

FY2024 Performance and Progress

Material Issues

Material Issues		Tracking Indices	FY2030 Achievement Score	FY2024 Performance
■ Main elements that make up a corporation				
Corporate Vision	<ul style="list-style-type: none"> • To be a strong corporation with great vitality that evolves in the face of any environmental changes or risks • To be a corporation that contributes to the realization of a sustainable society through all of its corporate activities 			
Business Vision	<ul style="list-style-type: none"> • To be recognized by those at the cutting edge of technology as the leader in the exploration of Kiru, Kezuru, Migaku 	• Affirmative response rate for the applicable item in Customer Satisfaction (CS) survey	80% or more	92.8%
	<ul style="list-style-type: none"> • To dedicate ourselves to reducing the environmental impact of our value chain 	Response to climate change • 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) • Long-term goal: Reduce carbon emissions of the entire supply chain by FY 2050 (Scope 1 + 2 + 3)	Carbon neutrality	Emissions under calculation
Economic Vision	To have sufficient economic competency and structure to support our growth as a corporation	• Consolidated ordinary income margin averaged over a four-year period • Consolidated RORA averaged over a four-year period	20% or more 20% or more	40.0% 50.8%
Social Evaluation Vision	For the DISCO name to have a good reputation within society	• Number of articles published in the media about the company's promotion of sustainability	3 every year	12
Organization Vision	To be a simple and organic organization that is able to respond quickly to changes	• Yearly structural cost reduction from improvement activities (compared to previous fiscal year)	5% or more	7.1%
		• Percentage of divisions that have a Division Will Productivity (ordinary income ÷ total labor costs) of 1.0 or above	80% or more	93.8%
	• To possess the ability to self-correct regarding cheating	• Percentage of employees undergoing company compliance education	100%	100%
		• Percentage of reports that are reported to the company report point of contact that are handled/solved	100%	100%
		• Affirmative response rate for the applicable item in Employee Satisfaction (ES) survey	80% or more	98.0% *1
Human Resources Vision	To be a group made up of individuals who empathize, share, and put into practice the values of DISCO	• Percentage of attendance in training workshops for DISCO VALUES • Affirmative response rate for the applicable item in Employee Satisfaction (ES) survey	95% or more 80% or more	99.2% 94.9% *1
Corporate Culture Vision	For the corporate culture to cultivate the individual, and the individual to improve upon the culture	• Affirmative response rate for the applicable item in Employee Satisfaction (ES) survey	80% or more	95.9% *1
	<ul style="list-style-type: none"> • To have a corporate culture in which diversity is mutually recognized and incorporated 	• Percentage of attendance in company education seminars regarding diversity	100%	100%

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■ Relationship with stakeholders				
Employees	<ul style="list-style-type: none"> • To create a workplace of true colleagues who are able to share their honest opinions with each other • To create an environment that readily realizes a lifetime work-life balance and have a system of remuneration in place that rewards contributions • To create an environment that incorporates health, safety, and security 	• Affirmative response rate for the applicable item in Employee Satisfaction (ES) survey	80% or more	85.6% *1
				79.5% *1
				97.1% *1
Customers	<ul style="list-style-type: none"> • To realize a high level of satisfaction through prompt support • To realize hassle-free services 	• Affirmative response rate for the applicable item in Customer Satisfaction (CS) survey	80% or more	95.5% 94.7%
Shareholders	To maintain an exceptional level of vitality and constantly evolve	• The predicted necessary funds were secured through cash equivalents at the end of the fiscal year, and these were tangible funds with no debt	1 every 3 years 170 billion yen	Achieved
		• Additional dividends continue to be paid with surplus cash		Achieved (and continuing)
	To realize and constantly enhance sincere and high-quality governance	• No. of new unique processes released	5 or more 5 or more	6 *2
		• Consolidated sales of consumables		100.6 billion yen
Suppliers	<ul style="list-style-type: none"> • To form relationships so that DISCO is given top priority as necessary • For both parties to share their challenges toward the realization of a sustainable society 	• Comprehensive evaluation of effectiveness of board of directors meeting (out of 6 points)	100%	5.83
		• Evaluation results of the representative executive officer's adequacy by the representative executive officer evaluation committee (out of 6 points)		6
		• Percentage of sustainability issues recognized between FY2022 and FY2029 that have already been resolved		53.6%
Local Community	<ul style="list-style-type: none"> • To make DISCO-like contributions to the local community • To respect the local culture 	• Affirmative response rate for the applicable item in Supplier Satisfaction (SS) survey	80% or more	94.5%
		• Percentage of amount paid to suppliers with whom we have shared our sustainability procurement policy (out of overall amount)	95% or more	98.0%
		• Percentage of amount paid to suppliers who have agreed to our sustainability procurement policy (out of overall amount)	90% or more	85.3%
Local Community	<ul style="list-style-type: none"> • To make DISCO-like contributions to the local community • To respect the local culture 	• Percentage of regional issues resolved per affiliate office	90% or more	96.3%

*1 Calculated as the average ratio of positive responses across multiple questions

*2 Aiming toward releasing 1 process every 3 years. Number indicated in "Performance" is the number of processes released from 2020 onward.