

## Evaluations from External Bodies

### Status of incorporation of the ESG Index\* (as of September 2025)

\* 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 2024.



### 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 2024, 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 2025.



### Science Based Targets Initiative (SBTi)

In 2021, Meidensha received SBT certification after the Science Based Targets (SBT) initiative recognized our targets as being consistent with the Paris Agreement.

In 2025, we upwardly revised our 2030 greenhouse gas emissions reduction target, which the same initiative recognized as being consistent with the 1.5°C standard and we received the certification again.

## 2025 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 39th out of 113 companies in the electrical machinery industry in the 19th CSR Company Ranking (in 2025).

## NIKKEI Sustainable Management Survey, Smart Work Edition

NIKKEI Sustainable Management Survey, Smart Work Edition, 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 8th survey, Meidensha was recognized as a 3.5-star company.



## NIKKEI Sustainable Management Survey, SDGs Edition

The Nikkei Sustainable Comprehensive Survey SDGs Management Edition comprises questions relating to the four categories of "SDGs strategy and economic value," "social value," "environmental value," and "governance." In the 6th 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 2024

Meidensha obtained its third consecutive gold status rating – the highest possible evaluation – in the PRIDE Index 2024. This initiative was started by the nonprofit organization “work with Pride,” as a way to recognize initiatives that promote an 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 \(White 500\) / 2025 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 SOLUTION 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 2025 Certified KENKO Investment for Health Outstanding Organizations.

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



### [VR-based hands-on safety education system receives the 2024 \(72nd\) President of the Promotion Foundation for Electrical Science and Engineering Award](#)

An initiative promoting hands-on safety education using virtual reality (VR) technology from Meidensha and MEIDEN SYSTEM SOLUTION CORPORATION received the President of the Promotion Foundation for



Electrical Science and Engineering Award at the 2024 72nd Electrical Science and Engineering Promotion Awards hosted by the Promotion Foundation for Electrical Science and Engineering.

The Electrical Science and Engineering Promotion Awards honors workers who contribute to electrical science and engineering in Japan and recognizes their achievements by granting awards. With the goal of “eliminating disasters through digital technologies,” Meiden Group created material for its VR-based hands-on safety education system that realistically recreates disaster-related conditions such as falls, trips, fire, and incidents with heavy machinery, and uses this material both internally and externally. To date, over 7,000 company employees and more than 15,000 people outside the company have used this system to increase their awareness of danger. This award was granted in recognition of the value in this ongoing engagement.



Safety training education using VR technology

#### [Ota Works received METI's Minister's Award in the National Award for Greenery Factory program](#)

Ohta Works in Ohta City, Gunma Prefecture, one of Meidensha's major production hubs, received the METI's Minister's Award under the 2024 National Award for Greenery Factory program (Factory Greening Award Program).

Sponsored by the Ministry of Economy, Trade and Industry (METI) and the Japan Greenery Research and Development Center, the National Award for Greenery Factory program commends factories that have made significant improvements to the environment inside and outside their sites, with the aim of promoting the greening of factories. Awards are given in stages based on advances in green initiatives, starting with the Japan Greenery Research and Development Center's Chairperson's Award, followed by Director-General's Award of a Regional Bureau of Economy, Trade and Industry, and culminating in the METI Minister's Award.

太In recognition of the efforts listed below, Ohta Works received the Director-General's Award of the Kanto Bureau of Economy, Trade and Industry in FY2013 and the Japan Greenery Research and Development Center's Chairperson's Award in FY2010 before receiving the most prestigious award.

- Embracing the concept of a "Green Factory," Ohta Works plants many trees around the site perimeter and also grows plants that flower in different seasons on its premises.
- Meiden Universal Service Ltd., a Meiden special subsidiary committed to hiring intellectually disabled persons, manages the greenery work, seamlessly integrating maintenance management and contributions to society.

- Ohta Works actively reduces its CO<sub>2</sub> emissions by procuring CO<sub>2</sub>-free electricity. In addition to participating in cleanup activities around the site and trimming undergrowth on local mountains, they provide environmental education, leveraging their expertise for the betterment of the local community.

Moving forward, we will create comfortable working environments and take actions to ensure the health and safety of our employees while striving to reduce the environmental burden of our operations as a regional company.



Ohta Works promotes greenery



Meiden Universal Service employees

#### Received our first grand prize in the Business: BtoB site awards at the 12th Web Grand Prix

The online content project “Meidensha: With You All the Way” on our corporate website received the grand prize in the Business: BtoB site award category at the 12th Web Grand Prix hosted by the Japan Advertisers’ Association’s Digital Marketing Institute (Tokyo) .

“Meidensha: With You All the Way” targets people under thirty with material that engages users with a sense of how we work together to create the society of the future while learning and enjoying work in the field of electricity, one of Meidensha’s sectors. Using a mixture of dynamic text and vibrant images that changed as users scrolled, the site employed techniques that encouraged active user participation. Interweaving pictures of infrastructure and the facilities that support them facilitates an understanding that surpasses the images themselves. This award recognized the value of those aspects.



Meidensha: With You All the Way >