

MEIKO CORPORATE SOCIAL RESPONSIBILITY

Business Principles

We provide the best-ever products and services for our customers through Meiko's manufacturing, thus contributing to the creation of happiness in employees and society.

Corporate Charter

The Meiko Group aims to become a useful presence to as many members of society as possible, while pursuing reasonable profit through fair competition.

Acting in accordance with the following nine principles, whether in or outside Japan, we respect human rights, observe laws, regulations, global rules and their spirits, and with high ideal aim, act as a global company contributing to the creation of a sustainable society.

- 1 We will develop and supply products and services that are both useful to positive and highly build and services that are both useful to society and highly reliable in order to guarantee customer satisfaction and earn their trust, paying full attention to quality, safety and customer data protection.
- 2 We will strive to develop creative technology and pave the way for new business in order to help create a brighter future.
- 3 We will engage in fair, free and transparent competition and fair trade and will maintain sound, healthy relationships with political and administrative bodies.
- 4 We will communicate with our shareholders, customers, investors, business partners, employees and other stakeholders and actively disclose corporate information in a fair and timely manner to ensure that our corporate activities are as transparent as possible.
- We will respect diversity and individual employee's personalities and 5 ensure that all working environments are safe, motivating and comfortable.

- We will reduce environmental impact and contribute to the creation of 6 a sustainable society, in recognition of the fact that we all need to do our part to tackle environmental issues.
- We will actively engage in social contribution activities as a good corporate citizen, including research, education, environmental preservation and community services, and will resolutely oppose antisocial individuals and organizations.
- We will comply with all applicable rules, laws and regulations, at both 8 the local and global levels, as part of our international business activities and will respect local cultures and customs and contribute to the development.
- O Management will enforce this charter within the company, leading by example in recognition that it is their responsibility to put the spirit of this charter into practice, and raise awareness amongst group companies and business partners. Management will continually monitor internal and external feedback, exercise effective governance and rigorously implement corporate ethics.

Meiko's CSR Declaration

Meiko's Business Principles and activities align with the global social responsibilities and in turn support an environmentally sustainable society

Sustainability promotion framework



Meiko will review its existing CSR promotion framework in order to establish a framework for setting specific targets, formulating and communicating strategies, and implementing and evaluating them in order to strengthen its efforts to address climate change and social issues.

The Sustainability Promotion Council, under the direct control of the President and chaired by the Director and Executive Officer in charge, is responsible for determining sustainability-related policies, managing the progress of targets, and deliberating on measures to be taken.

In cooperation with related departments, the Sustainability Promotion Council will incorporate measures into environmental, social, product development, human rights, education, public relations, investor relations, and other activities, continuously develop them by evaluating their results and report them to the Board of Directors when necessary.

Conducting CSR activities throughout our value chain

Meiko fulfills its corporate social responsibility in the full range of its business activities, through materials procurement and manufacturing, as it delivers products to customers, and achieves further improvements through research and development. By conducting consistent CSR activities throughout our value chain, Meiko strives to conduct its business activities in a manner worthy of the trust of all relevant stakeholders.



Editorial policy

We have published this report for all our stakeholders to deepen understanding in the way of thinking, goals and efforts for corporate social responsibility (CSR) of the Meiko Group (Meiko Electronics Co., Ltd. and group companies).

Coverage

Meiko Electronics Co., Ltd. and affiliated companies

Applicable period

Fiscal 2020 (April 1, 2020 to March 31, 2021) *This report also contains some information from before the applicable period and some latest information since the applicable period.

ISO26000 Comparison

Consumer Issues

Labor Practices Human Rights

For Customers → P18 • For Employees → P26 • For Employees → P26

 For Business Partners →P22 For Shareholders and Investors → P29



RBA (former EICC) Framework



Reference guidelines

 "Environmental Reporting Guideline (Fiscal Year 2018 Version)" (Ministry of the Environment) GRI "Sustainability Reporting Standards 2016"

Date of publication

March 2022 *For the purposes of this report, "Meiko" refers to Meiko Electronics Co., Ltd. and all group companies.

INDEX

Fair Operating Practices

Organizational Governance

 Corporate Governance → P32 Internal Controls →P34 Compliance →P35 Information Security →P38 Risk Management →P39

- O2 Business Principles/Meiko's CSR Declaration
- 04 Message from the President
- 08 Value Creation Story

10 Environmental Report

Basic Environmental Plan System for furthering Environmental Management Prevention of Global Warming Cyclical Use of Resources Prevention of Contaminating the Ecosystem Management of Chemical Substances Contained in Products

18 Social Report

For Customers

- PCB Development Activities For Business Partners
- For Employees

For Shareholders and Investors For Local Communities

32 Governance (Management Report)

Corporate Governance Internal Controls Compliance Information Security **Risk Management**

- 40 Financial Highlights/Non-financial Highlights
- 42 Corporate Profile

Top Message

Meiko will continue to accurately catch up with the evolution of electronics and make a contribution to society by providing cutting-edge PCBs.

Yuichiro Naya, President & CEO

Message from the President

Each enterprise is deeply connected to local communities, society and the earth, and exists as one part of them. We, at Meiko, are conscious at all times of the role we must fulfill towards these elements, aiming to become a company that is accepted and trusted by society.

Globalization is resulting in an expansion in global human networking, creating new demand in various fields and stimulating the economy. On the other hand, global warming, marine pollution caused by plastics in the ocean, natural disasters, food shortages, human rights issues, etc. are plaguing various parts of the world, and as is apparent by the adoption of Sustainable Development Goals (SDGs) by the United Nations, the expectations to companies to fulfill their part towards solving these issues are continuously increasing. Our company has been massively impacted by the global spread of COVID-19 since the year before last. In Japan, the number of cases of new COVID-19 infections had been gradually decreasing after the lifting of the emergency declaration at the end of September last year, but the number of cases infected with the omicron variant has been rapidly increasing since the beginning of the year, and the sense of uncertainty is lingering, requiring continuous review of social life up to this point.

Within this changing social environment, we need to further strengthen initiatives towards management which emphasizes not just the "Environment" aspect of ESG that was our focus till now as part of our business domain, but one which also emphasizes the "Social" and "Governance" aspects. By fulfilling our Business Principles, which are "We provide the best-ever products and services for our customers through Meiko's manufacturing, thus contributing to the creation of happiness in employees and society." we are contributing to the creation of an affluent society by supporting the advancement of the latest technology along with finding solutions to employee workstyle, employment maintenance and social issues.

We would appreciate your continued support and guidance.

First of all, please tell us about Meiko's role in society.

Meiko's corporate spirit can be found in our business principles and slogan. Our business principles are "We provide the best-ever products

and services for our customers through Meiko's manufacturing, thus contributing to the creation of happiness in employees and society," and our slogan is "We commit to and contribute to the evolution of electronics." Recently, electronics products have been evolving more and more. In response to this, there is an option to keep manufacturing conventional products.

However, Meiko has always strived to be ahead of the curve and has contributed to the evolution of the electronics industry by providing PCBs to the market in large quantities and at low prices.

The world is constantly evolving, and the PCBs required in the electronics field are also changing. Meiko's bold challenge to develop PCBs to respond to these changes and provide new products is truly a way of contributing to society through our business. We believe that not only directly contributing to the industry, but also expanding our sales and profit and returning them to our employees, shareholders, and other stakeholders are also a contribution to society in the broadest sense.

We are still in the process of putting our business principles into practice. We will continue to aggressively take on new challenges, including those in areas which we have not yet cultivated. The spirit of Meiko is "We commit to and contribute to the evolution of electronics."

What is your company's approach to global social issues such as the destruction of the global environment and population decline?

Nowadays, various new initiatives such as digital transformation (DX) are being implemented. These initiatives are necessary for companies to keep growing.

We are currently planning to construct a new plant in Yamagata. The new plant will adopt automation and labor-saving technologies that we have been working on at our overseas plants. We intend to produce results here and then apply them to other plants. These efforts will also take into account the declining population due to Japan's declining birthrate and aging population, but there is no point if we lose out in the competition in Japan. Meiko will continue to make efforts to improve its own productivity so as not to lose out in the competition.

At the same time, environmental issues are pressing. We need to devise ways to minimize CO₂ emissions in our manufacturing processes as much as possible. Regarding CO² emissions, they are mainly indirect emissions from the use of electricity. For this reason, the new plant will tentatively use environmentally friendly renewable energy sources. We also have boilers and other facilities that require fossil fuels, and we will actively consider replacing these with energy sources that have a lower environmental impact as soon as possible.

Diversity initiatives are attracting attention as a global trend. Please tell us about your company' s efforts in this area.

A

Our local subsidiaries are managed by Chinese people in China and Vietnamese people in Vietnam. In Japan, Chinese, Korean, and Vietnamese people

work together in the engineering department. Such global business operation will expand further in the future as Meiko's business expands. Of course, we cannot proceed all at once because of the language barrier, but we are steadily increasing the number of human resources who can work anywhere in Vietnam, China, or Japan.

In the case of Meiko, the ratio between new graduates and mid-career hires is about 50:50, and both new graduates and mid-career hires enjoy equal working opportunities. In other words, it can be said that there were originally no restrictions on the global environment in which Meiko operates business today. I guess that this kind of corporate culture makes it easier for workers to work. In return, irrespective of an employee being a new graduate or a mid-career hire, their abilities will be tested thoroughly. Conversely, there is no discrimination at all in terms of nationality or gender, as long as the candidate is competent.

In our companies in Japan, there is an in-house system that provides assistance to those who score 700 or higher on the TOEIC exam. If a Vietnamese person studies in his/her home country and reaches a certain level, he/she can be transferred to Japan provided that he/she is an engineer with a university degree. Therefore, if they can speak Japanese and have a desire to work in Japan, they can have as many chances to come to Japan as they want by working hard. Unfortunately, there are still very few people who have reached that level of proficiency, but this number will gradually increase in the future.

In Japan, we are aggressively investing in our main plants and will continue to expand them, including a new plant in Yamagata.

By accepting Vietnamese trainees in Japan, they will learn the skills well in Japan and will serve as leaders when they return to Vietnam. I hope that these efforts will increase the number of people who can work in both Japan and Vietnam. The background of these efforts is the fact that we have not been able to hire as many Japanese as we had hoped. Of course, we will continue to hire Japanese, but honestly speaking, that is not enough. Also, if Japanese staff go to Vietnam or China, there is a language barrier and they cannot stay there permanently. Then, companies that operate globally have no choice but to promote diversity. We have reached a point where it is no longer possible to operate a company in a conventional manner. We need to further expand our global operation as a policy, so in our case, diversity is an inevitable choice.

On the other hand, what about a case in which a Japanese branch office, such as Meiko Vietnam Japan, is established with investment from Meiko Electronics Vietnam, and is managed entirely by Vietnamese staff, with Japanese working under them? This would be a combination of Japanese and Vietnamese, but I think there is a need to develop it much further than it is now. We are developing a variety of products, including automated equipment, both in Japan and Vietnam, with the Vietnamese side taking the lead in all aspects, including sales and maintenance. If a Japanese person supervises a project, it will inevitably not go well. This is because there is a language barrier. There are many Vietnamese who are fluent in Japanese, including those who have graduated from Japanese universities, but the reality is that there are few Japanese who are fluent in the Vietnamese language while graduating from a university in Vietnam.

In this situation, I would like to talk about the employment situation in Vietnam, and there are many women at the section manager level. The personnel managers are still Japanese because they have to manage the entire organization, but the section managers in general affairs, accounting, purchasing, logistics, etc. are women.

However, this is not the case in Japan. Japanese culture is not a culture where women have always been active, so it is not so easy to change it. Even in China, both men and women are working regardless of gender. Women are generally more active in other countries. It is not that Japan is lagging behind, but rather that it is a deep-rooted problem that cannot be changed easily because it is already part of the Japanese culture.



