

Environment

Category			Scope	Unit	2019	2020	2021	2022	2023
Improving the efficiency of energy use	Total energy input	Electricity	Group	million kWh	203	189	220	204	*
		Town gas	Group	ton	753	885	1,274	871	*
		Liquefied petroleum gas (LPG)	Group	ton	71	69	68	57	*
		Gasoline	Group	kl	273	229	218	345	*
		Diesel Fuel	Group	kl	166	234	209	154	*
		Coal	Group	ton	0	0	0	0	*
		Sustainable energy(Photovoltaics capacity)	Group	million kWh	0.68	1.42	1.52	2.44	*
Resource conservation (water)	Water input volume	Total usage volume	Group	thousand m3	832	754	851	763	*
		Water supply usage volume	Group	thousand m3	786	719	742	674	*
		Underground water usage volume*	Group	thousand m3	42	33	106	86	*
		Rain water usage volume	Group	thousand m3	4	3	3	3	*
Reduction of greenhouse gas emissions	Greenhouse gas emissions	Scope1	Group	t-CO2	2,911	3,265	4,092	3,317	*
		Scope2 (market standard)	Group	t-CO2	104,550	102,638	117,006	123,496	*
		Scope2 (location standard)	Group	t-CO2	105,346	103,221	117,525	123,951	*
		Scope3	Group	t-CO2	—	986,157	1,235,054	1,357,129	*
		Category 1 Purchased goods and services	Group	t-CO2	—	—	734,374	933,752	*
		Category 2 Capital goods	Group	t-CO2	—	—	33,096	36,505	*
		Category 3 Fuel and energy related activities not included in Scope 1 or Scope 2	Group	t-CO2	—	—	16,242	15,658	*
		Category 4 Upstream transportation and distribution	Group	t-CO2	—	—	84,576	28,686	*
		Category 5 Waste generated in operations	Group	t-CO2	—	—	1,601	1,319	*
		Category 6 Business travel	Group	t-CO2	—	—	2,846	2,607	*
		Category 7 Employee commuting	Group	t-CO2	—	—	10,343	9,957	*
		Category11 Use of sold products	Group	t-CO2	—	—	350,978	325,719	*
		Category12 End-of-life treatment of sold products	Group	t-CO2	—	—	997	2,926	*
Reduction of waste	Total discharged waste volume		Group	ton	43,307	37,052	45,821	39,951	*
	Final waste disposal volume		Group	ton	1,388	1,397	1,676	529	*
	Waste recycling volume		Group	ton	41,918	35,654	44,145	39,422	*
	Waste recycling rate		Group	%	96.8	96.2	96.3	98.7	*

*Data for 2023 are being compiled.

