

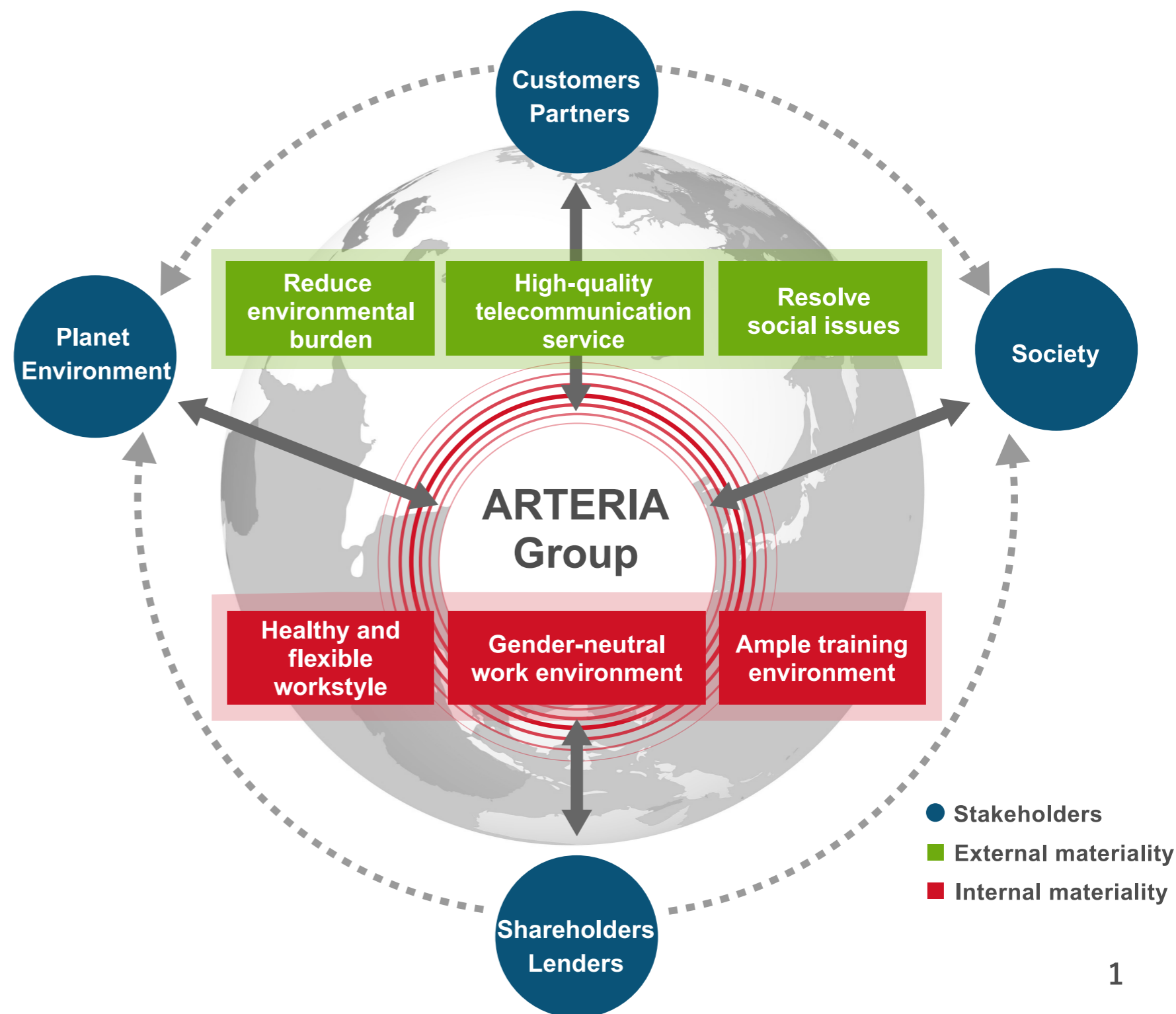
ARTERIA

Basic sustainability policy 2022

In our FY2021-2025 Mid-Term Plan we outlined a management strategy framework with a commitment to pursue planet-friendly management by addressing workstyle reform (Hatarakikata Kaikaku), SDGs and developing a basic sustainability policy during FY2021.

Materiality (Priority issues)

ARTERIA will contribute to a sustainable world through our proprietary network assets and flexible and agile services. Through these activities we will realize the dreams of each employee and hopes of our stakeholders as a corporate group.



Connecting New Abilities

ARTERIA

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Basic sustainability policy 2022

Goals and KPI -External materiality-

Materiality	Goals for 2030	KGI / KPI	SDG mapping
<p>High-quality telecommunication services</p>	<p>Provide and develop forward-looking services catering to diversified customers' needs and market trends</p>	<ul style="list-style-type: none"> - Ensure a high-quality brand image - Expand provision of high-quality services - Develop new services catering to new customer needs - Maintain high availability for line services 	  
<p>Decrease environmental burden</p>	<p>All group employees will be aware of the climate change risks and implement measures to reduce emission of CO2, proactively and aggressively in both personal and professional settings</p>	<ul style="list-style-type: none"> - Obtain ISO 14001 certificate, expand scope of application - Transition company vehicles to electrical/fuel-cell vehicles - Increase procurement of environmentally responsible products - Promote volunteering activities 	  
<p>Resolve social issues</p>	<p>Through our various business activities, such as providing high-quality telecommunication services, we will work pro-actively and ambitiously to resolve various social issues</p>	<ul style="list-style-type: none"> - Expand services in education, health care and public services - Promote education on telecommunication through internships and endowed chairs 	  

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Goals and KPI -Internal materiality-

Materiality	Goals for 2030	KGI / KPI	SDG mapping
Gender-neutral work environment	Diversify workforce and provide gender-neutral work environment	<ul style="list-style-type: none"> - Increase ratio of female employees - Increase the ratio of women etc. on the board and in managerial positions - Aim to obtain "Platinum Eruboshi" certification 	 
Healthy and flexible workstyle	<p>Enable each employee the flexibility to choose a comfortable place and time to work, depending on their environment</p> <p>Work in a physically and mentally healthy way</p>	<ul style="list-style-type: none"> - Aim to obtain "Platinum Kurumin" certification - Eradicate harassment 	  
Ample training programs	In anticipation of life expectancy reaching 100 years, maintain human resources where each employee, through recurrent reskilling based on their personal life vision, finds their job rewarding and contributes to the company and society	<ul style="list-style-type: none"> - Promotion and roll out of recurrent reskilling training program 	 