

ESG Data

Environment

Category			Scope	Unit	2018	2019	2020	2021	2022
Improving the efficiency of energy use	Total energy input	Electricity	Group	million kWh	213	203	189	220	204
		Town gas	Group	ton	697	617	726	1,045	871
		Liquefied petroleum gas (LPG)	Group	ton	73	71	69	68	57
		Gasoline	Group	kl	216	187	229	218	345
		Diesel Fuel	Group	kl	160	147	234	209	154
		Coal	Group	ton	0	0	0	0	0
		Sustainable energy (Photovoltaics capacity)	Group	million kWh	0.58	0.68	1.42	1.50	2.44
Resource conservation (water)	Water input volume	Total usage volume	Group	thousand m ³	851	832	754	851	763
		Water supply usage volume	Group	thousand m ³	834	786	719	742	674
		Underground water usage volume*	Group	thousand m ³	13	42	33	106	86
		Rain water usage volume	Group	thousand m ³	4	4	3	3	3
Reduction of greenhouse gas emissions	Greenhouse gas emissions	Scope1	Group	t-CO ₂	3,231	2,911	3,265	4,092	3,317
		Scope2 (market standard)	Group	t-CO ₂	117,127	104,550	102,638	117,006	123,496
		Scope2 (location standard)	Group	t-CO ₂	118,058	105,346	103,221	117,525	123,951
		Scope3*	Group	t-CO ₂	—	—	986,157	1,235,054	1,357,129
		Category 1 Purchased goods and services	Group	t-CO ₂	—	—	—	734,374	933,752
		Category 2 Capital goods	Group	t-CO ₂	—	—	—	33,096	36,505
		Category 3 Fuel and energy-related activities not included in Scope 1 or Scope 2	Group	t-CO ₂	—	—	—	16,242	15,658
		Category 4 Upstream transportation and distribution	Group	t-CO ₂	—	—	—	84,576	28,686
		Category 5 Waste generated in operations	Group	t-CO ₂	—	—	—	1,601	1,319
		Category 6 Business travel	Group	t-CO ₂	—	—	—	2,846	2,607
		Category 7 Employee commuting	Group	t-CO ₂	—	—	—	10,343	9,957
Reduction of waste	Total discharged waste volume		Group	ton	44,356	45,038	37,052	45,821	39,951
	Final waste disposal volume		Group	ton	1,495	1,390	1,397	1,676	529
	Waste recycling volume		Group	ton	42,860	43,649	35,654	44,145	39,422
	Waste recycling rate		Group	%	96.6	96.9	96.2	96.3	98.7

*The calculation method for underground water usage volume has been revised at some locations since 2021.

