




















Group ESG Activity Targets“Daiwabo Sustainable Action 2024”

Field	Materiality	Business Area	KPI for FY2024	Relevance to the SDGs
Social/Industry	1.Promoting business for local economic development	IT Infrastructure Distribution Business	①Maintain 19,000 sales partners ②Hold at least 200 events	   
	2. Contributing to sustainable social infrastructure	Industrial Machinery Business IT Infrastructure Distribution Business	Industrial Machinery Business ③Sales ratio of energy, aerospace , and railroad industries: 45% or more (43% in FY2023 results) IT Infrastructure Distribution Business ④PC shipment target for three years (FY2024–FY2026): A total of 11 million units or more	  
	3. Contributing to a digital society	IT Infrastructure Distribution Business	⑤The annual average growth rate of sales amount of cloud services provided through iKAZUCHI: An increase of 30% ⑥Coverage rate of five-year cumulative sales for school boards via partners: 98% or more	
Environment	4.Making efforts toward achieving a decarbonized society	IT Infrastructure Distribution Business Industrial Machinery Business HD	⑦Total of Scope 1 and 2 emissions (Japan): A 2.5% reduction of CO2 emissions per net sales ⑧IT Infrastructure Distribution Business Reduction of CO2 emissions from handled volumes (Scope 3, Category 1) related to purchased products and services of selected manufacturers	   
	5.Contributing to a circular economy	IT Infrastructure Distribution Business	⑨Average annual growth rate of sales amount of services provided through cloud platforms: An increase of 36%	   
People	6.Respecting human rights in business	IT Infrastructure Distribution Business Industrial Machinery Business	⑩The ratio of employees’ participation in human-rights-related education: Maintain 100%	
	7.Expansion and reinforcement of human capital and improvement of wellbeing	HD (IT Infrastructure Distribution Business Industrial Machinery Business)	⑪Implementation of human capital measures for improving labor productivity [Medium-term KPI] Group consolidation: Labor productivity (Sales per employee) Three-year average +5.7% or more (251 million yen or more/ FY2024–FY2026)	   
	8.Diversifying the workforce	IT Infrastructure Distribution Business Industrial Machinery Business HD	⑫Year-on-year increase in the ratio of female managers ⑬Monitoring of actual progress in the ratio of women with job titles (Definition of people with job titles: Including tiers of managers, assistant managers and chiefs)	
Governance	9.Corporate governance	HD	⑭Ratio of Independent Directors (outside) appointed (maintain the majority) ⑮Company-wide: Sustainable enhancement of corporate value and the number of occurrences of serious violations of laws and regulations and the number of occurrences of grave incidents: (zero cases)	