

Principles of Governance

Material Issues	Commitments	Initiatives	KPIs	target value	Achievement year
Promotion of transparent, fair, and trustworthy governance	We will establish an effective corporate governance system with the aim of ensuring a transparent management structure capable of quickly addressing to the needs of all stakeholders, including customers, business partners, and shareholders. We will also work to strengthen our corporate governance through consistent and proper operation of our internal control system.	Strengthen governance, ensure compliance, and promote risk management	Number of serious compliance violations ※1	No ongoing cases	Every year
		Address information security and cyber security	Ongoing information security training and cybersecurity drills	No numerical targets	Every year
	We will contribute to the creation of a safe and secure society where product reliability is guaranteed and risks are properly managed.	Promote activities to ensure product reliability	Number of serious quality-related incidents ※2	No ongoing cases	Every year
Creation of a corporate culture that realizes our purpose	Under the purpose of “To enrich the lives of everyone today and for generations to come, one fine day at a time,” we will continue to foster a corporate culture that contributes to the realization of a sustainable society through management that combines our business operations with the promotion of ESG measures.	Provide each and every employee with opportunities to work toward our purpose	Percentage of positive responses on the Purpose and Vision in engagement surveys	88%	2030

※1：Events that harm public welfare and require external disclosure

※2：Number of serious health issues that must be reported to the Pharmaceuticals and Medical Devices Agency (PMDA)

People

Material Issues	Commitments	Initiatives	KPIs	target value	Achievement year
Respect for human rights, and promotion of DE&I in the value chain	We will share with all of our stakeholders our policy of respecting the basic human rights of all people in the value chain and of refusing to tolerate any human rights violations, and we will fulfill our responsibilities in this area in accordance with the United Nations Guiding Principles on Business and Human Rights, and other internationally accepted human rights principles.	Respect human rights, and ensure responsible value chain management	Execution rate of measures to appropriately address currently defined priority human rights risks (※3)	100% ongoing	Every year
		Contribute to improving self-esteem and realizing a society where people can live in their own way through our products and services	Implementation rate of the DE&I assessment process when proposing new products (※4)	100% ongoing	Every year
	We will contribute to the realization of a society where people with diverse values and ideas are able to fully demonstrate their individuality and abilities regardless of skin color, gender, social, cultural or geographical background, living environment, religion and beliefs, physical characteristics, or any other trait, and where everyone is able to live in their own way	Eliminate inequality based on gender, physical characteristics, nationality, etc. in the workplace	Percentage of engagement survey responses that were positive for acknowledgement of comments and opinions	90%	2030
			Percentage of women in management positions	35%	2030
Improvement of employee well-being	In order to generate a high degree of vitality and ensure physical, mental, and social fulfillment for each and every employee, we will boost job satisfaction (joy and sense of achievement gained through work) and facilitate work comfort (internal environments and systems) to improve the well-being of employees.	Ensure occupational health and safety, and promote decent work environments	Percentage of engagement survey responses that were positive for rewarding work	80%	2030
			Number of serious occupational accidents	0	Every year
		Develop human resources in the workplace	Percentage of engagement survey responses that were positive for opportunities for growth	80%	2030
			Percentage of employees who hold to our Values & Leadership Behavior (behavioral level)	95%	2030

※3：Percentage of new products proposed within the target fiscal year that meet internal DE&I requirements (check items)

※4：Of the new products proposed within the target fiscal year, those that meet the company’s internal DE&I requirements

Planet

Material Issues	Commitments	Initiatives	KPIs	target value	Achievement year
Response to climate change	We will reduce the volume of CO2 emitted through our business activities by using renewable energy and installing energy-efficient equipment. We will reduce the volume of CO2 emitted through the use of our products and services by providing eco-friendly products and promoting eco-friendly practices. We will reduce CO2 emissions at the procurement stage by promoting supplier engagement and purchasing raw materials that emit low volumes of CO2.	Reduce greenhouse gas (GHG) emissions	Scope 1,2 emissions reduction rate (compared to 2021)	42%	2030
			Scope 3 emissions reduction rate (compared to 2021)	25%	2030
Conservation of the natural environment and biodiversity, and realization of a circular society	We will build a sustainable business by helping to conserve biodiversity and reduce the burden on the natural environment, while also actively applying innovative technologies. We will eliminate all waste in our business activities and throughout the entire value chain, and promote the effective use of resources.	Sustainably procure raw materials (mainly palm oil)	Sustainable palm oil procurement	100%	2030
		Sustainable containers and packaging (mainly plastic)	Percentage of sustainable containers and packaging	100%	2030
			Reduction rate of petroleum-derived virgin plastic used in primary containers (Per unit compared to 2022)	25% or higher	2030
		Conserve water resources in our production activities	Reduction rate of water intensity (compared to 2021)	10%	2030

Prosperity

Material Issues	Commitments	Initiatives	KPIs	target value	Achievement year
Innovation to beautify and enrich everyday life	We will continue to create new value that meets the diverse needs of consumers through innovation, and bring beauty and wellness to mind, body, and the environment.	Provide unique value through thrilling brand experiences	Achievement rate of the top share in category segments	Under review	Under review
		Innovate to create diverse value	Provision of new value to global consumers, with a focus on Asia ※5	At least Once per year	Every year
Improvement of community wellbeing	As a public institution in society, we aim to improve the well-being of local communities, and we will actively contribute to communities by making use of our technology, human resources, products, funds, and other resources in ways that benefit society.	Contribute and donate to local communities	Ongoing collaboration with NGOs, NPOs, public interest organizations, local governments, and other external partners	No numerical targets	Every year

※5 : Including the creation of new brands and overseas rollout of existing products