

Priority issues (materiality) and KPIs

In July 2021, we formulated the KPIs for our priority issues. At the Sustainability Committee held in July every year, we check the progress of our initiatives, review the measures being implemented, and take additional action as required.

The new medium-term management plan G-STEP30 2nd that was announced in May 2023 organizes the priority issues from the perspectives of Prosperity, Planet, and People.

	Priority issues	Responsible person	KPIs	FY 2022 actual results	FY 2025 targets	FY 2030 targets	Relevant products and measures	Relevant SDGs	Renewal month/year	
Prosperity	Realizing safe and secure living	Masakazu Kitano Director, Managing Executive Officer In charge of the Polymers Segment					<ul style="list-style-type: none"> Overseas development of food packaging barrier films Marketing of materials for natural disaster prevention/response 		Enacted in July 2022	
	Realizing convenient and comfortable living	Hirokazu Taketoshi Managing Executive Officer In charge of the Performance Materials Segment	Net sales of materials that contribute to the SDGs with the "three types of living"	1.0 times relative to FY 2019 level	1.6 times relative to FY 2019 level	2.6 times relative to FY 2019 level	<ul style="list-style-type: none"> Entry into the market for digital related materials Expanding sales of materials related to semiconductors Expanding sales of water purification filters 			
	Realizing living in coexistence with the environment	Minoru Fujii Senior Executive Officer General Manager of Technology Management Division					<ul style="list-style-type: none"> Use of recycling within plants and a mass balance approach Developing the market for environmentally friendly food packaging films 			
Planet	Promoting corporate activities in coexistence with the environment	Minoru Fujii Senior Executive Officer General Manager of Technology Management Division	CO2 emissions (All domestic Group companies)	26% reduction relative to FY 2013 level	24% reduction relative to FY 2013 level	46% reduction relative to FY 2013 level	<ul style="list-style-type: none"> Install energy-saving equipment Studies for the introduction of credits 		Enacted in July 2021	
			Amount of industrial waste disposed of outside the plants (All domestic Group companies)	11% reduction relative to FY 2019 level	8% reduction relative to FY 2019 level	10% reduction relative to FY 2019 level	<ul style="list-style-type: none"> Introduce equipment for reducing industrial waste Strengthen recycling of industrial waste 		Enacted in July 2021	
People	Human rights	Eiji Sumi Director, Managing Executive Officer In charge of Personnel & General Affairs Department and Sustainability Promotion Office	Implementation rate of human rights-related education (entire Group, including overseas companies)	93% (domestic)	20% (Implemented once throughout the entire Group over five years)	20% (Implemented once throughout the entire Group over five years)	<ul style="list-style-type: none"> Unitika Human Rights Policy 		Enacted in July 2022	
	Employee engagement	Minoru Fujii Senior Executive Officer General Manager of Technology Management Division	Number of accidents causing lost work time (All domestic Group companies)	5	0	0	<ul style="list-style-type: none"> Strengthen the intrinsic safety of manufacturing equipment Review utilities 		Enacted in July 2021	
			Eiji Sumi Director, Managing Executive Officer In charge of Personnel & General Affairs Department and Sustainability Promotion Office	Certification as an Excellent Health and Productivity Management Organization (Unitika Ltd. and some Group companies*)	Acquire certification	Acquire certification	①Acquire certification ②White 500	<ul style="list-style-type: none"> Unitika Health Management Declaration 		Enacted in July 2021
	Diversity		Eiji Sumi Director, Managing Executive Officer In charge of Personnel & General Affairs Department and Sustainability Promotion Office	Ratio of women at the management level (entire Group, including overseas companies)	5.4%	8%	20%	<ul style="list-style-type: none"> Unitika Diversity Management Policy 		Revised in December 2021
				Ratio of female new recruits working at the head office (Unitika Ltd.)	29%	30%	30%			Enacted in July 2022
Implementation of annual review of the pools of core human resources (Unitika Ltd.)				53% (Unitika Ltd. and some Group companies*)	50%	50%	Enacted in July 2022			
Response rate of CSR procurement survey (Main business partners and clients)				—	100%	100%	Enacted in January 2023			
Supply chain management	Tsunetoshi Matsuda Director, Senior Executive Officer In charge of Legal & Compliance Department, Corporate Planning Department, and Procurement & Logistics Department	CSR procurement survey	87%	80%	80%	<ul style="list-style-type: none"> Purchasing Policy CSR procurement survey 		Enacted in July 2021		

* Five companies: Nippon Ester Co., Ltd.; Unitika Trading Co., Ltd.; Unitika Textiles Ltd.; Unitika Glass Fiber Co., Ltd.; Unitika Garment Technology Co., Ltd.