

# CSR at the Central Glass Group

The Central Glass Group defines CSR as achieving our Corporate Philosophy.  
The Corporate Philosophy consists of the Basic Philosophy and the Basic Policies which define the specific directions for achieving the Basic Philosophy. We have established the Central Glass Group's Code of Conduct in order to sincerely practice corporate activities based in our Corporate Philosophy.

## Basic Philosophy

### “Creating a Better Future Through *Monozukuri*\*”

The Central Glass Group will contribute to the establishment of a truly prosperous society through the spirit of *Monozukuri*.

\* *Monozukuri* refers to all the business activities in which the Central Glass Group engages with the basic stance of integrity and sincerity, including R&D, quality oriented manufacturing, and sales. In Japanese, the term *Monozukuri* can be broken down into mono (thing) and tsukuru (make). The combination of these terms means “making things”, or “manufacturing” in the context of the Central Glass Group. We chose *Monozukuri* to represent the activities of the Group because the term encompasses not only the meaning of “manufacturing” but also the pride and dedication required to produce quality products that contribute to society.

## Basic Policies

- Create new value through innovative technologies.
- Strive toward harmony with the environment while contributing to the realization of a sustainable society.
- Endeavor to increase corporate value with global growth as our driving force.
- Aim to be a vibrant enterprise with a pioneering spirit and respect for diversity.

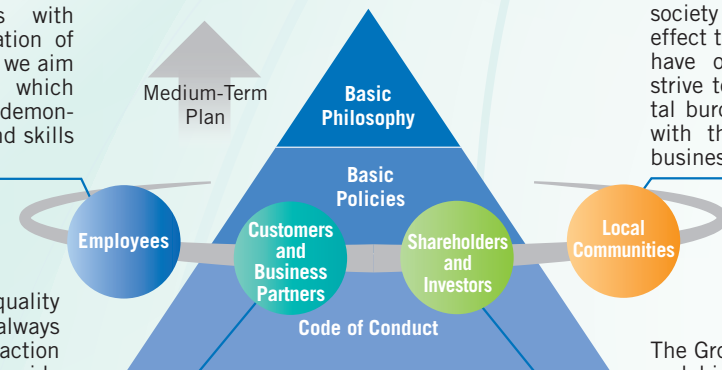
## Code of Conduct

1. Be responsible for one's own actions and engage in corporate activities with integrity and sincerity.
2. Place our highest priority on the quality and safety of our products and continue to meet customer needs.
3. Continuously pursue and refine one's sense for original ideas and technologies.
4. Support the realization of a society where everyone can live in comfort and good health, and contribute to the protection of the global environment.
5. Proactively learn about different cultures and customs and create products desired by people around the world.
6. Respect the diversity of every individual and embrace the challenges of the future.

## CSR System at the Central Glass Group

The Group focuses on the idea that *Monozukuri* starts with *Hitozukuri* as the foundation of our corporate growth, and we aim to create workplaces in which every employee is able to demonstrate their capabilities and skills to the utmost.

The Group carries out quality control initiatives that always place customer satisfaction first, so that we can provide reliable products and services to our customers. With our business partners, we work to build fair, equitable, and positive relationships of trust.



The Central Glass Group will fulfill our corporate social responsibilities through continual improvement efforts utilizing the Plan, Do, Check and Act (PDCA) cycle for every activity based on the CSR system outlined below.

The Group contributes to the realization of a sustainable society while recognizing the effect that our business activities have on the environment. We strive to reduce our environmental burden and grow in harmony with the regions where we do business.

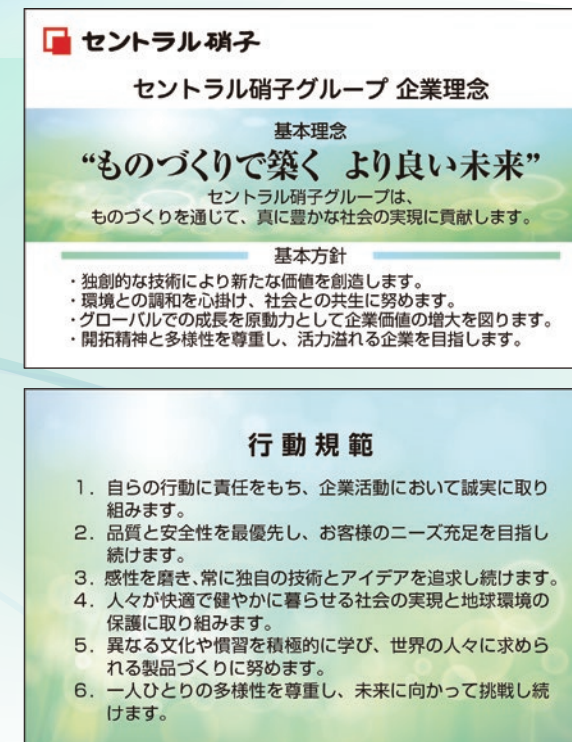
The Group strives to realize rapid and highly transparent information disclosure. Through our financial results, briefings, and publications, we are working to prioritize communication with all shareholders and investors.

## Corporate Philosophy of the Central Glass Group

At the core of the Central Glass Group's Corporate Philosophy is *Monozukuri*, which has been at the heart of our corporate activities since our founding. It refers to all the business activities in which the Central Glass Group engages with the basic stance of integrity and sincerity, including R&D, manufacturing, and sales. We believe that *Monozukuri* is also the foundation for all of our further progress in the future. Our Basic Policies are a more specific statement of the direction in which the Group should move in order to realize our Basic Philosophy.

While this Corporate Philosophy represents the “thoughts” of the Central Glass Group that should be conveyed to our stakeholders, we also see it as the starting point for the future corporate activities of the Group, and we believe that it will enhance our sense of unity as a Group and strengthen the Group's capabilities.

To ensure that each and every employee shares the Central Glass Group's Corporate Philosophy, Japanese, English and Chinese language versions of portable cards are distributed to Central Glass employees and employees of major domestic and overseas affiliate companies.



## Contents

CSR at the Central Glass Group	2
President's Message	4
Business Outline of the Central Glass Group	8
Central Glass Group Value Creation Process	10
Special Feature: Medium-Term Plan (FY2022-FY2024)	
Achieve New Growth by Strengthening Our Business Foundations and Original Technologies	12
Corporate Governance	16
Environment and Safety	20
Quality	28
Employees	32
Society	36
Activities at Individual Plants	38

## Editorial Policy

This CSR Report 2022 aims to provide comprehensive and easily understandable information about our engagement with all Central Glass stakeholders from our customers, business partners, and investors to employees and members of local communities.

## Reference Guidelines

- ISO 26000 (Guidance on social responsibility)
- Responsible Care Code of the Japan Responsible Care Council (JRCC)
- Environmental Reporting Guidelines 2018 of the Ministry of the Environment

## Report Period

April 2021 to March 2022 (Some exceptions)  
(The period for information related to health and safety as well as social and environmental activities of overseas affiliates was from January to December 2021.)

## Scope of the Report

The scope of data was the Central Glass Group (the plants, research centers, and headquarters of Central Glass Co., Ltd. as well as its main domestic and overseas affiliates).

## Central Glass Group and the Sustainable Development Goals

The Sustainable Development Goals (SDGs) are international objectives to be achieved by 2030 that were adopted at the United Nations Summit held in September 2015. These objectives consist of 17 goals with 169 targets to achieve a sustainable world.

The Central Glass Group works toward the targets set out by the SDGs through various business activities with the aim of contributing to society and the sustainable growth of the Group.