Could you tell us about your company's approach regarding human resources?

If we are going to use human resources, we must first understand the overall management of the company. Based on that, we must consider what kind of company Meiko will become over the next five years.

Of course, the head of each department knows roughly about sales, each profit, business development, and so on. However, after announcing the five-year plan, what kind of personnel and how many should be hired each year to achieve the plan, and how many mid-career employees should be hired? How many Vietnamese will be hired and how many will be invited to Japan? In other words, a comprehensive five-year plan must first be created, decided by executives, and implemented by the head of the department without being told to do so. It is no good just waiting for instructions and acting as told. If everyone's awareness changes gradually from such a point, even if the start is the same, the situation will improve dramatically.

And what should we do to recruit more talented people? If you are looking for new graduates, what kind of media should we use to recruit the best candidates? Of course, there is a big difference in quality between selecting 30 people out of 1,000 and selecting 30 people out of only 50.

The reason I mention this is that we are still short of human resources. In this context, we consider the Yamagata Plant not only as a plant, but also as a second headquarters, so naturally, some divisions can be transferred from the headquarters. We are planning to transfer some divisions to Yamagata to expand our business globally.

Yamagata has a very good working environment with better air quality than Tokyo. If there are people who want to work over there, they can work in Yamagata. Conversely, if someone working in Yamagata wants to work in the city, they can transfer to Tokyo. We have an environment where people can work either way.

However, if we want to raise the bar even higher here, we need to reform the way we work, including telecommuting. That has not been accomplished at all yet. In a real sense, Meiko has not yet become an organization that raises productivity and produces results.

The reality is that those who are growing are realizing growth by themselves, and as a result, 10% or 20% of the workforce is driving the rest.

We need to change this to a much higher 60% or 70%. In order to achieve this, we have to spend a lot of time and efforts in figuring out what kind of personnel structure is needed and what kind of work each person should do, and at the same time, each department head must have a firm grasp of what that work entails.

Unfortunately, up to now, we have only been adding the number of people based on the requests from each department. In other words, there is no basis for the personnel structure that we have built so far. We need to analyze this more scientifically and make sure that during the 160-odd working hours per month, people can focus on their work. It doesn't matter if they work from home, in Yamagata, or anywhere else, if their productivity is the same. As long as the company grows, there is no need to ask people to leave, even if we aim for a small elite group.

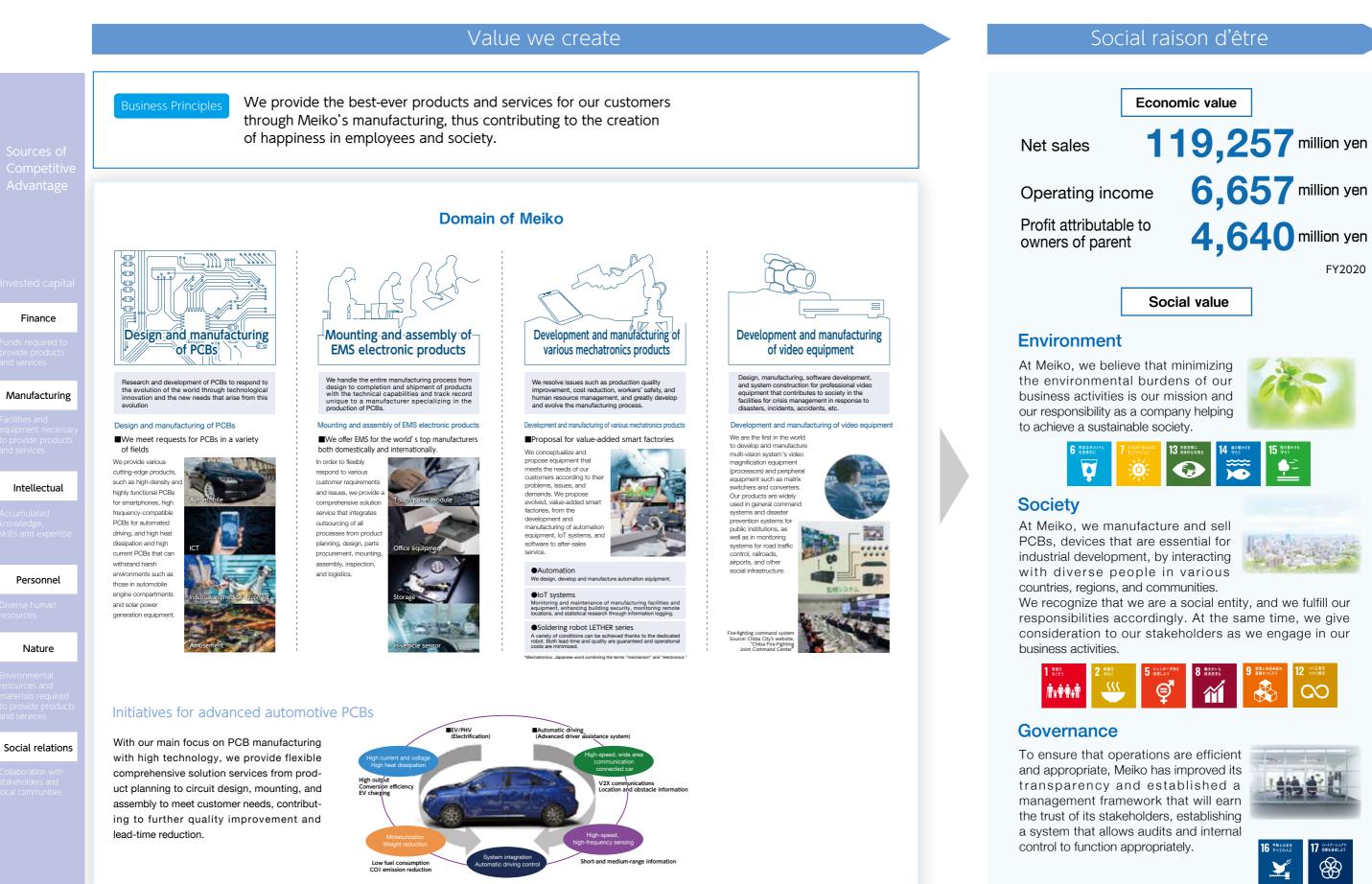
After all, no matter what we have done in our efforts to date, whether we have tried to predict ahead of time or invite consultants, we have not been able to improve productivity as much as we planned. The solution to this problem is for department heads to train their subordinates well and assign them to the right tasks.

In Japan, in particular, the productivity of back-office departments is said to be very poor from the global viewpoint. Half of our company's employees are not new graduates, but mid-career hires from various companies, but, I believe that no one really understands the essence of raising productivity. In other words, productivity in any company in Japan is probably not good at all.

However, if we could improve productivity by 30%, we might be able to double our sales, and as a result, we would be able to compete globally with the same number of people we have now.

Our core business is the supply of PCBs. In doing so, we contribute to the countries where we operate business, whether in Vietnam or Japan, by employing people in those countries and paying more taxes as our companies grow. In other words, in Japan, China, and Vietnam, we are making a direct and sustainable contribution to society.

Meiko will continue to accurately catch up with the evolution of electronics and make a contribution to society by providing cutting-edge PCBs.



ENVIRONMENTAL REPORT

At Meiko, we believe that minimizing the environmental burdens of our business activities is our mission and our responsibility as a company helping to achieve a sustainable society.

Major Activities in FY2020

- CO2 emissions increased slightly compared with the previous year
- Added eco-friendly cars to the company-owned vehicle fleet
- Maintained a 99% or higher waste recycling rate (Plants in Japan only)
- Employed systems such as our waste exchange system to utilize disused items
- Stayed abreast of the added SVHCs and performed supplier surveys

Future Plans

- Sustainability promotion activities
- Project activities to reduce the costs for disposal of valuable resources and waste (all plants)

Cyclical

Use of

Resources

Preventior of Global Warming

Prevention o

Contaminatir

the Ecosyster

- *Eco smart factory project activities (Fukushima Plant)
- *Issuance of the Meiko Group Green **Procurement Standards**

Basic Environmental Plan

"Meiko recognizes that protecting the global environment and committing to maintaining clean air/water and greenery are critical responsibilities that we have for the generations that come after us. We use resources effectively and operate in a way that is compatible with our living environment."

Environmental Action Guideline

Meiko's businesses include the pattern design and manufacturing of printed wiring boards and the manufacturing of metal masks, as well as the development and manufacturing of electronic devices. We consider the implications of these activities for the environment, and emphasize the importance of reducing their impact in terms of prevention of global warming, cyclical use of resources and prevention of contaminating the ecosystem.

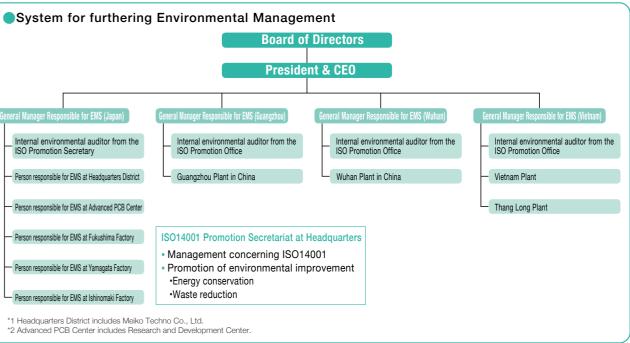
In accordance with the Basic Environmental Plan, we fully comprehend the impact our business activities have on the environment. We make every effort to prevent environmental pollution and reduce the environmental burdens through the following measures:

- We have established a structure for strengthening our environmental conservation activities, and we develop and revise our environmental management system, operate the system appropriately to reduce our impact on the environment, and work continuously to improve both.
- 2. We contribute to environmental conservation by making efforts to conserve resources, save energy, reduce waste, and encourage recycling.
- 3. We will properly manage chemical substances contained in products so that the products do not contain harmful chemicals
- 4. We properly manage chemical substances in the production process to limit their usage and reduce their environmental impact.
- 5. We fully comprehend the impact of environmental pollutants work to prevent environmental pollution.
- 6. We observe all laws, regulations, ordinances, and other requirements concerning the environment.
- 7. We set environmental goals and objectives, conduct environmental protection activities, and strive to improve these activities.
- 8 . We provide training and instruction to all our employees with the aim of instilling a strong awareness of environmental protection activities in them.
- 9. We are documenting this environmental policy and distributing it to all our employees, and are also making it available to the public.

October 19, 2017 President & CEO Yuichiro Naya

Management system for enhancing environmental activities

To implement our Basic Environmental Plan, we have established an ISO environmental management system, and have appointed a person responsible for controlling the environmental management system (EMS) at each plant in Japan and overseas. We also strive to protect the environment through CO₂ reduction, zero emissions activities, etc. conducted by the cross-company Energy Saving Committee.





General Manager Responsible for EMS and Head of the Quality Assurance Division

Shinji Ueki

Under our Environmental Plan, we promote the saving of resources and energy, the reduction of waste, and recycling, and appropriately manage chemical substances contained in products and used in production processes, to reduce the consumption of them and reduce environmental burdens on a daily basis. Recent climate change and environmental destruction may affect corporate activities. As ESG investment has grown globally and Sustainable Development Goals (SDGs) have been diffused rapidly, enterprises' stances are now strictly tested.

Our company, too, upholds "the promotion of ESG management" as our group policy, and tries to conduct investment for proceeding with such activities, reducing waste, and recycling materials. In addition, in order to keep complying with environmental laws and regulations, we produced the understandable versions of environmental laws and regulations, so that the staff of domestic plants and related offices can supervise their activities.

In order to protect the earth environment, we will strive to reduce environmental risks, create environmentally friendly products, and contribute to society.

Acquisition of ISO14001 certification

We view ISO14001 as an important standard for environmental management, began to take action toward obtaining certification in Fiscal 2000, and have since continued these initiatives at our plants in Japan and overseas.

