

DCM Group Materiality targets/KPI

Materialities				Targets/KPI						
No.	Materiality group <Why?>	No.	Materialities <What will we do?>	No.	KPI	Target year (reference year)	Targets			
I	Achievement of a comfortable and sustainable community life and living	1	Building a variety store that is loved by people and the community	(1)	(a) Rate of introduction of successful refurbishment and other stories for existing stores	FY 2025	Publish			
				(1)	(b) Number of home improvement retailers made around the new concept of being loved by people and the community	FY 2030	Expand to 25 stores			
				(2)	• Number of SKUs developed that are healthy and eco-friendly	FY 2030	Expand to total 500 SKU	(done)		
				(3)	• Number of SKUs developed or crime prevention that make contributions to the public safety and order of communities	FY 2030	Expand to total 100 SKU			
				(4)	• Number of SKUs developed for traffic accident prevention	FY 2030	Expand to total 150 SKU			
				(5)	• Number of stores accredited as barrier-free under new laws	Year-on-year	Expand			
		2	Evolution of lifestyle support and convenient services for all types of people	(1)	• New services to support lifestyles, improve convenience, and assist the elderly	FY 2030	100 stores			
		3	Introduction of new businesses in line with the needs of communities							
		4	Creation of hardware-specialized stores to support professionals and DIY	(1)	• Hodaka stores	FY 2025	Open 100 stores			
						FY 2030	Sales of 100 billion yen			
				(2)	• Number of stores supporting professionals and DIY	FY 2030	40 stores			
		II	Promotion of circular economy and decarbonization through products and stores	5	Development and sale of products that contribution to a fulfilling life, resource recycling and decarbonization	(1)	• Products developed for primary product categories Rate of sustainable raw material (FSC certified) in (PB/SB) products * Paper/pulp * Wood not applicable	FY 2030	100%	
						(2)	• Number of SKUs developed that encourage resource recycling and waste reductions	FY 2030	Expand to total 300 SKU	(done)
(3)	• Number of SKUs developed that encourage water quality improvements and the prevention of oceanic pollution					FY 2030	Expand to total 100 SKU			
(4)	• Number of SKUs developed for DIY home remodeling					FY 2030	Total 1,000 SKU	(done)		
(5)	• Number of SKUs developed that encourage energy conservation and CO ₂ reductions					FY 2030	Expand to total 500 SKU	(done)		
6	Reduction in product packaging and containers			(1)	• Containers and Packaging Recycling Law recycling consignment volume * Per sales of 1,000,000 yen * Plastic applicable	FY 2030 (Comparison with FY 2016)	Reduce by 30%			
7	Promotion of collection and reduction of waste material, reuse, and recycling at stores			(1)	• Plastic usage reduction goals	FY 2024	Publish			
				(2)	• Recycling goals through resource collection and returns at stores	FY 2024	Publish			
				(3)	(a) Waste volume of plastic and paper for all stores * Per sales of 1,000,000 yen	FY 2025 (Comparison with FY 2021)	Reduce by 10%			
						FY 2030 (Comparison with FY 2021)	Reduce by 20%			
				(3)	(b) Recycling volume of plastic and paper for all stores * Per sales of 1,000,000 yen	FY 2025 (Comparison with FY 2021)	Expand by 5%			
						FY 2030 (Comparison with FY 2021)	Expand by 10%			
(3)	(c) Reutilization volume of plastic and paper for all stores * Per sales of 1,000,000 yen			FY 2025 (Comparison with FY 2021)	Expand by 5%					
		FY 2030 (Comparison with FY 2021)	Expand by 10%							
8	Promotion of energy conservation at stores and expansion of renewable energy use	(4)	(a) Energy usage of stores	FY 2025	Publish					
			(b) CO2 emissions volume of stores							
			(c) Medium to long term goals for energy usage in stores							
III	Deepening of relationships with customers with whom we create new value	9	Pursuit of product quality and improvements that reflect customer opinions	(1)	(a) Major product accidents * Major accidents in which fault lies with the product are applicable	As it occurs	Publish			
				(1)	(b) Intellectual property rights infringement * Cases we lost through litigation are applicable					
				(1)	(c) Law and regulation observance violations * Cases we lost through litigation are applicable					
		(2)	• Number of customer comments received	FY 2023	Publish	(done)				
		10	Evolution of business and services through digital transformation	(1)	• Key measures	FY 2024	Start			
				(2)	• New services through digital transformation	FY 2024	Expand			
11	DIY education and information transmission at stores	(1)	• Number of DIY-focused stores	FY 2030	60 stores					
IV	Support of strong community resilience against disasters	12	Establishment as community disaster prevention base	(1)	• Basic policy	FY 2024	Publish			
		13	Development and sale of disaster prevention supplies	(1)	• Number of products developed for disaster prevention	FY 2030	Expand to total 150 products			

