





Development of Products and Services That Resolve Social Issues and Satisfy Customer Needs

At the TATSUTA Group, we develop products that satisfy customer needs, and products and services that help to resolve social issues.



Electric Wire and Cable Business


We endeavor to improve the quality of overhead distribution cables for power companies and to increase productivity. We also meet the needs of society, such as considering the use of materials that help to achieve a stable supply and to reduce our environmental impact. Additionally, in the area of wires for industrial equipment, we are not only expanding our product types based on various actual needs, but also developing unique products that contribute to the stable supply of electricity and to environmental and social issues.

Social needs	Products	Features
Improving the efficiency of onsite work	<p>かるまげ™ 難や燃 (Karu Mage Nanyanen)</p> 	<p>The allowable bending radius is half of the typical, which is particularly useful for wiring in narrow spaces. In addition, because of its excellent flame resistance, it is the optimal cable for data centers, power plants, and surrounding cubicles.</p> <p>Note: かるまげ "Karu Mage" is a trademark of TATSUTA Electric Wire & Cable Co., Ltd., registered in Japan.</p>
Supporting the advancement of FA and robot markets	<p>Thin-diameter KORIKI™ high-strength cables</p> 	<p>Cables with excellent tensile strength and repeated bending strength, made from our unique high-strength copper alloy. They are ideal for use in space-saving environments, such as various FA equipment, machine tools and other moving parts, cableveyors, and revolving parts on robots.</p>

Electronic Materials Business



In functional films and functional pastes, we engage in material development, product development, and the development of processing technologies for these. We also pursue product development and application development targeting fields related to electronic materials and new fields, including coordination with external organizations in Japan and overseas. In bonding wire, we promote copper wire and silver wire product development.

Social needs	Products	Features
Supporting the evolution of smartphones	<p>Shielding film for high step/uneven surface (WILMINA™ SF-FT™ 6015-US-C)</p> 	<p>Cameras that have evolved with the development of smartphones. With the higher functionality of smartphone cameras, high shielding has also become required on the high-step substrates used in camera modules. Resistance to ultrasonic washing in the camera module manufacturing process is also necessary. WILMINA™ SF-FT™ 6015-US-C satisfies the needs of high shielding, high-step/uneven surface, and ultrasonic cleaning resistance.</p> <p>Note: "WILMINA" is a trademark of TATSUTA Electric Wire & Cable Co., Ltd., registered in Japan and other countries.</p>
Supporting advanced electronics	<p>SC series low-temperature curable conductive paste</p> 	<p>This is a conductive paste that can be cured in the low temperature range of 60°C-80°C. Its use is expanding in plastic substrate interlayer connection applications and component packaging applications, and it will support the evolution of electronics in various fields.</p>

Social needs	Products	Features
Supporting the semiconductor market through higher functionality of ultrafine wire	<p>Silver wire for NAND memory</p> 	<p>In response to a request for an alternative to expensive gold wire, we began mass production of highly reliable, highly conductive, low-cost silver wire for NAND memory in Japan. NAND memory demand is expanding in smartphones, tablets, and data centers, and to address BCP and meet the demand overseas users, we have begun to build a mass production system overseas (Malaysia) and plan to begin shipping samples from the second half of this fiscal year.</p>

Other Businesses

We engage in R&D for the commercialization of medical equipment materials and R&D for medium- to long-term product development.

Social needs	Products	Features
Advanced medicine	<p>Medical equipment materials</p> 	<p>The Company began to manufacture and sell optical fiber interferometer modules for optical coherence tomography (OCT) in 2013 and medical cables in 2017, and we have steadily achieved results. Currently we engage in development and commercialization of high-function tubes and optical fiber devices to improve convenience for medical professionals. In March 2022, we built a production line for optical fiber probes for medical applications at our Kyoto Works, and have begun manufacturing and sales.</p> <p>[Optical fiber probes]</p> <p>New cancer treatment methods using light irradiation, such as photodynamic therapy (PDT)^{*1} and photoimmunotherapy (PIT)^{*2}, are becoming popular alternatives to surgery and chemotherapy. The beam profile (which indicates the intensity distribution of the laser light) of the optical fiber probes^{*3} supplied by the Company is based on a frustum cone shape, resulting in a smooth profile, enabling extremely uniform and efficient frontal irradiation of the tumor tissue at the target site.</p> <p>*1 A minimally invasive treatment that has little effect on normal tissue and reduces the physical burden due to being a local treatment that causes degeneration and necrosis of the tumor tissue at the target site by putting a photosensitizing agent with high tumor affinity into the body and projecting laser light onto the area. *2 A new cancer treatment method that combines photodynamic therapy and immunotherapy. *3 A tool used to project a laser at a lesion.</p>
Prevention of environmental pollution and protection of human health	<p>Dioxins analysis</p> 	<p>We measure and analyze dioxins that are toxic and have a major impact on the human body. To ensure highly reliable measurement and analysis, at the Tatsuta Environmental Analysis Center, we obtained Specified Measurement Laboratory Accreditation (MLAP) from the National Institute of Technology and Evaluation (NITE).</p>

Topic | Aiming for the creation of new businesses




The TATSUTA Electric Wire & Cable Group is aiming to build new business pillars succeeding the core electric wire and cable business and functional films business.

