

■ Sustainability Targets 2030 (Non-Financial Targets toward FY2030)

Materialities	Social Issues	Non-Financial KPI	Actual Results	Targets	
			FY2022	FY2030	
Contributing to a sustainable global environment 【Environment (E)】	Contributing to a low-carbon society (Reduction of greenhouse gas or GHG emissions)	Reduction of total GHG emissions (Scope1 & 2 of ROHTO)	11.3%	46% or more	
		Purchase rate of Co2-free electricity at major offices	—	100%	
		Reduction of domestic usage of plastics for containers and packages	Targets to be set in FY2023		
	Contributing to a recycling-oriented society (Promotion of recycling, reducing waste, etc.)	Usage rate of eco-friendly papers for paper containers and packages	63%	90% or more	
		Purchase rate of "green" (eco-friendly) office supplies in domestic offices	—	90% or more	
		Purchase rate of "green" (eco-friendly) printing papers in domestic offices	—	90% or more	
	Considerations for environment	Establishment of criteria for using the "R-eco" mark	Group-wide uniform criteria and a target of the usage rate of the Mark to be developed in FY2023		
		Procedure to procure palm oil	To participate in an outside initiative in FY2023		
Maximizing human capital/Coexistence with society 【Society (S)】	Respect for human rights	Provision of education and training about human rights and harassment to all members (officers and employees)	By the end of FY2023	100%	
	Promotion of diversity (including the improvement of working style)	Utilization rate of child leave by male employees	26.5%	100%	
		Employment of persons with disabilities exceeding the mandatory employment rate*	2.42%	3.0% or more	
		Provision of career training for employees 50 years old or over	Not yet implemented	100%	
		Installation of gender-free toilets at self-owned offices	To be installed in FY2023		
		Utilization rate of paid leave	72.9%	80% or more	
		Utilization rate of paid leave for 5 or more consecutive days	23.0%	80% or more	
	Ensuring occupational safety and health	Number of serious industrial accidents (involving the suspension of operation)	2 cases	No case	
	Enhancement of the level of members' engagement	Score on a questionnaire on "Well-being" status (Measuring members' engagement)	Average of 5 items 6.8pt	Full points in all items	
	Promotion of health and productivity management (※ Indexes within the thick-framed box are targets in FY2023)	Certified as a Health & Productivity Management Outstanding Organization (White 500)	Recognized the 2022 Certified Health & Productivity Management Outstanding Organization	To be recognized continuously	
		Certified as a Sports Yell Company	Recognized as the 2022 Certified Sport Yell Company	To be recognized continuously	
		Consultation rate for health checkups	99.9%	100%	
		Consultation rate for stress checks	94.6%	100%	
		Prevalence of metabolic syndrome	14.1%	0%	
		Prevalence of anemia (in women)	14.8%	0%	
		Health age < biological age	52.2%	80%	
		Rate of smokers	1.9%	0%	
		Rate of persons who keep moderate alcohol use	74.2%	100%	
		Rate of persons having 6.5 sleeping hours or more	37.8%	50%	
		Rate of persons who exercise for 30 minutes each two or more times a week	39.0%	50%	
Rate of persons who walk 8,000 steps or walk fast for 20 minutes a day	52.3%	50%			
Promotion of CSR procurement	Implementation of a questionnaire survey for ROHTO's suppliers on sustainable procurement	To implement at the earliest possible by the end of FY2025			
	Expansion of the scope of the questionnaire survey to all suppliers of domestic and overseas Group companies	To implement at the earliest possible by the end of FY2030			
Responsible response to consumers	Number of PL accidents and major quality incidents	No case	Continue to be zero		
Strengthening of business foundation 【Governance (G)】	Enhancement of risk management and compliance system	No scandal and material legal violation by further enhancement of compliance awareness	No case	Continue to be zero	
		Provision of compliance education (including an e-learning course) to all employees	Implement every year	Continue to implement every year	
		Setting up a consultation desk to receive whistleblowing from business partners (including suppliers)	To set up in FY2023		