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V	Creation of a workplace where a diverse array of human resources can be active and respecting human rights	14	Respect for human rights, promotion of diversity and women in the workplace	(1)	(a) Human rights policy	FY 2022	Publish	(done)	
					(b) Hours training has been implemented	FY 2023	Publish	(done)	
				(2)	(a) Time spent conducting educational and social events related to women's activities	FY 2023	Publish	(done)	
					(b) Ratio of female managers	FY 2024	Increase to 3%		
						FY 2030	Increase to 7%		
				(c) L-boshi certification	FY 2025	Acquire			
		15	Human resources development and creation of workplaces that are easy to work in	(1)	• Target achievement evaluation and competency judgement system		FY 2023	Publish	(done)
						(2)	(a) Educational support system	FY 2023	Publish
				(b) Hours of education/training using the educational support system					
				(3)	(a) How health checkups are implemented and their actual state	FY 2023	Publish	(done)	
					(b) Companies that practice especially excellent health and productivity management	FY 2024	Acquire	(done)	
					(c) Childcare leave acquisition rate of male employees eligible for childcare leave	FY 2023	Increase to 10%	(done)	
				(3)	(d) Kurumin certification	FY 2025	Acquire		
					(e) Paid leave acquisition rate	FY 2023	Publish	(done)	
									(f) Engagement rate (eNPS) (Employment Net Promoter Score)
									(g) Turnover rate
(h) Status of holding of joint labor management conferences									
16	Allocation of human resources to high-added value tasks through digital transformation	(1)	• Work streamlining through the introduction of digital strategy tools	FY 2024	Expand				
		(2)	•Store operation that utilizes EC	FY 2024					
VI	Construction of supply chain that gives consideration to the environment and society	17	Promotion of CSR procurement	(1)	(a) DCM supplier code of conduct	FY 2022	Publish	(done)	
					(b) Ratio of suppliers (against the total number of suppliers) that have signed up to DCM supplier code of conduct	FY 2030	Increase to 100%		
				(2)	(a) Plant evaluation based on DCM Code of Conduct for relevant plants	FY 2024	Implement as necessary		
					(b) Rate of audit implementation for relevant plants based on the plant evaluation scheme	FY 2030	Increase to 100%		
		18	Promotion of CO ₂ emission reduction and effective utilization of resources in logistics	(1)	(a) Basic labor policy in domestic logistics	FY 2022	Publish	(done)	
					(b) Reduction target for total CO ₂ emissions in domestic logistics	FY 2025			
					(c) Target for occupational accidents that require time off work in domestic logistics	FY 2024			
				(2)	•Last mile initiatives	FY 2026	Publish		
				(3)	•Reduction in the number of deliveries to stores Targets for CO ₂ reduction by reviewing the reduction in the number of deliveries to stores	FY 2026	Publish		
				(4)	•CO ₂ reduction target in buyer consolidation in overseas logistics	FY 2024	Publish		
				(5)	•CO ₂ reduction target by energy saving at logistics hubs	FY 2024	Publish		
				(6)	• Paper usage rate in import work	FY 2024	Publish		
				(7)	• Status of waste reduction through utilization of reusable items in domestic transportation (wrap usage volume)	FY 2024	Publish		
				(8)	• Recycling volume by type (wood/plastic)	FY 2026	Publish		
VII	Stronger corporate governance	19	Stronger corporate governance and responsible dialogue with stakeholders	(1)	(a) No. of independent external directors No. of female directors	FY 2022	Publish	(done)	
					(b) Board of Directors effectiveness evaluation				
				(c) Dialogue with stakeholders	FY 2024	Expand			
		20	Compliance and prevention of corruption	(1)	(a) Compliance program	FY 2022	Publish	(done)	
					(b) Corruption prevention policy				
		(c) Training period per employee	FY 2024	Publish					
21	Risk management	(1)	• Draft enhancements for risk management system, new risks and countermeasures	FY 2023	Publish	(done)			
VIII	Regional and community development	22	Contributions to environmental conservation and community formation through cooperation with communities	(1)	(a) No. of participants in tree planting activities for forest conservation under the DCM Forest Project	FY 2026	420	To be maintained after reaching	
					(b) No. of trees planted		8,400		
					(c) CO ₂ absorbed by trees planted		118 tons		
				(2)	• No. of households implementing the DCM Life-saving Disaster Prevention Project	FY 2025	300	To be maintained after reaching	