

ESG Data

E Environment

| Scope | | Unit | 2016 | 2017 | 2018 | 2019 | 2020 (Fiscal year) |
|----------------------------------|--|--|-------|-------|-------|-------|--------------------|
| Total energy input | | 1,000 GJ (Heat quantity equivalent) | 2,815 | 2,841 | 2,888 | 2,874 | 2,914 |
| Percentage of renewable energy | | % | 42 | 48 | 50 | 50 | 50 |
| Effective use of water resources | Quantity of water intake | 1,000 m ³ | 2,032 | 2,124 | 2,041 | 1,943 | 1,865 |
| | Discharge of drainage | | 1,543 | 1,664 | 1,572 | 1,455 | 1,381 |
| Waste, etc. | Amount generated | 1,000 t | 47.5 | 49.6 | 48.8 | 48.6 | 47.5 |
| | Percentage of final volume disposed of in landfill | % | 5.7 | 7.2 | 7.5 | 7.6 | 7.2 |
| PRTR | Emissions/Transfer volume | t | 32 | 8 | 10 | 13 | 13 |
| Greenhouse gas | Scope 1 (Direct emissions) | 1,000 t-CO ₂ | 48.4 | 39.2 | 36.1 | 35.4 | 35.4 |
| | Scope 2 (Indirect emissions) | | 66.5 | 64.7 | 63.2 | 58.6 | 59.9 |
| | Scope 1 + 2 | | 114.8 | 103.9 | 99.3 | 93.9 | 95.3 |

| Greenhouse Gas (Scope 3) *Scope: Group consolidation in Japan | | 2019 | | 2020 (Fiscal year) | |
|--|--|---|----------------|---|----------------|
| | | Emissions (1,000 t-CO ₂) | Percentage (%) | Emissions (1,000 t-CO ₂) | Percentage (%) |
| Category 1. Purchased goods and services | Emissions associated with the activities up to the production of materials concerning the materials/parts one's company purchased and purchased products/sale | 763.6 | 65.2 | 794.9 | 65.4 |
| Category 2. Capital goods | Emissions associated with the construction/production of the capital goods one's company purchased | 19.7 | 1.7 | 12.4 | 1.0 |
| Category 3. Fuel and energy-related activities (not included in Scope 1 and 2) | Emissions associated with the extraction of resources, production, and transport of fuel and electricity that one's company purchased | 8.6 | 0.7 | 16.8 | 1.4 |
| Category 4. Upstream transportation and distribution | (1) Emissions associated with the logistics (transportation, cargo handling, and storage) of the products and services purchased in the reporting fiscal year from the supplier to one's company (2) Emissions (emissions associated with the logistics that one's company bears the cost) associated with the logistics services (transportation, cargo handling, and storage) other than (1) purchased in the reporting fiscal year | 117.3 | 10.0 | 130.3 | 10.7 |
| Category 5. Waste generated in operations | Emissions associated with the transportation and disposal of waste generated in one's company | 3.1 | 0.3 | 3.2 | 0.3 |
| Category 6. Business travels | Emissions associated with the employees' business travels | 0.3 | 0.0 | 0.3 | 0.0 |
| Category 7. Employee commuting | Emissions associated with the transfer when employees commute to the office | 0.8 | 0.1 | 0.8 | 0.1 |
| Category 8. Upstream leased asset | Emissions associated with the operation of the leased asset that one's company is leasing (Excluding the case of being calculated in the Scope 1 or 2) | – | – | – | – |
| Category 9. Downstream transportation and distribution | Emissions (limited to those for which one's company does not bear the cost) associated with the logistics (transportation, cargo handling, storage, and sale) of the products sold by one's company to the final consumer | 13.6 | 1.2 | 13.0 | 1.1 |
| Category 10. Processing of sold products | Emissions associated with the processing of the intermediate products by the business operator | 19.9 | 1.7 | 21.9 | 1.8 |
| Category 11. Use of sold products | Emissions associated with the use of the products by the user (consumer/business operator) | 41.1 | 3.5 | 36.7 | 3.0 |
| Category 12. End-of-life treatment of sold products | Emissions associated with the treatment in waste disposal by the user (consumer/business operator) | 89.6 | 7.6 | 90.3 | 7.4 |
| Category 13. Leased asset (Downstream) | Emissions associated with the operation of the leased asset that is being leased | – | – | – | – |
| Category 14. Franchises | Emissions in franchisees | – | – | – | – |
| Category 15. Investments | Emissions related to investment management | – | – | – | – |
| Scope 3 Total | | 1,077.7 | 92.0 | 1,120.6 | 92.2 |
| Scope 1 (Direct emissions) | | 35.4 | 3.0 | 35.4 | 2.9 |
| Scope 2 (Indirect emissions) | | 58.6 | 5.0 | 59.9 | 4.9 |
| Total | | 1,171.7 | 100.0 | 1,215.9 | 100.0 |

