

FY2026 Sustainability Action Plan

Department: **Corporate Planning and Administration Group**

	Section	Internal/ External	Materiality	SDGs	Sustainability Aspect	Risk	Opportunity	Sustainability Objective	Action Plan	Performance Indicator
1	New Business Development Section	External Issue	Respect for Human Rights	11. Sustainable Cities and Communities	Value Chain	Declining competitiveness due to delayed response to intensifying competition and strengthening environmental regulations	Expanding overseas business opportunities driven by growing demand for infrastructure maintenance and sustainability solutions	Contributing to people's safe and secure lives through development and supply of high-performance products and materials	Promoting global expansion of seismic-resistant coatings to contribute to earthquake disaster reduction goals	Sales performance of coatings (quantity in cans), progress of overseas expansion and application development, and new business opportunity creation
2	New Business Development Section	External Issue	Respect for Human Rights	13. Climate Action	Value Chain	Delayed market penetration and price competitiveness of new bio-based products	Growing demand for bio-surfactants driven by increasing safety awareness	Contributing to people's safe and secure lives through development and supply of high-performance products and materials	Supplying environmentally friendly and safety-conscious dyes (carcinogen-free) for textile dyeing applications	Sales performance (quantity in KG), progress of eco-friendly product promotion and application development, and new business opportunity creation
3	Business IT System Section	Internal Issue	Business Evolution through Technological Innovation	8. Decent Work and Economic Growth 9. Industry, Innovation and	Technological Innovation	Declining productivity and increasing workload due to continued person-dependent and inefficient processes	Improving productivity through IT/AI utilization and process optimization	Contributing to workplace optimization and productivity improvement through IT and system implementation	Promoting operational efficiency and process optimization through IT utilization including AI development support	Implementation status of efficiency initiatives, progress of process improvements, and adoption of IT solutions
4	Information System & Infrastructure Section	Internal Issue	Business Evolution through Technological Innovation	8. Decent Work and Economic Growth	Technological Innovation	Business disruption and information security risks due to IT infrastructure vulnerabilities and operational deficiencies	Achieving operational efficiency and stable business operations through IT infrastructure enhancement and security strengthening	Contributing to workplace optimization and productivity improvement through IT and system implementation	Enhancing IT environment (improved mobile accessibility, implementation of ITOCHU Cybersecurity Framework) to promote operational efficiency and security	Implementation status of infrastructure development and security enhancement, progress of stable operations and efficiency, and system adoption
5	Corporate Planning Section	Internal Issue	Maintaining Robust Governance	3. Good Health and Well-being	Governance	Stagnation of initiatives and delayed policy dissemination due to inadequate sustainability promotion structure	Strengthening company-wide collaboration and enhancing sustainability promotion through committee operations	Pursuing sustainable growth and social responsibility through compliance and governance strengthening	Operating Sustainability Committee to share policies and strengthen collaboration for departmental initiatives	Committee operation status, collaboration with departments, and progress of sustainability initiative implementation
6	Corporate Planning Section	Internal Issue	Maintaining Robust Governance	8. Decent Work and Economic Growth	Governance	Risk of inadequate company-wide initiative penetration due to insufficient understanding and information sharing	Enhancing employee awareness and promoting voluntary initiatives through strengthened communication	Pursuing sustainable growth and social responsibility through enhanced internal communication	Promoting sustainability awareness through ITC Group internal communication (Easy-to-Understand Series, strategy meetings, etc.)	Implementation status of communication initiatives, progress of employee understanding and awareness, and initiative adoption
7	Human Resources Section	Internal Issue	Creating an Engaging Workplace	8. Decent Work and Economic Growth	Labor Practices	Impact on employment continuity and organizational productivity due to inadequate response to employee health issues	Creating comfortable workplace and improving engagement through employee health maintenance and promotion	Enhancing employee engagement and fulfilling social responsibility through comfortable workplace development	Promoting early disease detection, prevention, and health maintenance through health screening options for employees of certain ages	Implementation status of health promotion initiatives, progress of employee health maintenance, and initiative adoption
8	Human Resources Section	Internal Issue	Creating an Engaging Workplace	8. Decent Work and Economic Growth	Labor Practices	Difficulty securing talented personnel due to intensifying recruitment competition and delayed system development	Strengthening organizational capabilities through enhanced recruitment and advanced HR systems	Building sustainable organizational foundation through talent acquisition and HR system development	Strengthening recruitment and reviewing HR system design to enhance organizational capabilities	Implementation status of recruitment and system development, progress of talent acquisition and system improvement, and operational adoption
9	General Affairs Section	Internal Issue	Respect for Human Rights	3. Good Health and Well-being	Community Contribution	Decline in corporate value and social reputation due to stagnation of social contribution activities	Enhancing corporate value and strengthening stakeholder relationships through social contribution activities	Contributing to sustainable society and corporate value enhancement through social contribution activities	Promoting employee participation and activity revitalization through continued social contribution activities (disaster relief, etc.)	Implementation status of social contribution activities, progress of employee participation, and activity expansion
10	General Affairs Section	Internal Issue	Maintaining Robust Governance	8. Decent Work and Economic Growth	Governance	Inadequate communication of our initiatives and value due to insufficient information disclosure	Enhancing corporate recognition and brand value through SDGs-related information and product communication	Contributing to sustainability promotion and business value enhancement through appropriate information disclosure	Strengthening external communication on ICF products and SDGs initiatives to enhance corporate value	Implementation status of information disclosure activities, progress of content expansion and recognition improvement, and activity adoption