Our acquisition of ISO14001 certification

Mar.	27, 2001	Headquarters and Advanced PCB Center
Sept	. 25, 2001	Yamagata Factory
Apr.	17, 2003	Extended certification obtained by the Fukushima Factory
Apr.	30, 2003	Guangzhou Plant in China obtained certification
Apr.	22, 2005	Integrated certification obtained by the three Factories in Japan
Apr.	22, 2005	Extended certification obtained by M. D. Systems Co., Ltd.
Apr.	28, 2006	Extended certification obtained by Solder Stencil Dept.
Feb.	20, 2007	Wuhan Plant in China obtained certification
Mar.	26, 2009	Extended certification obtained by Meiko Research and Development Center, Yamato Technology Center
Jun.	18, 2010	Extended certification obtained by Thach That Plant in Vietnam
Jan.	15, 2014	Ishinomaki Factory obtained certification again
Apr.	24, 2015	Thang Long Plant in Vietnam obtained certification
Jan.	27, 2017	All plants completed transition to 2015 version of ISO14001

* The factories in Japan obtained certification from Japan Electrical Safety & Environment Technology Laboratories (JET). The plants in China obtained certification from TUV Rheinland. The Vietnam Plant obtained certification from Bureau Veritas Certification (BVC).

Complying with environmental laws and ordinances

Environmental laws and ordinances have been amended due to increasing awareness of environmental impact. We believe that ensuring our compliance with all the amended laws and ordinances of individual regions will lead to our contribution to environmental protection in each local community. In accordance with ISO14001, we identify the laws and ordinances of individual regions that are related to our business activities, and watch for any amendments to ensure full compliance.

Promotion of environmental targets plan

Meiko conducts an assessment of the environmental impact of our corporate activities. As a result, we found that the types of energy that have a significant impact on the environment are electricity, heavy oil, gas, and gasoline. Also closely related to environmental impact are resources such as raw materials, water, and paper, and wastes, including plastic waste, sludge, waste acid, and waste alkali. We will continue to improve production efficiency and conduct further energy-saving initiatives to achieve steady reductions in per production volume metrics.

Prevention of Global Warming

Meiko views the issue of greenhouse gases as a significant threat to our precious earth. Efforts to prevent global warming constitute energy saving activities to reduce the amount of CO2 emissions generated from energy consumption.

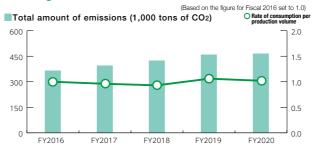
We have formulated and promoted the annual plans and the medium-to-long term plan to reduce the amount of CO2 emissions in accordance with laws and regulations not only in Japan but also in overseas plants, through which we promote global activities to prevent global warming.

In Fiscal 2020, we conducted further energy saving activities at Plant and Administration Divisions. While some individual improvements were achieved, we could not achieve the target for reduction in energy per production volume as a whole, due to fluctuation in production volume. We will continue our efforts to reach the goal of energy saving.



Energy Saving Committee

Changes in the amount of our CO₂ emissions



Changes in our fuel oil consumption



Changes in our gasoline consumption



Examples of energy saving improvements

Improvement examples at Ishinomaki Plant

Energy-saving measure 1

Kwh/day.

In one month, the energy consumption has been reduced by 5,850.24 Kwh/month



ierov-savino measure 2

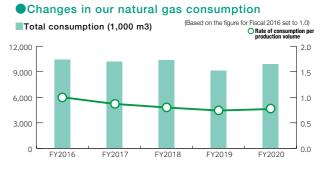
of electricity used.

93% reduction.









*1 Recently, energy consumption has been increasing in line with the increase in production volume.

*2 Through our environmental activities, we have re-examined our environmental resources consumption for the period from Fiscal 2016 to 2020 due to the discovery of errors in the calculation method, tabulation, and CO2 emission coefficient for environmental resources.

An inverter was installed in the inspection room's air conditioner (lowering the output) to reduce the daily consumption. Before the improvement, the consumption was 498.72 Kwh/day, but after the improvement, it was reduced to 232.8

The outside lights of the factory and wastewater treatment facility are mercury lamps. As an energy-saving measure, we replaced 15 mercury lamps with LED lamps (reusing the fixtures and removing only the ballasts) to reduce the amount

The power consumption of mercury lamps was 2,160 Kwh/month, while that of LED lamps was 324 Kwh/month, a

Cyclical Use of Resources

Water consumption

A large amount of water is used in the manufacture of PCBs for cleaning. We have reduced the amount of water used by managing the amount used at each facility and using reverse osmosis (RO) water*.

We continue to carry out efforts to use the minimum amount of water required to maintain product quality in each process and to use discharged water through the introduction of a RO concentrated water system. These efforts have proven effective in achieving reductions.

*RO water refers to water purified using reverse osmosis. It is used for cleaning the PCBs.

Paper consumption

We have been making comprehensive efforts by employing electronic media for all company data, eliminating unnecessary copying, introducing electronic certification system, etc., to help protect forest resources.

*From Fiscal 2018, the figures of Vietnam Plant and Thang Long Plant are added.

Reduction and recycling of waste

We have been reducing waste based on the 3R strategy (reuse, reduce, and recycle). Continuing on from Fiscal 2019, efforts were actively made to recycle waste into valuable resources. The recycling rate of waste, the percentage of waste that was used for purposes other than landfill, exceeded 99% at our plants in Japan in Fiscal 2020.

*"Recycling" above includes thermal recycling *The recycling rates at our plants in China (Guangzhou and Wuhan) and Vietnam (Vietnam and Thang Long) are excluded.

Examples of waste reduction efforts

Internal resource recovery

We collect resources from some industrial wastes generated in our plants through treatment plants and facilities established within the premises of the Company.

- 1. Collecting gold from gold plating waste liquid
- 2. Collecting copper from soft etching waste liquid
- 3. Collecting copper carbonate and copper sulfate generated from copper collected from etching waste liquid

The cyclical use of resources prevents the exhaustion of natural resources and contributes to the protection of the global environment.



Photo: Soft etching waste liquid processing equipment in Guangzhou Plant.

Prevention of Contaminating the Ecosystem

Measures for reducing environmental burdens

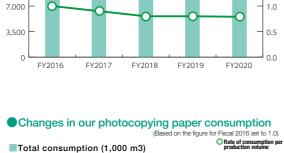
Meiko is aware of the significance of the impact of its plant operations on the local environment and believes it has a duty to reduce these burdens. Specifically, we comply strictly with laws and ordinances for preventing pollution and the standards agreed on with local communities. We are also striving to reduce the total emissions, water consumption, and paper consumption confirmed in accordance with the PRTR Act.

Activities for reducing environmentally hazardous emissions

We control the quality of the water we discharge and the state of the gases we emit into the atmosphere by measuring them on a regular basis to help maintain the local environment. The table below shows the levels of the substances we have emitted from our plants, all of which are below the standard.

		١	Vater qualit	у	Atmosphere				
Plant name		рН	BOD	COD	SS	Equipment	Substance	Soot and dust concentration	Nitrogen oxide concentration (NOx)
Advanced	Measurement unit	-	mg/L	mg/L	mg/L		Measurement unit	g/m̊N	v/vppm
PCB	Actual value	7.40	12.97	16.83	-	Not applicable	Actual value		
Center	Standard value	5.7~8.6	25	25	70	1	Standard value	0.3 Air Pollution Control Act	180 Air Pollution Control Act
Fukushima	Measurement unit	-	mg/L	mg/L	mg/L		Measurement unit	g/m̊N	v/vppm
Factory	Actual value	6.81	8.01	11.38	1.10	Not applicable	Actual value		
	Standard value	5.8~8.6	25	25	70	1	Standard value	0.3 Air Pollution Control Act	180 Air Pollution Control Act
Yamagata	Measurement unit	-	mg/L	mg/L	mg/L		Measurement unit	g/m̊N	v/vppm
Factory	Actual value	7.18	9.34	12.85	2.13	Steam boiler	Actual value	0.006	68.50
	Standard value	5.8~8.6	25	160	60	1	Standard value	0.3 Air Pollution Control Act	180 Air Pollution Control Act
Ishinomaki	Measurement unit	-	mg/L	mg/L	mg/L		Measurement unit	g/mN	v/vppm
Factory	Actual value	6.95	57.08	44.50	3.92	Steam boiler	Actual value	0.01	67.50
	Standard value	5.8~8.6	160.0	160	60		Standard value	0.3 Air Pollution Control Act	180 Air Pollution Control Act
Guangzhou	Measurement unit	-	mg/L	mg/L	mg/L		Measurement unit	mg/m̊N	mg/mN
Plant	Actual value	7.47	47.66	94.06	19.42	Boiler	Actual value	0.03	85.28
	Standard value per province	6~9	300	500	400		Standard value	120	150
Wuhan	Measurement unit	-	mg/L	mg/L	mg/L		Measurement unit	mg/mN	mg/mN
Plant	Actual value	7.46	6.97	68.07	18.92	Steam boiler	Actual value	0.03	4.50
	Standard value per province	6~9	20	80	50	1	Standard value	50	400
Vietnam	Measurement unit	-	mg/L	mg/L	mg/L		Measurement unit	mg/mN	mg/mN
Plant	Actual value	7.30	13.00	46.53	5.83	Boiler	Actual value	23.23	87.60
	Standard value	6~9	30	75	50	1	Standard value	200	850
Thang Long	Measurement unit	-	mg/L	mg/L	mg/L		Measurement unit	mg/m̊N	mg/mN
Plant	Actual value	7.25	3.88	27.35	8.88	Boiler	Actual value	173.88	40.46
	Standard value	6~9	30	48.6	50	1	Standard value	200	850

* The water quality measurement items are partial disclosures of the living environment items of the Water Pollution Control Act. * The water quality measurement values are average values.



for Fiscal 2016 set to 1.0)

1 2.0

Changes in our water consumption

Total consumption (1,000 m3)

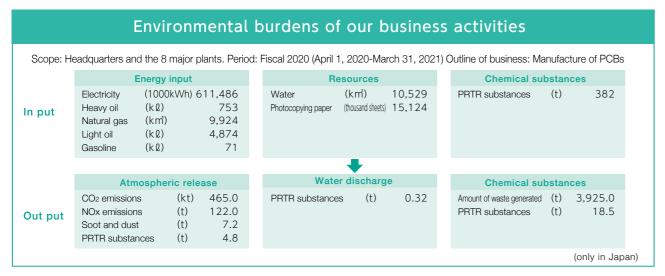
14.000

10,500



Table showing environmental burdens

At Meiko, we take measures to gain an understanding of the full scope of our environmental burdens. The table below shows our environmental burdens for Fiscal 2020. We will aim to achieve greater by accurately classifying the inputs into energy, water, materials, and chemical agents, and the outputs into atmospheric release, water discharge, waste and resources, and recycling.



Management of Chemical Substances Contained in Products

In accordance with our Environmental Action Guideline, we strictly manage our production process in accordance with our chemical substance control rules that stipulate prohibited substances to ensure that our products do not contain hazardous substances prohibited by the RoHS Directive and other laws and regulations. We request that our business partners submit environmental data such as Guarantee of Non-Use of Environmentally Hazardous Substances and analysis reports, so that we can properly communicate this information in response to our customers' requests for research.



* ELV Directive: Directive implemented in EU to reduce the environmental burden caused by the end-of-life vehicles * REACH Regulation: EU law to protect human health and the environment





Environmental Protection Staff, Environmental Protection Section, Ishinomaki Plant **Eizaburo Sakurai**

Since palladium is contained in the rinse water after the catalyst treatment of chemical copper plating, the Ishinomaki Plant has been collecting palladium as a valuable resource by installing a collection device since a year ago.

In wastewater treatment, we conduct daily water quality analysis to ensure stable water quality and proper maintenance and management, and we strive to reduce the burden on the environment by having chemical wastewater from each process declared in advance for optimal treatment based on an understanding of the amount and type of wastewater.

