















## Material Issues

Material Issues		Tracking Indices	Achievement Score	Contribution to Society (SDGs)
■ Main elements that make up a corporation				
Corporate Vision	<ul style="list-style-type: none"> <li>To be a strong corporation with great vitality that evolves in the face of any environmental changes or risks</li> <li>To be a corporation that contributes to the realization of a sustainable society through all of its corporate activities</li> </ul>			
Business Vision	<ul style="list-style-type: none"> <li>To be recognized by those at the cutting edge of technology as the leader in the exploration of Kiru, Kezuru, Migaku</li> </ul>	<ul style="list-style-type: none"> <li>Affirmative response rate for the applicable item in Customer Satisfaction (CS) survey</li> </ul>	80% or more	  
	<ul style="list-style-type: none"> <li>To dedicate ourselves to reducing the environmental impact of our value chain</li> </ul>	Response to climate change <ul style="list-style-type: none"> <li>Mid-term goal: Reduce carbon emissions that are produced through activities that are related to the company's operations by FY 2030 (Scope 1 + 2)</li> <li>Long-term goal: Reduce carbon emissions of the entire supply chain by FY 2050 (Scope 1 + 2 +3)</li> </ul>	Carbon neutrality	 
Economic Vision	To have sufficient economic competency and structure to support our growth as a corporation	<ul style="list-style-type: none"> <li>Consolidated ordinary income margin averaged over a four-year period</li> <li>Consolidated RORA averaged over a four-year period (1)</li> </ul>	20% or more 20% or more	
Social Evaluation Vision	For the DISCO name to have a good reputation within society	<ul style="list-style-type: none"> <li>Number of articles published in the media about the company's promotion of sustainability</li> </ul>	3 every year	
Organization Vision	To be a simple and organic organization that is able to respond quickly to changes	<ul style="list-style-type: none"> <li>Yearly structural cost reduction from improvement activities (compared to previous fiscal year) (2)</li> <li>Percentage of divisions that have a Division Will Productivity (ordinary income ÷ total labor costs) of 1.0 or above (3)</li> </ul>	5% or more 80% or more	
		<ul style="list-style-type: none"> <li>To possess the ability to self-correct regarding cheating</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of employees undergoing company compliance education</li> <li>Percentage of reports that are reported to the company report point of contact that are handled/solved</li> <li>Affirmative response rate for the applicable item in Employee Satisfaction (ES) survey</li> </ul>	100% 100% 80% or more
	Human Resources Vision	To be a group made up of individuals who empathize, share, and put into practice the values of DISCO	<ul style="list-style-type: none"> <li>Percentage of attendance in training workshops for DISCO VALUES (4)</li> <li>Affirmative response rate for the applicable item in Employee Satisfaction (ES) survey</li> </ul>	95% or more 80% or more
Corporate Culture Vision	For the corporate culture to cultivate the individual, and the individual to improve upon the culture <ul style="list-style-type: none"> <li>To have a corporate culture in which diversity is mutually recognized and incorporated</li> </ul>	<ul style="list-style-type: none"> <li>Affirmative response rate for the applicable item in Employee Satisfaction (ES) survey</li> <li>Percentage of attendance in company education seminars regarding diversity</li> </ul>	80% or more 100%	 

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<b>■ Relationship with stakeholders</b>				
Employees	<ul style="list-style-type: none"> <li>To create a workplace of true colleagues who are able to share their honest opinions with each other</li> <li>To create an environment that readily realizes a lifetime work-life balance and have a system of remuneration in place that rewards contributions</li> <li>To create an environment that incorporates health, safety, and security</li> </ul>	<ul style="list-style-type: none"> <li>Affirmative response rate for the applicable item in Employee Satisfaction (ES) survey</li> </ul>	80% or more	 
Customers	<ul style="list-style-type: none"> <li>To realize a high level of satisfaction through prompt support</li> <li>To realize hassle-free services</li> </ul>	<ul style="list-style-type: none"> <li>Affirmative response rate for the applicable item in Customer Satisfaction (CS) survey</li> </ul>	80% or more	 
Shareholders	To maintain an exceptional level of vitality and constantly evolve	<ul style="list-style-type: none"> <li>The predicted necessary funds were secured through cash equivalents at the end of the fiscal year, and these were tangible funds with no debt</li> <li>Additional dividends continue to be paid with surplus cash</li> <li><u>No. of new unique processes released (5)</u></li> <li>Consolidated sales of consumables</li> </ul>	<ul style="list-style-type: none"> <li>1 every 3 years</li> <li>170 billion yen</li> </ul>	 
	To realize and constantly enhance sincere and high-quality governance	<ul style="list-style-type: none"> <li>Comprehensive evaluation of effectiveness of board of directors meeting (out of 6 points)</li> <li>Evaluation results of the representative executive officer's adequacy by the representative executive officer evaluation committee (out of 6 points)</li> <li><u>Percentage of sustainability issues recognized between FY2022 and FY2029 that have already been resolved (6)</u></li> </ul>	<ul style="list-style-type: none"> <li>5 or more</li> <li>5 or more</li> <li>100%</li> </ul>	
Suppliers	To form relationships so that DISCO is given top priority as necessary	<ul style="list-style-type: none"> <li>Affirmative response rate for the applicable item in Supplier Satisfaction (SS) survey</li> </ul>	80% or more	
	To form relationships so that DISCO is given top priority as necessary	<ul style="list-style-type: none"> <li><u>Percentage of amount paid to suppliers with whom we have shared our sustainability procurement policy (out of overall amount) (7)</u></li> <li><u>Percentage of amount paid to suppliers who have agreed to our sustainability procurement policy (out of overall amount) (8)</u></li> </ul>	<ul style="list-style-type: none"> <li>95% or more</li> <li>90% or more</li> </ul>	
Local Community	<ul style="list-style-type: none"> <li>To make DISCO-like contributions to the local community</li> <li>To respect the local culture</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of regional issues resolved per affiliate office</li> </ul>	90% or more	