

## Environment

Category		Unit	Boundary	FY18	FY19	FY20	FY21
Greenhouse Gas (GHG) Emissions (Scope 1, 2)	GHG Scope 1	t-CO2	SBT	0.62	0.62	0.62	1.21
	GHG Scope 2	t-CO2	SBT	1,385	1,401	1,131	387
	Total	t-CO2	SBT	1,386	1,402	1,132	388
Greenhouse Gas (Breakdown of Scope 1)	Carbon Dioxide (CO2)	t-CO2	SBT	0.62	0.62	0.62	1.21
	Methane (CH4)	t-CO2	SBT	-	-	-	-
	Dinitrogen Monoxide (N2O)	t-CO2	SBT	-	-	-	-
	Hydrofluorocarbons (HFCs)	t-CO2	SBT	-	-	-	-
	Perfluorocarbons (PFCs)	t-CO2	SBT	-	-	-	-
	Sulfur Hexafluoride (SF6)	t-CO2	SBT	-	-	-	-
	Nitrogen Trifluoride (NF3)	t-CO2	SBT	-	-	-	-
Scope 1	Direct Emission	t-CO2	SBT	-	-	-	1.21
Scope 2	Indirect Emission of Energy Sources	t-CO2	SBT	-	-	-	386.53
Scope 3	Other Indirect Emission	t-CO2	SBT	-	-	-	4,534.28
	Category 1: Purchased Goods and Services	t-CO2	SBT	-	-	-	1,315.92
	Category 2: Capital Goods	t-CO2	SBT	-	-	-	2,633.44
	Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	t-CO2	SBT	-	-	-	163.18
	Category 4: Upstream Transportation and Distribution	t-CO2	SBT	-	-	-	14.37
	Category 5: Waste Generated in Operations	t-CO2	SBT	-	-	-	5.08
	Category 6: Business Travel	t-CO2	SBT	-	-	-	84.13
	Category 7: Employee Commuting	t-CO2	SBT	-	-	-	315.95
	Category 8: Upstream Leased Assets	t-CO2	SBT	-	-	-	0.00
	Category 9: Downstream Transportation and Distribution	t-CO2	SBT	-	-	-	0.00
	Category 10: Processing of Sold Products	t-CO2	SBT	-	-	-	0.00
	Category 11: Use of Sold Products	t-CO2	SBT	-	-	-	1.65
	Category 12: End-of-Life Treatment of Sold Products	t-CO2	SBT	-	-	-	0.56
	Category 13: Downstream Leased Assets	t-CO2	SBT	-	-	-	0.00
	Category 14: Franchises	t-CO2	SBT	-	-	-	0.00
	Category 15: Investments	t-CO2	SBT	-	-	-	0.00
Energy	Electric Power Consumption	kwh	SBT	2,634,880	2,807,405	2,349,157	2,312,534
	Of which, Renewable Energy	kwh	SBT	-	-	-	1,484,535
	City Gas	m <sup>3</sup>	SBT	14,768	9,210	8,800	10,082
	Heavy Oil A	KL	SBT	0.23	0.23	0.23	0.45
	Light oil	L	SBT	-	-	-	-
	Gasoline	L	SBT	-	-	-	-
Use of Water※	Water consumption (Water withdrawal)	m <sup>3</sup>	SBT	15,632	16,319	9,036	4,049
	Water Discharge Volume	m <sup>3</sup>	SBT	15,632	16,319	9,036	4,049
Violations of Environmental Rules	Times	Times	SBT	0	0	0	0
	Penalty Amount	Thousand yen	SBT	0	0	0	0

※ Use of Water : For offices not equipped with meters, consumption is estimated based on floor area using data on consumption per unit of floor area.

