

Reporting Scope	Japan domestic	Japan domestic	Japan domestic / Major overseas subsidiaries	
Fiscal Year	FY2022	FY2023	FY2024	FY2025

E/Environment

Energy consumption

Unit :

Total energy consumption from non-renewable sources	MWh	4,573.2	4,534.1	17,472.6	
Fuel consumption from crude oil and petroleum products	MWh	933.6	899.4	2,516.5	
Fuel consumption from natural gas	MWh	123.3	137.8	8,044.2	
Consumption of purchased or acquired electricity, heat, steam, and cooling from non-renewable sources	MWh	3,516.3	3,496.9	6,912.0	
Total energy consumption from renewable sources	MWh	396.2	397.3	5,058.3	
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	0.0	0.0	4,694.2	
Consumption of self-generated non-fuel renewable energy	MWh	396.2	397.3	364.1	

Scope 1

1kt = 1,000 metric ton

The gross Scope 1 GHG emissions in metric tons of CO2 equivalent	CO ₂ equivalent kt	0.4	0.4	2.5	
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Scope 2

1kt = 1,000 metric ton

The gross Scope 2 GHG emissions in metric tons of CO2 equivalent	CO ₂ equivalent kt	1.9	1.4	2.3	
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Scope 3

1kt = 1,000 metric ton

The gross Scope 3 GHG emissions in metric tons of CO2 equivalent	CO ₂ equivalent kt	2,974.7	1,835.3	3,886.3	
Category 1 Purchased goods and services	CO ₂ equivalent kt	50.7	56.6	62.0	
Category 2 Capital goods	CO ₂ equivalent kt	0.3	0.4	12.5	
Category 3 Fuel-and-energy-related activities not included in Scope 1 or Scope 2	CO ₂ equivalent kt	0.3	0.3	1.2	
Category 4 Upstream transportation and distribution	CO ₂ equivalent kt	0.6	0.6	15.6	
Category 5 Waste of generated in operations	CO ₂ equivalent kt	0.6	0.6	2.2	
Category 6 Business travel	CO ₂ equivalent kt	0.1	0.1	1.2	
Category 7 Employee commuting	CO ₂ equivalent kt	0.7	0.7	1.8	
Category 8 Upstream leased assets	CO ₂ equivalent kt	0.4	0.3	0.4	
Category 9 Downstream transportation and distribution	CO ₂ equivalent kt	0.0	0.0	0.3	
Category 10 Processing of sold products	CO ₂ equivalent kt	-	-	0.0	
Category 11 Use of sold products	CO ₂ equivalent kt	2,921.0	1,775.7	3,788.4	
Category 12 End-of-life treatment of sold products	CO ₂ equivalent kt	0.0	0.0	0.6	
Category 13 Downstream leased assets	CO ₂ equivalent kt	-	-	0.0	
Category 14 Franchises	CO ₂ equivalent kt	-	-	0.0	
Category 15 Investments	CO ₂ equivalent kt	-	-	0.0	

Total GHG emissions

1kt = 1,000 metric ton

Total GHG emissions	CO ₂ equivalent kt	2,976.0	1,837.0	3,891.1	
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Water performance

1k(m³) = 1,000m³

Total water withdrawals	k(m ³)	16.5	17.3	32.4	
Total water consumption	k(m ³)	0.0	0.0	0.0	
Total water discharges	k(m ³)	16.5	17.3	32.4	

Water supply, Access, Sanitation and Hygiene (WASH)

The percentage of employees who have access to safely managed WASH services in company facilities	%	100	100	100	
The percentage of suppliers which have access to safely managed WASH services for their employees as a condition in their contract	%	100	100	99	

Waste and emissions

For non-hazardous solid waste, the amount by weight diverted from disposal by recovery operation	t	123	102	1,292	
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Resource use

The amount in both absolute and percentage terms, of reused, recycled and renewable input materials used to manufacture the undertaking's primary products and services	t	387	335	385.6	
The ratio in both absolute and percentage terms, of reused, recycled and renewable input materials used to manufacture the undertaking's primary products and services	%	35.5	35.5	5.9	

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S/Society

Safety of products and services

Unit :

Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	Q'ty	0	0	1	
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Product recalls

The number of product recalls issued	Q'ty	0	0	1	
The number of services discontinued or amended on account of noncompliance with laws and regulations or due to stakeholder concerns	Q'ty	0	0	0	

Corruption incidents

The number of confirmed incidents	Q'ty	0	0	0	
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Anti-competitive behaviour

Number of legal action	new	Q'ty	0	0	0
	continuing	Q'ty	0	0	0
	finalised	Q'ty	0	0	0

Donations and sponsorships

Charitable donations and sponsorships					
Charitable donations	JPY thousand	3,000	2,000	12,264	
Sponsorships	JPY thousand	1,030	30	2,556	

