

Sustainability Policy


The SENKO Group strives to deliver new value by helping realize a sustainable environment and society, working to achieve sustained growth for the Group, and connecting people and society through its various businesses.

Materiality (Material Factors) = ESG + H



Sustainable Connections

Environment	Social/safety	Governance	Health
<ul style="list-style-type: none">·Climate change measures·Circular economy	<ul style="list-style-type: none">·Diversity and inclusion·Assurance of safety·Responsible procurement structures	<ul style="list-style-type: none">·Risk management·Compliance·Information disclosure	<ul style="list-style-type: none">·Infectious disease measures·Management of employees' physical and mental health



Environmental (E) indicators

Helping resolve
environmental issues
through our business
activities

- (1) Climate change measures
- (2) Circular economy

Principal indicators and targets

**Reduce FY2027 CO2 emissions
per unit of revenue
(land transport business)
by 10% from FY2021 levels**



Social and Safety (S) indicators

Carrying out fair,
good-faith business
activities while working
to resolve societal issues

- (1) Diversity and inclusion
- (2) Assurance of safety
- (3) Responsible procurement structures

Principal indicator and target

**Increase the percentage of
management positions held by
females to at least 15%**



Governance (G) indicators

Accommodating
change in the business
environment and
realizing sound
management

- (1) Risk management
- (2) Compliance
- (3) Information disclosure

Principal indicator

**Percentage of major operating
companies that have
formulated a natural disaster
business continuity plan (BCP)**



Health (H) indicators

Promoting employee health and facilitating smooth business activities

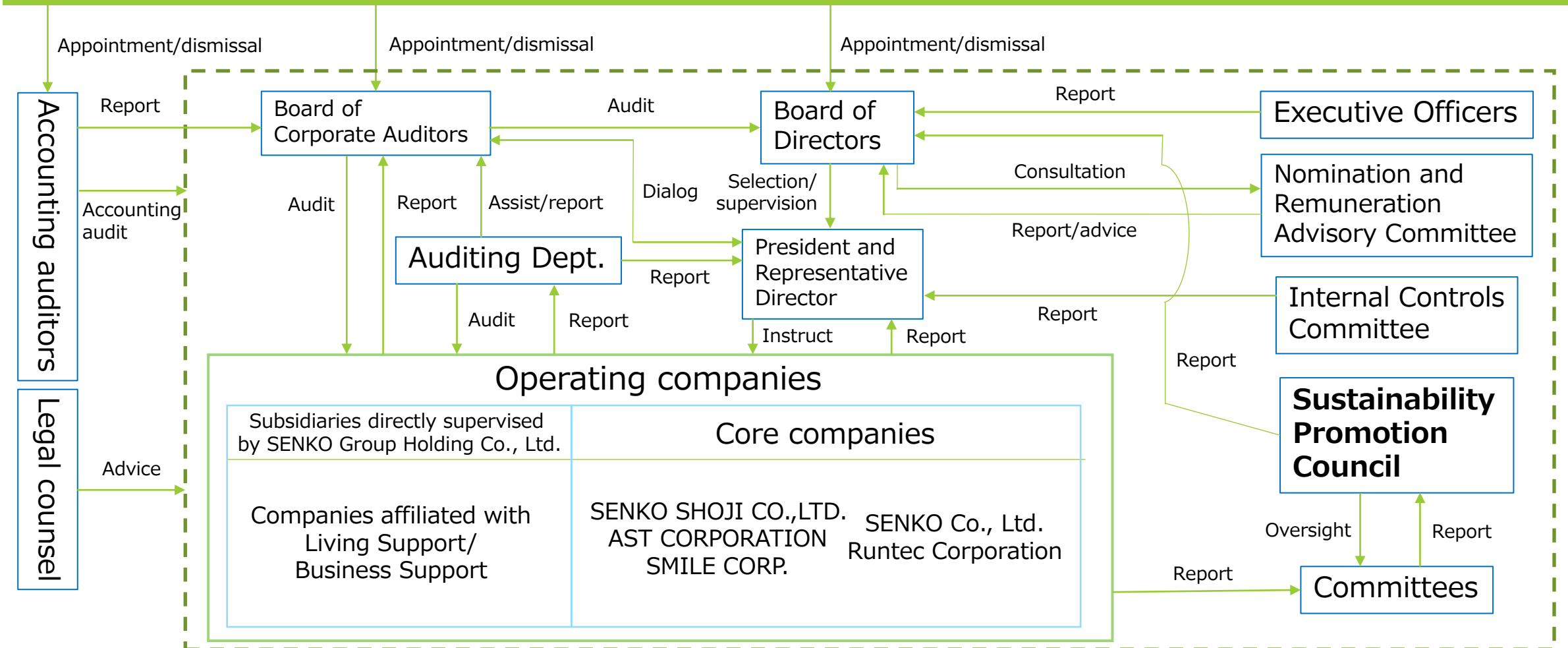
- (1) Infectious disease measures
- (2) Management of employees' physical and mental health

Principal indicator

Improvement in work engagement

Governance Structures

General Meeting of Shareholders



Sustainability Promotion Council

Chairperson : President and Representative Director

Outside members : Outside directors

Internal members : Directors and core company presidents (sustainability officers)

Meetings : In principle, twice yearly (**July** and **January**)

Report : Board of Directors

Secretariat : Sustainability Promotion Department