Co-creation with Startups

We engage in open innovation to swiftly expand our fundamental technologies, which are the key to new business creation. As part of this initiative, we actively promote partnerships with startups that develop/possess differentiating technologies that match our business direction and will contribute to resolving social issues. Currently we are engaged with seven companies.



[Major initiatives in the fiscal year ended March 31, 2023]

Company name	Initiatives
SIRC Co., Ltd.	<p>A company that provides DX solutions using multi-functional sensors.</p> <ul style="list-style-type: none"> In November 2022, we conducted a proof of concept on SIRC's new product, an IoT electric power sensor unit, at our Osaka Works.  <p>Proof of concept</p>
Copprint Technologies Ltd.	<p>A company that develops Nano Copper inks that allow low-temperature sintering.</p> <ul style="list-style-type: none"> In January 2023, we signed a strategic agreement with Copprint under which TATSUTA will manufacture Nano Copper inks in Japan based on Copprint's patented technology. We also made a supplementary investment in Copprint. (January 31, 2023 news release)  <p>Copprint's pilot production facility</p>
Man-Machine Synergy Effectors, Inc.	<p>A company that aims for social implementation of human-like heavy machinery based on state-of-the-art robotics technologies.</p> <ul style="list-style-type: none"> In March 2023 at our Osaka Works, we conducted a demonstration of "JINKI Cart Ver.1.0" a general-purpose device that aims to resolve the issue of transporting heavy items.  <p>Demonstration</p>

Establishment of New Business Development Department

In April 2023, we reorganized and established the New Business Development Department by spinning off the business development functions of the Corporate Planning and Coordination Department. From a company-wide and medium- to long-term perspective, this department will focus on initiatives such as deepening partnerships with existing investment targets, discovering new partnership possibilities, considering and promoting M&A, and creating a framework for new business creation, as well as expedite new business creation with the Technology Development Center, which was transferred to the head office divisions.

Message | Message from the Officer Responsible for New Business Development Department

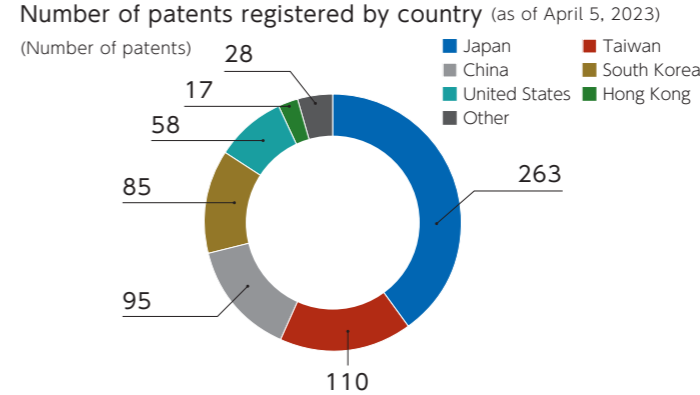
We are actively collaborating with startups. A demonstration project started in FY2022, and we expect to see its results going forward. The New Business Development Department is dedicated to the development of new businesses. We will examine various possibilities, such as by grasping global trends and needs, searching for business partners, and utilizing the tangible and intangible assets (products, technologies, knowhow, customer base, etc.) which we have cultivated over the years, and take on the challenge of developing businesses that will become TATSUTA's new pillars over the medium to long term.

Masayuki Nakamura, Senior Executive Officer



Intellectual property

The TATSUTA Electric Wire & Cable Group respects intellectual property rights, to achieve sustainable growth and enhance corporate value. Led by the Intellectual Property Department, we focus our efforts on risk management, rights acquisition, and education relating to intellectual property to ensure our products' superiority.

Initiatives	Details																
Risk management	<ol style="list-style-type: none"> We confirm the intellectual property rights of others at every stage from development to commercialization to achieve efficient development that respects the intellectual property rights of others. By checking agreements relating to intellectual property, such as joint development agreements, we ensure that the content of the agreements is appropriate. 																
Rights acquisition	<ol style="list-style-type: none"> The TATSUTA Group's products are sold globally; therefore, we strengthen our production sites and sales networks by striving to establish rights both in Japan and in countries overseas. We evaluate inventions and creations fairly at each stage—when filing for patent applications, patenting, and generating profits—to create an environment that motivates employees to dedicate themselves to developing highly unique products and technologies. We manage intellectual property in an integrated manner from filing to extinguishment, and intellectual property that has been granted rights is strategically used throughout the TATSUTA Group. One example of strategic use involves searching for licensees and collaborators by posting some intellectual property, which has been granted rights, on our website (https://www.tatsuta.co.jp/new_technology/details/33/ (Japanese only)) and on the Licensable Patent Information Database. <p>Number of patents registered by country (as of April 5, 2023)</p> <p>(Number of patents)</p>  <table border="1"> <thead> <tr> <th>Country</th> <th>Number of patents</th> </tr> </thead> <tbody> <tr> <td>Japan</td> <td>263</td> </tr> <tr> <td>Taiwan</td> <td>110</td> </tr> <tr> <td>United States</td> <td>95</td> </tr> <tr> <td>South Korea</td> <td>85</td> </tr> <tr> <td>China</td> <td>58</td> </tr> <tr> <td>Other</td> <td>17</td> </tr> <tr> <td>Hong Kong</td> <td>28</td> </tr> </tbody> </table>	Country	Number of patents	Japan	263	Taiwan	110	United States	95	South Korea	85	China	58	Other	17	Hong Kong	28
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Education	<p>We provide graded education to all employees, from new employees to managers, according to a curriculum established for every type of work and every length of service (experience).</p> <p>For example, employees in administrative, sales, and engineering divisions receive training on points of concern in agreements relating to intellectual property, such as handling new inventions that arise in the course of business transactions and patent liability risks, with our corporate lawyer as the instructor.</p>																

Strengthening Quality Assurance and BCP Systems

The Group will continue to respond to customer expectations by consistently providing superior quality.

