

Goals and Performances in Materialities in FY2025

NFC VISION 2030	Materialities	Initiatives	KPIs (Key Performance Indicators)	Numerical goals	Performance in FY2025	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 ※2 - Ratio of females in management ※1, 2	- With the long-term goal 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: 7% - Ratio of female employees: 23% - Ratio of females in management and management candidate: 11%	   
		Be a workplace where people can work equally regardless of disability	- Ratio of disabled people hired ※1,2	- The goal is to have 2.5% or more ratio of disabled people hired by the end of FY2025.	- 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 ※1,2 - Specific measures for long-term care	- The goal is to take 70% or more ratio of child-care leave by the end of FY2025.	- Ratio of child-care leave taken: 74%	
Sustaining the KIREI of the Earth through sustainable manufacturing	Environment	Develop products that can co-exist with the environment	- Amount of R&D investment ※1, 2, 3 - Number of patents ※1, 4	- The goal of amount of research and development is to have 2.7% or more of consolidated sales every fiscal year during FY2025 to FY2026. - The goal is to apply 85 patents over the five years between FY2022 and FY2026.	- R&D investment rate: 2.8% - Number of patents: 70 (cumulative number since FY2022)	      
		Reduce emissions of substances targeted by the PRTR Register	- Amount of emissions of substances targeted by the PRTR Register	- The goal is to reduce the amount of movement by 50% or more compared to FY2020 by the end of FY2030.	- Amount of movement of substances targeted by the PRTR Register: 66% reduction	
		Contribute to achieving a carbon-neutral society	- Amount of greenhouse gas emissions ※1,2	- The goal is to reduce emissions by 41.5% compared to FY2018 by FY2030.	- Amount of CO2 emissions: 37.1% reduction	
		Reduce industrial waste and promote resource recycling	- Amount of industrial waste generated ※1 - Recycling rate ※1	- The goal is to reduce the generated amount of industrial waste by 20% or more compared to FY2019 by the end of FY2030. - The goal is to achieve 90% or more recycling rate by the end of FY2030.	- Amount of industrial waste generated: 38% reduction - Recycling rate: 94%	
		Strengthen the effective use of water resources	- Amount of water used ※1,2 - Amount of effluent ※1,2	- The goal is to reduce the used amount of water by 10% or more compared to FY2019 by the end of FY2030. - The goal is to reduce the amount of effluent by 10% or more compared to FY2019 by the end of FY2030.	- Amount of water used: 18% reduction - Amount of effluent: 13% reduction	
Sustaining the KIREI of communities through compliance, safety, and actions that ensure peace of mind	Compliance	Strengthen compliance	- Number of serious compliance violations ※1,2 - Rate of compliance training session attendance ※1,2	- 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 ※1,2 - Rate of stress check implementation ※2	- 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: 5 - Rate of stress check implementation: 96%	
	Product Safety and 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: 25% increase	

※1 The KPI including ARBOS Co., Ltd.
※2 The KPI including NISSEI BILIS Co., Ltd.
※3 The numerical goal have been updated since FY2025 due to the inclusion of ARBOS Co., Ltd. and NISSEI BILIS Co., Ltd.
※4 The numerical goal have been updated since FY2025 due to the inclusion of ARBOS Co., Ltd.