

To the realization of a sustainable society
Vessel Group's Initiatives

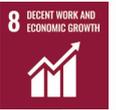


SDGs Report

2025

VESSEL

VESSEL Co., Inc.



Content	VESSEL Group	Initiatives	Achievement		
1 Carbon-neutral   	V	Power Conservation	① Ensure heating and cooling management (28 in summer / 20 in winter). ② Turn off the light during breaks. ③ Switch in-house lighting to LED. ④ Clean air conditioner filters three times a year to save electricity.	100% 90% 70% 100%	
		CO2 emission reduction	① Join the CO2 emission reduction program called DHL Go Green Plus.	100%	
		VK	Power Conservation	① Turn off the light during breaks.	100%
			CO2 emission reduction	① Monitoring of power consumption for compressors. ② Increase web conferencing to reduce travel between factories. ③ Reducing compressor load (e.g., through airless equipment).	100% 100% 50%
	VS	Power Conservation	① Switch in-house lighting to LED. ② Change to an air conditioner with power-saving specifications. ③ Ensure heating and cooling management (28 in summer / 20 in winter).	80% 100% 100%	
		Energy Saving	① Switching to power-saving air conditioning specifications.	100%	
		CO2 emission reduction	② Switching to energy-efficient vending machines.	100%	
	VF	Power Conservation	① Switch in-house lighting to LED.	100%	
		CO2 emission reduction	① Install of carbon offset vending machines.	100%	
	SP	CO2 emission reduction	① Reducing component transportation by insourcing previously outsourced operations.	100%	
	FK	Power Conservation	① Saving electricity by setting air conditioning to appropriate temperatures. ② Peak shifting of power usage to late-night hours.	300% 300%	
			VG	Power Conservation	① Turn off the light during breaks.
	RC	Power Conservation	① Zero overtime work.	0%	
			Reducing waste generation	① Reducing excessive packaging during shipping. ② Reducing the consumption of PP (polypropylene) strapping bands.	200% 100%
		CO2 emission reduction	① Utilizing battery-powered forklifts (to reduce fossil fuel consumption)	100%	

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2 Working Environment    	V	Employment	① Recruit diverse workforce.	0%
		Environment	① Create an environment where both men and women can take childcare leave. ② Obtain certification as a corporation with excellent health management.	100% 80%
		Human Resource Development	① Encourage paid leave usage.	50%
	VK	Employment	① Employee growth support system (e.g., support for certifications and training).	100%
		Environment	① Health seminars conducted by industrial physicians.	100%
		Employment	① Promoting the recruitment of non-Japanese national employees. ② Promoting recruitment through cooperation with local government administrations.	50% 100%
	VS	Environment	① Increase productivity and reduce overtime through DX.	0%
		Human Resource Development	① Support for obtaining certifications and attending training courses to promote the motivation to learn. ② Establishing opportunities for veteran employees to provide education and training to new employees.	0% 0%
			Employment	① Host technical interns. ② Providing technical education for technical interns.
	VF	Environment	① Reduce overtime through work flow optimization. ② Reduce overtime by adopting a two-shift system	88% 20%
			Human Resource Development	① Conducting coaching training.
		SP	Employment	① Reaching out to local high schools to offer internship opportunities.
	Environment		① Aiming for at least 50% utilization of allocated paid leave.	93%
	Human Resource Development	① Facilitating the transfer of technical skills from veteran employees aged 65 and older.	100%	
	FK	Human Resource Development	① Increasing the ratio of women in management positions.	0%
	VG	Environment	① Zero overtime work.	100%
	RC	Environment	① Creating a workplace environment that makes it easier to take annual paid leave and childcare leave.	50%

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	V	Environmental consideration	① Vegetable-based ink for product flyers to reduce environmental impact through renewable resources.	30%
			② Reducing waste at exhibitions (transitioning from wooden booths to modular system displays).	100%
			③ Joining the JBRC for lithium battery collection and recycling.	100%
		Reuse	① Reuse discontinued or old products as sales promotion goods.	50%
			② Reuse used envelopes and cardboard for sending between VESSEL groups.	50%
	VK	Paperless	① Electronic filing of applications to government agencies.	100%
			② Reducing paper consumption by moving instruction manuals to online/web viewing.	50%
		Product specification change	① Switching business cards to forest-certified paper.	100%
			② Switching packaging boxes to FSC-certified products.	60%
		Reuse	① Reuse resin left over from 3D printers.	100%
				0%
	VS	DX initiatives	① Digitization of internal application work.	100%
			② Improve the efficiency of production management systems.	100%
			③ Promoting the digitalization of labor management.	0%
		Reuse	① Recycle paper, scrap iron, cardboard, and empty cans.	100%
			② Reduce waste by regrinding and reusing chips and drills.	100%
		Plastic Free	② Reduction of adhesive (packing) tape usage.	100%
			0%	
VF	DX initiatives	① Go paperless with electronic calipers.	100%	
		② Go paperless by transferring digital data directly from the durability tester.	100%	
			0%	
	Reuse	① Reduce waste by regrinding and reusing chips and drills.	100%	
		② Recycle chips, drills, or cardboard, etc. through waste pickup (third party).	100%	
	Plastic Free	① Changing packaging box materials and eliminating the use of nylon bags and plastic plugs.	100%	
			0%	
SP	DX initiatives	① Change drawings sent to subcontractors from paper to digital data.	100%	
		② Digitization of hand-drawn drawings.	100%	
			0%	
	Product specification change	① Converting purchase orders to PDF format.	100%	
		② Using monitors instead of paper for meeting materials.	100%	
FK	DX initiatives	① Digitization of payroll.	0%	
			0%	

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	VK	Disaster Prevention Activities	① Stockpile food supplies.	90%
			② Post a hazard map of the surrounding area.	90%
			③ Conduct AED training and fire drills.	100%
		health	① Conducting heatstroke prevention seminars.	100%
			② Conducting mental health training.	100%
	VF	Disaster Prevention Activities	① Donation to Osaka-Kansai Expo through introduction of vending machines.	100%
	FK	Community Contribution	① Implementation of traffic safety activities.	0%
			② Pick up trash around the area as part of community cleanup activities.	25%
			Assistance to other countries	① Participate in Ecocap Movement.