Last year, as an organizing company, we brought all the companies together to exchange information on ecological activities and other topics.

It was a good opportunity for us to consider how to incorporate the information we gained from these activities within the company.

We would like to continue to engage in activities that will lead to a reduction of environmental impacts in the future.

TOPICS

MEIKO Solar Park Fukushima Operation of the Power Plant No. 2

After the Great East Japan Earthquake, our Fukushima Plant started photovoltaic power generation in June 2015 at "MEIKO Solar Park Fukushima" using the unused land within its premises located in Hirono-Cho, Fukushima Prefecture. Through solar power generation, we contribute to the diffusion of renewable energy which is promoted by Fukushima Prefecture and Hirono-cho, as well as to the realization of a sustainable society.

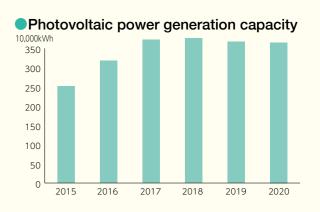
The Power Plant No. 2 was additionally built in 2017. Generation capacity is 3MW (megawatt) and the annual generation is 3,200,000kWh, equivalent to the annual power consumption of 880 typical households. This covers the power source for more than one third of the total households at Hirono-cho, which is a step towards a sustainable society, in addition to restoration and development of the local Fukushima area. In the future, we will promote the use of the generated power within our company's facility.

Overview of MEIKO Solar Park Fukushima

nstallation area	41,454m²
Number of solar banels installed	11,788
Generating capacity	3,026KW
Estimated annual oower generation	3,200MWh (Annual power consumption of 880 typical households)
Power generation start date	June 10, 2015



MEIKO Solar Park Fukushima



SOCIAL REPORT

At Meiko, we manufacture and sell PCBs, devices that are essential for industrial development, by interacting with diverse people in various countries, regions, and communities. We recognize that we are a social entity, and we fulfill our responsibilities accordingly. At the same time, we give consideration to our stakeholders as we engage in our business activities.

For Customers Initiatives for Quality Assurance

Major Activities in FY2020

Future Plans

- Aiming at "zero" market defects, find out the true cause of existing serious defects, share and set measures across the company.
- In order to improve design quality, participate in design review to confirm specs, measures against problems, and reliability of materials and structures.
- In order to prevent the occurrence of defective products and reduce the unevenness among plants, monitor quality indicators and analyze data to check tendencies.
- In order to prevent quality and delivery problems due to abnormal processing, learn from past problems and improve our systems.
- Redevelop a global quality assurance system.

- Aiming at "zero" market defects, find out the true cause of existing serious defects, implement countermeasures, prevent recurrence of similar defects (continued).
- Rebuild the process from design to production preparation in order to improve design quality.
- In order to prevent the occurrence of defective products and reduce the unevenness among plants, monitor quality indicators and analyze data to check tendencies (continued).
- In order to prevent quality and delivery problems due to abnormal processing, learn from past problems and improve our systems (continued).
- Measures to strengthen the management of changed points.

At Meiko, we have defined a Quality Policy aimed at achieving one of our Business Principles, "We provide the best-ever values and services for our customers, thus contributing to the society." We thereby improve the reliability of our products to guarantee the highest possible levels of customer satisfaction and contribute to society.

Our approach to quality assurance and organizational efforts to ensure high quality

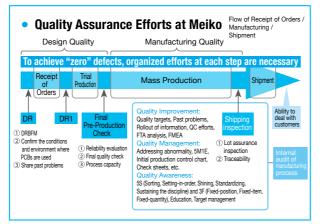
Recently, market recalls due to defective automobile components have attracted media attention, which is becoming an increasingly serious risk that could threaten corporate management.

Because Meiko products are chiefly incorporated into automobiles and enjoy many other applications as well, high quality has been increasingly becoming a critical issue.

To address quality-related risk, we must totally change our conventional attitude and set our goal at achieving "zero" defects. To enhance the quality of design and manufacturing, we are working to optimize our quality management systems at all stages to eliminate the occurrence of defective products.

Quality assurance activities to meet customer needs

We will clarify the business processes at each stage of the product life cycle (requirements phase, design (development) phase, the production phase, and use phase) and



improve the design and manufacturing quality in order to ensure better quality and strengthened management as well as engage in manufacturing that meets customer needs.

Receiving awards from our customers

MeiG Smart Technology (December 10, 2021)

We received the Strategic Partnership Award from MeiG Smart Technology.



Mitsubishi Electric Corporation (January 6, 2022)

We received a letter of appreciation, in commemoration of the 100th anniversary of the founding of Mitsubishi Electric Corporation.



Fukuyama Works of Mitsubishi Electric Corporation (December 1, 2021)

We received a certificate of appreciation in recognition of the quality of our products.



Kioxia Corporation (October 7, 2021)

We received the Best Partner Award for our stable supply of SSD substrates.

Toshiba Toko Meter Systems Co., Ltd. (August 6, 2021)

We received a letter of appreciation for our contribution to material procurement.



Customer Satisfaction Survey

Meiko performs a survey every year to measure customer satisfaction with its products and services in order to improve its product and service quality.

In Fiscal 2020, 75 companies answered the survey, responding to questions about (1) product quality, (2) product prices, (3) product delivery times, (4) service, and (5) technological response.

In their comments, many customers indicated satisfaction; some, however, expressed complaints, which we will take as a guide for the improvement of products and services as we strive to achieve even greater customer satisfaction in the future.

Acquisition of ISO9001 and IATF16949 certifications

At Meiko, we have obtained ISO9001 and IATF16949 certifications, which are global standards, and are working on continuous improvements in quality management system.

The ISO9001 and IATF16949 certifications we have obtained

ISO9001

1000001	
May 13, 1997	Meiko Electronics Co., Ltd. obtained certification for its PCBs.
May 1, 2002	Guangzhou Plant in China obtained certification.
Jan. 27, 2003	ISO9001:2000 became the unified standard in Japan.
Jan. 27, 2003	Extended certification obtained by MD SYSTEMS Co., Ltd. (Design of PCBs).
Nov. 29, 2006	Wuhan Plant in China obtained certification.
Feb. 20, 2008	Extended certification obtained by Metal Mask Dept.
Jun. 18, 2010	Vietnam Plant obtained certification.
Jan. 15, 2014	Ishinomaki Factory obtained certification again.
Apr. 24, 2015	Thang Long Plant obtained certification.
IATF16949	

Aug. 9, 2017	Guangzhou Plant in China obtained certification.
Feb. 14, 2018	Wuhan Plant in China obtained certification.
Sept. 14, 2018	Vietnam Plant obtained certification.

*The plants in Japan obtained certification from Japan Electrical Safety & Environment Technology Laboratories (JET). The plants in China obtained certification from TUV Rheinland. The Vietnam Plant obtained certification from Bureau Veritas Certification (BVC).



Yasushi Ikeda



My name is Ikeda from the Quality Assurance Department.

I am in charge of international standards certification and standard document management.

Recently, in addition to the requirements of ISO9001, ISO14001, and IATF16949, the concepts of ESG investment and SDGs have been reflected in the requirements, and a management system to meet the needs of stakeholders is required as a sustainable growth strategy.

As a "manufacturing" company, we are committed to improving our management system to provide quality products that satisfy our customers, and we are also committed to improving our quality and environmental manuals and standard documents to address both internal and external issues. In recent years, we have been faced with internal and external challenges, especially global risks such as extreme weather conditions caused by climate change and the impact of the COVID-19 pandemic on various industries, as well as the needs of ESG investment and the SDGs.

Based on such, we are working to clearly standardize the requirements for each business process so that new requirements can be reflected in our management system by revising manuals, establishing and revising standard documents, and restructuring them as necessary.

We will continue our efforts to meet the needs of our stakeholders as well as the quality of our products.

PCB Development Activities

Major Activities in FY2020

- Trial development of ultra-thin package PCB
- Mass production of copper inlay PCB
- Trial development of high-frequency substrate (hybrid structure)
- Development of automotive HDI PCB

Future Plans

- Establishment of a semi-additive process
- Development of a prototype PCB with built-in IC and power element
- Development of structures for high-speed transmission at frequencies above 100 GHz

Communications infrastructure

High frequency

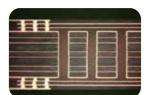
<PCB technology that supports 5G>





High speed and large capacity

For high speed application, HDI technologies PCBs, which are made of high speed materials, are adopted. In addition, for larger memory capacity, embedded passive technology are adopted that increase the number of embedded components inside the PCB.







combination of high frequency materials.

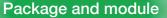


X-section of high-frequency HDI PCB

X-section of embedded passive devices PCB

X-section of high layer count HDI PCB

X-section of hybrid PCB





Miniaturization and More Thinness

For communications modules, HDI PCBs produced by fine patterns and small-diameter microvia pads are adopted. We develop thinner thickness HDI PCBs while miniaturizing patterns and smaller via lands, so that our products can be adopted for smaller and more lightweight devices.



Fine patterns



X-section of a thin package PCB (three-layered core-less)



For communications infrastructure, high layer count HDI

PCBs, that combine Microvias and IVH, are adopted. In addition, we are developing hybrid PCBs combined with



Smartphone

High density

For smartphones, AnyLayer PCBs, which are produced by combining the fine processing laser technology and the plating technology, are adopted.



X-section of AnyLayer PCB

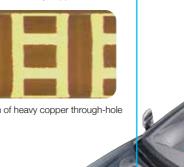
Electric Power Train

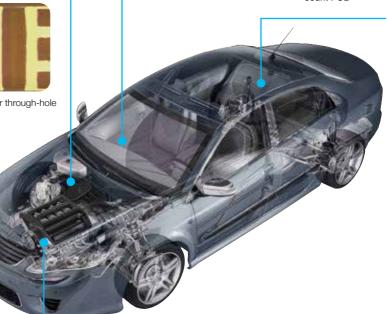
For inverters, DC-DC converters and battery chargers, heavy copper PCBs that can release heat effectively and endure large current are adopted. In addition, we develop heavy copper through-hole PCBs in which the copper thickness of specific through-holes can be increased.





X-section of heavy copper through-hole PCB





Body Control

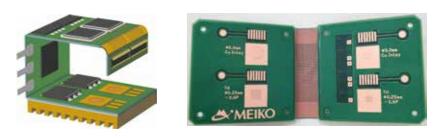
For LED headlamps, metal base PCBs, which include heat dissipation insulating resin, are adopted. For electric power steering systems, copper inlay PCBs and bendable FR4-Flex PCBs, which are for downsizing, are adopted.



Metal base PCB

Proposal for Downsizing and Integration

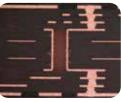
In preparation for further electrification, we are developing multifunctional integrated power PCBs by combining the functions for downsizing, enduring large current, releasing heat, and 3D mounting.



<PCB technologies for the evolution of automobiles>

Information and communication

For integrated systems (HPC, TCU, etc.) and communication modules, high layer count HDI technologies and AnyLayer PCBs are adopted, to be capable of a flexible wiring design. In addition, high layer count HDI PCBs containing high-frequency materials are used to support high-speed transmission.



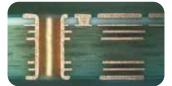
X-section of high layer count PCB



X-section of AnyLayer PCB

Safety driving

For sensors for ADAS (Advanced Driver Assistance System), hybrid PCBs, which are made of high-speed material and standard FR-4, are adopted. Furthermore, we develop high-frequency PCBs for next-generation devices.



