

CSR targets for fiscal 2022–2023

Materiality them	KPI	Target for fiscal 2022	Achievement status	Target for fiscal 2023	Achievement status
Creating new value/resolving social issues	Response to change in information and communication equipment in a high-speed, large-capacity communication society (miniaturization, thinning, higher speed, higher reliability)	Verification of social impact through user evaluation of prototypes	×	Launch of products	– (discontinued)
	Promotion of diffusion of products for automotive applications	Shipments of products for automotive applications •Anti-reflection films: 470,000 m2 •Thermal conductive sheets: 5,400 m2	○	Shipments of products for automotive applications •Anti-reflection films: 540,000 m2 •Thermal conductive sheets: 6,000 m2	○
	Promotion of diffusion of Anisotropic Conductive Film (ACF) capable of bonding at low temperatures	Shipments: 18,200 km/year	○	Shipments: 19,100 km/year	○
	Continuation of launch of new lead-free Self Control Protector (SCP)	Launch of new products: 1 model or more	○	Launch of new products: 1 model or more	○
	Contribution to reduction of CO <sub>2</sub> emissions by launching water treatment agents in Japan and overseas	Reduction in CO <sub>2</sub> emissions: 3,400 t-CO <sub>2</sub> /year	○	–*1	–*1
	Number of major quality issues	Zero	○	Zero	×
	Number of product quality incidents	Zero	○	Zero	○
	Reduction in CO <sub>2</sub> emissions	1% YoY reduction (5% reduction compared with fiscal 2013 level)	○	1% YoY reduction (6% reduction compared with fiscal 2013 level)	○
	Reduction of waste emissions	•Continuation of zero emissions*2 •YoY reduction in emissions intensity	×	•Continuation of zero emissions*2 •YoY reduction in emissions intensity	○
	Reduction of water usage, prevention of water pollution	•Compliance with voluntary standards for water quality •Promotion of water-saving	○	•Compliance with voluntary standards for water quality •Promotion of water-saving	○
	Action against climate change over the medium- to long-term	Formulation of long-term goals for/measures against climate change based on the analysis of TCFD scenarios	○	Formulation of long-term goals for/measures against climate change based on the analysis of TCFD scenarios	×
Reinforcement of corporate governance and compliance	Supply chain management	•Revision of CSR guidelines •Distribution to all our suppliers •Conduct a questionnaire survey of suppliers that account for 90% or more of company-wide purchases	○	Conduct a questionnaire survey of major suppliers and request for improvement(guidance)	○
	Maintenance and enhancement of the management system	•Maintenance of the transparency of the decision-making process for officers' remuneration and more effective operation of the officer remuneration system •Promotion of the officer succession plan (including fostering of successors)	○	•Maintenance of the transparency of the decision-making process for officers' remuneration and more effective operation of the officer remuneration system •Promotion of the officer succession plan (including fostering of successors)	○
	Prevention of information security incidents	Execution of information security training (new employee training, company-wide training through e-learning)	○	Execution of information security training (new employee training, company-wide training through e-learning)	○
Cultivation of diverse human resources and engagement	Compliance with laws and regulations and penetration of the code of conduct	•Ongoing execution of internal training on Dexerials Group Code of Conduct •Dissemination of the results of the first survey on compliance awareness throughout the Company and provision of support for improvement •Review of the points of contact for whistleblowing	○	•Ongoing execution of internal training on Dexerials Group Code of Conduct •Conduct a second survey on compliance awareness	○
	Effective utilization of diverse human resources	Establishment of a system to foster next leaders/managers out of diverse human resources within the framework of the new personnel system (~ March 2023)	○	Commencement of use of next leader/manager candidate pool (April 2023 ~)	○
	Effective use of remote work	Expansion of the scope of remote work to help employees fulfill their family responsibilities, including childcare and nursing care	○	Expansion of new recruits by allowing them to work remotely	○
Ensuring operational safety and business continuity	Initiatives to reduce smokers	100% implementation of company-wide no-tobacco day	○	Prohibition of smoking during working hours	○
	Number of workplace accidents with lost working days	Zero	○	Zero	×
	Enrichment of BCP training	•Execution of company-wide BCP training at least once a year •Update of BCP Manua	○	•Execution of company-wide BCP training at least once a year •Update of BCP Manual	○
Ensuring operational safety and business continuity	Strengthening of disaster-prevention measures	•Execution of disaster-prevention training at least once a year •Assessment of disaster risks caused by climate change over the short to medium term and consideration of countermeasures against such risks	○	•Execution of disaster-prevention training at least once a year •Assessment of disaster risks caused by climate change over the short to medium term and consideration of countermeasures against such risks	○

\*1 Decided to transfer its patent rights for wastewater treatment agents and to provide its technical know-how to Aqua Worth (Suzhou) Environmental Protection Co., Ltd.

\*2 Zero emissions: "Zero waste emissions" is defined as a reuse/recycling ratio of 99.5% or more.