

# 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



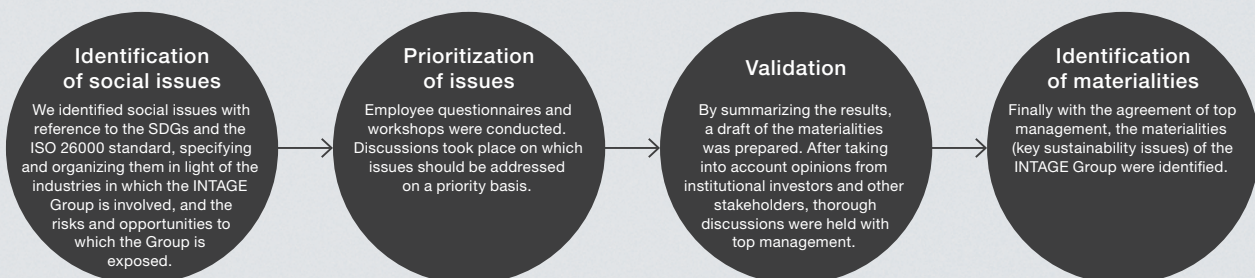
The INTAGE Group will contribute to the realization of a healthy, sustainable society through our efforts to maintain the data utilization environment, and to ceaselessly improve data utilization values that connect the viewpoints of our customers with those of consumers.



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

	Each Sustainability Priority	Related SDGs
Contribution to resolution of social issues through the Group's operations	<b>MATERIALITY 01</b> 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.	
	<b>MATERIALITY 02</b> 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.	
	<b>MATERIALITY 03</b> 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.	
	<b>MATERIALITY 04</b> 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.	
Bases that support sustainable contribution	<b>MATERIALITY 05</b> 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.	
	<b>MATERIALITY 06</b> 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.	
	<b>MATERIALITY 07</b> 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.	

### Process for Identifying Materiality



## Activities of the Sustainability Committee

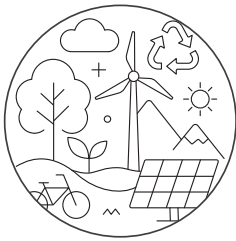
In keeping with our corporate philosophy, THE INTAGE GROUP WAY, we aim to help shape a sustainable society as a bridge connecting customers and the consumers beyond them and achieve sustainable growth. We have established our Sustainability Committee to further drive the implementation of our sustainability initiatives.

The committee is chaired and deputy-chaired by directors of INTAGE HOLDINGS, and its members are selected from the core companies and functional companies in each segment of the Group. The committee

considers themes pertaining to sustainability in general and reports to the Board of Directors at least once a year.

In the fiscal year ended June 2025, the Sustainability Committee met nine times and reported to the Board of Directors twice a year. The content of the reports included information about KPIs related to non-financial targets in the 14th Medium-Term Management Plan, monitoring data, specific initiatives, and other matters that were discussed and considered by the committee.

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



### ENVIRONMENT

Reduce CO<sub>2</sub> emissions by **46%**

2030 target compared with 2013 levels

Set with reference to Japan's targets set under the Paris Agreement

..... KPIs .....

Reduce CO<sub>2</sub> emissions by **40%** by FY2025

**100%** renewable energy usage rate

2030 target

Set with reference to Japan's targets set under the Paris Agreement

..... KPIs .....

Starting to examine the introduction of renewable energy

Response to the TCFD recommendations

Assessing and managing the impact that climate change has on business

..... KPIs .....

Obtaining and maintaining a score of **C** or higher in the GDP's survey

\*See P. 26 for information about GDP.



### SOCIAL

Value provided

Trust of clients, professionalism, productivity and added value, awareness of security and compliance, etc.

..... KPIs .....

Indicator of value provided to customers **90% or more**<sup>\*1</sup>

Expanding the business of solving customer issues and social issues using data

Engagement

Putting the vision into practice, experiencing growth, sense of achievement, psychological safety, culture encouraging challenges, etc.

..... KPIs .....

Indicator of employees' feelings of personal development **40% or more**<sup>\*2</sup>

Visibility of and degree of alignment with the vision **100% or more**<sup>\*3</sup>

Diversity

Gender composition, composition of general/executive staff, age group composition, percentage of mid-career hires, etc.

..... KPIs .....

Percentage of executive staff members who are women **30% or more**<sup>\*4</sup>

Increasing the number of employees who take childcare leave

Meeting the statutory employment rate for people with disabilities

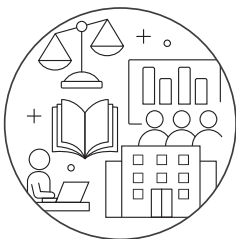
Promoting human resource development measures leveraging the opinions of retirees

\*1 Sum of percentages of answers, "As expected" and "Beyond expectation," in the overall Group in the section for "Level of fulfillment of customer expectations (General)" in the IMR-CS survey

\*2 Question, "Do you feel you are developing personally through your work?" in the employee survey (Group Survey)

\*3 Percentage of answers excluding "I have no idea," "I don't know it," "I am not conscious of it," or the similar answer to the question, "What is your understanding/interpretation of the Group Vision?" in the employee survey (Group Survey)

\*4 Group as a whole (consolidated subsidiaries in Japan)



### GOVERNANCE

Optimizing the composition of the Board of Directors

Improving effectiveness by clarifying the roles to be fulfilled by directors

Ensuring thorough risk management

Compliance with laws