































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 the new medium-term management plan G-STEP30 2nd that was announced in May 2023.

	Priority issue	Responsible person	KPIs	Actual result of FY 2023	Target of FY 2025	Target of FY 2030	Relevant products and measures	Relevant SDGs	Renewal Date
Prosperity	Realizing safe and secure living	Masakazu Kitano Director, Managing Executive Officer In charge of the Polymers Segment and Performance Materials Segment	Net sales of materials that contribute to the "three types of living"	1.1 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"> 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	Katsuhide Kyunai Director, Managing Executive Officer Chairman, Representative Director of Unitika Trading Co., Ltd. In charge of the Fibers & Textiles Segment					<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	Minoru Fuji Senior 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	Minoru Fujii Senior Executive Officer General Manager of Technology Management Division	CO ₂ emissions (All domestic Group companies)	35% 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 	    	Established in July 2021
			Amount of industrial waste disposed of outside the plants (All domestic Group companies)	19% 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 		Established in July 2021
People	Human rights	Tsunetoshi Matsuda Director, Senior Executive Officer In charge of Human Resources and General Affairs Department and Sustainability Promotion Office	Implementation rate of human rights education (Entire Group, including overseas companies)	79%	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 July 2022
	Employee engagement	Minoru Fujii Senior Executive Officer General Manager of Technology Management Division	Lost time injury frequency rate*1 (Entire Group, including overseas companies)	2.29	0.35	0.25	<ul style="list-style-type: none"> Intensifying the intrinsic safety of manufacturing equipment Reviewing utilities 	    	Revised in May 2024
		Tsunetoshi Matsuda Director, Senior Executive Officer In charge of Human Resources and General Affairs Department and Sustainability Promotion Office	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 		Established in July 2021
	Diversity	Tsunetoshi Matsuda Director, Senior Executive Officer In charge of Human Resources and General Affairs Department and Sustainability Promotion Office	Ratio of women in managerial positions (Entire Group, including overseas companies)	5.5%	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.)	35%	30%	30%			Established in July 2022
			Ratio of men taking paternity leave (All domestic Group companies)	72%	50%	85%			Established in July 2022
			Implementation rate of annual review of the pools of core human resources (Unitika Ltd.)	100%	100%	100%			Established 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	Response rate of the CSR procurement survey (Main business partners and clients)	—	80%	80%	<ul style="list-style-type: none"> Purchasing Policy CSR procurement survey 	    	Established in July 2021

*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.