Strengthening quality assurance systems

The TATSUTA Electric Wire & Cable Group has acquired ISO 9001 certification, appropriately operates a quality management system (QMS), and performs regular audits. We have also constructed a proprietary QMS tailored to our businesses and undertake a variety of initiatives to provide safe and high-quality products and services.

Electric Wire and Cable Business (Wire & Cable Group, TATSUTA Electric Wire & Cable Co., Ltd.)


At the Wire & Cable Group, we manage the quality of raw materials, manufacturing processes, and finished products so that customers can use our products with peace of mind. By maintaining public certifications, such as ISO and JIS, and by undergoing customer audits, we can prove that the quality of our products complies with the demands of customers.

Initiative	Details
Maintaining and managing public certification and customer accreditation	Public certifications, such as ISO and JIS, and the needs of customers change along with social, environmental, and economic changes. To respond to these, we are improving our quality management system. We also continue to undergo quality audits by public certification institutions and customers to prove that our quality management system complies with quality requirements.
Strengthening the quality management system	A tremendous amount of data is generated in manufacturing products and managing quality. We have established a computer system for aggregating the data and are improving the accuracy and speed of data analysis by using numerical analysis software. The analysis results help to check that quality is maintained, that the impact on the environment is mitigated, problems are solved, and that conditions for making products safely are established.
Finished product inspections	Finished products are inspected for product structure, electrical properties, and characteristics of materials used, based on specification forms describing customer requirements. Inspections are carried out according to procedures determined by qualified quality inspection personnel who determine acceptability.
Process control	We operate a computer system to manage production lines. This system can send instructions to manufacturing processes, check the progress of processes, and contact those concerned immediately if an abnormality should occur. Manufacturing personnel remove the abnormality, and quality personnel conduct an investigation and check to prevent its outflow from the company.
Improving quality and enhancing customer satisfaction	Quality claims and defects are addressed by thoroughly investigating the cause of the problem through "why-why analysis," to prevent the problem from recurring.
Quality management education	We added the following new education topics to our existing education on quality management methods. <ul style="list-style-type: none"> ●Quality compliance that teaches the importance of steady adherence to quality ●Education for fostering a culture of safety to teach that quality comes from safe workplace environments, work procedures, equipment, and raw materials. We provide education by using methods such as e-learning through networks, to continue satisfying daily-changing customer needs and maintaining public certification.

Electric Wire and Cable Business (Tatsuta Tachii Electric Cable Co., Ltd. and Chugoku Electric Wire & Cable Co., Ltd.)

At Tatsuta Tachii Electric Cable Co., Ltd., we investigate the true cause of defects and take measures to prevent recurrence through means such as why-why analysis and replication experiment verification, progressively standardize processes, review inspection methods, and strive to improve quality. As a result, we reduced the number of defects in the second half of the fiscal year ended March 31, 2023, by 23% from the first half of the fiscal year. Going forward, we will engage in initiatives to visualize equipment operating status, and we will endeavor to identify issues through analyses of equipment outages, further improve quality, and promote high-efficiency and high-quality systems.

At Chugoku Electric Wire & Cable Co., Ltd., we have proceeded with the review of inspection standards, and continue to engage in ensuring stable product quality through the implementation of low-variation inspections by image measuring devices.

Initiative	Details
Enhancing inspection systems	We implement efficient and exact inspections using cutting-edge measuring instruments, including image measuring devices for structural measurement.
Increasing the precision of product lifespan forecasts	For movable cables where superior flex and twist properties are required, we have compiled a proprietary database using historical data to increase the precision of product lifespan forecasts. We accommodate flex and twist testing requests from customers. 

Property data retrieval by a flex and twist testing device

Electronic Materials Business

We have established flexible quality assurance systems, optimally suited to our enhanced product lineup. We also work towards more stable product quality through measures such as supplier audits, to ensure that we respond appropriately to the anticipated expansion of our supply chains.

Initiative	Details
Verifications at the development stage	Electronic materials undergo design reviews and prototype evaluation (experiments and testing) before arriving at the final product. We work to reduce quality risk through stringent verification by the Quality Assurance Department and other relevant departments at each stage. We have also obtained the relevant permits for the development and manufacture of medical equipment materials.
Quality inspections	We carry out the following inspections for each process. <ul style="list-style-type: none"> ●Raw materials procurement process: Supplier audits ●Manufacturing process: Dual quality inspections by personnel and machines ●Shipping process: External visual inspections, mechanical property tests, and electrical property tests by qualified quality inspection personnel
Quality management education	We are conducting activities to raise individual employee awareness of quality by providing quality management education through ENEOS Research Institute, Ltd.

