

ESG Themes	Item	Coverage	Classification	Unit	Results					
					2021/3	2022/3	2023/3			
Environment	Greenhouse gases	CO2 emissions	Scope 1 (direct emissions)	Domestic consolidated*1	Total	tCO ₂	94,821	91,896	91,062	
							Overseas consolidated*2	387	401	454
							Group consolidated (including overseas)	95,207	92,297	91,516
		Scope 2 (indirect emissions)*3	Domestic consolidated*1	Total	35,851	33,145	31,584			
					Overseas consolidated*2	7,180	6,148	4,934		
					Group consolidated (including overseas)	43,031	39,293	36,518		
		Scope 3 Category 1 (purchased goods and services)*4	Domestic consolidated*1	Total	206,242	204,763	249,436			
					Scope 3 Category 2 (capital goods)	11,641	6,902	6,898		
					Scope 3 Category 3 (fuel- and energy-related activities)	5,446	5,097	5,219		
					Scope 3 Category 4 (upstream transportation and distribution)	23,588	19,931	21,275		
					Scope 3 Category 5 (waste generated in operations)	19,557	5,229	4,782		
					Scope 3 Category 6 (business travel)	724	905	1,195		
					Scope 3 Category 7 (employee commuting)	714	612	603		
	Scope 3 total*11	267,912	243,438	289,408						
	Scope 1 + Scope 2 + Scope 3 total	398,584	368,479	412,054						
	Energy	Energy consumption	Domestic consolidated*1	Total	TJ	1,371	1,333	1,329		
						Scope 2 (indirect emissions)	796	745	763	
						Scope 1 + Scope 2 total	2,167	2,078	2,091	
	Industrial waste	Amount of industrial waste	Domestic consolidated*1	Total	t	9,431	9,055	8,743		
						Recycling Amount	4,708	5,061	5,192	
Disposal Amount						4,723	3,994	3,551		
Plant water intake	Tap water	Domestic consolidated*5	Total	1,000 m ³	51	50	52			
					Groundwater	20,146	19,979	20,689		
					Industrial water	318	335	305		
Plant wastewater	Sewerage	Domestic consolidated*5	Total	1,000 m ³	35	37	39			
					Freshwater areas (lakes, rivers, etc.)	13,005	13,432	13,286		
					Seawater areas	2,749	2,459	2,292		
Environmental management	Violations of environmental laws and regulations	Number of violations	Group consolidated (including overseas)	Total	violation(s)	0	0	0		
						Amount of fines	Group consolidated (including overseas)	Total	1,000 yen	0
ISO14001	Number of ISO 14001-certified companies	Domestic consolidated*1	Total	Overall	%	5				5
						Number of domestic consolidated subsidiaries	21	18	18	
						Ratio of ISO 14001-certified companies	24%	28%	28%	
Social	Diversity*6	Number of employees	Group consolidated (including overseas)	Women	person(s)	2,407	2,454	2,300		
						Men	3,276	3,217	3,132	
						Total	5,683	5,671	5,432	
		Percentage of female employees	Group consolidated (including overseas)	Women	%	42%	43%	42%		
						Percentage of full-time female employees	36%	36%	36%	
		Employees by age	10-19	Domestic consolidated*1	Total	person(s)	58	41	26	
							20-29	1,048	1,052	1,031
							30-39	971	903	856
							40-49	1,140	1,091	1,024
							50-59	720	743	807
							60+	191	181	178
		Number of new hires	Including the number of mid-career employees	Group consolidated (including overseas)	Women	person(s)	131	98	91	
							Men	174	148	168
							Total	305	246	259
		Ratio of mid-career hires to the total number of new hires	Group consolidated (including overseas)	Women	%	13%	29%	37%		
						Men	33%	33%	49%	
						Overall	25%	31%	45%	
		Percentage of women among new hires	Domestic consolidated*1	Total	person(s)	43%	40%	35%		
						Number of retired employees*10	37	66	47	
		Number of employees taking nursing care leave	Group consolidated (including overseas)	Overall	%	1	1	1		
						Voluntary resignation rate*12	6.2%	7.4%	5.8%	
		No. of managers	Domestic consolidated*1	Women	person(s)	4	5	6		
						Overseas consolidated*2	10	10	9	
						Group consolidated (including overseas)	14	15	15	
						Domestic consolidated*1	531	553	538	
						Overseas consolidated*2	21	20	21	
						Group consolidated (including overseas)	552	573	559	
Domestic consolidated*1	535					558	544			
Overseas consolidated*2	31					30	30			
Group consolidated (including overseas)	566					588	574			
Domestic consolidated*1	0.7%					0.9%	1.1%			
Overseas consolidated*2	32%					33%	30%			
Group consolidated (including overseas)	2.5%					2.6%	2.6%			
Number of employees taking childcare leave	Including taking leave for childcare purposes	Domestic consolidated*1	Women	person(s)	43	55	42			
					Men	17	15	22		
					Total	60	70	64		
Number of foreign employees	Domestic consolidated*1	Total	person(s)	20	7	13				
				Number of vocational accidents resulting in lost work time	Group consolidated (including overseas)	Total	accident(s)	5	4	1
				Number of fatalities due to occupational accidents				Overall	Frequency	0
(cooperating companies*8)	0	0	0							
Frequency rate of occupational accidents resulting in lost work time*9	0.6	0.5	0.1							
Percentage of employees taking annual paid leave	Domestic consolidated*1	Overall	%	58%	65%	67%				
				Percentage of employees taking stress checks	89%	90%	90%			
				Percentage of employees receiving regular health checks	99%	99%	99%			
				Annual hours spent on education and training per employee	Total	hour(s)	3	10	10	
Annual education and training expenses per employee	1,000 yen	16	31	32						
Local communities and society	Number of donations	Domestic consolidated*1	Total	1,000 yen	13	28	35			
					Amount donated	206,792	207,198	208,094		

