


Sustainability	Message from the President	Sustainability Management	Materiality
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Sustainability



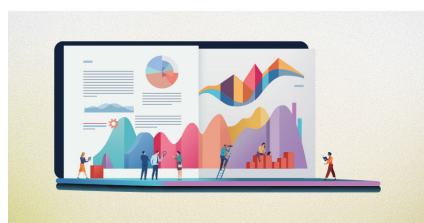
Toward the realization of a “better future”

DNP will respond flexibly and promptly to various risks as well as anticipate change and spur reforms on its own.

President
Chairperson of the Sustainability Committee **Yoshinari Kitajima**

Message from the President >

DNP's Approach to Sustainability



We are thoroughly implementing risk management that supports sustainable growth and responds to sustainability-related risks and opportunities.

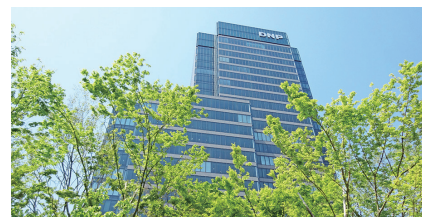
Sustainability Management >



DNP has identified the actions that should be taken and the type of value that should be provided to realize the four societies it aims for as its “better future.”

Materiality >

Environmental, Social and Governance




Environment	>
DNP Group Environmental Policy	>
DNP Group Biodiversity Declaration	>


Social	>
Human rights and labor	>
Diversity & Inclusion	>
Human resources development and training	>
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Reports and Related Data

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Environmental Report 2024	
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Integrated Report 2024	
Policies, Criteria and Data	>

Recognition from Society

DNP has been recognized by external rating agencies as a corporate group that is proactively working to contribute to the development of a sustainable society.

Recognition from Society	>
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Message from the President



Further accelerating its transformation to realize a “better future”

We believe that a healthy society and economy as well as comfortable and well-being lives are possible on a sustainable earth. In recent years in particular, the environment, society and economy have undergone dramatic changes and the risks (variable factors) that affect management are becoming increasingly diverse and extending across a wide range.

Amid this environment, DNP will create a “better future” by responding flexibly and swiftly to an assortment of risks as well as by anticipating change and spurring reforms on its own.

In March 2024, DNP specified the actions that should be taken and the type of value that should be created to realize the “four societies”, which are each mutually interrelated, aimed for as our “better future” and identified “materiality” as a key issue for continued growth together with society.

As activities based on materiality, we are currently promoting initiatives in accordance with the Business Strategy, Financial Strategy and Non-financial Strategy of our Medium-term Management Plan. DNP is also working to implement thorough risk management that focuses on the entire supply chain to minimize the negative impacts of its business activities on society and the environment. By “creating value” and “strengthening business base” that supports this, DNP will solve social issues as well as create new value that meets people’s expectations and work to achieve sustainable growth for the DNP Group.

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Initiatives related to the environment

Balancing economic growth and the global environment

DNP continually strives to enable the harmonious coexistence between its business activities and the global environment and it promotes activities with a keen awareness of the environment throughout the entire supply chain as it aims to achieve nature positive. In recent years, DNP has accelerated efforts to solve environmental issues especially as climate change, marine pollution and loss of biodiversity become increasingly serious.

In responding to climate change, which is one of our key issues, we are promoting such measures as transforming our business portfolio, strengthening our energy saving activities and accelerating the introduction of renewable energy to achieve carbon neutrality by 2050. DNP is also placing emphasis on reducing discharge of unneeded materials and recycling as it strives to realize a circular economy. To further accelerate these efforts, in March 2024 DNP updated its environmental targets so that they are more aggressive.

DNP is also promoting initiatives to preserve the ecosystem throughout the supply chain. For example, we are focusing on developing products and services that are essential for realizing a next-generation mobility society and a decarbonized society, developing and utilizing low-carbon materials, and reducing CO₂ emissions for each product unit. We will continue working to solve various environmental issues to realize nature positive.

Initiatives related to society

Supporting active participation of employees, who are the driving force in value creation

The key base and source of strength for the DNP Group in creating a better future is the presence of every employee. On the basis of our Human Capital Policy, which prescribes our universal and basic approach to human resources, we focus on supporting active participation of our employees, who are the driving force in value creation as well as irreplaceable assets and are accelerating efforts to strengthen and maximize our human capital.

To drive unprecedented transformation beyond our traditional path, it is important for each employee to be independent, acquire the necessary knowledge and skills on their own initiative, fulfill their roles to the fullest and further develop their own strengths. DNP supports “employees” independent career autonomy toward value creation” and is promoting the nurturing of human capital who can be active both within and outside DNP. We will significantly increase “human creativity (added value productivity)” globally to clearly connect this investment in human resources to the enhancement of corporate value.

Respect the differences of each person, accept one another and promote diversity

To significantly enhance human creativity, DNP actively promotes diversity and inclusion (D&I). Additionally, to develop and provide optimal value to the diverse people living in our diverse society, we seek to maximize the capacity of our organization by respecting every difference among all employees, accepting one another and multiplying the strengths derived from such diversity. For example, as part of efforts to promote the active roles of women, we are working to nurture the next generation of leaders with the goal of increasing the ratio of female executives to 30% by 2030.

Moreover, respect for human rights has become more important than ever before as our business activities expand globally. Based on this awareness, we are strengthening our management system that is premised on respecting human rights such as by formulating the Human Rights Policy and promoting human rights due diligence.

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Initiatives related to governance

Continuing to be a resilient organization that is trusted by society

For the DNP Group to continue providing value, we believe that we must improve our corporate value and continue to be a company that is always trusted by all stakeholders. With this in mind, we are working to further strengthen and enhance corporate governance. We have built and are operating a system that enables accurate management decision-making, proper and swift business execution based on these decisions, and the supervision and auditing of these. At the same time, we provide thorough training and education to raise each individual's awareness of compliance. Based on this fundamental approach, DNP has adopted the organizational design of a company with a Board of Statutory Auditors and introduced a system with outside directors and corporate officers in addition to establishing and operating an advisory committee composed of independent outside directors. Moreover, as part of these efforts, three organizations are further strengthening their collaboration. These organizations consist of the Sustainability Committee, which manages medium- to long-term risks and identifies business opportunities and reflects these in management strategies; the BCM Promotion Committee, which works to ensure the safety of employees and maintain continuity of production activities even in the event of emergencies such as natural disasters, and the Corporate Ethics Committee, which seeks to reduce risks by increasing employee awareness with regard to compliance. DNP will continue to respond to company-wide risks in a timely and appropriate manner as well as accelerate efforts to create a better future for ourselves.

President
Chairperson of the Sustainability Committee
Yoshinari Kitajima

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Sustainability Management

Sustainability Management System

In March 2022, DNP reorganized the Sustainability Committee headed by the president in order to enhance environmental, social and economic sustainability and further drive DNP's sustainable growth and enhanced functionality. By coordinating with the BCM Promotion Committee, which ensures the safety of employees and maintains production activities in the event of a natural disaster or other emergency, and the Corporate Ethics Committee, which aims to raise employees' compliance awareness and reduce risks, the Sustainability Committee has established a flexible and robust governance system that covers company-wide risks.

The Sustainability Committee meets regularly, four times a year, and at other times as necessary for the purposes of managing medium to long-term management risks relating to sustainability, identifying business opportunities and reflecting them in management strategies; and delivers reports and makes recommendations to the Board of Directors. The Board of Directors receives reports and recommendations on matters discussed and resolved by the Sustainability Committee, and deliberates and supervises policies and action plans, etc., for responding to risks and opportunities relating to sustainability.

Corporate Governance >	Materiality >
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Risk Management to Support Sustainable Growth

DNP has seven principal themes to be addressed as part of risk management to support sustainable growth. In addition to identifying themes that we deem important and a priority based primarily on our management strategy and business fields, we also include themes that the international community views as critical, starting with the United Nations Global Compact* Ten Principles and the Sustainable Development Goals (SDGs), and comprehensively analyze them.

*DNP announced its support for the United Nations Global Compact in July 2006.

























*DNP agrees with the initiatives of the United Nations Global Compact's local network in Japan (Global Compact Network Japan) and participates in subcommittees that are based on such themes as human rights, the environment, and procurement.



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Principal themes/Medium- to Long-Term Vision

Our own medium- to long-term vision and its corresponding SDGs are set for each of the principal themes in risk management.

Foundation to Support Value Creation			
> Fair Operating Practices	We help to maintain and develop orderly, free and competitive markets based on laws and social ethics and by always remaining fair and equitable.	  	
> Human Rights and Labor	We place human dignity first and foremost and respect diversity unique to all persons that includes their culture, nationality, race, ethnicity, language, religion, values, gender, age, gender identity, sexual orientation and whether they have disabilities. We accordingly respect working styles suited to the diversity of our employees and make efforts to create a safe, healthy and vibrant working environment based on the assumption of acting with discipline.	   	
> Environment	DNP Group Environmental Vision 2050	    	
> Responsible Procurement	For creating excellent value and cultivating strong compliance awareness at the same time, we work jointly with our supply chain stakeholders and conduct procurement that gives due consideration to human rights, the environment and more.	   	
> Product Safety and Quality	We seek to gain the trust of society by prioritizing the safety and quality of our products and services as part of our responsibility as a company that supplies these to society.	 	
> Information Security	We ensure the exceptional security of personal information and all other information assets through management and protection as part of the social responsibility of a company handling such information assets.	 	
> Corporate Citizenship	We contribute to society by resolving social issues, conducting volunteer activities and through cultural activities as we look to deepen our relationship with society as a good corporate citizen that coexists with society.	   	

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Principal themes/Prioritized Indicators and Targets

DNP determines indicators and targets that it prioritizes in its effort to achieve medium- to long-term vision for each principal and apply them to continued activities in order to carry out sustainable business.

Principal themes	Indicators prioritized in an effort to achieve medium- to long-term vision	Medium- to long-term targets * Target values without a target fiscal year set are for each fiscal year.	FY2023 results
Fair Operating Practices	(1)Number of meetings of the Corporate Ethics Committee*1 (2)Ratio of Autonomous Corporate Ethics Training conducted*2	(1)Hold meeting once a month (12 times a year) or more. (2)Achieve 100% (covering all organizations concerned).	(1)At least once a month (13 times) (2)100% (105 organizations)
Human Rights and Labor	(1)Number and ratio of female managers(non-consolidated) *3 (2)Ratio of employees with disabilities (Numbers combined with non-consolidated and special subsidiaries) *4 (3)Rate of annual paid leave taken (non-consolidated) *5 (4)Frequency rate of lost workday injuries*6	(1)By FY2025 i. Increase the number of women at or above the general manager level to 150% of the number at the end of March 2022 ii. Increase the ratio of women in section manager level to 15% or more iii. Increase the ratio of women in leadership positions to 25% or more (2)Achieve the ratio not lower than 2.3% (3)Achieve an increase over the previous fiscal year (53.3%). (4)Keep rate not more than 0.2.	(1) i. 138% ii. 12.8% iii. 23.5% (2)2.9% (3)55.6% (4)0.2
Environment	To the page17 of the DNP Group Environmental Report 2024 for Environmental Activity Targets and Results List >		
Responsible Procurement	(1)Average score of DNP Group CSR Procurement Guidelines survey on key suppliers*7 (2)Percentage of key suppliers that have obtained the conformance certificate of DNP Group Guidelines for Procurement of Paper for Printing and Converting	(1)Achieve the average score of 90 points or more by FY2030. (2)Achieve 100% by FY2030.	(1)81 points in Japan (2)98%
Product Safety and Quality	(1)Number of serious accidents*8 caused by our products and services (2)Percentage of newly developed products and services undergoing product safety and risk assessment (3)Percentage of quality system inspections*9 carried out.	(1)Achieve zero accidents. (2)Achieve 100% (covering all products and services concerned). (3)Achieve 100% (covering all organizations concerned).	(1)Zero accidents (2)100% (513 products and services) (3)100% (51 units and companies)
Information Security	(1)Rate of information security compliance assessments conducted (2)Rate of inspections and instructions by executive officer in charge of divisions implementing priority measures for personal information protection, etc. (3)Participation rate of information security education and training (4)Rate of security vulnerability tests for publicly open websites	(1)Achieve 100% (covering all business units and Group companies) (2)Achieve 100% (covering all organizations concerned) (3)Achieve 100% (covering all organizations concerned) (4)Achieve 100% (covering all websites concerned)	(1)100% (88 units and companies) (2)100% (106 times) (3)100% (Approx. 44,000 persons) (4)100% (437 web systems)

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Corporate Citizenship	(1)Number of external participants in social contribution activity programs (2)Number of employee participants in social contribution activity programs (3)Number of fair trade-related products consumed in-house (4)Number of dishes served in company cafeterias to support disaster areas and groups engaging in future generations development	(1)Achieve an accumulated total of 10,000 persons (2,000 per year) from FY2020 to FY2024. (2)Achieve an accumulated total of 6,000 persons (1,200 per year) from FY2020 to FY2024. (3)Achieve an accumulated total of 250,000 items (50,000 per year) from FY2020 to FY2024. (4)Achieve an accumulated total of 70,000 dishes (14,000 per year) from FY2020 to FY2024.	(1)Accumulated total:6,010 (1,707 in FY2023) (2)Accumulated total:3,643 (1,579 FY2023) (3)Accumulated total:240,112 (151,297 in FY2023) (4)Accumulated total:118,173 (44,110 in FY2023)
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*1 the Corporate Ethics Committee: An organization overseeing internal controls, responsible for promoting a compliance framework to ensure that all business activities of the DNP Group are carried out in an appropriate manner

*2 Autonomous Corporate Ethics Training: Training in which the heads of each business division provide lectures on corporate ethics as a foundation of business and explain to their staff the issues and countermeasures relevant to the operations of their respective divisions

*3 Number and ratio of female managers: Indicators and target values have been revised since FY2022.
Leaders: one step before management

*4 Ratio of employees with disabilities: Target value has been revised since FY2023.

*5 Ratio of annual paid leave taken: Indicators have been revised since FY2023.

*6 Frequency rate of lost workday injuries: Number of fatalities or injuries due to industrial accidents (4 or more lost workdays) ÷ Total working hours × 1,000,000. Data collection period is between January and December.

*7 Average score of DNP Group CSR Procurement Guidelines survey on key suppliers: The content of the survey and its evaluation indicators have been reviewed in FY2022.

*8 Serious accidents: Cases in which a defect in our products and services cause serious damage to the life or body of their user, or serious impact on property other than the products and services

*9 Quality system inspection: Conducted by the head office's quality assurance supervisory division, target sites are inspected once a year to check the operation of the quality management system

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Materiality

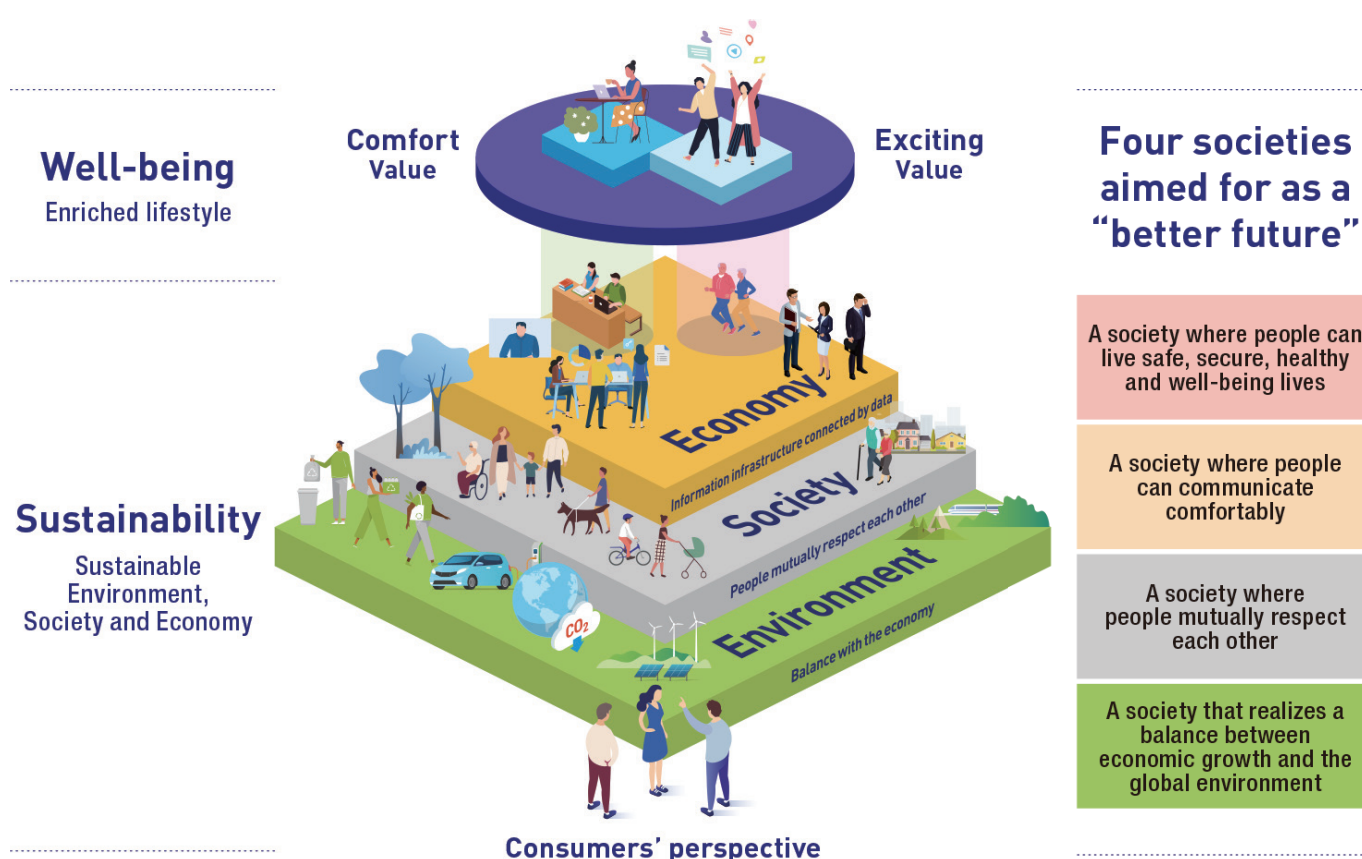
DNP identifies materiality to realize the “better future” it envisions.

The roadmap to the “better future” that DNP aims for and the path to its realization

Based on the Corporate Philosophy, the DNP Group aims to realize “a sustainable, better society and well-being lives” as a sustainable management concept and is taking the initiative in conducting business activities to create a “better future.”

To realize the four interrelated societies that it aims for as a “better future,” in March 2024 DNP identified materiality as important for it to continuously grow together with society by specifying what DNP should do and what value it will create with an eye toward 2030-35.

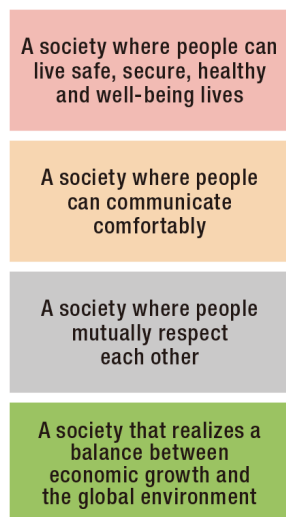
A “better future” aimed for by DNP



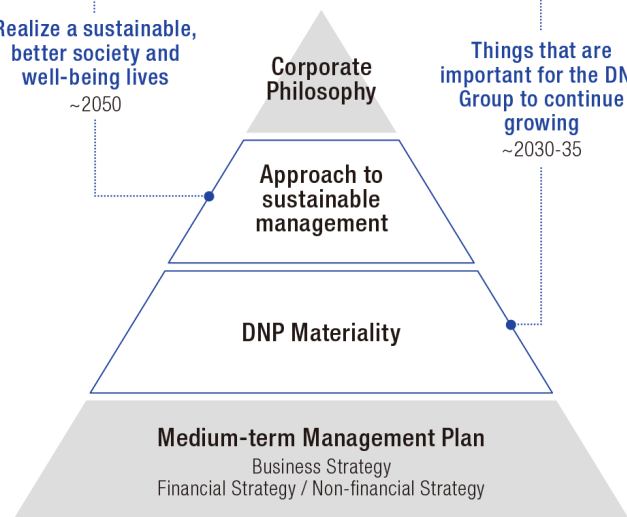
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DNP Group's Philosophy and Materiality

• A “better future” aimed for by DNP



Realize a sustainable, better society and well-being lives
~2050



Things that are important for the DNP Group to continue growing
~2030-35

• DNP Materiality



[DNP Group Vision](#) >

[Medium-term management plan \(2.34MB\)](#) >

Process for identifying materiality

We comprehensively grasp social issues and mega-trends related to the environment, society, and economy, and identify and evaluate medium- to long-term risks (variables) in DNP's business activities, as well as identify and prioritize social issues that are highly important for DNP and society stakeholders.

[Process for identifying materiality](#) >

Initiatives to realize the “four societies” envisioned by DNP

A society where people can live safe, secure, healthy and well-being lives

The DNP Group boosts environmental, social, and economic sustainability by engendering change of our own volition, as well as accommodating change that comes our way with a flexible stance.

Main initiatives




- Medical & healthcare (10.15MB) >
- Health and productivity management that increases the happiness of employees (10.15MB) >
- Strengthening of stable businesses and cultural reform (10.15MB) >

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A society where people can communicate comfortably

The DNP Group improves the quality of experiential value and expands on opportunities for everyone by fusing the real and the digital.



Main initiatives

- Content & XR communication (10.15MB)  >
- Digital interfaces (10.15MB)  >
- Sophistication of DX infrastructure (10.15MB)  >

A society where people mutually respect each other

The DNP Group strives to create a place where all the people can play an active role by deepening mutual understanding and mutual recognition.




Main initiatives

- Hiring, personnel assignment and reskilling based on human resource portfolio (10.15MB)  >
- Promotion of D&I utilizing diverse individuality (10.15MB)  >

A society that realizes a balance between economic growth and the global environment

The DNP Group works to achieve nature-positive value chains by engaging in environmental preservation and reducing negative environmental impacts.

Main initiatives

- Mobility and industrial high-performance materials (10.15MB)  >
- Semiconductors (10.15MB)  >
- Build a decarbonized society, a recycling-oriented society and a society in harmony with nature (10.15MB)  >

The PDF version of the integrated report introduces DNP's initiatives towards achieving a "better future," including the main strategies of each business division.

Integrated Report 2024 (10.15MB)



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To create a "better future" by taking the initiative oneself

Thorough risk management to support sustainable growth

We are thoroughly implementing risk management that supports sustainable growth and responds to sustainability-related risks and opportunities.

Sustainability Management

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Process for identifying materiality

In identifying materiality, DNP comprehensively ascertains social issues and megatrends related to the environment, society and the economy, and evaluates and analyzes medium- to long-term risks (variable factors) and the impact of these on our business based on factors such as the impact on our own business activities, the value we can provide, and our strengths.

Considering these external trends, DNP has specified the four types of societies that it aims for, and to realize these we have specified what DNP should do and the value it should provide and identified these as materiality.

Process for identifying materiality



Business activities based on materiality

As business activities based on materiality, we are promoting cross-company new value creation, primarily in our focus business areas, through the evolution and cultivation of the strengths of DNP's unique Printing & Information (P&I).

Concurrently, we are strengthening our business base and thoroughly managing risks as we minimize negative impacts from the dual perspectives of increasing corporate value and strengthening business competitiveness.

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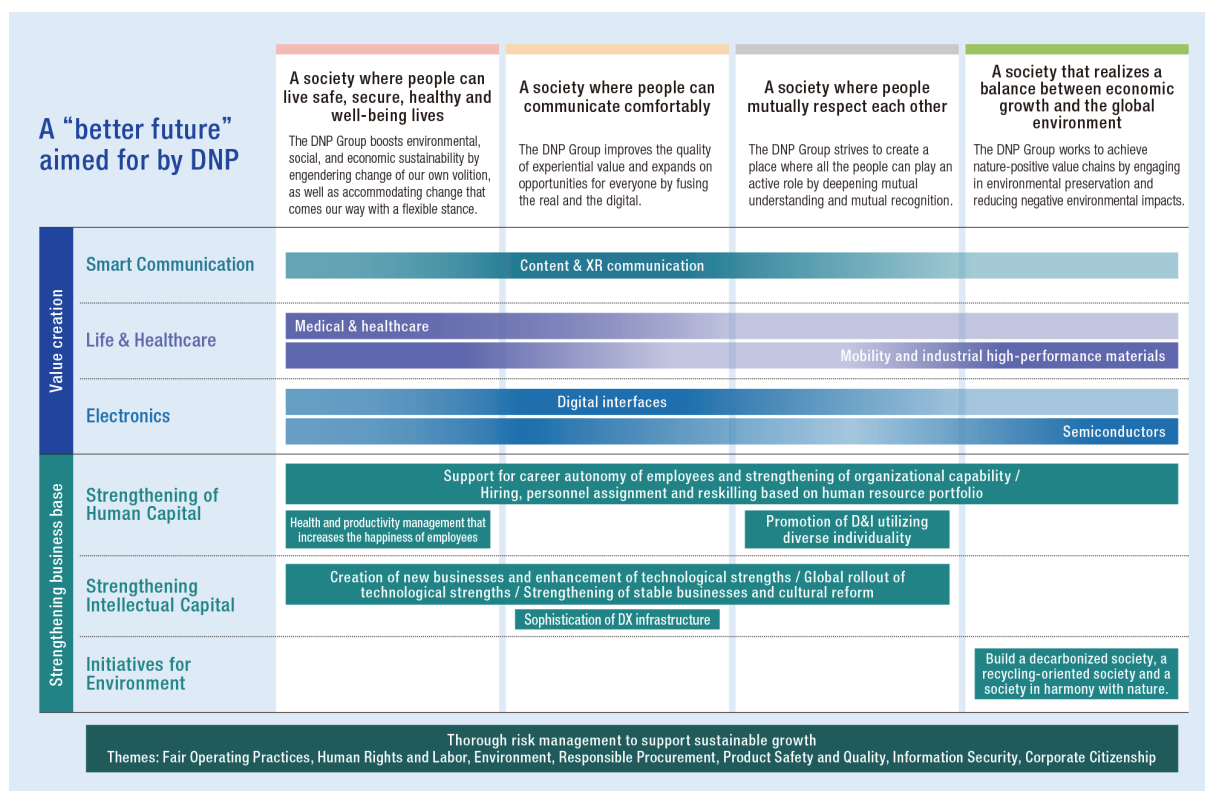
Impact of extracted risks (variable factors) on business activities and reflecting these in business opportunities

Economic risks (variables) closely associated with business activities	
<ul style="list-style-type: none"> Market changes, acceleration of development of new products and technologies Acceleration of DX and establishment of a global network, etc. Geopolitical influences, rapid changes in various economic indicators Changes in financial and information infrastructures Depletion of/shortages/restrictions on resources, etc. 	
Expected impact on business	<ul style="list-style-type: none"> Changes in business structure, intensifying competition in new businesses and development Human rights violations in using AI, spread of false information Stagnation and sudden changes in economic and consumer trends, changes in the supply and demand balance Intensifying threats to information security Impacts on stable procurement, soaring prices, etc.
Reflect in business opportunities	<ul style="list-style-type: none"> Value creation centered on focus business areas, strengthening collaboration with partners Commercialization/efficiency enhancement through AI innovation, accelerate AI utilization Integration of cyberspace and physical space Provision of highly reliable and transparent information Strengthen IT governance, sophisticate security measures, etc.

