Social		
EIZO's Materiality	**Key Focus Points**	**Related SDGs**
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 ・Providing an Imaging Chain, which 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	

KPIs	FY2023		FY2024	2030
	Targets	**Results**	**Targets**	**Targets**
Contribution to the safety and quality of healthcare	・Contribute to DX in healthcare by providing systems that streamline workflows ・Spread monitor quality control that supports a safe image interpretation environment	・Supporting doctor work style reform - Launch of a healthcare monitor suitable for remote teleradiology at home ・Contribution to healthcare safety - Launch of a imaging recorder for healthcare video recording	・Strengthen the worldwide development of products that contribute to healthcare safety and workflow efficiency ・Raise awareness of monitor quality management to support a safe teleradiology environment	・Deliver the highest image quality in the expanding field of digital imaging diagnostics ・Contribute to solving healthcare safety and team healthcare issues through the effective utilization of imaging
Contribution to the development of an inspiring entertainment industry	・Expand products to improve HDR[*1] production environment ・Promote introduction of networked color management solutions	・Digital workflow reform - Release of API[*2] that enables color management and calibration from third-party applications - Launch of new models equipped with video signal quantification/visualization functions to ensure accurate color settings	・Expand products for establishing HDR production environments ・Reforming digital workflows through introduction of network-base color management solutions	・Provide the highest quality production environment with proprietary imaging technology and color management
Providing visual technology to support infrastructure safety and maintenance	Expand products with improved visibility/image recognition technology that contributes to automatic vessel navigation and CBM[*3]	・Strengthen the development system for camera products ・Developed a vessel safety assurance system for unmanned navigation ・Participated in and successfully completed a demonstration experiment (DFFAS+[*4] project) ・Released image optimization software for infrastructure maintenance and incident/accident analysis	Providing total solutions that contribute to the advancement and efficiency of social infrastructure, including remote monitoring and operation, starting with CBM	・Strongly support the advancement and streamlining of infrastructure in line with societal changes through imaging solutions
Providing products with consideration for the health of users and preservation of the environment	・Enhance functions that are less stressful on the eyes and body ・Provide products that drive ethical consumption	・Launched two 4K monitors certified with the highest rating from the US environmental standard EPEAT ・FlexScan EV series attained the new EPEAT Climate+ certification ・Established collective packaging specifications for 11 models in the FlexScan EV series, reducing packaging material volume by 40% (31.5" model x 4 pieces).	・Continue to promote sustainable products ・Enhance functions that reduced strain on eyes and body	・Deliver advanced products using industry-leading low power consumption and green materials (materials with low environmental impacts) ・Expand functions that reduced strain on eyes and body

*1 HDR (High Dynamic Range): A display technology that can deliver a wider range of brightness (dynamic range) compared to standard dynamic range (SDR) images. Unlike SDR images, where shaded areas are blacked out and sunlit areas are blown out, HDR images can be rendered more naturally and realistically without sacrificing tonal gradations in both bright and dark areas.

*2 API (Application Programming Interface): Interfaces (protocols) that connect software and programs.

*3 CBM (Condition Based Maintenance) : It refers to conducting maintenance before failure by monitoring the condition of equipment and machinery using IoT and AI.

*4 DFFAS+ (the Designing the Future of Full Autonomous Ship) project: A project sponsored by the Nippon Foundation (Japan) which aims to conduct the world's first successful crewless autonomous ship demonstration.

Social		
EIZO's Materiality	**Key Focus Points**	**Related SDGs**
Broadminded corporate culture that encourages free and creative activity	· Respect different cultures and values · Maximize the value of human resources · Enhance employee engagement · Promote health management · Build and maintain a safe and secure work environment	