Political contributions

Monetary value of financial and in-kind political contributions	JPY thousand	0	0	0	
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Characteristics of the employees

a. Total number	person	476	492	1,732	
b. Permanent employees	person	433	448	1,654	
breakdown by gender	male	379	393	1,384	
	female	54	55	270	
c. Temporary employees	person	15	14	76	
breakdown by gender	male	8	7	41	
	female	7	7	35	
d. Non-guaranteed hours employees	person	0	0	2	
breakdown by gender	male	0	0	2	
	female	0	0	0	
e. Full-time employees	person	14	14	1,543	
breakdown by gender	male	14	3	1,339	
	female	0	11	204	
f. Part-time employees	person	14	16	189	
breakdown by gender	male	6	6	88	
	female	8	10	101	

Total number of non-employee workers

the total number of workers who are not employees but are engaged in the undertaking's core business, i.e. persons who are not in an employment relationship with the undertaking, but whose work is controlled by it and perform roles that are the same as or similar to those of its employees or are otherwise engaged in the company's core business	person	27	27	39	
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Training and skills development

The percentage of own workers covered by the undertaking's training programmes for each employee category					
Permanent employees	%	100	100	100	
Temporary employees	%	100	100	100	
Non-guaranteed hours employees	%	0	0	0	
Full-time employees	%	100	100	100	
Part-time employees	%	100	100	100	
The percentage of own workers covered by regular performance and career development reviews for each employee category					
Permanent employees	%	100	100	90.4	
Temporary employees	%	100	100	59.2	
Non-guaranteed hours employees	%	0	0	0	
Full-time employees	%	0	0	92.4	
Part-time employees	%	0	0	72.2	
The average number of training hours per person in own workforce by employee category and gender					
Permanent employees	Male	h	2.4	2.9	11.7
	Female		2.4	2.9	11.4
Temporary employees	Male	h	2.3	2.9	18.8
	Female		2.4	2.9	13.0
Temporary employees	Male	h	0	0	0
	Female		0	0	-
Full-time employees	Male	h	2.4	2.9	12.8
	Female		2.4	2.9	32.7
Part-time employees	Male	h	2.4	2.9	8.6
	Female		2.5	2.9	9.3

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Health and safety management system

The number of fatalities as a result of work-related injuries	person	0	0	0	
The rate of fatalities as a result of work-related injuries	%	0	0	0	
The number of recordable work-related injuries	Q'ty	5	7	23	
The rate of recordable work-related injuries	%	1.1	1.4	8.0	
The number of fatalities as a result of work-related ill health	person	0	0	0	
The number of cases of recordable work-related ill health *1	Q'ty	0	0	0	
The number of days lost to work-related injuries and fatalities from work-related accidents	day	0	0	197.5	
The number of days lost to work-related ill health *1	day	0	0	0	
The number of fatalities from ill health	person	0	0	0	
The absentee days for specific categories of own workers	day	0	0	0	
The percentage of own workers that are not eligible for health care benefits either through the undertaking or a government programme	%	0	0	0	

*1 In Germany, the data could not be collected due to personal data protection laws.

Working hours

The percentage of its own workers that exceed 48 hours per week over the applicable reference period	%	0.8	0.6	0.3	
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Work life balance

The total number of employees entitled to take family-related leave disaggregated by gender	male	person	396	409	1,348	
	female		80	83	265	
The total number of employees entitled to take family-related leave disaggregated type of family-related leave	parental leave	person	443	492	1,448	
	care leave		443	492	1,633	
The total number of employees that took family-related leave disaggregated by gender	male	person	7	4	39	
	female		1	3	20	
The total number of employees that took family-related leave disaggregated type of family-related leave	parental leave	person	8	7	60	
	care leave		0	0	16	
Return to work of employees that took parental leave, disaggregated by gender	male	%	100	100	100	
	female		-	-	100	
Retention rates of employees that took parental leave, disaggregated by gender	male	%	100	100	98.3	
	female		100	100	96.4	
The total number of employees entitled to take advantage of flexible work arrangements for caring purposes, disaggregated by gender	male	person	396	409	1,276	
	female		80	83	269	
The total number of employees that took advantage of flexible work arrangements for caring purposes, disaggregated by gender	male	person	1	6	51	
	female		1	2	15	
The total number of employees that took advantage of flexible work arrangements for caring purposes, disaggregated type of flexible work arrangement	shortened work hours	person	0	0	57	
	telework		2	8	9	

Social security eligibility coverage

the percentage of its own workers eligible for social security	%	100	100	97.7	
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Annual total compensation ratio

The ratio of the basic salary and remuneration of women to men for each employee category, (by country in HMG / Companies can ignore it.)					
permanent employees	ratio	0.12	0.11	0.10	
temporary employees	ratio	0.11	0.19	0.17	
non-guaranteed hours employees	ratio	-	-	-	
full-time employees	ratio	0.11	0.19	0.11	
part-time employees	ratio	0.32	0.26	0.08	
The ratio of the annual total compensation ratio of the highest paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	ratio	1.85	1.89	2.88	
The ratio of the percentage increase in annual total compensation for the undertaking's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	ratio	0.99	0.95	0.89	

