

[Sustainability Report 2023]

Data Section (appendix)

- Reference information relevant to GRI Standards -
- Anti-corruption
- Anti-competitive behavior
- Materials
- Energy
- Water and effluents
- Emission
- Waste
- Compliance (environmental)
- Supplier assessment (environmental)
- Employment
- Occupational health and safety
- Training and education
- Diversity and equal opportunity
- Human rights (child labor)
- Human rights (compulsory labor)
- Supplier assessment (social)
- Customer health and safety
- Compliance (social)
- Product/process innovations (process)
- Product/process innovations (product)
- Safety and disaster readiness



Scope of the report –

Non-consolidated: Bando Chemical Industries, Ltd.

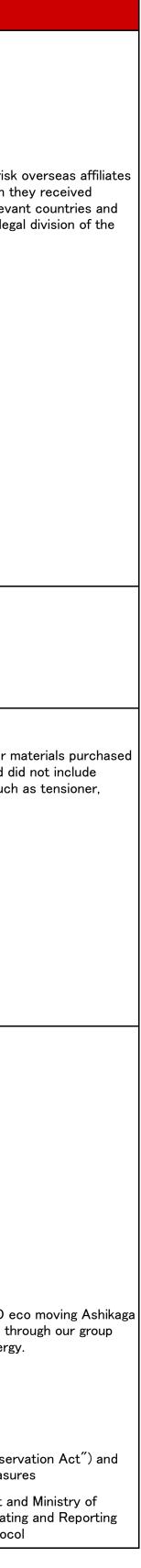
Japan: Domestic subsidiaries and affiliates of Bando Chemical Industries, Ltd. (Consolidated)

Overseas: Overseas subsidiaries and affiliates of Bando Chemical Industries, Ltd. (Consolidated)

BANDO CHEMICAL INDUSTRIES, LTD.

Material Issue			GRI Standards	Boundary Customer Japan Supplier	
Anti-corruption	205	205-1	Operations assessed for risks related to corruption		
		205–2	 a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment. Communication and training about anti-corruption policies and procedures a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. 		
			b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	•	Five people We required empl to take a complia explanations on t were also told no Company when ir
			c. Total number and percentage of business partners that the organization's anti- corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.		
			d. Total number and percentage of governance body members that have received training		
		205-2	on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti- corruption, broken down by employee category and region.		
		205–3	Confirmed incidents of corruption and actions taken a. Total number and nature of confirmed incidents of corruption.		None
			 a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. 	•••	None
			c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	• • •	None
			d. Public legal cases regarding corruption brought against the organization or its employees		Not applicable
Anti-competitive	206	206-1	during the reporting period and the outcomes of such cases. Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
behavior			a. Number of legal actions pending or completed during the reporting period regarding anti- competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	•••	None
			b. Main outcomes of completed legal actions, including any decisions or judgments.	• • •	Not applicable
Materials	301	301-1	Materials used by weight or volume		
			a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:	•	24,705t * Materials used from outside part packing materials spring, and shaft)
			i. non-renewable materials used;		-
		301-2	ii. renewable materials used. Recycled input materials used		-
			a. Percentage of recycled input materials used to manufacture the organization's primary products and services.		
		301-3	Reclaimed products and their packaging materials		
			a. Percentage of reclaimed products and their packaging materials for each product category.		
Energy	302	302-1	b. How the data for this disclosure have been collected. Energy consumption within the organization		
Lifergy	002		a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	•••	217,600.65MWh
			b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	•••	22,299.65MWh
			c. In joules, watt-hours or multiples, the total:		
			i. electricity consumption	• • •	106,994.97MWh
			ii. heating consumption		-
			iii. cooling consumption		-
			iv. steam consumption d. In joules, watt-hours or multiples, the total:		_
			i. electricity sold	••	2,434,000kWh *Electricity gener solar power facilit
			ii. heating sold	•	company using th Not applicable
			iii. cooling sold iv. steam sold		Not applicable Not applicable
			e. Total energy consumption within the organization, in joules or multiples.		239,900.30MWh
			f. Standards, methodologies, assumptions, and/or calculation tools used.	•	Act on the Ration Act on Promotion
			g. Source of the conversion factors used.	•	Guidelines issued Economy, Trade a

