



Sustainability Report

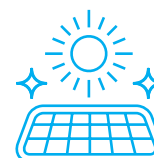
2025

FUKUI BYORA is dedicated to contribute to SDG attainment.



Hosorogi Factory
(Awara City, Fukui Prefecture)

The solar panel arrays installed at Fukui Byora's Hosorogi facility building 1, Kaga factory, Hosorogi buildings 8/9, Noto factory, and Katayamazuru factory (in March 2021, February 2022, April 2023, October 2024 and December 2025 respectively) are one part of our continuing sustainability efforts. Operation of the arrays at these locations has resulted in an estimated 1300 ton reduction in yearly CO₂ emissions.



SDG basics

The Sustainable Development Goals (SDGs) are a set of 17 broad missions and 169 specified targets proposed by the United Nations in order to realize a better and more sustainable world by 2030. Formally adopted at the 2015 UN General Assembly as a successor to the Millennium Development Goals (MDGs), they act as a call for action to both developed and developing countries, and are driven by a pledge to leave no person on the planet behind.

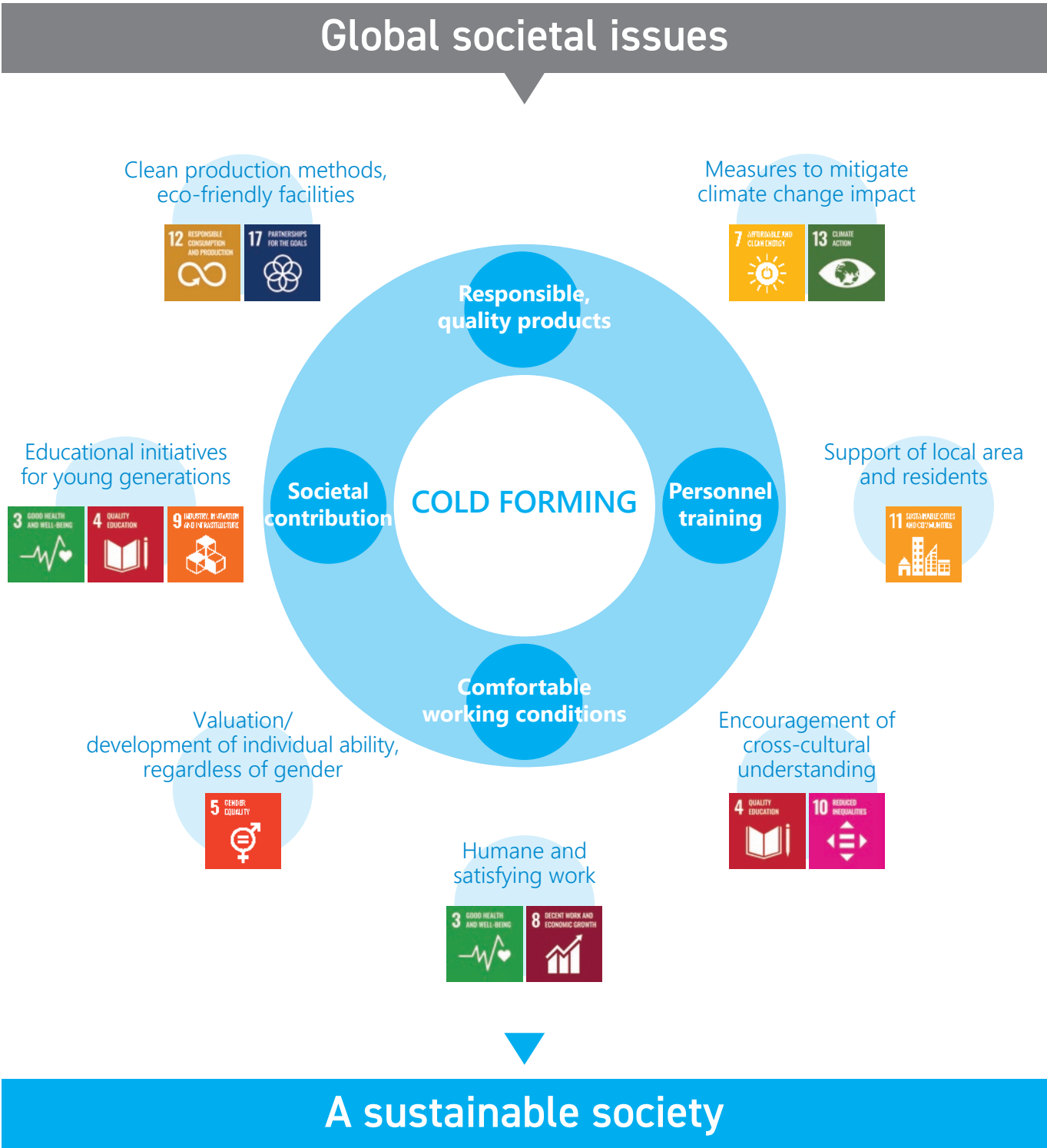
SUSTAINABLE DEVELOPMENT GOALS



Our approach

Fukui Byora has reached the point where it is today after a more than 65 year journey alongside its customers. Our technology has been shaped by the demands of our clients in various industries, and continues to evolve. As a leader in cold form manufacturing technology, we vow to put sustainability at the forefront alongside other core needs of our customers in all aspects of company operations.