Social risks (variables) closely associated with business activities	
<ul style="list-style-type: none"> Labor shortages, employment mobility Diversity, changing conditions for people to live comfortably Globalization of supply chains, geopolitical risks, etc. 	
Expected impact on business	<ul style="list-style-type: none"> Difficulties in securing and developing specialist human resources, rising labor expenses Diversification of values, awareness of diversity Increasing supply chain risks, including human rights Strengthened regulations, manifestation of the impact of geopolitical risks, etc.
Reflect in business opportunities	<ul style="list-style-type: none"> Build a robust human resources portfolio Eliminate labor shortages by improving operational efficiency Promote D&I, utilize diverse human resources, and respect the work environment and human rights Improve reliability by enhancing the transparency of the supply chain, etc.

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Environment risks (variables) closely associated with business activities	
<ul style="list-style-type: none"> Intensifying disasters and increasing water risks due to climate change Accelerating plastic pollution and biodiversity loss Accelerating the transition to being nature positive, carbon neutrality and a circular economy Expanding environmentally positive markets, accelerating technology innovation, etc. 	
Expected impact on business	<ul style="list-style-type: none"> Suspension of operations and disruption of supply chains due to social infrastructure destruction Tightening of regulations on GHG emissions, etc. Expansion of reuse and recycling, rise in demand for switching to alternative materials Reforming business structure toward being nature positive Intensifying competition in new businesses and development, changing market trends, etc.
Reflect in business opportunities	<ul style="list-style-type: none"> Deal with natural disasters through BCP and BCM, multiple production bases Provide low-carbon products, services and products made from alternative materials, and effectively utilize resources Expand markets through early technology development and product design changes, etc.



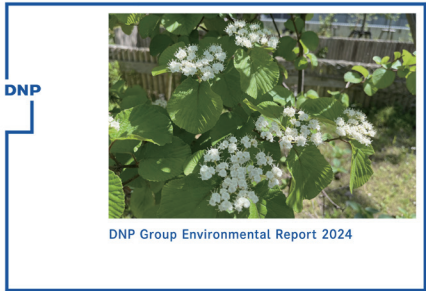
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Environment

With regard to environmental management, environmental activities are summarized in PDF format each fiscal year, and DNP publishes “The DNP Group Environmental Report.”

DNP Group Environmental Report 2024 (April 2023 - March 2024)



All pages
5,447KB
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Social



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Occupational safety and health > Structure to promote management > <hr/> Initiatives for maintaining and improving health > <hr/> Initiatives for the prevention of industrial accidents > <hr/>	Key data related to human capital > 	Responsible procurement > Medium- to long-term vision > <hr/> Structure to promote management > <hr/> DNP's main initiatives > <hr/>
Product safety and quality > Medium- to long-term vision > <hr/> Structure to promote management > <hr/> DNP's main initiatives > <hr/>	Corporate citizenship > Medium- to long-term vision > <hr/> DNP Group social contribution policy and social contribution themes > <hr/> DNP's main initiatives > <hr/>	

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Human Rights and Labor

DNP recognizes that “respect for human rights” is a responsibility that a company must fulfill as a member of society and is therefore strengthening initiatives in this area through dialogue with diverse stakeholders that include employees, local communities, suppliers, customers, shareholders and investors. Moreover, DNP respects and encourages the mutual acceptance of differences among individuals, and by leveraging their diversity, connects people and society and provides new value (promotion of diversity) . At the same time, by striving to maintain and improve safe and healthy workplace environments and maintaining and promoting the physical and mental health of employees and their families, the DNP Group will promote the creation of safe, healthy and vibrant workplaces, leading to sustainable growth (promotion of occupational safety and health).

Medium- to long-term Vision

We place human dignity first and foremost and respect diversity unique to all persons that includes their culture, nationality, race, ethnicity, language, religion, values, gender, age, gender identity, and sexual orientation or whether they have disabilities. We accordingly respect working styles suited to the diversity of our employees and make efforts to create a safe, healthy and vibrant working environment based on the assumption of acting with discipline.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

Performance Indicators	Targets	Results
(1) Number and ratio of female managers (non-consolidated) *1 (2) Ratio of employees with disabilities (Numbers combined with non-consolidated and special subsidiaries) *2 (3) Ratio of annual paid leave taken (non-consolidated) *3 (4) Frequency rate of lost workday injuries *4	(1) By FY2025 i. Increase the number of women at or above the general manager level to 150% of the number at the end of March 2022 ii. Increase the ratio of women in section manager level to 15% or more iii. Increase the ratio of women in leadership positions to 25% or more (2) Achieve ratio not lower than 2.5%. (3) Achieve an increase over the previous fiscal year (4) Keep rate not more than 0.2.	For most-recent fiscal year results

*1 Number and ratio of female managers: Indicators and target values have been revised since FY2022.

Leaders: one step before management

*2 Ratio of employees with disabilities: Target value has been revised since FY2023.

*3 Ratio of annual paid leave taken: Indicators have been revised since FY2023.

*4 Frequency rate of lost workday injuries: Number of fatalities or injuries due to industrial accidents (4 or more lost workdays) ÷ Total working hours × 1,000,000.
Data collection period is between January and December.

Various data on human rights and labor at DNP



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Initiatives for Human Rights

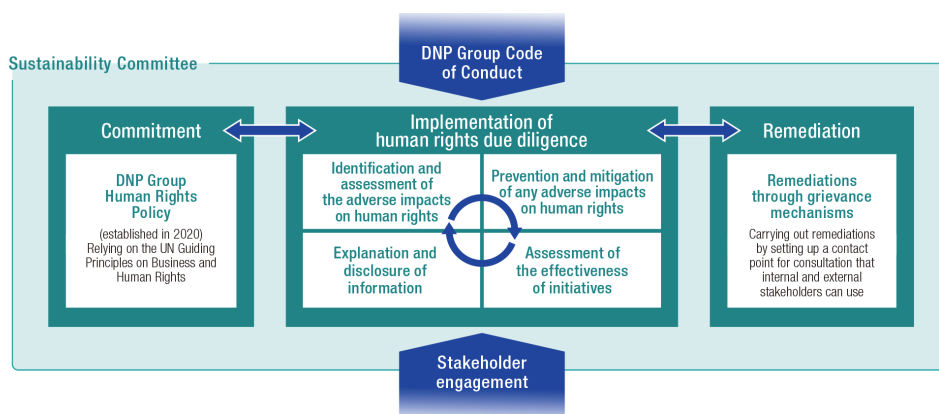
Policies and Structure

Respect for human dignity and diversity is a component of the DNP Group Code of Conduct. At DNP we respect for the diversity of each individual's unique culture, nationality, beliefs, race, ethnic group, language, religion, gender, age, or ideas. After deliberations of the Board of Directors, DNP established the DNP Group Human Rights Policy in 2020, respecting international norms, such as the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. In line with this, various organizations, including the Personnel & Employee Relations Division, Diversity & Inclusion Promotion Department, Sustainability Promotion Department, Purchasing Division, Strategic Business Planning & Development Division and Legal and Compliance Department, work together to promote initiatives for human rights.

DNP Group Code of Conduct >	DNP Group Human Rights Policy >
Human Capital Policy >	DNP Group Diversity Declaration >
DNP Group Safety and Health Charter >	DNP Group Declaration on Health >
DNP Group Basic Procurement Policy >	DNP Group Sustainable Procurement Guidelines >

Human Rights Due Diligence

Overall picture of human rights due diligence



DNP is strengthening its human rights due diligence efforts in accordance with the DNP Group Human Rights Policy. Recognizing that its business activities influence the human rights of all stakeholders, including DNP's suppliers and the communities it operates within, in addition to its employees, DNP implements many different measures to prevent or mitigate any adverse human rights impacts its activities may have. Additionally, to secure access to the remediation that is required when doing human rights due diligence, DNP is increasing the effectiveness of its contact point that is used by stakeholders and promoting dialogue with stakeholders.

In particular, DNP recognizes that one of the key potential human rights risks in its business activities is human rights issues in its supply chain. To address this, the company has established the DNP Group Sustainable Procurement Guidelines, which outline key principles related to Human Rights and Labor and Health and Safety that both DNP and its suppliers are required to uphold. To enhance the effectiveness of these guidelines, DNP promotes the ongoing management of responsible procurement practices.

Initiatives Across the Entire Supply Chain (Integrated Report)10,146KB >	Responsible Procurement >
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Education and Permeation

DNP believes that every employee who supports our business activities needs to understand the importance of respecting human rights and reflect this in their daily activities. To this end, DNP has been conducting an e-learning course on “business and human rights” for all Group employees since FY2021, with the aim of promoting understanding of human rights. In FY2023, approximately 22,600 employees learned the DNP Group Human Rights Policy and responsibilities under this policy, as well as potential human rights issues in the supply chain. Additionally, DNP provides training on the promotion of diversity and inclusion, and the prevention of various forms of harassment. The company also conducts targeted training programs for specific business units, including procurement staff. These programs focus on the latest trends in the environment, human rights issues, corporate responsibilities and the need to promote sustainability through procurement practices, as well as specialized mineral sourcing training. DNP also engages with its suppliers through surveys, interviews and briefings based on the DNP Group Sustainable Procurement Guidelines, emphasizing the importance of addressing human rights issues.

Relief System

Including building a grievance mechanism, DNP is making group-wide efforts globally to establish an environment where employees, suppliers and outsourcing contractors can more easily report and consult on compliance-related issues and the Company is able to understand and identify any infringements on rights. DNP protects the confidentiality of reported information as well as the anonymity of the whistleblower and operates the system in a manner that ensures the whistleblower does not suffer any disadvantages.

[Open Door Room/Global Internal Whistle-blowing System](#) >

[Consultation Office](#) >

[Compliance Hotline \(Japanese site opens\)](#)  >

Initiatives as a Corporate Citizen

For the next generation

DNP supports the Convention on the Rights of the Child (adopted by the United Nations General Assembly in 1989) and the Principles on the Rights of the Child and Business (developed by UNICEF, the UN Global Compact, and Save the Children in 2012). We not only prohibit child labor but also respect the four rights of children as stipulated in the Convention on the Rights of the Child: the right to live, to grow up, to be protected, and to participate. As one of the DNP Group Social Contribution Policy and Social Contribution Themes, we emphasize the development of next generations, supporting the sound growth of the children who will lead the next generation.

Community Engagement

As a member of many communities, DNP maintains close ties with these communities that are both in Japan and abroad. For example, in the Ichigaya district of Tokyo, where the company's head office is located, DNP participates in the Local School Management Council to support school operations and the District Disaster Prevention Council to help create a safe and secure environment. Nationwide, DNP promotes green space development and biodiversity conservation at its various sites. In instances where construction projects may temporarily impact the environment, DNP works closely with local residents, providing clear communication and proactive measures to minimize disruption. While fostering strong communication with not only its business partners but also community stakeholders and building the necessary frameworks, DNP ensures to respond appropriately.

[DNP Group Social Contribution Policy and Social Contribution Themes](#) >

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Initiatives for Human Resources

Human Capital Policy

To achieve growth over the medium- to long-term, DNP is reinforcing its business infrastructure by utilizing financial and non-financial capital in an integrated manner. We are working to provide systems that take into account changes occurring in the entire society and are attractive both internally and externally, to support employees who form a particularly important foundation for our growth, and to transform their awareness and action. In FY2022, we established the belief that respecting employees leads to the respected employees driving corporate growth and enriching society, which represents the DNP Group's universal and basic approach to human resources, as Human Capital Policy. By placing this concept at the top of the other mission, visions, charter and declarations related to people we will endeavor to reinforce and maximize our human capital in a strategic, integrated manner for enhancing corporate value.



DNP Group Diversity Declaration >	DNP Group Safety and Health Charter >
Joint Labor-Management Declaration >	DNP Group Declaration on Health >

Promotion of Global Human Resource Strategy

The DNP Group conducts various businesses in 34 cities around the globe. To strengthen and maximize human capital on a global scale, we focus on three key pillars: (1) visualization and management of talent, (2) establishment of human resource management infrastructure, and (3) strengthening of risk management capabilities and system development. We are implementing key initiatives within each of these pillars to achieve our goals.

[Promotion of global human resource strategy \(Integrated Report 2024\) 10,146KB](#)  >

Diversity & Inclusion

The source of the strengths of the DNP Group is undoubtedly the presence of each and every employee. We seek to maximize the capacity of the organization and create new value by respecting individual differences, accepting each other and synergizing each other's strengths.

Diversity & Inclusion >

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Fostering a corporate culture to support the active participation of diverse human resources

Diversity Week >	Diversity & Inclusion Training >
Mentor System >	Harassment Measures >
Promoting the Active Role of Women >	LGBTQ+ >

Initiatives and Systems to Support Active Roles of Diverse Human Resources

We are promoting initiatives for supporting active roles of diverse human resources for increasing our capabilities to resolve social issues and create new value that meets people's expectations.

Work Style Reform >	Work/Leave System >	Support for Balancing Work and Childcare/Nursing Care >
Employment of People with Disabilities >	Employment of the Elderly Persons (flexible retirement system) >	Reemployment of Retired Employees (Return-to-Work System) >
Non-Regular to Regular Employee Conversion System >	Telecommuting >	Side Jobs/Dual (or Multiple) Jobs >
Life Planning Promotion System >	Consultation Office >	Employee Awareness Survey >
Renshikai (Mutual Relief Association) >	DNP Family Day >	

Human Resources Development and Training

DNP has devoted efforts to supporting active roles of its employees who are irreplaceable assets and who have driven innovation since our founding. We provide systems related to recruitment, development and promotion of excellent human resources in order to optimize and maximize our human capital while capturing overall trends in society.

Human Resources Development and Training >
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Initiatives and Systems for Human Resources Development and Training

Pay Grade System >	Hiring Situation >	DVO System >
Evaluation system >	In-House Recruiting System >	Self-Reporting System >
FA System >	In-House Study Abroad System >	Specialist Work System >
ICT Professional System >	Meister System >	System for Encouragement of Qualification Acquisition >
Award System >	Career Counseling Center >	Training Program >

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Occupational Safety and Health

Under the DNP Group Safety and Health Charter, the DNP Group promotes All-DNP safety and health activities involving all employees with the aim of building a workplace culture of “safety and health takes precedence over everything else.”

Occupational Safety and Health



Initiatives for Promoting Industrial Safety and Health

DNP is promoting safety and health activities by formulating the three-year medium-term Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion based on the results of internal activities and the problems that need to be addressed, taking trends in the society and the industrial safety and health measures being taken by the Japanese government into consideration.

Initiatives for Maintaining and Improving Health



Initiatives for the Prevention of Industrial Accidents



Labor-Management Relations

Based on “mutual understanding and mutual trust” between labor and management, the DNP Group has established systems (Joint Management Council, Labor-Management Expert Committee, etc.) for undertaking labor-management discussions and exchanging opinions on a variety of issues to realize the stable and sustainable development of management as well as the spiritually enriched lives of employees. Also, the DNP Group holds a wide range of labor-management discussions on work styles, workplace environments, overall personnel systems, safety and health, and more. This fulfilling labor-management relationship is also one of the strengths of the DNP Group and we will further advance this relationship toward demonstrating the comprehensive strengths of “All DNP.”

Joint Labor-Management Declaration

In October 2006, DNP announced its Joint Labor-Management Declaration to share with all employees “the shape of labor-management relations to aim for” and “the starting point of labor-management relations.” “Labor-management collaboration” advocated in the Joint Labor-Management Declaration means that all employees, including those besides company and union members, have a shared recognition of the “direction we aim for” through Taiwa (dialogue) and fulfill their respective roles toward the direction.

Joint Labor-Management Declaration

Preamble

We mutually confirm the importance of “labor-management cooperation” to the goal of the perpetual development of the DNP Group and society, and to enhance the role we are bound to fulfill in society as a truly superior company, and we hereby issue the following declaration:

Page 1

To contribute to 21st Century society through cooperation

Page 2

To seek perpetual development and wealth

Page 3

To create a corporate culture based on TAIWA

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Principal Themes: Human Rights and Labor

Diversity & Inclusion



Promotion of Diversity & Inclusion utilizing diverse individuality

As part of its non-financial strategy to strengthen its business base, the DNP Group aims to significantly enhance human creativity (added value productivity). To realize this, we believe that it is important to transition from a homogenous and uniform organization to one rich in diversity. To ensure that a diverse workforce can continue to thrive by leveraging their unique strengths, we have expanded various initiatives and systems.

Our efforts to promote diversity and inclusion (D&I), which harnesses the strengths of diverse individuals, have been highly recognized externally. Through regular employee surveys, we continually identify challenges, such as gaps between the company's initiatives and the realities in individual workplaces, and we work to address these issues. This has further heightened the importance of promoting D&I that makes the most of individual differences. As part of our FY2023-2025 Medium-term Diversity Vision, we have set the goal of making inclusion the norm. By achieving this in every workplace, we aim to empower each employee, combine their diverse strengths, and promote the creation of new value.

About the inclusion loop



Diverse individuals are inclusive of each other, and those around them support the challenges of individuals who take the initiative. We assess the results of these challenges as valuable experiences and, through open dialogue, connect them to a sense of fulfillment. This fosters a culture where inclusion becomes second nature, with individuals receiving recognition from their peers for their contributions and feeling motivated to embrace new challenges. These interconnected loops occur across various departments and, in unison, amplify the collective strength of All DNP.

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Structure to Promote Management

DNP has established the Diversity & Inclusion(D&I) Promotion Department under the Managing Director in charge and the direct control of the head office as the promotion organization for permeating and firmly positioning D&I throughout the Group. Moreover, we are accelerating the promotion of diversity in collaboration with the D&I Promotion Committee and the secretariat of each business unit and Group company throughout the country. In 2020, we introduced the DNP Group Diversity Declaration as top management's commitment to promote diversity as we strengthen the further promotion of diversity.

DNP Group Diversity Declaration

1. We will take the lead in working to promote diversity and inclusion.
2. We will transform the awareness of managers into a "Dialogue style" that utilizes the differences of each and every person as strengths.
3. We will make ourselves a company where each and every employee can actively take on challenges and create new value.

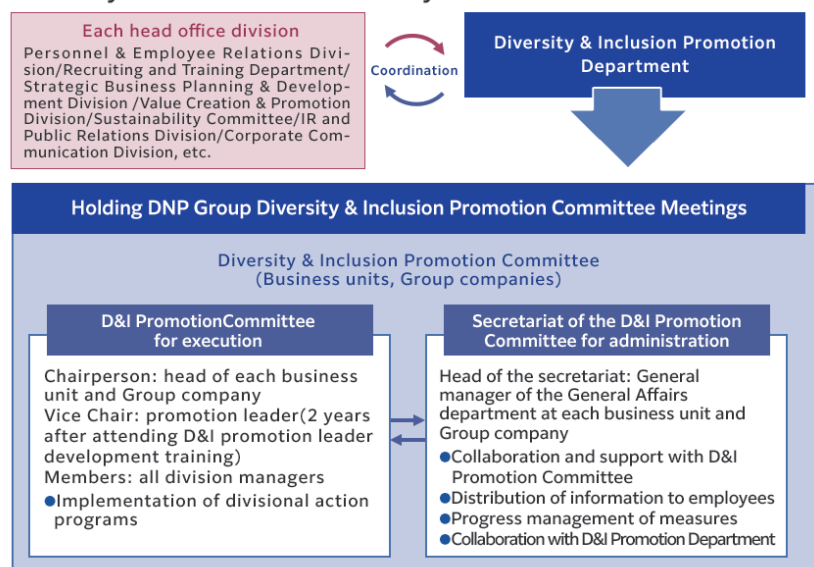
July 17, 2020

Yoshinari Kitajima, President

Conceptual diagram of the promotion of diversity and inclusion



Diversity & Inclusion Promotion System



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In 1997, DNP increased its recruitment of women and expanded the scope of their work. It has been promoting Diversity and Inclusion (D&I) since then with the goal of developing a corporate culture that enables diverse human resources to play active roles. In 2016, we established the Diversity Promotion Office within the Employee Relations Department in the head office and the Diversity Promotion Committee in each business unit and Group company. We converted the then-Diversity Promotion Office (currently the D&I Promotion Department) into an independent, dedicated organization in June 2018 in our continued efforts to eliminate the gender gap and leverage the diverse strengths of all employees, including persons with disabilities, LGBTQ+, senior and non-Japanese employees.

History of Diversity & Inclusion Promotion



Management Indicators

General business operator action plan

To accelerate the creation of new value, the DNP Group promotes the active participation of women and all other employees and focuses on the development of the next generation for the future. For example, we establish and implement action plans based on laws, including the setting of targets for the percentage of females in section managers or higher positions and the ratio of male employees taking childcare leave.

Action Plan Based on the Roles Played by Women (Japanese)



Action Plan for the Development of the Next Generation (Japanese)



Setting "D&I perception level"

We have established "D&I perception level" as our own internal indicator for measuring the entrenchment of D&I among employees, conduct surveys of our employees, and develop measures based on the results.

Recognition from Society

The efforts of DNP, aiming to create new value by promoting D&I, are highly recognized outside the company as well.



Selected as a Next Nadeshiko: Company Supporting Dual Careers and Co-parenting



Selected as a Nadeshiko Brand



Acquisition of Kurumin certification for parenting support



Received Gold rating in the PRIDE Index



Highest-level certification in the D&I Award



J-Win Diversity Award Grand Prize in the Advanced Category, Corporate Award of the "J-Win Diversity Award 2024"

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Fostering a Culture that Diverse Human Resources Can Play Active Roles

Diversity Week

Since 2021, we have held annual internal events to cultivate the sense of involvement of employees with diverse strengths that they are the members who themselves constitute DNP's diversity and to promote dialogue to enable employees to synergize their strengths. Many employees view D&I positively, which is shown in their actions.

Diversity Week(Japanese site opens)



Implementing Diversity & Inclusion Training

DNP is working to improve the following training opportunities, among others, in order to accelerate value creation from further enhancing and multiplying the strengths of our diverse human resources.

- Diversity Course, Unconscious Bias Training, LGBTQ+ Training and Normalization Education Training to deepen employees' understanding of D&I and translate it into action
- Mentor Development Training to acquire mentorship-related skills such as listening attentively and asking pertinent questions
- Practical Leadership Training for women to quickly engage in leadership in the workplace following promotion
- D&I Promotion Leader Development Training for deciding on and driving policies for D&I promotion activities in each organization

Training Programs(Japanese site opens)



Mentor System

Under this system, senior employees (mentors) who have completed "mentor development training" utilize their own accumulated experience and knowledge while providing necessary information and advice to employees (mentees) who have worries in undertaking their jobs. By doing so, this system provides support for enabling mentees themselves to solve problems in a way suited to them.

Harassment Measures

With the aim of maintaining a healthy work environment, we have formulated sexual harassment prevention regulations, power harassment prevention regulations and maternity harassment/care harassment prevention regulations as we have established essential measures for the prevention and early detection of problems and for devising appropriate solutions.

Additionally, as part of our management training during promotions, we educate all trainees on how to respond appropriately to harassment. We also conduct annual harassment training for all managers continuously.

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Promoting the Active Role of Woman

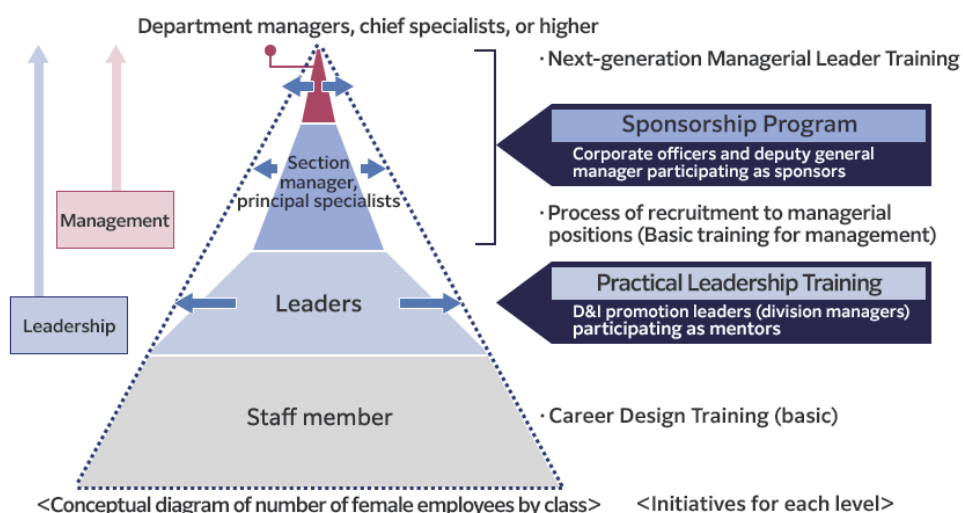
To continuously create new value and build a better future, it is crucial that DNP enhance the diversity of its management and avoid the pitfalls of homogeneity. We are committed to increasing the percentage of women in executives to over 30% by 2030. Each executive is proactively engaged in and takes responsibility for the achievement of this goal. DNP is advancing various initiatives in accordance with an action plan based on the Act on the Promotion of Women's Active Engagement in Professional Life. For example, we are systematically conducting trainings for female employees at different levels to continuously prepare them for involvement in organizational decision-making. In fiscal 2021, we launched the Sponsorship Program with the goal of promoting women to decision-making roles and increasing the diversity of the people in managerial positions. In this program, senior executives (corporate officers or deputy general managers of Operations) are sponsors for female employees in managerial positions (managers or department managers), working closely with the participants' supervisors (owners) to support their growth through a three-way partnership. This allows female participants to obtain broader perspectives and align with All-DNP approach to creating new value by combining the Group's diverse strengths. At the same time, sponsors and owners are encouraged to foster an inclusive workplace culture in their divisions, ensuring that a diverse workforce can thrive. To maintain a steady talent pipeline, it is crucial to develop future leaders. Previously, training was offered to selected women in leadership roles, but now all female leaders across the DNP Group participate in a Practical Leadership Training program.

This program helps participants build career visions early, demonstrate leadership in the workplace, and gain valuable experience. Over approximately six months, D&I promotion leaders at the division manager level work closely with female participants, engaging with them via questions to broaden their perspectives and address workplace challenges. This interaction also supports the D&I initiatives in their individual divisions. Additionally, female participants and D&I promotion leaders are provided with a learning group environment where they can put their training into practice, offer mutual feedback, and discuss both individual development and workplace challenges.



Sponsorship Program orientation

Creating pipelines to enhance diversity in decision-making at DNP



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LGBTQ+

DNP is constantly working to create an organizational culture that makes better use of our diversity, striving to create value that is wanted by the diverse members of our society.

As part of this effort, in fiscal 2019, we expanded the scope of our D&I promotion to not only include women's activities, working to foster an understanding of the situations faced by LGBTQ+ people. In e-learning training for all employees, we addressed issues faced by LGBTQ+ people in the workplace and conveyed the necessity and significance of having basic knowledge about all sexes, gender identities, sexual orientations and gender expressions and the efforts to accept diversity and prevent SOGI harassment. We are also implementing D&I activities such as by not requiring applicants to state their gender in their documents during job recruitment and reviewing our systems. At present, we are holding dialog meetings for LGBTQ+ people and "allies" who support them as well as creating internal communities, thus continuously advancing interactive efforts. In addition to internal activities, we participate in various social activities such as having book features to promote LGBTQ+ understanding at our DNP Plaza "Minna no Toi Bunko" (Books on Everybody's Questions) and Pride House Tokyo to demonstrate DNP's stance and actions both internally and outside the company.

