Non-financial Highlights

Main target initiatives in fiscal 2022

Realize a sustainable global environment
- Decrease the amount of CO2 emitted when using the product compared to previous models: **1% or more**
- Reduce CO2 emissions during production by **9% or more** compared to FY2017 by the end of FY2024
- Percentage of recycled plastics used (amount of molding materials and packaging materials procured): **10% or more** by the end of FY2024

Realize a safe, secure, and comfortable society
- Study goals and indicators that contribute to the resolution of social issues through business, including contribution to the SDGs/promotion of initiatives.
- Improve development and design quality by establishing company-wide design guidelines for individual component technologies.
- Determine the true causes of major defects, and develop company-wide measures to prevent recurrence.
  **Once a month**

Respect for all people
- Identify human rights issues by conducting human rights impact assessments, and grasp the statuses of initiatives at each office.
  [Conduct assessments at **100%** of relevant departments].

<table>
<thead>
<tr>
<th>Employee awareness survey</th>
<th>Target</th>
<th>Promotion of diversity</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of employees who are proud and motivated to work for the Company</td>
<td>80% or more</td>
<td>Increase the percentage of newly hired woman</td>
<td>1.2times*1</td>
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<tr>
<td>Percentage of employees who responded that they had a good work-life balance</td>
<td>80% or more</td>
<td>Increase the percentage of women in management</td>
<td>2times*2</td>
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</tbody>
</table>

*1 Compared to the average from FY2017 to FY2021
*2 Compared to FY2021

Strengthen corporate governance and compliance on a sustainable basis
- Carry out proper reporting and discussions at the appropriate time among the board of directors, and conduct regular analysis and evaluation of the board of directors’ effectiveness.
- Maintain a 100% attendance in e-learning programs on compliance.
  **Maintain rate of 100%**
- Enhancement comprehensive cybersecurity countermeasures:
  1. Technical measures,
  2. Through document management,
  3. Framework upgrading

Create a sustainability-oriented corporate culture
- Promote sustainability on a management level.
  - Add "Contribute to realizing sustainability through all of our activities" to the management policy.
  - Establish a Sustainability Promotion Department. (April 2021)