

Definitions and index of “Success of diverse employees” and “Reinforcement of business infrastructure”  
(FY2023 version)



Materiarities	Category 1	Description	Category 2	Key Indicators	Initiative Status
Initiatives aimed at mid to long-term impact	Success of diverse employees	Recognizing our employees as a company asset that is essential to improve corporate value, we secure diverse talent who will drive innovation, and maximize performance by increasing their engagement and embodying our Values	Securing diverse talent and maximizing engagement	Developing strategies and plans to secure the best talent based on business requirements	Start formulation from FY2024
			Fostering a culture of taking on challenges without fear of change	Formulation of DEI policy (organization, policy, education, etc.)	Start formulation from FY2024
				Ratio of female management positions	13%
			Developing an organization that improves collaboration between businesses and departments, and productivity	Identifying the personnel requirements of talent, formulating policies, and planning (including workforce plans) for our business development	Start formulation from FY2024
Formulation of executive personnel requirements and skill matrix	Formulated (HD)				
Reinforcement of business infrastructure	Provision of responsible products and services	Complying with the law and establishing and managing socially responsible and ethical manufacturing processes	Safety management of products and manufacturing processes	Safety training	Ongoing in group
			Compliance with laws and regulations	Number of serious compliance violations	0 items
				Establishment of risk and compliance committee	Built in group
	Implementation status of compliance training	Ongoing in group			
		Consideration of environment	Considering the environment, including climate change and ecosystems, and reducing the burden on the earth as much as possible	Activities for climate change	Acquiring SBT (Science Based Targets)
	Human Rights and Supply Chain Management	Respecting the human rights of not only our own employees, but also suppliers and other stakeholders in the value chain, and managing suppliers appropriately to understand and make recommendations regarding risks	Supply Chain Management	Formulation of procurement policy /Building a purchasing organization and system	Start from FY2024
			Labor rights, prevention of harassment and discrimination	Formulation of human rights policy	Start formulation from FY2024
				Establishment of anonymous hotline	Built in group
	Development of human rights education	Start formulation of training program from FY2024			
	Stakeholders and impact governance	Ensuring diversity and effectiveness of the Board of Directors that supervises our company	Director diversity	Selection of directors based on skill matrix	Formulated (HD)
Effectiveness of the Board of Directors			Director attendance rate of the Board of Directors	100% (HD)	