

## Environment

Items		Boundary	Unit	FY2019	FY2022	FY2023	
CO <sup>2</sup> Emissions	Scope1	Group	t-CO2	22,900	22,300	22,600	
	Scope2	Group	t-CO2	86,500	79,100	73,800	
	Scope3	C1	Group	t-CO2	1,054,762	1,118,177	954,216
		C2	Group	t-CO2	29,774	54,888	53,973
		C3	Group	t-CO2	15,816	15,125	15,147
		C4	Group	t-CO2	21,009	21,053	22,510
		C5	Group	t-CO2	3,847	4,290	4,213
		C6	Group	t-CO2	696	628	752
		C7	Group	t-CO2	2,736	2,397	2,967
		C8	Group	t-CO2	414	281	700
		C9	Group	t-CO2	N/A <sup>*2</sup>	N/A <sup>*2</sup>	N/A <sup>*2</sup>
		C10	Group	t-CO2	N/A <sup>*2</sup>	N/A <sup>*2</sup>	N/A <sup>*2</sup>
		C11	Group	t-CO2	N/A <sup>*3</sup>	N/A <sup>*3</sup>	N/A <sup>*3</sup>
		C12	Group	t-CO2	5,016	4,783	4,639
		C13	Group	t-CO2	N/A <sup>*2</sup>	N/A <sup>*2</sup>	N/A <sup>*2</sup>
		C14	Group	t-CO2	N/A <sup>*2</sup>	N/A <sup>*2</sup>	N/A <sup>*2</sup>
		C15	Group	t-CO2	N/A <sup>*2</sup>	N/A <sup>*2</sup>	N/A <sup>*2</sup>
	Total: Scope3		Group	t-CO2	1,134,070	1,221,622	1,059,117
Total: Scope1+2+3		Group	t-CO2	1,243,470	1,323,022	1,155,517	

\*2 Excluded from the scope of calculation because the Company has no applicable business activities.

\*3 Excluded from the scope of calculation because the Company's influence on emission reduction is slight.

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### Society

Items		Boundary	Unit	FY2022	FY2023	
HR	Number of employees	Group	Persons	1,811	1,768	
		Group	Persons	5,628	5,602	
	Ratio of female workers for career-track and clerical positions	Group	-	31.6%	17.1%	
	Ratio of female workers in management positions	Group	-	1.7%	1.7%	
	Ratio of women in officers	Group	-	7.7%	7.7%	
	Ratio of workers with disabilities	Group	-	2.6%	2.6%	
Occupational Safety	Ratio of regular medical checkups	Group	-	100.0%	100.0%	
	Ratio of full medical examination	Group	-	67.7%	73.4%	
	Ratio of abnormal findings in regular medical checkups	Group	-	53.1%	52.9%	
	Rat of specific health guidance implemented	Group	-	76.8%	59.5%	
	Ratio of stress check respondents	Group	-	99.5%	99.4%	
	Ratio of workers with high stress	Group	-	13.3%	13.8%	
	Number of days absent from work per employee/year	Group	Days	2.58	2.29	
	Total number of days absent due to injury or illness	Group	Days	4,742	4,134	
	Ratio of decline in labor productivity	Group	-	-	20.3%	
	Individual activity rate	Group	-	2.26	2.25	
	Days of annual paid leave taken	Group	Days	14.2	15.0	
	Ratio of employees taking childcare leave	Female	Group	-	100%	100%
		Male	Group	-	11.9%	18.9%
	Lost time frequency rate <sup>※1</sup>	Group	-	1.50	0.21	
	Health & productivity management outstanding organization total score <sup>※2</sup>	Group	-	49.1	-	

※1From FY2023, the frequency rate of Lost work time accidents is changed.  
(the actual rate for FY2022 includes accidents without lost work time)

※2There are no achievements for the FY2023 as we returned the Certified Health & Productivity Management Outstanding Organizations 2024 recognition.

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## Governance

Items		Boundary	Unit	FY2022	FY2023
Board of Directors  (Chairperson: President & COO ※President & CEO serves as chairperson from FY2024)	Number of directors	-	Persons	12	12
	Number of independent directors	-	Persons	4	4
	Ratio of independent directors	-	-	33.3%	33.3%
	Number of female directors	-	Persons	1	1
	Ratio of female directors	-	-	8.3%	8.3%
	Number of board meetings	-	Times	17	17
	Ratio of board meeting attendance of the independent directors	-	-	100%	98.5%
Audit & Supervisory Chairperson: Full-time Audit & Supervisory Committee Member)	Number of directors	-	Persons	5	5
	Number of board meetings	-	Times	12	12
	Ratio of board meeting attendance of the independent directors	-	-	100%	95.8%
Nomination & Remuneration Committee  (Chairperson: President & COO)	Number of members	-	Persons	7	7
	Number of independent directors	-	Persons	4	4
	Ratio of independent directors	-	-	57.1%	57.1%
	Number of board meetings	-	-	4	3
Internal Control Committee  (Chairperson: President & COO)	Number of directors	-	Persons	12	12
	Number of independent directors	-	Persons	4	4
	Ratio of independent directors	-	-	33.3%	33.3%
	Number of board meetings	-	Times	4	4