






Social		
ETZO's Materiality	Key Focus Points	Related SDGs
Contribute to the creation of a prosperous society through imaging solutions	<ul style="list-style-type: none"> <li>Providing high-quality, highly reliable products, systems, and services based on the development and application of cutting-edge technologies</li> <li>Providing an Imaging Chain, which supports social infrastructure               <ul style="list-style-type: none"> <li>Contributing to the improvement of the quality and safety of healthcare and welfare</li> <li>Providing an imaging environment that contributes to the advancement of healthcare around the world</li> <li>Contributing to the creation of safe and secure communities</li> </ul> </li> </ul>	




KPIs	FY2024		FY2025	2030
	Targets	Results	Targets	Targets
Contribute to the safety and quality of healthcare	<ul style="list-style-type: none"> <li>Strengthen the worldwide development of products that contribute to healthcare safety and workflow efficiency</li> <li>Raise awareness of monitor quality management to support a safe teleradiology environment</li> </ul>	<ul style="list-style-type: none"> <li>Contributions to Medical Safety               <ul style="list-style-type: none"> <li>Enhanced the MIR-1 medical recorder and launched international sales</li> <li>Achieved early compliance with Japanese regulations for certifying diagnostic monitors as medical devices</li> <li>First worldwide to comply with Japan's new quality control standard, JESRA TR-0049</li> </ul> </li> <li>Contributions to Workflow Efficiency               <ul style="list-style-type: none"> <li>Launched overseas sales of 12G-SDI switchers</li> <li>Introduced network-based quality control software for medical institutions</li> </ul> </li> <li>Promotion of Quality Control Awareness               <ul style="list-style-type: none"> <li>Delivered lectures at academic conferences in India and other countries</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Continue providing added value to enhance medical safety and workflow efficiency, with a focus on global expansion</li> <li>Promote ongoing monitor quality management to support a safe reading environment</li> <li>Strengthen product capabilities to address the growing demands in digital imaging diagnosis</li> </ul>	<ul style="list-style-type: none"> <li>Deliver the highest image quality in the expanding field of digital imaging diagnostics</li> <li>Contribute to solving healthcare safety and team healthcare issues through the effective utilization of imaging</li> </ul>
Contribute to the development of an inspiring entertainment industry	<ul style="list-style-type: none"> <li>Expand products for establishing HDR*<sup>1</sup> production environments</li> <li>Reforming digital workflows through introduction of network-base color management solutions</li> </ul>	<ul style="list-style-type: none"> <li>Launched the PROMINENCE CG1, enabling precise HDR content reproduction</li> </ul>	<ul style="list-style-type: none"> <li>Improve the production environment through unique visual technologies, including color management</li> <li>Expand the product lineup to further enhance the production environment</li> </ul>	<ul style="list-style-type: none"> <li>Provide the highest quality production environment with proprietary imaging technology and color management</li> </ul>
Provide visual technology to support infrastructure safety and maintenance	Provide total solutions that contribute to the advancement and efficiency of social infrastructure, including remote monitoring and operation, starting with CBM* <sup>2</sup>	<ul style="list-style-type: none"> <li>Launched VisionCore, a new software brand for industrial markets, along with the image enhancement software VisionCore FCS and FCS Viewer</li> <li>Enhanced operability for remote control of construction machinery using 3D visual technologies</li> </ul>	<ul style="list-style-type: none"> <li>Provided solutions to enhance and streamline social infrastructure, including CBM, remote monitoring, and unmanned operations</li> </ul>	<ul style="list-style-type: none"> <li>Strongly support the advancement and streamlining of infrastructure in line with societal changes through imaging solutions</li> </ul>
Provide products with consideration for the health of users and preservation of the environment	<ul style="list-style-type: none"> <li>Continue to promote sustainable products</li> <li>Enhance functions that reduced strain on eyes and body</li> </ul>	<ul style="list-style-type: none"> <li>Nine FlexScan models became the world's first to receive TCO Certified Generation 10</li> <li>The FlexScan FLT became the world's first monitor to earn a Class A rating under the European Energy Label</li> </ul>	<ul style="list-style-type: none"> <li>Continue advancing environmentally conscious product development</li> <li>Enhance features to reduce eye and physical strain</li> </ul>	<ul style="list-style-type: none"> <li>Deliver advanced products using industry-leading low power consumption and green materials (materials with low environmental impacts)</li> <li>Expand functions that reduced strain on eyes and body</li> </ul>

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

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EIZO's Materiality	Key Focus Points	Related SDGs
Broadminded corporate culture that encourages free and creative activity	<ul style="list-style-type: none"> <li>Respect different cultures and values</li> <li>Maximize the value of human resources</li> <li>Enhance employee engagement</li> <li>Promote health management</li> <li>Build and maintain a safe and secure work environment</li> </ul>	   





