Takeuchi Mfg. Co., Ltd. List of Material Issues

Image Image Develop, manufacture, and sell battery-powered compact excavators Reducing GHG emissions at factories mproving factory energy efficiency Expanding the use of renewable energy 3R factory initiatives Develop, manufacture and sell construction machinery with reduced environmental impact Reducing chemical emissions and wastewater from factories Complying with SDSs, REACH regulations, and RoHS Directive mproving productivity and work efficiency at sites where construction machinery is operated, by developing products that precisely meet market needs. Developing , manufacturing, and selling construction machinery that contributes to building and maintaining	Outline By developing, manufacturing, and selling battery-powered compact excavators, we will reduce our environmental impact and minimize the impact around worksites. To help mitigate the effects of climate change, we will work to reduce greenhouse gas emissions, such as CO2, from factories. As a countermeasure against climate change, we will work to improve the efficiency of the energy, such as electricity and gas, used by our factories, and we will take the initiative to increase the use of renewable energy provided by solar power generation and others. We will contribute to a circular economy by reducing, recycling, and reusing waste from factories. We will develop, manufacture, and sell construction machinery with excellent safety and comfort that reduces the burden on workers in addition to reducing the burden on the global environment. For the environment and employee health, we will work to effectively manage chemical substances used in our factories, to prevent pollution from their discharge, and work to reduce wastewater. We will fully manage the chemical substances contained in our products by using safety data sheets (SDSs). We will comply with the REACH regulation and ROHS Directive. We will strive to improve our products, services, and customer satisfaction by strengthening our connection with end users and by gathering more feedback from them.	0 0 0 0	+	SO 2600	seven co poo and T initiati 3 4 C C C C C C C C	akeuchi ives.	s main		The	17 Sustain			Goals and	7 AFFORDABLE AND	gets of the S 8 DECENT WORK AND ECONOMIC GROWTH 9 1	SDGs. (T MUSIRY, MOVATOR 9.4 9.4 9.4 9.4	The numb	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBIL 1 12 RESPONSIBIL 1 12 AUD PRODUCTION 1 12.4 1 1 12.4 1 1 12.4 1 1 12.4 1 1 12.4 1 1 12.3 1 1 12.4 1 1	3 CLIMATE 1	4 LIFE BELOW WATER	5 UFE 1	ets.) I6 PEACE JUSTICE AND STRONG 17 PARTNERSHIPS IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
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resilient cities and infrastructure	This is the essential focus of our business, and the area where we excel. We will widely contribute to society by developing, manufacturing, selling, and servicing continually safer, more efficient, and cleaner construction machinery.	C)	1.5	2.4	3.6	4.a		6.1 6.2 6.4			9.1 9.a		11.1 11.2 11.3 11.4 11.5 11.7 11.a 11.b		13.1	14.1 14.5 14.7	15.2	
Strengthening connections with end users by increasing the amount of information on products and services	We will strengthen our connection with end users by providing them with the information they need, aggregating their requests, and implementing systems to use that information within our company.	C				(8.2 8.5			11.5					
Eliminating employment discrimination	We will eliminate all discrimination in labor and employment. We will promote equal pay for equal work and the employment of people with disabilities.	C		0	0						4.3 4.4 4.5				8.5 8.8		10.2 10.3						16.3
Prevention of harassment	We will respect human rights and work to prevent all forms of harassment.	C		0	0							5.1			8.5		10.3						16.1 16.3
Health management at Takeuchi (nonconsolidated)	We will promote employee health, mental health care, and occupational health and safety.	С			0					3.3 3.4 3.5 3.8 3.9													
ncrease education and training programs	We will improve and increase our education and training programs for the growth of our employees and the development of their abilities.	C			0						4.3 4.4												
Encouraging the use of internal systems, such as childcare and nursing care leave, and shorter working hours	To improve employees' work experience and to promote a better work-life balance, we will respect diverse workstyles and lifestyles, and we will improve employee benefits and strive to implement working-style reforms.	С			0					3.4		5.1 5.4			8.5								
Appointment of female directors, and development of remale management candidates	increase diversity in management by appointing female directors and developing female managerial candidates.	C	0	0 0							4.3	5.1 5.5			8.5		10.3						16.7
Factory tours at Takeuchi (nonconsolidated), sending out ecturers, and cooperating with special needs schools	contribute to nurturing the next generation by opening up	С					0				4.1 4.5 4.7						10.2						16.1 16.3
Establishing and implementing a CSR procurement policy	To build a sustainable supply chain, we will set up and implement a CSR procurement policy that addresses the environment, human rights, labor issues, anticorruption, etc.	00													8.4 8.7				12.1 12.2 12.4				16.3
Asking suppliers to agree to our CSR procurement policy	To implement our CSR procurement policy, we will obtain the agreement of our suppliers.	00				(8.4 8.7				12.1 12.2 12.4				16.3
Dismantling, collecting, and recycling at the stage of product disposal	To pass on the planet to the next generation, we will work to establish a system for disassembly, collection, and recycling at the product disposal stage.	0				(8.4				12.1 12.2 12.5				
Compliance with laws and regulations, and the exclusion of Organized Crime	We will comply with the letter and spirit of the law, such as anticorruption laws and the exclusion of organized crime, strive to operate with social ethics and good sense, and abide by our Action Guidelines.		0	0									6.3		8.5		10.2 10.3		12.4		14.1	15.1	16.3 16.4 16.5
Strengthening global governance	To ensure fair and transparent management, we will maintain a business management system for prompt and effective decision-making with consistent communication of management intentions, and work to strengthen global governance throughout the Takeuchi Group.		0	0															12.6				16.7
Crisis management systems, BCPs, and information securit			0	0														11.5	10.4	13.1			16.3 16.10
The she she she she she she she she she s	amount of information on products and services ninating employment discrimination vention of harassment alth management at Takeuchi (nonconsolidated) rease education and training programs couraging the use of internal systems, such as childcare d nursing care leave, and shorter working hours cointment of female directors, and development of nale management candidates ctory tours at Takeuchi (nonconsolidated), sending out urers, and cooperating with special needs schools ablishing and implementing a CSR procurement policy fing suppliers to agree to our CSR procurement policy mantling, collecting, and recycling at the stage of duct disposal mpliance with laws and regulations, and the exclusion of panized Crime	angthening connections with end users by increasing amount of information on products and services providing them with the information in labor and employment, information on products and services information within our company. 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*The seven core subjects of ISO 26000 and Takeuchi's main initiatives 1. Organizational governance

2. Human rights

3. Labor practices

4. The environment

5. Fair operating practices

6. Consumer issues (responsibility towards customers)

7. Community involvement and development

February 25, 2021 Takeuchi Mfg. Co., Ltd.