Supply chain management

TATSUTA Electric Wire & Cable has established a Basic Procurement Policy, and will promote sustainable procurement based on this policy to fulfill its social responsibilities throughout the supply chain.

Basic Procurement Policy

- 1 We build sound and productive relationships with business partners in the spirit of mutual trust and cooperation.
- 2 We seek to promote procurement activity that is not only legally compliant, but also highly fair, equitable, and transparent.
- 3 We carry out procurement activity that is aimed at symbiosis between nature and humanity.
- 4 We endeavor to build and maintain systems instrumental in stably supplying products to customers.
- 5 We stringently safeguard business partners' confidential information to honor confidentiality.

Promoting sustainable procurement

We have developed TATSUTA's Green Procurement Guidelines. We disclose our green procurement standards to our suppliers, and ensure that they comply with the matters requested. We also investigate suppliers to ensure they do not use raw materials or components containing conflict minerals or similar substances. By procuring environmentally-friendly raw materials and subsidiary materials, we aim to reduce environmental impact throughout our supply chains and contribute to achieving a sustainable society.

Furthermore, in view of rising interest in ensuing respect for human rights in our corporate customers' supply chains, we engage in initiatives (human rights due diligence) to appropriately investigate, analyze, and redress human rights risk. As part of our human rights due diligence, we utilize external resources to carry out investigations of new and existing business partners, including whether they have relationships with antisocial forces or are in violation of laws and regulations concerning matters such as human rights, money laundering, and bribery in various countries. We engage appropriately with key suppliers through measures such as individual surveys.

BCP for procurement

TATSUTA endeavors to purchase key materials and raw materials from more than one business partner, in anticipation of the possibility that it may become impossible for us to purchase that partner's materials and raw materials. Should any incident occur, we swiftly gather information and take action.

Supplier meetings

We hold supplier meetings as necessary for the purpose of fostering mutual trust with suppliers. At these meetings, we communicate trading precautions and rules, and request the compliance of our suppliers.

Procurement training

The TATSUTA Electric Wire & Cable Group implements procurement training and workshops according to operation and level, with the aim of raising compliance awareness. In the fiscal year ended March 31, 2023, a total of 228 employees attended workshops and seminars that we held on compliance with the Subcontract Act.

At the Subcontract Act workshops, lectures are given according to the operations of each department, with the aim of acquiring basic knowledge and strengthening awareness of legal compliance.

At seminars for responding to the "Package of Measures to Facilitate Transfers," we invited an attorney as the instructor to thoroughly raise awareness of fair trade.

We also conduct awareness programs, such as playing videos of examples of violations and communicating information about precautions on our internal portal site. Future plans include posting Subcontract Act Q&A.



Procurement workshop

Strengthening BCP systems

At the TATSUTA Group, we have implemented the following initiatives to ensure business continuity in the event of incidents such as large-scale disasters, supply chain disruptions, epidemics, and information system failures.

BCP for large-scale disasters and epidemics	We have taken every precaution to prevent infection among employees and ensure business continuity by establishing the Basic Policy on Epidemic Countermeasures and the Action Plan for Epidemic Prevention Measures as procedures that can be used against new epidemic risks that may arise in the future, based on countermeasures implemented during the COVID-19 pandemic, in accordance with the Crisis and Emergency Response Rules. We also have implemented the Large-scale Disaster Business Continuity Plan and the Large-scale Earthquake Action Plan at domestic business units, and provide education and seminars to increase effectiveness, to prepare for events such as large-scale earthquakes and other large-scale disasters.
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Topic | BCMS/ISMS in the Functional Films Business

TATSUTA's functional films business boasts an overwhelming share of the global market. To fulfill our duty to consistently supply customers, we obtained ISO 22301 (BCMS) certification in July 2016. We have established a BCP covering large-scale disasters (natural disasters, accidents, fires, etc.), supply chain disruptions, epidemics, and information system failures, including cyber attacks, and constructed a system for business continuity, with the General Manager of Electronic Materials & System Equipment Group as the top management. Specific initiatives to reduce supply chain disruptions include diversification of vendors, business continuity audits of suppliers in relation to materials procurement, contract manufacturing, and logistics, and post-evaluation feedback. We also strive to share information for building better relationships and to request BCP initiatives at supplier meetings.

In the fiscal year ended March 31, 2023, to increase the effectiveness of BCP, we held a BCM seminar in anticipation of a natural disaster and supplier shutdown, refamiliarized ourselves with suppliers' crisis management systems and procurement risks that businesses could face, and engaged in initiatives to improve throughout the organization.

In the fiscal year ending March 31, 2024, our focus will be on strengthening product planning and development systems in response to customer and market needs and on initiatives to eliminate lost opportunities due to development delays.