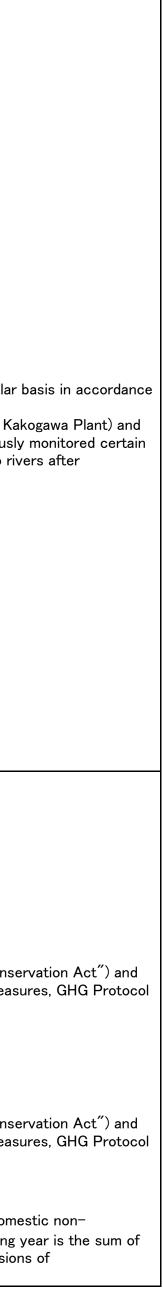
Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
e ed employees to be seconded to high-risk overseas affiliates compliance training beforehand in which they received ns on the bribery regulations in the relevant countries and told not to offer bribes and to consult legal division of the when in doubt.	to take a compliance training beforehand in which they received explanations on the bribery regulations in the relevant countries and were also told not to offer bribes and to consult legal division of the	Two people We required employees to be seconded to high-risl to take a compliance training beforehand in which t explanations on the bribery regulations in the relev- were also told not to offer bribes and to consult leg Company when in doubt.
	None	None
	None	None
	None	None
able	Not applicable	Not applicable
	None	None
able	Not applicable	Not applicable
s used included raw materials and other materials purchased de parties and part of components, and did not include aterials (including metal components such as tensioner, I shaft).	* Materials used included raw materials and other materials purchased from outside parties and part of components, and did not include packing materials (including metal components such as tensioner,	23,372t * Materials used included raw materials and other r from outside parties and part of components, and c packing materials (including metal components such spring, and shaft). — —
iMWh	227,108.31MWh	216,183.63MWh
/Wh	21,419.30MWh	18,600.07MWh
'MWh	107,211.24MWh — — —	99,024.67MWh — — —
Wh y generated at Ashikaga Plant (BANDO eco moving Ashikaga er facility) is sold to electricity retailers through our group using the FIT system for renewable energy. able able MWh	*Electricity generated at Ashikaga Plant (BANDO eco moving Ashikaga solar power facility) is sold to electricity retailers through our group company using the FIT system for renewable energy. Not applicable Not applicable Not applicable	solar power facility) is sold to electricity retailers th company using the FIT system for renewable energ Not applicable Not applicable Not applicable
Rational Use of Energy ("Energy Conservation Act") and	Act on the Rational Use of Energy ("Energy Conservation Act") and	234,783.70MWh Act on the Rational Use of Energy ("Energy Conse Act on Dynamics of Clobal Warming Countermoor
omotion of Global Warming Countermeasures issued by Ministry of the Environment and Ministry of Trade and Industry "Manual for Calculating and Reporting se Gas Emissions (Ver.4.8)," GHG Protocol	Guidelines issued by Ministry of the Environment and Ministry of Economy, Trade and Industry "Manual for Calculating and Reporting	Act on Promotion of Global Warming Countermeasu Guidelines issued by Ministry of the Environment a Economy, Trade and Industry "Manual for Calculat Greenhouse Gas Emissions (Ver.4.7)," GHG Protoc
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Material Issue		GRI Standards	Boundary Oversea Supplier	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	302-2	Energy consumption outside of the organization				
		a. Energy consumption outside of the organization, in joules or multiples.				
		b. Standards, methodologies, assumptions, and/or calculation tools used.				
	302-3	c. Source of the conversion factors used. Energy intensity				
	002 0	a. Energy intensity ratio for the organization.				
		b. Organization-specific metric (the denominator) chosen to calculate the ratio.				
		c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.				
	302-4	d. Whether the ratio uses energy consumption within the organization, outside of it, or both. Reduction of energy consumption				
		a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.				
		b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.				
		c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.				
	302-5	d. Standards, methodologies, assumptions, and/or calculation tools used. Reductions in energy requirements of products and services				
		a. Reductions in energy requirements of sold products and services achieved during the				
		reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.				
		c. Standards, methodologies, assumptions, and/or calculation tools used.				
Water and effluents	303 303-1					
		 a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged. b. Standards, methodologies, and assumptions used. 				
		c. How water-related impacts are addressed, including how the organization works with stakeholders, and how it engages with suppliers or customers.				
		d. An explanation of the process for setting any water-related goals and targets and how they relate to public policy and the local context of each area with water stress.				
	303-2	Management of water discharge-related impacts				
		a. Minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:				
		i. how standards for facilities operating in locations with no local discharge requirements were determined;				
		ii. any internally developed water quality standards or guidelines;				
		iii. any sector-specific standards considered;				
		iv. whether the profile of the receiving waterbody was considered.				
	303–3	Water withdrawal a. Total water withdrawal and a breakdown of this total by the following sources:	• • •	1,047.1ML	1,189.1ML	1,174.2ML
		i. surface water;	•••			
		ii. groundwater;	• • •	506.11ML	615.85ML	_
		iii. seawater;	• • •	_	_	_
		iv. produced water;	• • •	_		_
		v. third-party water.	• • •	541.00ML	573.25ML	_
		b. Total water withdrawal with water stress and a breakdown of this total by the following sources:				
		i. surface water;				
		ii. groundwater;				
		iii. seawater;				
		iv. produced water;				
		v. third-party water.				
		c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b by the following categories: i. freshwater;				
		ii. other water.				
		d. Standards, methodologies, and assumptions used.				

