

Third-Party Opinion



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What I realized when I picked up Taikisha's "CSR Report 2016" first was the increase in number of pages. Adoption of the Sustainable Development Goals (SDGs) at the United Nations Sustainable Development Summit held in September 2015 is a big chance for Taikisha to "contribute to global warming mitigation measures." It was a good judgment by Taikisha to enhance information disclosure in its area of specialty. The information disclosure on Scope 3 GHG emissions, included in the "Efforts for Realizing a Low-Carbon Society" section, is one of the centerpieces of this report. Scope 3 is an international framework for calculating and reporting GHG emissions in the entire supply chain. I imagine the calculation work was not an easy task. However, there is an advantage in grasping and visualizing GHG emissions in the entire supply chain since it clarifies priority areas and items for reducing GHG emissions. In addition, grasping GHG emissions at customers to which Taikisha provided facilities has the merit of opening up a new frontier of relationships with customers. The Material Flow Diagram on page 36 is much easier to follow than the one in the previous report.

I can tell by reading the report that Taikisha has strengthened its compliance system as well. Taikisha has assigned a Compliance Officer in its domestic

business offices as well as overseas business offices. I think it is excellent that Taikisha created the Compliance Manual in foreign languages as well. In addition, the content of Taikisha's compliance training has been enhanced further. I can see from the report that Taikisha is also concerned about the bribery risk in Asian regions, where the risk of extortion is deemed to be considerably high, and is stepping up training programs to prevent bribery.

For the "Promoting Women's Career Advancement" item in the Contributions to Society section, Taikisha has set a target of tripling the number of female management level employees by 2019. I believe it is one of Taikisha's initiatives to respond to the enforcement in April 2016 of the Act on Promotion of Women's Participation and Advancement in the Workplace. On the other hand, the Employee Data, released for the first time, show that the number of female employees is relatively small compared to that of male employees. I suggest that Taikisha makes efforts to increase the number of female management level employees while broadening the base of female employees (increasing their number). I hope that Taikisha will take action in this area from the next year onwards.

In Response to the Third-Party Opinion

We really appreciate the fact that Professor Umeda provided us with valuable opinions following the last year.

This was our second publication of the CSR Report, and we produced this year's report by making improvements both in quality and quantity over the previous year's report. In particular, we are pleased that Taikisha was acclaimed for our several years of activities on the establishment of the ESG system in overseas business offices, which was pointed out as an issue to work on last year. We intend to enhance our initiatives further in this area.

As for the "Promoting Women's Career Advancement," which was newly pointed out this year as an issue to be addressed, We are working on the development of internal systems that create a pleasant working environment for female employees and other frameworks for bringing out their potential abilities. However, we understand that we need to strive further, and we are committed to continue making improvements in this respect.

As we continue with our activities toward the realization of our "Customers First" mission statement, we would like to ask for candid advice and opinions from all our stakeholders.



Koji Kato

Director, Executive Corporate Officer
In charge of CSR