

## ESG Data

## E Environment

Scope		Unit	2017	2018	2019	2020	2021 (Fiscal year)	
Total energy input	Group production bases in Japan	1,000 GJ (Heat quantity equivalent)	2,841	2,888	2,874	2,914	2,667	
Percentage of renewable energy		%	48	50	50	50	50	
Effective use of water resources	Group production bases in Japan	1,000 m <sup>3</sup>	Quantity of water intake	2,124	2,041	1,943	1,865	1,799
			Discharge of drainage	1,664	1,572	1,455	1,381	1,331
Waste, etc.	Group production bases in Japan	1,000 t	Amount generated	49.6	48.8	48.6	47.5	43.7
			Percentage of final volume disposed of in landfill	%	7.2	7.5	7.6	7.2
Chemical substances (Substances subject to the PRTR law)	Group production bases in Japan	t	8	10	13	13	6	
Greenhouse gas	Group consolidation in Japan	1,000 t-CO <sub>2</sub>	Scope 1 (Direct emissions)	39.2	36.1	35.4	35.4	31.2
			Scope 2 (Indirect emissions)*	64.7	63.2	58.6	55.7	51.3
			Scope 1, 2 Total*	103.9	99.3	93.9	91.1	82.5

Greenhouse Gas (Scope 3) Scope: Group consolidation in Japan		2019		2020		2021 (Fiscal year)	
		Emissions (1,000 t-CO <sub>2</sub> )	Percentage (%)	Emissions (1,000 t-CO <sub>2</sub> )	Percentage (%)	Emissions (1,000 t-CO <sub>2</sub> )	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	65.6	720.1	66.0
Category 2 Capital Stock	Emissions associated with the construction/production of the capital goods one's company purchased	19.7	1.7	12.4	1.0	9.9	0.9
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	15.3	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	10.8	119.6	11.0
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	3.1	0.3
Category 6 Business travel	Emissions associated with the employees' business travels	0.3	0.0	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	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	11.6	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	20.2	1.9
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	28.6	2.6
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	7.5	78.9	7.2
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 Investment	Emissions related to investment management	–	–	–	–	–	–
Scope 3 Total		1,077.7	92.0	1,120.6	92.5	1,008.5	92.4
Scope 1 (Direct emissions)		35.4	3.0	35.4	2.9	31.2	2.9
Scope 2 (Indirect emissions)*		58.6	5.0	55.7	4.6	51.3	4.7
Scope 1, 2, and 3 Total*		1,171.7	100.0	1,211.8	100.0	1,091.0	100.0

\*Regarding the emission factor for electricity use associated with the calculation of greenhouse gas emissions, the actual emission factor in the said fiscal year by electric power supplier is used. However, if the factor is not released, the most recent value is used.

## S Social

### Number of employees

	Scope	Unit	2017	2018	2019	2020	2021 (Fiscal year)
Number of employees (Consolidated)	Group consolidation	Persons	3,071	3,073	3,287	3,807	3,852
Japan			2,245	2,248	2,268	2,411	2,449
Global			826	825	1,019	1,396	1,403
Average age	Non-consolidated	Age	41.2	41.4	41.6	41.6	41.6
Female			37.5	37.7	38.6	38.8	38.8
Male			42.2	42.2	42.4	42.4	42.4
Average length of service		Year	17.6	17.7	17.7	17.5	17.6
Female			11.1	11.5	11.6	11.6	11.4
Male			19.3	19.3	19.3	19.2	19.4

### Women's Active Participation

The female employee ratio	Non-consolidated	%	18.9	19.5	20.2	21.9	23.6
The ratio of female employees hired			37.5	34.0	20.3	34.0	29.0
The female manager ratio (positions equivalent to section chief or higher)			0.64	0.62	1.04	1.23	1.62

### Childcare Leave

Number of employees taking childcare leave	Non-consolidated	Persons	10	5	12	28	17
Male			8	0	7	20	7
Female			2	5	5	8	10
The rate of returning to work from childcare leave		%	100	100	100	100	100

### Employment of the Persons with Disabilities

The employment rate of persons with disabilities	Non-consolidated	%	2.10	1.80	2.03	1.95	1.96
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### Annual Paid Leave

Acquisition of paid holidays	Non-consolidated	%	51.8	49.8	53.9	64.9	65.8
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### CSR Procurement

The rate of acquisition of the agreement on the CSR procurement standards	Group production bases in Japan*	%	100	100	100	100	100
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\*Four production bases in Japan from fiscal 2017 to 2018 and the group production bases in Japan from fiscal 2019 to 2021

### Occupational Safety

The Rate of lost-worktime injuries	Group production bases in Japan	-	0.42	0.82	1.22	0	1.65
The plant mutual safety diagnosis execution rate		%	100	100	100	100	100

## G Governance

### Director Composition

	Scope	Unit	2017	2018	2019	2020	2021 (Fiscal year)
Number of Directors	Non-consolidated	Persons	9	9	9	7	8
Number of Outside Directors			2	2	2	2	3

\*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 Audit & Supervisory Board convened	Non-consolidated	Times	12	12	15	13	12
Attendance rate of Outside Directors		%	100	95	100	100	100

### Attendance rate of Outside Directors

Number of the Audit & Supervisory Board convened	Non-consolidated	Times	14	13	14	14	13
Attendance rate of Outside Audit & Supervisory Board Members		%	100	100	100	97	96

### Compliance

Number of participants in compliance training	Non-consolidated	Total/persons	516	3,276	863	1,337	1,471
Number of whistle-blowing		Case	4	1	6	14	8