







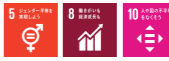



Sustainable Plan (Priority Issues and KPI)

In July 2021, we formulated the KPIs for our priority issues. At the Sustainability Committee held in May every year, we check the progress of our initiatives, review the measures being implemented, and take additional action as required. We identified the priority issues from the perspectives of Prosperity, Planet, and People in May 2023.

	Priority issue	Responsible person	KPIs	Actual result of FY 2024	Target of FY 2025	Target of FY 2030	Relevant products and measures	Relevant SDGs	Renewal Date	
Prosperity	Three priority issues about businesses	Realizing safe and secure living	Shinji Fujimoto Director, Managing Executive Officer In charge of the Polymer Segment and Glass Fiber Division, ACF Division and Glass Beads Division				<ul style="list-style-type: none"> Overseas development of food packaging barrier films Marketing of materials for natural disaster prevention/response Expanding sales of water purification filters 		Revised in July 2022	
		Realizing convenient and comfortable living	Naohiko Ashida Senior Executive Officer In charge of Government Supplies Department and CEO, Representative Director of Unitika Trading Co., Ltd.	Net sales of materials that contribute to the "three types of living"	1.3 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"> Entering the market for digital related materials Expanding sales of materials related to semiconductors 		
		Realizing living in coexistence with the environment	Norio Yamamoto Executive Officer General Manager of Technology Management Division					<ul style="list-style-type: none"> Applying on-site recycling and a mass balance approach Developing the market for environmentally friendly food packaging films 		
Planet	Promoting corporate activities in coexistence with the environment	Norio Yamamoto Executive Officer General Manager of Technology Management Division	CO ₂ emissions (All domestic Group companies)	34% 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"> Installing energy-saving equipment and examining the implementation of carbon credits 		Revised in July 2022	
			Amount of industrial waste disposed of outside the plants (All domestic Group companies)	31% 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"> Introducing equipment for reducing industrial waste and further promoting the recycling of industrial waste 		Revised in July 2022	
People	Five priority issues about corporate activities	Human rights	Yamato Oku Director, Senior Executive Officer In Charge of the Human Resources and General Affairs Division	Implementation rate of human rights education (Entire Group, including overseas companies)	76%	75%	100% (Percentage of employees received human rights education at least once a year from 2026 to 2030)	<ul style="list-style-type: none"> Unitika Human Rights Policy 		Revised in November 2023
		Employee engagement	Norio Yamamoto Executive Officer General Manager of Technology Management Division	Lost time injury frequency rate*1 (Entire Group, including overseas companies)	1.05	0.35	0.25	<ul style="list-style-type: none"> Intensifying the intrinsic safety of manufacturing equipment Reviewing utilities 		Revised in May 2024
			Yamato Oku Director, Senior Executive Officer In Charge of the Human Resources and General Affairs Division	Certified Health & Productivity Management Outstanding Organization (Unitika Ltd. and some Group companies*2)	Certified	Certified	Certified as White 500	<ul style="list-style-type: none"> Unitika Health Management Declaration 		Revised in July 2022
		Diversity	Yamato Oku Director, Senior Executive Officer In Charge of the Human Resources and General Affairs Division	Ratio of women in managerial positions (Entire Group, including overseas companies)	5.1%	8%	20%	<ul style="list-style-type: none"> Unitika Diversity Management Policy 		Revised in July 2022
				Ratio of female new recruits (Career position) working at the head office (Unitika Ltd.)	40%	Postponing hiring	30%			Established in July 2022
Ratio of men taking paternity leave (All domestic Group companies)	90%			85%	85%	Revised in May 2025				
Implementation rate of annual review of the pools of core human resources (Unitika Ltd.)	100%			100%	100%	Established in January 2023				
Supply chain management	Shinji Fujimoto Director, Managing Executive Officer In charge of the Procurement and Logistics Division	Response rate of the CSR procurement survey (Main business partners and clients)	95%	80%	80%	<ul style="list-style-type: none"> Purchasing Policy CSR procurement survey 		Revised in July 2022		

*1 The number of lost time injuries occurring in a workplace per 1 million hours worked

*2 Nippon Ester Co., Ltd.; Unitika Trading Co., Ltd.; Unitika Textiles Co., Ltd.; Unitika Glass Fiber Co., Ltd.; Unitika Garment Technology Co., Ltd.