

## Evaluations from External Bodies

### Status of incorporation of the ESG Index\* (as of September 2024)

\* ESG is an acronym for “Environment,” “Social,” and “Governance.” It is a set of investment principles that include management’s concern for society and the environment as important criteria for determining investment in addition to the company’s financial factors.

#### [S&P/JPX Carbon Efficient Index](#)

The S&P/JPX Carbon Efficient Index is an environmental index that was developed by S&P Dow Jones Indices LLC. It gives weight to companies with high carbon efficiency and that fully disclose carbon emissions. The S&P/JPX Carbon Efficient Index also serves as an ESG index for Japanese companies that are GPIF investment targets. Meidensha was added to the index in 2018.



#### [Sompo Sustainability Index](#)

Meidensha has been selected for the Sompo Sustainability Index, which was instituted by Sompo Asset Management Co., Ltd. in August 2012.

Sompo Sustainable Investment is a responsible investment product for pension funds and institutional investors that invests broadly in companies with a high ESG (environment/social/governance) rating.

Each year, revision of companies listed in the index is conducted based on the results of a survey conducted by Sompo Risk Management Inc. Meidensha’s ESG initiatives have been highly rated by investigation, leading us to be continuously selected by index since FY2016.



### [FTSE Blossom Japan Index](#)

The FTSE Blossom Japan Index is designed to measure the performance of companies that have taken exceptional action on environmental, social and governance (ESG) issues, and is selected by FTSE Russell, a global developer and manager of equity bond and other indices. The index consists of stocks that meet various evaluation criteria related to ESG. These criteria are used to select investments by investors who place importance on corporate social responsibility and sustainability, and are reviewed based on the results of annual evaluations.



## **FTSE Blossom Japan**

### [FTSE Blossom Japan Sector Relative Index](#)

The FTSE Blossom Japan Sector Relative Index is an index that reflects the performance of Japanese companies with relatively higher environmental, social and governance (ESG) responses in each sector and is designed to be sector-neutral. This index has been highly rated for its stance relating to business risks and opportunities relating to climate change focusing on ESG evaluation, and its ESG metrics are employed by the Government Pension Investment Fund (GPIF). Meidensha has been part of this index since March 2022.

### [Morningstar Japan ex-REIT Gender Diversity Tilt Index](#)

This Morningstar index is focused on companies where gender diversity policy has taken root in their corporate culture and companies who have made a commitment to equal opportunity for employees regardless of gender. The index uses Equileap's Gender Equality Score. Companies are sorted into five groups based on score; Meidensha is in Group 3. The same index is also used as an ESG indicator of the Government Pension Investment Fund (GPIF).

## **Other Major Evaluations from Outside the Company**

### [CDP \(Climate Change and Water Security\)](#)

CDP is an international NGO that operates a global information disclosure system to manage the environmental impact of investors, companies, cities, countries, and regions. It investigates, evaluates, and discloses information about environmental initiatives on behalf of institutional investors. Meidensha received a rating of B for climate change and B for water security from CDP in 2023.



## MSCI ESG Ratings

The MSCI ESG Ratings are ESG ratings by the US-based MSCI. MSCI analyzes companies' ESG risk management capabilities and gives one of 7 ratings from AAA to CCC. In 2023, Meidensha received a rating of A in the MSCI ESG Ratings.



## EcoVadis

EcoVadis is a platform that works to improve environmental and social practices in a business's supply chain through information sharing. It provides third-party evaluations across the four pillars of environment, labor and human rights, business ethics, and sustainable procurement, targeting over 180 countries and 220 industries.

The Meiden Group joined in 2021 and achieved a bronze rating in 2024.



## Science Based Targets Initiative (SBTi)

In 2021, Meidensha upwardly revised its 2030 greenhouse gas emissions reduction target. This target received SBT certification as it was recognized by the Science Based Targets (SBT) initiative as being consistent with the Paris Agreement.



Establishment of the Second Meiden Environmental Vision as a medium-to-long-term environmental goal >

## 2024 CSR Company Ranking (Toyo Keizai Inc.)

Released by Toyo Keizai Inc., the CSR Company Ranking generally evaluates and ranks CSR (corporate social responsibility) and Finance by evaluating utilization of human resources, environment, corporate governance, social responsibility, profitability, safety, and scale, based on responses to an annual survey given to companies. Meidensha was ranked 43rd out of 118 companies in the electrical machinery industry in the 18th CSR Company Ranking (in 2024).

### The 7th Nikkei Smart Work Management Survey

The Smart Work Management Survey, conducted by Nikkei Inc. from 2017, selects leading companies who are challenging the productivity revolution through work style reform. The survey was conducted on listed companies nationwide and leading unlisted companies, and consists of three elements: the realization of diverse and flexible working systems, a system for new businesses, and the ability to develop markets. They define efforts to maximize organizational performance as "smart work management" and evaluate them in five stages, taking into account management foundations such as corporate governance. In the 6th survey, Meidensha was recognized as a 3.5-star company.



### The 5th Nikkei SDGs Management Survey

The 5th Nikkei SDGs Management Survey comprises questions relating to the four categories of "SDGs strategy and economic value," "social value," "environmental value," and "governance." In the 5th survey, Meidensha was recognized as a 3.5-star company.



### Eruboshi

In 2017, Meidensha received the highest level of Eruboshi mark (grade 3).

