

【Sustainability Issues and Targets】

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The Prestige International Group has set material issues (materiality) and targets to be addressed by 2030 in accordance with the Sustainable Development Goals (SDGs). We have identified approximately 50 risks and selected more important ones for our group. Through the resolution of these materiality, we will contribute to creating a sustainable society.

	Material issue (materiality)	Risks	Opportunities	Responses to risk	Principal activities	SDGs contributed to
E Environment	Natural Environmental Initiatives	<ul style="list-style-type: none"> Impact on business activities of business regulations governing greenhouse gas emissions. Increase in costs due to carbon tax and the reduction of CO₂ emissions. 	<ul style="list-style-type: none"> Create business opportunities, such as renewable energy, that contribute to the mitigation of climate change. Link business activities to the creation of community environments that are easy for the next generation to live in through environmental conservation; community invigoration; and job creation. 	<ul style="list-style-type: none"> Aim to achieve a 50% reduction in CO₂ emissions by 2030 with the goal of achieving net-zero CO₂ emissions by 2050. Use resources effectively, save resources, save energy. Promote measures to reduce CO₂ emissions arising from business activities. 	Switch company vehicles to electric cars (EV)	
					Install solar panels at operational base facilities	
					Introduce carbon neutral gas	
S Society	Disaster Preparedness	<ul style="list-style-type: none"> Damage to business activities caused by the occurrence of abnormal weather. Business continuity becomes impossible due to equipment destruction caused by an earthquake, disaster, or facility aging. Business continuity becomes impossible due to a pandemic. 	<ul style="list-style-type: none"> Retain existing customers and attain new customers by strengthening supply systems to adapt to abnormal weather Ensure that employees can work with peace of mind by strengthening equipment/facilities in preparation for disasters as well as creating systems prepared for unforeseen events 	<ul style="list-style-type: none"> Formulate Business Contingency Plans (BCP) in anticipation of a major disaster occurring. Strengthen disaster-prevention measures regarding equipment/facilities. Strengthen infection control measures. 	Formulate Business Contingency Plans (BCP)	
					Secure stockpiles at each operational base in preparation for a disaster	
					Secure disaster countermeasure equipment (transceivers, etc.)	
	Health and Productivity Management (Promoting Health Awareness)	<ul style="list-style-type: none"> Shortage of human resources due to absenteeism (absence or leave from work due to illness). Decline in work efficiency due to coming in to work despite being sick or having symptoms of illness and working while feeling unwell. 	<ul style="list-style-type: none"> Newly recruit and establish excellent human resources. Achieve business growth through improved work performance. 	<ul style="list-style-type: none"> Based on our Health and Productivity Management Declaration, encourage employees to undergo health checkups as a pre-symptomatic measure and sponsor participatory events at all operational bases. Hold health-themed seminars and implement stress checks In order to maintain health-consciousness across the entire Group, apply for Health and Productivity Enterprise certification. 	Health and Productivity Enterprise 2022 (Large Enterprise Category) Certification	
					Measure hemoglobin of employees with anemia	
					Sponsor walking events at all operational bases	
					Introduce smart meals at in-hour cafeterias	
	Future and Invigoration of Local Communities/Job Creation	<ul style="list-style-type: none"> Recruiting and securing human resources become difficult and business opportunities are lost. Young human resources disappear due to the decline of local communities. 	<ul style="list-style-type: none"> The young generation becomes established through job creation, leading to invigoration of local communities. Community invigoration leads to new business opportunities. Human resources become established through the provision of diversified working styles. Providing children and students with skills in various fields leads to long-term human resources training for the community overall. 	<ul style="list-style-type: none"> Create jobs by establishing new operating bases. As a symbol of our activities supporting women, establish Aranmare women's sports teams in order to create an environment that enables members of the young generation to return to their hometowns with peace of mind. Establish places for providing skills to children and students Improve labor productivity and secure excellent human resources by creating a workplace environment in which work is rewarding. 	Create jobs by establishing new operating bases	
