

Unit	FY2022	FY2023	FY2024	FY2025
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E/Environment

Energy consumption

fuel consumption from coal and coal products	MWh	4,573.2	4,534.1		
fuel consumption from crude oil and petroleum products	MWh	933.6	899.4		
fuel consumption from natural gas	MWh	123.3	137.8		
consumption of purchased or acquired electricity, heat, steam, and cooling from non-renewable sources	MWh	3,516.3	3,496.9		
total energy consumption from renewable sources, broken down	MWh	396.2	397.3		
consumption of self-generated non-fuel renewable energy	MWh	396.2	397.3		

Scope 1

1 kt = 1000 metric ton

the gross Scope 1 GHG emissions in metric tons of CO <sub>2</sub> equivalent	CO <sub>2</sub> equivalent kt	0.4	0.4		
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Scope 2

1 kt = 1000 metric ton

the gross Scope 2 GHG emissions in metric tons of CO <sub>2</sub> equivalent	CO <sub>2</sub> equivalent kt	1.9	1.4		
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Scope 3

1 kt = 1000 metric ton

the gross Scope 3 GHG emissions in metric tons of CO <sub>2</sub> equivalent	CO <sub>2</sub> equivalent kt	2,974.7	1,835.3		
Category 1	CO <sub>2</sub> equivalent kt	50.7	56.6		
Category 2	CO <sub>2</sub> equivalent kt	0.3	0.4		
Category 3	CO <sub>2</sub> equivalent kt	0.3	0.3		
Category 4	CO <sub>2</sub> equivalent kt	0.6	0.6		
Category 5	CO <sub>2</sub> equivalent kt	0.6	0.6		
Category 6	CO <sub>2</sub> equivalent kt	0.1	0.1		
Category 7	CO <sub>2</sub> equivalent kt	0.7	0.7		
Category 8	CO <sub>2</sub> equivalent kt	0.4	0.3		
Category 9	CO <sub>2</sub> equivalent kt	0.0	0.0		
Category 10	CO <sub>2</sub> equivalent kt	-	-		
Category 11	CO <sub>2</sub> equivalent kt	2,921.0	1,775.7		
Category 12	CO <sub>2</sub> equivalent kt	0.0	0.0		
Category 13	CO <sub>2</sub> equivalent kt	-	-		
Category 14	CO <sub>2</sub> equivalent kt	-	-		
Category 15	CO <sub>2</sub> equivalent kt	-	-		

Total GHG emissions

1 kt = 1000 metric ton

Total GHG emissions	CO <sub>2</sub> equivalent kt	2,976	1,837		
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Water performance

total water withdrawals	km <sup>3</sup>	16.5	17.3		
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Water supply, Access, Sanitation and Hygiene (WASH)

the percentage of employees who have access to safely managed WASH services in company facilities	%	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		

Waste and emissions

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

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S/Society

Safety of products and services

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		
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Product recalls

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

Corruption incidents

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

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

Donations and sponsorships

charitable donations and sponsorships					
charitable donations	k JPY	3,000	2,000		
sponsorships	k JPY	1,030	30		

Political contributions

monetary value of financial and in-kind political contributions	k JPY	0	0		
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Characteristics of the employees

a. total number	person	476		492					
b. permanent employees	person	433		448					
breakdown by gender	person	male	female	male	female	male	female	male	female
		379	54	393	55				
breakdown by country	person	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees
		430	3	445	3				
c. temporary employees	person	15		14					
breakdown by gender	person	male	female	male	female	male	female	male	female
		8	7	7	7				
breakdown by country	person	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees
		15	0	14	0				
d. non-guaranteed hours employees	person	0		0					
breakdown by gender	person	male	female	male	female	male	female	male	female
		0	0	0	0				
breakdown by country	person	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees
		0	0	0	0				
e. full-time employees	person	14		14					
breakdown by gender	person	male	female	male	female	male	female	male	female
		14	0	3	11				
breakdown by country	person	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees
		14	0	14	0				
f. part-time employees	person	14		16					
breakdown by gender	person	male	female	male	female	male	female	male	female
		6	8	6	10				
breakdown by country	person	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	foreign national employees
		14	0	16	0				

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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		
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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						
	temporary employees	%	100	100						
	non-guaranteed hours employees	%	0	0						
	full-time employees	%	100	100						
	part-time employees	%	100	100						
the percentage of own workers covered by regular performance and career development reviews for each employee category										
	permanent employees	%	100	100						
	temporary employees	%	100	100						
	non-guaranteed hours employees	%	0	0						
	full-time employees	%	0	0						
	part-time employees	%	0	0						
the average number of training hours per person in own workforce by employee category and gender			male	female	male	female	male	female	male	female
	permanent employees	h	2.4	2.4	2.9	2.9				
	temporary employees	h	2.3	2.4	2.9	2.9				
	non-guaranteed hours	h	0	0	0	0				
	full-time employees	h	2.4	2.4	2.9	2.9				
	part-time employees	h	2.4	2.5	2.9	2.9				

Health and safety management system

the number of fatalities as a result of work-related injuries	person	0	0		
the rate of fatalities as a result of work-related injuries	%	0	0		
the number of recordable work-related injuries	Q'ty	5	7		
the rate of recordable work-related injuries	%	1.1	1.4		
the number of fatalities as a result of work-related ill health	person	0	0		
the number of cases of recordable work-related ill health	Q'ty	0	0		
the number of days lost to work-related injuries and fatalities from work-related accidents	day	0	0		
the number of days lost to work-related ill health	day	0	0		
the number of fatalities from ill health	person	0	0		
the absentee days for specific categories of own workers	day	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		

Working hours

the percentage of its own workers that exceed 48 hours per week over the applicable reference period	%	0.8	0.6		
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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		
	female	person	80	83		
the total number of employees entitled to take family-related leave disaggregated type of family-related leave	parental leave	person	443	492		
	care leave	person	443	492		
the total number of employees that took family-related leave disaggregated by gender	male	person	7	4		
	female	person	1	3		
the total number of employees that took family-related leave disaggregated type of family-related leave	parental leave	person	8	7		
	care leave	person	0	0		
return to work of employees that took parental leave, disaggregated by gender	male	%	100	100		
	female	%	-	-		
retention rates of employees that took parental leave, disaggregated by gender	male	%	100	100		
	female	%	100	100		
the total number of employees entitled to take advantage of flexible work arrangements for caring purposes,	male	person	396	409		
	female	person	80	83		
the total number of employees that took advantage of flexible work arrangements for caring purposes, disaggregated by gender	male	person	1	6		
	female	person	1	2		
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		
	telework	person	2	8		

Social security eligibility coverage

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

The ratio of the basic salary and remuneration of women to	permanent employees	ratio	100:88	100:89		
	temporary employees	ratio	100:89	100:81		
	non-guaranteed hours employees	ratio	-	-		
	full-time employees	ratio	100:89	100:81		
	part-time employees	ratio	100:68	100:74		
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		
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)		%	0.99	0.95		

Discrimination incidents

the total number of incidents of discrimination, including harassment, during the reporting period	Q'ty	0	0		
the total number of incidents reviewed by the undertaking	Q'ty	0	0		
the total number of remediation plans being implemented	Q'ty	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		
the total number of incidents no longer subject to action	Q'ty	0	0		

Employment of persons with disabilities

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

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	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		
the number of complaints resolved through remediation for each of the matter	Q'ty	0	0		

Collective bargaining coverage

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

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

the number of incidents of child labour identified in its own workforce	Q'ty	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	0	0		
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G/Governance

Governance structure and composition

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

Governance body meetings and attendance rate

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