DNP has been recognized for these efforts and has received the highest ranking "Gold" for third consecutive years since 2021 in the PRIDE Index, an evaluation index established by the general incorporated association "work with Pride" to promote the creation of workplaces that are comfortable for LGBTQ+ employees.

Pride House Tokyo



Initiatives and Systems that Support Active Roles of Diverse Human Resources

Work Style Reform

The DNP Group launched a labor-management project in 2004 and started initiatives such as reducing working hours by improving work efficiency and promoting the taking of annual paid leave. Since 2009, as work style reform activities, DNP has advanced these initiatives to the stage of effectively utilizing time resources and increasing the added value of work. Presently, DNP is working to maintain and improve the physical and mental health of each and every employee to realize "work styles that create value." Concurrently, DNP is promoting the creation of an organizational culture that raises engagement so that employees can feel both job satisfaction and ease of work.

Work/Leave System

We have built flexible work systems suited to the job characteristics of each person.

● Flexible work systems ● Discretionary work system ● Short-time work system, etc.

Moreover, we have established diverse leave systems matched to the lifestyle of each person.

● Annual paid leave (maximum 20 days annually) ● Childcare leave (five-day paid leave per child) ● Caregiving leave ● Life support special leave (the number of days equivalent to expired annual paid leave of each person when the employee needs leave for childcare, caregiving, infertility, volunteering, illness, etc. and leave is approved by the company), etc.

State of Taking Annual Paid Leave



State of Taking Leave for Volunteering



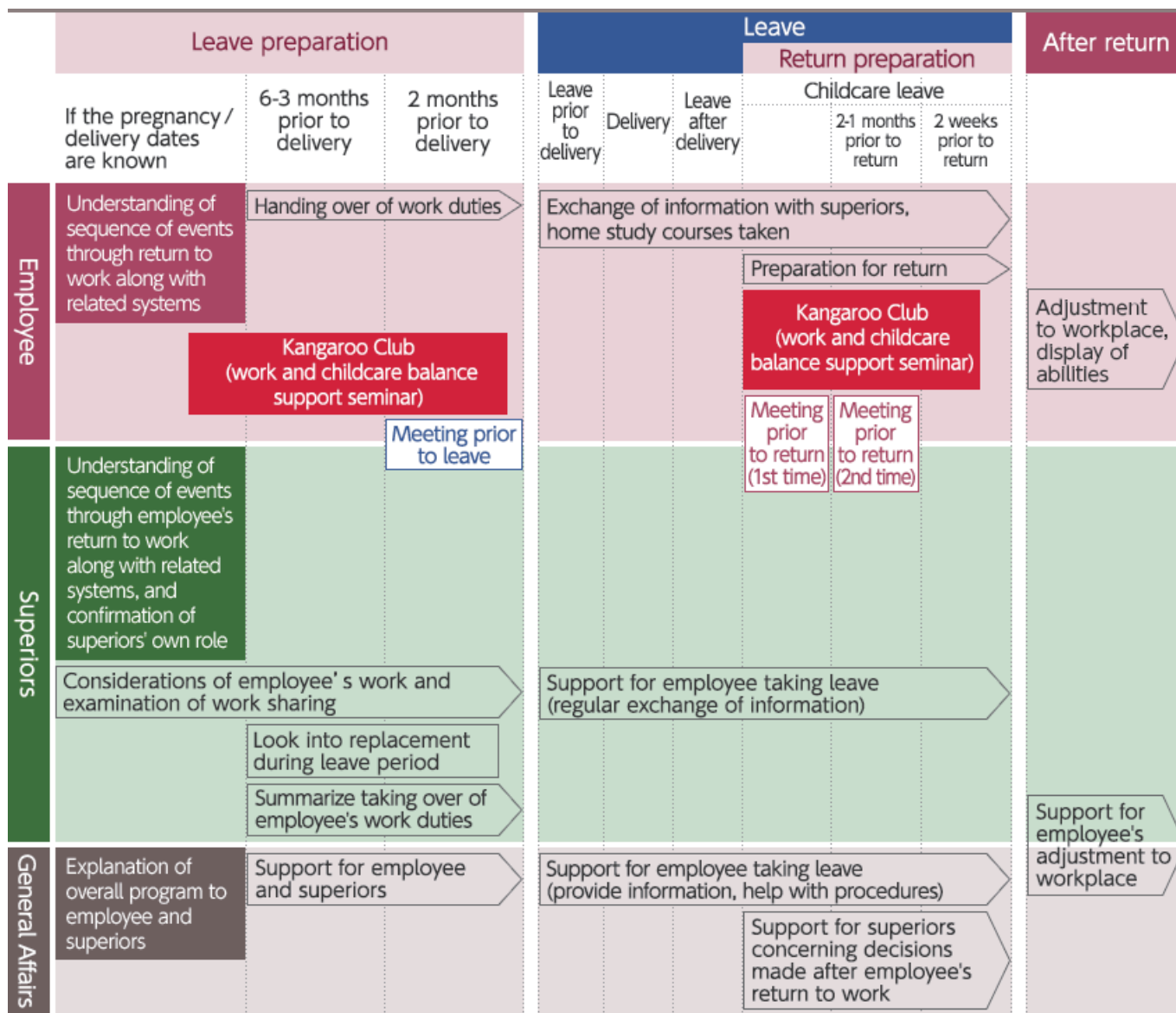
State of Taking Childcare Leave



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Support for Balancing Work and Childcare/Nursing Care

DNP has established the “Return to work from childcare leave program.” This system aims at creating an environment in which employees can take leave for childbirth and childcare with a sense of reassurance, smoothly return to their workplaces, and balance their work with household duties while deploying their capabilities.



The seminar, Kangaroo Club, to support balancing work and childcare

We provide annual seminars for employees to think together with their partners about balancing work and childcare, share their current anxieties and concerns and visions for the future, and build a vibrant career even during childcare. Many employees and their partners participate in the Pre-Mom and Dad seminars for those expecting a baby within one year and the “Dad and mom doing childcare” seminars for those on maternity leave/childcare leave or raising children three years of age or under, and their partners.

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Encouraging male employees to take childcare leave

In December 2020, DNP announced its participation in the Male 100% Childcare Leave Declaration both internally and externally. We provide information about our childcare leave and other programs to both male and female employees who have reported their or their spouse's pregnancy or the birth of a child and interview employees to confirm their intentions regarding taking a leave of absence. In addition to sharing information about the activities of the D&I Promotion Committee in which DNP Group management participates, we share within the company the relevant issues and experiences of male employees who have taken childcare leave to encourage other employees planning to take childcare leave in the near future by giving them tips such as how to take childcare leave, changes in behavior, perceptions, etc. after taking leave. This helps to facilitate the understanding of male childcare leave takers among their supervisors and colleagues in the workplace. As a result of these efforts, the percentage of male employees taking childcare leave increased to 98.7% in the fiscal year 2023.

Percentage of male employees taking childcare leave [>](#)

Other Childcare Support Systems

We support employees and their families in balancing work and childcare even after employees return to work through various systems that include assistance for babysitting fees, assistance for childcare facility fees, nursing care leave, and special leave for life support.

Supporting a Balance Between Work and Nursing Care

We provide information in a handbook which is a compilation of basic knowledge, programs, reference cases, etc. about nursing care. We are enhancing support tailored to the life stage of each employee, such as a family care leave system that allows each employee to take leave an unlimited number of times up to 366 days per each care recipient and enables them to have periodical consultations regarding nursing care.

State of Taking Nursing Care Leave [>](#)

Firmly Establishing the Employment of People with Disabilities

Over long years, DNP has been promoting efforts throughout the entire Group for recruitment, settlement, and support of the active participation of people with disabilities with the aim of creating workplaces where these persons can play active roles in keeping with the basic concept of "normalization," which helps create a society in which all people live equally comfortable lives regardless of any disabilities. To further promote these initiatives, in February 2019, we established DNP Business Partners Co., Ltd. primarily employing people with disabilities. In October of the same year, this company obtained certification as a special subsidiary from the Minister of Health, Labour and Welfare. We will support the employment of people with disabilities by the Group companies and expand cross-organizational operations within the Group to create opportunities for many more employees to actively participate. Moreover, we decided to support the ideas and efforts of the Valuable 500, a global organization engaged in activities facilitating people with disabilities to play an active role in society, and joined the organization in July 2020. In February 2024, we established the internal disability inclusion community Hot Work. This community aims to provide a sense of security for employees with disabilities and those who have family members with disabilities. It fosters a workplace where individual personalities, abilities, and perspectives are respected, regardless of ability, enabling everyone to thrive.

DNP Business Partners Co., Ltd.
(Japanese site opens)



Employment Rate of Persons with Disabilities [>](#)

News release: Hot Work community
(Japanese site opens)



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Support for Other Various Work Styles

Employment of Elderly Persons (Flexible Retirement System)

We have introduced a flexible retirement system that enables employees to continue working as professionals at workplaces even after they reach age 60.

Flexible Retirement System utilization rate



Reemployment of Retired Employees (Return-to-Work System)

This system enables the re-employment of former DNP Group employees under certain conditions. We re-employ, as appropriate, former employees wishing to resume their work in the DNP Group as human resources with diverse values and careers who are able to use the knowledge, skills, career achievements and life experiences acquired during their time in other companies or organizations.

Return-to-Work System Utilization Rate



Non-Regular to Regular Employee Conversion System

To draw out the capabilities of each person to the fullest and ensure this enables us to deploy our total strengths as an organization, we introduced this system for hiring as regular employees those outstanding part-time and non-regular staff who have a positive attitude toward their jobs and play large roles.

Telecommuting

We promote an optimal and highly productive hybrid work style that leverages both face-to-face and remote work, such as working from home, at satellite offices, or on the go, supported by a well-established and efficient IT environment.

Side Jobs/Dual (or Multiple) Jobs

To attract, develop, and retain talented individuals who can promote innovation, we actively incorporate external perspectives and partially allow side-jobs and dual jobs that contribute to the creation of new value, as long as they do not interfere with the employee's primary job responsibilities. Additionally, we have introduced the In-house Side Job System, allowing employees to hold positions in other divisions within the DNP Group. This initiative aims to help employees acquire knowledge and skills from other divisions to encourage innovation, foster collaboration, create new value, and expand opportunities for self-directed career development.

Life Planning Promotion System

We provide information about retirement allowance, public pensions, and other topics through labor-management co-sponsorships to enable each employee to develop their own optimal life plan and live a fulfilling second life. The Second Life Preparation Guidance for employees aged 51 has been held 12 times with the participation of 691 employees and family members, while the Before Retirement Guidance for employees aged 58 has been held 23 times with participation of 651 employees and family members. Moreover, the Life Planning Seminar You Start in Your 20s for employees in their 20s and 30s has been held twice with the participation of 134 employees.

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Life Planning Consultation Office

We offer support for employees and their families to realize fulfilling life plans using the social insurance system and the company's welfare program. In fiscal 2023, we had 463 consultations with employees in a wide age range from their 20s to their 60s.

Consultation Office

We have built a system enabling employees to consult with experts, including lawyers, judicial scriveners and tax accountants, on issues such as housing (financial planning and property selection, design, construction, remodeling), laws (inheritance, family, traffic accidents), taxation and harassment and other matters of personal relevance or interest. We listen to the troubles and questions of not only employees but also family members, providing a consultation service that comprehensively supports employees of the DNP Group. In fiscal 2023, in addition to our permanent consultation offices in Tokyo and Osaka, we held on-site consultation sessions at six manufacturing locations across the country, handling a total of 739 consultations.

*Other main consultation contact points for employees

Besides the Life Planning Consultation Office and the Consultation Office, we operate the Open Door Room and the Global Internal Whistle-blowing System as consultation and whistle-blowing contact points for matters concerning corporate ethics in line with efforts to raise management fairness. Additionally, the Career Counseling Office is supporting the diverse career designs of employees.

Open Door Room >	Global Internal Whistle-blowing System >
Career Counseling Center >	

Employee Awareness Surveys

DNP has presented TAIWA (dialogue) as one of its Guiding Principles established in 2001 and been implementing a variety of employee surveys on a regular basis to reflect the voices of employees in corporate activities. Currently, we conduct a monthly survey of about 30,000 employees with the goal of understanding the status of employee engagement and the conditions at each workplace and developing a better corporate culture. Each organization engages in dialogue based on the survey results, which is used in improvement activities on various themes and to strengthen management. Further, we conduct employee surveys on topics, such as psychological capital and psychological safety, which are part of the DNP Group Declaration on Health, as well as the promotion of diversity and inclusion. These surveys help us better understand employees' voices and inform improvements in various personnel systems.

Renshikai (Mutual Relief Association)

The Company and its labor union contributed their own respective funds to establish a fund, and thereby have built an original system that allows the two parties to work together for operating various mutual aid programs. 10,576 payments of benefits for births, marriages, or deaths in the family were made in fiscal 2023.

DNP Family Day

To foster children's interest in work and promote communication between employees and their families, we regularly hold a workplace tour event for children called DNP Family Day (formerly DNP Family-Friendly Day). This event not only increases employee motivation but also provides an opportunity for families and organizations to reflect on work-life balance.

[Topics] DNP Family Day (Japanese)  >
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Principal Themes: Human Rights and Labor

Human Resources Development and Training



Executive Vice President
Vice Chairperson of the Sustainability Committee
Kenji Miya

Establishing a positive feedback loop where investment in human resources enhances corporate value

The key foundation and source of strength for the DNP Group in creating a better future is the presence of each employee. By allowing employees to take on challenges with confidence, we can develop their individual strengths. Through dialogue, we can combine these strengths, enabling us to continuously provide new value to society. Building on this approach, we revamped various personnel systems over a three-year period starting in 2019. Since then, we have continued to actively invest in human resources by implementing initiatives such as the DNP version of “compensation and related policies that are more closely founded on a job-oriented perspective,” a system that emphasizes career autonomy. These efforts support individual career development and challenges while also fostering a more positive organizational culture, which serves as the foundation for these initiatives.

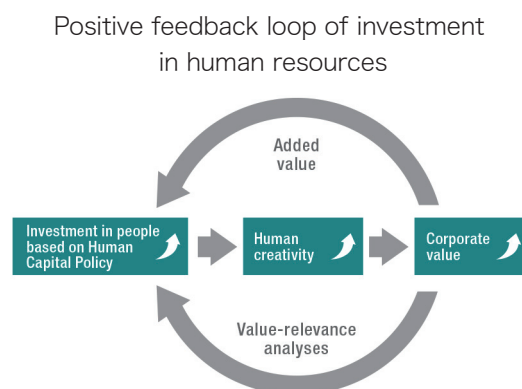
In fiscal 2022, as a foundation for such efforts, the DNP Group formulated and publicly announced its Human Capital Policy, which represents the company’s universal and fundamental approach to human resources. This policy aims to further reinforce and maximize our human capital based on a clear belief that respecting employees leads to the respected employees driving corporate growth and enhancing society alongside our desire for each individual to develop their strengths and grow further in their roles both within and outside the company.

Based on our Human Capital Policy, we declared in the new Medium-term Management Plan starting in fiscal 2023, the establishment of a positive feedback loop in which investment in human resources contributes to enhancing corporate value, aiming to significantly elevate human creativity (value-added productivity) on a global scale.

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To achieve this, we have identified four material issues, each accompanied by specific measures that we are currently implementing. Furthermore, to ensure that these initiatives are linked to improvements in human creativity, financial value and corporate value, we conduct DNP's unique value relevance analyses. These analyses enable us to examine and verify the relationship between each initiative aimed at strengthening human capital and corporate value, ultimately leading to further enhancements in effectiveness.

The DNP Group will continue to actively and consistently invest in human resources, enhancing human creativity to maximize value-added contributions through our business operations. This will create a positive feedback loop that redirects this added value back into further investments in people, thereby further developing our greatest strength: human capital.



Structure to Promote Management

DNP established the Recruiting & Training Department as the organization that promotes the optimal securing of human resources and the development of active human resources essential for realizing and implementing the Corporate Philosophy and the Business Vision based on this philosophy, while ascertaining changes in the economic and social environments. We are also building and developing even better environments, frameworks, and organizations to ensure each employee can execute his or her role to the fullest and achieve personal growth and self-fulfillment as independent individuals and to nurture an emergent corporate culture as the basis for this.

Pay Grade System / Hiring Situation

Pay Grade System

Each employee is evaluated according to current role and results based on his or her pay grade. Monthly salary and bonus standards are interlocked, while seniority is excluded from evaluation. We revised this system in March 2007. For monthly salary, we introduced “role proficiency salary/role basic salary” and “role attainment salary.” Bonuses are paid on the basis of an “evaluation portion” and “uniform portion by pay grade.”

Average Annual Salary



Hiring Situation

New Graduate Hiring (Non-consolidated)

We inform candidates of the type of person we are looking for, the steps in our hiring process, and the timing of each step in the recruitment framework for new graduates, including recent graduates and beginners.

Mid-Career Hiring (Non-consolidated)

We recruit broadly through our website with no age restrictions. We explain clearly and specifically the job duties of the positions we seek to fill.

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Internships (Non-consolidated)

In response to the wishes of educational institutions and students seeking experience in the working world, we provide students with opportunities to gain work experience at the DNP Group. In fiscal 2023, we welcomed 46 interns in two business programs, 106 interns in 59 technical programs, and 11 interns in three design programs for long-term internships, as well as 872 participants in short-term workshop events.

Hiring Situation (Non-consolidated)



Initiatives and Systems for Human Resources Development and Training

DNP believes it is important to realize its Business Vision of contributing to society and to create corporate culture that enables employees to simultaneously achieve personal growth and self-fulfillment. DNP is deploying a variety of measures to create free-spirited and open workplaces that respect individual values, enable people to raise their own abilities, encourage utmost efforts, and that can promote mutual cooperation for deepening dialogue. DNP is focusing especially on enhancing personnel systems that support independently minded employees and training systems that support self-fulfillment.

Various Types of Systems

DNP Value Objectives (DVO System)

DNP has implemented the DNP Value Objectives (DVO) system to strengthen team capabilities, drive management transformation and foster trust and value creation within the organization. Each quarter, we set organizational objectives based on the organization's KPIs, alongside team objectives that encourage the autonomy and independence of individual employees and their teams. Progress toward these goals is regularly reviewed through weekly team meetings and one-on-one sessions. This initiative fosters a sense of teamwork among employees, makes achievements and processes more visible and Support systems for career autonomy of employees.

Evaluation system

DNP's performance evaluation system assesses not only individual achievements and results but also contributions to team success, collaboration with other departments, and support for colleagues.

Throughout each period, we monitor each employee's efforts and performance in real-time through the DVO system, weekly team meetings and one-on-one meetings, all based on the expected roles and outcomes (expected contributions) required for each profession and grade. At the end of each period, we evaluate the individual's actual achievements against the organization's goals, their behavior and processes according to their grade level, and their contributions to talent development and career progression. We also consider their progress toward objectives and how well they meet expectations based on the role-level framework, to provide a comprehensive evaluation.

In-House Recruiting System

To effectively utilize human resources and invigorate our organization, we promote open recruitment within the Group of experienced human resources with specialized skills for developing products, technologies, businesses and new solutions in accordance with the DNP Group's business strategies. In this way, we provide employees with opportunities for independently selecting a workplace. 133 people were recruited and 81 transferred in fiscal 2023.

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Self-Reporting System

This is a system under which employees envision their own career development while self-realization steps and workplace transfers desired by the employee to achieve this are entered onto a “self-reporting form” and reported to their superior once a year. This system also spurs the desire of employees toward self-development and enables them to acquire independent practical skills while raising the awareness of managers regarding guidance for and development of their subordinates. 211 people were interviewed and 85 transferred in fiscal 2023.

In-House FA System

This system enables employees to improve their own careers by proactively seeking job transfers from across the DNP Group companies to jobs and departments that are different from the present. 15 people made declarations and 8 were transferred in fiscal 2023.

In-House Study Abroad System

This is a system under which employees, based on their own intentions, accumulate experience in other departments for a certain period of time and then return to their original departments and expand the range of work handled while raising quality utilizing the experience and knowledge and skills acquired in these other departments.

System for Encouragement of Qualification Acquisition

This system pays incentives to employees who successfully acquire specialized knowledge, skills, or qualifications needed for their jobs (covers about 130 types of qualifications, up to 100,000 yen). 834 people (433 in DNP non-consolidated) used the system in the DNP Group as a whole in fiscal 2023.

Specialist Work System

This system provides special compensation to employees who possess an extremely high level of outstanding specialties and who are highly valued inside and outside of the company. Though we had titles Fellow and Chief Specialist depending on the level of the specialty in the past, we have added Principal Specialist since FY2021, resulting in three stages for the titles in total.

■ Fellow

Those Chief Specialists with outstanding character who have earned socially authoritative awards and those who have made remarkable achievements are certified as fellows. We expect that this will encourage employees to pursue a career path toward the achievement of fellow, the top title in the specialist work system. Since the establishment of the system, a total of three individuals have been certified as Fellows.

■ Chief Specialist (Chief Researcher, Chief Planner, Chief Engineer)

We accept certification applications for self-recommendations and other recommendations once a year from employees who utilize their extremely high degree of expertise and work actively inside and outside the company and evaluate and certify them based on Certification Standards set for outcomes, external evaluations, internal evaluations, and competency evaluation. 6 people were certified in fiscal 2023, making it a total of 66 since the system was created.

■ Principal Specialist (Principal Researcher, Principal Planner, Principal Engineer)

We certify employees who utilize their high degree of expertise and work actively in each department once a year. 167 people were certified in fiscal 2023.

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ICT Professional System

This system appropriately treats and motivates ICT professionals such as by providing a special allowance to project managers who handle projects of a certain size or larger.

Career Counseling Center

We provide employees with face-to-face and online counseling regarding their thoughts about their careers, how they approach the future, work-life balance, and problems at work. Moreover, we regularly hold caregiving consultation meetings for employees who are worried about caregiving, attended by care specialists. In fiscal 2023, in addition to the head offices (Tokyo), which has a permanent career consultation office, on-site consultation meetings were held at seven locations across Japan, allowing for 779 consultations.

Meister System

Introduced in 2001, this system is focused on our manufacturing technicians who possess valuable professional skills. This system is geared to getting back to the roots of the manufacturing industry by recognizing the importance of professional skills and thereby providing training, evaluation, and benefits. Among the three requirements for Meister certification consisting of “specialized knowledge, skills, and creativity,” “reputation and trust,” and “leadership,” we have positioned “leadership” as a particularly important evaluation item given that the purpose of the system is to hand down skills. 4 people were certified in fiscal 2023, making it a total of 85 since the system was created.

Award System

In July 2024, we held an awards ceremony focused on the achievements of FY2023. We selected one Grand Prize winner, one First Prize winner, and four Outstanding Performance Prize winners in the DNP Awards. In addition, as part of the Anniversary Awards, we honored employees celebrating 25 years of service. In 2023, we began recognizing initiatives that form the basis of value creation, specifically those that enhance organizational culture and team capabilities. In 2024, we further refined this recognition by introducing the DNP Well-being Award, based on our new DNP Well-being philosophy. Through this award, we recognized 30 outstanding initiatives.

Training Program

To develop human resources who provide value to society, DNP has set up a dedicated department for human resources development at its head office. With initiatives centering on this Recruiting & Training Department, and based on the annual training plan, the head office divisions and the business units promote collaboration and carry out employee training through level-specific training and job-specific training, theme-specific training (screening/selection), plus e-learning and distance learning.

Training Program (Japanese site opens)



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Principal Themes: Human Rights and Labor

Occupational Safety and Health

Under the DNP Group Safety and Health Charter, the DNP Group promotes safety and health activities involving All DNP members with the aim of building a workplace culture of “safety and health takes precedence over everything else.”

Structure to Promote Management

DNP Group Safety and Health Charter

The DNP Group established the DNP Group Safety and Health Charter in 2019 to foster the workplace culture to ensure that safety and health take precedence over everything else, based on the awareness that all Group employees working with sound body and mind empower the Group as a whole. This Charter includes the phrase “the will of All DNP members” which incorporates their resolve to ensure that safety and health is firmly in mind, and to think and act from their own position. To prioritize health and safety over everything else, all DNP Group employees undertake activities to ensure time for dialogue and education, based on the firm decisions made by the heads of the divisions.

[DNP Group Safety and Health Charter](#)



DNP Group Declaration on Health

The president of DNP formulated and announced the DNP Group Declaration on Health on April 1, 2021 as the ideal for the DNP Group in the form of a top commitment to showing the company’s ideal state towards its goal of embodying the DNP Group Safety and Health Charter. In accordance with the Declaration, DNP started afresh to implement health measures aimed at health and productivity management.

The DNP Group Declaration on Health is based on the idea that Group employees working energetically in trustworthy teams with sound bodies and minds displaying their individual strengths to the maximum degree possible are essential for the generation of new value and the realization of our Third Corporate Founding.

DNP Group Declaration on Health

The DNP Group aims to embody the DNP Group Safety and Health Charter by promoting the health management and health-driven measures that boost the happiness of our employees, based on the following three perspectives:

1. Maintaining and improving the physical and mental health of our employees and their families.
2. Developing the psychological capital, or positive mind of diverse individuals or human resources.
3. Building psychological safety, or trust-based relationships in our individual workplaces and teams.

With this declaration in mind we aim to achieve improved corporate value.

April 1, 2021

Yoshinari Kitajima, President

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Structure to Promote Occupational Safety and Health

The DNP Group is promoting safety and health activities in accordance with the DNP Group Safety and Health Charter and the DNP Group Declaration on Health, led by the president. The workers and employers work together to improve the safety and health of the entire Group based on the promotion structure and operating methods prescribed in the DNP Group Safety and Health Management Regulations. While the DNP Group Safety and Health Liaison Council (chairperson: Executive Vice President managing the Human Capital Sector, secretariat: Employee Relations Department of Personnel & Employee Relations Division) lies at the center of this structure, safety and health liaison councils and safety and health promotion councils at the individual business units and Group companies, safety and health committees at individual workplaces and others are enhancing the structure's effectiveness by specifying the details of activities.

The DNP Group is promoting specific activities including the formulation of the Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion as a three-year medium-term plan based on the results of internal activities and the challenges to be addressed, taking trends in society and the industrial safety and health measures taken by the Japanese government into consideration.

The progress of the Basic Plan is overseen by the director in charge of the Human Capital Sector, who reports to the Board of Directors as necessary, ensuring that our safety and health initiatives are effectively monitored and managed.

The Sixth Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion (Policies)

Based on its Human Capital Policy, DNP strives to implement the DNP Group Safety and Health Charter and the DNP Group Declaration on Health. In addition to ensuring both physical and mental health and workplace safety, we aim to cultivate each individual's spirit of taking on challenges (psychological capital) and promote workplace revitalization (psychological safety), thereby enhancing employee well-being and workplace engagement, which contribute to the increase of corporate value.