					Improve the in-house environment with cafeterias, studios, and other facilities	
					Operation of Orangery In-house Day-Care Center	
					Operation of Women's sports team "Aranmare"	
	Future Technologies/ New Values	<ul style="list-style-type: none"> Decline in service quality. Stagnation of business growth. 	<ul style="list-style-type: none"> Create new service areas. Link creation of new service fields to business growth and continuity. 	<ul style="list-style-type: none"> Develop original services utilizing DX of integrated operation of accident reception/road service and peripheral fields. Endeavor to improve data management using DX. Use the data accumulated by the system to develop client products and engage clients. 	Premier Assist Direct (Patent No. 5828882)	
Premier Call (Patent No. 5698858)						
training AI CAST (Trademark No. 6409870)						
Promoting Women's Empowerment	<ul style="list-style-type: none"> Business delays and continuity risks accompanying human rights issues in business activities. Deterioration of the work environment due to rampant harassment (sexual harassment, power harassment, etc.) Resignation by employees because of lifestyle changes; occurrence of human resources shortages. 	<ul style="list-style-type: none"> Human resources become established through the provision of comfortable working environments and diversified working styles. Human resources training that incorporates lifestyle changes promotes employees' growth. 	<ul style="list-style-type: none"> Launched the Women Excite Project in order to create and improve employment environments in which women can have dreams and play an active role. Strengthen systems for promoting respect for human rights and diversity. Realize work-life balance focusing on lifestyle changes particular to women and enhance systems for providing employees with support for enhancing their capabilities. 	Hourly Paid Leave System		
				JOB Return System		
				New Lifestyle Support System		
				Operation of Orangery In-house Day-Care Center		
				Director System		
				Femtech initiatives		
G Governance	Strengthening Systems	<ul style="list-style-type: none"> Business continuity risks stemming from malfunctioning of corporate governance and/or internal controls or unforeseen losses. Stagnation of business activities due to management team/officer reductions. Decline in needs due to the obsolescence of business models. 	<ul style="list-style-type: none"> Improve transparency of decision-making by establishing a strong governance system and establish a stable management foundation by responding to changes appropriately. Gain stakeholders' trust with a stable management system. Business growth/continuity 	Strengthen internal controls risk management.		
				Strengthen the corporate governance system.		
				Secure management team/officer personnel and skills.		
				Review business models regularly.		
	Continual implementation of compliance education					
Information/Systems	<ul style="list-style-type: none"> The company's reputation declines and contracted work decreases due to information leakages. Continuing business activities becomes difficult due to system failure. 	<ul style="list-style-type: none"> Gain stakeholders' trust. 	<ul style="list-style-type: none"> Implement across-the-board security education for employees Formulate Business Continuity Plans (BCP) matching the scale of system failures. 	Establishment of Nomination and Compensation Committee		
				Risk Management and Compliance Committee activities		
				Regularly review business models		
				Implement information security training		
				Formulate Business Contingency Plans (BCP)		

(Glossary) ■ Operation of Orangery In-house Day-Care Center: Akita, Yamagata, Toyama, Yokote
 ■ Women's sports team "Aranmare": Akita basketball, Yamagata volleyball, Toyama handball
 ■ Aranmare Junior organizations (Yamagata, Toyama): sports teams for elementary and junior high school students
 ■ Hourly Paid Leave System: A system that flexibly accommodates employees' individual situations by enabling them to, for example, attend an event at their child's school without using an entire day of paid leave.
 ■ Job Return System: A system that allows employees to return to work after having had to quit jobs after becoming ineligible for childcare leave because they have been employed for less than one year.
 ■ New Lifestyle Support System: Mother, Father-to-be Support Leave, Elderly Care Support Leave, Single Mother/Father Support Allowance
 ■ Director System: A system that creates an environment where employees can easily learn about managerial roles and responsibilities and take on challenges before becoming a manager.