

The Topia Group has set priority issues (materiality) to be addressed as a company in order to realize a sustainable society in the future.
We will actively work to contribute to the achievement of SDGs through our ongoing business activities.



■ Key Goals and KPIs for SDGs Priority Issues (Materiality) Undertaken by Topia Group

specific impact	Initiatives and measures	Related SDGs		In the topia group KPI	FY 2021 Results	Target value for fiscal 2030	
① economic convergence	Contribution to automobile development through advanced technological capabilities • Enhance added value by strengthening hot pressing, STAF method, joining technology of dissimilar materials, etc.	job satisfaction and economic growth	8.2	Achieve high levels of economic productivity through diversification, technological improvement and innovation, including by focusing on high-value-added and labor-intensive sectors.	Employees of the Group by FY 2030 Value added per capita compared to fiscal 2021 Increase by 5%	61.7%	66.7%
		Build a Foundation for Industry and Innovation	9.5	Promote scientific research and enhance technical capacity in the industrial sector in all countries, including developing countries, by promoting innovation, substantially increasing the number of R & D workers per 1 million, and increasing public and private R & D expenditures by 2030.			
② Employment and education	[Building a workplace environment where everyone can work energetically] • Raise the level of understanding of the Japanese language by holding Japanese language classes for foreign employees and technical interns. • Promote the active participation of women by enhancing leave and leave systems that enable women to balance work with childbirth and childcare.	Providing high-quality education to all	4.6	Ensure that all young people and the majority of adults (both men and women) have literacy and basic numeracy skills by 2030.	At Topia, the Japanese Language Proficiency Test (Level N3) for foreign employees and trainees Achieve an average certification rate of 75% over the next five years cause to rise	52.6%	75.0%
		Let's achieve gender equality	5.5	Ensure full and effective women's participation and equal leadership opportunities at all levels of decision-making in the political, economic and public sectors.	To Group managers by fiscal 2030 increase the proportion of women to 20%	6.8%	20.0%
						Acquisition rate of childcare leave for the Group: 100% maintain	100.0%
③ Health and hygiene employment	[Consideration for the Safety and Health of Employees] • Safety patrols, machinery and equipment under the leadership of the Safety and Health Committee • Implement risk assessment to reduce the occurrence of industrial accidents • Reduces long working hours by setting and managing the upper limit of overtime hours do	job satisfaction and economic growth	8.8	Protect the rights of all migrant workers, especially women migrant workers and workers in precarious employment conditions, and promote safe and secure working environments.	The number of industrial accidents requiring one or more days of leave in the Group shall be zero.	1.8 cases	0 cases
					Reduce overtime work per employee in the Group to 25.0 hours per month or less by 2030 (FY 2017 – 2019 average: 37.1 hours before COVID-19 spread)	37.1 hours	25 hours/month or less
④ atmosphere Resource efficiency and safety climate waste	Reduction of Environmental Impact • Reduce CO2 emissions by increasing total renewable energy output following the introduction of photovoltaic power generation systems • Actively introduce EVs and HVs in sales vehicles	Energy for everyone and clean	7.2	Dramatically expand the share of renewable energy in the global energy mix by 2030	Topia will increase annual renewable energy power generation by 1.9 million kWh from 2021 levels and reduce annual CO2 emissions by 809 tons by 2027	68,070kWh	(2021 comparison) + 1.9 million kWh
					Hold in the group by 2030 All sales vehicles shall be HV and EV.	61.3%	100.0%