

ESG Data

Environment

Category		Scope	Unit	2016	2017	2018	2019	2020	
Improving the efficiency of energy use	Total energy input	Electricity	Group	million kWh	195	206	213	203	184
		Town gas	Group	ton	753	745	697	617	729
		Liquefied petroleum gas (LPG)	Group	ton	81	78	73	71	63
		Gasoline	Group	kl	250	235	216	187	131
		Diesel Fuel	Group	kl	185	150	160	147	155
		Coal	Group	ton	0	0	0	0	0
		Sustainable energy (Photovoltaics capacity)	Group	million kWh	–	–	0.58	0.68	1.42
Resource conservation (water)	Water input volume	Total usage volume	Group	thousand m ³	801	808	846	807	743
		Water supply usage volume	Group	thousand m ³	763	768	800	765	710
		Underground water usage volume	Group	thousand m ³	38	40	46	42	33
		Rain water usage volume	Group	thousand m ³	4	4	4	4	3
Reduction of greenhouse gas emissions	Greenhouse gas emissions	Scope1	Group	t-CO ₂	3,352	3,196	3,032	2,707	2,879
		Scope2	Group	t-CO ₂	97,385	100,337	100,951	95,009	84,258
		Total	Group	t-CO ₂	100,737	103,533	103,983	97,716	87,137
Reduction of waste	Total discharged waste volume		Group	ton	42,539	43,936	44,356	45,038	37,029
	Final waste disposal volume		Group	ton	1,227	1,411	1,495	1,390	1,393
	Waste recycling volume		Group	ton	41,312	42,525	42,860	43,649	35,635
	Waste recycling rate		Group	%	97.1	96.8	96.6	96.9	96.2

Governance

Category		Scope	Unit	2016	2017	2018	2019	2020	
Highly transparent corporate operations	Directors	Total	HQ	persons	8	8	8	13	13
		Outside directors	HQ	persons	2	2	2	6	6
		Female directors	HQ	persons	0	0	0	2	2
		Foreign national directors	HQ	persons	0	0	0	1	1
	Number of board of directors meetings		HQ	times	18	25	30	31	25
	Attendance rate of outside directors		HQ	%	94	100	93	89	100
	Age of youngest director	(internal)	HQ	age	47	48	49	50	51
	Age of oldest director	(internal)	HQ	age	71	57	58	59	60
	Average age of directors	(internal)	HQ	age	56	54	54	55	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	10	10	15	14	14
	Directors' remuneration		HQ	million yen	391	377	391	382	400
	Audit committee members' remuneration		HQ	million yen	41*	43*	44*	47	48
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

* For corporate auditors before the transition to a company with an Audit & Supervisory Committee

Social

Category		Scope	Unit	2016	2017	2018	2019	2020	
An environment in which everyone can participate	Number of employees	Domestic	HQ	persons	781	806	824	849	851
		Entire Group	Group	persons	23,768	23,936	23,476	22,061	21,477
	Number of new graduates hired		HQ	persons	22	26	30	32	26
	Number of new hires	Total	HQ	persons	68	58	72	66	41
		Female	HQ	persons	14	8	12	15	9
	Percentage of women among new employees		HQ	%	20.6	13.8	16.7	22.7	22.0
	Number of employees leaving company (including retirement)		HQ	persons	16	20	29	35	48
	Number of women with managerial roles	Domestic	HQ	persons	3	2	4	7	4
		Entire Group	Group		40	42	56	64	61
	Percentage of women with managerial roles	Domestic	HQ	%	3.9	2.1	4.2	6.4	4.4
		Entire Group	Group		10.4	10.6	13.6	14.1	13.3
	Total number of examinee for TOEIC		HQ	persons	732	808	844	871	451
	Number of subjects for the qualification incentive system		HQ	persons	36	21	32	27	50
	Number of public lectures held		HQ	times	6	6	3	11	1
	Number of employees with disabilities		HQ	persons	13	16	17	19	14
	Percentage of employees with disabilities		HQ	%	2.02	2.35	2.30	2.83	2.08
	Number of foreign national employees		HQ	persons	9	12	20	26	20
	Average age		HQ	age	43.5	43.7	43.5	43.6	43.3
	Average number of years employed		HQ	years	18.6	18.7	18.0	17.8	17.7
Number of presidents of local nationalities in foreign affiliate companies (percentage)		Group	persons (%)	5 (25.0)	6 (30.0)	8 (34.8)	9 (39.1)	12 (59.1)	
Safe and healthy work environment	Average monthly working hour		HQ	hours	173.5	173.7	174.0	165.9	159.7
	Average monthly overtime hours		HQ	hours	25.2	25.5	25.6	18.5	12.5
	Yearly use of paid leave days	Granted	HQ	days	20	20	20	20	20
		Used	HQ	days	13.0	13.1	12.8	14.3	15.5
		Usage Rate	HQ	%	65.0	65.5	63.9	71.7	77.5
	Number of maternity leave recipients		HQ	persons	0	0	2	3	5
	Number of childcare leave recipients		HQ	persons	0	0	2	3	9
	Percentage of childcare leave recipients		HQ	%	0.00	0.00	0.24	0.35	1.06
	Returnees to work after childcare leave		HQ	%	100	–	–	100	100
	Number of recipients of leave for childbirth by spouse		HQ	persons	20	29	25	22	25
	Number of nursing care leave recipients		HQ	persons	0	0	1	0	2
	Number of teleworking (percentage) (Established June 2018)		HQ	persons (%)	–	–	35 (4.9)	129 (15.2)	927 (96.1)
	Number of employees using the reduced work hours system		HQ	persons	4	3	3	2	2
	Employees receiving periodical medical checkup		HQ	%	95.5	95.9	95.8	96.7	97.6
	Employees participating in mental health surveys		HQ	%	94.6	96.7	97.7	97.0	92.5
Frequency of occupational injuries		HQ	frequency factor	0.00	0.60	0.00	0.00	0.00	
Development/ protection of local societies	Expenditure on social contribution activities	Total	HQ	million yen	32.0	31.0	31.0	30.5	26.1
		Donation	HQ	million yen	5.0	4.0	3.0	3.0	2.6