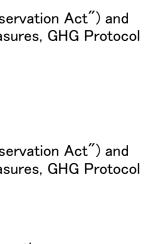
		Boundary	
Material Issue	GRI Standards	Customer Overseas Japan Non- sonsolidated Supplier	
	303–4 Water discharge		
	a. Total water discharge and a breakdown of this total by the following types of destination:	• • •	260.47ML
	i. surface water;		204.48ML
	ii. groundwater;		_
	iii. seawater;		-
	iv. produced water;		_
	v. third-party water.		55.99ML
	b. A breakdown of total water discharge by the following categories:	• • •	260.47ML
	i. freshwater;		
	ii. other water. c. Total water discharge to all areas with water stress and a breakdown of this total by the		
	following categories:		
	i. freshwater;		
	ii. other water.		
	d. Priority substances of concern for which discharges are treated, including:		All a la a ta canala sua
	i. definitions, international standards and criteria for substances of concern;	•••	All plants conduct with laws and reg In particular, dom Ashikaga Plant) a monitored certain rivers after purific
	ii. the approach for setting discharge limits for priority substances of concern;	• • •	
	iii. number of incidents of non-compliance with discharge limits.	• • •	None
	e. Standards, methodologies, and assumptions used	$\bullet \bullet \bullet$	
	303-5 Water consumption		
	a. Total water consumption.		
	b. Total water consumption with water stress.		
	c. Change in water storage, if water storage has been identified as having a significant water-related impact.		
Emission	d. Standards, methodologies, and assumptions used. 305 305–1 Direct (Scope 1) GHG emissions		
	a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent.	$\bullet \bullet \bullet$	45,339.55t-CO ₂
	b. Gases included in the calculation; whether CO_2 , CH_4 , N_2O , HFCs, PFCs, SF ₆ , NF ₃ , or all.	$\bullet \bullet \bullet$	CO ₂
	c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent.	$\bullet \bullet \bullet$	Not applicable
	d. Base year for the calculation, if applicable, including:	$\bullet \bullet \bullet$	2013
	i. the rationale for choosing it;	• • •	Act on the Ration Act on Promotion
	ii. emissions in the base year;	• • •	32,077t-CO ₂
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	• • •	_
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	•••	Act on the Ration Act on Promotion
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	•••	Financial control
	g. Standards, methodologies, assumptions, and/or calculation tools used.	•••	CO ₂ emissions in consolidated emis domestic non-con domestic/oversea

Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	284.531ML	283.86ML
	232.05ML	_
	—	-
	_	_
	_	_
	52.48ML	-
	284.531ML	283.86ML
nd regulations. r, domestic plants (Nankai Plant, Kakogawa Plant, and lant) and production bases in the U.S. continuously certain critical items related to the water discharged to	All plants conduct water quality tests on a regular basis in accordance with laws and regulations. In particular, domestic plants (Nankai Plant, Kakogawa Plant, and Ashikaga Plant) and production bases in the U.S. continuously monitored certain critical items related to the water discharged to rivers after purification.	All plants conduct water quality tests on a regular with laws and regulations. In particular, domestic plants (Nankai Plant and Ka production bases in the U.S. and India continuousl critical items related to the water discharged to riv purification.
	None	None
CO ₂	46,722.95t−CO₂	45,653.72t-CO2
	CO2	CO2
ble	Not applicable	Not applicable
	2013	1990
		Act on the Rational Use of Energy ("Energy Conse Act on Promotion of Global Warming Countermeas
\mathcal{O}_2	32,401t-CO2	59,802t−CO₂ (total of Scope 1 and 2)
	_	_
	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol	Act on the Rational Use of Energy ("Energy Conse Act on Promotion of Global Warming Countermeas
ontrol	Financial control	_
ons in the base year is the sum of domestic non- d emissions, but those in the reporting year is the sum of	CO ₂ emissions in the base year is the sum of domestic non- consolidated emissions, but those in the reporting year is the sum of domestic non-consolidated emissions and emissions of domestic/overseas consolidated subsidiaries.	CO ₂ emissions in the base year is the sum of dom consolidated emissions, but those in the reporting domestic non-consolidated emissions and emissio domestic/overseas consolidated subsidiaries.



equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent. 42.031.19t- c. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all. CO ₂ d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. Act on the fact on Proconsolidation approach for emissions; and/or calculation tools used f. Standards, methodologies, assumptions, and/or calculation tools used financial control, or operational control. f. Standards, methodologies, assumptions, and/or calculation tools used g. Standards, methodologies, assumptions, and/or calculation tools used 	Material Issue		GRI Standards	Supplier	Japan Non-	Customer Overseas	
 emissions in matrix tables of the advantages in amissions that fragmed readulation is matrix tables of the advantage is a mission of the advantage		305-2	Energy indirect (Scope 2) GHG emissions	ž			
 d CQ, quivalent. c. H available: the gases included in the calculation, whether CQ, CH₆ N₄O, HFCs. PFCs. 3F, N⁴, or all. d Base year for the calculation, if applicable, including: i. the rationals for choosing it: ii. the cancel to ray significant changes in emissions that triggered e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. c. Standards, methodolpies, assumptions, and/or calculation tools used. 305-3 Other indirect (Scope 3) GHG emissions catogress and activities included in the calculation. If applicable, including: i. the available: the gases included in the calculation whether OQ, OH, NQ, HFCs. PFCs. Financial e Gross other indirect (Scope 3) GHG emissions in metric tons of OO, equivalent. b. H available: the gases included in the calculation whether OQ, OH, NQ, HFCs. PFCs. Sarger, N⁴, ar all. Base year for the calculation, if applicable, including: i. the rationals for choosing it; ii. the rationals of CO₂ equivalent. c. Standards, methodolpies, assumptions, and/or calculation tools used. 305-3 Other indirect (Scope 3) GHG emissions in metric tons of OO, equivalent. b. Transition in the base year; ii. the rationals for choosing it; ii. diversionin factors and the global warming potential (GWP) rates used, or a reference to the GWP source. c. Standards, methodolpies, assumptions, and/or calculation tools used. 305-4 Other indirect (Scope 3) GHG emissions to exporte in emissions that triggered recalculations of base year emissions. c. Standards, methodolpies, assumptions, and/or calculation tools used. 305-4 Other indirect (Scope 3). d. Genession intensity a. GHG emissions intensity ratis for the organization. b. Organization-specific matrix					• •	•	48,177.86t-CO ₂
 SF_µ N₅, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it: i. the rationale for choosing it: ii. the context for any significant changes in emissions that triggered recalculation of base year: ii. the context for any significant changes in emissions that triggered recalculations of base year emissions. c. Consolidation approach for emissions; whether equity share, financial control, or coverband control. c. Consolidation approach for emissions; whether equity share, financial control, or coverband control. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-3 Other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. Braynish, the gase included in the calculation; whether CO₂, CH, N₁O, HFCa, PFCa, SF₆, NF₅, or all. c. Bisgeric CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the cators for any significant changes in emissions state triggered recellulations of base year: ii. the cators for any significant changes in antistions that triggered recellulations of base year: ii. the cators for any significant changes in antistions that triggered recellulations of base year: ii. the cators for any significant changes in antistions that triggered recellulations intensity ratio for the argumptions. e. Source of the emissions included in the antistices. f. Source of the emission includent in the intensity ratio, whether direct (Scope 1), emergy indirect (Scope 2). and/or other indirect (Scope 3). d. GHG emissions included in the calculation, whether CO₂, CH₄, M₂O, HFCa, FFCa, SF₆, NF₃, or all. d. Gases included in the calculation, whether C					••	•	42,031.19t-CO ₂
 i. the rationale for choosing it: i. emissions in the base year; ii. the contact for any significant changes in amissions that triggered recalculations of base year emissions. e. Source of the amission factors and the global warming potential (GWP) rates used, or a reference to the GWP eurose. f. Consolidation approach for amissions; whether equity share. financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-3 Other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation; whether CO₂, CH₂, N₂O, HFGs, PFGs, SF₂, N₃, or al. e. Bisgeric CO₂ amissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Bisgeric CO₂ amissions in the base year: i. the context for any significant changes in emissions that triggered recalculations of base year or to be calculated. G. Standards, methodologies, assumptions, and/or calculation tools used. S. Standards, methodologies, assumptions, and/or calculation tools used. e. Bisse year for the calculation. If applicable, including: i. the context for any significant changes in emissions that triggered recalculations of base year: i. the context of the any significant changes in emissions that triggered recalculations of base year emissions. t. Source of the amission intensity ratio for the organization. b. Organization specific metric (bre domoninator) chosen to calculate the ratio.					• •	•	CO2
 Act on Pro i. is missions in the base year: ii. the cortext for any significant changes in emissions that Uriggred recalculations of base year emissions; whether equity share, financial control, or operational control. Standards, methodologies, assumptions, and/or calculation tools used. if a missions in the base year: a. Gross other indirect (Scope 3) GHG emissions in metric tons of OQ, equivalent. b. If available, the gases included in the calculation; whether CQ, CH, NQO, HFCs, PFCs, SFs, NFs, or all. Bisegrid CQ, emissions in the base year: ii. entropication for the calculation; and/or calculation tools used. 			d. Base year for the calculation, if applicable, including:		• •	•	2013
ii. the context for any significant changes in emissions that triggered recalculations of base year emissions. - c. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. - Act on the Act on the Act on the source of the emission approach for emissions; whether equity share, financial control, or operational control. - - Act on the Act on the Act on the source of the emission approach for emissions; whether equity share, financial control, or operational control. - - Act on the Act on the Act on the source of the emission approach for emissions; whether equity share, financial control, or operational control. - - Act on the Act on the Act on the source of the emission approach for emissions; whether equity share, financial control, or operational control. -			i. the rationale for choosing it;		• •	\bullet	Act on the Rati Act on Promoti
 recalculations of base year omissions.¹ a. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions: whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-3 Other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation: whether CO₂, CH₄, N₂O, HFCS, PFCs, SF₆, NF₈, or all. c. Biogenic OO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation. if applicable, including: i. the rationals for choosing it: i. emissions in the base year; ii. the context for any significant changes in emissions that triggered recolculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. GHG emissions intensity ratio for the organization. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether GO₂, CH₄, N₂O, HFCs, PFCs, SF₈, NF₈, or all. a. GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether GO₂, CH₄, N₂O, HFCs, PFCs, SF₈, NF₈, or all. a. GHG emissions a. GHG emissions<th></th><th></th><th>ii. emissions in the base year;</th><th></th><th>• •</th><th></th><th>22,626t-CO₂(m</th>			ii. emissions in the base year;		• •		22,626t-CO ₂ (m