Fukui Byora SDGs framework illustration

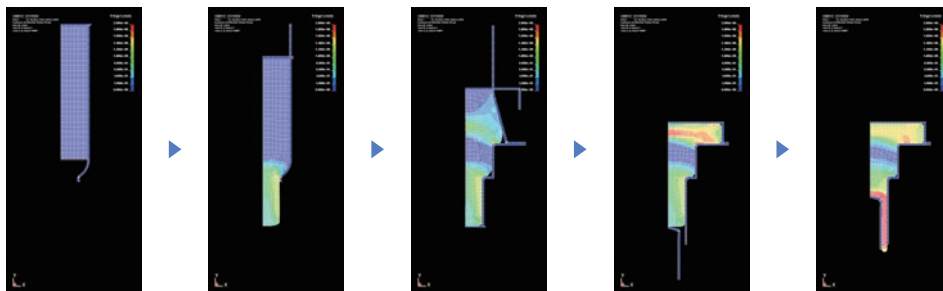


Environmentally friendly Cold Forming



Cold forming is a manufacturing process that plastically deforms metal using dies.

Forming process by cold forming



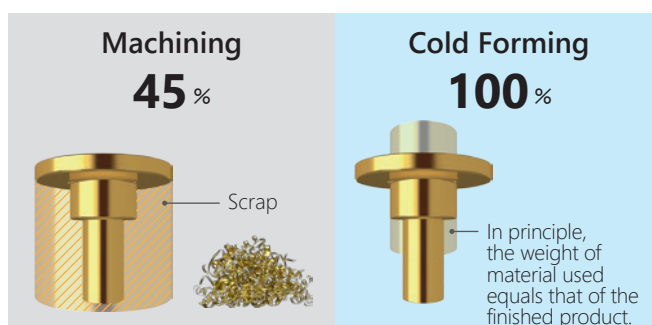
It allows for high speed production, little to no material waste compared to conventional machining, and creates a stronger end product due to work hardening of the material.

Due to these various merits, cold forming has often been called an environmentally friendly and streamlined method of production.

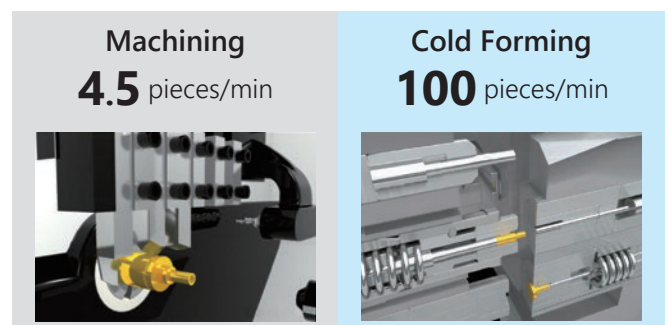
Fukui Byora makes the most of our cold forming equipment's strengths when developing products, allowing us to efficiently utilize raw materials and rapidly output large quantities. Through such environmentally conscious production, we aim to contribute to global efforts to reduce CO₂ emissions.

Advantages of Cold forming (multi-step rivet example)

Material Yield Rate



Production Speed



Specific initiatives to cultivate SDG attainment

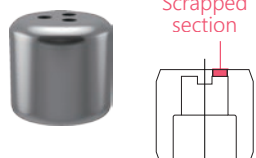
Clean production methods, eco-friendly facilities

Environmentally friendly production

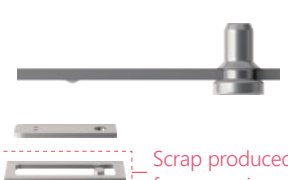
Through collaboration with our global partners, we have devised products that require little to no machining. Manufacture of products in this way reduces CO₂ emissions from the process while making efficient use of raw materials.



