Materiality

Changes are occurring in so many areas at such a fast pace these days-climate change, technological advances, people's lifestyles, and sense of values. With this in mind, the Noritake Group is working to identify social issues and needs, and continually provide new value in order to help and contribute to the development of a sustainable society.

With our Long-term Vision for 2030 in mind, our Group has identified six materiality items (priority issues) to address: "reduction of environmental impacts", "continuous provision of new value", "stable supply of high-quality and safe products", "pursuit of well-being in society", "improvement of employee engagement", and "continuous reinforcement of governance." We are advancing sustainability management to realize a sustainable society and continuously enhance our corporate value.



Contribute to the global environment	Materiality	Details of Key Initiatives	Fiscal 2023 Results (Progress)	FY2024 Targets
	Reducing environmental impact Applicable SDGs Applicable SDGs Applicable SDGs	Reduce CO ₂ emissions	CO ₂ emissions: 51,000 tons (-23% compared to FY2018)	 CO₂ emissions of 73,000 tons or less; a reduction of 25% or more compared to FY2018
		Reducing waste	Waste disposals: 10,200 tons	Waste disposals: 10,000 tons or less
		Provide environmentally-friendly products	9% net sales share of environmentally-friendly products	• 10% or more net sales share by environmentally-friendly products
Contribute to a convenient society	Continuous provision of new value Applicable SDGs	Provide new products	New product sales growth rate of 19% (compared to FY2022)	 Achieve a sales growth rate of 25% or more (compared to FY 2022)
		Establishing a structure for new business creation	 Started operation of a development theme proposal system that solicits proposals from all employees and a development process for commercialization (Stage-Gate system) Established an open innovation promotion system 	Promote open innovation
		Strengthening core-technology development	Increase number of patents held by 9.5% (compared to FY2022)	• Increase the number of patents held by 10% (compared to FY2022
	Stable supply of high-quality and safe products Applicable SDGs 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Promote activities for improving quality	Achieve: 0 product incidents	Zero product-accidents
			Reduce number of complaints by 26% (compared to FY2022)	● Reduce number of complaints by 20% (compared to FY2022)
			Formulated and deployed quality policies, and strengthened management through internal audits	Strengthen the quality assurance system
		Promoting supply-chain management	Identified issues with procurement activities in business departments	 Strengthen the system for sustainable procurement
			Collection rate of Purchasing Guideline receipt acknowledgment forms of 96% Conducted questionnaire survey of key business partners	Achieve a survey response rate of 80% or more for the Purchasing Guidel
Contribute to the people's well-being	Pursue a society that values well-being Applicable SDGs SDGs Applicable SDGs	Respecting human rights	Conducted questionnaire surveys of suppliers and employees	Promote human rights due diligence
		Providing well-being products	Sales share of well-being products of 8.2%	• Sales share of 8% or more
		Contribution to the local community	Held 9 events that enrich the dining space	Organize events that enrich the dining space
			Accepted social studies field trips from 43 schools	Provide opportunities for social studies
	Improve employee engagement Applicable SDGs Applicable SDGs Applicable SDGs	Improving the physical and mental health of employees	Achieved a paid vacation acquisition rate of 70.6%	● Achieve a paid vacation acquisition rate of 70% or more
			Achieved a stress check participation rate of 95.1%	 Achieve a stress check participation rate of 90% or more
		Creating the workplace where employees can work vigorously	Created a new personnel system	Revise the personnel system
			Conducted engagement surveys and established action plans based on the results	Conduct an engagement survey and utilize it for issue setting
		Fostering a culture that respects diversity	Achieved a male childcare leave acquisition rate of 95.1%	● Achieve a male childcare leave acquisition rate of 50% or more
			Increase the ratio of female managers to 20% (compared to FY2022)	● Increase the ratio of female managers by 20% (compared to FY 2022
Strengthen the foundation	Continuous reinforcement of governance Applicable SDGs 10 10 10 10 10 10 10 10 10 10 10 10 10 1	Strengthening the governance system	Transition to a company structure with an Audit and Supervisory Committee / Implemented improvement measures for issues identified in the results of the Board of Directors' effectiveness evaluation	■ Improve the effectiveness of the Board of Directors
			Established the Sustainability Management Committee (April 2023)	• Strengthen the system for promoting sustainability managemen
		Improving information security	Deployed multi-factor authentication login and started terminal authentication for the company network	Strengthen network security
		Thorough observance of compliance	Trained personnel in charge of practical operations related to the Subcontract Act, export control regulations, etc.	Conduct literacy education on laws and regulations

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