machinery Federation. This Awards was formerly called Energy-Efficient Machine Award which our YC robots had received. We are confident that our continuous efforts to develop energy saving products

such as design optimization, are highly evaluated.

In July 2021, we have rolled out a new robot RC-SE which has Smart ECO Vacuum (PAT.P) evolved from ECO Vacuum – our unique technology to save air consumption. This feature can reduce up to 78% of air consumption maximum, and can lower electricity consumption of the compressor.



ESG – Social

Improving Working Environment

We are deeply engaged in an effort to create an employee-friendly environment as we believe we can only grow with people working there are rich in mind.

To support our employees to balance work and family including childcare and nursing care, we improved and evolved our "childcare support system" in 2009, and enacted nursing care system in 2010.

We worked out "General Employers Action Plan" based on "The Act on Advancement of Measures to Support Raising Next-Generation Children" in 2015 and 2020, and we worked out "General Employers Action Plan" based on "The Act on Promotion of Women's Participation and Advancement in the Workplace" in 2016 and 2020. We have offered a platform to exchange information for employees on childcare leave to ease their anxiety of

childbearing and reinstatement. We have received comments from the participants in the third gathering held in 2021 – "That's great we have learned a lot from experienced mothers who are caring for children. We have heard them actually saying, which is far better than any information from a verbal communication site or SNS on the web."



YUSHIN Mama's Meeting – regularly held to support working mothers since 2019.

ESG – Governance

Basic Views on Corporate Governance

The Company aims at achieving sustainable growth and maximizing the enterprise value for medium- and long-term under the management philosophy with obtaining credibility from all stakeholders surrounding us including shareholders.

We strive to strengthen corporate governance with the basic policy of following five items.

1. The Company respects the rights of shareholders and ensures equality, as well as strives to improve the environment for executing rights appropriately and protect rights.
2. The Company strives to sincerely cooperate with stakeholders excluding our shareholders with good sense.
3. The Company strives to ensure the transparency by appropriately making disclosure according to laws and regulations and voluntarily providing information excluding the disclosure.
4. The Board of Directors strives to execute its roles and duties appropriately for transparent/fair and flexible decision-making.
5. The Company strives to positively communicate with shareholders after sharing the direction of its stable growth for long-term.

Ensuring Effectiveness of Board of Directors and Board of Corporate Auditors

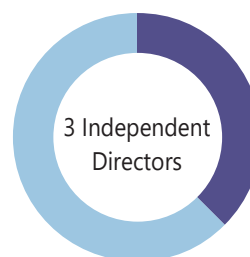
Under rapidly changing business environment and advancement of globalization, the Company appoints candidates of Directors with a focus on balance among knowledge, experience and expertise, diversity and global viewpoints. Now 8 Directors, including External Directors, take office. The Company will keep the number of the board members that immediate decision-making is conducted with each member providing his or her expertise and exchanging opinions each other.

Concurrent holding of positions of other companies by External Directors and Corporate Auditors is annually disclosed at “the Notice of Convocation for the General Meeting of Shareholders,” “Securities Report” and “Corporate Governance Report.” No Executive Directors concurrently serve as an officer of other listed companies, excluding those of our group, and the system is established that Executive Directors can be devoted on works of Directors. Full-time

Corporate Auditor does not concurrently serve as an officer of other companies, and the system is established that they can be devoted to their work at all times.

External Directors now analyze and evaluate whole of the Board of Directors. To further improve the functions of the Board of Directors, analysis and evaluation of effectiveness of the whole Board including their methods are currently examined after conducting a questionnaire.

