

E Environment

(Fiscal year)

Scope		Unit	2018	2019	2020	2021	2022	
Total energy input	Group production bases in Japan	1,000 GJ (Heat quantity equivalent)	2,888	2,874	2,914	2,667	2,711	
Percentage of renewable energy		%	50	50	50	50	50	
Effective use of water resources		Quantity of water intake	1,000 m ³	2,041	1,943	1,865	1,799	1,859
		Discharge of drainage		1,572	1,455	1,381	1,331	1,408
Waste, etc.		Amount generated	1,000 t	48.8	48.6	47.5	43.7	47.1
		Percentage of final volume disposed of in landfill	%	7.5	7.6	7.2	5.9	5.8
Chemical substances (Substances subject to the PRTR law)		Emissions/Transfer volume	t	15	17	16	8	7
Number of environmental accidents and violations (Those with administrative guidance or penal charge)		Case	0	0	0	0	0	

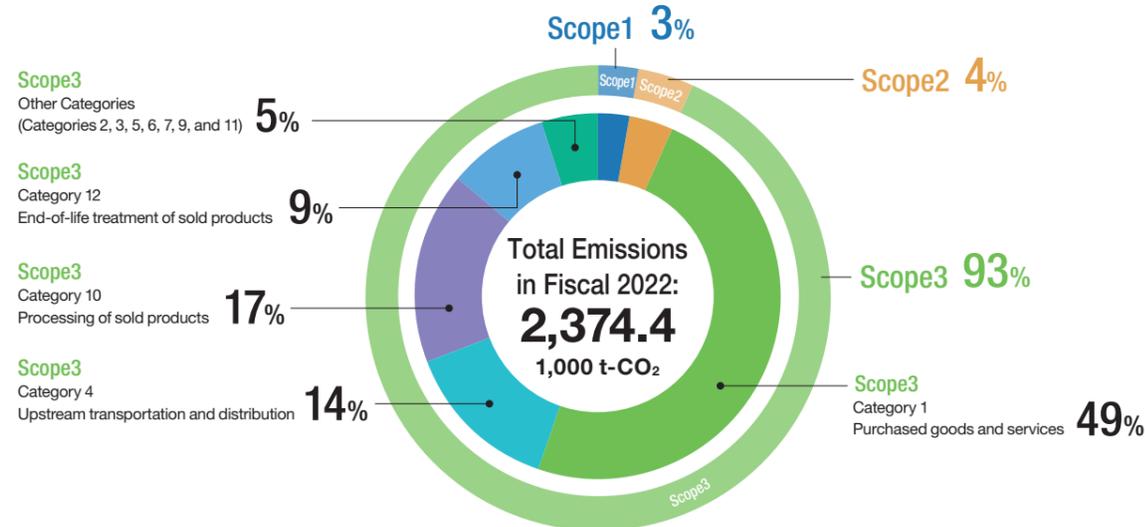
Greenhouse Gas Emissions

(Fiscal year)

Scope		Unit	2018	2019	2020	2021	2022
Scope 1 Total	Group consolidation ¹	1,000 t-CO ₂	-	-	-	73.5	73.7
	Japan		36.1	35.4	35.4	31.2	32.9
	Overseas		-	-	-	42.3	40.8
Scope 2 Total	Group consolidation ¹		-	-	-	89.2	87.9
	Japan		63.2	58.6	55.7	51.3	48.5
	Overseas		-	-	-	38.0	39.4
Scope 3 ^{2 and 3} Total	Group consolidation ¹		-	-	-	1,763.8	2,212.9
	Japan ⁴		-	1,077.7	1,120.6	1,008.5	1,082.1
Scope 1+2 Total	Group consolidation ¹		-	-	-	162.7	161.5
	Japan		99.3	93.9	91.1	82.5	81.4
Scope 1+2+3 Total	Group consolidation ¹	-	-	-	1,926.5	2,374.4	
	Japan	-	1,171.7	1,211.8	1,091.0	1,163.4	

*1. Except for Singapore Branch, Indonesia Office, Vietnam Office, and Daiken (Shanghai) Corporation among the overseas group bases
 *2. Conform to the Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain by the Ministry of Environment and Ministry of Economy, Trade and Industry.
 *3. Excluding some of the bases and activities with small emissions and a small impact on the entire supply chain's emissions.
 *4. Including emissions by procuring materials from the overseas group companies.