KPIs	FY2023		FY2024	FY2026	2030
	Targets	**Results**	**Targets**	**Targets**	**Targets**
Ratio of female managers	5.0% (consolidated: 15.0%)	2.2% (consolidated: 11.7%)	5.0%	7.0%	15.0%
Ratio of women in leadership positions (Including management)	7%	5.3%	7.0%	10.0%	15.0%
Number of employees with disabilities	2.3%（statutory 2.3%)	2.0%（statutory 2.3%)	2.5%（statutory 2.5%)	2.7%	2.8%
Number of training courses per person	6.5 courses	8.9 courses	10.0 courses	15 courses	20 courses
Training cost / hour	JPY30,000 / 50 hours	JPY47,600 / 38 hours	JPY60,000 / 50 hours	JPY80,000 / 60 hours	JPY100,000 / 70 hours
Engagement Score (Based on responses to the Vitality and Pride in Work survey item)	2.7 out of 4.0 points	2.4 out of 4.0 points	2.7 out of 4.0 points	3.0 out of 4.0 points	3.2 out of 4.0 points
New graduate turnover rate	5.0% or less	8.2%	5.0% or less	5.0% or less	5.0% or less
Percentage of Paid leave taken	85%	86.5%	90%	95%	100%
Percentage of employees taking childcare leave	Female: 100% Male: 85%	Female: 100% Male: 78.9%（3 months or more: 26.3%)	Female: 100% Male: 90%（3 months or more: 40%)	Female: 100% Male: 100%（3 months or more: 50%)	Female: 100% Male: 100%（3 months or more: 65%)
Percentage of employees taking mental health leave	0.8%	0.7%	0.6%	0.4%	0.3%
Number of serious accidents (Fatalities and disabilities that result in permanent disability)	None (including overseas)	None (including overseas)	None (including overseas)	None (including overseas)	None (including overseas)
Frequency of occupational accidents (Number of accidents resulting in one or more days of absence from work per million actual working hours)	0	0	0	0	0

*In Japan

Social		
EIZO's Materiality	**Key Focus Points**	**Related SDGs**
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	

KPIs	**FY2023**		**FY2024**	**FY2026**	**2030**
	Targets	**Results**	**Targets**	**Targets**	**Targets**
Number of internal and external whistle-blowing reports of human rights violations	・Establish, disseminate, and operate an external whistle-blowing/consultation desk ・Implement human rights due diligence	・Zero reports received ・Preparations for the establishment of an external whistle-blowing and consultation desk completed ・Conducted educational training on business and human rights	・Establish and promotion of an external whistle-blowing and consultation desk ・Implementation of human rights due diligence and information disclosure	Reduce human rights risks in the value chain	Reduce human rights risks in the value chain

Social		
EIZO's Materiality	**Key Focus Points**	**Related SDGs**
Supply Chain Management	・Build partnerships based on mutual prosperity ・Stable supply initiatives ・Promotion of sustainability initiatives throughout the supply chain - Initiatives related to climate change, biodiversity, and water resources	

KPIs	**FY2023**		**FY2024**	**FY2026**	**2030**
	Targets	**Results**	**Targets**	**Targets**	**Targets**
Percentage of suppliers who agree with EIZO Supplier Code of Conduct	100%	100%	100%	100%	100%
Efforts to respect human rights in the supply chain	Percentage of response to human rights items in the SAQ: 100%	87.5%	90%	100%	100%
Responsible Minerals Initiative survey response rate	100%	92.7%	100%	100%	100%
3TG smelter verified by third-party (RMAP compliance rate)	75%	66%	75%	80%	90%
Collaboration with suppliers to develop products with low environmental impact	Conduct collaborative review meetings	・Conducted with 7 major suppliers ・Changed packaging materials of components to paper materials	・Expand the number of targeted suppliers for collaborative review meetings ・Adopted products with of low environmental impact devices	・Strengthen collaboration with suppliers ・Expansion of products with low environmental impact	・Strengthen collaboration with suppliers ・Expansion of products with low environmental impact
Engagement in measures to combat climate change	Promote suppliers' acquisition of SBT	Conducted sustainability meetings to explain our sustainability initiatives to 130 suppliers	・Continue to conduct sustainability meetings ・Obtained SBT certification / Supplier support for climate change measures	・Continue to conduct sustainability meetings ・Obtained SBT certification / Supplier support for climate change measures	・Continue to conduct sustainability meetings ・Obtained SBT certification / Supplier support for climate change measures
Promoting sustainability initiatives in line with the RBA Code of Conduct	Undergo VAP audits at three major production sites	Our company underwent a VAP audit at one location *Audits at 2 other locations were postponed due to earthquakes	・Ensure supplier understanding of RBAs ・Establishment of a Human Rights grievance desk	・Ensure supplier understanding of RBAs	・Ensure supplier understanding of RBAs