Business Continuity Policy	TATSUTA's functional materials business fully recognizes the social responsibility as a company that provides functional materials to the market, and will implement a business continuity management system (BCMS) to minimize the impact of large-scale disasters, epidemics, and information security incidents on business. <ul style="list-style-type: none"> ●Our top priorities are human life and safety. ●We will continue key operations. ●We will fulfill our responsibility to provide a stable supply to customers.
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In recent years, cyber attacks (ransomware, malware, etc.) have become a significant risk around the world. In the functional films business, in January 2023 we obtained ISO 27001 (ISMS) certification as a means of ensuring business continuity with the aim of building customer trust through the appropriate management and protection of customer information. We also reviewed our information system BCP.

Information Security Policy	TATSUTA's functional materials business will implement an information security management system (ISMS) in an effort to maintain and build social trust and increase corporate value, based on the recognition that maintaining and improving corporate information security is an important management issue. <ul style="list-style-type: none"> ●We will protect and appropriately manage all information assets in our possession.
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We will continue to strengthen our BCMS system through business continuity seminars and training in anticipation of possible incidents such as natural disasters due to abnormal weather conditions, supply chain disruptions, system failures, and cyber terrorism. By ensuring the continuity and swift resumption of business operations, and minimizing the impact on the supply of products and services to customers, we aim to win the trust of customers and ensure stable supply.

Supply chain management activities in the Function Films Business

Trusting relationships with suppliers	We explain and share information about customer needs and market trends with business partners at annual business policy briefings.
Construction of a supply chain BCP	We ask business partners at business policy briefings to cooperate with BCP initiatives. In emergencies, we conduct audits of the level of impact on business partners, ascertain the status of each company, and maintain stable procurement.
Risk management	We audit individual items, including quality, environment, business continuity plans (BCP), and information security, provide feedback of the audit results, and ask business partners judged as high risk to make improvements.
Stable supply	We store products and materials at Sendai Works, Kyoto Works (distribution center), and external warehouses so that shipment and production are not delayed in the event of an emergency.
More efficient logistics	We are shortening cargo handling work based on the White Logistics movement. We will build a new distribution center at the Kyoto Works (to be completed in March 2024), which will shorten product transport times and reduce the burden on drivers, in response to the issue of drivers' working hours being addressed in the 2024 problem. We also will endeavor to reduce transport costs and further reduce CO ₂ emissions by increasing the efficiency of transport between factories and reducing the number of transport vehicles.

Promoting Measures for Safety and Health

The mental and physical health of employees is the TATSUTA Electric Wire & Cable Group's first priority, and we establish safety and health management policies each year. Aiming to realize comfortable and safe workplace environments, we have established an action plan based on policies that reflect the actual circumstances of each workplace, and implemented various measures for safety and health.

Safety and health management policies and key initiatives for the fiscal year ended March 31, 2023

In the fiscal year ended March 31, 2023, our goals were strengthening on-site monitoring, promoting risk assessment activities, deepening safety and health improvement investments, enhancing safety and health education, and further solidifying systems for safe execution of works, to eliminate or reduce risks by increasing the managerial ability of managers. We also aim to create an environment to ensure safety, build awareness of safety, and instill these as a culture, by not only preventing epidemics, but also maintaining and promoting mental and physical health, and preventing traffic accidents.

Safety and health management policies	<ul style="list-style-type: none"> 1 Deepen safety and health improvement investments 2 Steadily implement key initiatives for safety and health activities 3 Foster and embed a culture of safety
Item	<ul style="list-style-type: none"> ●Implement measures to prevent serious accidents (promote the increase of inherent safety and the establishment of a culture of safety) ●Enhance safety and health education ●Solidify systems for safe execution of works ●Support and enhance mental and physical health ●Continue to implement traffic accident prevention (including those in the course of work)

Safety and health management framework

At the TATSUTA Group, we have established a framework for the promotion of safety and health measures.


Central Safety and Health Committee	Biannual	Deliberates on basic matters related to companywide safety and health
Workplace Safety and Health Committees	Monthly	Deliberates on matters related to safety and health corresponding to the work and region unique to each workplace
Workplace Safety and Health Council	Monthly	Deliberates on specific matters related to safety and health in the workplace

Status of occupational accidents

The status of occupational accidents for the TATSUTA Electric Wire & Cable Group is as follows: The occupational accident incidence rate worsened due to an increase in the number of occupational accidents resulting in lost workdays in the fiscal year ended March 31, 2023. We endeavor to promote inherent safety and raise danger and safety awareness among employees by continuing safety and health improvement investments, strengthening hands-on danger education and risk assessment, and other activities.

	Fiscal year ended March 31, 2022	Targets	Results	Fiscal year ended March 31, 2023	Targets	Results
Safety	Serious accidents	0	0	Serious accidents	0	0
	Accidents resulting in lost workdays	0	2	Accidents resulting in lost workdays	0	3
	Accidents not resulting in lost workdays	0	3	Accidents not resulting in lost workdays	1 or lower	2
	Rate of accidents resulting in lost workdays	–	0.99	Rate of accidents resulting in lost workdays	0.50 or lower	1.45
	Serious commuting accidents	–	1	Serious commuting accidents	0	0
Health	Cases of occupational illness	0	0	Cases of occupational illness	0	0
	Rate of absence due to illness outside work	0.52% or lower	0.85%	Rate of absence due to illness outside work	0.62% or lower	0.96%
	Uptake rate of statutory medical check-up	100%	100%	Uptake rate of statutory medical check-up	100%	100%

Safety activities

Implement hands-on danger education	We encourage intuitive understanding through the human senses of sight, hearing, and touch to increase danger awareness and prevent accidents. We promote education that enables simulated experiences of potential dangers in everyday work through our introduction of simulators including an experience of the danger of being caught in machinery and VR danger experience. In the fiscal year ended March 31, 2023, 198 employees (100% of the plan) participated in training.	
Safety and health improvement investments	At the TATSUTA Group, we have worked since the fiscal year ended March 31, 2021 to promote the increase of inherent safety (the idea being to increase safety, first by eliminating dangerous sources of harm to humans), identify safety and health issues, and implement safety and health improvement investments in accordance with the importance and urgency of these issues.	

