














Goals and Performances in Materialities in FY2023

NFC VISION 2030	Materialities	Initiatives	KPIs (Key Performance Indicators)	Numerical goals	Performance in FY2023	SDGs
Sustaining the KIREI of the future through diversity-driven innovation	Human Rights	Be a company where women can play an active role	- Ratio of female employees - Ratio of females in management	- With the aim of having 30% or more ratio of females in management by the 2030s, the goals are to have 20% or more ratio of female employees, as well as 15% or more ratio of females in management and management candidates by FY2027.	- Ratio of females in management: 2% - Ratio of female employees: 18% - Ratio of females in management and management candidate: 8%	   
		Be a workplace where people can work equally regardless of disability	- Ratio of disabled people hired ※1	- The goal is to have 2.5% or more ratio of disabled people hired by the end of FY2023.	- Ratio of disabled people hired: 3.0%	
		Achieve work-life balance by supporting child-rearing and long-term care	- Ratio of child-care leave taken ※1 - Specific measures for long-term care	- The goal is to take 70% or more ratio of child-care leave by the end of FY2025. - The specific measures for long-term care are considered.	- Ratio of child-care leave taken: 53%	
Sustaining the KIREI of the Earth through sustainable manufacturing	Environment	Develop products that can co-exist with the environment	- Amount of R&D investment - Number of patents	- The goal is to have 4.4% of sales or more amount of research and development investment every fiscal year during FY2023 to FY2026. - The goal is to apply 75 patents over the five years between FY2022 and FY2026.	- R&D investment rate: 4.6% - Number of patents: 28 (cumulative number since FY2022)	      
		Reduce emissions of substances targeted by the PRTR System	- Amount of emissions of substances targeted by the PRTR System	- With the aim to reduce the amount of movement by 50% or more compared to FY2020 by the end of FY2030, the specific studies are carried out.	- Amount of movement of substances targeted by the PRTR System: 35% reduction	
		Contribute to achieving a carbon-neutral society	- Amount of greenhouse gas emissions ※1	- The specific studies are carried out to meet the government target of reducing CO2 emissions in the industrial sector by 38% of FY2013 levels by 2030, based on the goal of achieving carbon neutrality by 2050.	- Amount of greenhouse gas emissions: 42% reduction	
		Reduce industrial waste and promote resource recycling	- Amount of industrial waste generated ※1 - Recycling rate ※1	- The specific studies are carried out to reduce the generated amount of industrial waste by 20% or more compared to FY2019 by the end of FY2030. - The specific studies are carried out to achieve 90% or more recycling rate by the end of FY2030.	- Amount of industrial waste generated: 20% reduction - Recycling rate: 93%	
		Strengthen the effective use of water resources	- Amount of water used ※1 - Amount of effluent ※1	- The specific studies are carried out to reduce the used amount of water by 10% or more compared to FY2019 by the end of FY2030. - The specific studies are carried out to reduce the amount of effluent by 10% or more compared to FY2019 by the end of FY2030.	- Amount of water used: 20% reduction - Amount of effluent: 17% reduction	
Sustaining the KIREI of communities through compliance, safety, and actions that ensure peace of mind	Compliance	Strengthen compliance	- Number of serious compliance violations ※2 - Rate of compliance training session attendance	- The goal is to achieve zero occurrence of a serious compliance violation. - The goal is to achieve 100% attendance rate of compliance training session.	- Number of serious compliance violations: 0 - Rate of compliance training session attendance: 100%	 
	Occupational Health and Safety	Prevent workplace accidents and safety for workers	- Number of workplace accidents - Rate of stress check implementation	- The goal is to achieve zero occurrence of workplace accidents every fiscal year. - The goal is to achieve 90% or more implementation rate of stress check every fiscal year.	- Number of workplace accidents: 4 - Rate of stress check implementation: 97%	
	Product Safety & Quality	Contribute to society through safe and reliable products	- Number of quality claims	- The goal is to reduce the number of quality claims by 50% from that of previous fiscal year in each fiscal year.	- Number of quality claims: 33% increase	

※1 The KPI including ARBOS Co., Ltd.

※2 Newly set KPI in FY2023