X-section of hybrid PCB





Copper inlay PCB



FR4-Flex PCB

Multi-functional integrated power PCB (Downsizing, Large current, Heat dissipation, and 3D-Assembly)

Social Report

For Business Partners Supply Chain

Major Activities in FY2020 **Future Plans** Enhanced emergency measures for minimizing procurement Continue performing BCP/CSR survey and purchasing risks induced by natural disaster, COVID-19, etc. audits based on purchasing crisis management standards Held online meetings and deepened communication during Perform continued investigation for manufacturers for whom sourcing locations are unknown the COVID-19 pandemic Promote green-house gas reduction through supply Performed an environmental measure survey based on the chain latest version of regulations such as REACH regulations Analysis and assessment of climate change risks and <SVHC211 substances> opportunities

At Meiko, we have formulated the "Basic Procurement Policy" as a guideline for each of our business partners to understand our CSR policies and environmental policies. At the same time, we are promoting CSR activities through cooperation among companies by bolstering initiatives on environmental protection and action.

Basic Procurement Policy

At Meiko, we encourage the continuation of procurement activities based on the "Basic Procurement Policy" and "Action Guidelines for Purchasing Deals" below. As a basic concept, we at Meiko believe that the most important aspect of our procurement activities is to establish win-win relationships and relationships of mutual trust with our business partners for further growth as we live in an era in which an integrated supply chain ranging from procurement of materials from business partners to production, distribution and sales is required. We ensure cooperation not only between the production and sales bases in Japan but also with overseas bases, and select business partners through a comprehensive assessment of quality, delivery punctuality, price, and management and business continuity in case of an accident and a disaster as well as UN's SDGs (human rights, equality, environment and partnership) under the basic principles of (1) understanding our Basic Procurement Policy, (2) compliance with laws, ordinances, and social norms, (3) environmental protection, (4) exclusion of antisocial forces and (5) RBA (the former EICC) Code of Conduct. In this way, we are strongly emphasizing CSR practices within our supply chain.

Basic Procurement Policy

- **1.** Procurement activities optimized for our global production in accordance with the Action Guidelines for Purchasing Deals
- 2. Smooth, fair, appropriate procurement activities based on closer communication and strengthened cooperation with our business partners
- **3.** Strengthened environmental measures (chemical substances/green procurement)
- 4. Promotion of elimination of conflict minerals based on RBA and surveys on the employment of young workers

Request to our business partners

In accordance with the measures for the environment included in our Basic Procurement Policy, we are calling for more than 800 business partners to understand and practice matters concerning the following points in order to protect the global environment. In addition to control of greenhouse gas emissions, waste reduction, and management of specified chemical substances, which we naturally undertake in our internal production activities, we also implement a variety of measures to ensure environmentally friendly procurement. We ask our business partners to implement and recommend green procurement, and also request that distribution and sales activities be undertaken in an environmentally friendly manner. Specific results of activities for 2020 include enhanced measures for minimizing procurement risks caused by natural disaster, epidemics, etc., surveys on conflict minerals and employment of young workers based on the RBA standard format and environmental measure surveys based on the latest version of regulations such as REACH regulations.

Request to our business partners

- 1. Focus on green procurement, compliance with the green procurement standard, provision of information concerning "eco products"
- 2. No idling and other efforts to reduce CO₂ emissions
- 3. Waste reduction
- 4. Cooperation with contact in case of an emergency

Action Guidelines for Purchasing Deals (excerpts)

- tration proactively
- 2. To always respect decency, keep moderation in good faith, and make efforts to be respected and trusted by business partners as a member of society
- 3. To follow related laws and regulations, and operate business fair and square
- actively carry out environmental protection activities
- 5. To avoid having a personal stake in business partners and prospective business partners

1. To recognize that purchase would produce profits, and always contribute to business adminis-

4. To understand well the purposes of green procurement when selecting materials, etc. and

Measures concerning purchasing and procurement

Internal control and compliance

At Meiko, we undertake smooth operations with our business partners by complying with the following rules on purchasing and procurement activities. We carry out enhanced appropriate, perpetual transactions with our business partners by undertaking internal training and confirming compliance in relation to adherence to customs regulations, laws, ordinances, and social norms of the relevant regions and nations in our global procurement activities as well as the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors in Japan.

Procurement policy based on ESG management

Under the Business Principles of Meiko, we put together social issues in the mid/long-term business fields, which are specified in our mid/long-term vision, with the ESG (environment, society, and governance) framework, and will engage in business activities for the purpose of attaining the SDGs that are considered important for Meiko and stakeholders by utilizing our strengths.

- 1. Fair, appropriate operations with business partners shall be undertaken through compliance with laws and ordinances concerning purchasing and procurement activities.
- 2. Business partners' information that we obtain through purchasing and procurement activities shall be kept confidential and the information security system for preventing the leakage of confidential and personal information shall be strengthened.
- 3. Entertainment and gifts from business partners shall be permitted to the extent that would normally be considered reasonable, and shall be prohibited if such acts result in personal profits.

Environmental measures (green procurement)

In accordance with the "standards concerning the environment," we encourage environmentally-friendly purchasing and procurement activities together with our business partners.

- 1. We confirm laws and regulations (RoHS Directive, ELV Directive, and REACH Regulations) and the content of environmentally hazardous substances to encourage the procurement of compliant products and maintain and improve the environmental quality of our products.
- (1) RoHS Directive:
- EU restriction on the use of certain hazardous substances in electrical and electronic equipment
- (2) ELV Directive:

A directive adopted by the EU to reduce the environmental burdens of end-of-life vehicles

- (3) REACH Regulations: EU law for protecting people's health and the
 - environment
- (4) JIG (1-R):
- Legally controlled substances specified in the guidelines concerning the disclosure of information regarding chemical substances contained in electrical and electronic equipment
- (5) Customers' standards
- 2. We encourage the signing of the Memorandum on Environmental Protection and Guarantee of Non-Use of Environmentally Hazardous Substances to ensure environmental protection together with our business partners. We are pursuing the signing this Memorandum and Guarantee with our major business partners, including manufacturers to whom we outsource processing.
- 3. We strive to reduce the discharge of industrial waste and encourage the use of this waste as a valuable resource by recycling it or using it in other ways together with our business partners.

4. Efforts shall be geared toward eliminating antisocial forces, procurement of conflict minerals and young labor.

Global Business Manager, CCL Business Division, Electronics Business Dept., Doosan Corporation

Business Partner's VOICE

Jung Chin Yong



We would like to take this opportunity to thank Meiko Electronics Co., Ltd. for purchasing our PCB materials for nearly 10 years.

Over the past 10 years, global awareness of the environment and the creation of a sustainable society has been growing and expanding, and Meiko Electronics has been striving to reduce industrial waste by promoting recycling and reuse, as well as complying with various environmental laws and regulations. We are also working with Meiko Electronics to reduce emissions of greenhouse gases from our plants and to make our supply materials halogen-free.

In 2022, many companies are still on the defensive due to the spread of various problems including COVID-19, but we will continue to improve our quality and performance to help Meiko Electronics, which is moving forward more aggressively, achieve further growth.

We look forward to a long-lasting business relationship and to building an even more fruitful win-win relationship with you in the future.

For Employees Creation of a Comfortable Working Environment

Major Activities in FY2020 Future Plans Vitalized non-permanent employees Promote the development of a safe, comfortable working environment and health improvement Promoted the creation of a comfortable working (health-oriented management) environment and system for women Promoting diversity (increasing the ratio of female Adapted to the changing labor environment employees and hiring people with disabilities) In line with the concept that "the greatest asset of a company is its human resources," we focus on the creation of a comfortable working environment that is safe, secure, hygienic for all our employees, respects

their diversity, and allows them to develop.

Respect for diversity

At Meiko, we respect human rights and strive to recruit, evaluate, and treat our employees without discrimination on the basis of race, creed, religion, nationality, age, gender, disability, and other attributes, so that diverse employees are able to exercise their abilities.

Vitalized non-permanent employees

As the working population continues to decline, we are promoting the vitalization of non-permanent employees in order to actively utilize talented human resources.

As a measure to provide a secure employment environment for non-permanent employees and motivate them to exert their full potential, we revised our employee promotion system in December 2019 (relaxing the criteria for promotion) and facilitated the direct hiring of temporary employees. This will activate the cycle of direct employment from temporary employees to contract employees and from contract employees to permanent employees.

As a result, in Fiscal 2020, 24 temporary employees were directly hired as contract employees and 7 contract employees were promoted to permanent employees.

Allocation and exchanges of global human resources

Currently, 26 employees from overseas countries (excluding naturalized employees), mainly from China and Vietnam, are working at Meiko's business establishments in Japan, while 43 Japanese employees are working overseas. We have been training candidate executives of overseas subsidiaries by utilizing the programs for training foreign workers and improving their skill. At present, 39 Vietnamese workers are undergoing training at Fukushima Plant and Yamagata Plant. In addition, 1 employee of Wuhan Plant in China is working at the Headquarters, by utilizing the intra-company transfer system.

In addition, the development of local human resources at overseas group companies has progressed, and in April 2020, the Guangzhou Plant in China became the first Meiko Group plant to have a foreign general manager (overseas plant manager) from a local subsidiary.

Although the spread of the COVID-19 has made it difficult to travel overseas and return to Japan, we are continuing to prepare for the exchange of human resources among Group companies after travel resumes.(As of September 1, 2021)



I joined the company in 2018 as a mid-career hire. Since joining the company, I have been working as a sales assistant in the EMS department. I am in charge of all operations related to the EMS manufacturing department at the Vietnam Plant, from requesting quotes for parts to supporting the procurement of parts, and translating and interpreting technical and quality assurance-related meetings and documents.

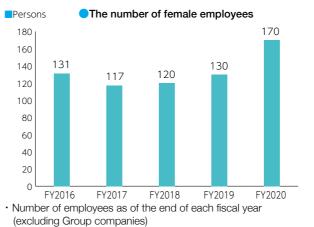
When I first joined the company, I had no knowledge at all about EMS, and it was very difficult for me to do many things, but I was able to overcome the difficulties thanks to the cooperation of my kind colleagues around me while steadily building up my knowledge. Comparing the time when I joined the company to now, I realize that I have grown a lot.

Production Technology Section, EMS Dept. Bou Thi Phuong

I would like to continue to contribute to the company by helping people learn about the differences in culture and customs through my work as an interpreter and become a good bridge between the two countries.

Promotion of women's participation and advancement

The ratio of female employees to the total number of employees at Meiko has been in the mid-to-high 10% range until now, but as a result of women accounting for 51% of the number of employees hired in Fiscal 2020, the ratio of female employees as of the end of Fiscal 2020 has also increased to 21.8%. Going forward, we will further promote the active recruitment of women and focus on increasing the number of female employees in managerial positions.



Parental leave and reduced work hour system

For female employees, a reduced work hour system is promoted for those returning from maternity or parental leave. In Fiscal 2020, 8 employees took parental leave, 5 employees returned to work and 16 used the reduced work hour system (excluding Group companies).

Parental Leave, Reduced Work Hour System and Daycare Center User's VOICE

President Office

Keiko Ono



I gave birth to my first daughter in February 2019 and took 1-year and 4-month parental leave. Currently, I leave my child at Meiko's daycare center "Nobikko" and work shorter hours.

When I consulted with the company about my difficulties in finding a daycare center, they listened to the voices of their employees and opened a daycare center on the premises of the company.

Due to the small number of children, the teachers take very good care of the children. School lunches are homemade in the daycare center, and my daughter seems to love their delicious lunches. Sometimes my daughter walks from the daycare center to the office, so I was able to watch her walk while I was working, and she was able to watch me work. Although commuting by train with my daughter has been a challenge, she has grown to love trains.

Many people at my workplace are very understanding and supportive of my shortened working hours, which has been very helpful. Thanks to all of them, I was able to return to work and balance work and childcare, and I am very grateful to everyone at my workplace.



