

Issues to be addressed to realize a sustainable society and company				
Materiality	Theme of initiative	Evaluation metrics	Medium to long-term targets	
			Numerical target	Target year
Actions for sustainable global environment	Promoting measures toward a carbon-free society	CO2 emissions reduction (compared to FY2013) in Scope 1+2	CO2 emissions reduction in Scope 1+2 in Japan and overseas: 43% or more compared to FY2013	2027
		Achievement of zero CO2 emissions Group-wide	Completed preparation of scenarios for achievement of zero CO2 emissions Group-wide by 2050	2027
		Fossil resource-based virgin plastics emissions reduction ratio	25% or more	2027
	Eco-friendliness in products	Mandom Group standards-based eco-friendly products ratio	Eco-friendly products account for 90% of the Mandom products sold in Japan.	2027
	Waste reduction	Reduction rate of the use, weight, and dimensions of product and promotional item containers and packaging (compared to FY2022)	65% or more	2027
Sustainable procurement of raw materials	Palm Oil	Ratio of RSPO*1-certified palm oil among palm oil that is used as an origin of raw materials	Switching 100% of palm-derived raw materials used at the Fukusaki Factory to RSPO*1-certified palm oil (including book-and-claim compliance)	2026
	Paper Container and Packaging Materials	Usage rate of FSC®*2-certified paper for paper and containers and packaging, and recovered paper usage ratio	Switching completely to the use of FSC®*2-certified paper/recovered paper for paper containers and packaging	2027
Maintaining/enhancing the corporate base	Providing safety, security and high quality	Number of complaints about quality	Serious complaints: 0	Each year
	Safety and security of employees	Number of employees on long-term leave	Less than 10 persons (in Japan)	Each year
	Enhancing data security	Compliance with the Cybersecurity Management Guidelines	Implementation of all ten important items	2027
	Pursuing the Mission	Company-wide rate of Mission-based employee decision-making	65% or more	Each year

*1 RSPO : Roundtable on Sustainable Palm Oil *2 FSC® : Forest Stewardship Council®