

ESG Sheet

January 1 to December 31, 2020

Company Profile

(as of December 31, 2020)

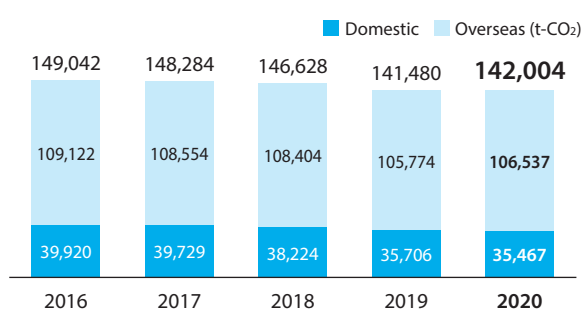
Company Name SHIMANO INC.
Head Office 3-77 Oimatsu-cho, Sakai-ku, Sakai City, Osaka 590-8577, Japan
Date of Establishment February 1921
Date of Incorporation January 1940

Paid-in Capital JPY 35.6 billion
Number of Employees SHIMANO INC. only: 1,442 Consolidated: 12,244
Main Business Development, production and distribution of bicycle components, fishing tackle and rowing equipment.



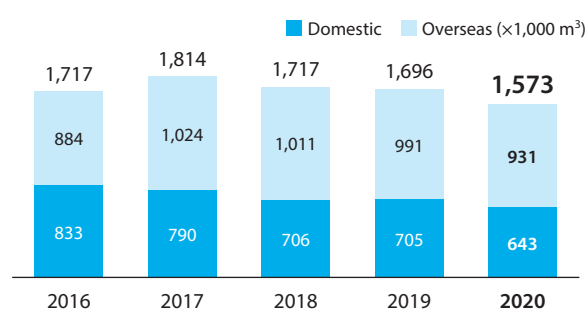
Environment

CO₂ emissions (scope 1+ scope 2)



*Calculation boundary: All domestic and overseas plants

Water intake



*Calculation boundary: All domestic and overseas plants



Corporate Governance

Corporate governance

	2018	2019	2020
Total directors	16	16	16
Outside directors	2	3	3
Female directors	0	0	0
Foreign directors	1	1	1
Total auditors*	4	4	4
Outside auditors*	2	2	2
Female auditors*	1	1	1

	2018	2019	2020
Number of Board of Directors meetings	13	12	13
Average number of agenda items discussed	5	5	5
Attendance rate for outside directors	100%	97%	100%
Attendance rate for outside auditors*	100%	100%	100%
Number of Nomination and Remuneration Advisory Committee meetings	—	2	2
Attendance rate for outside directors	—	100%	100%

*Audit & Supervisory Board members



Environmental Initiatives

Reducing plastic consumption

The Shimano Group has adopted an action plan calling for it to contribute to the realization of a recycling-based society by reducing use of disposable plastic in order to lower greenhouse gas and plastic in oceans. As a result, we're moving away from the use of plastic as a container and packaging material for products.

As we search for alternative packaging materials, we continue to study materials that can be provided at a suitable cost that will allow us to supply products without sacrificing their value while communicating our message to customers. We believe that the first step is to do what we can in the effort to realize a sustainable society while earning customers' support and empathy.



Social (Stakeholder) Initiatives

Creating safe, secure workplaces

Based on the concept that "safety and health take precedence over any and all things", we're working to create a workplace environment in which all employees can work safely and with peace of mind. As a way to facilitate ongoing improvement, we've put in place management system based on the requirements outlined in ISO 45001, and we plan to earn certification under that standard in 2021.



Corporate Governance Initiatives

Effective corporate governance structures

We've put in place an auditor system designed from the standpoint of facilitating the development of timely, suitable decision-making and operational structures as well as appropriate oversight and monitoring structures. Additionally, we've created a Nomination and Remuneration Advisory Committee consisting of two outside directors and two representative directors to ensure objectivity and transparency in procedures related to the nomination and compensation of directors.

Compliance initiatives

The compliance that Shimano Group strives towards conforms to the "Fundamental Principles of Team Shimano". This does not end with an adherence to laws and regulations, but also extends to acting in accordance with common and good sense, ethics and manners, as well as consideration and kindness.

We believe three elements—cultivation of awareness, mastery of knowledge, and promotion of action—are necessary in order to establish a compliance stance and structures that accord with the Group's philosophy, and we're working in an ongoing manner to improve those elements.

Domestic compliance activities

Progressive training	Target: New employees, new managers, and managers
E-learning training	Number of topics: 12 (prohibiting harassment and adhering to the Anti-Monopoly Act, etc.) Participation rate: 96%
Awareness-raising activities	Raising awareness through monthly morning broadcasts and theme-specific tips posted on the company's electronic bulletin board
Specialized committee activities	Quarterly meetings to ensure compliance with the Sub-contractor Act

Compliance activities carried out both domestically and overseas

E-learning training	Target: All managers Number of topics: 2 (raising awareness of information security and preventing discrimination and harassment) Participation rate: 91%
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