Meiko Daycare Center "Nobikko"

We opened an in-house nursery in April 2020 for the purpose of improving employee benefits and promoting opportunities for women to play an active role in the company. The facility is located adjacent to the Headquarters, allowing parents to work safely with their children by their side. Our childcare philosophy is to "carefully nurture the ability to fully grow in a family-like atmosphere," and our goal is to provide childcare that is flexible to the working patterns of our employees and that is personalized to each individual child. Since its opening, the center has been used by 13 employees, including those in temporary care. We will continue to support balancing work and childcare and work to develop human resources.



Changing labor environment: Response to COVID-19

Change in the Working Structure during the COVID-19 pandemic

Since the declaration of a state of emergency issued in April 2020, followed by intermittent declarations of states of emergency and priority measures to prevent the spread of the disease, we have been striving to prevent infection among our employees in accordance with government guidelines.

Due to the nature of the manufacturing industry, depending on the contents of the measures, they are either implemented simultaneously or on a per-base or per-department basis. Specific measures include compensating employees for absence from work, distributing masks to employees, staggered commuting, telecommuting, prohibiting domestic business trips, and granting special paid leave for vaccination against the novel coronavirus.

In addition, we are constantly implementing disinfection, ventilation, social distancing, and measures to prevent droplet infection and providing educating for employees.

Various Educational Programs

At Meiko, we provide job-class-specific trainings to new recruits, mid-career employees, and executives. These training programs are aimed at extracting the potential ability of individual employees and cultivating human resources who will achieve our Business Principles in a mid/long-term vision.

In addition, we offer qualification programs to help our employees with their self-development and encourage them to obtain technical qualifications, as well as provide financial assistance of examination fees and incentives for TOEIC Institutional Test.

Furthermore, more than 300 employees have completed the training in Japan and technical internship programs implemented to develop human resources for overseas plants, and as mentioned above, they are active as factory executives, including the Meiko Group's first overseas plant manager of foreign nationality.

Employee Safety and Health Initiatives

Based on our Industrial Safety and Health Guidelines, Meiko considers the maintenance of a safe working environment to be one of the most important responsibilities of a company, and is committed to safety and health activities aimed at improving the working environment and promoting the health of all employees.

We conduct regular inspections of all manufacturing sites, and inspections and reports at meetings to share information among all sites, and are working to build a system that allows us to respond to problems before they occur instead of dealing with them after the fact.

In addition, we are promoting health-oriented management activities in cooperation with industrial physicians, occupational health consultants, and industrial counselors.

Health-oriented Management Declaration

We provide the best-ever products and services for our customers through Meiko's manufacturing, thus contributing to the creation of happiness in employees and society.

In order to realize the Business Principles, we declare that we will foster the corporate culture where all employees can work brilliantly and happily, and that we work on health-oriented management aimed at creating an organization where all employees are in good mental and physical health.

Industrial Safety and Health Guideline

In line with the concept that "the greatest asset of a company is its human resources," at Meiko Group we focus on the creation of a working environment that is safe and secure for the mental and physical health of all our employees, and allows them to fully demonstrate their individual capabilities.

- We will comply with the regulations and in-house rules related to industrial health and safety as we endeavor to eliminate dangers in all workplaces.
- 2. We will conduct risk assessments for our workplaces, set goals for work environment improvements and continually work toward reducing work accident risks.
- 3. We will ensure that each and every employee is aware of industrial safety and health initiatives as we endeavor to improve awareness of safety and health.
- 4. We will endeavor to actively support the maintenance and improvement of the mental and physical health of our employees.

OPICS

	Lifetime events
7	Meiko promotes to create environments for employees to work flexibly according to various values and lifetime events.

Marriag	e Pregnancy, Childbirth	Childcare	Nursing care	Retirement
Work style, holiday, leave system	Maternity leave Special holiday for partner's childbirth Special holiday for medical check (while pregnant or up to 1 year after childbirth)	 (Up to 1-year-old) Childcare hour (Up to 1 (in some case 2)-year-old) Childcare leave (Up to 3rd grade) Limit extra-time labor Limit night work Reduced working hour system Child sick care holiday (5 days/year/child) 	(Up to 93 days) Limit extra-time labor Limit night work Exempt from irregular work Nursing care leave (93 days max) Nursing care holiday (5 days/year/person)	Reemployment system

For Shareholders and Investors Improvement and Expansion of IR

Major Activities in FY2020

- Held meetings including results briefings for institutional investors, analyst meetings, and small meetings, also made several investor calls
- Produced English versions of IR tools for foreign investors

One of the pledges made in our Code of Conduct is: "We will ensure that our corporate activities and management practices are sound and transparent, and we will continue to be a trustworthy company to our shareholders and investors to generate corporate value." Based on this pledge, we are striving to maximize our corporate value by actively engaging in sound, fair corporate activities while complying with laws and ordinances.

Timely and adequate disclosure of information

In accordance with the timely disclosure regulations, we adequately disclose key information considered to influence the investment decisions of our shareholders and investors. We also disclose other key information via prompt, adequate, and fair means to ensure the transparency of our management practices.

For foreign investors

In order for foreign investors to have a better understanding of our business activities, we have been promoting the globalization of IR activities, including the production of IR tools in English, such as convocation notice of the shareholders' meeting, presentation documents, shareholders' newsletter and documents for results briefing.

Shareholders' newsletter

To ensure a better understanding of Meiko, we publish the MEIKO REPORT twice a year to provide shareholders with information on Meiko.

Future Plans

Continue holding explanatory meetings

Continue globalization and deliver valuable information for investors

MEIKO	10
REPORT	A
46th Report to Shareholders	80
ALE BERGEROND CO., US.	
Process Inglages	
team terms	-
119,257 6,6	57 4,640
	CONTRACTOR OF TAXABLE PARTY.
10. 1 B	
2-18	
Contract of the second s	
St 11 Each	
St 11 Each	

MEIKO REPORT

For Local Communities Social Contribution

Major Activities in FY2020

- Supported the measures against COVID-19
- Implemented CSR activities addressing local issues at each site

Future Plans

Create a framework that enables more employees to participate autonomously

At Meiko, we encourage social contributions by our Headquarters and group companies to build close relationships with local communities. We will continue to actively participate in environmental beautification activities and other events organized by the local governments in the various areas. At the same time, we will fulfill our responsibility as a good corporate citizen by encouraging social contribution activities in each local community.

Wuhan Plant, China

- Donation of food and other items to an impoverished district in Wuhan City.
- Participation in the local blood donation activities.

Guangzhou Plant, China

- Participation in the local blood donation activities.
- Participation in local traffic safety promotion activities.

Vietnam Plant

- Gift donations on the occasion of the Tet Trung Thu (Mid-Autumn Festival) on September 30, 2020; families in need of financial support in Phung Xa Village (70 gifts); an association for supporting visually disabled people in Son Tây Town (25 gifts); and an association for supporting visually disabled people in Thach Thất District (25 gifts). The value is equivalent to VND18,000,000.
- On November 15, 2020, we donated VND50,000,000 to Hanoi CFF Football Club.
- On February 3, 2021, we donated gifts on the occasion of New Year's Day to families in need of financial support in Phung Xa Village (26 gifts), an association for supporting visually disabled people in Son Tây Town (26 gifts), and an association for supporting visually disabled people in Thach Thất District (40 gifts). The value is equivalent to VND13,800,000.
- Donation of 10,000 masks to the People's Committee of Phung Xa Village on April 15, 2021. The value is equivalent to VND 7,500,000.

Thang Long Plant, Vietnam

- Thang Long Plant continues to participate in the social responsibility committee of Thang Long Industrial Park Corporation (TLIP).
- Gifts (80 sets) to the industrial park and impoverished areas of 4 neighboring villages.
- Provision of scholarships for 200 excellent students in the industrial park and 4 neighboring villages
- Donation of 40 garbage carts to Håi Bối Village for environmental protection.
- Donation of new tables and chairs to the local medical office to support medical care and welfare in Kim Chung Village.
- Cash grant (VND20,000,000) to a computer support fund for students in a rural area (Dong An District) for online education due to COVID-19.
- Cash grant (VND20,000,000) to the committee for the prevention of the novel coronavirus infection (COVID-19) in Dong An District.

Yamagata Plant

- Provision of plant visits and internships for students of local high schools.
- Participation in blood donation activities (18 participants in November 2020).
- Donation of photo news board to neighboring elementary school.
- Collection of plastic bottle caps (amount collected: 60 kg).

Fukushima Plant

- · Participation in blood donation activities (twice a year).
- Local clean-up activities

Ishinomaki Plant

Environmental beautification activities around the plant.

Headquarters

- Sponsorship of the Ayase Environmental Network.
- Sponsorship of Ayase Industrial Festival (commercial and industrial fairs and harvest festivals).
- Fund donation for the operation of the "Fureai-no-ie" managed by the Ayase Council of Social Welfare.
- Sponsorship of fireworks display by the Ayase City Societies of Commerce and Industry
- Sponsorship of the spring game of the Ayase City Children's Baseball Foundation and the Meiko Cup.
- Sponsorship of the Kanagawa Prefecture's Skills Competition for People with Disabilities, Abilympics 2019.
- Donation of Asahi Photo News' "Prevention of car accident campaign" leaflets to neighboring elementary and junior high schools.



Wuhan Plant, China Participation in the local blood donation activities

In March 2021, 243 people from the Wuhan Plant donated blood at the Wuhan Municipal Blood Center.



Guangzhou Plant, China Participation in local traffic safety promotion activities

On November 29, 2021, a total of 30 people participated in local traffic safety promotion activities in cooperation with the Nansha Traffic Bureau



Vietnam Plant Support for families in need of financial support and other activities

Support activities for families in need of financial support and associations for the physically challenged. We have conducted support activities for families in need of financial support, mask donation, and other relief activities.



Thang Long Plant, Vietnam

Provision of scholarships for excellent students in neighboring areas

We have conducted support activities such as scholarships for excellent students in neighboring areas and other educational support activities.







Yamaqata Plant Collection of plastic bottle caps (amount collected: 60 kg)

About 2 kg of plastic bottle caps is equivalent to one bottle of vaccine, and since there are 860 plastic bottle caps, it is equivalent to 30 bottles.





Fukushima Plant Participation in Hirono Town Cleanup Operation

In June, local residents and river protection groups held a river beautification project with the aim of preserving and revitalizing the river environment. Six employees from the Fukushima Plant. including three Vietnamese trainees, participated in the event.





Ishinomaki Plant Environmental beautification activities around the plant

Mowing and trash pickup were conducted in the areas surrounding the plant to clean and beautify the environment.





Headquarters Sponsorship of the spring game of the Ayase City Children's Baseball Foundation and the Meiko Cup

We sponsored the Ayase City Children's Baseball Foundation and held the Meiko Cup.





GOVERNANCE (MANAGEMENT REPORT)

To ensure that operations are efficient and appropriate, Meiko has improved its transparency and established a management framework that will earn the trust of its stakeholders, establishing a system that allows audits and internal control to function appropriately.



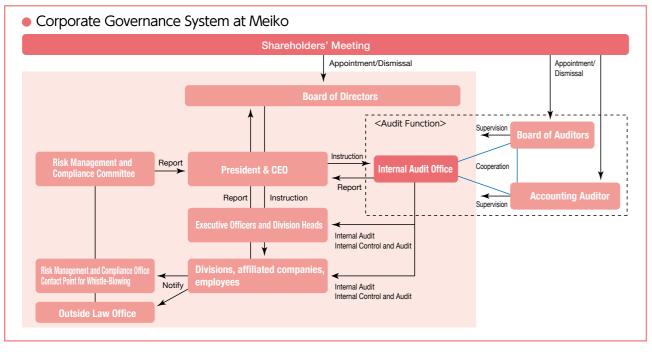
Corporate Governance

Corporate governance system

Meiko is a company with the Board of Auditors, along with the Board of Directors and accounting auditors. As for Directors and auditors, we invite outside directors and outside auditors who are highly independent from and have no special stake in our management, and reinforce our audit and supervision functions towards the management.