1. We will strengthen our organizational framework and talent development to establish an effective occupational safety and health management system that all employees proactively (and autonomy) participate in through dialogue and training.
2. Our first priority in preventing industrial accidents is the elimination of serious accidents. We continually improve our equipment and processes through risk assessments, while implementing measures to reduce the risk of different types of accidents, which are becoming more diverse and frequent.
3. To promote health, we focus on health management through regular medical checkups and stress assessments. We implement a targeted high-risk approach to prevent the onset and progression of illnesses in high-risk individuals, while also taking a population approach to improve the overall health and well-being of all employees and the workplace.

Education and Training

Toward the realization of the DNP Group Safety and Health Charter and the DNP Group Declaration on Health, DNP provides level-specific education and specialized training on occupational safety and health.

Regarding safety, DNP is working to improve the level of safety and health activities through various educational programs that include online specialized training on equipment safety for front-line managers in manufacturing locations. For health, DNP provides education and training on illness and lifestyle habits such as diet, exercise and smoking as well as mental health care utilizing online seminars and e-learning programs while also cooperating with health insurance associations, and these efforts are helping raise employee awareness and change their behavior.

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Enhancing safety and health activities

DNP ensures that its health and safety initiatives comply with legal requirements and the DNP Group Safety and Health Management Regulations through annual self-inspections. These inspections are designed to verify proper implementation, correct and improve matters where necessary, and ultimately reduce risk while elevating the Group's safety and health activities. DNP also has activity plans for each business segment, and promotes activities at each workplace to ensure that they are in line with The Fifth Basic Plan for the Prevention of Industrial Accidents and Health Maintenance and Promotion (Policies).

Initiatives for Maintaining and Improving Health

The health and productivity management the DNP Group seeks to achieve and the Declaration on Health

Health and productivity management refers to the strategic management of employee health from a corporate management perspective. It is expected to improve vitality, creativity and productivity in addition to the maintenance and promotion of health. The DNP Group incorporated this thinking in its formulation of the DNP Group Declaration on Health. The DNP Group is promoting health-related measures to energize Group employees and transform entire workplaces into teams full of life and energy.

The DNP Group is tackling four material issues* to significantly increase human creativity (added value productivity). One of them is health and productivity management that increases the happiness of employees. With the Human Capital Policy, "respecting employees leads to respected employees driving corporate growth and enhancing society," (nurturing human capital who can be active in society both within and outside DNP,) the Group invests in employee health. The DNP Group broadly defines health, which is the foundation of employees' success, in consideration of 1) maintaining and improving physical and mental health, 2) developing psychological capital, or a positive mindset, and 3) building psychological safety, or trust-based relationships to ensure health and productivity management that can increase employee happiness. Corporate value will increase if a company increases employee happiness through health and productivity management, and mentally and physically healthy and energetic employees exhibit their capabilities as a team of vibrant people.

*Four material issues

"Support for career autonomy of employees and strengthening of organizational capability"

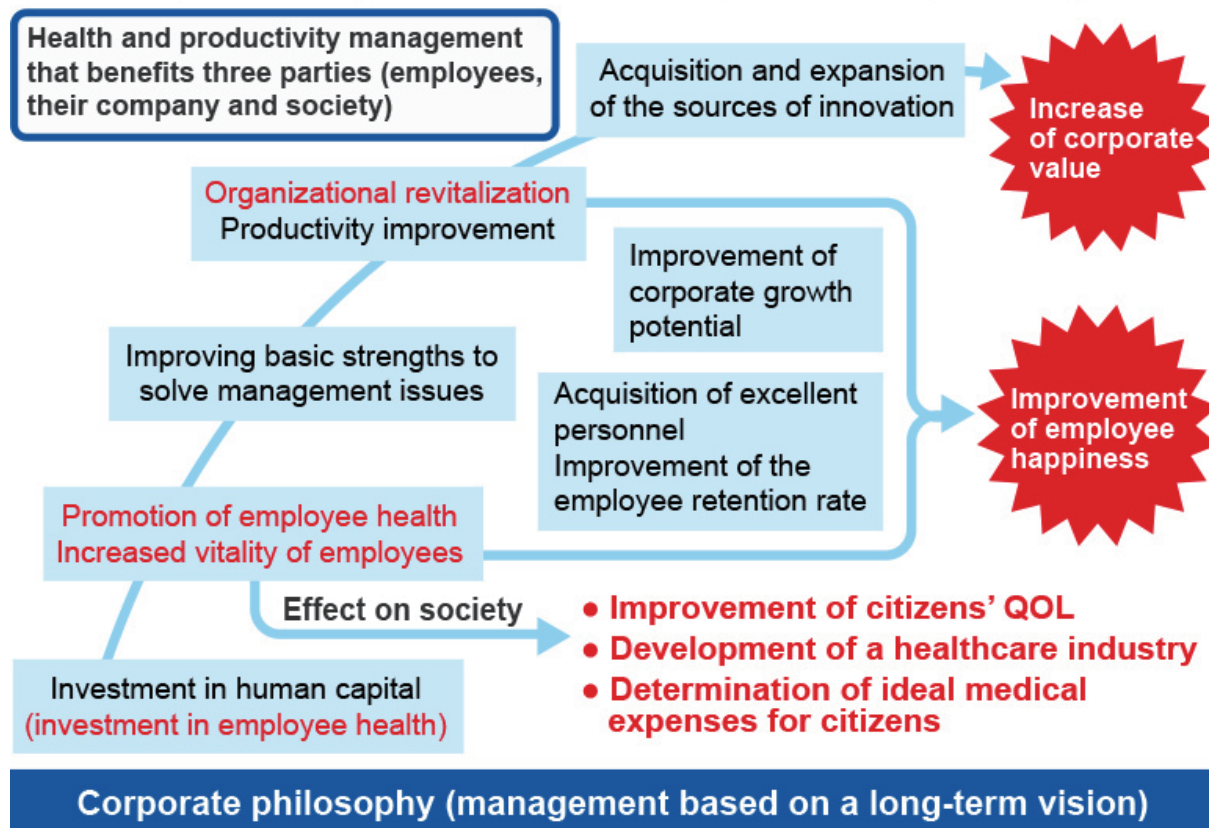
"Health and productivity management that increases the happiness of employees"

"Hiring, personnel assignment and reskilling based on human resource portfolio"

"Promotion of diversity and inclusion utilizing diverse individuality"

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■ Conceptual diagram of health and productivity management



*Kenko keiei (health and productivity management in Japanese) is a registered trademark of Nonprofit Organization Kenkokeiei.

*Prepared by amending the Corporate Health And Productivity Management Guidebook published by the Ministry of Economy, Trade and Industry

The Basic Plan for Health Maintenance and Promotion

The Sixth Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion, covering the period from fiscal 2024 to fiscal 2026, sets specific indicators to monitor healthy, energized employees and dynamic teams. These indicators include the regular health checkup participation rate, the rate of employees requiring medical follow-up, the percentage of employees identified as having health risks (as defined by our own criteria), overall health risk from stress assessments, and work engagement levels. The Basic Plan focuses on five key areas: (1) enabling people to be healthy and vibrant people and creating healthy and vibrant workplaces, (2) establishing a foundation for promoting health initiatives, (3) addressing health risks and promoting lifestyle improvements, (4) supporting mental health and (5) enhancing engagement.

To accelerate our health and productivity management and initiatives, we collaborate with our health insurance association, clinics set up within the association, and divisions and Group companies engaged in medical, healthcare and wellness-related services.

*Other health indices, number of subjects, response rate (DNP non-consolidated, FY2023, values in parentheses are for FY2022)

-Absenteeism: 2.64 days/year, 10,194 employees, 87.4% (2.28 days/year, 10,246 employees, 87.2%)

As of March 31, 2024, there were 54 employees on leave due to injury or illness.

-Presenteeism: 18.8%, 10,194 employees, 87.4% (14.4%, 10,246 employees, 87.6%)

*Method of determining absenteeism: Survey to confirm the number of absence days from work due to illness

*Method of determining presenteeism: Single-Item Presenteeism Question (SPQ)

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For the maintenance and promotion of physical and mental health

To promote and maintain physical and mental well-being—the foundation of health and productivity management—DNP conducts thorough follow-ups after medical checkups and provides specific health guidance for high-risk employees, based on the results of regular health checkups and specific medical examinations. To ensure effective health management centered on these checkups, we continuously strengthen the framework of our health management system and follow our internal guidelines to ensure proper follow-ups according to each employee's risk level regarding lifestyle-related diseases. As our workforce ages, more employees are receiving health findings from their checkups indicating there are issues to be addressed. For those whose results indicate particularly high risks, we recommend they seek medical care and facilitate follow-up check-ups by public health nurses and other healthcare services. Thanks to these efforts, in fiscal 2023, 84.1% of employees who needed a follow-up or detailed medical examination completed it, and 83.8% of high-risk employees sought medical care at a healthcare institution. We encourage employees that do not have significant health issues but need to improve their lifestyles to participate in specific health guidance to reduce health risks. We are promoting collaboration with the health insurance association by increasing the number of public health nurses and setting specific health guidance participation goals. As a result, the participation rate in specific health guidance increased 11.1 percentage points, from 25.4% in fiscal 2021 to 36.5% in fiscal 2022.

As part of our Plan-Do-Check-Act (PDCA) cycle, we issue health reports to visualize key data. These reports include graphs and rankings of our business units and Group companies based on health risks, lifestyle risks, and participation rates in health insurance association programs. By visualizing this information, we aim to motivate further efforts to improve employee health.

To promote lifestyle improvements, we also held walking events (2,299 participants in fiscal 2023) and health screening (790 participants in September 2023). In addition, we have set the goal of reducing the smoking rate to below 15% by fiscal 2026 and have launched initiatives to mitigate the health risks associated with smoking. We have also introduced health tourism programs using our own recreational facilities. DNP is also working to improve education and expand its internal consultation desks for the promotion and maintenance of mental health. DNP is offering medical examinations by specialists at its clinics in Ichigaya (Tokyo) and Namba (Osaka), in addition to providing education using online seminars, e-learning programs, original videos and other means. DNP has health consultation offices and counseling rooms that are available to all employees. Managing working hours is also important for maintaining physical and mental health. As part of preventing health problems caused by long work hours and the implementation of measures to enable a healthy work-life balance, DNP is trying to reduce long work hours. (For reference, overtime in fiscal 2023 at DNP non-consolidated was 13.9 hours/year.)

Clinics

We have clinics in 13 locations across Japan, including thorough checkup clinics. The clinics provide medical treatment to dependents (aged 16 or over) in addition to the insured. In fiscal 2023, 24,994 people visited these clinics, including 1,193 employees that underwent thorough checkups.

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Various Health Consultations

A consultation system has been set up for employees and their families to provide advice from medical specialists to address concerns and worries related to illness or medical therapy. It also provides support for health maintenance and promotion through Nutrition Consultation and Exercise Consultation. In fiscal 2023, 2,492 consultations were received through telephone health consultation (including family members) and at counseling rooms.

In March 2022, DNP opened a health consultation office at the DNP Health Management Center, where specialist public health nurses receive consultations from employees. By increasing the number of options for employee health consultations in this manner, DNP is enhancing its system that enables employees to feel free to consult on an even wider range of health issues.

Health Education

To promote the further penetration and understanding among employees of the DNP Group Declaration on Health, which was announced in April 2021, DNP carries out health education through e-learning programs (implemented a total of eight times from December 2021 to June 2024). Our surveys revealed that at least nearly 60% of the employees in attendance became more health conscious as a result of these courses. Moreover, an increasing number of employees are also working to improve their physical activities and eating habits.

*Main Themes of DNP's Healthcare Education (As of June 2024)

·E-learning

Approx. 90% attendance at the course "About the DNP Group Health Declaration" held in December 2021

Approx. 89% attendance at the course "About Healthcare Checkups" in March 2022

Approx. 93% attendance at the course "About Lifestyle Habit" in June 2022

Approx. 91% attendance at the course "About Gender-Related Health Issues" in September 2022

(The survey shows almost 96% of respondents were health conscious or became health conscious.)

Approx. 90% attendance at the course "About Mental Healthcare" in February 2023

Approx. 73% attendance at the course "About Smoking Cessation Measures at the DNP Group (only for smokers)" in May 2023

Approximately 85% participation rate in the DNP Group's Smoking Cessation Program (as of September 2023).

Approximately 87% participation rate in the Women's Health Program (as of October 2023).

(Following this training program, HPV test kits were distributed free of charge to those interested, encouraging cervical cancer screenings. Total investment: 2.5 million yen.)

·Online seminars

Approx. 2,400 views at the special lecture "About Cancer" of the DNP Group Declaration on Health in April 2022

Approx. 1,100 views at the special lecture "About Women's Cancer We Want You to Know" of the DNP Group Declaration on Health in February 2023

·Health management seminar for management-level staff (for all officers)

Approx. 3,100 views at the seminar archive "About the Mechanisms of Happiness" in June 2022

Approx. 600 views at the seminar archive "The Role of the Managers in Health Management Practices" held in November 2022

For the improvement of vitality and organizational revitalization

The DNP Group fosters a workplace culture where safety and health take precedence over everything else. By promoting psychological capital (a positive mind) and psychological safety, we aim to create an environment where every employee feels energized, fulfilled, and motivated to take on new challenges.

To support this, we prioritize open dialogue and education. For example, in our manufacturing division, all sites hold monthly one-hour discussion and learning sessions called "Tsuki-ichi Kyoiku." In our non-manufacturing divisions, we utilize the DNP Value Objectives (DVO) system, along with one-on-one and team meetings, to build a culture of taking on challenges and trust between employees.

We also regularly conduct engagement surveys and stress assessments to visualize the well-being of individuals and teams. These insights drive continuous improvement efforts, and as a result, the percentage of highly engaged employees increased 4% in fiscal 2023 compared to when the survey was first conducted.

DNP Value Objectives (DVO System)



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DNP Well-being and award system

In fiscal 2023, we introduced DNP Well-being as a common goal for all DNP Group employees. This concept represents the healthy and optimal state of both individuals and organizations which fulfills three key elements: physical and mental health, a safe and comfortable work environment and happiness (a sense of challenge and trust). By clarifying the connection between DNP Well-being and the DNP Group Safety and Health Charter and the DNP Group Declaration on Health, we promote a vibrant workplace culture and strengthen organizational and team capabilities as the foundation for value creation.

By expanding the realization of DNP Well-being across the entire DNP Group, we aim to further solidify this foundation for generating value.

In fiscal 2023, we launched the Health and Well-being Award to recognize efforts that contribute to creating a vibrant workplace and strengthening organizational and team capabilities. For fiscal 2024, we refined the award system to focus on initiatives aligned with the newly established DNP Well-being concept. This award system helps to widely share internal initiatives and expand the circle of well-being across the company, while also fostering a sense of joy and pride in each employee's work every day.

In fiscal 2024, we received 121 entries in the Challenges and Trust category, 21 in the Health category, and 26 in the Safety category. A total of 1,189 evaluators, including employees who voluntarily participated in the program, voted, and ultimately, 30 initiatives received awards.



DNP Wellbeing

What is DNP Well-being?

DNP Well-being refers to a state where both individual employees and the organization are in good condition, not only through physical and mental health and a safe, comfortable work environment but also through happiness (sense of challenge and trust).

It represents the ideal state we all strive to achieve for "creating a vibrant workplace and strengthening organizational and team capabilities" as the foundation for value creation based on the DNP Group Safety and Health Charter and the DNP Group Declaration on Health.

Enhancement of facilities to promote communication

It is important to build a working environment that increases satisfaction with the work environment to improve the engagement of all employees. Additionally, promoting communication between workers will help improve teamwork and increase motivation. This is why the DNP Group proactively arranges and enhances its facilities for refreshment and collaboration at its locations around Japan.

Health-related data/Target indicators

Health-related data >	Target indicators adopted in the Fifth Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion (covering the period from fiscal 2021 to fiscal 2023) >
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Initiatives for the Prevention of Industrial Accidents

The Basic Plan for Prevention of Industrial Accidents

For the prevention of industrial accidents, DNP reviews a basic plan every three years based on the industrial accident prevention plan of the national government and trends in industrial accidents within the Company, reviews the plan, and promote specific activities.

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For the three years from fiscal 2024 to fiscal 2026, DNP has prescribed matters to be addressed as the Sixth Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion and has enhanced initiatives with the three priority measures of 1) fostering a climate of safety, 2) creating a workplace with no industrial accidents, and 3) promoting measures against occupational illness, using the accident frequency rate and working environment measurement results among other indicators.

Cultivating a Climate of Safety and Creating Workplaces with No Industrial Accidents

Safety and Health Education

DNP Group has continuously believed that “dialogue and education” serve as the foundation of safety and health activities and in 2019 it formulated the DNP Group Safety and Health Charter, which proclaims that “Health and safety begin with Taiwa (dialogue), education, and human development.”

To make this belief a reality, all manufacturing bases of manufacturing departments implement “Tsuki-ichi Kyoiku Activity” (an activity to set aside one hour each month for Taiwa and education) for the realization of a culture that truly prioritizes health and safety above all else. Through monthly activities, DNP aims to improve safety awareness, foster a culture that emphasizes safety and increase the vitality of its workplaces. Furthermore, DNP has launched the cross-group Manufacturing Safety Promotion Project and is promoting a variety of activities that include sharing good practices and matters requiring attention.

Additionally, DNP also implements level-specific training and specialized training on occupational safety and health. To prevent serious accidents caused by machinery and equipment in particular, DNP focuses on providing education on equipment safety measures to managers as well as staff who operate equipment. DNP has continuously conducted this training since 2016, with 140 employees taking part in active discussions during the fiscal 2023 sessions, resulting in a cumulative total of 1,103 program participants. Besides education that utilizes VR (virtual reality) for enabling participants to experience danger as well e-learning on fire prevention, DNP has launched a dedicated internal website that allows related parties to share the details of disasters in the unlikely event of an accident as well as good examples of safety measures and strives to ensure these measures raise the level of safer activities.

Creation of a Workplace Free from Industrial Accidents

The DNP Group reviews and improves unsafe situations and behaviors at all of its workplaces, believing that the Group must prevent employee injuries or damage caused during work. In this context, the Group focuses on risk assessment activities and related measures.

We examine equipment that has the potential to be involved in serious accidents to identify and visualize all potential risks related to existing equipment, focusing particularly on high-risk areas. We then implement safety measures based on DNP’s unique equipment safety standards. Similarly, we examine newly introduced equipment to proactively identify risk factors and apply preventive measures before beginning operations as part of our accident prevention strategy. In the event of an accident, we hold disaster response meetings at the sites affected, regardless of the size of the accident. We facilitate close coordination between the affected sites and the technical, labor, and research divisions of our headquarters to investigate the causes of accidents, develop safety measures and implement preventive actions. Moreover, we share details about each incident throughout the Group to enhance awareness and prevent similar accidents. Communication about these accidents includes updates on the situation at the time of the accident, the causes and the responses implemented.

To more effectively promote these activities, some business sites obtained the ISO 45001 occupational health and safety certification.

Occupational accident data (consolidated)



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Principal Themes: Human Rights and Labor

Key Data Related to Human Capital

Diversity & Inclusion		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Personnel composition (non-consolidated)	Number of employees	persons	10,499	10,328	10,082	10,107	9,589
	Men	persons	8,331	8,080	7,837	7,813	7,352
	Women	persons	2,168	2,248	2,245	2,294	2,237
	Avg. age	ages	42.6	42.8	43.2	43.8	44.2
	Men	ages	44.0	44.3	44.7	45.4	45.8
	Women	ages	37.0	37.3	37.8	38.4	38.9
	Avg. number of years of continuous service	years	19.0	19.1	19.4	20.1	20.3
	Men	years	20.1	20.3	20.7	21.4	21.7
	Women	years	14.4	14.6	15.1	15.5	16.0
	Number of Directors	persons	9	10	12	12	11
	Men	persons	9	10	11	11	10
	Women	persons	0	0	1	1	1
	Number of employees in managerial positions	persons	3,592	3,598	3,642	3,755	3,673
	Men	persons	3,374	3,362	3,373	3,439	3,326
	Women	persons	218	236	269	316	347
	Number of women in leader positions	persons	542	637	669	620	633
	Percentage of women in STEM-related positions	%	—	—	15.9	17.2	18.3
Personnel composition (consolidated)	Number of directors at overseas Group companies	persons	86	122	163	75	119
	Local	persons	17	43	45	25	30
	Japan	persons	69	79	118	50	89
	Number of employees at overseas Group companies	persons	4,741	3,754	3,758	3,692	3,718
	Asia	persons	3,680	2,608	2,579	2,474	2,475
	US	persons	662	724	743	769	799
	Europe	persons	399	422	436	449	444
	Number of employees at Group companies incl. DNP	persons	38,181	37,062	36,542	36,246	36,911
	Men	persons	31,005	30,373	29,792	29,438	29,569
	Women	persons	7,176	6,689	6,750	6,799	7,337

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Diversity & Inclusion	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Work status (non-consolidated)	Number of resignations by reason					
	Personal matter	persons	183	109	175	131
	Mandatory retirement age *1	persons	145	146	132	55
	Number of personnel at the end of the previous fiscal year	persons	10,757	10,499	10,328	10,082
	Annual employee turnover					
	Personal matter	%	1.70	1.04	1.69	1.30
	Mandatory retirement age *1	%	1.35	1.39	1.28	0.55
	Retention of new employees *2	%	90.6% (Joined in 2017)	91.9% (Joined in 2018)	92.4% (Joined in 2019)	92.7% (Joined in 2020)
Use of leave system (non-consolidated)	Percentage of employees taking annual paid leave	%	54.7	49.8	52.0	53.3
	Average days of annual paid leave taken	days	10.4	9.5	9.9	10.0
	Number of employees taking leave before and after childbirth	persons	—	124	120	131
	Number of employees taking childcare leave *Number of male employees in parentheses	persons	186(—)	210(127)	259(164)	235(158)
	Percentage of male employees taking childcare leave	%	—	54.3	82.4	83.6
	Number of employees taking nursing care leave	persons	7	3	3	7
	Number of employees taking leave for volunteering	persons	28	0	10	0
	Number of employees taking leave for volunteering	persons	6	6	6	6
Use of other programs (non-consolidated)	Employment Rate of Persons with Disabilities *3	%	2.26	2.50	2.43	2.60
	Employment of elderly persons *4	%	92.8	95.1	94.1	94.7
	Reemployment of retired employees *5	persons	3*6	9	2	8
	Renshikai (mutual relief association) payment for celebrations or condolences	cases	10,440	10,308	10,457	10,872

*1. System revised in October 2021 (from a mandatory retirement age of 60 to a flexible retirement system).

*2. Retention rate of employees three years after joining the company

*3. Combined with special subsidiaries since FY2019

*4. Flexible retirement system utilization rate (Senior staff system utilization rate before FY2020)

*5. Number of employees registered for re-work program / number of employees re-employed (changed to return-to-work system in FY2019)

*6. The return-to-work system does not require registration.

Sustainability	Message from the President	Sustainability Management	Materiality
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Human Resources Development and Training		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Pay Grade System	Average annual salary	Yen	7,444,804	7,663,346	7,676,582	7,969,603	8,043,096
Hiring Situation (non-consolidated)	New graduate hiring *7	persons	192 (94/94/4) Joined in Apr. 2020	197 (81/112/4) Joined in Apr. 2021	162 (73/89/1) Joined in Apr. 2022	177 (69/106/2) Joined in Apr. 2023	181 (74/105/2) Joined in Apr. 2024
	Men *7	persons	124 (57/66/1)	128 (42/85/1)	100 (36/64/0)	110 (34/76/0)	122 (36/85/1)
	Women *7	persons	68 (37/28/3)	69 (39/27/3)	62 (36/25/1)	67 (35/30/2)	59 (38/20/1)
	New graduates of high-school, etc. (non-consolidated)	persons	14 Joined in Apr. 2020	12 Joined in Apr. 2021	11 Joined in Apr. 2022	11 Joined in Apr. 2023	14 Joined in Apr. 2024
	Men	persons	3	2	0	0	3
	Women	persons	11	10	11	11	11
	Mid-career hiring (non-consolidated)	persons	76	71	31	50	71
	Men	persons	53	48	17	35	51
	Women	persons	23	23	14	15	20
Education and training for employees*8 (non-consolidated)	Total hours (per year)	hours	—	237,288	265,776	306,930	311,724
	Average days per employee (per year) assuming as 8 hours per day	days	—	2.8	3.3	3.8	4.1
	Average hours per employee (per year)	hours	—	22.6	26.4	30.4	32.5
	Expenses per employee (per year)	thousand yen	—	76	84	96	107

*7. (Office / technical / design)

*8. DNP offers a variety of training options, including level-specific training, job-specific training, theme-specific training (screening/selection) and e-learning.

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Occupational Safety and Health		Unit	2019	2020	2021	2022	2023
Occupational Safety and Health (consolidated)	Industrial accident occurrence rate* ⁹ (frequency rate of lost workday injuries)		*Data collection period is between January and December.				
	DNP Group	—	0.21	0.29	0.19	0.30	0.24
	All printing industry	—	1.60	1.35	1.38	1.57	1.34
	All industries	—	1.80	1.95	2.09	2.06	2.14
	Number of employee fatalities * Figures in parentheses indicate the number of contract employees						
	DNP Group	persons	0(0)	0(0)	0(0)	0(0)	0(0)
		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Health-related data (non-consolidated)	Health checkup rate	%	99.9	99.9	99.9	99.9	99.9
	Smoking rate	%	28.2	26.8	27.3	25.1	24.1
	Percentage of employees with good fitness habits	%	21.0	21.7	23.1	26.7	26.8
	Percentage of employees that get sufficient sleep	%	56.2	62.9	62.2	61.8	61.4
	Percentage of employees that drink habitually	%	21.8	17.8	17.3	18.2	18.5
	Stress check participation rate * Figures in parentheses are consolidated percentages.	%	92.8 (94.7)	94.9 (96.2)	95.2 (96.8)	94.8 (96.2)	96.9 (97.8)
Target indicators (consolidated)	Target indicators adopted in the Fifth Basic Plan for Prevention of Industrial Accidents and Health Maintenance and Promotion (covering the period from fiscal 2021 to fiscal 2023)						
	Change in percentage of employees diagnosed with abnormality through regular medical checkups * Target: improvement from the previous year	percentage point	—	3.3-point deterioration	1.1-point deterioration	3.2-point deterioration	2.0-point deterioration
	Change in work engagement deviation value in stress checks * Target: 3.5-point improvement from 2019	—	—	0.3-point improvement	±0.0	±0.0	0.1-point improvement
	Change in overall health risk value in stress checks * Target: 8-point improvement from 2019	—	—	3.0-point improvement	2.0-point improvement	5.0-point improvement	8.0-point improvement

*9. Frequency rate of lost workday injuries = Number of fatalities or injuries due to industrial accidents (4 or more lost workdays) ÷ Total working hours × 1,000,000

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Responsible Procurement

In recent years, reflecting the expansion of global supply chains, the impacts of corporate activities on society and the environment that include social issues such as human rights and labor, bribery and corruption, and environmental issues such as climate change in particular, have become more significant than ever before. Against this background, it is becoming increasingly important to look at the entire supply chain, which includes raw materials procurement, production, usage, disposal and recycling, and strengthen management systems to ensure that issues are solved properly through the understanding and analysis of the possible risks.