Safety and health improvement investments	Number of projects	Completed	Amount invested	Examples of investment projects
April 2020 to March 2023	128	126	389,726 thousand yen	Prevention of falls from work at heights by installing scaffolding for DDA wire drawing machines Prevention of collision accidents by increasing the number of entrances and exits at Measurement Factory No. 1

Risk assessment

The TATSUTA Group conducts risk assessments based on internal rules for the purpose of reducing occupational safety and health risks in the workplace. In risk assessments, we identify the dangers and hazards, evaluate risk, and implement risk mitigation measures based on the risk evaluation. At workplaces that use chemical substances, we also engage in risk assessment of chemical substances and compliance with amendments to laws. In addition, we regularly hold risk assessment workshops led by external instructors to strengthen on-site monitoring (of dangers and hazards).



Status of risk assessment



Risk assessment workshop

Initiatives to prevent accidents

At our Osaka Works, we carry out a "patrol for disaster and accident eradication," focusing on intersections within the grounds of the works. We hold safety lectures for officers and managers, safety seminars for forklift and reach truck drivers, and kiken yochi (hazard prediction) training (KYT) workshops for on-site workers, to raise safety awareness.



A patrol for disaster and accident eradication



Safety lecture



Safety seminar for forklift and reach truck drivers (held online)



Kiken yochi (hazard prediction) training (KYT)

When there is an accident, we take measures for working environments and processes to prevent recurrence. We have also prepared an internal hazard map to indicate where contractors have had collisions in the past and alert entering vehicles. Initiatives to ensure works safety include checking that protective gear is worn according to works safety rules.



Measures to prevent collisions by indicating height limits

Support and enhance mental and physical health

The TATSUTA Electric Wire & Cable Group supports employees to work in good mental and physical health.

Initiatives for mental health

Annual stress checks are carried out with the aim of preventing mental health disorders. In addition to promoting employees' awareness, we endeavor to reduce sources of workplace stress using group analysis. We also provide mental health support in the form of annual mental health education. In the fiscal year ended March 31, 2023, we held line care training for 151 managers.

Establishing consultation services

Industrial physician consultations

Industrial physicians conduct consultations for employees at each major facility, including post-health check interviews, medical consultations, consultations regarding leave, return to work, and stress check responses. In addition, industrial physicians interview employees who engage in overtime work exceeding a designated level to prevent health disorders resulting from excessive workload.

Mental Wellbeing Counseling Rooms

We engage in preventing mental health disorders and supporting employees returning to work through counseling by counselors.

Initiatives to increase the percentage of annual paid leave consumed

We introduced five days of planned annual paid leave and established a biannual "Wellness Month" program that promotes consumption of annual paid leave to support and enhance the health of employees. We continue to engage in widely promoting annual leave through company newsletters and our portal site. We make the results of annual paid leave consumption available to general managers and encourage employees to be certain to take annual leave. The average percentage of annual paid leave consumed in the fiscal year ended March 31, 2023 was 75.0%.

	Fiscal year ended March 31, 2022	Fiscal year ended March 31, 2023
Average number of days of annual paid leave consumed	13.1 days	14.7 days
Percentage of annual paid leave consumed (%)	68.7%	75.0%

*Results of TATSUTA Electric Wire & Cable (on a non-consolidated basis)

Nurturing Human Resources to Drive Sustainable Growth

At the TATSUTA Group, in the context of a rapidly changing business environment, it is important for us to develop professional human resources who are willing and able to actively take on challenges and drive the creation of innovation and global growth. Therefore, we have formulated the following Human Resource Development Policy.

Human Resource Development Policy

[Basic approach]

In compliance with the Corporate Principles and the Corporate Code of Conduct, we shall develop human resources that will assume the role of realizing sustainable development of the Company and enhancement of corporate value over the medium to long term.

[Link with the personnel system]

Based on the Description Table of Roles and Grades in the personnel system, we shall develop human resources according to the roles and skills required for various levels.

