

We have established the following Key Performance Indicators (KPIs) and Targets for our materialities and key focus points.

	EIZO's Materialities	Key Focus Points	KPIs	FY2022 Results	FY2023 Targets
	Contribute to the creation of a prosperous society through imaging solutions	•Providing high-quality, highly reliable products, systems, and services based on the development and application of cutting-edge technologies  •Provide an Imaging Chain that supports social infrastructure -Contributing to the improvement of the quality and safety of healthcare and welfare -Providing an imaging environment that contributes to the advancement of healthcare around the world -Contributing to the creation of safe and secure communities	Contribute to improving the safety and quality of healthcare	Contribution to the development of international standards for quality control of healthcare monitors	•Contribute to the advancement of DX in healthcare by providing systems that improve workflow efficiency  •Disseminate monitor quality control to support a safe reading environment for interpretation for Radiology
			Contribute to the development of an entertainment industry that inspires	Products for the Creative Work market: Launched three models	•Expand products the improve the HDR* production environment  •Promote adoption of networked color management solutions
			Provide imaging technology that supports the security and preservation of infrastructure	•Development of video transmission systems for automatic ship navigation •Provision of systems to support CBM*	Expansion of products with improved visibility/image recognition technology that contributes to automatic vessel navigation and CBM
			Provide products that consider the health of users and the preservation of the environment	•Increased use of recycled plastic (2 models)  •Increased use of non-plastic packaging  •Achieved EPEAT Gold certification	•Enhancement of functions that are less stressful on the eyes and body  •Provide products that drive ethical consumption
	*HDR (High Dynamic Range) : A display technology that can reproduce a wider range of brightness (dynamic range) than Standard Dynamic Range (SDR) images, allowing more natural and realistic reproduction without sacrificing gradations in both light and dark areas. *CBM (Condition Based Maintenance) : The use of IoT and AI to monitor the condition of equipment and machinery and perform maintenance before breakdowns.				
	EIZO's Materialities	Key Focus Points	KPIs	FY2022 Results (Japan)	FY2023 Targets (Japan)
	Social	A broadminded corporate culture that encourages free and creative activity	Percentage of Female Managers	3.7% (Consolidated : 13.5%)	5.0% (Consolidated : 15.0%)
			Percentage of women in leadership positions *Including management positions	5.5%	7.0%
			Percentage of employees with disabilities	2.0% (Statutory employment rate : 2.5%)	2.3% (Same as on the left)
Number of training courses per employee			5.8 (FY2021 Result)	6.5	
Human resource development cost/hour			JPY 23,800 (FY2021 Result) /40h	JPY 30,000 /50h	
Engagement score *From responses to the "Vitality and Pride at Work" survey item			2.4 / 4.0 points	2.7 / 4.0 points	
Percentage of new graduate turnover			8.10%	5.0% or less	
Percentage of employees taking paid leave			85%	85%	
Percentage of employees taking childcare leave			Female: 100% Male: 64%	Female: 100% Male: 85%	
Percentage of employees taking leave due to personal injury or illness			1.30%	0.80%	
Number of serious accidents *Fatal accidents and accidents with residual disabilities			0 (Consolidated)	0 (Consolidated)	
Frequency of occupational accidents. Number of accidents resulting in one or more days of absence from work per million actual working hours			0.57	0.00	
EIZO's Materialities	Key Focus Points	KPIs	FY2022 Results (Japan)	FY2023 Targets (Japan)	
Respect human rights and diversity	•Respect for the human rights of all persons involved in our business -Prohibit inappropriate labor (child labor, forced labor, bonded labor) -Prohibit all forms of discrimination and harassment	Number of internal and external reports of human rights abuses	0	•Establish, disseminate and operate an external whistleblower and advisory service  •Implement human rights due diligence	

Social	EIZO's Materialities	Key Focus Points	KPIs	FY2022 Results	FY2023 Targets
	Supply Chain Management	<ul style="list-style-type: none"> <li>Building partnerships based on mutual prosperity</li> <li>Stable supply initiatives</li> <li>Promotion of sustainability initiatives throughout the supply chain</li> <li>-Initiatives related to climate change, biodiversity, and water resources</li> </ul>	Percentage of suppliers supporting the EIZO Supplier Code of Conduct	100%	100%
			Respect human rights throughout the supply chain	Compliance with human rights items in the SAQ (Self Assessment Questioner) : 100%	Compliance with human rights items in the SAQ (Self Assessment Questioner) : 100%
			Percentage of responses to Responsible Minerals Procurement survey	97%	100%
			Percentage of number of 3TG smelters, which have received third-party assurance (RMAP Compliance Rate)	64%	75%
			Working with suppliers to develop environmentally friendly products	-	Conduct collaborative meetings with suppliers
			Engagement on climate change initiatives	-	Encouraging suppliers to obtain SBTi approval
			Promote sustainability initiatives in line with RBA code of conduct	Acquisition of VAP 'Platinum' status at two major factories	Audited by VAP at three major factories
Environment	EIZO's Materialities	Key Focus Points	KPIs	FY2022 Results	FY2023 Targets
	Supporting a Recycling-Oriented Society	<ul style="list-style-type: none"> <li>Advanced environmental management</li> <li>Creating products that are friendly to people and the environment</li> <li>Shift to materials with less impact on the environment and human body</li> </ul>	Expanding use of Halogen-free materials	Halogen-free materials used : 71%	Halogen-free materials used : 75%
			Use of green materials (environmentally friendly materials) in products	Recycled plastics used : 17.6%	Recycled plastics used : 70% or more (FY2030)
			No use of virgin plastics derived from fossil fuels in packaging materials	Use of paper-based packaging : 12.4%	Increased use of paper-based packaging
	EIZO's Materialities	Key Focus Points	KPIs	FY2022 Results	FY2023 Targets
	Respond to Climate Change	<ul style="list-style-type: none"> <li>Provide products and systems that contribute to climate change action</li> <li>Reducing GHG emissions throughout the product life cycle</li> <li>Reducing our environmental impact in business activities</li> </ul>	Reduction of Scope 1+2	-39% (compared to FY2019) *Expected figures (Under compilation)	-40% (compared to FY2019)
			Reduction of Scope 3	(Under compilation)	-10% (compared to FY2019)
			Percentage of renewable energy used (Consolidated)	44%	46%
Governance	EIZO's Materialities	Key Focus Points	KPIs	FY2022 Results	FY2023 Targets
	Open and fair Governance	<ul style="list-style-type: none"> <li>Appropriate information disclosure</li> <li>Strengthen resilience</li> <li>Strengthen information security</li> <li>Enforcement of business ethics</li> </ul>	Percentage of participation in compliance training (Consolidated)	100%	100%
			Number of serious non-compliance incidents	0	<ul style="list-style-type: none"> <li>0</li> <li>Establish anti-bribery policies and guidelines</li> </ul>
			Strengthening of the information management system	<ul style="list-style-type: none"> <li>ISO27001 Certification</li> <li>Information security training provided : 100%</li> </ul>	Information security training provided : 100%
			Number of serious information security incidents	0	0
			External assessment of ESG initiatives	<ul style="list-style-type: none"> <li>CDP score 'A-'</li> <li>CDP SER (Supplier Engagement Leader)</li> </ul>	Achieving higher rating in CDP / EcoVadis / RBA VAP