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11	Chemical Regulatory Compliance & Security Trade Control	Internal Issue	Maintaining Robust Governance	16. Peace, Justice and Strong Institutions	Governance	Legal violations and business continuity impacts due to insufficient understanding and operational deficiencies of relevant regulations	Enhancing internal controls and ensuring reliability through strengthened compliance systems	Pursuing sustainable growth and social responsibility through compliance and governance strengthening	Promoting regulatory compliance and incident prevention through industry-specific law education and monitoring (chemical regulations, export controls)	Implementation status of regulatory education and monitoring, progress of compliance maintenance and corrective actions
12	Legal, Credit & Investment Risk Control Section	Internal Issue	Maintaining Robust Governance	16. Peace, Justice and Strong Institutions	Governance	Legal violations and inappropriate decision-making due to insufficient compliance awareness and screening/judgment process deficiencies	Enhancing compliance awareness and strengthening governance through company-wide education and awareness activities	Pursuing sustainable growth and social responsibility through compliance and governance strengthening	Promoting compliance and sustainability understanding through company-wide legal, ethics, and governance education	Implementation status of education activities, progress of compliance awareness penetration and screening process appropriateness
13	Legal & Risk Management Department	External Issue	Respect for Human Rights	12. Responsible Consumption and Production	Value Chain	Impact from inadequate response to human rights, labor, environmental, and governance risks in supply chain	Building safe and stable product supply system through strengthened supply chain management	Contributing to sustainable society through elimination of human rights and environmental risks in supply chain	<ul style="list-style-type: none"> raising risk awareness through supply chain sustainability procedure promotion Monthly supplier monitoring, risk investigation, and corrective action implementation Incorporating ESG compliance clauses in new/renewed contracts based on risk assessment 	Zero occurrence of supply chain sustainability risk transactions, confirmation of non-applicability of high-risk minerals (3TG, etc.), progress of risk identification and response, and continuous operational status
			Maintaining Robust Governance		Governance					
14	Chemical Regulatory Compliance & Security Trade Control Section	Internal Issue	Climate Change Initiatives	13. Climate Action	Climate Change Adaptation	Business loss due to legal violations (Energy Conservation Act) and unrecognized GHG (Scope 3)	Acquiring new business opportunities, cost reduction, and social trust through eco-friendly logistics development	Contributing to environmental impact reduction and sustainable logistics industry development through logistics regulation compliance	<ul style="list-style-type: none"> Tracking and analyzing GHG emissions in company logistics Collecting/sharing external trends (regulations, industry standards, customer requirements) at ESG Committee; continuous review of improvement actions (logistics efficiency, CFP response) Regular feedback on progress, outcomes, and challenges to internal departments; promoting company-wide risk and energy conservation awareness 	Implementation status of logistics data (ton-km, GHG) tracking and analysis, progress of improvement proposals and initiatives, and operational adoption
15	Legal & Risk Management Department	Internal Issue	Respect for Human Rights	12. Responsible Consumption and Production	Labor Practices	Business impact from Logistics Efficiency Act violations and logistics industry strain (rising costs, difficulty in logistics arrangement)	Cost reduction, operational efficiency, and improved logistics quality/stability through Logistics Efficiency Act compliance and enhanced cooperation with logistics providers	Contributing to environmental impact reduction and sustainable logistics industry development through logistics regulation compliance	<ul style="list-style-type: none"> Conducting internal education on Logistics Efficiency Act (and related logistics regulations) Revising contracts to comply with Logistics Efficiency Act for new/renewed contracts based on risk Sharing latest regulations/industry trends at ESG Committee; identifying issues and deploying solutions in coordination with internal departments 	Complaints from logistics providers (year-on-year decrease/zero target), implementation status of regulatory compliance and logistics efficiency initiatives, progress of improvement efforts, and operational adoption
16	Finance & Accounting Section	Internal Issue	Creating an Engaging Workplace	8. Decent Work and Economic Growth	Labor Practices	Reduced efficiency from paper/manual processes and environmental pollution from paper waste	Improving productivity through system/AI tools and environmental conservation through paper reduction	Contributing to workplace optimization and productivity improvement through IT and system implementation	Promoting accounting system implementation (accounting system and expense system improvements, e-Document Storage Act compliance) for operational efficiency and quality improvement	Implementation status of accounting efficiency and digitization initiatives, and post-implementation adoption
17	Finance & Accounting Section	Internal Issue	Maintaining Robust Governance	16. Peace, Justice and Strong Institutions	Governance	Increased remediation effort and reputational risk from fraud/errors	Strengthening controls through regular education opportunities and timely rule updates	Pursuing sustainable growth and social responsibility through compliance and governance strengthening	Maintaining J-SOX internal controls (conducting various briefings for proper financial reporting, timely rule updates, repeated reminders for knowledge retention) to ensure operational appropriateness and improve compliance awareness	Implementation status of activities aimed at maintaining and strengthening internal control functions