[Image of human resources to be developed]

- 1 Human resources that are able to formulate a vision for the future based on an accurate understanding of the current situation and future outlook, overseeing the entire Group from a global perspective.
- 2 Human resources that embrace diversity and are able to lead an organization, department, or workplace while working to smoothly coordinate with other departments.
- 3 Human resources that take on challenges with a sense of urgency and are able to respond autonomously in the face of changes in social conditions, technological innovations, etc.
- 4 Human resources that are ambitious, have high ethical standards, and are capable of lifelong learning and self-improvement

Adoption of new personnel systems

Transforming to a 'fulfilling personnel system' that encourages each employee to take on challenges and rewards those who strive to do better

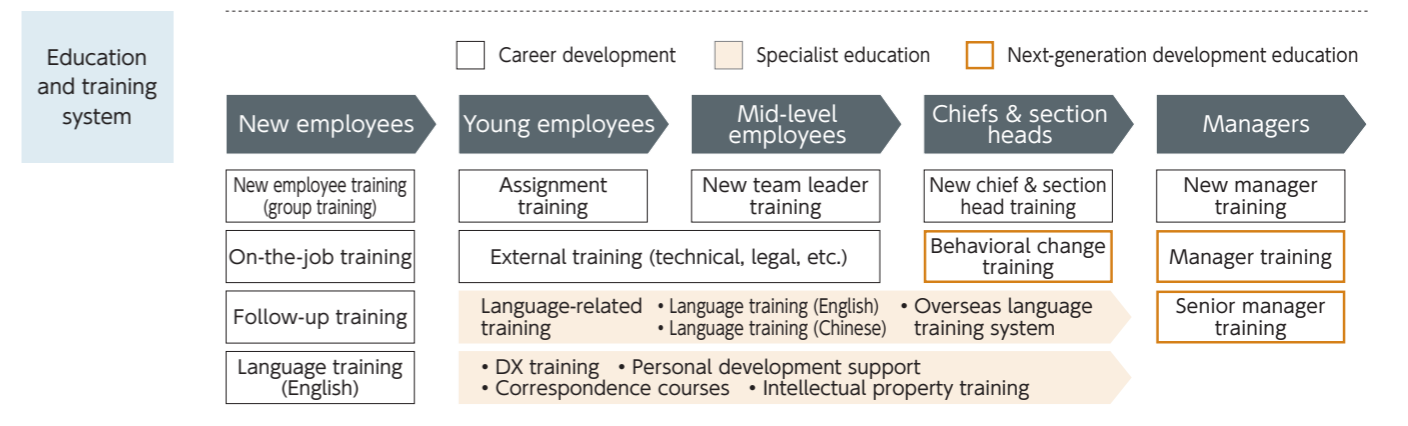
At the Company, we revamped our personnel systems and began in April 2022 to implement new systems focused on roles, actions, and results. In the new system, employees are given a clear image of the required human resources, actions, and roles according to their respective position, and they are to set challenge goals in line with management and departmental policies each year. We ensure a transparent and convincing assessment system by conducting activities including regular interviews of supervisors and subordinates, training for assessors, and assessments by external organizations in cases such as appointing managers. We encourage individual employee growth in an effort to achieve further corporate growth.



Assessment of management candidates

Training programs

The TATSUTA Electric Wire & Cable Group provides training opportunities to all employees for continued growth and has established a training system as an opportunity for learning specialized knowledge.



Implementing various training

At the TATSUTA Electric Wire & Cable Group, we endeavor to develop human resources that have a wide range of skills. In terms of company-wide education, in addition to graded training and next-generation development education, we introduced Udemy Business to support independent growth and learning and to provide selective skill improvement training and on-demand video training. At the same time, by cultivating DX awareness, since the fiscal year ended March 31, 2022, we have developed a broad range of personnel to contribute to improving productivity, and key talents to lead the transformation of our business model. When hiring, we value the desire to participate and have also adopted an open recruitment system.



New manager training presentation

Promoting Diversity & Inclusion

In the face of social changes, such as a decrease in the workforce due to the declining birthrate in Japan and the diversification of values regarding employment, TATSUTA Electric Wire & Cable is focusing on promoting work-life management, such as securing and developing the necessary human resources, diversity and inclusion, work style reform, and health management, with the goal of creating a dynamic work environment in which diverse human resources vigorously demonstrate their abilities in the right places for the sustainable growth and development of the Company.

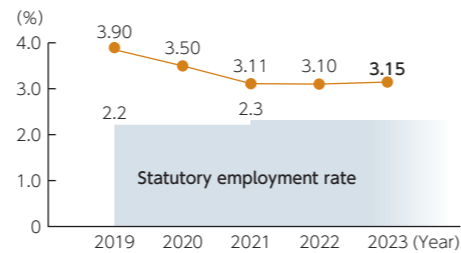
Work-life balance

TATSUTA Electric Wire & Cable provides workplace environments that are work-friendly for all, by implementing enhanced systems to support childcare and care for the aged and offering diverse working styles.

Diverse working styles	● Teleworking scheme ● Promotion of employee re-employment ● Self-reporting system ● Introduction of hourly annual leave
Childcare and nursing care	● Measures to shorten regular working hours for childcare (until the end of the fiscal year when the child turns 12) ● Childcare leave allowance ● Subsidy for the use of nurseries, etc. ● Special leave available to male employees upon the birth of a child (5 days) ● Review of core time in the flextime system ● Nursing care leave system ● Shortened working-hour system ● Nursing care leave allowance
Welfare and benefits	● Relaxation of conditions placed on the usage of accumulated paid leave (volunteer activities, infertility treatment, medical exams, etc.)

Employing persons with disabilities

TATSUTA Electric Wire & Cable targets a proportion of employees with disabilities of 2.3% or more. We are also striving to create environments that are work-friendly for each person based on his or her characteristics, and expanding the scope of operations. We implement initiatives in close cooperation with our employees, and maintain a high employee retention rate. The proportion of employees with disabilities was 3.15% as of June 1, 2023.