Board of Directors
8 Directors





Board of Corporate Auditors
3 Auditors

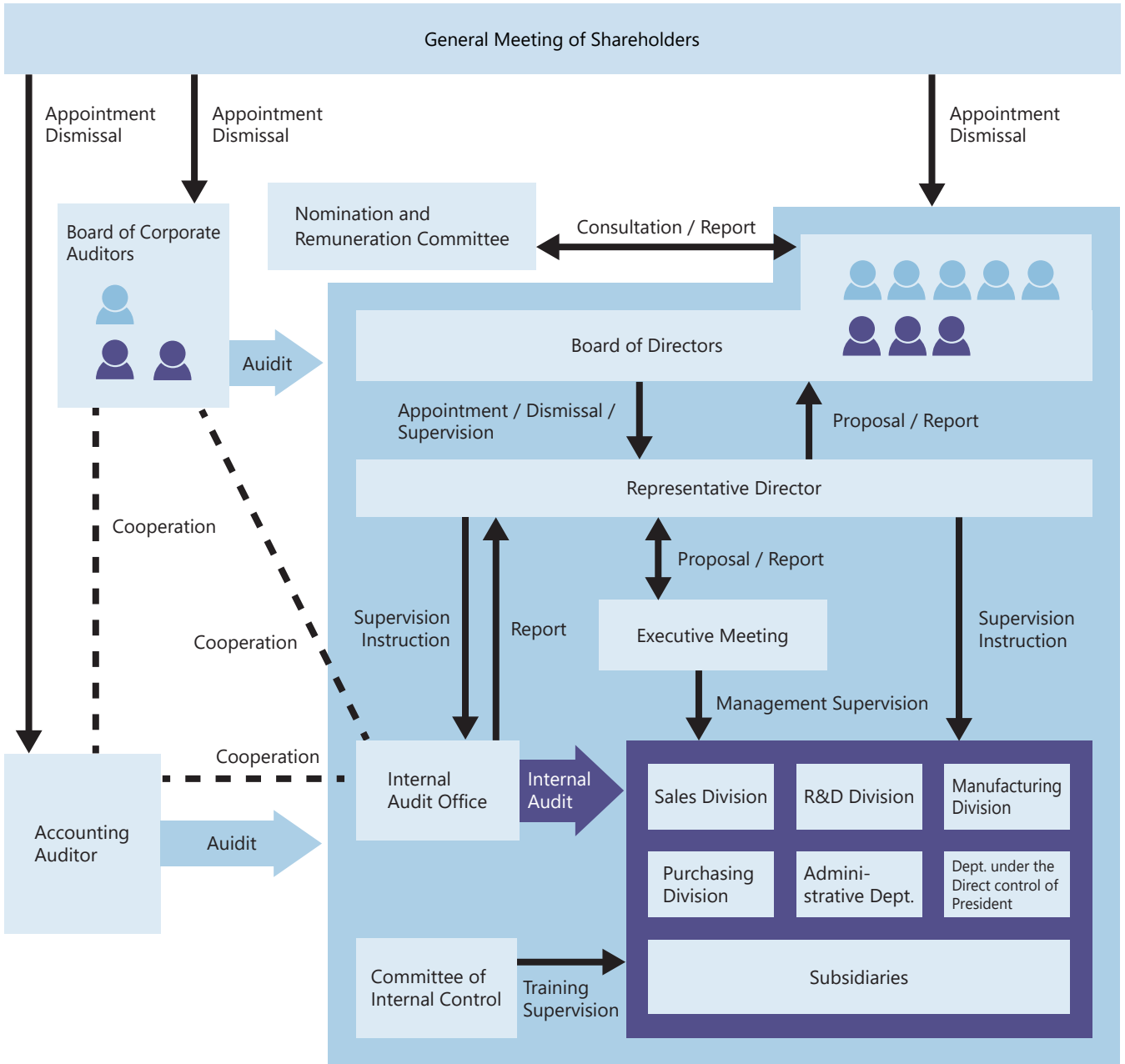


Nomination and Compensation Committee

In February 2020, the Nomination and Compensation Committee was established as an advisory body to the Board of Directors in order to enhance the fairness, transparency and objectivity of procedures related to the nomination and compensation of the Company's officers and to enhance the Company's corporate governance. As of June 23, 2021, the committee was chaired by External Director Yasuo Nishiguchi and comprised five members: Representative Director and President Takayo Kotani, External Director Hiroshi Matsuhisa, External Director Reiko Nakayama, External Corporate Auditor Hiroho Kamakura, and External Corporate Auditor Naohiro Tsuda. During the fiscal year ended March 31, 2021, the committee met four times and deliberated on matters related to the appointment of officers and the review of the compensation system for officers.

Corporate Governance Structure

-  Internal Director / Auditor
-  External Director / Auditor



Our Board of Directors, whose members have high level of expertise and vast amount of experience, makes decisions to execute all of our operation properly and smoothly. The current administrative system enables us swift decision-making and flexible execution of operation by the Board of Directors which is made of a small group. This system is reasonable as we operate single and medium scale business. In addition, the Board of Corporate Auditors, which includes External Auditors who have a great deal of expertise, audits us strictly to monitor the management.