

Promoting Sustainability (ESG) Management




Please check the sustainability website for details.
https://www.panasonic.com/global/energy/sustainability/sustainability_management.html

The Panasonic Group has established its Basic Business Philosophy, which outlines its approach to management practices and the way employees carry out their work, and conducts its business based on this policy.

The Basic Business Philosophy (BBP) stipulates from the perspective of the environment and society that we make unparalleled contributions to solving global environmental problems, including climate change, and to the physical and spiritual health and well-being of people. Additionally, we will return the profits we obtain to society and invest in further contributions. From the perspective of governance, the BBP also stipulates autonomous responsible management, the practice of each employee's entrepreneurship, maximizing human resources and management based on collective wisdom, and the principle of "Fairness and Honesty" including compliance.

As one of the operating companies in the Panasonic Group, Panasonic Energy will help resolve environmental and social issues through its corporate activities in accordance with the above ideas. At the same time, we are committed to promoting ESG-focused management in order to establish a transparent and fair management foundation, realize a sustainable society, and enhance medium- to long-term corporate value.

This is in line with our Mission, which is to "achieve a society in which the pursuit of happiness and a sustainable environment are harmonized free of conflict," and represents an essential initiative for us.

 **The Basic Business Philosophy of the Panasonic Group**
<https://holdings.panasonic.com/global/corporate/about/philosophy.html>

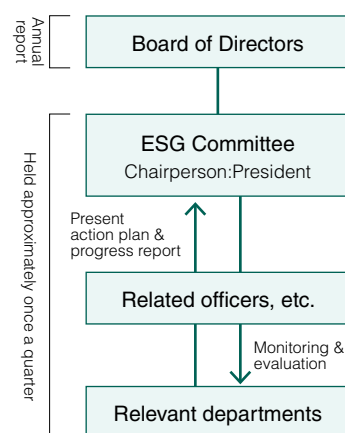
 **The Promotion of Sustainability Management of the Panasonic Group**
<https://holdings.panasonic.com/global/corporate/sustainability/management.html>

ESG promotion structure

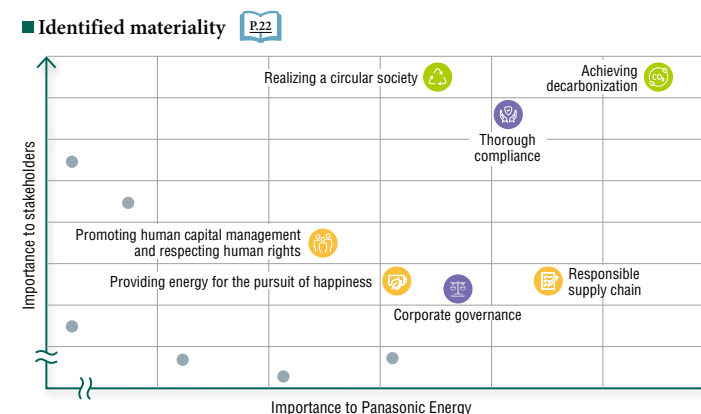
Panasonic Energy established its ESG Committee, chaired by the President, to formulate an overall ESG plan, monitor its progress, and evaluate its achievement status. In addition, based on the outcomes of its deliberations, the Committee makes annual reports and recommendations to the Board of Directors to ensure that ESG considerations are integrated into the management decision-making process.

In promoting specific measures, we designate Executive Officer, or other person to take charge of addressing each of the seven material issues, set medium- to long-term visions and key performance indicators (KPIs) for each material issue, and formulate action plans to achieve them. Based on progress reports from the aforementioned persons in charge, the ESG Committee monitors and evaluates activities, estimates the effectiveness of measures, and encourages their improvements. In these ways, we have established the PDCA cycle throughout the year.

■ ESG management promotion structure



In fiscal 2025, in addition to confirming the results of the previous fiscal year and reviewing progress, we conducted interim reviews of the three material issues that are particularly important for improving our company's growth potential—namely achieving decarbonization, realizing a circular society, and promoting human capital management and respecting for human rights—to identify any issues and advance the steady implementation of corrective measures. The issues we identified include: responding to increasingly complex laws and regulations and customer requirements, enhancement of non-financial goal setting and management, and instilling ESG values among our employees. The company has therefore resolved to redouble its efforts on each of these issues with the goal of achieving ESG-focused management that leverages growth.



Dialogue with stakeholders

We place great importance on dialogue with a wide range of stakeholders around the world, including customers, investors, suppliers, governments, industry associations, NPOs and NGOs, local communities, and employees, and engage in dialogue at various stages of our operations. We also provide information on our activities to our stakeholders, and at the same time receive feedback from them regarding their expectations and concerns about us. We will incorporate such feedback into our business, product development, and ESG management activities to further enhance our corporate value.

■ Major stakeholders