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Governance	Compliance	Percentage of employees attending compliance education	Domestic consolidated*1	Overall	%	100%	99%	100%	
	Information security	Number of information security training sessions or tests conducted		Total	certification(s)	6	4	4	
	ISO	Number of ISO 27001 certifications		Total	certification(s)	1	1	1	
		Number of ISO 14001 certifications			certification(s)	7	7	7	
		Number of ISO 9001 certifications			certification(s)	14	13	13	
	Corporate governance	Number of Directors	HD*10	Women	person(s)	0	0	0	As of July 3, 2023
		Internal				0	0	0	0
				Men	3	3	3	3	
				Total	3	3	3	3	
		Independent outside		Women	0	2	2	2	
				Men	2	2	2	3	
				Total	2	4	4	5	
		Grand total		Total	5	7	7	8	
		Number of Audit & Supervisory Board Members		Women	0	0	0	0	
				Men	2	1	1	1	
				Total	2	1	1	1	
		Independent outside		Women	0	0	0	1	
				Men	2	2	2	1	
				Total	2	2	2	2	
		Grand total		Total	4	3	3	3	
		Number of officers		Women	0	0	0	0	
				Men	5	4	4	4	
				Total	5	4	4	4	
		Independent outside		Women	0	2	2	3	
				Men	4	4	4	4	
				Total	4	6	6	7	
		Grand total		Total	9	10	10	11	
	Number of Directors and Executive Officers		Total	0	0	0	0		
	Percentage of independent Outside Directors		Overall	%	40%	57%	57%	63%	
	Percentage of independent outside officers				44%	60%	60%	64%	
	Percentage of female Directors				0%	29%	29%	25%	
	Percentage of female officers				0%	20%	20%	27%	
	Number of meetings of the Board of Directors		Total	meeting(s)	16	17	18	-	
	Number of meetings of the Audit & Supervisory Board				14	14	14	-	

*1 Daiwabo Information System Co., Ltd. (consolidated), Daiwabo Co., Ltd. (consolidated in Japan), O-M Ltd. (consolidated in Japan), and Daiwabo Holdings Co., Ltd. Actual results are as of March 31 for each fiscal year

*2 Daiwabo Co., Ltd. (consolidated overseas) and O-M Ltd. (consolidated overseas)

*3 The data subject to calculation is reviewed and partially revised.

*4 Daiwabo Co., Ltd. (consolidated in Japan), O-M Ltd. (consolidated in Japan), and Daiwabo Holdings Co., Ltd. (Daiwabo Information System Co., Ltd. is excluded as it is still being calculated)

*5 Daiwabo Co., Ltd. (consolidated: domestic plants) and O-M Ltd. (consolidated: domestic plants)

*6 Regular employees, contract employees, and seconded employees (not including part-time employees, non-full-time employees, and dispatch employees)

*7 Training related to ability development, held by human resources departments

*8 Companies entrusted for consolidated domestic company on-site operations.

*9 Number of casualties due to occupational accidents per million hours of actual work. (Number of casualties due to occupational accidents ÷ Total number of actual working hours × 1,000,000)

*10 Daiwabo Holdings Co., Ltd.

*11 Categories other than 1 to 7 of scope 3

Category 8 (upstream leased assets): Not applicable. This is because energy consumption due to the use of assets leased under lease agreements is included in scope 1 and scope 2.

Category 9 (downstream transportation and distribution): Not applicable. Emissions to shipping destinations are included in category 4. It is difficult to make a reasonable calculation for transportation from the shipping destination onward.

Category 10 (processing of sold products): Not applicable. Products handled by the Company span a variety of fields, and there are many potential uses downstream from the point of shipment, making it difficult to make rational calculations.

Category 11 (use of sold products), Category 12 (end-of-life treatment of sold products): Future disclosure is being considered.

Category 13 (downstream leased assets), Category 14 (franchises), Category 15 (investments): Not applicable.

*12 Voluntary resignation rate: Number of voluntary retirees ÷ (Number of employees at the end of the previous period + Number of employees hired during the period <new + mid-career>)