

#	Material Issues			ESGs			* The seven core subjects of ISO 26000 and Takeuchi's main initiatives.																	The 17 Sustainable Development Goals and 169 targets of the SDGs. (The numbers in the table correspond to the 169 SDG targets.)																
	Social issues to be resolved	Themes	Outline	E	S	G	1	2	3	4	5	6	7	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17										
1	Mitigate climate change	Develop, manufacture, and sell battery-powered compact excavators	By developing, manufacturing, and selling battery-powered compact excavators, we will reduce our environmental impact and minimize the impact around worksites.	○																																				
2	Mitigate climate change	Reducing GHG emissions at factories	To help mitigate the effects of climate change, we will work to reduce greenhouse gas emissions, such as CO2, from factories.	○																																				
3	Mitigate climate change	Improving factory energy efficiency Expanding the use of renewable energy	As a countermeasure against climate change, we will work to improve the efficiency of the energy, such as electricity and gas, used by our factories, and we will take the initiative to increase the use of renewable energy provided by solar power generation and others.	○																																				
4	Realizing a circular economy	3R factory initiatives	We will contribute to a circular economy by reducing, recycling, and reusing waste from factories.	○																																				
5	Reducing our environmental impact Preventing pollution Managing chemical substances	Develop, manufacture and sell construction machinery with reduced environmental impact	We will develop, manufacture, and sell construction machinery with excellent safety and comfort that reduces the burden on workers in addition to reducing the burden on the global environment.	○																																				
6	Reducing our environmental impact Preventing pollution Managing chemical substances	Reducing chemical emissions and wastewater from factories	For the environment and employee health, we will work to effectively manage chemical substances used in our factories, to prevent pollution from their discharge, and work to reduce wastewater.	○																																				
7	Reducing our environmental impact Preventing pollution Managing chemical substances	Complying with SDSs, REACH regulations, and RoHS Directive	We will fully manage the chemical substances contained in our products by using safety data sheets (SDSs). We will comply with the REACH regulation and RoHS Directive.	○																																				
8	Sustainable urban development	Improving productivity and work efficiency at sites where construction machinery is operated, by developing products that precisely meet market needs.	We will strive to improve our products, services, and customer satisfaction by strengthening our connection with end users and by gathering more feedback from them.	○																																				
9	Sustainable urban development	Developing , manufacturing, and selling construction machinery that contributes to building and maintaining resilient cities and infrastructure	This is the essential focus of our business, and the area where we excel. We will widely contribute to society by developing, manufacturing, selling, and servicing continually safer, more efficient, and cleaner construction machinery.	○										1.5	2.4	3.6	4.a																							
10	Dealing responsibly with customers	Strengthening connections with end users by increasing the amount of information on products and services	We will strengthen our connection with end users by providing them with the information they need, aggregating their requests, and implementing systems to use that information within our company.	○																																				
11	Respect for human rights Effective labor practices	Eliminating employment discrimination	We will eliminate all discrimination in labor and employment. We will promote equal pay for equal work and the employment of people with disabilities.	○																																				
12	Respect for human rights Effective labor practices	Prevention of harassment	We will respect human rights and work to prevent all forms of harassment.	○																																				
13	Occupational health and safety Employees' health	Health management at Takeuchi (nonconsolidated)	We will promote employee health, mental health care, and occupational health and safety.	○																																				
14	Human resources	Increase education and training programs	We will improve and increase our education and training programs for the growth of our employees and the development of their abilities.	○																																				
15	Promoting work-life balance	Encouraging the use of internal systems, such as childcare and nursing care leave, and shorter working hours	To improve employees' work experience and to promote a better work-life balance, we will respect diverse workstyles and lifestyles, and we will improve employee benefits and strive to implement working-style reforms.	○																																				
16	Promoting female participation	Appointment of female directors, and development of female management candidates	We will promote the active participation of women and increase diversity in management by appointing female directors and developing female managerial candidates.	○	○	○	○																																	
17	Developing the next generation in the community	Factory tours at Takeuchi (nonconsolidated), sending out lecturers, and cooperating with special needs schools	For regional and local community development, we will contribute to nurturing the next generation by opening up factories to social studies tours, sending lecturers to promote public learning programs, and cooperating with special needs schools.	○																																				
18	Establishing an environmentally and socially conscious supply chain	Establishing and implementing a CSR procurement policy	To build a sustainable supply chain, we will set up and implement a CSR procurement policy that addresses the environment, human rights, labor issues, anticorruption, etc.	○	○																																			
19	Establishing an environmentally and socially conscious supply chain	Asking suppliers to agree to our CSR procurement policy	To implement our CSR procurement policy, we will obtain the agreement of our suppliers.	○	○																																			
20	Establishing an environmentally and socially conscious supply chain	Dismantling, collecting, and recycling at the stage of product disposal	To pass on the planet to the next generation, we will work to establish a system for disassembly, collection, and recycling at the product disposal stage.	○																																				
21	Compliance	Compliance with laws and regulations, and the exclusion of Organized Crime	We will comply with the letter and spirit of the law, such as anticorruption laws and the exclusion of organized crime, strive to operate with social ethics and good sense, and abide by our Action Guidelines.		○	○																																		
22	Corporate Governance	Strengthening global governance	To ensure fair and transparent management, we will maintain a business management system for prompt and effective decision-making with consistent communication of management intentions, and work to strengthen global governance throughout the Takeuchi Group.		○	○																																		
23	Risk management	Crisis management systems, BCPs, and information security	We will work on risk management to analyze, assess, and manage risks that may have a significant impact on our sustainable development.		○	○																																		

*The seven core subjects of ISO 26000 and Takeuchi's main initiatives
 1. Organizational governance
 2. Human rights
 3. Labor practices
 4. The environment
 5. Fair operating practices
 6. Consumer issues (responsibility towards customers)
 7. Community involvement and development