

■ Kazu Technica Group's Initiatives for the SDGs The Kazu Technica Group promotes initiatives aligned with each level of Maslow's hierarchy of needs.

The relation between 17 SDGs goals and Maslow's hierarchy of needs.					Kazu Technica Group's Initiatives
<p><b>Self-actualization needs</b></p> <p>Desire to acquire advanced skills and achieve results and desire to engage in creative activities that make full use of one's abilities</p>	<p><b>9</b> 産業と技術革新の基盤をつくろう</p> 	<p><b>12</b> つくる責任 つかう責任</p> 	<p><b>SUSTAINABLE DEVELOPMENT GOALS</b></p> 	<p><b>17</b> パートナシップで目標を達成しよう</p> 	<p>Driving societal transformation through new technologies is essential, as it also leads to the creation of new business opportunities. We will promote initiatives related to environmental transition (GX) and digital transformation (DX). These efforts cannot be accomplished by a single company alone, and we will therefore work in collaboration with organizations that actively support the SDGs."</p> <p>We promote the adoption of self-regulating heating cables that use PTC ceramics for snow-melting and freeze-prevention applications. In addition, although developed countries face issues such as food loss, we will continue</p> <p>※GX:Green Transformation, DX:Digital Transformation, 3R:Reduce, Reuse, Recycle</p>
<p><b>Esteem needs</b></p> <p>The desire to be recognized as a person of value, to receive education and work in a role that matches one's abilities, and to contribute to</p>	<p><b>4</b> 質の高い教育をみんなに</p> 	<p><b>7</b> エネルギーをみんなにそしてクリーンに</p> 	<p><b>14</b> 海の豊かさを守ろう</p> 	<p><b>15</b> 陸の豊かさも守ろう</p> 	<p>Our company has actively promoted the acquisition of various certifications in order to ensure high-quality work. Our company has many employees who hold professional qualifications such as electrical work licenses and construction management certifications. Going forward, we will provide high-quality training equally to both men and women, while also promoting company-wide education to enhance employees' awareness and professionalism toward their work. In addition, to support forest conservation efforts, we are working to reduce copy paper usage and purchase paper from companies that hold FSC certification. We will also continue to promote</p> <p>※※The FSC (Forest Stewardship Council®) is an organization that aims to promote responsible forest management worldwide and operates an international forest certification system.</p>
<p><b>Social needs</b></p> <p>Desire to belong to a group, desire for equality, and desire for a healthy and fair work environment</p>	<p><b>5</b> ジェンダー平等を実現しよう</p> 	<p><b>8</b> 働きがいも経済成長も</p> 	<p><b>10</b> 人や国の不平等をなくそう</p> 	<p><b>16</b> 平和と公正をすべての人に</p> 	<p>Although equality is largely a political issue, there is still room for companies to be involved. The Kazu Technica Group has upheld gender equality as a basic principle, employed foreign workers, and valued its employees. Moving forward, we will proactively hire more women and work to create a supportive work environment while fostering female managerial talent. We will also work to create new businesses that provide meaningful and fulfilling work opportunities. For international issues that our company cannot address directly, we will contribute indirectly through ESG investments.</p> <p>※ESG investment refers to an approach that considers not only traditional financial information but also factors related to the environment, society and governance. It is also closely connected to the SDGs</p>
<p><b>Safety needs</b></p> <p>Avoid getting injured, getting sick, and getting into dangerous situations</p>	<p><b>3</b> すべての人に健康と福祉を</p> 	<p><b>11</b> 住み続けられるまちづくりを</p> 	<p><b>13</b> 気候変動に具体的な対策を</p> 		<p>Global warming is an urgent issue that threatens human life. Our company has actively participated in the construction of solar power plants. We will continue these efforts while also working on the development of other renewable energy facilities, including wind power generation. In addition, we are promoting reductions in electricity consumption through the installation of energy-saving equipment such as LED lighting, as well as reductions in gasoline usage through the introduction of eco-friendly vehicles. With regard to health, we aim to reduce the number of smokers, taking into consideration the impact on those around them.</p>
<p><b>Physiological needs</b></p> <p>Desire for sleep, eat, excrete</p>	<p><b>1</b> 貧困をなくそう</p> 	<p><b>2</b> 飢餓をゼロに</p> 	<p><b>6</b> 安全な水とトイレを世界中に</p> 	<p><b>KAZU technica</b></p> <p>Kazu Technica Group supports SDGs – Sustainable Development Goals</p>	<p>This is a global, life-impacting issue arising from economic disparities between the rich and the poor, and it is a problem that cannot be solved by the efforts of a single company alone. In Japan as well, economic disparities exist, with one in six children unable to receive sufficient meals. Since our founding 25 years ago, we have worked to maintain stable operations and protect employment so as not to contribute to widening these disparities. With regard to international issues, we contribute to their resolution by donating to humanitarian organizations such as UNHCR (the United Nations High Commissioner for Refugees).</p>