At DNP, we seek to contribute to the realization of a sustainable society by accurately detecting risks throughout our supply chains, which are expanding globally, and solving a range of issues. With this in mind, we have been implementing our Responsible Procurement initiatives together with domestic and international suppliers and contractors (hereinafter our “business partners”). We will continue to fulfill our social responsibilities in our procurement activities.

Medium- to long-term vision

For creating excellent value and cultivating strong compliance awareness at the same time, we work jointly with our supply chain stakeholders and conduct procurement that gives due consideration to human rights, the environment and other factors.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

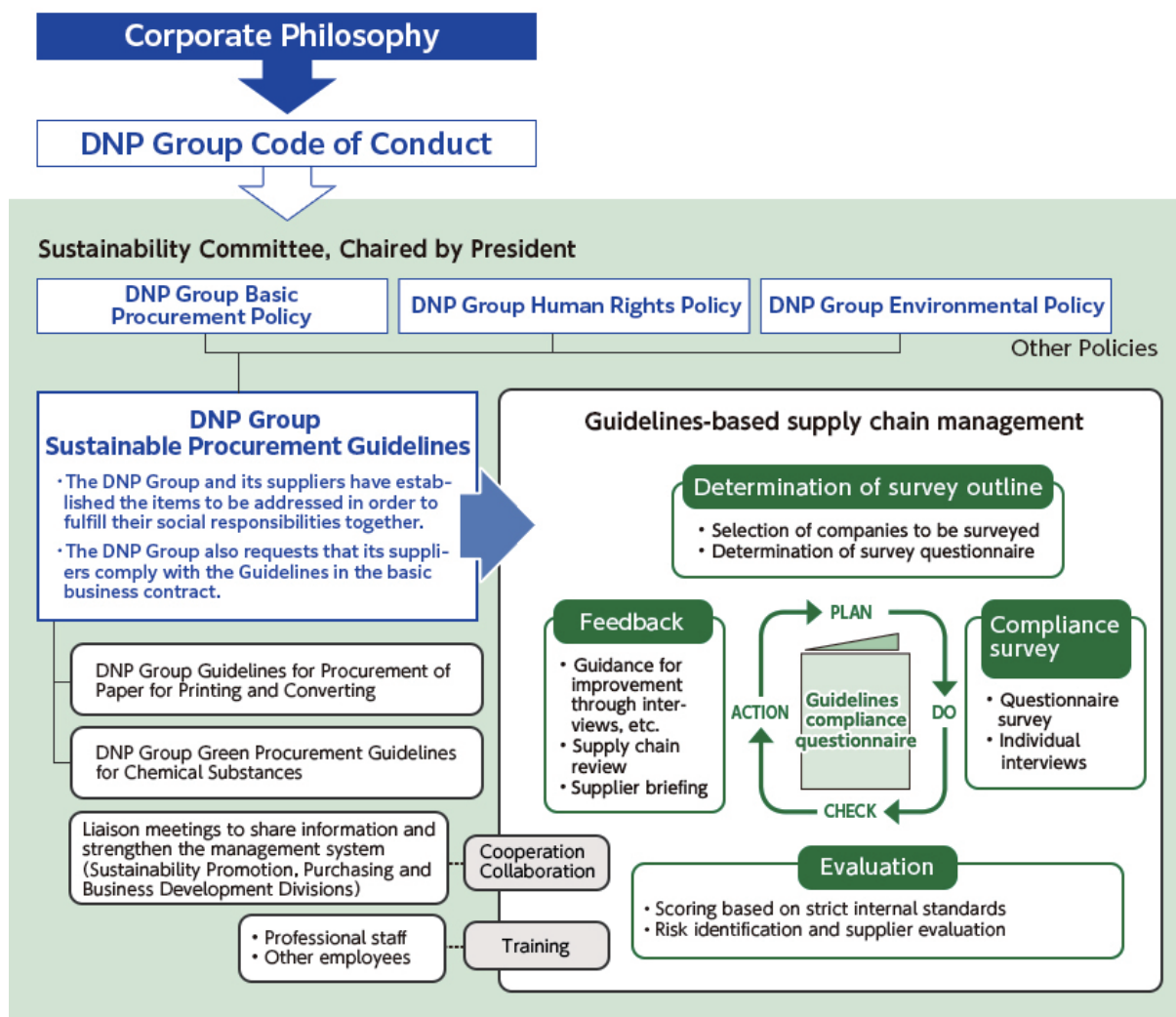
Performance indicators	Targets	Results
(1) Average score of DNP Group CSR Procurement Guidelines survey on key suppliers (2) Percentage of key suppliers that have obtained the conformance certificate of DNP Group Guidelines for Procurement of Paper for Printing and Converting	(1) Achieve the average score of 90 points or more by FY2030. (2) Achieve 100% by FY2030.	For most-recent fiscal year results


Structure to promote management

Internal structure and management

In a meeting of the Sustainability Committee chaired by the President, we confirmed our commitment to responsible procurement practices that take social and environmental issues such as human rights and climate change into account across the entire supply chain, and based on which, we have been formulating various types of guidelines and promoting a range of activities to raise the effectiveness of these guidelines. DNP has established the Basic Business Contracts with our business partners in accordance with the DNP Group Sustainable Procurement Guidelines. For particularly critical issues, we have developed specific guidelines, such as the DNP Group Guidelines for Procurement of Paper for Printing and Converting and the DNP Group Green Procurement Guidelines for Chemical Substances and provide guidance accordingly. We also continuously strengthen our supply chain management through regular surveys of business partners regarding their compliance with the Sustainable Procurement Guidelines, feedback sessions and various briefings. Internally, we provide specialized training and support for professional certification to procurement staff to enhance their understanding of procurement fundamentals and management techniques. This training ensures that our employees are well equipped to act appropriately in their roles.

Responsible procurement management system diagram



DNP Group Basic Procurement Policy >	DNP Group Human Rights Policy >
DNP Group Environmental Policy >	DNP Group Environmental Vision 2050 >
DNP Group Anti-Bribery Policy >	DNP Group Sustainable Procurement Guidelines >
DNP Group Green Purchasing Policy >	DNP Group Guidelines for Procurement of Paper for Printing and Converting >
DNP Group Green Procurement Guidelines for Chemical Substances >	Compliance Hotline (Japanese site opens)  >

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DNP's main initiatives

Reinforcement of supply chain management

DNP has been continuously advancing responsible procurement initiatives that consider human rights and the environment. We established the DNP Group CSR Procurement Criteria in 2006 and since have been incrementally strengthening procurement management while considering international trends.

Key initiatives to the present

2006	Formulated the DNP Group CSR Procurement Criteria *Started responsible procurement initiatives in collaboration with suppliers
2009	Established a Compliance Hotline
2011	Revised the DNP Group Green Purchasing Policy Revised Basic Business Contract *Requested that primary suppliers undertake procurement management in accordance with the DNP Group CSR Procurement Criteria
2012	Formulated the DNP Group Guidelines for Procurement of Paper for Printing and Converting
2013	Formulated the DNP Group Green Procurement Guidelines for Chemical Substances
2017	Revised the DNP Group CSR Procurement Criteria into the DNP Group CSR Procurement Guidelines *Revised from procurement criteria that consider domestic business activities into guidelines that reflect the requirements of the international community based on the Electronic Industry Citizenship Coalition (EICC) (currently Responsible Business Alliance (RBA)) EICC Code of Conduct and the Japan Electronics and Information Technology Industries Association (JEITA) Supply Chain CSR Promotion Guidebook. *Expanded scope of application to suppliers and agents at all overseas bases *Expanded the scope of application to Group companies with independent purchasing functions
2018	Formulated the DNP Group Anti-Bribery Policy
2020	Formulated the DNP Group Human Rights Policy Formulated the DNP Group Environmental Vision 2050 Revised the DNP Group CSR Procurement Guidelines Revised Basic Business Contract *Aiming for net zero GHG emissions to address climate change and other challenges. *Revised to include not only primary suppliers but also second-tier suppliers and beyond *Requested the undertaking of management in accordance with the CSR Procurement Guidelines from second-tier suppliers and beyond *Strengthened human rights due diligence efforts in the supply chain for the procurement of raw materials
2021	Partially revised the DNP Group Anti-Bribery Policy
2022	Revised the DNP Group Environmental Policy *Committed to reducing environmental impact throughout the supply chain
2024	Revised the DNP Group CSR Procurement Guidelines into the DNP Group Sustainable Procurement Guidelines *Called for enhanced risk management throughout the supply chain

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Initiatives based on the DNP Group Sustainable Procurement Guidelines

Feedback from fact-finding survey and results

DNP is implementing a range of specific measures to further enhance the effectiveness of the DNP Group Sustainable Procurement Guidelines. We ensure that our business partners are well informed regarding the Guidelines, as well as our policies on human rights and labor, the environment, and fair trade and ethics. We conduct regular surveys, assess their compliance and efforts, and provide feedback regarding the survey results.

DNP Group Sustainable Procurement Guidelines compliance survey/Survey questions

Items	Survey questions	Details
Requests	Establishing a Management System	Management system, supply chain management
Matters to be complied with	Respecting the Laws and Internationally Recognized Standards	Compliance with laws and regulations
	Human Rights and Labor	Forced labor, child labor, working hours, wages, discrimination, freedom of association, collective bargaining rights
	Health and Safety	Occupational safety, work-related injuries and illnesses, health and productivity management
	Environment	Greenhouse gas emissions reduction, biodiversity consideration, resource recycling, chemical substance management
	Fair Trading and Ethics	Anti-corruption, intellectual property, import-export management, responsible mineral procurement
	Quality and Safety	Quality management, provision of product and service information
	Information Security	Cyber attacks, personal information, confidential information management
	Business Continuity Planning	Business Continuity Plan Development
Recommendations	Contribution to Society	Community and society

Risk identification and assessment

DNP conducts surveys and risk assessments of its key suppliers annually based on the DNP Group Sustainable Procurement Guidelines. These key suppliers account for 90% of the value of our annual procurement and those critical to business continuity. Regarding the suppliers we identify as being exposed to risks, we request improvement plans, provide document-based guidance and conduct individual interviews to identify issues and improvement measures. These findings are reflected in the next year's activities through our continuous management approach.

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Fact-Finding Survey/Interview Results for DNP Group Sustainable Procurement Guidelines

Survey results	FY2021	FY2022	FY2023
Number of suppliers evaluated	164	180	274
Response rate (as of September 2024)	76%	87%	75%

*The survey targets suppliers that account for 90% of the value of our annual procurement and those that are critical to business continuity.

*Based on the survey results, interviews and guidance for improvement are conducted in the following year.

DNP Group Sustainable Procurement Guidelines Initiative Survey/Evaluation FY2023

Rank	Criteria	Ratio
A	Fully compliant with the guidelines	56%
B	Generally compliant with some improvements required	26%
C	Insufficient compliance or areas of concern identified	18%
D	Risk identified	34%

*The FY2023 survey was conducted based on the DNP Group CSR Procurement Guidelines.

*The guidelines were revised into the DNP Group Sustainable Procurement Guidelines in July 2024.

Follow-up on evaluation results

	FY2022	FY2023
Number of suppliers provided with document-based guidance based on the improvement plans	44	92
Number of suppliers provided with interview-based guidance based on the improvement plans	20	42
Number of suppliers where serious compliance violations were identified through surveys, document guidance, or interviews	0	0
Number of suppliers where transactions were temporarily suspended based on interview results	0	0
Number of suppliers where transactions were terminated based on interview results	0	0

Average Score by Theme of Fact-Finding Survey of Initiatives of DNP Group CSR Procurement Guidelines (Out of 100 Points)

Average score	Overall average Excluding the recommendations	Requests	Matters to be complied with							Recommendations
		Establishing a management system	Legal compliance and respecting international norms	Human rights and labor	Health and safety	Environment	Fair trade and ethics	Product safety and quality	Information security	Social contribution
FY2023 (FY2022)	81 (82)	75 (79)	82 (85)	87 (88)	84 (86)	74 (74)	81 (82)	82 (82)	83 (84)	78 (80)

*The FY2023 survey was conducted based on the DNP Group CSR Procurement Guidelines.

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Education and Permeation

DNP recognizes the importance of addressing human rights risks throughout its supply chain. To promote respect for human rights, we encourage our employees and business partners to understand and support the DNP Group's Human Rights Policy, Environmental Policy and Sustainable Procurement Guidelines, and to put these principles into action. We provide education both internally and externally to foster a deeper understanding of sustainability and translate that understanding into action. Internally for procurement staff, we conduct annual training programs on social and environmental issues, such as human rights and climate change, and the corporate responsibility to address these issues through sustainable procurement. Since FY2021, we have extended training on "business and human rights" to all employees. Externally, we organize study sessions for our key suppliers, with a total of 239 companies and 273 individuals attending since the CSR Procurement Guidelines were revised in FY2017. Through ongoing dialogue with our business partners, we have continued to address challenges related to the promotion of sustainability. Additionally, DNP has published and distributed explanatory materials on the DNP Group Sustainable Procurement Guidelines, which DNP places at the heart of its management of responsible procurement, in both Japanese and English, enhancing internal and external stakeholders' understanding of the standards, terminology and context of the guidelines.

By continuing to enhance these efforts going forward, DNP will continue to promote the Responsible Procurement initiative.

Training record for specialized staff in the procurement department

Details	FY2023 achievements
Business and Human Rights e-learning training course completion rate	84%

Initiatives for Building a Sustainable Supply Chain

DNP is undertaking the following various initiatives for building a sustainable supply chain.

Material Procurement BCP (Business Continuity Plan)

With a focus on keeping supply chains moving even in the event of an emergency, DNP has been working to hedge risks through a range of supply chain enhancement initiatives, including the facilitation of transparency and multi-sourcing in the supply chain and the securing of alternative products, while simultaneously keeping in mind the need to have tier 1 to tier 3 suppliers regarding the raw materials of mainstay products.

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Initiatives for Responsible Minerals Procurement

Given the progress in the legislation on human rights due diligence, mainly in Europe and the United States, and the growing awareness of the need to respect human rights in Japan and abroad, companies are required to increase their efforts to manage risks and mitigate negative impacts throughout their supply chains. Especially regarding mineral resources, it is important to stay aware of the various types of risks, for example, human rights abuses including child labor in high-risk areas such as conflict zones, the financing of terrorists, complicity in conflicts, money laundering, illicit trade and environmental destruction.

DNP specified the Responsible Minerals Procurement policy in the DNP Group Sustainable Procurement Guidelines to ensure that we are not complicit in such human rights abuses. Under this policy, we have been working on the establishment of a management system and implementation of a range of measures*1 in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

In FY2021, we conducted a Survey of Suppliers on Human Rights Issues and Conflict Mineral Issues targeting major suppliers and conducted a survey on the origin of raw materials. By using the RMAP*2 conformity verification programs of the RMI,*3 an organization that spearheads the responsible procurement of minerals, we identified smelters and mines for the five minerals (tin, tantalum, tungsten, gold, and cobalt) contained in raw materials and conducted risk assessments.

In FY2022, we expanded the scope to include 23 minerals, such as mica, aluminum, lithium, nickel, and copper, and started conducting risk assessments using RMI's Pilot Reporting Template (PRT). For aluminum, which is a key raw material in one of DNP's major products, battery pouches for lithium-ion batteries, we have worked to improve the transparency of the supply chain through ongoing engagement with our suppliers. We have carried out risk assessments for stakeholders in the supply chain, and for any concerns identified, we have initiated further investigations and worked on risk mitigation and remediation. In FY2023, we performed site inspections, including the examination of records and documents, together with the relevant suppliers to promote initiatives throughout the supply chain.

*1. DNP's initiatives regarding the five steps of this guidance are presented in DNP's Responsible Minerals Procurement Framework in the Description of DNP Group Sustainable Procurement Guidelines.

*2. Responsible Minerals Assurance Process (RMAP): A program that verifies compliance with responsible minerals procurement in conjunction with the management system and procurement practices of smelters and refineries based on the evaluations of independent third parties.

*3. Responsible Minerals Initiative (RMI): An organization that spearheads the responsible procurement of minerals. More than 400 companies/organizations from around the world are members.

Results of Minerals Survey

	FY2021 *Targets tin, tantalum, tungsten, gold, and cobalt	FY2022 *Targets tin, tantalum, tungsten, gold, cobalt, and mica	FY2023 *Targets tin, tantalum, tungsten, gold, cobalt, and mica
Number of companies surveyed	186	171	253
Number of smelters / refiners identified	391	414	393
Number of smelters / refiners with Conformant RMAP audit status	261	260	255

Description of DNP Group Sustainable
Procurement Guidelines(739KB)



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DNP Group Guidelines for Procurement of Paper for Printing and Converting

To contribute to the sustainable use of forest resources, DNP established the Guidelines in 2012, whereby we stipulated the matters that must be complied with in the procurement of paper for printing and converting, which is one of our main raw materials for printed materials. Along with this, we have also been collaborating more closely with suppliers such as paper manufacturers and sales companies while also working to procure timber for which legality has been confirmed based on the Guidelines, ensure traceability, and increase the percentage of paper that is friendly to forest resources in the overall volume of our paper purchases. In FY2023 as well, we confirmed the legality of all paper suppliers.

DNP Group Green Procurement Guidelines for Chemical Substances

In conjunction with chemical substances, DNP established the DNP Group Chemical Substance Management Standards in 2004 and we have since been promoting green purchasing to minimize environmental load, etc. In addition, in response to the tightening of domestic and overseas regulations, which was carried out to reduce the risks that chemical substances bring to human health and the environment, we revised the Standards into the DNP Group Green Procurement Guidelines for Chemical Substances in 2013, in which we provided new definitions with respect to the ideal adoption of chemical substances. In conjunction, we hold Supplier Information Sessions to enlighten concerned parties on the risks of chemical substances and the importance of taking measures from the perspective of the entire supply chain. We continuously make efforts to strengthen the management of chemical substances, such as by expanding the scope of controlled substances in November 2021.

Participation in Initiatives

DNP empathizes with the initiatives of the United Nations Global Compact's local organization (Global Compact Network Japan, hereinafter referred to as GCNJ), which was launched in Japan in 2003, and we have been participating in various subcommittees. Notably, we have been participating in the Supply Chain Subcommittee since its inception in FY2008. DNP was also involved in compiling "A Vision of Desirable CSR Activity in the Supply Chain" (issued in 2013) and "An Introduction to Sustainable Procurement-Promoting CSR in the Supply Chain" (issued in 2016) and the creation of Japanese-English versions of "CSR/Sustainable Procurement Training Toolkit (Lecture & Game)" (issued in 2020). In FY2023, we were involved in the creation of the Tools for Checking the Level of Understanding of An Introduction to Sustainable Procurement, thereby contributing to the promotion of sustainable procurement.

Sustainability Management >	GCNJ Subcommittee activities(Japanese site opens)
GCNJ CSR Procurement WEB Publication List (Japanese site opens)	

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Product Safety and Quality

DNP recognizes that placing safety and quality first and foremost is a responsibility of a company providing products and services to society. Under this recognition, we strive to constantly improve by always exploring how our products and services are used and asking ourselves questions such as, “What are the quality requirements” and “What makes the products and services safe and easy to use” from the perspective of customers and consumers. Moreover, the initiatives we take for the safety and quality of products and services are based on our efforts to always consider people’s satisfaction throughout the supply chain from the proposal stage through to final delivery and from the procurement of raw materials to the manufacturing, use, disposal and recycling of products to increase society’s trust in us.

Medium- to long-term vision

We seek to gain the trust of society by prioritizing the safety and quality of our products and services as part of our responsibility as a company that supplies these to society.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

Performance indicators	Targets	Results
(1)Number of serious accidents*1 caused by our products and services (2)Percentage of newly developed products and services undergoing product safety and risk assessment (3)Percentage implementation of the quality system inspection*2	(1)Achieve zero accidents. (2)Achieve 100% (covering all products and services concerned). (3)Achieve 100% (covering all organizations concerned).	For most-recent fiscal year results

*1 Serious accidents: Cases in which a defect in our products and services cause serious damage to the life or body of their user, or serious impact on property other than the products and services

*2 Quality system inspection: Conducted by the head office’s quality assurance supervisory division, target sites are inspected once a year to check the operation of the quality management system

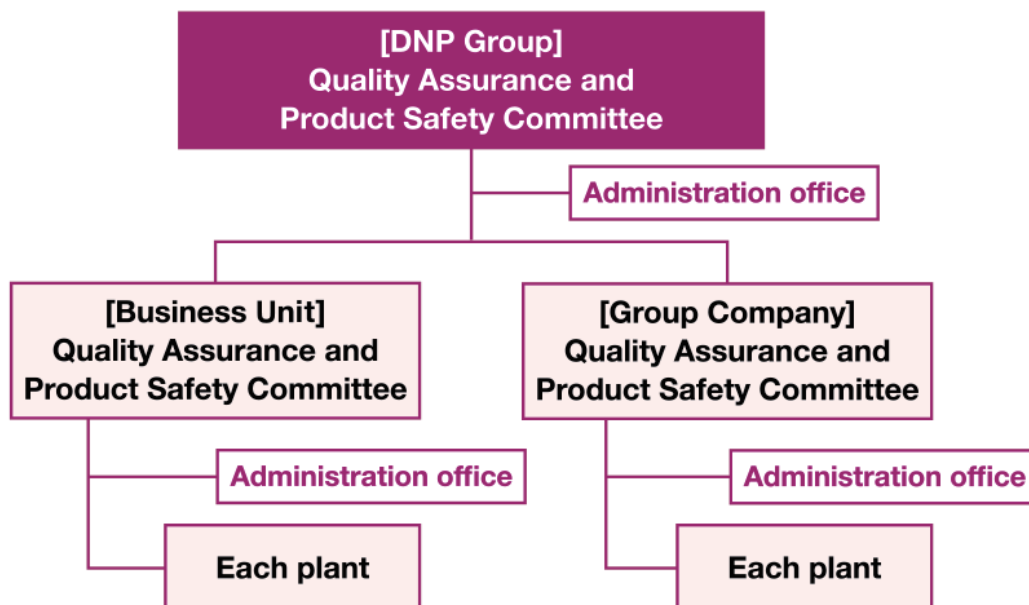
Structure to Promote Management

Internal Structure and Management

DNP’s basic policy concerning quality management is to ensure that our products and services conform to the required standards and legal regulations and to fulfill our corporate social responsibility by providing products and services that deliver levels of safety and quality exceeding the needs and expectations of corporate customers and consumers. To promote quality management, a Group-wide supervisory organization called the DNP Group Quality Assurance and Product Safety Committee has been established. It is chaired by the corporate officer in charge of the head office. We have stipulated Group-wide rules consisting of actions that should be taken to ensure the safety and quality of our products and services. We have also established a quality management system and a product safety management structure. Meanwhile, a Quality Assurance and Product Safety Committee has been set up within each of the business units and Group companies, the agents of our operations.

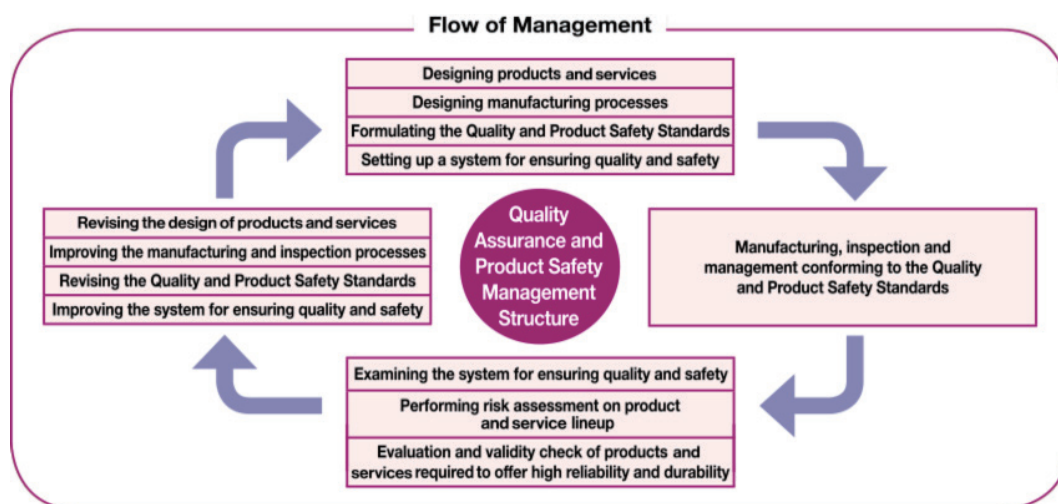
Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Product Safety and Quality)	Governance	Recognition from Society
			GRI content index

DNP Group Quality Assurance and Product Safety Management Structure




DNP Group Product Safety Policy >	DNP Group Quality Policy >
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According to the Group-wide rules, the head office's quality assurance supervisory division reports on the status of Group-wide activities, issues and other relevant matters twice a year to the DNP Group Quality Assurance and Product Safety Committee to review policies and targets and improve activities. To ensure greater safety and quality, the head office's quality assurance supervisory division gives guidance to the business units and Group companies based on the results of discussions at the Committee's meetings and engages in activities to prevent serious quality accidents and ensure that proper actions are taken in the event of an accident.



DNP anticipates demand from corporate customers and the marketplace and it has obtained many certifications relating to quality assurance such as ISO9001, an international standard for quality management, Food Safety System Certification (FSSC) 22000 in the field of food packaging and IATF 16949, a quality management system for the auto industry.

[Acquisition of certification \(Japanese site opens\)](#)  >

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Product Safety and Quality)	Governance	Recognition from Society
			GRI content index

DNP's Main Initiatives

Initiatives for Ensuring Product and Service's Safety and Quality

DNP identifies and evaluates risks impacting all of the products and services it provides from the design stage, and works to reduce the detected risks. DNP continues to offer products and services that make corporate customers, consumers and other people feel secure in terms of both safety and quality.

After the products and services are made available, we continue to monitor them through biannual risk evaluations and safety monitoring, thereby keeping up with the social and technological change of the environment. If the results of a risk evaluation call for a design change, an improvement of the manufacturing technology or other action to ensure product safety and quality, it will be implemented correctly and our internal standards will also be reviewed.

The head office's quality assurance supervisory division conducts annual quality system inspections to check the operation of the quality management system and prevent fraudulent quality. The inspection is annually reviewed to ensure it stays effective. Inspection results are reported to the DNP Group Quality Assurance and Product Safety Committee and the Corporate Ethics Committee and, based on instructions from these committees, corrective actions are taken.

Employee Education

Based on its education plan, DNP provides the education necessary for all employees of the DNP Group to sincerely and rigidly work to ensure the safety and quality of our products and services. Employees may receive training in accordance with their job experience and job level. Our employee training program started in 1994 and, since fiscal 2000, all employees of the DNP Group have participated in it in the form of an e-learning program.

High-level specialized education is provided to people in jobs that require more specialized knowledge.

Thorough Verification in the Actual Use Environment and Control of Changes

DNP conducts tests, evaluations and verification in the actual use environment and more demanding conditions at all stages of the process from design to the release of the product, in accordance with the extent of the risks. In doing so, DNP seeks to ensure that users can feel safe and secure in using products and services before any decision to release them.

There is a similar process for decisions on the changing of the materials or shapes of a product, manufacturing methods and contents of services, etc. in association with the changing needs of corporate customers and consumers and the changing internal and external environments.

