

CO2 Emissions		2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
CO2 Emissions	Non Consolidated	38,059	36,970	32,847	28,574	30,431	tons	fiscal year
	Domestic Group companies	34,125	33,339	29,889	26,319	31,132		
	Overseas Group companies	—	—	68,431	58,353	70,075		
	Total	—	—	131,167	113,246	131,638		
Scope1	Non Consolidated	10,835	10,599	9,363	8,553	10,375	tons	fiscal year
	Domestic Group companies	3,250	3,075	2,851	2,744	3,216		
	Overseas Group companies	—	—	14,947	10,606	14,095		
	Total	—	—	27,161	21,903	27,686		
Scope2	Non Consolidated	27,224	26,371	23,484	20,021	20,057	tons	fiscal year
	Domestic Group companies	30,875	30,264	27,039	23,575	27,915		
	Overseas Group companies	—	—	53,484	47,748	55,980		
	Total	—	—	104,006	91,344	103,952		
Scope3*	Non Consolidated	—	—	—	—	248,406	tons	fiscal year

*Scope3 categories are categories 1,2,3,4,5,6,7

Energy Consumption*

Total energy consumption	Non Consolidated	762,439	747,579	685,592	621,592	715,499	GJ	fiscal year
	Groups in Japan	1,475,855	1,460,766	1,368,982	1,238,781	1,450,113		
Electricity	Non Consolidated	56,707	55,866	51,954	46,994	52,894	1000kwh	fiscal year
	Groups in Japan	120,883	120,377	114,005	102,739	119,426		
Fuel oil A	Non Consolidated	126	42	2	28	0	k ℓ	fiscal year
	Groups in Japan	126	42	2	28	0		
Kerosene	Non Consolidated	43	24	14	20	30	k ℓ	fiscal year
	Groups in Japan	169	125	116	122	171		
Gasoline	Non Consolidated	5	5	4	3	4	k ℓ	fiscal year
	Groups in Japan	31	28	24	23	25		
City gas	Non Consolidated	4,448	4,345	3,899	3,518	4,326	1000m ³	fiscal year
	Groups in Japan	5,212	5,035	4,531	4,157	5,046		
LPG	Non Consolidated	81	115	74	72	91	tons	fiscal year
	Groups in Japan	466	521	451	408	487		

* Energy usage is presented in accordance with the

Conservation of Water Resources

Total water used	Non Consolidated	702	712	724	655	788	1000m ³	fiscal year
	Groups in Japan	—	919	1,103	1,018	1,170		
Discharged water	Non Consolidated	677	693	672	604	717	1000m ³	fiscal year
	Groups in Japan	—	862	1,068	991	1,161		

Management of Waste and Chemical Substances

Waste generated	Non Consolidated	2,022	2,139	2,076	1,789	2,150	tons	fiscal year
	Groups in Japan	2,859	2,902	2,735	2,635	3,086		
Chemical substances (PRTR) handling amount (input amount)	Non Consolidated	394	380	356	260	397	tons	fiscal year
Chemical substances (PRTR) handling amount (output amount)	Non Consolidated	9	8	8	6	8	tons	fiscal year

Environmental Accounting

Environment conservation cost	Non Consolidated	289	318	297	416	386	million yen	fiscal year
	Groups in Japan	—	—	472	561	579		

Status of Employees			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Number of employees	Non-consolidated	Total	1,271	1,296	1,323	1,357	1,365	persons	The end of each fiscal year
		Male	1,080	1,107	1,126	1,151	1,162		
		Female	191	189	197	206	203		
	Consolidated	Total	6,728	6,887	6,916	6,795	6,984		
		Male	5,546	5,578	5,585	5,513	5,003		
		Female	1,182	1,309	1,331	1,282	1,981		

Status of Temporary Workers			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Average age of employees	Non-consolidated	Total	3.0	38.3	38.7	39	40.0	age	fiscal year
		Male	38.5	38.9	39.3	39.7	40.6		
		Female	34.5	34.9	35.1	35.2	36.3		
Average number of consecutive years served	Non-consolidated	Total	14.0	14.5	14.9	15	16.1	year	fiscal year
		Male	14.4	14.8	15.3	15.7	16.6		
		Female	11.6	12.5	12.6	12.7	13.6		
Average yearly salary	Non Consolidated	Total	6,391,747	6,404,639	6,400,720	5,972,370	6,347,420	yen	fiscal year
Gender pay gap	Non Consolidated		59	62	61	69	67	%	fiscal year
Manager	Non Consolidated	Male	102	116	117	117	123	persons	As of July after the General Meeting of Shareholders
		Female	4	6	6	6	7		
		Percentage of female	3.7	4.9	4.9	4.9	5.3		
	Consolidated	Male	261	263	271	262	251	persons	
		Female	51	48	51	50	54		
		Percentage of female	16.3	15.4	15.8	16	17.7		
Proportion of local employees in overseas group company management positions [outside Japan]	Consolidated		37.5	40.0	40.0	42.9	42.9	%	fiscal year
Ratio of non Japanese managers (%)	Non Consolidated		1.7	1.7	1.7	1.6	1.3	%	fiscal year