Eruboshi is a system under which certification is granted by the Minister of Health, Labour and Welfare to companies that have formulated and submitted action plans under the Act for the Promotion of Women's Participation in Working Life (Act for the Promotion of Women's Participation), that meet certain standards, and that have been exceptional in their implementation of initiatives. There are three levels of certification, and Meidensha has received grade 3, which is the highest level as it is recognized as having met the required standards in all five evaluation categories. Receiving Eruboshi certification also increases our rating for comprehensive evaluation bidding systems, etc., of public enterprise.



## Kurumin and Platinum Kurumin

In 2021, Meidensha was granted Kurumin and Platinum Kurumin certification by the Minister of Health, Labour and Welfare (MHLW). The Kurumin certification is a system in which the Minister of MHLW certifies companies that have formulated the Plan of Action for General Employers based on the Act to Advance Measures to Support Next-Generation Child-Rearing and that meet certain standards, such as achieving the goals set in the action plan, as companies that support child-rearing. Platinum Kurumin certification is a special certification system for companies that have been certified as Kurumin certification and have made efforts at a higher level to become exceptional child-rearing support companies.



## PRIDE Index 2023

In November 2023, Meidensha obtained its second consecutive gold status rating – the highest possible evaluation – in the PRIDE Index 2023. This initiative was started by the nonprofit organization “work with Pride,” an organization that strives to increase understanding of sexual minorities such as the LGBTQ+ community. The PRIDE Index contains 5 pillars for evaluations and aims to “create LGBTQ+ inclusive workplaces in Japan through efforts that transcend the boundaries of companies and organizations.” In addition to establishing basic policies toward promoting understanding of sexual minorities (LGBTQ), the Meiden Group has published the Meiden Group human rights policies, eliminated questions about gender from job applications, begun providing basic education on LGBTQ topics, set up an LGBTQ consultation line, and recently created the Meiden Partnership System. The Meiden Group also works to promote understanding of LGBTQ individuals by treating common-law marriages (including same-sex marriages) the same as legal marriages, allowing employees to specify a different gender than the one listed on their family register, and more.



## KENKO Investment for Health Outstanding Organization (White 500) / 2024 Certified KENKO Investment for Health Outstanding Organizations

Meidensha has been certified as a "KENKO Investment for Health Outstanding Organization White 500" by the Ministry of Economy, Trade and Industry (METI) for its excellent health management practices.

The “Certified KENKO Investment for Health Outstanding Organizations Recognition Program (White 500)” is a joint effort by METI and Nippon Kenko Kaigi (Japan Health Council) to recognize large corporations, including unlisted companies, that practice good health management in cooperation with insurers. Meidensha has been certified since 2021.

Our subsidiary Meiden System Solutions Corporation was recognized in the Large Enterprise Category while our subsidiaries Meiden Techno Systems Co., Ltd. and Meiden Plant Systems Corporation were recognized in the Small and Medium-sized Enterprise Category under the 2024 Certified KENKO Investment for Health Outstanding Organizations.

\* Health Organization is a registered trademark of the Non-Profit Organization Kenkokeiei.



### Received the Chairperson’s Prize from the Japan Industrial Safety & Health Association

In September 2023, Meidensha received the “Chairperson’s Prize from the Japan Industrial Safety & Health Association for Fiscal Year 2023” from the Japan Industrial Safety & Health Association (JISHA). This prize recognizes companies that demonstrate a deep understanding of JISHA’s activities, produce verifiable achievements in efforts to promote industrial safety and occupational health, and work to publicize and encourage such activities in their sector and the wider community. JISHA placed particular emphasis on Meidensha’s executives’ policy stating that the health and safety of each employee is foundational to the business, the company’s promotion of safety initiatives including safety education training that can act as a model for other companies, and Meidensha’s significant accomplishments toward these ends.



September 27th award ceremony

### Received the Chairperson’s Prize from the Japan Health Assembly at the Health Excellence Awards

In February 2024, Meidensha received the Chairperson’s Prize from the Japan Health Assembly at the FY2023 Health Excellence Awards. Since 1968, the Minister of Education, Culture, Sports, Science and

Technology and the Chairperson of the Japan Health Assembly have presented this award to organizations that work to popularize sporting events (healthy movement), improve hygiene and nutrition regionally and in the workplace, and achieve impressive results toward enriching and promoting healthy movement.

Meidensha was recognized for the support of health checkups, hygiene guidance, and preventative care it has provided since its founding, the various sporting events it hosts, the statement in both the Corporate Code of Conduct and the Meiden Group Health Management Declaration that “Nothing is more valuable than good health,” and its wholehearted promotion of various activities relating to health management.



The award ceremony. Norio Takekawa, (then) Representative Director, Executive Vice President and Executive Officer, Meidensha (right)

### Driving robot TYPE-i RBT-2020 received the iF Design Award 2024

The Driving robot TYPE-I RBT-2020 (hereinafter called “the device”), an automatic operation device developed and sold by Meidensha, received the iF Design Award 2024 (presented by iF International Forum Design GmbH)<sup>\*1</sup>, an internationally recognized award.

The device automatically drives a vehicle on a Chassis Dynamometer and received both the Good Design Award 2021<sup>\*2</sup> and the Red Dot Design Award 2022<sup>\*3</sup>.



Robot actuator and operating panel

\*1 : iF Design Award  
An international design award to promote design. It was created in 1953 and is operated by iF International Forum Design GmbH of Hanover, Germany.

\*2 : Good Design Award  
A comprehensive design award exclusive to Japan created by the Ministry of International Trade and Industry in 1957 and now operated by the Japan Industrial Design Promotion Organization (currently the Japan Institute of Design Promotion).

\*3 : Red Dot Award  
An international design award created in 1955 and operated by the Design Centre North-Rhine Westphalia in Essen, Germany.