The Board of Directors is comprised of 12 Directors, 4 of whom are outside directors. The Board of Auditors consists of 3 auditors, 2 of whom are outside auditors.

We disclose the situation of compliance with the Corporate Governance Code on our website.



Board of Directors

The Board of Directors consists of 12 Directors, including four outside directors. The Board of Directors is responsible for specific consideration, discussion, and decision-making on group-wide management strategies and issues, as well as for supervising the execution of business by each group company. In addition, the introduction of an executive officer system separates management decision-making from business execution and realizes flexible decision-making.

Moreover, we have established an internal control system and a risk and compliance management system to create an environment that enables aggressive management with a sharp distinction between risk and profit.

Board of Auditors

The Board of Auditors, consisting of three auditors including two outside auditors, audits the status of business execution and internal control systems. The senior corporate auditor, who is well versed in internal affairs, and the outside corporate auditors, who have a high level of expertise and insight in accounting, finance, and law, engage in in-depth discussions from an independent and objective perspective. The Board of Auditors verifies the appropriateness and legality of accounting and accounting-related internal controls by attending important meetings such as the meetings of Board of Directors and the Management Committee, collaborating with accounting auditors and the Internal Audit Office, and conducting audits of internal departments and affiliated companies.

Expertise and experience of Directors and auditors

	Name	Position in the Company	Gender	Outside Director (a)	Corporate Management (b)	Legal and Risk Management(h)	Expertise Finance and Accounting	Manufacturing, Technology, R&D (g)	Industry Knowledge (c)	Global (Overseas Work Experience) (f)	Sales (e
	Yuichiro Naya	President & CEO	Male		0	0	0	0	0	0	0
	Masakuni Shinozaki	Director and Senior Managing Executive Officer	Male			0			0	0	0
	Junya Wada	Director and Senior Managing Executive Officer	Male			0		0	0	0	
	Takahiro Matsuda	Director and Managing Executive Officer	Male			0		0	0	0	
	Atsushi Sakate	Director and Managing Executive Officer	Male			0		0	0	0	
	Yoshihito Kikyo	Director and Managing Executive Officer	Male		0	0	0		0	0	0
	Shigeru Naya	Director	Male			0			0	0	0
0	Yoon Ho, Shin	Director	Male Foreign nationality		0				0	0	0
R	Nao Tsuchiya	Director	Female	Outside Independent		0					
	Yosuke Nishiyama	Director	Male	Outside Independent	0		0	0	0		0
	Takashi Harada	Director	Male	Outside Independent		0	0		0	0	
G	Toshifumi Kobayashi	Director	Male	Outside Independent	0		0	0	0		0
	Toyohiko Tsuyuki	Senior Corporate Auditor	Male								
	Takayuki Sato	Audit & Supervisory Board Member	Male	Outside							
	Hiroshi Miyauchi	Audit & Supervisory Board Member	Male	Outside							

Outside director or outside auditor

New Director's Message



Outside Director Toshifumi Kobayashi

I have been performing my duties as an outside director since November 2020. In the middle of this pandemic, we have to steer our business while coping with the trend that is by no means an extension of what we have seen in the past. Major trends such as the shift to the Web, EVs, high-speed transmission, and decarbonization are also opportunities to expand the market through new fields and technologies. In this environment, it is important for the entire company to work together to further enhance our corporate strengths, including the production, technical, sales, and quality capabilities that we have cultivated up to this point. Currently, under strong leadership, we are making steady progress with a clear vector.

Our global competitive structure is also in place.

As an outside director, I will strive to contribute to the development of our company and our stakeholders by offering my opinions and suggestions, while keeping an eye on the importance of ESG and enhancing corporate value. We look forward to your continued support.

Internal Control

Meiko's corporate governance system includes external directors, auditors as corporate monitoring function, accounting auditors, and the Internal Audit Office for ensuring fair management and high level of transparency. These coordinate with each other to establish corporate governance. Internal control, as part of corporate governance, is essential for ensuring increased management efficiency and the fairness of all company activities. The effectiveness of Meiko's internal control is evaluated, and the results of these evaluations are used to make further management improvements. This is our mission to fulfill our corporate social responsibility and we, as the Meiko Group, will promote these activities.

Basic Policy on Internal Control System

Our Board of Directors passes resolutions and seeks to refine the following aspects of our system (Basic Policy on Internal Control System) for ensuring proper operations in accordance with the Companies Act and Ordinance for Enforcement of the Companies Act.

"Basic Policy on Internal Control System" for FY2020

- 1. A system for ensuring compliance within Meiko Group
- 2. A system for storage and management of information concerning the execution of duties by our Directors
- 3. A system regarding risk management within Meiko Group
- 4. A system for ensuring that the duties of Meiko Group Directors are executed efficiently
- 5. A system for ensuring proper operations by the Meiko Group
- 6. A system relating to employees who will assist the auditors with their duties
- 7. A system for reporting to auditors
- 8. A system for ensuring the effective execution of audits by auditors

Monitoring through Internal Audits

The Internal Audit Office has been established as the internal audit division to monitor the effectiveness of internal control by conducting internal audits of the Company and the Group companies, and to ensure that information on the results is shared with corporate auditors.

Internal control concerning financial reporting

Under its Basic Policy on Internal Control System and according to the Practice Standards for Management Assessment and Audit concerning Internal Control over Financial Reporting set by the Financial Services Agency, Meiko developed policies and plans concerning the policy, procedures and methods for evaluating our internal control, the framework of evaluations, the scope of evaluations, evaluation schedules and recording and storage of evaluation results, and we have set a framework for evaluations led by management. In line with these policies and plans, following Fiscal 2019, we evaluated the effectiveness of our company-wide internal controls (including account settlement and financial reporting processes) that could have a substantial effect on our consolidated financial reporting once again in Fiscal 2020. As a result of this evaluation, we stated that "Our internal control over financial reporting has been effective" in our internal control report for Fiscal 2020 and received appropriate opinions from our auditors.

Compliance

Major Activities in 2020

- Response to the "Power Harassment Prevention Act," which was enforced in June 2020
- Education of managers and leaders about harassment
- Revision of Compliance Handbook

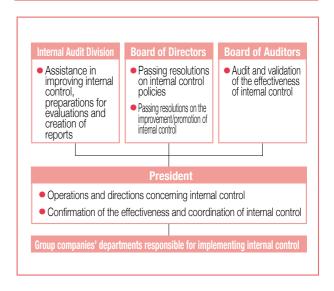
Meiko positions compliance as a critical aspect of management. Our corporate activities comply with laws and ordinances, social norms and corporate ethics. To promote compliance, our activity standards are codi-ed in the Corporate Charter of the Meiko Group and the Code of Conduct of the Meiko Group, and the framework of our activities is explained in our Risk and Compliance Regulations.

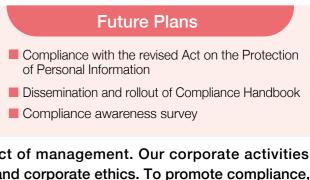
Compliance posters

To further raise the consciousness of compliance, we put up posters.



Internal Control of the Meiko Group

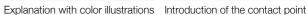




Compliance Handbook

In order to raise awareness of compliance, Compliance Handbook is distributed to all executives and employees. (revised in March 2021)







Compliance e-mail newsletter

Monthly newsletter is distributed electronically.



Posting compliance cases to the in-house website

Every month, an example of compliance case is introduced and explained with illustrations on in-house website.



Compliance education through e-learning

Compliance Education during COVID-19 In addition to the e-learning version of Compliance Handbook, the training, which was originally scheduled to be conducted as group training in a conference room, is now being conducted in the form of streaming video materials. In addition, we are implementing compliance education in a manner that enables telecommuters to participate in the training while adhering to the "avoidance of dense gatherings," which is an important measure in the fight against COVID-19.



Streaming of videos for e-learning

The revised Compliance Handbook is available in print and as an e-learning resource.





Rollout in e-learning



The Meiko Group has established sales offices in the United States, Europe, India, and ASEAN countries, in addition to large-scale production bases in Vietnam and China, and employs over 10,000 people worldwide. In order for the entire organization to be compliant, the awareness and actions of each and every employee are important, and we strive to communicate the spirit set forth in our Business Principles and Corporate Charter to all employees in an easy-to-understand manner.

In recent years, as values and work styles have become more diverse, the compliance required or expected of companies has also changed. In order to respond and adapt to these changes, it is important to have the necessary knowledge, which is why we revised our Compliance Handbook in Fiscal 2020.

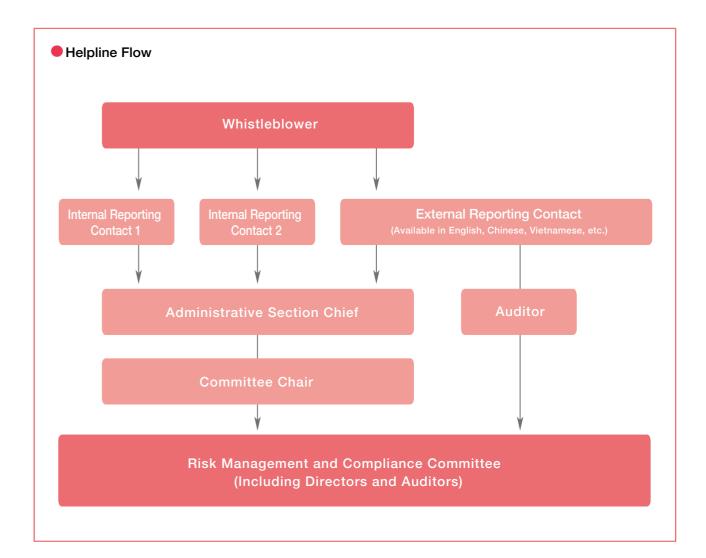
We will continue to respond to the changing social environment and strive to foster a corporate culture that is rooted in compliance.

Eliminating antisocial forces

It is stated in the Corporate Charter that Meiko refuses to have anything to do with any antisocial forces including gangsters. We work in close cooperation with external dedicated institutions such as the police and the National Center for Removal of Criminal Organizations to resolutely eliminate antisocial forces.

Introduction of the helpline

We set an internal desk and an external desk (law office) for receiving whistle-blowing. Upon receiving a notification or the like, we will investigate the case and facts, and if we confirm an act that is subject to whistle-blowing, we will immediately implement corrective measures and recurrence prevention measures. We also formulated whistle-blowing regulations, so that none of whistle-blowers, cooperative employees, and others will suffer detrimental treatment, and if there is anyone who has unfairly treated or harassed whistle-blowers or the like or anyone who is involved with whistle-blowing or who obtained information on whistle-blowing discloses information on whistle-blowing without any reasonable grounds, disciplinary action will be taken in accordance with in-house rules.



Information Security

Major Activities in FY2020

Future Plans

Maintenance of ISO27001 certification

Update of ISO27001 certification

Our business is the manufacture and sales of electronic PCBs. To continue our business, we believe that it is essential that our customers have faith that we properly manage customers' important information. As a company-wide initiative on information security, we have obtained ISO27001 certification in Information Security Management System (ISMS), with which we will establish, maintain and strengthen information management systems with our customers.

Information Security Policy

Based on our Business Principles, we implement measures to strengthen our information security system in order to protect our customer information and information assets from threats including fraudulent access, disasters, criminal acts and cyberattacks. We also take steps to raise awareness about information security amongst the management and employees. Considering that the above-mentioned information security risks as one of the risks we may face, we have set out the following policies on information security and declare that, in line with our Business Principles, all management and employees should devote concerted efforts to implementing these policies.

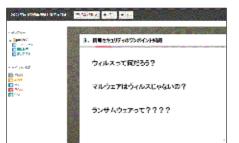
- 1. We pursue continuous improvement in our information security system.
- 2. We provide every protection for our information assets and continuously enhance the information management function.
- 3. We comply with laws, ordinances, and norms and fulfill social responsibilities.
- 4. We conduct continuous education and training for the management and employees.
- We swiftly respond to a problem as soon as it occurs and conduct risk management practices.