Environment		
EIZO's Materiality	**Key Focus Points**	**Related SDGs**
Supporting a Recycling-Oriented Society	· Advanced environmental management · Creating products that are friendly to people and the environment · Shift to materials with less impact on the environment and human body	6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 14 LIFE BELOW WATER

KPIs	FY2023		FY2024	FY2026	2030
	Targets	**Results**	**Targets**	**Targets**	**Targets**
Expanding use of halogen-free materials	Use of halogen-free materials: 75%	Use of halogen-free materials: 82%	Use of halogen-free materials: 83%	Use of halogen-free materials: 85%	Use of halogen-free materials: 90%
Use of green materials (materials with low environmental impact) in products	Use of recycled plastics: 70% (2030)	· Investigation of high recyclability plastics and their use in new models · Use of recycled plastics: 19.3%	· Use of high recycled content plastics in newly developed models · Use of recycled plastics: 25%	Use of recycled plastics: 45%	Use of recycled plastics: 70%
No use of virgin plastics derived from fossil fuels in packaging materials	Increase the use of paper material packaging	· Changed specifications for models currently on sale · Paper packaging adoption rate: 21.2%	· Use of paper packaging in newly developed models · Paper packaging adoption rate: 25%	Paper packaging adoption rate: 55%	Paper packaging adoption rate: 80%

Environment		
EIZO's Materiality	**Key Focus Points**	**Related SDGs**
Respond to Climate Change	· Provide products and systems that contribute to climate change action · Reducing GHG emissions throughout the product life cycle · Reducing our environmental impact in business activities	7 AFFORDABLE AND CLEAN ENERGY 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 14 LIFE BELOW WATER

KPIs	FY2023		FY2024	FY2026	2030
	Targets	**Results**	**Targets**	**Targets**	**Targets**
Reduction of Scope 1 and 2	−40.0% (compared to FY2019)	−46.2% (compared to FY2019)	−58% (compared to FY2019)	−61.5% (compared to FY2019)	−70% (compared to FY2019)
Reduction of Scope 3 (Category 1 and 11)	−10.0% (compared to FY2019)	−29.5% (compared to FY2019) (Category 1 and 11)	−12.5% (Category 1 and 11) (compared to FY2019)	−17.5% (Category 1 and 11) (compared to FY2019)	−27.5% (Category 1 and 11) (compared to FY2019)
Percentage of renewable energy used (Consolidated)	46%	48.4%	67%	78.8%	Japan: 100% All group companies including overseas: 92%

Governance		
EIZO's Materiality	**Key Focus Points**	**Related SDGs**
Open and Fair Governance	· Appropriate information disclosure · Strengthen resilience · Strengthen information security · Enforce business ethics	![SDG 16 Peace, Justice and Strong Institutions]

KPIs	FY2023		FY2024	FY2026	2030
	Targets	**Results**	**Targets**	**Targets**	**Targets**
Percentage of participation in compliance training (consolidated)	100%	100%	100%	100%	100%
Number of serious non-compliance incidents	· None · Establish EIZO Group Anti-Bribery Policy and Guidelines	· None · Established EIZO Group Anti-Bribery Policy and Guidelines	None	None	None
Percentage of employees with information security training	100%	100%	100%	100%	100%
Number of serious information security incidents	None	None	None	None	None
External assessment of ESG initiatives	Achieving the high rating in CDP/EcoVadis/RBA VAP	· CDP A List · EcoVadis Bronze · RBA Gold status（EIZO Corporation)	Achieve a higher rating in CDP/EcoVadis/RBA VAP certification	Maintain high ESG ratings from external organizations	Maintain high ESG ratings from external organizations