S Social

Number of Employees

| | Scope | Unit | 2016 | 2017 | 2018 | 2019 | 2020 (Fiscal year) |
|------------------------------------|---------------------|---------|-------|-------|-------|-------|--------------------|
| Number of employees (Consolidated) | Group consolidation | Persons | 3,060 | 3,071 | 3,073 | 3,287 | 3,807 |
| Japan | | | 2,231 | 2,245 | 2,248 | 2,275 | 2,332 |
| Global | | | 829 | 826 | 825 | 1,012 | 1,475 |
| Average age | Non-consolidated | Age | 40.9 | 41.2 | 41.4 | 41.6 | 41.6 |
| Female | | | 37.4 | 37.5 | 37.7 | 38.6 | 38.8 |
| Male | | | 41.7 | 42.2 | 42.2 | 42.4 | 42.4 |
| Average length of service | | Year | 17.3 | 17.6 | 17.7 | 17.7 | 17.5 |
| Female | | | 11.0 | 11.1 | 11.5 | 11.6 | 11.6 |
| Male | | | 18.8 | 19.3 | 19.3 | 19.3 | 19.2 |

Women's Active Participation

| | | | | | | | |
|-------------------------------------|------------------|---|------|------|------|------|-------------|
| The female employee ratio | Non-consolidated | % | 18.4 | 18.9 | 19.5 | 20.2 | 21.9 |
| The ratio of female employees hired | | | 35.9 | 37.5 | 34.0 | 20.3 | 34.6 |
| The female manager ratio | | | 0.92 | 0.64 | 0.62 | 1.04 | 1.23 |

Childcare Leave

| | | | | | | | |
|--|------------------|---------|-----|-----|-----|-----|------------|
| Number of employees taking childcare leave | Non-consolidated | Persons | 2 | 10 | 5 | 12 | 28 |
| Male | | | 0 | 8 | 0 | 7 | 20 |
| Female | | | 2 | 2 | 5 | 5 | 8 |
| The rate of returning to work from childcare leave | | % | 100 | 100 | 100 | 100 | 100 |

Employment of the Persons with Disabilities

| | | | | | | | |
|--|------------------|---|------|------|------|------|-------------|
| The employment rate of the persons with disabilities | Non-consolidated | % | 2.08 | 2.10 | 1.80 | 2.03 | 1.95 |
|--|------------------|---|------|------|------|------|-------------|

Annual Paid Leave

| | | | | | | | |
|------------------------------|------------------|---|------|------|------|------|-------------|
| Acquisition of paid holidays | Non-consolidated | % | 49.5 | 51.8 | 49.8 | 53.9 | 64.9 |
|------------------------------|------------------|---|------|------|------|------|-------------|

CSR Procurement

| | | | | | | | |
|---|----------------------------------|---|----|-----|-----|-----|------------|
| The rate of acquisition of the agreement on the CSR procurement standards | Group production bases in Japan* | % | 99 | 100 | 100 | 100 | 100 |
|---|----------------------------------|---|----|-----|-----|-----|------------|

*One production base in Japan in fiscal 2016, four production bases in Japan from fiscal 2017 to 2018, and the group production bases in Japan from fiscal 2019 to 2020

Occupational Safety

| | | | | | | | |
|--|---------------------------------|---|------|------|------|------|------------|
| The Rate of lost-worktime injuries | Group production bases in Japan | - | 0.78 | 0.42 | 0.82 | 1.22 | 0 |
| The plant mutual safety diagnosis execution rate | | % | 100 | 100 | 100 | 100 | 100 |

G Governance

Director Composition

| | Scope | Unit | 2016 | 2017 | 2018 | 2019 | 2020 (Fiscal year) |
|-----------------------------|------------------|---------|------|------|------|------|--------------------|
| Number of Directors | Non-consolidated | Persons | 9 | 9 | 9 | 9 | 7 |
| Number of Outside Directors | | | 2 | 2 | 2 | 2 | 2 |

*The number of persons are the figures as of the end of June in each fiscal year

Status of the Board Convened

| | | | | | | | |
|--------------------------------------|------------------|-------|----|-----|----|-----|------------|
| Number of the Board convened | Non-consolidated | Times | 13 | 12 | 12 | 15 | 13 |
| Attendance rate of Outside Directors | | % | 96 | 100 | 95 | 100 | 100 |

Status of the Audit & Supervisory Board convened

| | | | | | | | |
|--|------------------|-------|-----|-----|-----|-----|-----------|
| Number of the Audit & Supervisory Board convened | Non-consolidated | Times | 14 | 14 | 13 | 14 | 14 |
| Attendance rate of Outside Audit & Supervisory Board Members | | % | 100 | 100 | 100 | 100 | 97 |

Compliance

| | | | | | | | |
|---|------------------|---------------|-------|-----|-------|-----|--------------|
| Number of participants in compliance training | Non-consolidated | Total/persons | 2,298 | 516 | 3,276 | 863 | 1,337 |
| Number of whistle-blowing | | Case | 1 | 4 | 1 | 6 | 14 |

For more information, please visit our website.

<https://www.daiken.jp/company/csr/>