## Society

Category		Unit	Boundary	FY18	FY19	FY20	FY21
Group Employees	Women	Persons	SBT+ Consolidated	219	245	277	286
	Men	Persons	SBT+ Consolidated	852	889	1,044	1,125
	Total	Persons	SBT+ Consolidated	1,071	1,134	1,321	1,411
Employees※1	Women	Persons	SBT	141	160	163	168
	Men	Persons	SBT	600	633	683	762
	Total	Persons	SBT	741	793	846	930
Temporary Employees	Persons	Persons	SBT	2	6	0	1
	%	%	SBT	0.3%	0.8%	0.0%	0.1%
Employees with Disabilities	Persons	Persons	SBT	8	7	8	18
	%	%	SBT	1.1%	0.9%	0.9%	1.9%
Average Consecutive Years Served※1		Years	SBT	7.2	7.6	7.4	7.3
Average Age of Employees※1		Age	SBT	37.6	38.1	38.1	38.1
Age Composition of Employees※1	20s	Persons	SBT	115	126	147	199
	30s	Persons	SBT	335	348	344	354
	40s	Persons	SBT	238	260	283	293
	50s	Persons	SBT	49	53	64	74
	60s	Persons	SBT	4	6	8	10
Employees Reemployed after Retirement		Persons	SBT	0	1	1	1
Turnover Rate※2	Total	%	SBT	11.2%	6.7%	6.4%	6.4%
	Voluntary Turnover Rate	%	SBT	11.1%	6.4%	6.3%	6.2%
Ratio of Annual Paid Leave Taken		%	SBT	73.5%	70.6%	60.3%	64.3%
Employees Taking Childcare Leave		Persons	SBT	19	27	29	29
Personnel Development※3	Average Period of Training/Personnel Development	Hours/Person	SBT			17.8	8.0
	Average Cost for Training/Personnel Development	Yen/Person	SBT			35,000	64,000
Newly Hired Employees (New Graduates)	Women	Persons	SBT	6	11	4	6
	Men	Persons	SBT	22	20	27	28
	Total	Persons	SBT	28	31	31	34
Newly Hired Employees (Mid-career Workers)	Women	Persons	SBT	18	15	9	12
	Men	Persons	SBT	69	57	67	88
	Total	Persons	SBT	87	72	76	100
Survey on the Employee Satisfaction Level: Response Rate		%	SBT	90.7	91.8	92.2	92.2
Survey on the Employee Satisfaction Level: Overall Satisfaction Level※4	Women	Points	SBT	3.41	3.61	3.61	3.54
	Men	Points	SBT	3.45	3.55	3.55	3.62
	Total	Points	SBT	3.44	3.56	3.56	3.60
Labor-related compliance violations	Times	Times	SBT	0	0	0	0
	Penalty Amount	Thousand yen	SBT	0	0	0	0
Amount donated		Thousand yen	SBT	0	0	0	10,000

※1 : As of March 31 for each fiscal year

※2 : Uses the number of employees as of April 1 of the fiscal year as a basis for comparison with the number of retirees through March 31 of the same fiscal year.

※3 : Calculated from employee training result of Human Resources Department is in charge. ※4 : 2 Scored out of 5

## Governance

Category		Unit	Boundary	FY18	FY19	FY20	FY21	
Board Directors	Internal Board Directors	Women	Persons	SBT	0	0	0	0
		Men	Persons	SBT	5	6	6	4
		Total	Persons	SBT	5	6	6	4
	External Board Directors	Women	Persons	SBT	0	0	0	0
		Men	Persons	SBT	2	2	2	2
		Total	Persons	SBT	2	2	2	2
	Grand Total		Persons	SBT	7	8	8	6
Board Meetings Held		Times	SBT	12	13	12	12	
Average Attendance Rate of Board Directors		%	SBT	97.7%	98.6%	97.9%	99.1%	
Nominating and Remuneration Advisory Committee	Internal Remuneration Committee Members	Women	Persons	SBT	0	0	0	0
		Men	Persons	SBT	2	2	2	2
		Total	Persons	SBT	2	2	2	2
	Independent External Remuneration Committee Members	Women	Persons	SBT	0	0	0	0
		Men	Persons	SBT	2	2	2	2
		Total	Persons	SBT	2	2	2	2
	Other		Persons	SBT	1	1	1	1
Grand Total		Persons	SBT	5	5	5	5	
Remuneration Committee Meetings Held		Times	SBT	1	1	1	1	
Remuneration Committee Meeting Attendance Rate		%	SBT	100	100	100	100	
Remuneration	Remuneration of Board Directors (Excluding External Board Directors)	Basic Remuneration	Million yen	SBT	97	102	90	82
		Bonuses to directors and corporate auditors	Million yen	SBT	26	55	60	54
		Stock-based Remuneration	Million yen	SBT	0	17	29	29
		Total	Million yen	SBT	123	174	179	165
	Remuneration of External Board		Million yen	SBT	32	32	32	32
	Grand Total		Million yen	SBT	155	206	211	197