

# ESG(Environment · Social · Governance) Data

## Environment

		Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Energy Used (Crude Oil Equivalent)	Total (kL)	8,239	8,010	7,821	7,990	8,134
	Electricity	3,884	3,754	3,671	3,708	3,801
	Heavy Oil / Kerosene / LPG	1,684	1,675	1,800	1,875	1,856
	City Gas	1,580	1,526	1,514	1,527	1,568
	Gasoline, including for Medical Representative (MR) vehicles *1	1,091	1,055	837	879	909
CO <sub>2</sub> Emissions (Scope 1, 2)	Total (tons)	17,818	17,065	16,297	15,999	14,075
	Electricity *2	7,407	6,877	6,366	5,729	3,701
	Heavy Oil / Kerosene / LPG	4,519	4,495	4,829	5,032	4,980
	City Gas	3,054	2,949	2,927	2,952	3,031
	Gasoline, including for MR vehicles *1	2,838	2,744	2,176	2,286	2,363
Amount of Waste Generated	Total (tons)	461	385	369	390	395
	Recycling Rate (%)	81.6	80.1	82.3	87.4	90.9
Final Disposal Amount *3	Total (tons)	15	11	39	27	17
	Final Disposal Rate (%)	3.3	3.0	10.5	6.9	4.2
Water Resources *4	Total Usage (×10 <sup>3</sup> m <sup>3</sup> )	144	143	131	135	151
	Total Wastewater (×10 <sup>3</sup> m <sup>3</sup> )	106	98	96	109	119
Atmospheric pollutants *5	SO <sub>x</sub> Emissions (tons)	7.2	7.9	5.7	4.5	4.6
	NO <sub>x</sub> Emissions (tons)	15.0	15.8	17.5	15.3	16.1
Amounts Reported to the PRTR *6 (Amount Transferred or discharged)	Amount used (tons)	21.3	21.2	22.1	23.5	20.8
	Amount Transferred or Discharged (tons)	3.1	2.7	2.8	3.0	2.8

\*1 From fiscal 2022, we changed the calculation method based on the composition ratio of gasoline and hybrid vehicles in MR vehicles. Therefore, the values of previous years have also been corrected retrospectively.

\*2 The CO<sub>2</sub> emission factor of electricity was changed from the basic emission factor to the adjusted emission factor from fiscal 2022. Accordingly, the values of previous years have also been retrospectively revised.

\*3 The volume of residue produced after intermediate treatment was reassessed following the adoption of the electronic manifest system in fiscal 2020.

\*4 Total amount of water resources (tap water, groundwater, industrial water) is based on the data from eight business locations (the Matsumoto Head Office/Matsumoto Plants, Shiojiri Plants, Central Research Laboratories, Second Research Laboratories, Joetsu Chemical Laboratories, the Nutritional Business Center, the Tokyo Head Office, and the Tokyo Head Office (Koishikawa)).

\*5 Data collected from boiler emissions at the eight business locations from Note 4.

\*6 Data from business locations that used amounts of 1 ton or more.

## Greenhouse Gas (CO<sub>2</sub>) Emissions

### Scope 1, 2

(t - CO<sub>2</sub>)

	Contents	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Scope 1	Heavy Oil / Kerosene, etc.	10,411	10,188	9,931	10,270	10,374
Scope 2	Electricity	7,407	6,877	6,366	5,729	3,701

### Scope 3 \*7

(t - CO<sub>2</sub>)

Category	Calculation Method	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Category 1 Purchased goods and services	Calculated by multiplying the purchase price of raw materials, products, and materials by the emission intensity of the Ministry of the Environment DB	—	—	—	—	72,202
Category 2 Capital goods	Calculated by multiplying the amount of capital investment by the emission intensity of the Ministry of the Environment DB	—	—	—	—	3,444
Category 3 Fuel- and energy-related activities not included in Scope 1 or Scope 2	Calculated by multiplying the amount of purchased electricity, heavy oil, etc. (Scope 1 and 2) used by the emission factor of the Ministry of the Environment DB and IDEA	—	—	—	—	3,116
Category 4 Upstream transport and delivery	Calculated by multiplying transportation data (distance, number of times, etc.) from the factory to each distribution center by the emission factor of the Ministry of the Environment DB	—	—	—	—	68
Category 5 Waste generated in operations	Calculated by multiplying the amount of waste discharged by waste disposal method by the emission factor of the Ministry of the Environment DB and IDEA	—	—	—	—	220