GOAL Attainment of internal target values

Before	After
Machined part	100% cold formed part
 2.9 grams of scrap produced per part	 9.9 tons less metal scrap yearly

Revised production methods produce less scrap, and consequently reduce CO₂ emissions

Before	After
3 total processes	Consolidation of parts
Pressed and cold formed part, with final fusing process  Scrap produced from pressing	Single part, single cold forming process  10.1 tons less metal scrap yearly

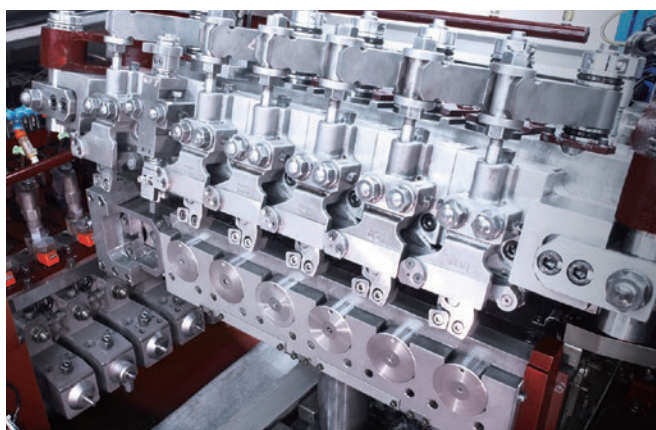
Revised and reduced processes produce less scrap, and consequently reduce CO₂ emissions

Low defect rate, low scrap

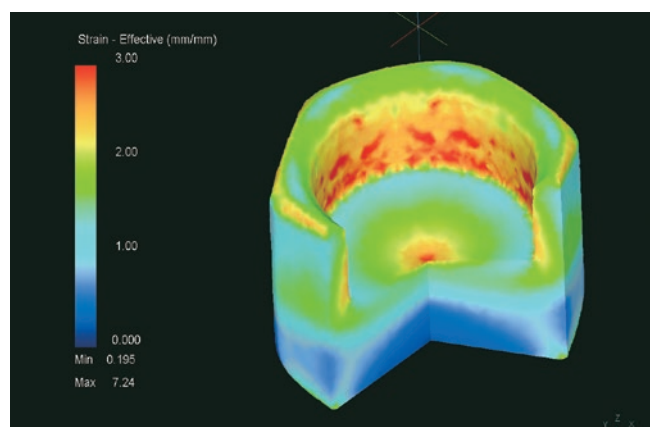
Innovations in cold forming technology and analysis equipment reduce defective product output, and thus the amount of scrapped materials.



GOAL 15% reduction of yearly scrap by 2030 (based on 2019 scrap measurement)



Innovations in cold forming lead to fewer defective products



Application of FEM analysis improves efficiency of product design

Specific initiatives to cultivate SDG attainment

Valuation/development of individual ability, regardless of gender

Realization of Gender Equality

At Fukui Byora, we stand by the following principles :

- Equal opportunity for female employees in technical and machine operator positions
- Promotion to executive positions based purely on ability



GOAL Expanded scope of duties, and a positive work environment for all employees

New female employees in technical and machine operator positions

Year	2023	2024	2025
Number of People	1	1	0

Total by Year



Promotion to executive positions based on ability, regardless of gender

The number of female employees in leadership and upper management is increasing every year. Those in leadership organize the members of their assigned units, and conduct evaluations and interviews of them as future candidates for leadership positions.

Year	2023	2024	2025
Number of People	10	12	15
Proportion of total executives	8.4%	11.0%	9.6%

Total Female Executives by Year



Specific initiatives to cultivate SDG attainment

Humane and satisfying work

Improving All Employees' Sense of Fulfillment

As we gain increased profits by expanding into the technology development business, the resulting wealth is shared with all employees.



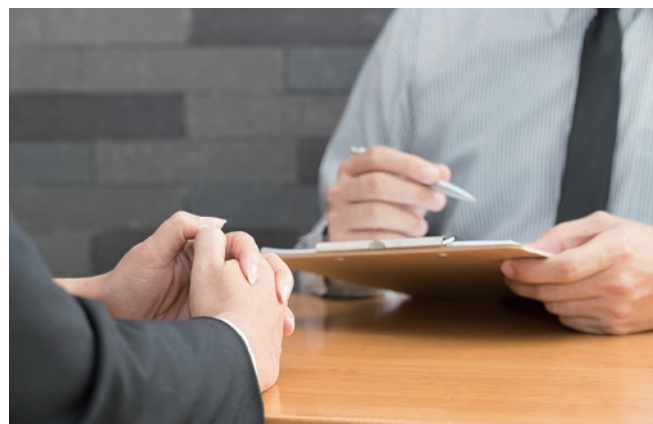
GOAL By interviewing all employees, understand their desires and increase employee satisfaction

Conduct personnel interviews

To improve employee satisfaction, we systematically conduct personnel interviews throughout the year.