Greenhouse Gas Emissions Composition Ratio in Fiscal 2022 (Group consolidation)



S Social

(Fiscal year)

Number of employees

Scope		Unit	2018	2019	2020	2021	2022
Number of employees (Consolidated)		Persons	3,073	3,287	3,807	3,852	3,965
Domestic			2,248	2,268	2,411	2,449	2,461
Global			825	1,019	1,396	1,403	1,504
Average age		Age	41.4	41.6	41.6	41.6	41.9
Female			37.7	38.6	38.8	38.8	39.2
Male			42.2	42.4	42.4	42.4	42.8
Average length of service		Year	17.7	17.7	17.5	17.6	17.7
Female			11.5	11.6	11.6	11.4	11.7
Male			19.3	19.3	19.2	19.4	19.6

Voluntary job separation ratio

Voluntary job separation ratio (Full-time employees)	Non-consolidated	%	2.0	2.2	1.9	1.3	2.3
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Women's active participation

The female employee ratio	Non-consolidated	%	19.5	20.2	21.9	23.6	24.2
The ratio of female employees hired			34.0	20.3	34.0	29.0	32.6
The female manager ratio (positions equivalent to section chief or higher)			0.62	1.04	1.23	1.62	1.63

Childcare leave

Number of employees taking childcare leave	Non-consolidated	Persons	5	12	28	17	37
Male			0	7	20	7	24
Female			5	5	8	10	13
The rate of returning to work from childcare leave		%	100	100	100	100	100

Employment of the persons with disabilities

The employment rate of persons with disabilities	Non-consolidated	%	1.80	2.03	1.95	1.96	2.14
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Annual paid leave

Acquisition of paid holidays	Non-consolidated	%	49.8	53.9	64.9	65.8	61.4
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CSR procurement

The rate of acquisition of the agreement on the CSR procurement standards	Group consolidation in Japan ¹	%	100	100	100	100	98
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Occupational Safety

The Rate of lost-worktime injuries	Group production bases in Japan	-	0.82	1.22	0	1.65	2.06
The plant mutual safety diagnosis execution rate			%	100	100	100	100
Workplace fatality	Non-consolidated	Persons	0	0	0	0	0
			Contractor	0	0	0	0

Employee satisfaction

Employee satisfaction ³	Group consolidation in Japan ¹	pt	-	-	55.4	56.7	54.6
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*1. Four production bases in Japan in fiscal 2018 and the group production bases in Japan from fiscal 2019 to 2021
 *2. Although diagnosis by visiting the plants was suspended due to the COVID-19 pandemic, online information sharing by the safety supervisor was enhanced
 *3. Employee satisfaction: Our own index based on the survey using the employees' sense of satisfaction and pleasant workplaces as evaluation axes
 *4. Except for T.O FLOORING Co., Ltd.

G Governance

(Fiscal year)

Director composition

Scope		Unit	2018	2019	2020	2021	2022
Number of directors		Persons	9	9	7	8	9
Number of outside directors			2	2	2	3	3

*The number of persons are the figures as of the end of June in each fiscal year

Status of the board convened

Number of the audit & supervisory board convened	Non-consolidated	Times	12	15	13	12	13
Attendance rate of outside directors			%	95	100	100	100

Compliance

Number of participants in compliance training	Group consolidation in Japan	Total/persons	3,276	863	1,337	1,471	3,951
Number of whistle-blowing		Case	1	6	14	8	12

More detailed information is published on our website. <https://www.daiken.jp/company/ir/document/esgdata.html>