

ESG Data

Environmental Data				FY2017	FY2018	FY2019	FY2020	FY2021	Unit	Aggregation period
CO ₂ emissions	CO ₂ emissions	Groups in Japan		72,184	70,309	62,736	54,893	61,563	t	FY
	Scope1		14,084	13,674	12,214	11,297	13,591			
	Scope2		58,099	56,635	50,522	43,596	47,972			
	Scope3*1	—	—	—	—	248,406				
*1 Scope3 categories are categories 1,2,3,4,5,6,7										
Energy Consumption**	Total energy consumption	Groups in Japan		1,475,855	1,460,766	1,368,982	1,238,781	1,450,113	GJ	FY
	Electricity		120,883	120,377	114,005	102,739	119,426	1000kWh		
	Fuel oil A		126	42	2	28	0	kℓ		
	Kerosene		169	125	116	122	171			
	Gasoline		31	28	24	23	25			
	City gas		5,212	5,035	4,531	4,157	5,046	1000m ³		
	LPG		466	521	451	408	487	t		
**Energy usage is presented in accordance with the Energy Saving Act.										
Conservation of Water Resources	Total water used	Groups in Japan		—	919	1,103	1,018	1,170	1000m ³	FY
	Discharged water		—	862	1,068	991	1,161			
Environmental Accounting	Environment Conservation Cost	Groups in Japan		—	—	472	561	579	million yen	FY

Social Data				FY2017	FY2018	FY2019	FY2020	FY2021	Unit	Aggregation period	
Status of Employees	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	Average age of employees	Non-consolidated	Total	37.9	38.3	38.7	39.0	40.0	age	FY	
			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	15.0	16.1	year	FY	
			Male	14.4	14.8	15.3	15.7	16.6			
			Female	11.6	12.5	12.6	12.7	13.6			
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	16.0	17.7			
Hiring	Number of new employees (New graduate and Career hiring)	Non-consolidated	Total	65	54	56	62	45	persons	FY	
			Male	53	44	42	47	40			
			Female	12	10	14	15	5			
	New graduate hiring	Non-consolidated	Total	54	47	50	52	38	persons	FY	
			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	Total	87	96	75	85	87	%	FY	
				11	7	6	10	7			
	Career hiring	Non-consolidated	Male	8	6	3	10	7	persons	FY	
			Female	3	1	3	0	0			
			Percentage of female	26.3	16.7	33.3	20.0	0.0			%
	Employees rate for career hiring*3	Non-consolidated	Total	17	13	11	16	15	%	FY	
			11	13	12	21	19				
Maternity/child care/long-term nursing care leave	Employees who took child care leave**4	Non-consolidated	Total	11	13	12	21	19	persons	FY	
			Male	1	5	3	6	11			
			Female	10	8	9	15	8			
	Employees who took nursing care leave	Non-consolidated	Total	1	2	2	1	1	persons	FY	
			Male	0	0	0	1	1			
			Female	1	2	2	0	0			
Number of persons taking prenatal and postnatal leave	Non-consolidated	Total	11	9	10	15	8	persons	FY		
			100	100	100	100	100				
Childcare leave return to work rate	Non-consolidated	Total	100	100	100	100	100	%	FY		
			100	100	100	100	100				
**4 List the number of persons who started taking leave in each year											
Working hours	Average overtime working hours	Non-consolidated		22.8	21.6	16.3	13.1	21.7	hours/month	FY	

Governance Data				FY2017	FY2018	FY2019	FY2020	FY2021	Unit	Aggregation period	
Board of Directors and Board of Auditors	Directors**5	Non-consolidated	Total	6	6	8	6	6	persons	FY	
			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**5	Non-consolidated	Total	3	3	3	3	3	persons	FY	
			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
			Percentage of outside directors	33.3	33.3	33.3	33.3	33.3			%
Board of Directors	Non-consolidated	Frequency	15	16	15	13	15	times	FY		
		Average attendance rate	100	100	100	100	100			%	
Audit & Supervisory Board	Non-consolidated	Frequency	15	15	15	13	15	times	FY		
		Average attendance rate	100	100	100	97	100			%	

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

Company information

Company Profile (as of 31 March 2022)

Established 4 November 1939

Capital 8,413 million yen

Number of employees Consolidated 6,984 / Non-consolidated 1,365

Business description

Automotive engine bearings

Bearings for automobiles (passenger cars, trucks, racing cars) engines, bearings for two-wheeled engines, bearings for engine accessories (turbocharger and balancer mechanisms), etc.