Hiring			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Number of new employees (New graduate and Career hiring)	Non-consolidated	Total	65	54	56	62	45	persons	fiscal year
		Male	53	44	42	47	40		
		Female	12	10	14	15	5		
New graduate hiring	Non-consolidated	Total	54	47	50	52	38	persons	fiscal year
		Male	45	38	39	37	33		
		Female	9	9	11	15	5		
Retention rate of new graduates (within 3 years after joining the company)	Non-consolidated		87	96	75	85	87	%	fiscal year
Career hiring	Non-consolidated	Total	11	7	6	10	7	persons	fiscal year
		Male	8	6	3	10	7		
		Female	3	1	3	0	0		
Employees rate for career hiring*	Non-consolidated		17	13	11	16	15	%	fiscal year
Number of applicants for retirement and reemployment (=employed)	Non Consolidated		4	8	6	5	6	persons	fiscal year
Number of persons with disabilities	Non Consolidated	Total	32	29	30	33	36	persons	fiscal year
Employees rate for persons with disabilities	Non Consolidated	Rate	2.24	2.15	2.07	2.45	2.71	%	fiscal year

*The employees rate for career hiring is based on the Act on Comprehensive Promotion of Labor Measures. (Date of announcement: November 15, 2022)

Maternity/child care/long-term nursing care leave			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Employees who took child care leave*	Non-consolidated	Total	11	13	12	21	18	persons	fiscal year
		Male	1	5	3	6	11		
		Female	10	8	9	15	7		
Employees who took nursing care leave	Non-consolidated	Total	1	2	2	1	1	persons	fiscal year
		Male	0	0	0	1	1		
		Female	1	2	2	0	0		
Number of persons taking prenatal and postnatal leave	Non-consolidated		11	9	10	15	8	persons	fiscal year
Childcare leave return to work rate	Non-consolidated		100	100	100	100	100	%	fiscal year

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

Mental Health Care			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Stress check consultation rate	Non Consolidated		78.6	80.4	77.3	85.1	83.5	%	fiscal year
Number of mental health education for line management	Non Consolidated		223	220	151	66	72	persons	fiscal year

Occupational Safety and Health			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Number of injured due to occupational accidents	Non Consolidated		4	7	3	5	2	persons	fiscal year
	Consolidated		16	16	13	9	15		
Occupational accident frequency rate*	Non Consolidated	Rate	0.30	0.90	0.00	0.32	0.00	%	fiscal year

*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)

Paid Holidays			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Average number of days of paid leave taken	Non Consolidated		15.8	16.1	16.0	15.9	16.6	days	fiscal year
Paid leave acquisition rate*	Non Consolidated		74.0	75.8	78.8	84	88.1	%	fiscal year

*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)

Working Hours			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Average overtime working hours	Non-consolidated		22.8	21.6	16.3	13.1	21.7	hours/month	fiscal year

Personnel Training			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Education and training expenses per employee	Non Consolidated		80043.0	83681	97161	39788	69715	yen	fiscal year

Stable Employment and Pleasant Workplace			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Number of employees using flex-time system	Non Consolidated		422	418	434	451	446	persons	fiscal year

Board of Directors and Board of Auditors			2017FY	2018FY	2019FY	2020FY	2021FY	Unit	Aggregation period
Directors*	Non-consolidated	Total	6	6	8	6	6	persons	fiscal year
		Male	6	6	8	6	6		
		Female	0	0	0	0	0		
		Percentage of female	0	0	0	0	0	%	
		Outside Directors (independent officers)	2	2	2	2	2	persons	
		Percentage of outside directors	33.3	33.3	25.0	33.3	33.3	%	
Audit & Supervisory Board Members*	Non-consolidated	Total	3	3	3	3	3	persons	fiscal year
		Male	2	2	2	2	2		
		Female	1	1	1	1	1		
		Percentage of female	33.3	33.3	33.3	33.3	33.3	%	
		Outside Audit & Supervisory Board Members (independent officers)	1	1	1	1	1	persons	
Board of Directors	Non-consolidated	Frequency	15	16	15	13	15	times	fiscal year
		Average attendance rate	100	100	100	100	100	%	
Audit & Supervisory Board	Non-consolidated	Frequency	15	15	15	13	15	times	fiscal year
		Average attendance rate	100	100	100	97	100	%	

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

Compliance									
Number of whistleblowing	Non Consolidated	1	1	2	5	5	cases	fiscal year	