Internal/External Audit

- Internal audit: We conduct internal audits periodically in accordance with DNP's unique initiatives and the ISO 9001 standard, irrespective of whether the ISO 9001 certification has been acquired.
- External audit: We are audited by corporate customers, outside certification institutions and equivalent organizations as appropriate. The results of the audits are reported to executives at meetings of the Quality Assurance and Product Safety Committees of the business units and DNP Group companies and are also shared with the head office's quality assurance supervisory division to ensure proper feedback is provided.

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Product Safety and Quality)	Governance	Recognition from Society
			GRI content index

Initiative for prevention of fraudulent quality

DNP strives to enforce legal compliance and ensure safety and quality. The Company sufficiently manages risks of legal violations and fraudulent quality and works to prevent them.

Amid the series of fraudulent quality incidents in Japan and overseas, DNP has been working to prevent similar incidents from occurring within. While we receive ISO and other external certifications and diagnoses, the head office's quality assurance supervisory division checks the validity of our quality management system to reinforce the mechanism and provides the business units with guidance and instructions for corrective action.

Additionally, DNP are continuing departmental education on our Group-wide rules tailored to the employee's role, including agreements with corporate customers regarding specifications, ensuring the reliability of inspections and other matters. DNP also continues to conduct case studies and awareness-raising activities to develop a corporate climate that looks to prevent fraudulent quality.

Quality Control in the Supply Chain

To ensure stable maintenance and the improvement of the quality of products and services, DNP cooperates with suppliers to continually and regularly evaluate and monitor products and services based on the quality management system and similar initiatives, and to seek solutions to problems and failures when they are detected. Quality is also controlled within the companies of the DNP Group, throughout the supply chain, based on Group-wide rules as we provide products and services to corporate customers and consumers to ensure they always feel safe about using the DNP Group's products and services.

Responsible Procurement



Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
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Corporate Citizenship

DNP aims to contribute broadly to the resolution of social issues and the realization of a better society through business activities and by acting as a good corporate citizen while effectively utilizing our management resources, including human resources, intellectual properties, technologies and facilities, while promoting cooperation and collaboration with external organizations. We also support the social contribution activities of employees, as these activities encourage their personal growth and self-fulfillment.

Medium- to long-term vision

We contribute to society by resolving social issues, conducting volunteer activities and through cultural activities as we look to deepen our relationship with society as a good corporate citizen that coexists with society.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

Performance indicators	Targets	Results
(1) Number of external participants for social contribution activity programs (2) Number of internal participants for social contribution activity programs (3) Number of Fair Trade-related products consumed in-house (4) Number of dishes served in company cafeterias to support disaster areas and the groups for the development of the next generation.	(1) Achieve an accumulated total of 10,000 persons (2,000 per year) from FY2020 to FY2024. (2) Achieve an accumulated total of 6,000 persons (1,200 per year) from FY2020 to FY2024. (3) Achieve an accumulated total of 250,000 items (50,000 per year) from FY2020 to FY2024. (4) Achieve an accumulated total of 70,000 dishes (14,000 per year) from FY2020 to FY2024.	For most-recent fiscal year results

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
			GRI content index

DNP Group Social Contribution Policy and Social Contribution Themes

The DNP Group is committed to helping resolve the challenges facing society and contributing to the realization of a more affluent society capable of sustainable growth.

DNP is therefore promoting broad-based contributions to realize a better society, not only by offering useful products and services through our business activities, but through effective utilization of our management resources (including personnel, expertise, technology, and facilities); labor-management collaboration; and efforts to coordinate and collaborate with external entities.

Furthermore, the DNP Group supports voluntary participation in social contribution activities by employees. Such activities are not only beneficial for society; they help employees grow as persons and actualize their unique potential.

As a member of society, the DNP Group will continue striving to address social challenges.

Five Social Contribution Themes



With love for nature

Scope|Environmental conservation

Preserving the environment is a critical challenge faced by all of humanity. The DNP Group is grateful for the benefits bestowed by our truly irreplaceable environment. To leave a beautiful environment teeming with life to those who come after us, we promote a wide range of environmental preservation activities including forest and river cleanup activities.

Examples of initiatives >



With a broad outlook

Scope|Community and international engagement

To help create security, comfort, and abundance in local communities, the DNP Group promotes a wide range of activities with residents. Because modern lifestyles are deeply linked not only with those living nearby, but to people around the world, DNP adopts a global perspective in its efforts to realize a more secure, comfortable, and affluent society.

Examples of initiatives >

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
			GRI content index



For the next generation

Scope|Nurturing scholarship, promotion of education, encouragement of the next generation, and the development of the information society
Advanced scholarship and the promotion of education are critical if we are to build a sustainable society to benefit future generations. Through its principal business activities, the DNP Group is building a foundation for social development by deploying its accumulated printing and information technologies, as well as its knowledge and expertise, for the benefit of our youth, who will be responsible for the society of the future.

[Examples of initiatives >](#)



For a spiritually rich society

Scope|Promoting art and culture
Art and culture are prerequisites for the realization of a spiritually abundant society capable of bringing happiness and inspiration into people's lives. As a printing enterprise, the DNP Group supports advancement of the arts and culture in the field of graphic arts and through the use of printing technology to preserve and disseminate historic cultural properties and images.

[Cultural Activities at DNP >](#)



Also taking a Humanitarian standpoint

Scope|Humanitarian aid and disaster recovery support
The DNP Group will deliver emergency humanitarian aid where it is needed, such as in areas affected by large-scale disasters, armed conflicts, and other circumstances that necessitate aid.

[Examples of initiatives >](#)

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
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DNP's Main Initiatives

Here we introduce DNP's social contribution activities for continuing to be a good corporate citizen.



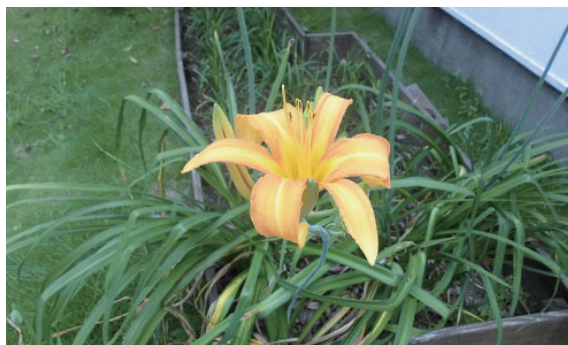
Activity theme

With love for nature

Scope | Environmental conservation

Conservation of biodiversity

DNP receives numerous benefits from ecosystems that are supported by rich biodiversity and believes that maintaining harmonious coexistence with the environment is essential for sustainable growth as a company. In keeping with this belief, through its main business activities DNP is working to conserve biodiversity such as in procuring raw materials while creating green areas at business sites.



DNP is promoting ex situ conservation by utilizing the green space on the premises of DNP Technopack's Yokohama Plant.

DNP's initiatives toward biodiversity 5,447KB



Cleanup activities

As one of its initiatives to conserve the natural environment, DNP is promoting local cleanup activities at each Group business site across the country. In the Kansai area, for more than 30 years DNP has been undertaking cleanup activities around Kyoto's Arashiyama and Nakanoshima Park (Katsura River) twice a year, in spring and autumn. This initiative is led by the employee labor union, with over 100 people participating in each cleanup. In fiscal 2023, more than 600 people from at least 12 business sites across Japan participated in local cleanup activities.



DNP also encourages families of employees to participate in these cleanup activities around Arashiyama and the Katsura River in Kyoto.

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
			GRI content index



Activity theme

With a broad outlook

Scope | Community and international engagement

Fairtrade Activities

Fairtrade activities aim to improve the living conditions and self-independence of vulnerable producers and workers in developing countries by continuously and stably trading raw materials and products at a fair price. The DNP Group has worked to spread the Fairtrade activities since the inception of these activities in Japan. They include promoting the in-house consumption of Fairtrade-certified coffee, which reached one million cups in March 2018. In recognition of these achievements, DNP was presented with the first-ever certificate of commendation in Japan from Fairtrade Label Japan, a specified NPO. In fiscal 2023, we sold 4,462 dishes at cafeteria using Fairtrade-certified sesame seeds and 146,835 cups of Fairtrade-certified coffee.

In August 2024, we were also recognized by the above organizations as a “Fairtrade Workplace Gold” company. This recognition is given to companies that provide or use Fairtrade International certified products within their company on a consistent basis throughout the year, and whose procurement volume exceeds a specified volume threshold, creating an impact on producers.



Fairtrade-certified coffee is served to guests.



We provide cafeteria menus items that feature certified products during Fairtrade Month Campaign in May

Support for women and children in developing countries and conflict areas(donation of unneeded goods)

In collaboration with the Japanese Organization for International Cooperation in Family Planning (JOICFP) and Japan International Volunteer Center (JVC), NGO for international cooperation, every year we donate stamps (used and unused), postcards (miswritten and unused), CDs and DVDs to support safe and secure childbirth and children's education activities in disaster-stricken areas in Asia, Africa and Japan. Numerous employees participate each year as a project enabling the participation of Group employees throughout Japan. In fiscal 2023, we donated 122,000 yen worth of unused stamps and postcards (face value), 9 kg of used commemorative stamps, and 360 CDs and DVDs.

*Cumulative total since 2018: 544,000 yen worth of unused stamps and postcards, 42 kg of used commemorative stamps, 538 CDs/DVDs.



Volunteer employees sort stamps and postcards received from business sites throughout Japan.

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
			GRI content index

Local community contribution activities

DNP Group's overseas subsidiaries undertake a variety of local community contribution activities.

Through Karawang International Industrial City Community Association we belong to and with the support of IPB University, DNP Indonesia has been participating in Telaga Desa Agro-Enviro Education Park, a local community contribution program involving technical guidance and technology transfer in the agriculture, fisheries, livestock and forestry industries, since the program's inception, as it continuously provides support over the long term. These efforts are aimed at improving the productivity of neighboring communities whose main industry is agriculture and helping build self-reliant societies.



DNP Indonesia's Karawang Plant



Activity theme

For the next generation

Scope | Nurturing scholarship, promotion of education, encouragement of the next generation, and the development of the information society

Visiting classes and workshops

Driven by its desire to contribute to the sustainable development of society by providing children, who will lead the next generation, with workshops that stimulate their intellectual curiosity, increase interest in learning and raise interest in social issues, DNP visits local elementary schools to present its visiting classes and holds workshops for children throughout the country. In fiscal 2023, 596 children took part at 8 schools and educational institutions in Saitama, Tokyo and Osaka.



Visiting class "The Wonder of Colors" in the Shinjuku district of Tokyo



An extremely popular globe-making workshop at Osaka Knowledge Capital

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
			GRI content index

Educational support for developing countries (volunteer activity to prepare translated picture books)

Many children around the world have never even seen a picture book due to conflict, poverty or other factor. Based on a desire to help boost the literacy rate of children in developing countries by providing them with the opportunity to access books, which are closely related to publishing and printing, DNP participates in the Campaign to Deliver Picture Books.

The campaign, run by the non-governmental organization Shanti Volunteer Association (SVA), sends Japanese picture books, affixed with seals bearing translations into the local language, to children in developing countries. We have donated a cumulative total of 693 books through 2023.



Every year numerous employees and their children participate in the event.



DNP held workshops together with SVA and also encouraged the participation of people from outside the company.

Company visits and plant tours

At nationwide business sites, DNP accepts local elementary and junior high school students for company visits and plant tours with the aim of helping them develop their careers by introducing DNP's businesses and the work of its employees and teaching children and students about engagement with society, job satisfaction and the importance of hard work for realizing their dreams. In fiscal 2023, we received a total of 236 persons from 4 elementary schools (154 participants), 7 junior high schools (42 participants), 4 high schools (29 participants) and 1 universities (11 participants).



Elementary school students on a plant social studies tour



Junior high school students wear work uniforms and experience workplaces.

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
			GRI content index

Support for business education for high school students

In recent years, “enhancing career education” has become a key theme in school education. Students are provided with opportunities to learn about careers through work experience at companies and various organizations and via dialogue with actual employees and staff. DNP participates in the Tokyo Metropolitan government’s Commercial Education Consortium Tokyo and provides business education to high schools. In fiscal 2023, we had 175 participants from Tokyo Metropolitan Katsushika Commercial High School.

*Cumulative total since 2018: 1,050 participants



An expert from DNP’s planning visits the school to give a lesson.



Final results presentation held at Tokyo Metropolitan Fourth Commercial High School



Activity theme

To enhance social well-being

Scope | Promoting art and culture

Art and culture are prerequisites for the advancement of social well-being capable of bringing happiness and inspiration into people’s lives. As a printing enterprise, the DNP Group supports advancement of the arts and culture in the field of graphic arts and through the use of printing technology to preserve and disseminate historic cultural properties and images.

Cultural Activities at DNP





Activity theme

Also taking a Humanitarian standpoint

Scope | Humanitarian aid and disaster recovery support

DNP Group's 10 Years of Great East Japan Earthquake Reconstruction Support Activities

With its epicenter off the coast of the Sanriku Oshika Peninsula in Miyagi Prefecture, the Great East Japan Earthquake that struck on March 11, 2011 claimed numerous precious lives, mainly in eastern Japan, and left devastating scars across the country. DNP has provided support for the affected areas based on the policy of “Continue doing what we can” spurred by its desire to help the stricken areas recover from this catastrophe as quickly as possible and to restore a sustainable society where people can resume their lives.



Emergency relief donations immediately after the disaster



Local volunteer activities by employees



Providing “reconstruction support menu” at the company cafeterias



DNP visiting class “The Wonder of Colors”

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
			GRI content index

Disaster reconstruction support (donations)

DNP has formulated DNP Group Criteria for Conducting Disaster Recovery and Reconstruction Support and provides emergency support according to these criteria in response to large-scale disasters that occur in Japan and overseas. Specifically, DNP contributes support money and implements employee fundraising and support programs, making donations as support for disaster areas. Additionally, DNP provides continuous support for reconstruction for disasters in Japan that cause enormous damage.

For example, with the support program “D-Smile Menu,” we offer a special “reconstruction support menu” at the company cafeterias nationwide, the price of which includes a donation. In case of a large-scale disaster, DNP donates a portion of the proceeds from this menu to organizations conducting support activities. Moreover, the menu is served throughout the year and changes monthly, allowing for donations to initiatives to eliminate educational inequality across Japan. These monthly menus also facilitate economic support of previously supported disaster areas as we procure ingredients from there. Starting in fiscal 2022, the program was expanded to “menus for building a better society” to include menu items that support activities that defend human rights. (See section “Refugee support (donations)”)

[D-Smile Menu FY2023 Support Results]

- Eliminating educational inequality: 1,827,050 yen (corresponding to 36,541 dishes)

[Beneficiaries] Chance for Children Inc., USNOVA, Shinjuku School for Children with Disabilities run by Shinjuku Ward

- Foodbank support: 58,150 yen (corresponding to 1,163 dishes)

[Beneficiaries] Meals on Wheels Japan

- The 2024 Noto Peninsula Earthquake reconstruction support: 148,350 yen (corresponding to 2,967 servings) (support menu and fundraising)

[Beneficiaries] Japan Platform



An example of the “reconstruction support menu” for the Great East Japan Earthquake



D-Smile menu or Emergency Relief for the 2024 Noto Peninsula Earthquake

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
			GRI content index

Disaster reconstruction support (local volunteers)

As a good corporate citizen that coexists with society, DNP believes it has a mission to provide support for large-scale disasters that occur in Japan and overseas. As a way of support, we believe it is important to have the attitude and feeling of “get close to the hearts of the people affected by the disaster and sincerely consider how we can support them.” Accordingly, DNP strived to collaborate closely with NPOs and other organizations deeply familiar with existing conditions in the disaster-stricken areas while continuing to undertake reconstruction support activities that match the needs and circumstances of the disaster-stricken areas.

In July 2024, 31 employees participated in volunteer activities to support reconstruction in Nanao City, Ishikawa Prefecture, which was severely damaged by the 2024 Noto Peninsula Earthquake.



Much is learned in the areas stricken by the Great East Japan Earthquake



We dismantled and sorted out the debris of a hut completely destroyed by the 2016 Kumamoto Earthquakes



Employees and their families cleaning temporary housing after the 2018 West Japan Torrential Rains



Employees' on-site volunteer activities in response to the 2024 Noto Peninsula Earthquake

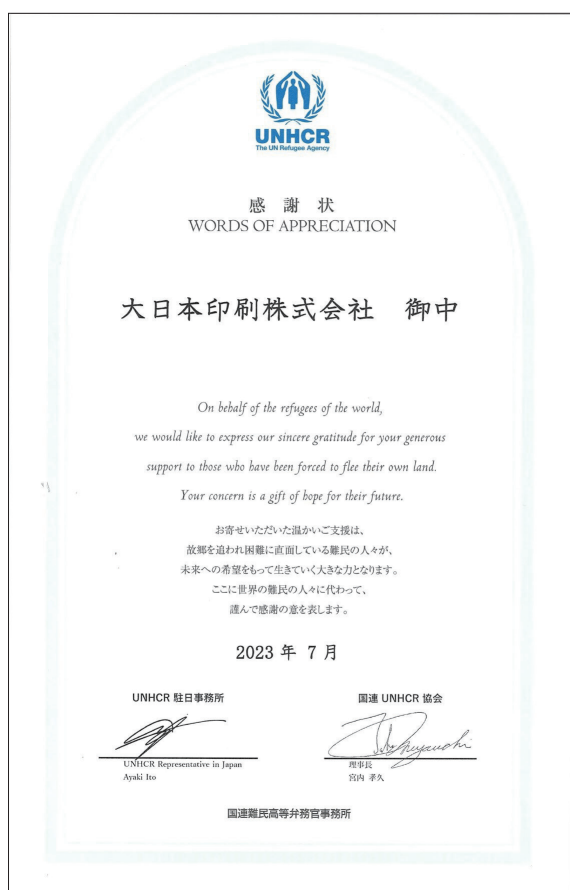
Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social (Corporate Citizenship)	Governance	Recognition from Society
			GRI content index

Refugee support (donations)

Wanting to continuously support refugees, said to number more than 110 million worldwide (May 2023, United Nations High Commissioner for Refugees [UNHCR]), DNP decided to donate a total of 50 million yen, spread out over five years as 10 million annually starting in 2022, to Japan for UNHCR. The donations from DNP go toward the UNHCR's activities to help refugees. Additionally, we promote long-term refugee support throughout the year, for example by serving "support menus" that included donations from employees at our employee cafeterias nationwide during World Refugee Day (June 20) and Human Rights Week (December 4-10).

[D-Smile Menu FY2023 Support Results]

・Refugee support: 171,950 yen (corresponding to 3,439 dishes) [Beneficiaries] United Nations High Commissioner for Refugees (UNHCR) / Japan for UNHCR



Letter of appreciation from Japan for UNHCR



Senior Corporate Officer Sugita (right) receiving the letter of appreciation from Executive Director Kawai of Japan for UNHCR (left)

※Positions were held at that time

FY2023 Relevant news (delivered Apr 2023 - Mar 2024)

Oct 31, 2023

For Global Market

Sustainability

Social contribution activities

Ms. Shirin Pakfar and Mr. Federico Simcic of UNHCR visit DNP | DNP Group

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Governance



Corporate governance >	Fair operating practices >	Information security >
DNP's corporate governance structure >	Medium- to long-term vision >	Medium- to long-term vision >
Risk management and compliance >	Structure to promote management >	Structure to promote management >
	DNP's main initiatives >	DNP's main initiatives >

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social	Governance (Corporate Governance)	Recognition from Society
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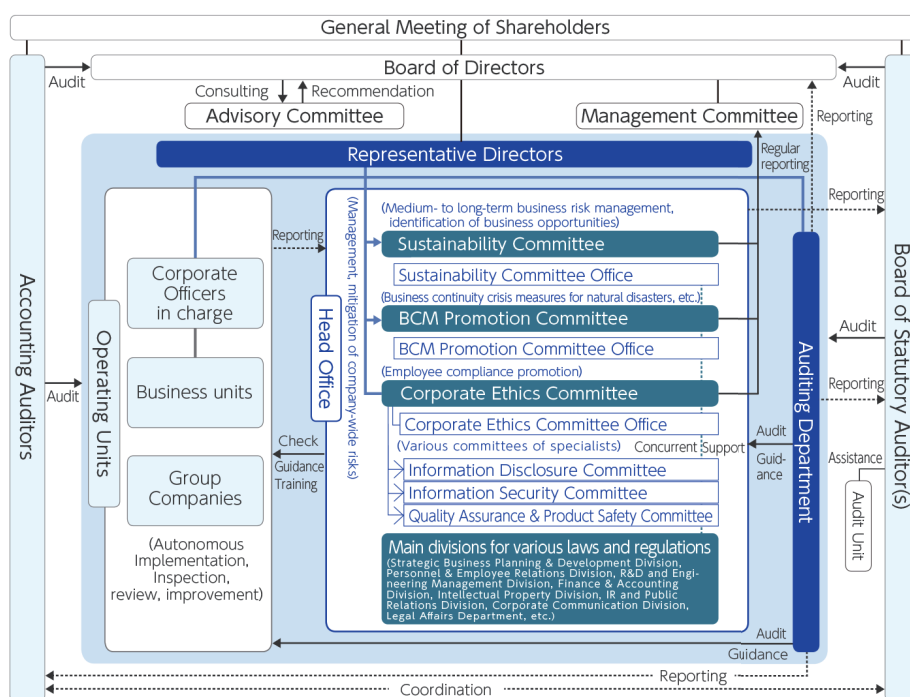
Corporate Governance

DNP believes that enhancing corporate governance is a critical management challenge that will help us to maintain the trust of all our stakeholders, contribute to the sustained growth of society and increase enterprise value.

We make every effort to make appropriate decisions regarding management, to execute business properly and promptly, and to establish and operate systems for supervising and auditing these activities. In addition, we work hard to provide employees with thorough training and education, and to comprehensively enhance our corporate governance.

DNP's corporate governance structure

Structural diagram of DNP's corporate governance and internal control system



Risk management and compliance

The variables that impact management via sharp changes in the social environment are becoming more diverse and widespread. Against this background, DNP believes that incorporating such changes in medium- to long-term business strategies, then enhancing the processes by which we appropriately evaluate company-wide risks and transforming them into business opportunities will contribute to a more sustainable society. In addition, this will lead to our stated goal of achieving Tomorrow's Basic.

Based on this concept, and as can be seen in the schematic of the corporate governance and internal control system shown above, the system is based on three committees that collaborate to cover company-wide risks. The three committees are:

- 1, the Sustainability Committee, chaired by the company president that is responsible for managing medium- to long-term risk, the identification of business opportunities and causing these to be reflected in business strategies.
- 2, the BCM Promotion Committee responsible for ensuring business continuity to secure employee safety and enable them to maintain production activities even in the event of emergencies, such as natural disasters, and,
- 3, the Corporate Ethics Committee, which targets risk reduction while planning to improve employee compliance awareness which forms the basis of business continuity.

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social	Governance (Corporate Governance)	Recognition from Society
			GRI content index

Sustainability Management



Identifying Materiality



Compliance with laws and social ethics

Rather than simply having each of our employees comply with laws and regulations in the execution of DNP's business activities, we believe that DNP can win society's trust by maintaining even higher ethical standards than society expects and by consistently remaining fair and equitable as we help to maintain and develop orderly, free and competitive markets. In order to be able to act in ways that meet society's expectations, DNP works to imbue corporate ethics throughout the DNP Group.

Fair operating practices



Construction of systems that support business continuity

In the event that an emergency situation should compromise the continuity of DNP's business operations, any interruption in our operations would affect not only DNP but our customers, suppliers, their employees and a variety of stakeholders. DNP has prepared a business continuity plan in order to build a strong corporate structure that can continue operating under crisis conditions and quickly restore operations in the event of an interruption. We maintain a proper awareness of disaster risk in the course of our daily operations, and we implement employee training and other measures aimed at enabling us to cope appropriately in extreme situations.

Disaster prevention system for use in unforeseen circumstances

At DNP, we have established the Central Disaster Prevention Committee to develop and promote disaster preparedness measures throughout the group, the Business Division / Group Company Disaster Prevention Committee to promote them according to the characteristics of each division, and the Area-specific Disaster Prevention Committee to promote them in cooperation with the Ministry of Education, Culture, Sports, Science and Technology. Through these committees, we prepare disaster management plans and promote preventive measures.

Our experience of the Great East Japan Great Earthquake reaffirmed the importance of a Business Continuity Plan (BCP) that gives top priority to human safety in times of disaster and increases corporate response and resilience. Based on these priorities, we recognize disaster risks on a daily basis and promote appropriate preventive measures. In order to deal with disasters and other unforeseen circumstances, we established a basic policy and promotion system in the Basic Regulations for Disaster Countermeasures at the DNP Group to ensure the safety of employees parties concerned. We promote disaster prevention measures that give our stakeholders confidence in our operations in the event of a disaster.

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social	Governance (Corporate Governance)	Recognition from Society
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	Head Office	Each Business Unit / Group Company
Permanent Disaster Prevention Organization	Central Disaster Prevention Committee at the DNP Group Chairperson Deputy chairperson Secretariat Subcommittee · Human resources subcommittee · Facilities subcommittee · Asset preservation subcommittee · Business activities subcommittee · Public relations subcommittee · Community subcommittee	Business Unit and Group Affiliate Disaster Prevention Councils Chairperson Deputy chairperson Secretariat Coordinator · Human resources coordinator · Facilities coordinator · Asset preservation coordinator · Business activities coordinator · Public relations coordinator · Community coordinator Fire protection and disaster prevention manager (DNP's own firefighting organization) *Individually established for each business unit / group company In areas composed of multiple organizations, area-specific disaster prevention committees are also set up to promote disaster prevention measures across the organization.
Functions and roles	Development and promotion of comprehensive and systematic disaster preparedness measures throughout the DNP Group	Promotion of practical disaster preparedness measures considering business content and regional characteristics
Maintenance of regulations, plans, etc.	Basic regulations for disaster countermeasures at the DNP Group · Basic plan for disaster prevention at the DNP Group · Large-scale earthquake response plan at the DNP Group Regulations for fire protection / disaster prevention management at the DNP Group	· Disaster response work plans · Business Continuity Plan (BCP) · Firefighting plan
Countermeasures organization in times of disaster	Central Disaster Response Headquarters at the DNP Group *The DNP Group's Central Disaster Prevention Committee will be transferred as is, to promote and otherwise take overall control of company-wide disaster emergency measures, disaster recovery / reconstruction and other necessary measures in the time of a disaster.	Disaster Response Headquarters for each Business Unit and Group Company *The disaster committee in each business unit / group company will be transferred as is, to promote and coordinate disaster emergency measures, disaster restoration / reconstruction and other necessary measures at a specific disaster site.

Sustainability	Message from the President	Sustainability Management	Materiality
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Fair Operating Practices

It is our belief that in carrying out business activities, we need to do more than just ensuring DNP's and its employees' compliance with laws and regulations but always remain fair and equitable, acting under high ethical standards that exceed the expectations of society. To help maintain and develop orderly, free and competitive markets and consistently undertake business activities that measure up to society's expectations, we aim to instill and establish corporate ethics more firmly throughout the DNP Group.