*Results as of June 1 each year based on administrative report
*Results of TATSUTA Electric Wire & Cable (on a non-consolidated basis)

Female participation and career advancement

Basic Policy We hire women proactively, create an environment in which they can reach their full potential, focus on their education, including career development, and thereby actively promote female participation and career advancement.

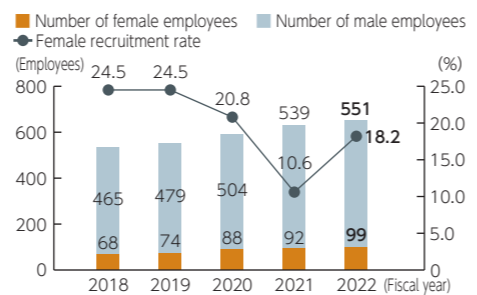
We target a proportion of 25% or more women among new hires, and 10% or more female managers by March 31, 2026. For the fiscal year ended March 31, 2023, women comprised 18.2% of new hires. The proportion of women among our employees increased year on year to 15.2% in the fiscal year ended March 31, 2023 from 12.8% in the fiscal year ended March 31, 2019. The ratio of female managers was 7.8% in the fiscal year ended March 31, 2023. We are working to expand the scope of operations, and women are participating in many job categories.

	Fiscal year ended March 31, 2022	Fiscal year ended March 31, 2023
Percentage of females among new hires	10.6%	18.2%
Ratio of female managers	7.5%	7.8%

*Results of TATSUTA Electric Wire & Cable (on a non-consolidated basis)



Participation in activity presentation by the Japanese Electric Wire & Cable Makers' Association



*Results of TATSUTA Electric Wire & Cable (on a non-consolidated basis)

Support for male participation in childcare

To foster a company culture in which both men and women can balance work and childcare, we specifically established the goal of "raising the percentage of male employees who take childcare leave to 50% or higher by 2025" as a KPI for the fiscal ending March 31, 2024. We will raise awareness so that employees can select diverse working styles and proceed to create work environments in which anyone can take childcare leave. In the fiscal year ended March 31, 2023, we conducted internal awareness-building activities to increase the percentage of males who take childcare leave, such as informational sessions on law amendments and the childcare leave system, and seminars inviting men who have taken childcare leave as guest speakers.



Internal seminar on the topic of men's childcare leave

Respecting Human Rights

The TATSUTA Electric Wire & Cable Group recognizes business activities that respect human rights as a responsibility that companies should fulfill and has identified the respect of human rights as a materiality item.

Respecting Human Rights As an enterprise doing business globally, the TATSUTA Group respects the rights of all persons affected by our business activities. We create the necessary frameworks and carry on activities needed to raise awareness.

Preventing harassment

The TATSUTA Group has established Harassment Prevention Rules for the purpose of preventing various types of harassment in the workplace and realizing a good working environment and recruitment environment. These rules stipulate matters such as respect for basic human rights, items that employees must comply with, and measures relating to company employment management. The main initiatives include establishment and operation of the TATSUTA Electric Wire & Cable Group Helpline and harassment prevention training for each level of employee.

Encouraging participation in human rights education

At the TATSUTA Electric Wire & Cable Group, we conduct human rights lectures for employees every year. In the fiscal year ended March 31, 2023, we held an online lecture presented by an external expert, on the theme of "Business and Human Rights."

Coexistence and Co-prosperity with Local Communities

The TATSUTA Electric Wire & Cable Group fulfills its social responsibilities such as creating regional employment and endeavors to build trust with local communities through activities that contribute to society and are firmly rooted in the community.

Continuing dialogue with local communities

As a corporate citizen of the community, the Group will contribute to realizing fulfilling lifestyles for local residents and the sustainable development of the community.

In the fiscal year ended March 31, 2023, we lent out TATSUTA's gymnasium, dispatched instructors for a sports event organized by Higashiosaka City, where TATSUTA's Head Office and Osaka Works are located, and exhibited at the HANAZONO EXPO held by Higashiosaka City, based on a partnership agreement with the city. We have worked to build good relationships with local communities in other locations as well, such as having a booth at the Kizugawa Minor Matsuri festival in Kizugawa City.



Exhibit at HANAZONO EXPO held by Higashiosaka City



Booth at Kizugawa Minor Matsuri festival held by Kizugawa City



Baseball experience event Providing a venue for Kids' Ballpark



Dispatching members of our basketball club as instructors for the "Shitemiru (Have a Try)" hands-on sports events for beginners

Contributing to local community next-generation development programs

At the TATSUTA Electric Wire & Cable Group, we provide opportunities to raise children's awareness of industries, such as factory tours for elementary school students and work experience for junior high school and high school students.

In the fiscal year ended March 31, 2023, at our Head Office and Osaka Works, we offered work experience opportunities for local students and visited nearby elementary schools to guest-teach classes. At other locations, we contribute to programs to develop local next-generation by guest-teaching classes at nearby high schools.



Guest-teaching at a nearby high school



Work experience for students at a local junior high school



Guest-teaching at a nearby elementary school