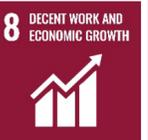


Group ESG Activity Targets “Daiwabo Sustainable Action 2025”

Field	Materiality	Business Area	KPI for FY2025	Relevance to the SDGs
Social/ Industry	1. Contributing to sustainable development of local economies through IT	IT Infrastructure Distribution Business	① Area sales growth rate excluding Tokyo, Nagoya and Osaka (excluding the education field) FY2025 target: +24.6% from FY2023	      
	2. Contributing to sustainable social infrastructure	IT Infrastructure Distribution Business Industrial Machinery Business	IT Infrastructure Distribution Business ② PC shipment target over three fiscal years (FY2024–FY2026): At least 11 million units Industrial Machinery Business ③ Energy, aviation, and railroad industries Net sales composition ratio of at least 48% in FY2025	
	3. Contributing to improvement of IT skills of future generations	IT Infrastructure Distribution Business	④ Coverage rate of five-year cumulative sales for school boards via partners: At least 98% (Promote the adoption of ICT in education through contributions for STEAM education)	
	4. Building sustainable supply chains	IT Infrastructure Distribution Business Industrial Machinery Business	⑤ 100% implementation rate of CSR procurement surveys (including human rights due diligence) of key suppliers ⑥ 100% implementation rate of corrective, preventive, and mitigation measures of Group C suppliers ⑦ Raising at least half of Group C suppliers to B or higher	
Environment	5. Contributing to realization of a decarbonized society	HD (IT Infrastructure Distribution Business, Industrial Machinery Business)	⑧ Total Scope 1 and 2 emissions (Japan) FY2025 target: 13% reduction compared to FY2013 ⑨ Scope 3, category 1 FY2030 target: 17.5% reduction compared to FY2023	       
	6. Contributing to reduction of environmental impact	IT Infrastructure Distribution Business	⑩ FY2025 target: +82.5% growth in iKAZUCHI handling volume compared to FY2023	
People	7. Expansion and reinforcement of human capital and improvement of wellbeing	HD (IT Infrastructure Distribution Business, Industrial Machinery Business)	Implementation of human capital measures to improve labor productivity and enhance employee engagement [Medium-term KPI] Group consolidation: Labor productivity (Sales per employee) ⑪ Three-year average +5.7% or more (251 million yen or more/ FY2024–FY2026) ⑫ Improvement of engagement scores related to “Agreement with management policies, etc.” and “Corporate culture” FY2025 target: Higher than the previous fiscal year	    
	8. Diversifying the workforce	HD IT Infrastructure Distribution Business Industrial Machinery Business	⑬ Increase in the percentage of women in managerial and leadership positions ⑭ Maintain an annual paid leave utilization rate of at least 70%	
Governance	9. Corporate governance	HD (IT Infrastructure Distribution Business, Industrial Machinery Business)	⑮ Number of serious legal violations, number of serious accidents: Zero ⑯ Seek sustainable improvement of corporate value and zero serious compliance violations	   