

Materialities	Measures	KPI	Results for FY2020	Results for FY2021	Results for FY2022	Medium- to long-term target		
						FY2024	FY2030	
Contributing to Health and Quality of Life for People Around the World	Improving Access to Healthcare	Supply of products to developing countries that have not yet adopted them	Declaration of stance on improvement of access to healthcare	To be implemented	To be implemented	Prepare of draft Policy	Drafting and declaration (Implemented in July)	-
			Number of countries in which products are deployed	6 countries	6 countries	7 countries	8 countries	15 countries
	Solutions to Medical Issues	Global solutions to healthcare issues	Number of countries in which colorectal cancer screening tests are	43 countries	44 countries	44 countries	49 countries	57 countries
	Pursuing Quality and Establishing Sustainable Supply Chains	Strengthening of supply-chain management	Rate of implementation of surveys on responsible procurement ¹	To be implemented	To be implemented	100%	100%	100%
Rate of implementation of due diligence on human rights ¹			To be implemented	To be implemented	100%	100%	100%	
Business Activities in Harmony with Regional Environments	Responding to Climate Change	Reduction of CO ₂ emissions at worksites (Scopes 1 and 2)	Rate of reduction in CO ₂ emissions (total) (FY2018 7,170t-CO ₂)	Emission volume 7,108t-CO ₂ (compared with FY2018 99.1%)	Emission volume 7,320t-CO ₂ (compared with FY2018 102.1%)	Emission volume 4,614t-CO ₂ (compared with FY2018 64.4%)	14% reduction (compared to FY2018)	30% reduction (compared to FY2018)
	Contributing to a Recycling-Oriented Society	Reduction of water use	Rate of reduction in water use (by unit of value of production) (FY2018 0.51m ³ /¥100 million)	Volume used 0.39m ³ /¥100 million (compared with FY2018 75.5%)	Volume used 0.37m ³ /¥100 million (compared with FY2018 72.8%)	Volume used 0.33m ³ /¥100 million (compared with FY2018 65.0%)	30% reduction (compared to FY2018)	35% reduction (compared to FY2018)
		Reduction of waste	Rate of reduction of waste volume (by unit of sales) (FY2018 0.47t/¥100 million)	Waste treatment volume 0.44t/¥100 million (compared with FY2018 92.9%)	Waste treatment volume 0.44t/¥100 million (compared with FY2018 94.2%)	Waste treatment volume 0.55t/¥100 million (compared with FY2018 115.6%)	5% reduction (compared to FY2018)	15% reduction (compared to FY2018)
	Reduction of packaging and use of sustainable materials	Rate of adoption of eco-friendly packaging (FSC) ²	Uncalculated	Uncalculated	Uncalculated	20% (compared to FY2021)	30% (compared to FY2021)	
		Rate of adoption of biomass plastics and other eco-friendly materials ³	Uncalculated	Uncalculated	Uncalculated	2% (compared to FY2021)	8% (compared to FY2021)	
A Dynamic Company Driven by Excellent People	Respecting Human Rights and Diversity	Promotion of diversity and inclusion	Percentage of managerial positions held by women ⁴	16.9%	16.2%	13.8%	20%	30%
			Percentage of employees who are disabled	2.6%	2.4%	2.6%	2.6%	3.0%
		Eradication of harassment	Rate of uptake of harassment prevention training	84.8%	100%	100%	100%	100%
	Employee Engagement and Personnel Training	Creating fulfilling and supportive workplaces and achieving work-life balance	Rate of uptake of child-rearing leave (male) ⁵	81.8%	73.1%	176.9%	100%	100%
			Rate of uptake of child-rearing leave (female) ⁶	100%	66.7%	100%	100%	100%
			Total actual work hours per full-time employee per year ⁷	1,929h	1,894h	1,875h	1,870 hours	1,635 hours
			Rate of uptake of annual paid leave per full-time employee	58.0%	62.1%	62.1%	65.0%	100.0%
	Development of global personnel	Rate of uptake of EGP among young employees ⁸	16.5%	14.0%	19.4%	25.0%	30.0%	
Boosting Health and Ensuring Safety and Hygiene	Advancement of health improvement programs and safety-and-hygiene activities	Rate of uptake of regular health checkups	100%	99.9%	99.8%	100%	100%	
		Number of occupational accidents (including commuting accidents)	8	2	3	0	0	
An Organizational Base That Supports Sustainable Growth	Achieving Transparent and Sound Governance	Promoting diversity among executives	Female directors as share of directors	11.1%	11.1%	12.5%	20%	30%
			Foreign-national directors as share of directors	-	-	-	-	20%
			Female executive officers as share of executive officers	-	-	-	-	30%
			Foreign-national executive officers as share of executive officers	-	-	-	-	20%
	Rigorous Compliance and Thorough Corruption Prevention	Training and monitoring based on compliance programs	Training attendance rate(Average of all training programs)	To be implemented	100%	100%	100%	100%
			Number of serious noncompliance incident ⁹	0	0	0	0	0
		Thorough prevention of corruption	Rate of completion of requested measures ¹	To be implemented	To be implemented	100%	100%	100%
Establishing Risk Management	Continuous improvement of business continuity management	Number of BCP (Business Continuity Plan) training sessions	1	1	1	1	2	
	Strengthening of information security management	Number of education and training sessions on information security	3	3	5	3	4	

1 In top 50% (FY2022), 90% (FY2024), and 100% (FY2030) of transaction by value. 【Target companies : Selected a specified percentage of total amount of transaction [70% for sales partners, 90% for suppliers] 】.

2 Shipped basis (number of product codes using eco-friendly packaging/number of product codes shipped)

3 Shipped basis (number of product codes using biomass plastics and other eco-friendly materials/number of product codes shipped)

4 Women in managerial positions of section-manager level or higher as share of total

5 Denominator: Number of male employees whose spouse gave birth during the fiscal year; Numerator: Number of male employees who used our company's original leave program for parental leave and childcare during the fiscal year (Depending on when the spouse gave birth, employees who take childcare leave in the following fiscal year are included, so the acquisition rate may exceed 100%.)

6 Denominator: Number of female employees who gave birth during the fiscal year; Numerator: Number of female employees who took childcare leave during the fiscal year (Depending on the time of childbirth, employees who will take childcare leave in the following fiscal year are included, so the acquisition rate may exceed 100%.)

7 [Scheduled working hours] + [non-scheduled working hours] - [amount taken of annual paid leave and other leave]

8 Rate of participation in the Eiken Global Program: For each fiscal year, [number of employees participating] ÷ [number of employees of that fiscal year]

9 Total of major violations in each country of competition law, laws and regulations on bribery and other socioeconomic laws and regulations