Protection of customer information

We take comprehensive measures to protect the confidential information of our customers in accordance with our Information Security Policy.

Information security education

At Meiko, we hold an annual training program on information security through e-learning and group lectures so as to ensure that internal rules are thoroughly complied with.



E-learning

Protection of personal information

To comply with the Act on the Protection of Personal Information and to handle personal information appropriately, Meiko has adopted the "Personal Information Protection Regulations." Based on these regulations, we handle information with particular care.

Information security initiatives

At Meiko, we receive important information from customers. We therefore recognize the importance of information security. Since the initial certification in 2006, we have been extending the coverage of certification step by step to reinforce the information management system.

January 2006	The Information System Division of our Headquarters obtained BS7799-2 certification.
October 2009	Four applicable departments at Wuhan Plant in China obtained the certification.
December 2010	Six applicable departments at the Guangzhou Plant in China obtained the certification.
December 2016	Coverage in Japan extended.
September 2017	Three applicable departments at Vietnam Plant obtained the certification.
November 2018	Coverage in Japan extended.
June 2020	Coverage at the Vietnam Plant extended.
May 2021	Thang Long Plant obtained the certification.

Drill against targeted e-mail attack

To raise the risk consciousness of information security, a drill has been implemented every year since Fiscal 2017 as a simulation for targeted e-mail attack by sending a sample e-mail to all e-mail users based in Japan. We plan to practice this type of drill in the future on a regular basis.

Risk Management

Major Activities in FY2020

- Safety Confirmation Service drill (practiced every year)
- Consideration of BCP to deal with all kinds of risks

Meiko has created a set of Risk and Compliance Regulations, and also BCP Basic Policy and Emergency Manual thereunder, which assume a variety of risks associated with environments, disasters, quality and information security. We have also created a Business Continuity Plan (BCP) for each of our plants to minimize impact on the customer's production plan in preparation for emergencies. As a measure to prevent information-related risks, we constantly back up our data at Headquarters and data centers outside the company.

If a disaster or an accident occurs, we will immediately set up an Emergency Headquarters led by the President & CEO, and we have prepared an organization to identify the cause, assess the situation and take comprehensive future measures, to quickly cope with risks and prevent reoccurrence.

Types of crises and risks

Many risks could potentially affect the Meiko's operating environment, including risks of natural disasters such as earthquakes and tsunamis, changes in the management environment such as currency fluctuations and changes in macroeconomic conditions, and country risk at overseas bases relating to politics, economy, and infrastructure. Meiko has created the Business Continuity Plan (BCP) for each site in preparation for emergencies. These plans describe various measures against relevant risk factors, ranging from a consideration of risk prevention measures to post-disaster recovery work. We also reinforce our risk management system through ERM (Enterprise Risk Management) activities.

Introduction of employee safety confirmation system

We introduced a safety confirmation system for all employees in Group companies in Japan, as well as employees stationed overseas, in order to confirm the safety of employees and convey information in the event of an earthquake with a seismic intensity of 5 lower or higher, or other disasters or accidents. We periodically perform company-wide educational training to ensure effective use of the system in the event of disasters.

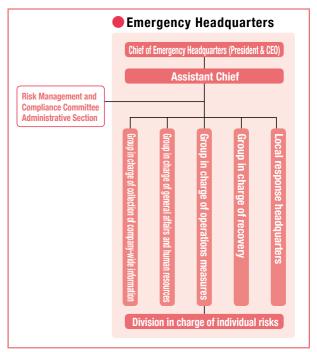
Future Plans

 Safety Confirmation Service drill (practiced every year)

Renewal of BCP materials

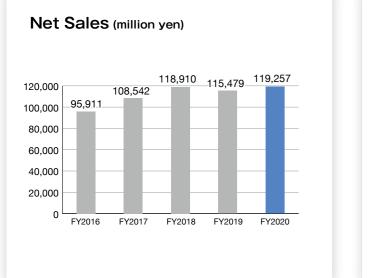
Construction of Group BCP

Meiko conducts business impact analyses of various risk factors, and creates manuals for each site setting the recovery time objective (RTO) and simulating initial emergency response systems. We will continue to regularly perform BCP reviews as well as simulation drills, prepare equipment and supplies, and raise the awareness of employees in order to ensure that BCP can be carried out smoothly.

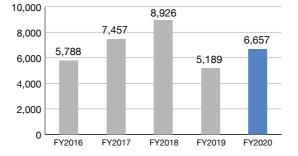


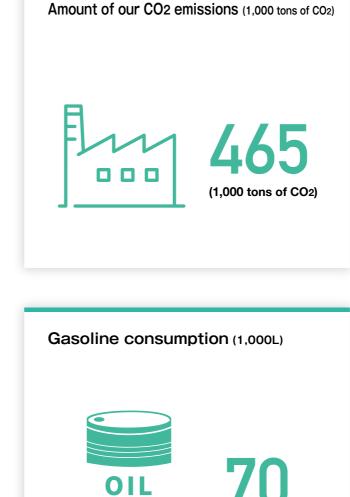
Financial Highlights

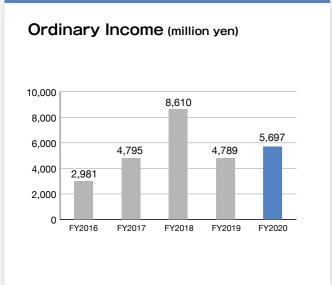
Non-financial Highlights



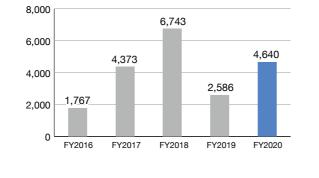
Operating Income (million yen)

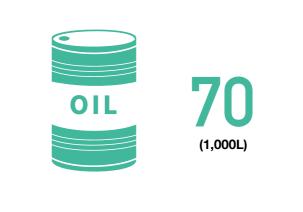


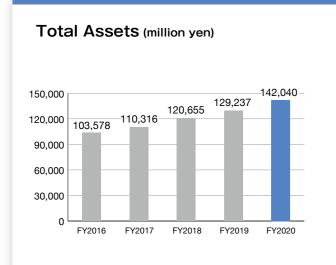




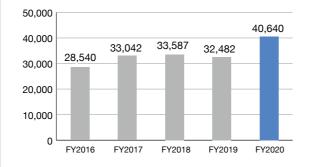
Profit Attributable to Owners of Parent (million yen)





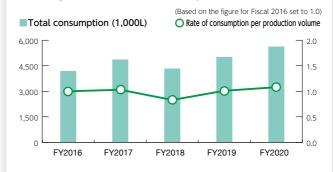


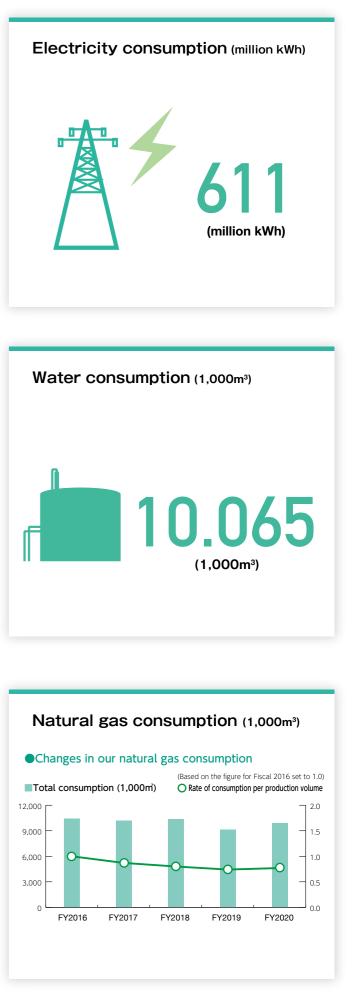
Net Assets (million yen)



Fuel oil consumption (1,000L)

Changes in our fuel oil consumption





Headquarters 5-14-15, Ogami, Ayase, Kanagawa, Japan 252-1104

Production Sites • Advanced PCB Center

5-14-15, Ogami, Ayase, Kanagawa, Japan 252-1104

- Fukushima Factory
 1-2, Iwasawa, Kamikitaba, Hirono-cho, Futaba-gun, Fukushima, Japan 979-0401
- Yamagata Factory
 250, Maki, Yachi, Kahoku-cho, Nishimurayama-gun, Yamagata, Japan 999-3511
 Ishinomaki Factory
- 8-5, Shigeyoshi-cho, Ishinomaki, Miyagi, Japan 986-0844
- MEIKO Research and Development Center
 3-35-6, Sugikubo-minami, Ebina, Kanagawa, Japan 243-0427
- China Guangzhou Plant (Meiko Electronics (Guangzhou Nansha) Co., Ltd.)
 No. 2 Guangsheng Road, Western Industrial District, Nansha Economic and Technological Development Zone, Guangzhou, Guangdong Province, P. R. China
- China Wuhan Plant (Meiko Electronics (Wuhan) Co., Ltd.)
 No. 9 Shenlong Road, Wuhan Economic and Technological Development Zone, Hubei Province, P. R. China
- Vietnam Plant (Meiko Electronics Vietnam Co. ,Ltd.)
 Lot CN9, Thach That -Quoc Oai Industrial Zone, Hanoi City, Vietnam
- Thang Long Plant (Meiko Electronics Thang Long Co., Ltd.) Lot J1-J2, Thang Long Industrial Park, Vong La Commune, Dong Anh district, Hanoi City, Vietnam
- Meiko Techno Co., Ltd.
 1-14-1, Daikan, Yamato, Kanagawa, Japan 242-0025

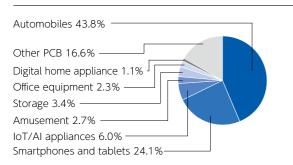
 Meiko Towada Vietnam Co., Ltd.
 Plot C1+C2, Phuc Dien Industrial Zone, Cam Phunc Commune, Cam Giang District, Hai Duong Province, Vietnam

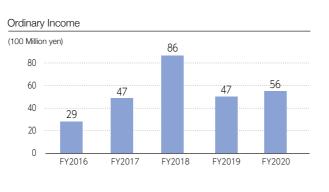
Consolidated Financial Highlights

	FY2016	FY2017	FY2018	FY2019	FY2020
Net sales (100 Million yen)	959	1,085	1,189	1,154	1,192
Operating income (100 Million yen)	57	74	89	51	66
Ordinary income (100 Million yen)	29	47	86	47	56
Profit attributable to owners of parent (100 million yen)	17	43	67	25	46
Net income per share (yen)	54.14	160.34	257.65	98.81	177.33



Sales by product application (FY2020)





Established November 25, 1975

Executives (as of March 31, 2021)

Director and Managing Executive Officer Junya Wada

Audit & Supervisory Board Member (Standing) Toyohiko Tsuvuki

Audit & Supervisory Board Member Takashi Harada

(Japan: 861; Overseas: 12,860)

Design, manufacturing and sales of

PCBs, associated electronics-related

Audit & Supervisory Board Member Takayuki Sato

businesses

No. of Employees 13,721 (consolidated)

Director and Senior Managing Executive Officer

Director and Senior Managing Executive Officer

Director and Managing Executive Officer

12,888 million ven

Yuichiro Naya

Takahide Hirayama

Masakuni Shinozaki

Takahiro Matsuda

Yoon Ho, Shin

Nao Tsuchiya

Yosuke Nishiyama

Capital

Director

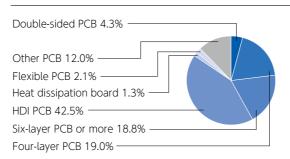
Director

Director

Main Business

President & CEO

Sales by product specification (FY2020)





Challenge and contribute to the evolution of electronics