Year	2023	2024	2025
Number of People	162	156	166

Personnel interview participants



TOPICS

Sea and beach cleanup

On October 26, we participated in the “Sea and Beach Cleanup Activity” organized by the Fukui Prefecture Federation of Fishermen’s Cooperative Association.



TOPICS

Children’s clothing donation project

In February, we coordinated a collection of children’s clothing goods within our company, and through cooperation with Fukui Byora Thailand were able to donate the collected goods to a Thai orphanage in need.



ZERO EMISSION

At Byora, our and our suppliers' environmental footprint is of high importance. We have defined 3 main goalposts to guide tangible actions towards the achievement of environment-related Sustainable Development Goals (SDGs), within overall operational policies that aim to help global prosperity by 2030 become a reality. In addition, following a review of target values in 2021, we have put forth a commitment to carbon neutrality by 2030 via reduction of CO₂ emissions, along with other preventative measures to combat global warming.

Headquarters
(Awara City, Fukui Prefecture)

Fukui Byora

Committed to environmental preservation



CO₂ emissions

Aim for carbon neutrality by 2030

Concrete actions

- Solar panel installations
- Thorough implementation of energy conservation activities
- Boiler replacement (transition to electricity) , etc.



70% reduction of industrial waste

(Relative to 2013's output numbers)

Concrete actions

- Adherence to waste management principles (Reduce, Reuse, Recycle)



Zero incidents requiring emergency action

(Goal window: 4/6/2020 - 12/31/2030) *escape of oils, hazardous materials etc.

Concrete actions

- Implementation of preventative measures
- Strengthening of internal inspection
- Regular check-ups of oil product containment facilities

The road to 2030 : Our efforts towards sustainability

Aim for carbon neutrality (Offset 2013's CO₂ emissions by the year 2025)

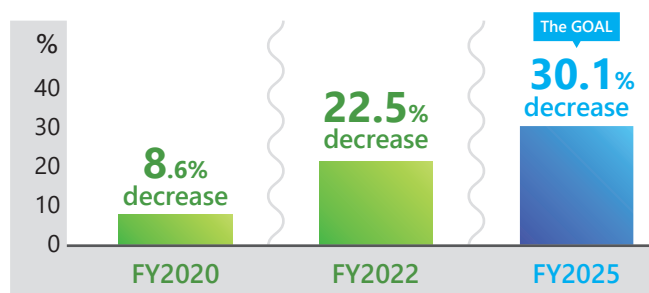
CO₂ emission rate

Relative to 2013 output numbers

(Output: t-CO₂ / Earnings)

	2020	2022	2025
Compared to 2013	-8.6%	-22.5%	-30.1%

*Calculated with CO₂ emission factor = 0.479kg – CO₂
(taken from Hokuriku Denryoku's 2019 emission factor)



CO₂ reduction progress in 2025 Solar panel installation

(Katayamazuru Factory)

As part of our plan to decarbonize and reduce greenhouse gas emissions, we have formed a PPA* contract with Hokuriku Electric Power Company to outfit our factory in Katayamazuru, Ishikawa with a solar panel array. The panels entered effective use on December 1st, 2025, and constitute our 7th complete solar power generation facility as well as our first hybrid on-site and off-site power generation plan.

*Power Purchase Agreement



Katayamazuru Factory

Corporate Value Chain (Scope 3) related decarbonization initiatives

Following our efforts in 2024, we once again collaborated with our suppliers to carry out decarbonization initiatives (such as air leak inspections and air flow surveys). This year, we reached out to our suppliers C&M, Sanko Mekki, and Nippon Steel Nisshin, and implemented the methods taught to us by Aisan Industries. Through this process, a firsthand understanding of the importance and effectiveness of decarbonization initiatives was gained. By collaborating with a total of five companies, including Ishikawa Plating Industry and Wire Techno, which joined the initiative in 2024, a reduction of 64.4 tons of CO₂ per year was achieved, resulting in annual cost savings of 3.9 million yen and an improvement rate of 17.6%. In 2026, we will further expand the number of Scope 3 partner companies and promote decarbonization efforts through collaborative initiatives.