Category	Calculation Method	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Category 6 Business travel	Calculated by multiplying the amount of business trip transportation paid and the number of nights by means of transportation by the emission factor of the Ministry of the Environment DB	—	—	—	—	983
Category 7 Employee commuting	Calculated by multiplying the amount of transportation payment by mode of transportation by the emission factor of the Ministry of the Environment DB	—	—	—	—	300
Category 8 <sup>*8</sup> Leased assets (upstream)	Emissions associated with the use of leased assets leased by the company	—	—	—	—	—
Category 9 <sup>*8</sup> Downstream transportation and delivery	Emissions associated with logistics to the end consumer	—	—	—	—	—
Category 10 <sup>*8</sup> Processing of sold products	Emissions associated with the processing of intermediate products	—	—	—	—	—
Category 11 <sup>*8</sup> Use of sold products	Emissions associated with the use of the product by the user of the sold product	—	—	—	—	—
Category 12 End-of-life treatment of sold products	Calculated by multiplying the amount of containers and packaging used under the Containers and Packaging Recycling Law by the emission factor of the Ministry of the Environment DB	—	—	—	—	311
Category 13 <sup>*8</sup> Downstream Leased Assets	Emissions associated with asset management owned by the company as a leasing business operator and leased to other companies	—	—	—	—	—
Category 14 <sup>*8</sup> Franchises	Franchisees	—	—	—	—	—
Category 15 <sup>*8</sup> Investments	Emissions associated with investment management	—	—	—	—	—

\*7 Scope 3 has been calculated since fiscal 2022.

\*8 Not applicable as it is not included in our company's business activities.

## Social

		Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Employees	Number of Employees * <sup>9</sup>	1,504	1,479	1,442	1,399	1,359
	Female Employees * <sup>9</sup>	213	211	221	222	226
	Average Employee Age (years)	41.8	42.2	42.7	43.0	43.3
	Average Duration of Employment (years)	17.4	17.9	18.3	18.6	18.8
	People with Disabilities	26	27	29	26	25
	Hiring Rate of People with Disabilities (%) * <sup>10</sup>	2.12	2.38	2.61	2.46	2.45
Diversity * <sup>11</sup>	Percentage of Female Employees (%)	13.4	13.6	14.6	15.9	16.6
	Percentage of Female Employees in Management Positions (%)	3.2	2.7	3.7	4.1	5.5
	Percentage of Regular Employees Recruited as Mid-Career Hires (%) * <sup>12</sup>	45.7	33.3	13.2	20.0	2.9
	Number of Foreign workers	1	1	1	2	1
Work-Life Balance	Paid Leave Used per Employee (days/person)	10.3	11.2	10.5	11.6	12.6
	Percentage of Paid Leave Used per Employee (%)	54.1	59.1	55.4	61.0	65.9
	Number of Employees Taking Parental Leave * <sup>13</sup>	30	36	33	55	45
	Percentage of Female Employees Who Took Childcare Leave (%)	100	100	100	100	100
	Percentage of Male Employees Who Took Childcare Leave (%)	34	61	49	69	80

		Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Work-Life Balance	Number of Employees Utilizing Reduced Working Hours for Childcare <sup>*14</sup>	9	7	4	5	6
	Return Rate for Employees One Year after Childbirth (%) <sup>*15</sup>	100.0	100.0	100.0	100.0	100.0
Occupational Health and Safety	Number of Workplace Accidents (Number of Accidents Requiring Leave)	7 (2)	7 (2)	7 (1)	5 (2)	2 (1)

\*9 Including permanent and associate employees

\*10 Hiring rate at the end of each fiscal year

\*11 Among permanent employees

\*12 Announced as of September 14, 2023

\*13 Maternal and paternal childcare leave beginning from the corresponding fiscal year

\*14 Shortened working hours beginning from the corresponding fiscal year

\*15 Employees who returned to work after a child was born during the previous fiscal year

## Governance

		Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Composition of the Board of Directors	Number of Board Members	14	14	14	14	12
	Number of Outside Directors on the Board	2	2	3	3	4
Composition of the Audit & Supervisory Board	Number of Audit & Supervisory Board Members	4	4	4	4	4
	Number of Outside Audit & Supervisory Board Members	2	2	2	2	2
Board of Directors' Meetings	Number of Meetings	14	14	9 <sup>*16</sup>	15 <sup>*17</sup>	15 <sup>*18</sup>
	Attendance Rate of Outside Directors (%)	98.2	97.1	100.0	100.0	100.0
Audit & Supervisory Board Meetings	Number of Meetings	14	17	13	14	15
	Attendance Rate of Outside Directors <sup>*19</sup> (%)	100.0	94.1	95.7	100.0	96.7

\*16 In addition to holding meetings of the Board of Directors, there were six written resolutions deemed to have been resolved by the Board of Directors based on the provisions of Article 370 of the Companies Act and Article 25 of the articles of incorporation of the Company.

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\*19 Refers to Outside Audit & Supervisory Board members only