Social

Category			Scope	Unit	2018	2019	2020	2021	2022
An environment in which everyone can participate	Number of employees	Total (female)	HQ	persons	824 (129)	849 (139)	851 (139)	836 (130)	827(130)
			Group	persons	23,476 (18,336)	22,061 (16,960)	21,477 (16,516)	20,894 (15,680)	20,248 (14,767)
	Number of new graduates hired	Total (female)	HQ	persons	30 (4)	32 (9)	26 (8)	8 (0)	14 (4)
	Number of Mid-career hires	Total (female)	HQ	persons	45 (11)	37 (7)	14 (1)	28 (4)	27 (7)
	Number of new hires	Total (female)	HQ	persons	72 (12)	66 (15)	41 (9)	36 (4)	41 (11)
	Percentage of women among new employees		HQ	%	16.7	22.7	22.0	11.1	27.0
	Number of employees leaving company		HQ	persons	27	32	28	27	45
	Number of women with managerial roles		HQ	persons	4	7	4	3	4
			Group		56	64	61	66	77
	Percentage of women with managerial roles		HQ	%	4.2	6.4	4.4	3.6	4.4
			Group		13.6	14.1	13.3	14.0	15.8
	Number of women in positions equivalent to general managers		Group	persons	7	11	10	11	12
	Gender pay gap	Total	HQ	%	—	—	—	—	58.6
		Full-time employees			—	—	—	—	68.4
		Non-full-time employees			—	—	—	—	50.4
	Number of examinee for TOEIC		HQ	persons	844	871	451	759	814
	Number of employees who obtained TOEIC score of 730 or higher		HQ	persons	192	238	250	273	294
	Number of subjects for the qualification incentive system		HQ	persons	32	27	50	77	59
	Number of employees with disabilities		HQ	persons	17	19	14	12	13
	Percentage of employees with disabilities		HQ	%	2.3	2.8	2.1	1.9	1.75
	Number of foreign national employees		HQ	persons	20	26	20	24	23
	Average age		HQ	ages	43.5	43.6	43.3	43.8	44.9
	Average number of years employed	Total	HQ	years	18.0	17.8	17.7	18.3	18.8
		Male			18.1	18.0	18.1	18.4	19.0
		Female			17.9	16.8	17.1	17.4	17.4
	No. of presidents of local nationalities in foreign affiliate companies (ratio)		Group	persons (%)	8 (40.0)	10 (50.0)	11 (55.0)	13 (61.9)	13 (61.9)
Safe and healthy work environment	Average monthly working hour		HQ	hours	174.0	166.9	159.7	157.5	165.8
	Average monthly overtime hours		HQ	hours	25.6	18.5	12.5	10.3	17.6
	Yearly use of paid leave days *	Granted	HQ	days	20	20	20	20	20
		Used	HQ	days	14.3	15.5	14.6	15.4	17.2
		Usage Rate	HQ	%	71.7	77.5	73.1	77.0	85.9
	Number of maternity leave recipients		HQ	persons	2	3	5	6	3
	Number of childcare leave recipients (ratio)	Male	HQ	persons (%)	0 (0.0)	0 (0.0)	4 (16.7)	4 (17.4)	7 (43.8)
		Female	HQ	persons (%)	2 (100)	3 (100)	5 (100)	7 (100)	3 (100)
	Returnees ratio to work after childcare leave		HQ	%	—	100	100	100	100
	Number of recipients of leave for childbirth by spouse		HQ	persons	21	22	26	24	15
	Number of nursing care leave recipients		HQ	persons	1	0	2	0	1
	Number of teleworking (ratio)		HQ	persons (%)	35 (4.2)	129 (15.2)	788 (92.6)	803 (96.1)	757 (91.5)
	Number of employees using the reduced work hours system		HQ	persons	3	2	2	2	5
	Employees receiving periodical medical checkup *		HQ	%	95.8	95.8	97.6	100	100
	Employees participating in mental health surveys		HQ	%	97.7	97.0	92.5	98.9	99.4
	Frequency of occupational injuries		HQ	frequency factor	0.00	0.00	0.00	0.00	0.00
Development/ protection of local societies	Expenditure on social contribution activities		HQ	million yen	31.0	30.5	26.1	25.5	33.0

*The period covered is from April of the same year to March of the following year

Governance

Category			Scope	Unit	2018	2019	2020	2021	2022
Highly transparent corporate operations	Directors	Total	HQ	persons	8	13	13	13	13
		Outside directors	HQ	persons	2	6	6	6	6
		Female directors	HQ	persons	0	2	2	3	3
		Foreign national directors	HQ	persons	0	1	1	1	1
	Number of board of directors meetings		HQ	times	30	31	25	25	25
	Attendance rate of outside directors		HQ	%	93	89	100	98	98
	Age of youngest director	Internal	HQ	age	49	50	51	53	54
	Age of oldest director	Internal	HQ	age	58	59	60	61	61
	Average age of directors	Internal	HQ	age	54	55	56	56	56
	Audit committee members *	Total	HQ	persons	4	4	4	4	4
		Outside audit committee members	HQ	persons	3	3	3	3	3
	Executive officers		HQ	persons	15	14	14	17	17
	Directors' remuneration		HQ	million yen	377	369	400	415	452
	Audit committee members' remuneration *		HQ	million yen	43	44	48	55	53
	Political contributions, lobbying, and other expenditures		HQ	yen	0	0	0	0	0
Compliance with domestic/ international regulations and ethics	Administrative penalties from fair trade commission and other relevant authorities		Group	incidents	0	0	0	0	0
	Criminal penalties related to compliance		Group	incidents	0	0	0	0	0
	Suspension of operations/business due to legal violations		Group	incidents	0	0	0	0	0
	Price fixing prosecution cases		Group	incidents	0	0	0	0	0
	Bribery prosecution cases		Group	incidents	0	0	0	0	0

*Data for 2018 cover auditors before the transition to a company with an Audit & Supervisory Committee