Medium- to long-term vision

We help to maintain and develop orderly, free and competitive markets based on laws and social ethics and by always remaining fair and equitable.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

Performance indicators	Targets	Results
(1) Number of meetings of the Corporate Ethics Committee*1 (2) Ratio of holding Autonomous Corporate Ethics Training conducted*2	(1) Hold the meeting once a month (12 times a year) or more. (2) Achieve 100% (covering all organizations concerned).	For most-recent fiscal year results

*1 An organization overseeing internal controls, responsible for promoting a compliance framework to ensure that all business activities of the DNP Group are carried out in an appropriate manner. Consisting of directors and corporate officers in charge of organizational units within the head office, the committee holds regular monthly meetings to formulate and determine policies and various activity implementation plans concerning the compliance framework of the entire Group. The committee is also responsible for comprehensively inspecting, reviewing and providing guidance for the framework established and operated in accordance with the implementation plans.

*2 Training provided on a continuous basis since 2003. The heads of each business division provide lectures on corporate ethics as a foundation of business and explain to their staff the issues and countermeasures relevant to the operations of their respective divisions.

Structure to Promote Management

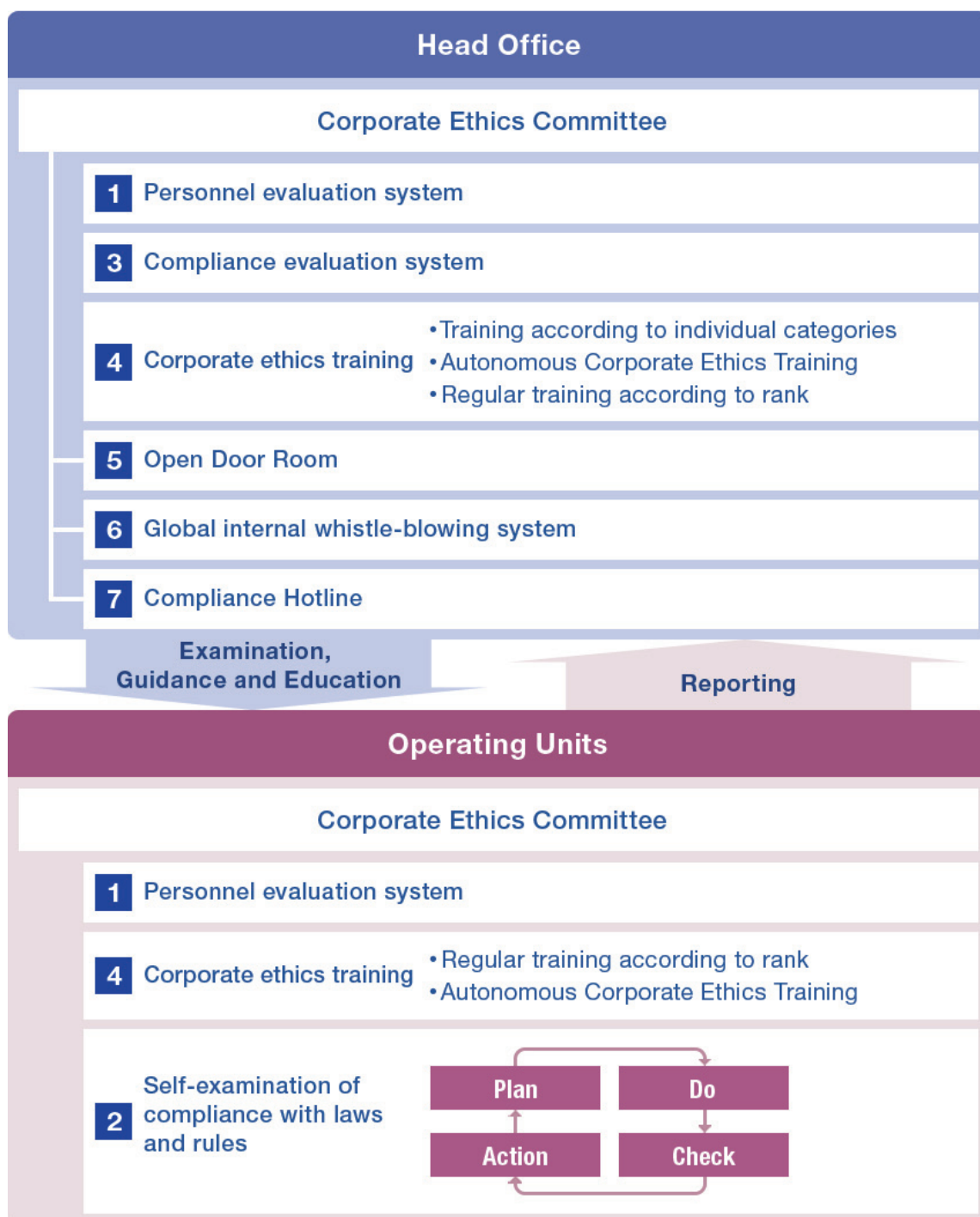
Structure to Promote Management and Training

As an organization for overseeing compliance, DNP has established the Corporate Ethics Committee (Chairman: senior managing director), which is composed of directors and corporate officers in charge of each division and department at the head office. Additionally, we have established a Corporate Ethics Committee in respective business units and Group companies that execute operations and undertake multifaceted corporate ethics activities in accordance with management based on the Committee of Sponsoring Organizations of the Treadway Commission (COSO) framework.

DNP considers continuity, autonomy, positivity and efficiency to be crucial in promoting compliance-related management. DNP implements various training programs for the entire Group throughout the year with the aim of fostering such an organizational culture and strengthening its management foundation.

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social	Governance (Fair Operating Practices)	Recognition from Society
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Structure for Ensuring Thorough Corporate Ethics



1 Personnel evaluation system

We use corporate ethics as a basis of performance evaluation and promotion decisions made under the personnel evaluation system and strive to develop human resources who live up to society's expectations with sincerity.

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Environment	Social	Governance (Fair Operating Practices)	Recognition from Society
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2 Self-examination of compliance with law and rules

DNP's business units and Group companies use evaluation items developed by the responsible head office division to perform self-examination and self-evaluation for constant improvements. This activity has been carried out since 1997 under the motto "Protect our company by ourselves."

3 Compliance evaluation system

Implemented in 2005 by the responsible head office division as a system to evaluate DNP's business units and Group companies using common performance indicators. This evaluation is conducted twice a year on a regular basis.

4 Corporate ethics training

We provide various education and training opportunities, as we believe that a high level of awareness and a correct understanding among employees will make our efforts related to corporate ethics more effective.

5 Open Door Room*3

Established in 2002 as a whistle-blower system to receive inquiries and reports on matters concerning corporate ethics. In 2015, we also established an external contact point for reporting to and consultation by lawyers, and in 2022, we revised our internal rules in accordance with the revision of the Japan's Whistle-Blower Protection Act to provide a more secure system for reporting and consultation.

6 Global Internal Whistle-blowing System*3

In 2020, we reviewed our internal whistle-blowing system and framework at our overseas bases and established the global internal whistle-blowing system as a new whistle-blowing contact point capable of multilingual responses. In this manner, we are proceeding to strengthen compliance at overseas bases by making quick and appropriate responses.

7 Compliance Hotline*3

This hotline, established in 2009, receives information from suppliers and contractors on any misconduct (or possible misconduct) of DNP employees or other parties, which they have come to recognize during their transaction with the DNP Group. In 2022, the name was changed from "Supplier Hotline" to "Compliance Hotline" to clarify that the hotline is only for compliance-related reports and to accept reports not only from suppliers and contractors but also from retirees and others. Inquiries regarding the Compliance Hotline(Japanese site opens) [>](#)

*3 The information we receive at each of these consultations and whistle-blowing contact points also encompasses problems related to human rights, labor, and graft and corruption, including bribery.

[DNP Group Anti-Bribery Policy](#)



Sustainability	Message from the President	Sustainability Management	Materiality
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DNP's Main Initiatives

Initiatives to Ensure Compliance with the Law and Social Ethics

At a meeting of the Board of Directors in 2007, DNP formulated the DNP Group Code of Conduct, which specifies 10 conduct rules such as "Compliance with the laws and social ethics" to be observed by all employees in carrying out corporate activities. Subsequently as well, we have regularly reviewed the Code of Conduct in accordance with changes in the social environment while we strive to enable the code to become entrenched through opportunities such as level-specific training and the Autonomous Corporate Ethics Training provided to all Group employees in and outside Japan.

By conducting the Ethics & Compliance Survey, we increase employee awareness of the importance of compliance and analyze employees' opinions from a management perspective. This leads us to realizations about the cultivation of a sincere corporate culture as we roll out different plans to share our ideas on corporate ethics, so that they take root and we can ensure they are thoroughly practiced. In this way, we pursue the continued improvement of our governance.

We set up the Open Door Room in 2002 as a point of contact for consultations and reporting when employees encounter misconduct or among other problems, that cannot be solved by consulting their superiors or other employees around them or solved by their own department alone. Furthermore, in 2015, we established the Open Door Room as an external contact where lawyers are available for consultation and reporting, and in 2020 we established the multilingual global internal whistle-blowing contact. In this way, we are working to ensure that the self-cleansing ability of our organization functions in an even more proper fashion across the entire DNP Group. In conjunction with the operation of these contact points, we formulated the DNP Group Open Door Room Operation Standards in consideration of the Whistle-Blower Protection Act. By doing so, we sought to create an internal whistle-blowing system under which a whistle-blower can consult at lawyer and report matters in a secure way. In FY2022, we revised the standards to enhance the system in response to the revision of the law. We also operate other contact points such as the Consultation Office where employees may consult Consultation Office staff about a range of problems and an inquiry desk for all stakeholders. Regarding the requests for consultation received by contact points and the issues that are reported, we always take proper steps, including the implementation of the necessary corrective measures, while protecting the confidentiality of the reported information and the anonymity of the whistle-blower to ensure the whistle-blower is not disadvantaged in any way. Across the DNP Group, we received 102 whistle-blowing-related matters both in Japan and abroad in FY2023. We responded to these reports in a proper and sincere manner while taking measures as necessary to prevent recurrence.

As a result of these efforts, no serious violations were found in FY2023.

Related party transaction (RPT)

Under the regulations of the Board of Directors, DNP requires that any transactions involving competing businesses or conflicts of interest by directors be resolved by the Board of Directors. In these cases, the Board of Directors assesses the rationale, business necessity and validity of the terms of the transaction. Additionally, DNP annually collects information about related party transactions, including competing and conflicting transactions, from each director in accordance with the regulations regarding financial statements. This information is then audited by accounting auditors, ensuring that the Board of Directors can adequately supervise these matters.

Sustainability	Message from the President	Sustainability Management	Materiality
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Anti-Bribery Initiatives

As recent corporate activities expand beyond national and regional boundaries, regulations concerning bribery are being tightened in each country and region in order to ensure a fairer and more open competitive market. DNP has always prohibited employees from seeking profit through bribery and other dishonest means and stipulated so in the Code of Conduct. To further reinforce our efforts in this area, in 2018 we established various policies and regulations that include the DNP Group Anti-Bribery Policy, the DNP Group Anti-Bribery Regulations and the DNP Group Anti-Bribery Guidelines. In conjunction, we have externally disclosed our anti-bribery policy to express DNP's approach and position while internally holding briefing sessions for each organization and providing e-learning education for all DNP Group employees, and through these measures, we seek to ensure an awareness and thorough understanding of this policy. In October 2021 we partly revised and enhanced this policy in light of subsequent changes in social conditions that have further clarified the anti-bribery efforts that society expects that companies implement. Executives lead the promotion of this policy and all employees comply with it to further advance our anti-bribery initiatives. Concurrently, based on the anti-bribery selfcheck sheet, we check each item, such as the existence of any applicable matters at subject business sites, application procedure results, and educational and enlightenment activity results on a yearly basis.

Dealing with Political Donations and Anti-social Forces

DNP's basic policy is to maintain political neutrality by not making political donation, either directly or indirectly. There were no instances of any political contributions even in the past three-year period up to FY2023. To anti-social forces that negatively affect public order and sound activities of society, we also prohibit the provision of inappropriate payoffs.

Appropriate Tax Payments

The DNP Group will contribute to the socio-economic development of the countries and regions in which we do business, by complying with relevant tax laws and regulations and social ethics, and making appropriate tax payments.

DNP Group Tax Policy	>
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Tax amounts by region

Fiscal 2022

(Billions of yen)

Country/region	Tax amounts	share
Japan	223	89.38%
Asia	13	5.40%
Other	13	5.22%
Total	249	100.00%

Sustainability	Message from the President	Sustainability Management	Materiality
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Principal Theme: Fair Operating Practices

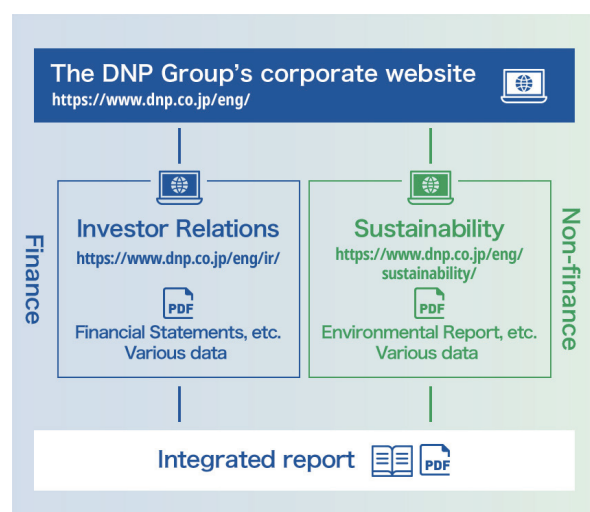
Appropriate Disclosure of Information

In order for DNP to grow sustainably with society, it is essential to build trust with stakeholders such as shareholders and investors, customers, suppliers, local communities, and employees. We will actively disclose diverse information and fulfill accountability so that all stakeholders correctly understand our business and corporate activities. In addition, to accurately recognize how DNP is regarded, we will deepen Taiwa (dialogue) with stakeholders and strive to be a company that can be trusted by sincerely responding to those issues and expectations derived from Taiwa.

Information Disclosure Structure

Timely and appropriate disclosure of information is made via the Company's website, various reports (PDF) and more in order to extensively announce DNP's sustainability initiatives to stakeholders.

DNP Group's Information Disclosure



"Investor Relations" website



The "Investor Relations" website has been established on the corporate website for shareholders and investors for the timely and appropriate disclosure of information.

"Sustainability" website



The "Sustainability" website has been established on the corporate website to communicate non-financial information in detail for the timely and appropriate disclosure of sustainability information.

Integrated report



DNP publishes an integrated report each year covering its growth strategies and business activities that make use of financial and non-financial capital in an integrated manner for sustainable value creation.

Environmental report



With regard to environmental management, environmental activities are summarized in PDF format each fiscal year, and DNP publishes "The DNP Group Environmental Report."

[Disclosure Policy](#)



Scope of Disclosure of Information

■ Reporting period: Centering on activities of FY2023 (from April 1, 2023 to March 31, 2024), the Report contains prior initiatives and the latest activities.

■ Scope of report: For all companies and divisions in the DNP Group, "DNP" represents the DNP Group on the website, and it is distinguished from Dai Nippon Printing Co., Ltd. In addition, the "DNP Group" is used in sentences that emphasize the Group.

Sustainability	Message from the President	Sustainability Management	Materiality
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Referenced Guidelines

The UN “Global Compact,” the UN “Guiding Principles on Business and Human Rights,” International Integrated Reporting Council (IIRC) “International Framework for Integrated Reporting,” the Financial Stability Board (FSB) “Task Force on Climate-related Financial Disclosures (TCFD),” the Ministry of Economy, Trade and Industry “Integrated Corporate Disclosure and Company-Investor Dialogues for Collaborative Value Creation,” the Ministry of Environment “Environmental Reporting Guidelines, 2018 Edition,” and International Standard for Social Responsibility ISO 26000, Global Reporting Initiative (GRI) Standard, Sustainability Accounting Standards Board(SASB) Standard.

GRI content index



Enhance Communication Tools

DNP strives to enhance various means of communication and communication tools to provide accurate information in a timely and appropriate manner as well as to deepen Taiwa with stakeholders as all employees communicate with diverse stakeholders on a daily basis.

Stakeholders	Means of communication	Communication tools
Shareholders/Investors	<ul style="list-style-type: none"> •General meeting of shareholders •Financial results briefings for institutional investors/analysts •Sustainability briefing session for institutional investors /analysts •One-on-one meeting for institutional investors/analysts etc. 	<ul style="list-style-type: none"> •Integrated report •Shareholders' report(Japanese site opens) •Financial statements (consolidated financial results) •IR presentation materials •Website etc.
Customers (corporate/consumers)	<ul style="list-style-type: none"> •Information exchange through negotiations, etc. •DNP's own facility P&I LAB. •Seminars, events, exhibitions •Compliance Hotline(Japanese site opens) etc. 	<ul style="list-style-type: none"> •Company brochures and pamphlets •SDGs concept book(Japanese site opens) •Website etc.
Employees	<ul style="list-style-type: none"> •Labor-Management Relations •Employee Awareness Surveys •DNP Value Objectives (DVO System) •Consultation offices •Open Door Room for consultation/reporting etc. 	<ul style="list-style-type: none"> •Group Vision, Code of Conduct •Intranet, internal signage •Group journal etc.
Trading partners	<ul style="list-style-type: none"> •Information exchange at the time of negotiations and audits •Sustainable Procurement Guidelines compliance level survey •Compliance Hotline(Japanese site opens) etc. 	<ul style="list-style-type: none"> •Various guidelines (Sustainable Procurement Guidelines, etc.) •Website etc.
Local communities	<ul style="list-style-type: none"> •Visits to companies/plants •Briefing for local residents •Communication facilities(Japanese site opens) •Regional contribution activities etc. 	<ul style="list-style-type: none"> •Materials of various activities •Website etc.

Sustainability	Message from the President	Sustainability Management	Materiality
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Participation in initiatives and organizations

DNP proactively participates in global initiatives and organizations to help solve global challenges faced by society.



Science Based Targets initiative (SBTi)

Task Force on Climate-related Financial Disclosures (TCFD)

Taskforce on Nature-related Financial Disclosures (TNFD)



United Nations Global Compact (UNGC)

The Valuable 500

In the Japan Federation of Printing Industries (JFPI), a group of ten domestic printing industry associations, the president himself serves as chairperson or board member. JFPI promotes the creation of new value to solve various issues arising from environmental, social and economic changes both domestically and internationally.

Japan Federation of Printing Industries

Information Security

DNP has a core strength in information security technology and know-how built up in the application of information assets entrusted to us by companies and consumers as well as our own information assets. We leverage this strength to provide new value through highly secure and reliable products and services.

Medium- to long-term vision

We ensure the exceptional security of personal information and all other information assets through management and protection as part of the social responsibility of a company handling such information assets.

SDGs Covered by the Vision



Performance Indicators to Monitor the Progress in Achieving the Vision and Activity Results

Performance indicators	Targets	Results
(1)Rate of information security compliance assessments conducted (2)Rate of inspections and instructions by executive officer in charge of divisions implementing priority measures for personal information protection, etc. (3)Participation rate of information security education and training (4)Rate of security vulnerability tests for publicly open websites	(1)Achieve 100% (covering all business unit and Group companies) (2)Achieve 100% (covering all organizations concerned) (3)Achieve 100% (covering all organizations concerned) (4)Achieve 100% (covering all websites concerned)	For most-recent fiscal year results

Structure to Promote Management

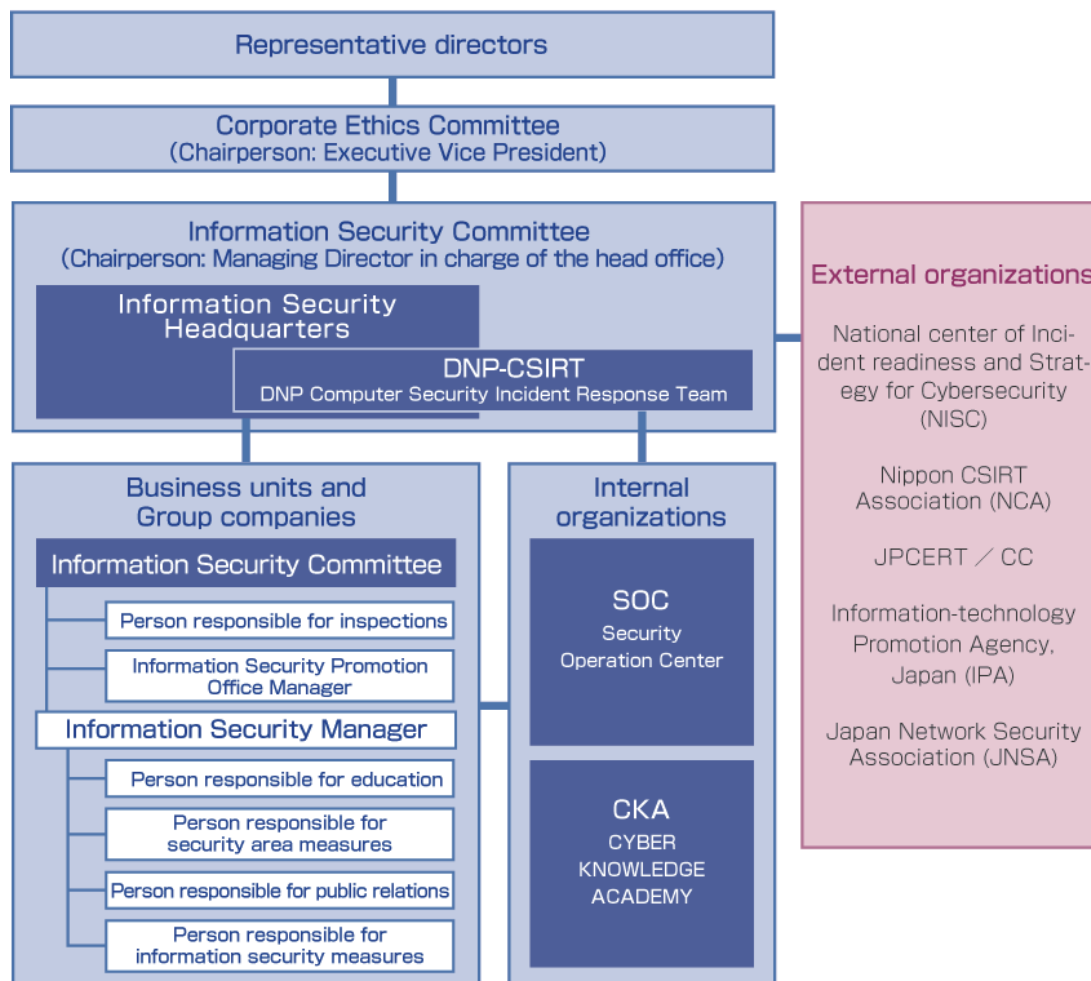
Structure to Promote Management

Since establishing the Office for the Protection of Personal Information in 1999, DNP has continued to strengthen our information security measures in response to changes in the security environment in Japan and overseas. We established the Information Security Committee and Information Security Headquarters, which are supervising organizations for Company-wide management to provide inspection and guidance for business unit and Group companies. Managing Director in charge of the head office serves as the committee chief. Also, Information Security Committees have been established in each of the business units and Group companies, in which under the direction of the committee chief and person responsible for managing personal information (together with the heads of each operating unit), they handle issues such as education, security area measures and information security measures, as well as taking responsibility for inspections. Information Security Committees have been set up at overseas Group companies since 2015.

Moreover, in October 2021, we established the DNP-CSIRT (DNP Computer Security Incident Response Team) at the headquarters as a cybersecurity response organization, thereby ensuring business continuity is not interrupted in the event of any unforeseen circumstances (incidents).

Sustainability	Message from the President	Sustainability Management	Materiality
Environment	Social	Governance (Information Security)	Recognition from Society
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Information security management system



Organizational Measures

Maintaining internal procedures and rules

Personal information protection includes the development of the Personal Information Protection Policy and the Regulations within the Group. We also developed the Basic Personal Information Policy and Basic Personal Information Regulation, under which 10 standards have been established concerning information security, including those for document control, computer usage, restricted areas, education, website and social media. We rapidly send out notices and establish or revise our rules in response to new threats and risks, and we make sure that employees are thoroughly informed about them.

Establishment of a management system

DNP ensures thorough legal compliance, attaining the Privacy Mark in July 2008, and is promoting the establishment of a management system in compliance with the Japanese Industrial Standards, "Personal Information Protection Management System Requirements" (JISQ15001). We are also actively making progress toward acquiring the Privacy Mark and ISO / IEC27001 at all business units and Group companies handling personal information in the course of business activities.

Acquisition status of Privacy Mark and ISO / IEC 27001 (Japanese site opens) [▶](#)

Sustainability	Message from the President	Sustainability Management	Materiality
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Human Measures

Strengthening information security through human resources development

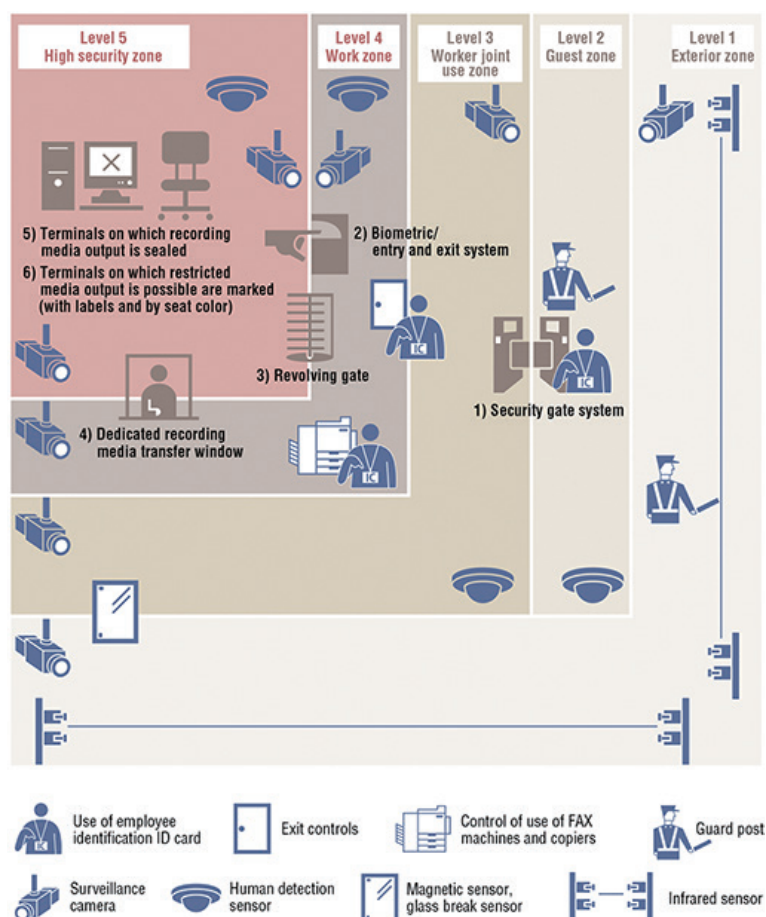
DNP provides ongoing education and training to all employees, particularly personnel responsible for strengthening information security. We prepare teaching materials in 10 languages, including Japanese, to make sure our education covers all employees. Training courses are provided via groups to personnel in charge of strengthening information security, and the Group company CP Design Consulting, Ltd., which provides consulting related to personal information protection, offers practical courses based on DNP's products and services.