KPIs	FY2024			FY2025		FY2026	2030
	Targets	Results		Targets		Targets	Targets
		Overseas	Japan	Overseas	Japan		
Ratio of female managers	5% (In Japan)	11.7%	3.9%	15.0%	5.0%	Overseas: 18.0% / Japan: 7.0%	Overseas: 25.0% / Japan: 15.0%
Ratio of women in leadership positions (Including management)	7.0%	-	6.4%	-	8.0%	10.0%	20.0%
Number of employees with disabilities	2.5% (statutory 2.5%)	1.50%	2.2% (statutory 2.5%)	1.70%	2.5% (statutory 2.5%)	2.7% (statutory 2.7%)	2.8%
Number of training courses per person	10.0 courses	-	7.07	-	12	15	20
Training cost / hour	JPY 60,000 / 50 hours	-	JPY 33,100 / 26 hours	-	JPY 60,000 / 50 hours	JPY 80,000 / 60 hours	JPY 100,000 / 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	-	6.60%	-	5.0% or less	5.0% or less	5.0% or less
Percentage of Paid leave taken	90%	-	84.3%	-	90%	95%	100%
Percentage of employees taking childcare leave	Female: 100% Male: 90% (3 months or more: 40%)	-	Female: 100% Male: 70% (3 months or more: 35%)	-	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	0.6%	-	0.9%	-	0.6%	0.4%	0.3%
Number of serious accidents (Fatalities and disabilities that result in permanent disability)	None (including overseas)	None	None	None	None	None	None
Frequency of occupational accidents (Number of accidents resulting in one or more days of absence from work per million actual working hours)	0.00	TBD	0.00	0.00	0.00	0.00	0.00

Social		
EIZO's Materiality	Key Focus Points	Related SDGs
Respect human rights and diversity	<ul style="list-style-type: none"> <li>Respect for the human rights of all persons involved in our business</li> <li>Prohibit inappropriate labor (child labor, forced labor, bonded labor)</li> <li>Prohibit all forms of discrimination and harassment</li> </ul>	  

KPIs	FY2024		2025年度	2026年度	2030年
	Targets	実績	Targets	Targets	Targets
Number of internal and external whistle-blowing reports of human rights violations	<ul style="list-style-type: none"> <li>Establish and promotion of an external whistle-blowing and consultation desk</li> <li>Implementation of human rights due diligence and information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>Number of claims: 3</li> <li>Established an external reporting and grievance desk; details available on the company website</li> <li>Completed human rights due diligence, including identification of key issues; details disclosed in the Integrated Report and on the company website</li> </ul>	<ul style="list-style-type: none"> <li>Revise the EIZO Group Human Rights Policy and provide employee training</li> <li>Take action on key human rights issues identified in last year's due diligence</li> </ul>	Reduce human rights risks in the value chain	Reduce human rights risks in the value chain
Percentage of response to human rights items in the Self-Assessment Questionnaire (SAQ)	90%	100%	100%	100%	100%






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EIZO's Materiality	Key Focus Points	Related SDGs
Supply Chain Management	<ul style="list-style-type: none"> <li>Build 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>	    

KPIs	FY2024		FY2025	FY2026	2030
	Targets	Results	Targets	Targets	Targets
Percentage of suppliers who commit to the EIZO Supplier Code of Conduct	100%	100%	100%	100%	100%
Responsible Minerals Initiative survey response rate	100%	TBD	100%	100%	100%
3TG smelter verified by third-party (RMAP compliance rate)	75%	TBD	75%	80%	90%
Collaboration with suppliers to develop products with low environmental impact	<ul style="list-style-type: none"> <li>Expand the number of targeted suppliers for collaborative review meetings</li> <li>Adopted products with of low environmental impact devices</li> </ul>	<ul style="list-style-type: none"> <li>Conducted reviews with nine key suppliers</li> <li>FlexScan FLT adopted a low-power LCD panel, achieving EEL Class A certification</li> </ul>	<ul style="list-style-type: none"> <li>Set power consumption targets for non-B&amp;P products and initiated collaboration with suppliers</li> <li>Expand the use of paper materials for packaging components</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen collaboration with suppliers</li> <li>Expansion of products with low environmental impact</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen collaboration with suppliers</li> <li>Expansion of products with low environmental impact</li> </ul>
Engagement in measures to combat climate change	<ul style="list-style-type: none"> <li>Continue to conduct sustainability meetings</li> <li>Obtained SBT certification / Supplier support for climate change measures</li> </ul>	<ul style="list-style-type: none"> <li>Presented our sustainability initiatives to 128 companies at the procurement policy briefing</li> <li>GHG emissions survey response rate: 96%</li> </ul>	<ul style="list-style-type: none"> <li>Continue holding sustainability briefings</li> <li>Obtain SBT certification and advance climate change initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Continue to conduct sustainability meetings</li> <li>Obtained SBT certification / Supplier support for climate change measures</li> </ul>	<ul style="list-style-type: none"> <li>Continue to conduct sustainability meetings</li> <li>Obtained SBT certification / Supplier support for climate change measures</li> </ul>
Promoting sustainability initiatives in line with the RBA Code of Conduct	<ul style="list-style-type: none"> <li>Ensure supplier understanding of RBAs</li> <li>Establishment of a Human Rights grievance desk</li> </ul>	<ul style="list-style-type: none"> <li>SAQ response rate for the EIZO Supplier Code of Conduct: 95%</li> <li>Established an external reporting and grievance desk for Human Rights issues</li> </ul>	<ul style="list-style-type: none"> <li>Promote understanding of RBA</li> <li>Engage in efforts to reduce high-risk suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Promote understanding of RBA</li> <li>Engage in efforts to reduce high-risk suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Promote understanding of RBA</li> <li>Engage in efforts to reduce high-risk suppliers</li> </ul>


