Materialities and KPIs

Materialities		Measures	KPI	Results for FY2021	Medium- to long-term target FY2024	Medium- to long-term target 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	Drafting and declaration	–
			Number of countries in which products are deployed	6 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	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	90%	100%
			Rate of implementation of due diligence on human rights[1]	To be implemented	90%	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) (compared with FY2018)	Emission volume 7,231t	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) (compared with FY2018)	Volume used 0.52m³/¥100 million	30% reduction (compared to FY2018)	35% reduction (compared to FY2018)
		Reduction of waste	Rate of reduction of waste volume (by unit of sales) (compared with FY2018)	Waste treatment volume	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 (recycled paper)[2] (compared with FY2021)	Uncalculated	setting of the goal in FY2022	setting of the goal in FY2022
			Rate of adoption of biodegradable plastics and other recyclable materials[3]	Uncalculated	setting of the goal in FY2022	setting of the goal in FY2022
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]	16.7%	20%	30%
			Percentage of employees who are disabled	2.6%	2.6%	3.0%
		Eradication of harassment	Rate of uptake of harassment prevention training	84.8%	100%	100%
	Employee Engagement and Personnel Training	Creating fulfilling and supportive workplaces and achieving work-life balance	Rate of uptake of child-rearing leave (female)	100%	100%	100%
			Rate of uptake of child-rearing leave (male)[5]	81.8%	100%	100%
			Total actual work hours per full-time employee per year[6]	1,929 hours	1,870 hours	1,635 hours
			Rate of uptake of annual paid leave per full-time employee	58.0%	65.0%	100.0%
		Development of global personnel	Rate of uptake of EGP among young employees[7]	16.5%	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%	100%	100%
			Number of occupational accidents (including commuting accidents)	8	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%	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%
			Number of serious noncompliance incident[8]	0	0	0
		Thorough prevention of corruption	Rate of completion of requested measures[1]	To be implemented	90%	100%
	Establishing Risk Management	Continuous improvement of business continuity management	Number of BCP（Business Continuity Plan）training sessions	1	1	2
		Strengthening of information security management	Number of education and training sessions on information security	3	3	4

1 In top 70% of transactions by value
2 Shipped basis (number of product codes using eco-friendly packaging/number of product codes shipped)
3 Shipped basis (number of product codes using recyclable materials/number of product codes shipped)
4 Women in managerial positions of section-manager level or higher as share of total
5 Includes number of employees who use leave programs unique to the Company for the purpose of raising a family
6 [Scheduled working hours] + [non-scheduled working hours] – [amount taken of annual paid leave and other leave]
7 Rate of participation in the Eiken Global Program: For each fiscal year, [number of employees participating] ÷ [number of employees of that fiscal year]
8 Total of major violations in each country of competition law, laws and regulations on bribery and other socioeconomic laws and regulations