Our roadmap to carbon neutrality

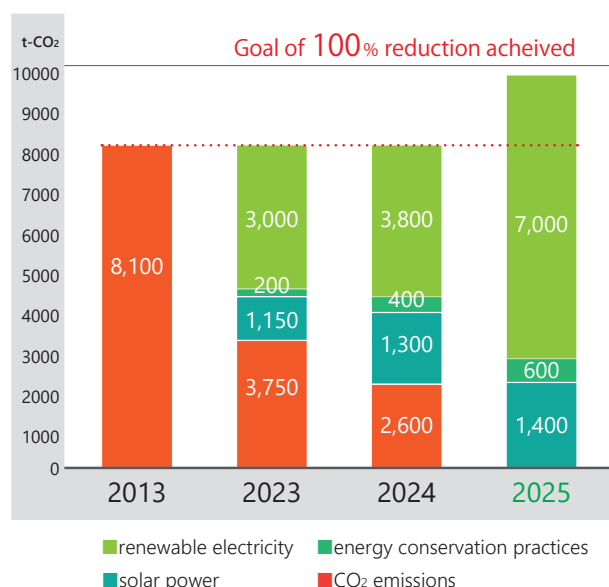
Medium-term objective

Achievement of medium-term targets for carbon neutrality

Fukui Byora Group is proud to report that the medium-term goal we established to offset our 2013 CO₂ emissions (8,100 tons) to zero by 2025 has been achieved.

A combination of solar panel utilization, energy conservation efforts, and integration of renewable energy sources throughout 2025 allowed us to reduce CO₂ output by a total of 9000 tons.

In addition to the solar panel array installation at Katayamazuru described above, solar panels have been adopted at our NL Factory (Awara City, Fukui Prefecture) and affiliated company Wako Riken (Kaga City, Ishikawa Prefecture), and put into use during the same period. Through reducing CO₂ by this amount into 2026 and acceleration of energy conservation practices, we strive to reach our target of carbon neutrality by the year 2030.



TOPICS

Ranked highest 11 years consecutively in energy conservation practices under the Business Operator Class-Based Assessment System

Fukui Byora has consistently achieved S-class designation through the Business Operator Class-Based Assessment System, which follows the Ministry of Economy, Trade and Industry (METI) Agency for Natural Resources and Energy's revised Act on Rationalizing Energy Use.

What is the Operator Class-Based Assessment System?

This system receives and evaluates periodic reports on energy conservation practices submitted by businesses, and designates entities as one of four classes (S, A, B, or C). Further actions depend on the designation; a business may be featured on METI's homepage, be provided with guidance to improve their practices, or be subject to on-site inspections. S-class indicates superiority in energy conservation efforts and requires a 1% or more reduction in a business's 5-year average energy consumption, among other conditions defined by benchmarks. We will continue to maintain and improve our energy conservation practices to keep our streak going for a 12th year and beyond.

FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆

*S Class is indicated by a [☆] under Energy Conservation Assessment column

The road to 2030 : Our efforts towards sustainability

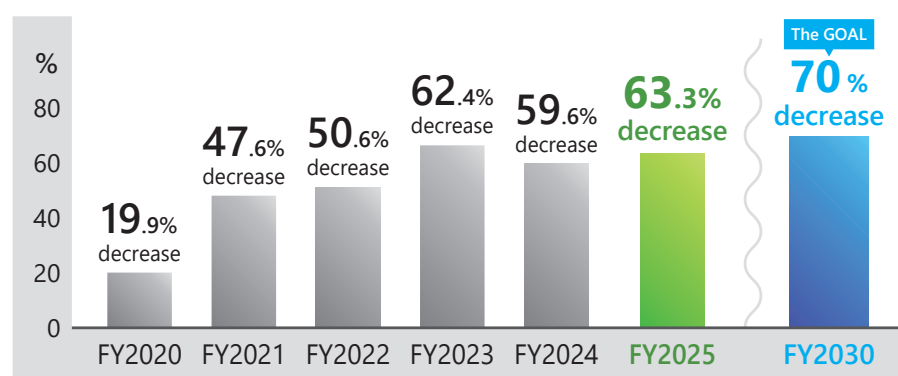
70% reduction of industrial waste (Relative to 2013 s output numbers)

63.3% cut in industrial wastes

Relative to 2013 output numbers

(Output: kg / Earnings)

	2013	2021	2022	2023	2024	2025
Output	61.6	33.0	30.4	23.2	24.9	22.6
Compared to 2013	—	-47.6%	-50.6	-62.4	-59.6	-63.3%



Wastewater Treatment

Fukui Byora is continuously working to reduce dewatered sludge, including holding wastewater treatment opinion exchanges.



Wastewater treatment facility