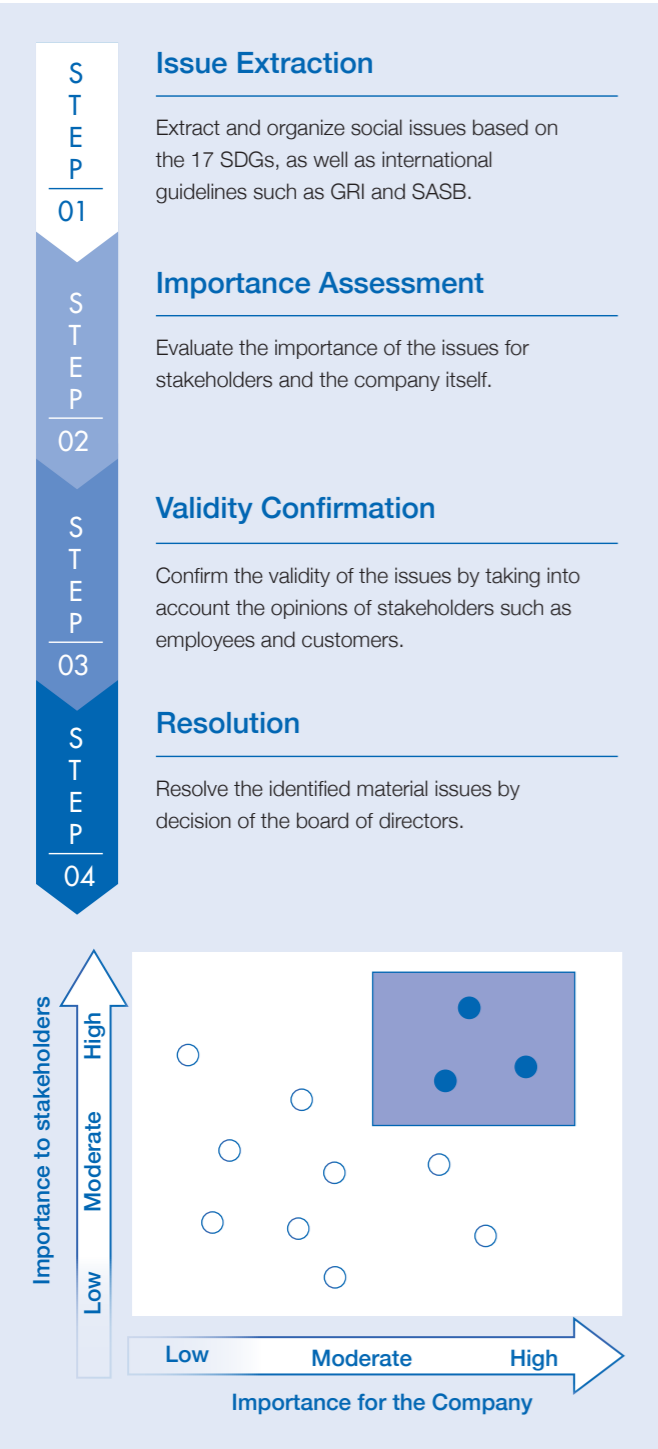


Materiality

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.

In FY2022, we formulated the Sustainability Fundamental Policy and established a Sustainability Management Promotion System. With an eye toward our Long-term Vision for 2030, we also assessed what are important for stakeholders and the company group respectively, and determined six areas of materiality (priority issues) that we should be focusing our efforts on.

Materiality Identification Process



List of materiality (key issues)

	Materiality	Details of Key Initiatives	FY2024 Targets
Contribute to the global environment	Reducing environmental impacts Applicable SDGs: 7, 9, 12, 13, 15	Reduce CO ₂ emissions	● Reduce to 73k tons or below
		Reduce of waste	● Reduce to 10k tons or below
		Provide environmentally-friendly products	● Achieve a sales ratio of 10% or more
Contribute to a convenient society	Continuous provision of new value Applicable SDGs: 7, 9	Providing new products	● Achieve a sales growth rate of 25% or more (compared to FY 2022)
		Establishing a structure for new business creation	● Promote open innovation
		Strengthening core-technology development	● Increase the number of patents held by 10% (compared to FY2022)
Contribute to the people's well-being	Stable supply of high-quality and safe products Applicable SDGs: 9, 12, 17	Promoting activities for improving quality	● Zero product-accidents ● Reduce claim cases by 20% (compared to FY 2022) ● Strengthen the quality assurance system
		Promoting supply-chain management	● Strengthen the system for sustainable procurement ● Achieve a survey response rate of 80% or more for the Purchasing Guideline
	Pursuing a society that values well-being Applicable SDGs: 5, 8, 10, 11, 15	Providing well-being products	● Sales ratio of 8% or more
Strengthen the foundation		Respecting human rights	● Promote human rights due diligence
		Contribution to the local community	● Organize events that enrich the dining space ● Provide opportunities for social studies
	Improving employee engagement Applicable SDGs: 4, 5, 8, 10	Improving the physical and mental health of employees	● Achieve a paid vacation acquisition rate of 70% or more ● Achieve a stress check participation rate of 90% or more
		Creating the workplace where employees can work vigorously	● Revise the personnel system ● Conduct an engagement survey and utilize it for issue setting
		Fostering a culture that respects diversity	● Achieve a male childcare leave acquisition rate of 50% or more ● Increase the ratio of female managers by 20% (compared to FY 2022)
	Continuous reinforcement of governance Applicable SDGs: 12, 16	Strengthening the governance system	● Improve the effectiveness of the Board of Directors ● Strengthen the system for promoting sustainability management
		Improving information security	● Strengthen network security
		Thorough observance of compliance	● Conduct literacy education on laws and regulations