



Sustainability

In August 2020, the INTAGE Group made an SDGs declaration toward the realization of a sustainable society and the Group's sustainable growth, and identified materialities that represent key sustainability issues. In July 2023 we established the Sustainability Committee. Since then, the committee has taken up general sustainability issues for continued growth as a sustainable company and begun activities leading to measures on sustainability. We will continue to support the businesses of our customers through the utilization of data, solve social issues and by extension contribute to the healthy and enriched lives of consumers.

Declaration to Achieve the SDGs

INTAGE Group's SDGs

The INTAGE Group will contribute to the realization of a healthy, sustainable society through our efforts to maintain the data utilization environment, and to ceaselessly improve data utilization values that connect the viewpoints of our customers with those of consumers.



Materialities (Key Sustainability Issues) and Their Relationship to the SDGs

	Each Sustainability Priority	Related SDGs
Contribution to resolution of social issues with operations	<p>1 We contribute to the enhancement of the business value of our customers by utilizing data from the perspective of consumers We handle data fairly with a sense of ethics. We contribute to our customers' business through data usage by illuminating the diversity in consumers' lifestyles.</p>	
	<p>2 We ensure proper handling of personal information and information security We secure a high degree of safety of personal information to develop a trusting relationship with data donors. We carry out thorough information control to strengthen the security system.</p>	
	<p>3 We encourage cooperation with industry, government, and academia, promote inter-industry collaboration and create innovation We cooperate with the national and local governments, educational institutions and various categories of corporations and create innovation in order to contribute to the realization of a prosperous society of limitless possibilities.</p>	
	<p>4 We foster and produce human resources that will lead the future We reinforce data science capacity and data engineering capacity as well as business capacity in order to foster human resources that have a role in enhancing data value. Moreover, we support wide-range of activities in society.</p>	
Bases that support sustainable contribution	<p>5 We nurture an open corporate climate and culture where diversity is respected We aim to become a company that is rich in diversity, where the personality of each individual is respected and everyone takes an active part. We will also create more opportunities for women to demonstrate leadership.</p>	
	<p>4 We realize work styles where employees can work vigorously We focus on the quality of life of employees to establish work style which they can keep working without worry. We also pursue flexible ways of working that respond to ever-changing society.</p>	
	<p>7 We maintain sound and transparent management, and strengthen the governance system We strive for sound management and sustainable growth by establishing a good relationship with every stakeholder.</p>	

Materiality Formulation Process

- 1 Identification of social issues**

We identified social issues with reference to the SDGs and the ISO 26000 standard, specifying and organizing them in light of the industries in which the INTAGE Group is involved, and the risks and opportunities to which the Group is exposed.
- 2 Prioritization**

Employee questionnaires and workshops were conducted. Discussions took place on which issues should be addressed on a priority basis.
- 3 Validation**

By summarizing the results, a draft of the materialities was prepared. After taking into account opinions from institutional investors and other stakeholders, thorough discussions were held with top management.
- 4 Identification of materialities**

Finally with the agreement of top management, the materialities (key sustainability issues) of the INTAGE Group were identified.



Activities of the Sustainability Committee

In keeping with its corporate philosophy THE INTAGE GROUP WAY, the Group has adopted a sustainability policy that aims to help shape a sustainable society as a bridge connecting customers and the consumers beyond them, and achieve sustainable growth. In July 2023, the Sustainability Committee was established to further drive implementation of our sustainability initiatives. The committee is chaired and deputy-chaired by directors of INTAGE HOLDINGS, and its members are selected from those with roles related to identifying and taking action on sustainability issues in the core companies and functional companies in each segment of the Group.

The Sustainability Committee considers themes pertaining

to sustainability in general and reports to the Board of Directors as needed. In the 14th Medium-Term Management Plan that was announced in August 2023, materiality-related targets and initiatives have been defined based on each ESG (environment, society, governance) category (see below figure). The committee shares and summarizes initiatives related to non-financial items in the Medium-Term Management Plan, and also discusses non-financial capital in the Company, considers the setting of materiality-related KPIs, formulates measures including awareness-raising measures related to these matters both internally and externally, and as needed coordinates with Group companies on implementation and other aspects.

14th Medium-Term Management Plan (FY2024/6 to FY2026/6) Non-financial targets

E

Environment

<p>Reduce CO₂ emissions by 46%</p> <p><small>(2030 target compared with 2013 levels) Set with reference to Japan's targets set under the Paris Agreement</small></p>	<p>100% renewable energy usage rate</p> <p><small>(2030 target) Set with reference to Japan's targets set under the Paris Agreement</small></p>	<p>Response to the TCFD recommendations</p> <p><small>(assessing and managing the impact that climate change has on business)</small></p>
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Social

<p>Engagement</p> <p><small>Putting the vision into practice, experiencing growth, sense of achievement, psychological safety, culture encouraging challenges, etc.</small></p>	<p>Value provided</p> <p><small>Trust of clients, professionalism, productivity and added value, awareness of security and compliance, etc.</small></p>	<p>Diversity</p> <p><small>Gender composition, composition of general/executive staff, age group composition, percentage of mid-career hires, etc.</small></p>
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Governance

<p>Optimizing the composition of the Board of Directors</p> <p><small>(improving effectiveness by clarifying the roles to be fulfilled by directors)</small></p>	<p>Ensuring thorough risk management</p>	<p>Compliance with laws</p>
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