

Top Message



In order to create the affluent and comfort society, Sanden will continue to open up a new era and become a company all the people trusts.

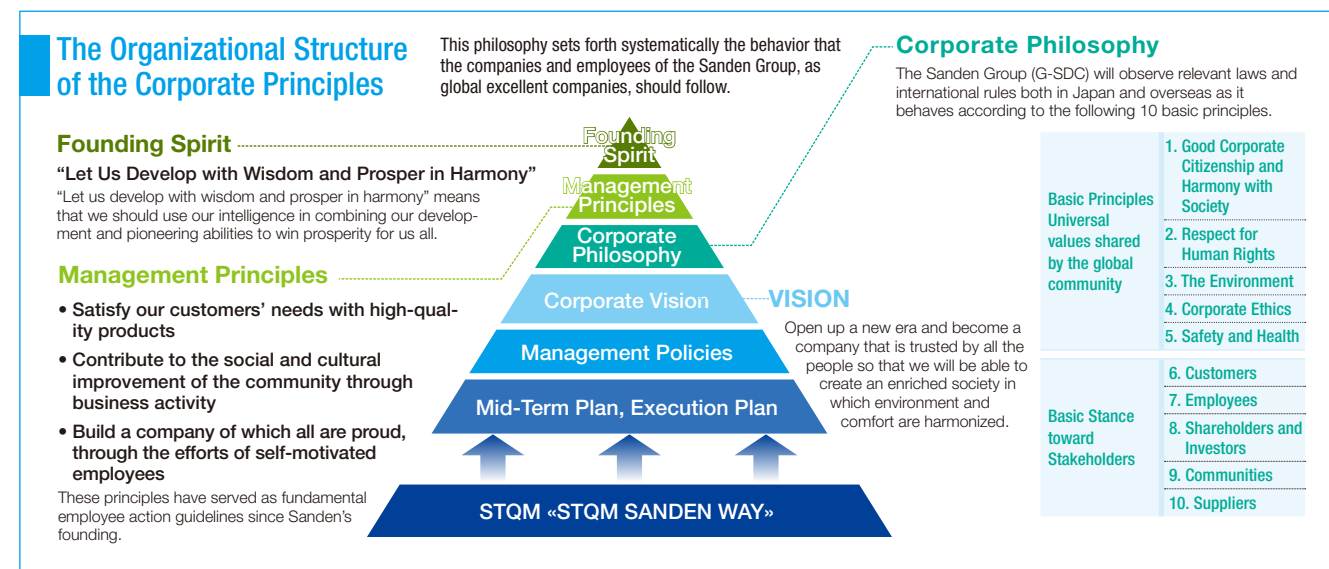
Katsuya Nishi
Representative Director & President
Sanden Holdings Corporation

Foreword

The adverse effects of the COVID-19 pandemic are spreading throughout the world. I would like to express my heartfelt sympathy to all those who have been infected and those who are forced to live in an inconvenient environment. I would also like to express my deepest respect and gratitude to all the medical professionals who are on the front lines of this unprecedented disaster, as well as the national and local government officials.

Sustainable management based on the founding spirit

Having the founding spirit of "Let us develop with wisdom and prosper in harmony" as a basic philosophy, Sanden has continually been building the corporate culture of challenge and innovation and developing its business across the world since its establishment in 1943. Always getting ahead of the times with its state-of-the-art technology, it has been continuing to develop various world's first and industry's first products and extend its markets one after another. Sanden has been regarding the harmony of people and environment as one of its key CSR issues and working to resolve social issues through its business operations as a practice of its corporate philosophy. These efforts have formed the foundation of Sanden's ESG management, which is required to achieve sustainable growth.



Sanden's mission – Toward realization of the affluent society listed in SDGs

Taking account of the way the society should be in 2030, Sanden decided its corporate vision of "To create the affluent society where the environment and comfort are in harmony, we will continue to open up a new era and become a company all the people trusts." We believe our mission is to "create comfortable spaces that enrich human lives."

We developed our Mid-term Management Plan - SCOPE 2023 - in April, 2019, and are moving forward with the reform plan to implement the comprehensive reforms and achieve growth by proactively promoting "collaborative creation" with other companies. Aiming to achieve growth for both the company and society by linking business strategies and ESG initiatives, we integrated "contribution to achievement of SDGs through business" into the priority items and identified the following 5 important fields of activity: provision of high-quality products and improvement of customer satisfaction, protection of the global environment, assurance of occupational health and safety, recruitment and development of diverse human resources, and compliance. Each of these 5 fields of activity correspond to the ESG challenges including environmental consciousness, contribution to society, and governance enhancement. We believe achieving the goals in those fields will contribute to realization of sustainable society and lead to our sustainable growth as well as increase in our corporate value.

Accomplishment of operational excellence together with you all

Giving first priority to quality, Sanden has developed its "workplace capability" through its honest and sincere efforts for manufacturing. The "operational excellence" that I am aiming for consists of the human resources who always have problem awareness and the organizations in which like-minded employees work on problems together as a team. I am going to put my all into development of such human resources and creation of such organizations.

All the employees of Sanden Group will work together to meet the expectations of our stakeholders and fulfill our mission of "creation of comfortable spaces that enrich people's lives." Your continued support and cooperation will be greatly appreciated.

CONTENTS

Top Message/The Organizational Structure of the Corporate Principles	1
At a Glance	2
CSR Activities of Sanden	3
Sanden's Contribution to Achievement of SDGs	4
Sanden and the Environment	6
Sanden and Our Customers	10
Sanden and Our Suppliers	11
Sanden and Our Shareholders and Investors	11
Sanden and Our Employees	12
Sanden and Our Communities	14
Social Contribution Targets and Performance	15
Corporate Governance/Compliance	16
Third-Party Opinion	17

About This Report

Since 2005, the Sanden Group has annually published its "Sanden CSR Report," which is designed to offer information about Group businesses and the relationships with stakeholders in those operations in an easy-to-understand format.

The printed version of this report offers concise information on the Sanden Group's fundamental approach to issues based on its Corporate Philosophy and Management Principles. The Group's website offers more-detailed data as well as information on the latest CSR activities.

Period of Time Covered by This Report
The report primarily focuses on the period from April 1, 2019 through March 31, 2020. However, efforts have been made to include as much information as possible on the latest activities and trends, even when they are subsequent to that time period.

Scope of This Report
The scope of data and other information in the report includes the Sanden Group (Sanden Holdings Corporation as well as consolidated subsidiaries and affiliates). Please note that the scope of information in certain sections of the report may differ from this, as indicated.

Guidelines Used in the Preparation of This Report
This report was prepared with reference to the Japanese Ministry of the Environment's 2020 Environmental Reporting Guidelines.

SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD

