

ESG Data

Environmental Data

			FY2018	FY2019	FY2020	FY2021	FY2022	Unit	Aggregation period
CO ₂ Emissions	CO ₂ Emissions	Consolidated	—	131,167	113,246	131,638	124,409	t	Fiscal year
	Scope 1	Consolidated	—	27,161	21,903	27,686	24,686		
	Scope 2	Consolidated	—	104,006	91,344	103,952	99,723		
	Scope 3*1	Non Consolidated	—	—	—	248,406	283,460		
*1 Scope 3 categories are categories 1,2,3,4,5,6,7									
Energy Consumption*2	Total energy consumption	Groups in Japan	1,460,766	1,368,982	1,238,781	1,450,113	1,398,178	GJ	Fiscal year
	Electricity		120,377	114,005	102,739	119,426	116,431	MWh	
	Breakdown: Renewable Energy Consumption (Electricity)		—	—	—	—	2,162		
	Diesel fuel		—	—	—	11	12	kℓ	
	Kerosene		125	116	122	171	44		
	Gasoline		28	24	23	25	67		
	City gas		5,035	4,531	4,157	5,046	4,619	1000m ³	
	LPG		521	451	408	487	490	t	
*2 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	908	1000m ³	Fiscal year
	Discharged water		862	1,068	991	1,161	837		
Management of Waste and Chemical Substances	Waste generated	Groups in Japan	2,902	2,735	2,635	3,086	3,062	t	Fiscal year
Environmental protection	Environment Conservation Costs	Groups in Japan	—	472	561	579	806	Million yen	Fiscal year

Social Data

			FY2018	FY2019	FY2020	FY2021	FY2022	Unit	Aggregation period	
Status of Employees	Number of employees*3	Non Consolidated	Total	1,296	1,323	1,357	1,365	1,370	People	The end of each fiscal year
			Male	1,107	1,126	1,151	1,162	1,161		
			Female	189	197	206	203	209		
		Consolidated	Total	6,887	6,916	6,795	6,984	6,945		
			Male	5,578	5,585	5,513	5,003	4,968		
			Female	1,309	1,331	1,282	1,981	1,977		
	Average age of employees	Non Consolidated	Total	38.3	38.7	39.0	40.0	40.3	Age	
			Male	38.9	39.3	39.7	40.6	41.0		
			Female	34.9	35.1	35.2	36.3	36.9		
	Average number of consecutive years served	Non Consolidated	Total	14.5	14.9	15.0	16.1	16.4	Year	
			Male	14.8	15.3	15.7	16.6	16.9		
			Female	12.5	12.6	12.7	13.6	13.9		
Gender pay gap	Non Consolidated	62.9	62.7	69.8	67.4	72.7	%	The end of each fiscal year		
Managers	Non Consolidated	Male	116	117	117	123	132		People	
		Female	6	6	6	7	8			
		Percentage of females	4.9	4.9	4.9	5.3	5.7			%
	Consolidated	Male	263	271	262	251	370		People	
		Female	48	51	50	54	69			
		Percentage of females	15.4	15.8	16.0	17.7	15.7	%		

*3 The number of employees is calculated as the number of people employed by the company, excluding those seconded to outside companies, but including those seconded to our company from outside companies.

Social Data

			FY2018	FY2019	FY2020	FY2021	FY2022	Unit	Aggregation period	
Recruitment	Number of new employees (new graduate and career recruits)	Non Consolidated	Total	54	56	62	45	58	People	Fiscal year
			Male	44	42	47	40	46		
			Female	10	14	15	5	12		
	New graduate recruits	Non Consolidated	Total	47	50	52	38	38	People	Fiscal year
			Male	38	39	37	33	29		
			Female	9	11	15	5	9		
	Retention rate of new graduates (within 3 years after joining the company)	Non Consolidated	96	75	85	87	86	%	The end of each fiscal year	
	Number of career recruits	Non Consolidated	Total	7	6	10	7	20	People	Fiscal year
			Male	6	3	10	7	17		
			Female	1	3	0	0	3		
Percentage of career recruits	Non Consolidated	13.0	10.7	16.1	15.6	34.5	%	The end of each fiscal year		
Percentage of people with disabilities	Non Consolidated	Rate	2.15	2.07	2.45	2.71	2.79	%	1 June of each fiscal year	
Maternity/child care/long-term nursing care leave	Employees who took child care leave*4	Non Consolidated	Total (usage rate)	13	12	21	19	15	People (%)	Fiscal year
			Male (usage rate)	5	3	15	11	9		
			Female (usage rate)	8	9	6	8	6		
	Employees who took nursing care leave	Non Consolidated	Total	2	2	1	1	0	People	Fiscal year
			Male	0	0	1	1	0		
			Female	2	2	0	0	0		

