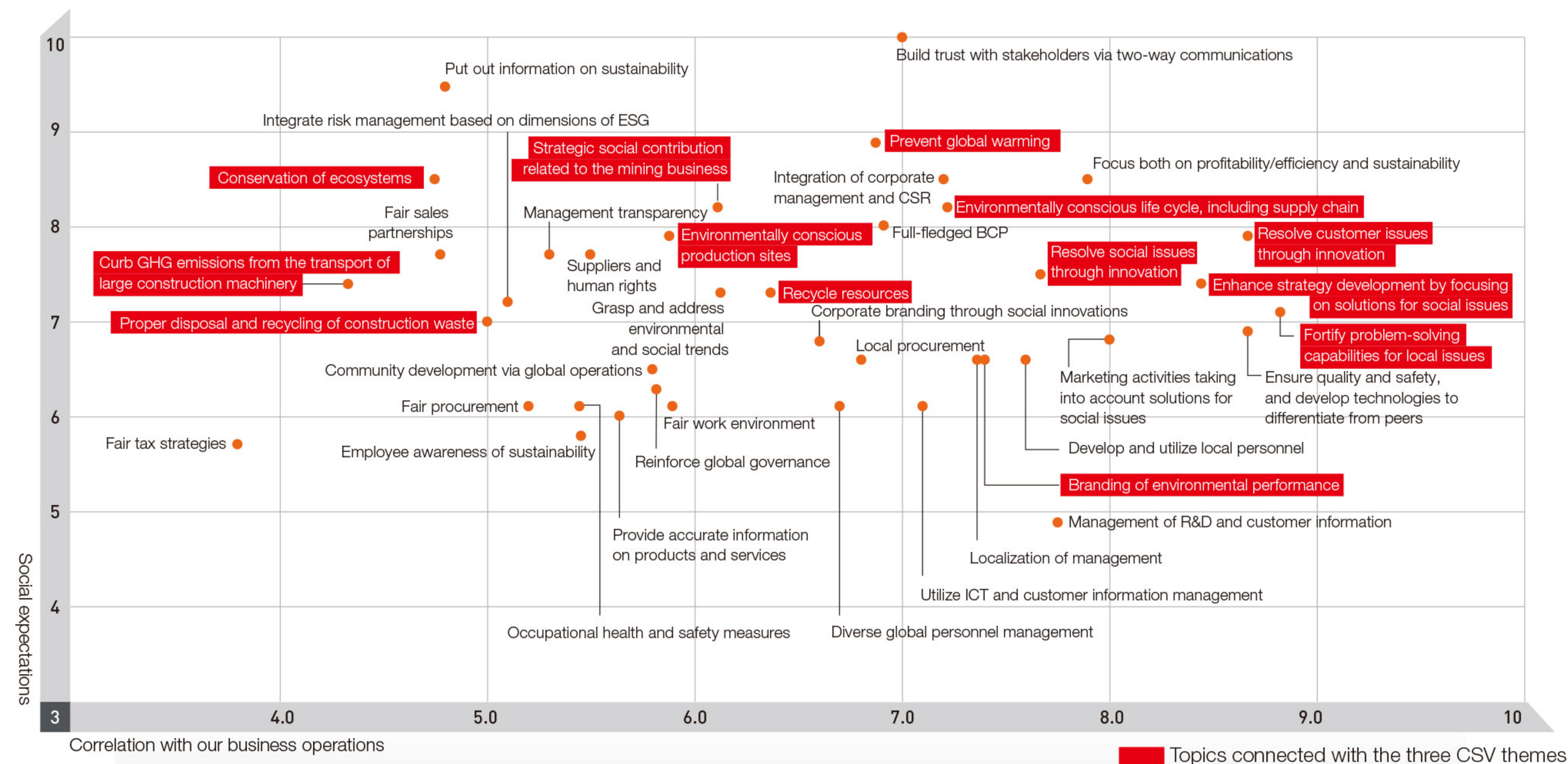


Sustainability Issues and Key Initiative Themes

In FY2015, the HCM Group, along with outside experts and other external stakeholders, analyzed key CSR themes as a step toward achieving its goal for further growth. Taking into account recent trends in the global society at the time, we pinpointed 40 social issues, which we believed had a strong correlation with our business operations. We mapped out these issues and

assessed them based using two parameters; their significance to HCM Group businesses and the expectations the public has of the HCM Group. From this we were able to define eight CSR initiative themes that factored in the opportunities and risks of each issue.

Mapping of materiality topics examined and identified by the HCM Group



After creating a materiality map, we systematically reviewed each topic and came up with eight key initiative themes. Those matters of particular importance are positioned as CSV themes, which aim to link business growth with the solving of social issues. The other topics which are essential to implementing CSV themes were positioned as basic themes.

8 Key Initiative Themes