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

Category			Scope	Unit	2019	2020	2021	2022	2023
An environment in which everyone can participate	Number of employees	Total	HQ	persons	849	851	836	827	845
		Female	HQ	persons	139	139	130	130	131
		Total	Group	persons	22,061	21,477	20,894	20,248	19,808
		Female	Group	persons	16,960	16,516	15,680	14,767	14,204
	Number of new graduates hired	Total	HQ	persons	32	26	8	14	18
		Female	HQ	persons	9	8	0	4	2
	Number of Mid-career hires	Total	HQ	persons	37	14	28	27	42
		Female	HQ	persons	7	1	4	7	8
	Number of new hires	Total	HQ	persons	66	41	36	41	60
		Female	HQ	persons	15	9	4	11	10
	Percentage of women among new employees		HQ	%	22.7	22.0	11.1	27.0	16.7
	Number of employees leaving company		HQ	persons	32	28	27	45	27
	Number of women with managerial roles	HQ	persons	7	4	3	4	4	
		Group	persons	64	61	66	77	84	
	Percentage of women with managerial roles	HQ	%	6.4	4.4	3.6	4.4	4.5	
		Group	%	14.1	13.3	14.0	15.8	16.8	
	Number of women in positions equivalent to general managers		Group	persons	11	10	11	12	16
	Gender pay gap	Total	HQ	%	—	—	—	58.6	62.41
		Full-time employees	HQ	%	—	—	—	68.4	72.59
		Non-full-time employees	HQ	%	—	—	—	50.4	49.85
	Number of examinee for TOEIC		HQ	persons	871	451	759	814	616
	Number of employees who obtained TOEIC score of 730 or higher		HQ	persons	238	250	273	294	300
	Number of subjects for the qualification incentive system		HQ	persons	27	50	77	59	39
			HQ	Yen	—	—	—	—	45,286
	Number of employees with disabilities		HQ	persons	19	14	12	13	20
	Percentage of employees with disabilities		HQ	%	2.83	2.08	1.85	1.75	2.55
	Number of foreign national employees		HQ	persons	26	20	24	23	24
	Average age		HQ	age	43.6	43.3	43.8	44.9	45.0
	Average number of years employed	Total	HQ	years	17.8	17.7	18.3	18.8	18.6
		Male	HQ	years	18.0	18.1	18.4	19.0	18.9
		Female	HQ	years	16.8	17.1	17.4	17.4	17.1
	No. of presidents of local nationalities in foreign affiliate companies (ratio)		Group	persons (%)	10 (50.0)	11 (55.0)	13 (61.9)	13 (61.9)	13 (56.5)
Safe and healthy work environment	Average monthly working hour		HQ	hours	166.9	159.7	157.5	165.8	*
	Average monthly overtime hours		HQ	hours	18.5	12.5	10.3	17.6	18.9
	Yearly use of paid leave days *	Granted	HQ	days	20	20	20	20	20
		Used	HQ	days	15.5	14.6	15.4	17.2	*
		Usage Rate	HQ	%	77.5	73.1	77.0	85.9	
	Number of maternity leave recipients		HQ	persons	3	5	6	3	2
	Number of childcare leave recipients (ratio)	Total	HQ	persons	3	9	11	10	11
			HQ	%	13.0	31.0	36.7	60%	73%
		Male	HQ	persons	0	4	4	7	9
			HQ	%	0.0	16.7	17.4	43.8	69.2
		Female	HQ	persons	3	5	7	3	2
			HQ	%	100	100	100	100	100
	Average number of days o Male		HQ	days	0.0	25.0	57.5	17.6	41.9
	Returnees ratio to work after childcare leave		HQ	%	100	100	100	100	100
	Number of recipients of leave for childbirth by spouse		HQ	persons	22	26	24	15	13
	Number of nursing care leave recipients		HQ	persons	0	2	0	1	1
	Number of employees using the reduced work hours system		HQ	persons	2	2	2	5	3
	Employees receiving periodical medical checkup *		HQ	%	95.8	97.6	100	100	*
	Employees participating in mental health surveys		HQ	%	97.0	92.5	98.9	99.4	99.7
	Frequency of occupational injuries (Frequency of accidents representing the number of workers per million working hours)		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	30.5	26.1	25.5	33.0	42.8

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

Governance

Category			Scope	Unit	2019	2020	2021	2022	2023
Highly transparent corporate operations	Directors	Total	HQ	people	13	13	13	13	13
		Outside directors	HQ	people	6	6	6	6	6
		Female directors	HQ	people	2	2	3	3	2
	Number of board of directors meetings		HQ	回	31	25	25	25	25
	Attendance rate of outside directors		HQ	%	89	100	98	98	98
	Age of youngest director	Internal	HQ	age	50	51	53	54	55
	Age of oldest director	Internal	HQ	age	59	60	61	61	62
	Average age of directors	Internal	HQ	age	55	56	56	56	58
	Audit committee members *	Total	HQ	people	4	4	4	4	4
		Outside audit committee members	HQ	people	3	3	3	3	3
	Executive officers		HQ	people	14	14	17	17	14
	Directors' remuneration		HQ	million yen	369	400	415	452	513
	Audit committee members' remuneration *		HQ	million yen	44	48	55	53	53
	Political contributions, lobbying, and other expenditure		HQ	yen	0	0	0	0	0
Compliance with domestic/international regulations and ethics	Administrative penalties from fair trade commission		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