Environment		
EIZO's Materiality	Key Focus Points	Related SDGs
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>	   

KPIs	FY2024		FY2025	FY2026	2030
	Targets	Results	Targets	Targets	Targets
Use of halogen-free materials*	83%	79.5%	83%	85%	90%
Use of recycled plastics in products	<ul style="list-style-type: none"> <li>25%</li> <li>Use of high recycled content plastics in newly developed models</li> </ul>	<ul style="list-style-type: none"> <li>27.9%</li> <li>Use of high recycled content plastics in newly developed models</li> </ul>	<ul style="list-style-type: none"> <li>38%</li> <li>Continued use of high recycled content plastics in newly developed models</li> </ul>	45%	70%
Use of paper material packaging	<ul style="list-style-type: none"> <li>25%</li> <li>Use of paper packaging in newly developed models</li> </ul>	<ul style="list-style-type: none"> <li>30.1%</li> <li>Use of paper packaging in newly developed models</li> </ul>	<ul style="list-style-type: none"> <li>45%</li> <li>Continued use of paper packaging in newly developed models</li> </ul>	55%	80%

\*Percentage of halogen-free materials in the purchased mass of printed circuit boards, cables, harnesses and plastic parts weighing 25 g or more.

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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>	    

KPIs	FY2024		FY2025	FY2026	2030
	Targets	Results	Targets	Targets	Targets
Reduction of Scope 1 and 2 (compared to FY2019)	-58%	-58.1% (TBD)	-59%	-61.5%	-70%
Reduction of Scope 3 (Category 1 and Category 11) (compared to FY2019)	-12.5%	TBD	-15%	-17.5%	-27.5%
Percentage of renewable energy used	67%	70%	74%	78.8%	Japan: 100% All group companies including overseas: 92%

Governance		
EIZO's Materiality	Key Focus Points	Related SDGs
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>Enforce business ethics</li> </ul>	

KPIs	FY2024		FY2025	FY2026	2030
	Targets	Results	Targets	Targets	Targets
Percentage of participation in compliance training	100%	<ul style="list-style-type: none"> <li>100%</li> <li>Conduct human rights and harassment education sessions for managers</li> </ul>	100%	100%	100%
Number of serious non-compliance incidents*	None	None	None	None	None
Percentage of employees with information security training	100%	<ul style="list-style-type: none"> <li>Training on information security: 100%</li> <li>Training on targeted attack e-mails: 100%</li> </ul>	100%	100%	100%
Number of serious information security incidents	None	None	None	None	None
Strengthen disaster response BCP	-	<ul style="list-style-type: none"> <li>Enhanced the building's seismic resistance</li> <li>Prevented heavy objects from falling in logistics warehouses</li> </ul>	Implement further seismic resistance measures	Continuous improvement of BCP	Continuous improvement of BCP
External assessment of ESG initiatives	Achieve a higher rating in CDP/EcoVadis/RBA VAP certification	<ul style="list-style-type: none"> <li>CDP (climate change) "A"</li> <li>EcoVadis Bronze</li> <li>RBA Gold (EIZO Corp.), Silver (EIZO MS Corp.Nanao Factory)</li> </ul>	Achieve high ESG ratings from external organizations	Achieve high ESG ratings from external organizations	Achieve high ESG ratings from external organizations

\*Serious non-compliance refers to violations of laws and regulations that have resulted, or are likely to result, in sanctions such as criminal, administrative or regulatory penalties. Examples include, but are not limited to, bribery, insider trading, bid rigging, harassment, forced labor, trafficking of persons, child labor and excessive hours.