*4 The number of people who started taking leave in each year

Working hours	Average overtime working hours	Non Consolidated	21.6	16.3	13.1	21.7	18.8	Hours/Month	Fiscal year
Human Resource Development	Education and training expenses per employee	Non Consolidated	83,681	97,161	39,788	69,715	70,318	Yen	Fiscal year

Governance Data

			FY2018	FY2019	FY2020	FY2021	FY2022	Unit	Aggregation period	
Board of Directors and Board of Auditors	Directors	Non Consolidated	Total	6	8	6	6	8	People	After the General Meeting of Shareholders for each fiscal year
			Male	6	8	6	6	7		
			Female	0	0	0	0	1		
		Percentage of females	0	0	0	0	12.5	%		
		External Directors (independent officers)	2	2	2	2	3	People		
		Percentage of External Directors	33.3	25.0	33.3	33.3	37.5	%		
	Audit & Supervisory Board Members	Non Consolidated	Total	3	3	3	3	3	People	
			Male	2	2	2	2	2		
			Female	1	1	1	1	1		
		External Audit & Supervisory Board Members (independent officers)	1	1	1	1	1			
		Percentage of external Audit & Supervisory	33.3	33.3	33.3	33.3	33.3	%		
		Board of Directors	Non Consolidated	Frequency	16	15	13	15	15	
Audit & Supervisory Board	Non Consolidated	Attendance rate	100	100	100	100	100	%	Fiscal year	
		Frequency	15	15	13	15	15	Times		
Compliance	Number of whistleblowing incidents	Non Consolidated	Attendance rate	100	100	97.4	100	100	%	Fiscal year
			Frequency	6	3	4	6	9	Cases	

Company Information

Company Profile (as of 31 March 2023)

Established 4 November 1939

Capital 8,413 million yen

Number of employees Consolidated 6,945 / Non-consolidated 1,370

Business Summary

● 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 Information (as of 31 March 2023)

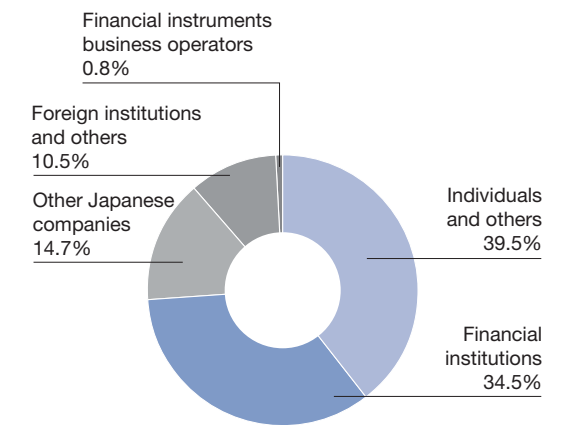
Stock Overview

Total number of shares authorized to be issued 80,000,000 shares
 Total number of issued shares 47,520,253 shares (including 1,732 shares of treasury stock)
 Number of shareholders 15,356

Major Shareholders

Name of shareholder	Number of shares held (Thousands of shares)
The Master Trust Bank of Japan, Ltd. (Trust account)	4,570
Custody Bank of Japan, Ltd. (Trust account)	2,118
Sumitomo Mitsui Trust Bank, Limited	1,978
Mizuho Bank, Ltd.	1,977
MUFG Bank, Ltd.	1,822
Daido Metal Yueikai Stock Ownership	1,796
Daido Metal Employee Stock Purchase Plan	1,765
Tokio Marine & Nichido Fire Insurance Co., Ltd.	1,107
THE SERI WATHANA INDUSTRY CO.,LTD 703000	1,000
Marubeni-Itochu Steel Inc.	886

Shareholding by Owner



Global Network (As of 31 March 2023)

■ Production Locations ■ Sales Locations ■ R&D Locations ■ Others