Discrimination incidents

The total number of incidents of discrimination, including harassment, during the reporting period	Q'ty	0	0	1	
The total number of incidents reviewed by the undertaking	Q'ty	0	0	1	
The total number of remediation plans being implemented	Q'ty	0	0	0	
The total number of remediation plans that have been implemented, with results reviewed through routine internal management review processes	Q'ty	0	0	0	
The total number of incidents no longer subject to action	Q'ty	0	0	0	

Employment of persons with disabilities

The percentage of persons with disabilities amongst its own workforce	%	1.7	1.6	2.7	
The total number of own workers with disabilities broken down by gender	male	person	5	5	36
	female	person	2	3	11

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Violations of equal opportunities rights

The total amount of fines, penalties, and compensation for damages as a result of violations regarding own workers' equal opportunities rights as specified under the objectives section	JPY thousand	0	0	0	
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Grievances and complaints related to workrelated rights

The number of complaints filed through operational-level grievance mechanisms for each of the matters	Q'ty	0	0	0	
The number of complaints resolved through remediation for each of the matter	Q'ty	0	0	0	

Collective bargaining coverage

The percentage of total employees covered by collective bargaining agreements	%	100	100	95.3	
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Work stoppages

The number of major work stoppages	Q'ty	0	0	0	
The number of workers involved	person	0	0	0	
The length in days of each stoppage	day	0	0	0	
Calculation of the total number of idle person-days FTE due to major work stoppages	person	0	0	0	

Forced labour

The undertaking shall disclose the number of incidents forced labour and/or, the trafficking of persons for the purposes of forced or compulsory labour i.e. human trafficking identified in its own workforce	Q'ty	0	0	0	
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Child labour

The number of incidents of child labour identified in its own workforce	Q'ty	0	0	0	
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Violations of workers' rights

The total amount of fines, penalties, and compensation for damages as a result of violations regarding workers' other work-related rights as specified under the objectives section	JPY thousand	0	0	0	
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G/Governance

Governance structure and composition

Unit :

Tenure of members on the governance body	1	Yoshio HOSOKAWA	year	22	23	24	
	2	Kohei HOSOKAWA	year	3	4	5	
	3	Tetsuya INOUE	year	21	22	23	
	4	Masahiro INOKI	year	5	6	7	
	5	Hiroyuki TSUJIMOTO	year	1	2	3	
	6	Satoshi AKIYAMA	year	3	4	-	
	7	Katsuhiko TAKAGI	year	7	8	9	
	8	Tatsuo FUJIOKA	year	7	8	9	
	9	Yukari SATO	year	1	2	3	
	10	Atsuko SHIMOSAKA	year	1	2	3	
	11	Yuji FUKUI	year	4	-	-	
	12	Hiroshi KOKUBU	year	12	13	14	
	13	Yoshimitsu KATSUI	year	1	2	3	
	14	Michiko HIRAI	year	-	1	2	
	15	Tetsuo HOSHIYA	year	-	-	1	
Percentage of independent shareholder-elected members			%	46.2	46.2	53.8	
male			person	4	4	5	
female			person	2	2	2	
age group							
		< 51 years old	person	0	0	0	
		51-60 years old	person	2	2	2	
		61-70 years old	person	3	2	2	
		> 70 years old	person	1	2	3	

Governance body meetings and attendance rate

	Board of directors	times	18	19	18	
The number of meetings of the undertaking's governance body and committees during the reporting period	Nomination and Remuneration Committee (Voluntary advisory body)	times	4	3	4	
The number of members who participated in each meetings during the reporting period	Board of directors					
	October	person	10	13	12	
	November-1	person	10	13	12	
	November-2	person	10	13	12	
	December-1	person	10	13	13	
	December-2	person	13	13	13	
	January-1	person	13	13	13	
	January-2	person	13	13	13	
	February-1	person	13	13	13	
	February-2	person	13	13	13	
	March-1	person	13	13	13	
	March-2	person	13	13	-	
	April	person	13	13	13	
	May-1	person	13	13	13	
	May-2	person	13	13	13	
	June	person	13	13	13	
	July	person	13	13	13	
	August-1	person	13	12	13	
	August-2	person	13	12	13	
	September	person	13	12	13	
	Nomination and Remuneration Committee (Voluntary advisory body)					
	1)	person	4	6	5	
	2)	person	4	6	6	
	3)	person	4	6	6	
	4)	person	6		6	
The highest attendance rate of members		%	100	100	100	
The lowest attendance rate of members		%	100	100	100	

Reporting Scope :

(Japan domestic)

Hosokawa Micron Corporation

Hosokawa Micron Cosmetics Corporation

Hosokawa Powders Corporation

(Major overseas subsidiaries)

Hosokawa Alpine AG (Germany)

Hosokawa Micron B.V. (Netherlands)

Hosokawa Micron Ltd. (U.K.)

Hosokawa Micron International Inc. (U.S.A.)