In addition, with a view toward the development of "Plus-Security" workforce who are able to implement the necessary and sufficient security measures while also engaging in their regular assignments, DNP provides cybersecurity educational programs to approximately 30,000 employees of the DNP Group in Japan and overseas who have email addresses.

Physical and Technical Measures

Measures in divisions handling personal information

Various measures are in place at the Data Processing Offices handling personal information and other important data, including controls for entering/leaving a building (room) using biometrics to ensure that unauthorized persons cannot access the facilities, surveillance cameras that keep improper behavior in check and pocket-free uniforms for on-site workers so that data cannot be taken off-site. We also separate the locations where information is written to media, employ checks using metal detectors, implement and verify access logs, and reduce the number of employees engaged in the work of writing to recording media. These and other measures serve to further strengthen control.



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Measures at operational bases using smart card employee IDs

DNP is promoting a variety of information security measures using smart card employee IDs. We are increasing the number of operational bases with a security gate system in which employees need the smart card to enter and leave the building or factory. We are also adding a function enabling the integrated management of a multi-purpose machine usage logs by the manager on a server by requiring authentication via smart card when printing.

Initiatives for the safe delivery of information

DNP has introduced a tool to prevent the wrong transmission of email with such functions as destination identity verification, the temporary holding of outgoing mail. The aim is to prevent information leaks through wrong transmission when employees send email outside the Group.

In addition, we are operating a system that securely transfers the personal data of clients via a network.

Security controls for website vulnerability

DNP conducts vulnerability tests twice a year for all internet servers handling personal information that are run by the Group to ensure more secure and robust website creation and management.

DNP has also introduced a rating service that utilizes various types of data to objectively evaluate, analyze and visualize risks related to cyber security and continuously monitors these risks.

Promoting Information Security Measures in the Industry

To enhance personal information protection throughout the printing industry, DNP dispatches employees with sophisticated technical knowledge to personal information protection working groups run by the information security committee of the Japan Federation of Printing Industries. The employees participate in making guidelines for personal information protection, Q&A and formulating and preparing educational materials. (Two DNP employees have been stationed there since 2004.)

DNP's Main Initiatives

Response to Cyber Attacks

Response through DNP CSIRT (Computer Security Incident Response Team)

As a supervising organization responsible for overall cybersecurity, DNP Group CSIRT will implement the following activities for the entire Group in Japan and overseas in addition to performing its basic functions of strengthening security.

- Visualize ICT infrastructure and implement countermeasure instructions based on security vulnerability information and confirm the status of application.
- Design of and proficiency in countermeasures in the event of any unforeseen circumstances (incidents)
- Instructions and support for various organizations in the event of any unforeseen circumstances (incidents)
- Education, practical exercises and awareness of cybersecurity
- Collaboration with external organizations such as the National center of Incident readiness and Strategy for Cybersecurity (NISC) and Nippon CSIRT Association
- Enrollment in and application of cyber risk insurance

Sustainability	Message from the President	Sustainability Management	Materiality
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Introduction of Zero Trust Network

Recent years have witnessed rapid changes in corporate activities and people's lives spurred by such factors as the promotion of DX, the use of external clouds, and the adoption of remote work that has accelerated due to the COVID-19 pandemic. In response to these changes and with a view toward increasing security for the use of digital networks, DNP has adopted a Zero Trust Network, the concept of not trusting anything, strengthened internet access security and bolstered endpoint security for each type of terminal, such as personal computers and servers.

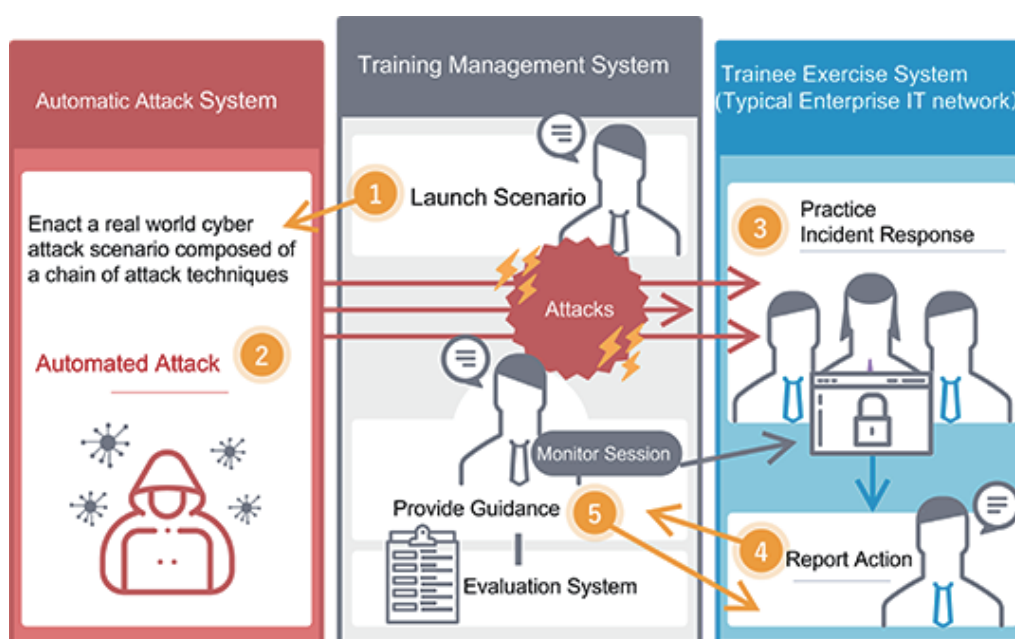
We will get a full picture of the zero-trust concept and continue to strengthen access control and vulnerability management, while also increasing the sophistication of our zero-trust procedures by, for example, establishing a 24-hour/365-day monitoring system. Through these efforts, we will work to enhance security measures on a global basis.

Training in measures against targeted attack emails

Advanced Persistent Threat (APT) mail are a criminal technique in use for more than 10 years. Recently, however, the content of these emails has become more elaborate and this type of email has emerged as a major threat both in Japan and abroad. DNP has been responding to the threat by implementing four drills every year that employees who have corporate email accounts, including the employees of overseas group companies, participate in. The drills not only enable employees to understand the characteristics of targeted attack emails and take appropriate steps when attack emails are received, but they also prevent targeted attacks and minimize any damage such as information leaks.

Practical training for essential personnel involved with cyber attack countermeasures

Cyber Knowledge Academy, a Group company, has introduced the training system TAME Range from Israel Aerospace Industries (IAI), of Israel, which is an advanced country in cybersecurity, and holds lectures and exercises that incorporate a variety of actual cases ranging from typical attack methods to the most-recent incidents.



Sustainability	Message from the President	Sustainability Management	Materiality
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To date, we have trained cybersecurity specialists by holding lectures, drills and various types of training for more than 7,900 security personnel from government agencies and approximately 340 organizations, including those in the information and communications, aviation and electric power sectors, not to mention eligible employees of the DNP Group (as of May 2024)



Global deployment of information security management

DNP is striving to strengthen governance by transitioning from systems that were previously utilized individually by each overseas base to a shared system that maximizes use of the cloud. This transition will ensure conformance with security standards across the entire DNP Group at domestic and overseas bases, which have different environments and cultures.

Additionally, to promote information security management at overseas group companies, we are independently creating our own educational tools in 10 languages, including Japanese, as we promote initiatives globally to improve the information security literacy of our employees.

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Recognition from Society

DNP has been recognized by external rating agencies as a corporate group that is proactively working to contribute to the development of a sustainable society.

Inclusion in ESG Indices (as of July 2024)

DNP strives to consider corporate social responsibility in all business activities. As a result, we have been included in domestic and international ESG* indices as an investment option.

* ESG stands for Environment, Social and Governance.



FTSE4Good

FTSE4Good Global Index

FTSE Russell, a wholly owned subsidiary of London Stock Exchange Group, evaluates companies from around the world and selects the shares of those that excel in terms of environmental, social, and governance (ESG) performance for inclusion in this index.

DNP has been selected for 24 consecutive years, since 2000.



FTSE Blossom Japan

FTSE Blossom Japan Index

A comprehensive index that considers every aspect of ESG, this index was designed to measure the performance of Japanese companies that are doing an excellent job of responding to ESG-related concerns.



FTSE Blossom Japan Sector Relative Index

FTSE Blossom Japan Sector Relative Index

Based on FTSE Russell's ESG Ratings, the index only incorporates companies with high ratings for their climate governance and climate change efforts, especially when including those with high greenhouse gas emissions.



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MSCI ESG Leaders indexes

US-based MSCI (Morgan Stanley Capital International) Inc. offers indices that are constructed by selecting companies with excellent ESG profiles from among the top corporations in terms of market capitalization.

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2024 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX

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MSCI Japan ESG Select Leaders Index

The index is constructed by selecting companies targeting 50% of market capitalization in each industry sector with outstanding ESG performance from among the constituent stocks of the MSCI Japan IMI Top 700 Index.

2024 CONSTITUENT MSCI NIHONKABU ESG SELECT LEADERS INDEX

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MSCI NIHONKABU ESG Select Leaders Index

The index is constructed by selecting companies targeting 50% of stocks in each industry sector with outstanding ESG performance from among the constituent stocks of the MSCI Japan IMI Top 700 Index.

2024 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

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MSCI Japan Empowering Women Index

MSCI constructed this index by calculating various types of gender diversity scores based on female employment data disclosed in line with the Act on Promotion of Women's Participation and Advancement in the Workplace. The scores are calculated for MSCI Japan IMI Top 700 Index constituents, and the companies with the best scores in each industry group are selected for inclusion in the index.

Morningstar Japan ex-REIT Gender Diversity Tilt Index

A stock index built to focus on companies whose gender diversity policies are embedded in their corporate culture and are committed to equal opportunities for their employees regardless of gender.



S&P/JPX Carbon Efficient Index

The S&P/JPX Carbon Efficient Index has been developed by S&P Dow Jones Indices LLC and Tokyo Stock Exchange. The weighting of a company in the Index as an investment option is determined based on the company's status of environmental information disclosure and its level of carbon efficiency (carbon footprint per unit of revenue).

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Evaluation of Sustainability (as of July 2024)

Some of the evaluation for DNP's sustainability improvement initiatives by external organizations and bodies are shown below.



CDP

The CDP, an international non-profit organization headquartered in London, UK that takes on environment-related issues including climate change, surveys and evaluates corporate efforts to implement measures for climate change and greenhouse gas (GHG) emissions reduction in overall supply chains.

In March 2024, DNP has been selected for the Supplier Engagement Leaderboard, the highest category of the CDP Supplier Engagement Rating program, for the fifth consecutive year. Also in February 2024, DNP has been selected as an A List company, the highest rating, in the CDP Climate Change Survey.



EcoVadis

EcoVadis (headquartered in France) assesses companies on their sustainability in four areas: Environment, Labor & Human rights, Ethics, and Sustainable Procurement. In 2024, DNP has received a Silver rating, which is awarded to the top 15% of companies evaluated worldwide.

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[Statement of use] DNP Group has reported the information cited in this GRI content index for the period from April 1, 2023 to March 31, 2024 with reference to the GRI Standards.

[GRI 1 used] GRI 1: Foundation 2021

















GRI 2: General Disclosures 2021 ▼	GRI 3: Material Topics 2021 ▼	GRI 200: Economic ▼	GRI 300: Environment ▼	GRI 400: Social ▼
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GRI 2: General Disclosures 2021





GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION
2-1 Organizational details	About us Business Areas Overseas Sales Offices and Production Sites
2-2 Entities included in the organization's sustainability reporting	About us Business Areas Overseas Sales Offices and Production Sites
2-3 Reporting period, frequency and contact point	Appropriate Disclosure of Information DNP Integrated Reports 2024 p. 7, p. 110  DNP Environmental Report 2024 p. 2  IR Schedule Contact
2-4 Restatements of information	Report Archives(Sustainability Web Archive)
2-5 External assurance	DNP Environmental Report 2024 p. 39  Independent Assurance Report 
2-6 Activities, value chain and other business relationships	Business Areas Products and Services Responsible Procurement For Suppliers DNP Integrated Reports 2024 pp. 4-5, pp. 32-47 
2-7 Employees	Key Data Related to Human Capital DNP Integrated Reports 2024 p. 55 
2-8 Workers who are not employees	Key Data Related to Human Capital
2-9 Governance structure and composition	Corporate Governance DNP Integrated Reports 2024 pp. 74-81 
2-10 Nomination and selection of the highest governance body	Corporate Governance DNP Integrated Reports 2024 pp. 74-81 

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2-11 Chair of the highest governance body	Corporate Governance
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Sustainability Management DNP Integrated Reports 2024 p. 66, pp. 78-81  DNP Environmental Report 2024 p. 7, pp. 10-11  Fair Operating Practices(Structure to Promote Management)
2-13 Delegation of responsibility for managing impacts	Corporate Governance Sustainability Management DNP Integrated Reports 2024 p. 66, pp. 78-81  DNP Environmental Report 2024 p. 7, pp. 10-11  Fair Operating Practices(Structure to Promote Management)
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance Sustainability Management DNP Integrated Reports 2024 p. 10, p. 66, pp. 78-79  DNP Environmental Report 2024 p. 7, p. 10 
2-15 Conflicts of interest	Fair Operating Practices(DNP's Main Initiatives) Corporate Governance DNP Integrated Reports 2024 p. 79 
2-16 Communication of critical concerns	Corporate Governance Sustainability Management DNP Integrated Reports 2024 p. 66  Fair Operating Practices(Structure to Promote Management) DNP Environmental Report 2024 p. 7 
2-17 Collective knowledge of the highest governance body	Corporate Governance DNP Integrated Reports 2024 pp. 74-81 
2-18 Evaluation of the performance of the highest governance body	Corporate Governance DNP Integrated Reports 2024 pp. 79-81 
2-19 Remuneration policies	DNP Integrated Reports 2024 pp. 85-87 
2-20 Process to determine remuneration	DNP Integrated Reports 2024 pp. 85-88 
2-21 Annual total compensation ratio	DNP Integrated Reports 2024 pp. 85-87 
2-22 Statement on sustainable development strategy	President's Message Message from the President DNP Integrated Reports 2024 pp. 8-13  DNP Environmental Report 2024 p. 4 
2-23 Policy commitments	Policies, Criteria and Data
2-24 Embedding policy commitments	Sustainability Management Corporate Governance Fair Operating Practices Human Rights and Labor Responsible Procurement Environment Product Safety and Quality Information Security Corporate Citizenship Human Resources Development and Training(Training Program)

Sustainability	Message from the President	Sustainability Management	Materiality
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2-25 Processes to remediate negative impacts	Corporate Governance Sustainability Management Fair Operating Practices Human Rights and Labor Responsible Procurement Product Safety and Quality Information Security Environment DNP Environmental Report 2024 pp. 10-11 
2-26 Mechanisms for seeking advice and raising concerns	Fair Operating Practices Human Rights and Labor(Initiatives for Human Rights)
2-27 Compliance with laws and regulations	Fair Operating Practices(DNP's Main Initiatives) DNP Environmental Report 2024 p. 14 
2-28 Membership associations	Appropriate Disclosure of Information (Participation in initiatives and organizations) Sustainability Management DNP Environmental Report 2024 p. 5  Recognition from Society Information Security(DNP's Main Initiatives) Intellectual Property(Outline of activities)
2-29 Approach to stakeholder engagement	Appropriate Disclosure of Information DNP Integrated Reports 2024 pp. 8-13, pp. 72-73, pp. 110-111 
2-30 Collective bargaining agreements	Human Rights(Labor-Management Relations)



GRI 3: Material Topics 2021

GRI 3: Material Topics 2021

DISCLOSURE	LOCATION
3-1 Process to determine material topics	DNP Integrated Reports 2024 pp. 20-21  Identifying Materiality Sustainability Management
3-2 List of material topics	DNP Integrated Reports 2024 pp. 20-21  Materiality Identifying Materiality Sustainability Management
3-3 Management of material topics	Sustainability Management Corporate Governance Fair Operating Practices Human Rights and Labor Key Data Related to Human Capital Environment DNP Environmental Report 2024 pp. 9-16  Responsible Procurement Product Safety and Quality Information Security DNP Integrated Reports 2024 pp. 72-73 

GRI 200: Economic

GRI 201: Economic Performance 2016

DISCLOSURE	LOCATION
201-1 Direct economic value generated and distributed	Corporate Citizenship(DNP's Main Initiatives) Key Data Related to Human Capital
201-2 Financial implications and other risks and opportunities due to climate change	DNP Integrated Reports 2024 pp. 66-71  DNP Environmental Report 2024 pp. 7-8 
201-3 Defined benefit plan obligations and other retirement plans	—
201-4 Financial assistance received from government	—

GRI 202: Market Presence 2016

DISCLOSURE	LOCATION
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	—
202-2 Proportion of senior management hired from the local community	—

GRI 203: Indirect Economic Impacts 2016

DISCLOSURE	LOCATION
203-1 Infrastructure investments and services supported	Corporate Citizenship(DNP's Main Initiatives)
203-2 Significant indirect economic impacts	—

GRI 204: Procurement Practices 2016

DISCLOSURE	LOCATION
204-1 Proportion of spending on local suppliers	—

GRI 205: Anti-corruption 2016

DISCLOSURE	LOCATION
205-1 Operations assessed for risks related to corruption	Fair Operating Practices
205-2 Communication and training about anti-corruption policies and procedures	Fair Operating Practices
205-3 Confirmed incidents of corruption and actions taken	Fair Operating Practices

GRI 206: Anti-competitive Behavior 2016


DISCLOSURE	LOCATION
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Fair Operating Practices

GRI 207: Tax 2019







DISCLOSURE	LOCATION
207-1 Approach to tax	DNP Group Tax Policy Fair Operating Practices
207-2 Tax governance, control, and risk management	DNP Group Tax Policy Fair Operating Practices
207-3 Stakeholder engagement and management of concerns related to tax	—
207-4 Country-by-country reporting	Fair Operating Practices(DNP's Main Initiatives)

GRI 300: Environment













GRI 301: Materials 2016

DISCLOSURE	LOCATION
301-1 Materials used by weight or volume	DNP Environmental Report 2024 p. 18 
301-2 Recycled input materials used	—
301-3 Reclaimed products and their packaging materials	—





GRI 302: Energy 2016

DISCLOSURE	LOCATION
302-1 Energy consumption within the organization	DNP Environmental Report 2024 p. 18  DNP Environmental Report 2024 p. 33 
302-2 Energy consumption outside of the organization	DNP Environmental Report 2024 p. 24 
302-3 Energy intensity	DNP Environmental Report 2024 p. 33 
302-4 Reduction of energy consumption	DNP Environmental Report 2024 p. 33 
302-5 Reductions in energy requirements of products and services	DNP Environmental Report 2024 p. 20  DNP Environmental Report 2024 pp. 22-24 





GRI 303: Water and Effluents 2018

DISCLOSURE	LOCATION
303-1 Interactions with water as a shared resource	DNP Environmental Report 2024 pp. 18-19  DNP Environmental Report 2024 p. 27 
303-2 Management of water discharge-related impacts	DNP Environmental Report 2024 p. 9  DNP Environmental Report 2024 p. 14  DNP Environmental Report 2024 pp. 17-19  DNP Environmental Report 2024 pp. 27-28 
303-3 Water withdrawal	DNP Environmental Report 2024 pp. 18-19  DNP Environmental Report 2024 p. 27 
303-4 Water discharge	DNP Environmental Report 2024 pp. 18-19  DNP Environmental Report 2024 p. 27 
303-5 Water consumption	DNP Environmental Report 2024 pp. 18-19  DNP Environmental Report 2024 p. 27 















GRI 304: Biodiversity 2016

DISCLOSURE	LOCATION
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	DNP Environmental Report 2024 p. 31 
304-2 Significant impacts of activities, products and services on biodiversity	DNP Environmental Report 2024 p. 31 
304-3 Habitats protected or restored	DNP Environmental Report 2024 p. 31 
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	DNP Environmental Report 2024 p. 31 















GRI 305: Emissions 2016

DISCLOSURE	LOCATION
305-1 Direct (Scope 1) GHG emissions	DNP Environmental Report 2024 p. 6  DNP Environmental Report 2024 p. 17  DNP Environmental Report 2024 p. 22  DNP Environmental Report 2024 p. 24 

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305-2 Energy indirect (Scope 2) GHG emissions	DNP Environmental Report 2024 p. 6  DNP Environmental Report 2024 p. 17  DNP Environmental Report 2024 p. 22  DNP Environmental Report 2024 p. 24 
305-3 Other indirect (Scope 3) GHG emissions	DNP Environmental Report 2024 p. 6  DNP Environmental Report 2024 p. 24 
305-4 GHG emissions intensity	DNP Environmental Report 2024 p. 19  DNP Environmental Report 2024 p. 33 
305-5 Reduction of GHG emissions	DNP Environmental Report 2024 p. 6  DNP Environmental Report 2024 pp. 17-19  DNP Environmental Report 2024 pp. 22-24 
305-6 Emissions of ozone-depleting substances (ODS)	DNP Environmental Report 2024 p. 29 
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	DNP Environmental Report 2024 pp. 18-19  DNP Environmental Report 2024 p. 29 

GRI 306: Waste 2020


DISCLOSURE	LOCATION
306-1 Waste generation and significant waste-related impacts	DNP Environmental Report 2024 p. 6  DNP Environmental Report 2024 p. 9  DNP Environmental Report 2024 pp. 17-19  DNP Environmental Report 2024 pp. 25-26 
306-2 Management of significant waste-related impacts	DNP Environmental Report 2024 p. 6  DNP Environmental Report 2024 pp. 9-13  DNP Environmental Report 2024 pp. 17-19  DNP Environmental Report 2024 pp. 25-26 
306-3 Waste generated	DNP Environmental Report 2024 pp. 18-19  DNP Environmental Report 2024 pp. 25-26 
306-4 Waste diverted from disposal	DNP Environmental Report 2024 p. 18  DNP Environmental Report 2024 pp. 25-26 
306-5 Waste directed to disposal	DNP Environmental Report 2024 pp. 18-19  DNP Environmental Report 2024 pp. 25-26 

GRI 308: Supplier Environmental Assessment 2016

DISCLOSURE	LOCATION
308-1 New suppliers that were screened using environmental criteria	Responsible Procurement
308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Procurement

GRI 400: Social

GRI 401: Employment 2016

DISCLOSURE	LOCATION
401-1 New employee hires and employee turnover	Key Data Related to Human Capital
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
401-3 Parental leave	Key Data Related to Human Capital DNP Integrated Reports 2024 pp. 72-73 

GRI 402: Labor/Management Relations 2016

DISCLOSURE	LOCATION
402-1 Minimum notice periods regarding operational changes	—


GRI 403: Occupational Health and Safety 2018

DISCLOSURE	LOCATION
403-1 Occupational health and safety management system	Occupational Safety and Health
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health


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403-3 Occupational health services	Occupational Safety and Health DNP Integrated Reports 2024 pp. 51-52, p. 56, pp. 72-73 
403-4 Worker participation, consultation, and communication on occupational health and safety	Human Rights and Labor(Labor-Management Relations) Occupational Safety and Health
403-5 Worker training on occupational health and safety	Occupational Safety and Health
403-6 Promotion of worker health	Occupational Safety and Health (Initiatives for Maintaining and Improving Health)
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health (Initiatives for the Prevention of Industrial Accidents) Key Data Related to Human Capital DNP Integrated Reports 2024 pp. 72-73 
403-8 Workers covered by an occupational health and safety management system	Occupational Safety and Health Key Data Related to Human Capital DNP Integrated Reports 2024 p. 55 
403-9 Work-related injuries	Occupational Safety and Health Key Data Related to Human Capital
403-10 Work-related ill health	Occupational Safety and Health Key Data Related to Human Capital

GRI 404: Training and Education 2016

DISCLOSURE	LOCATION
404-1 Average hours of training per year per employee	Key Data Related to Human Capital
404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources Development and Training DNP Integrated Reports 2024 pp. 52-53 
404-3 Percentage of employees receiving regular performance and career development reviews	—


GRI 405: Diversity and Equal Opportunity 2016

DISCLOSURE	LOCATION
405-1 Diversity of governance bodies and employees	Leadership of DNP DNP Integrated Reports 2024 pp. 74-76  Key Data Related to Human Capital Diversity & Inclusion
405-2 Ratio of basic salary and remuneration of women to men	—

GRI 406: Non-discrimination 2016

DISCLOSURE	LOCATION
406-1 Incidents of discrimination and corrective actions taken	—


GRI 407: Freedom of Association and Collective Bargaining 2016

DISCLOSURE	LOCATION
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor(Initiatives for Human Rights) Responsible Procurement DNP Integrated Reports 2024 pp. 72-73 

GRI 408: Child Labor 2016

DISCLOSURE	LOCATION
408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor(Initiatives for Human Rights) Responsible Procurement DNP Integrated Reports 2024 pp. 72-73 

GRI 409: Forced or Compulsory Labor 2016

DISCLOSURE	LOCATION
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labor(Initiatives for Human Rights) Responsible Procurement DNP Integrated Reports 2024 pp. 72-73 


GRI 410: Security Practices 2016

DISCLOSURE	LOCATION
410-1 Security personnel trained in human rights policies or procedures	—



GRI 411: Rights of Indigenous Peoples 2016

DISCLOSURE	LOCATION
411-1 Incidents of violations involving rights of indigenous peoples	—

GRI 413: Local Communities 2016

DISCLOSURE	LOCATION
413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Citizenship Corporate Citizenship(DNP's Main Initiatives) DNP Integrated Reports 2024 pp. 72-73 
413-2 Operations with significant actual and potential negative impacts on local communities	—



GRI 414: Supplier Social Assessment 2016

DISCLOSURE	LOCATION
414-1 New suppliers that were screened using social criteria	Responsible Procurement(DNP's Main Initiatives) DNP Integrated Reports 2024 pp. 72-73 
414-2 Negative social impacts in the supply chain and actions taken	Responsible Procurement(DNP's Main Initiatives) DNP Integrated Reports 2024 pp. 72-73 


GRI 415: Public Policy 2016

DISCLOSURE	LOCATION
415-1 Political contributions	Fair Operating Practices(DNP's Main Initiatives)

GRI 416: Customer Health and Safety 2016

DISCLOSURE	LOCATION
416-1 Assessment of the health and safety impacts of product and service categories	Product Safety and Quality DNP Integrated Reports 2024 pp. 72-73 
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Safety and Quality DNP Integrated Reports 2024 pp. 72-73 

GRI 417: Marketing and Labeling 2016

DISCLOSURE	LOCATION
417-1 Requirements for product and service information and labeling	DNP Environmental Report 2024 p. 20 
417-2 Incidents of non-compliance concerning product and service information and labeling	—
417-3 Incidents of non-compliance concerning marketing communications	—

GRI 418: Customer Privacy 2016

DISCLOSURE	LOCATION
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	—

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About DNP's Sustainability Web Archive

DNP's approach to sustainability management and its latest initiatives are comprehensively published on our Sustainability website (hereafter referred to as 'this website'). We also publish the information on this website once a year in a PDF file called the Sustainability Web Archive.

This PDF file has been prepared by converting this website information as of December 2024 and has been disclosed in February 2025.

Please refer to this website for links that have been active for more than a year from the first publication, links outside the DNP's corporate website (<https://www.global.dnp/>), and for the latest information.

Revision history

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