Automotive non-engine bearings

Bearings for automotive parts (transmissions, shock absorbers, air conditioning compressors, steering), etc.

Non-automotive bearings

Bearings for low-speed (2-cycle) diesel engines, medium- to high-speed (4-cycle) diesel engines, bearings for power generation (water turbines, turbines, etc.), bearings for industrial applications (compressors, reduction gears, etc.), etc.

Other automotive parts

High-precision and high-quality parts (bending pipes, knock pins, NC cutting products, etc.) around engines and transmissions for automobiles, aluminum die-casting products for automobiles, etc.

Other products

Electrode sheet business for electric double layer capacitors, metal-based non-lubricating bearings business, pump-related products business, sound absorbing plates (CALME), real estate leasing business, etc.

Stock matters (as of 31 March 2022)

Stock status

Total number of shares authorized to be issued 80,000,000 shares

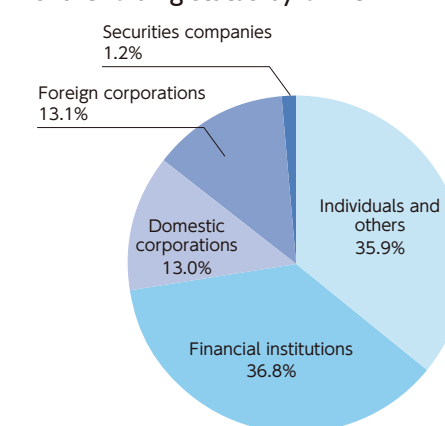
Total number of issued shares 47,520,253 shares (including 1,344 shares of treasury stock)

Number of shareholders 13,385

Major shareholders

Name of shareholder	Number of shares held (Thousands of shares)
The Master Trust Bank of Japan, Ltd. (Trust account)	4,883
Custody Bank of Japan, Ltd. (Trust account)	2,176
Sumitomo Mitsui Trust Bank, Limited	1,978
Mizuho Bank, Ltd.	1,977
MUFG Bank, Ltd.	1,822
The Daido Metal Friendship Association	1,663
Daido Metal Employees' Shareholding Association	1,489
Tokio Marine & Nichido Fire Insurance Co., Ltd.	1,107
The Seri Wathana Industry Co, Ltd. 703000	1,000
Marubeni-Itochu Steel Inc.	886

Shareholding status by owner



Policy

Since 2012 the DAIDO METAL GROUP has published a report detailing its initiatives for achieving a sustainable society. The report was originally called "Environmental Report" and was changed to "Corporate Social Responsibility Information Digest" in 2014. From this year the report will now be called the "Corporate Report". The report for FY2022 covers the main initiatives of the Group during the period under review. The ESG-related initiatives and CSR activities of the Group are detailed in this Corporate Report. This report also aims to facilitate communication with our stakeholders as well as further raising awareness among all our employees.

Scope

This report covers the activities of DAIDO METAL CO.,LTD. and some of its affiliated companies

Period under review

FY2021 (April 2021 - March 2022)

Some information is updated to reflect the latest activities.

Publication date

January 2023

Reference guidelines

ISO 26000

Ministry of the Environment's "Environmental Reporting Guidelines 2018" Global Reporting Initiative (GRI) Standards

Precautions for forward-looking statements

This report contains forward-looking statements such as plans, strategies and forecasts based on currently available information, as well as historical and current facts about the Daido Metal Group. As such, these forward-looking statements involve risks, uncertainties and other factors, and actual results and results may differ from those expressed or implied in the forward-looking statements.