

Environmental Data

	2015FY	2016FY	2017FY	2018FY	2019FY	Unit	Aggregation period
CO ₂ emissions	40,918	37,987	38,340	37,193	33,107	tons	fiscal year
CO ₂ /1000JPY of production value*1	618.81	591.38	564.33	570.95	559.39	g -CO ₂ /1000JPY	fiscal year

*1 Calculated by CO₂ emissions per unit of ... CO₂ emissions / production value

Total energy consumption *2	798,282	754,442	762,439	747,579	685,592	GJ	fiscal year
Electricity*2	60,603	56,891	56,707	55,866	51,954	1000kwh	fiscal year
Fuel oil*2	218	134	126	42	2	k ℓ	fiscal year
Kerosene*2	30	35	43	24	14	k ℓ	fiscal year
gasoline*2	4	4	5	5	4	k ℓ	fiscal year
City gas *2	4,304	4,235	4,448	4,345	3,899	1000m ³	fiscal year
LPG*2	75	59	81	115	74	tons	fiscal year

*2 The amount of energy is described based on the Energy Saving Act.

Total water used	817	701	702	712	724	1000m ³	fiscal year
Discharged water	798	670	677	693	672	1000m ³	fiscal year

Waste generated	2,486	2,200	2,022	2,139	2,076	tons	fiscal year
Chemical substances (PRTR) handling amount (input amount)	318	297	394	380	356	tons	fiscal year

Environment Conservation Cost	403.4	310.9	288.7	317.9	471.5	1000000JPY	fiscal year
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※All of above data which is related to Environment is based on "Non Consolidated"

Social

Social Data

			2015FY	2016FY	2017FY	2018FY	2019FY	Unit	Aggregation period
Number of employees	Non Consolidated		1,285	1,255	1,271	1,296	1,323	persons	The end of each fiscal year end of the fiscal year
	Consolidated		4,637	6,321	6,728	6,887	6,916		
Average age of employees	Total	Non Consolidated	37.2	37.5	37.9	38.3	38.7	age	fiscal year
	Male		37.7	38.1	38.5	38.9	39.3		
	Female		34.0	34.0	34.5	34.9	35.1		
Average number of consecutive years served	Total	Non Consolidated	13.4	13.7	14.0	14.5	14.9	year	fiscal year
	Male		13.7	14.0	14.4	14.8	15.3		
	Female		11.6	11.6	11.6	12.5	12.6		
Manager	Male	Non Consolidated	92	108	102	116	117	persons	As of July after the General Meeting of Shareholders
	Female		3	3	4	6	6	persons	
Female manager ratio percentage of total	Rate	Non Consolidated	3.2	2.7	3.7	4.9	4.9	%	
Number of new employees	Total	Non Consolidated	52	43	54	47	50	persons	fiscal year
Number of re-employed	Total	Non Consolidated	19	6	4	8	6	persons	fiscal year
Number of persons with disabilities	Total	Non Consolidated	32	30	32	29	30	persons	fiscal year
Employees rate for persons with disabilities	Rate		2.19	2.01	2.24	2.15	2.07	%	fiscal year
Employees who took child care leave*3	Total	Non Consolidated	10	7	11	13	12	persons	fiscal year
	Male		2	1	1	5	3		fiscal year
	Female		8	6	10	8	9		fiscal year
Number of persons taking prenatal and postnatal leave	Total	Non Consolidated	9	7	11	9	10	persons	fiscal year
Childcare leave return to work rate	Rate	Non Consolidated	100	100	100	100	100	%	fiscal year
Occupational accident frequency rate *4	Rate	Non Consolidated	0.28	0.31	0.30	0.90	0.00	%	fiscal year
Paid leave acquisition rate *5	Rate	Non Consolidated	68.8	71.8	74.0	75.8	78.8	%	fiscal year
Average number of days of paid leave taken	days		14.7	15.6	15.8	16.1	16.0	days	fiscal year

*3 List the number of persons who started taking leave in each year

*4 Occupational accident frequency rate (number of victims of lost work accidents / total number of working hours x 1 million hours, up to the second decimal place)

*5 Acquisition rate for the number of days of paid leave in the current year (calculated as 100% if the number of days taken exceeds the number of days granted in the current year)

Governance Data

[Board of Directors and Board of Corporate Auditors]		2015FY	2016FY	2017FY	2018FY	2019FY	Unit	
Directors ※	Total	6	7	6	6	8	persons	fiscal year
	Male	6	7	6	6	8	persons	fiscal year
	Female	0	0	0	0	0	persons	fiscal year
	Percentage of women	0	0	0	0	0	%	fiscal year
	Outside Directors (independent officers)	1	2	2	2	2	persons	fiscal year
	Percentage of outside directors	16.67	28.57	33.33	33.33	25	%	fiscal year
Auditors ※	Total	3	3	3	3	3	persons	fiscal year
	Male	2	2	2	2	2	persons	fiscal year
	Female	1	1	1	1	1	persons	fiscal year
	Percentage of women	33.33	33.33	33.33	33.33	33.33	%	fiscal year
	Outside Directors (independent officers)	1	1	1	1	1	persons	fiscal year
Board of Directors	Frequency	15	15	15	16	15	times	fiscal year
	Average attendance rate	99	100	100	100	100	%	fiscal year
Board of Auditors	Frequency	15	15	15	15	15	times	fiscal year
	Average attendance rate	100	100	100	100	100	%	fiscal year

※All of above data which is related to Governance is based on "Non Consolidated"

※The number of directors and auditors is the number after the General Meeting of Shareholders for each fiscal year.