reference to the GWP source. Act on Pro f. Consolidation approach for emissions; whether equity share. financial control. or operational control. Financial c g. Standards, methodologies, assumptions, and/or calculation tools used. S05-3 Other indirect (Scope 3) GHG emissions a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent. b. ff available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFGs, PFGs, SF ₈ , NF ₃ , or all. c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Biase year for the calculation; if applicable, including: i. the rationale for choosing it; i. emissions in the base year: ii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the organization, supprised and the organization. b. Organization-appendic methodologies, assumptions, and/or calculation tools used. a. GHG emissions intensity ratio for the organization. b. Organization-appendic methodologies, assumptions, and/or calculation tools used. c. Types of CHG emissions included in the intensity ratio, whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO ₂ , CH ₆ , N ₇ O, HFCa, PFCa, SF ₈ , NF ₃ , or all. 305-5 Reduction of GHG emissions a. direct result of reduction inith					• •	•	_
 operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-3 Other indirect (Scope 3) GHG emissions a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₅, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation. if applicable, including: i. the rationale for choosing it; ii. emissions in the base year: iii. the cortext for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-6 CHG emissions included in the intensity ratio, whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3), and/or calculation, to calculate the ratio. c. Types of GHG emissions included in the intensity ratio, whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3), and/or other emissions included in the calculation; whether direct (Scope 1), energy indirect (Scope 2), and/or Other indirect (Scope 3), and/o					• •	•	Act on the Rati Act on Promoti
 e. Standards, methodologies, assumptions, and/or calculation tools used. 305-3 Other indirect (Scope 3) GHG emissions a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation; whether CO₂, CH₆, N₂O, HFCS, PFCs, SF₆, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation; e. Base year for the calculation; if applicable, including: i. the rationale for choosing it: ii. emissions in the base year: iii. the context for any significant changes in emissions that triggered recelutations of the Surger year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-4 GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions induced in the intensity ratio, the ther direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether GO₂, CH₄, N₅O, HFCs, SF₆, NF₃, or all. 305-5 Reduction of GHG emissions a. GHG emissions and active to result of reduction initiatives, in metric tons of CO₂ 					• •	•	Financial contro
 305-3 Other indirect (Scope 3) GHG emissions a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCS, PFCS, SF₆, NF₅, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it: ii. emissions in the base year: iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-4 GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio, c. Types of GHG emissions intensity ratio for the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCS, SF₆, NF₅, or all. 			g. Standards, methodologies, assumptions, and/or calculation tools used.		• •	•	consolidated en domestic non-c
 b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₅, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-4 GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₆, N₂O, HFCs, PFCs, SF₆, NF₃, or all. 305-5 Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ 		305-3	Other indirect (Scope 3) GHG emissions				domestic/overs
 SF₆, NF₃, or all. a. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recolculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-4 GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. 305-5 Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂			a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent.				
 d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: the rationale for choosing it; e. enissions in the base year; the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 305–4 GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₈, NF₃, or all. 305–5 Reduction of GHQ emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ 							
calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it: ii. emissions in the base year: iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-4 GHG emissions intensity a. GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. 305-5 Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ 			c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent.				
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 iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-4 GHG emissions intensity a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. 305-5 Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ 			i. the rationale for choosing it;				
recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-4 GHG emissions intensity a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all. 305-5 Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂			ii. emissions in the base year;				
reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 305-4 GHG emissions intensity a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all. 305-5 Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂							
305-4 GHG emissions intensity a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all. 305-5 Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂							
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 c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. 305-5 Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ 							
305-5 Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂			c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy				
		305-5					
			_				
b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.			b. Gases included in the calculation; whether CO_2 , CH_4 , N_2O , HFCs, PFCs, SF ₆ , NF ₃ , or all.				
c. Base year or baseline, including the rationale for choosing it.			c. Base year or baseline, including the rationale for choosing it.				
d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).							
e. Standards, methodologies, assumptions, and/or calculation tools used. 305-6 Emissions of ozone-depleting substances (ODS)		305-6					
a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.			(trichlorofluoromethane) equivalent.				
b. Substances included in the calculation. c. Source of the emission factors used.							
d. Standards, methodologies, assumptions, and/or calculation tools used.							

Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
-CO ₂	52,887.44t-CO2	48,468.38t−CO₂
-CO ₂	46,796.99t−CO₂	38,498.13t−CO₂
	CO ₂	CO ₂
	2013	1990
		Act on the Rational Use of Energy ("Energy Conso Act on Promotion of Global Warming Countermeas
O ₂ (market standard)	22,626t-CO ₂ (market standard)	59,802t−CO₂ (total of Scope 1 and 2)
	—	_
	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol	Act on the Rational Use of Energy ("Energy Cons Act on Promotion of Global Warming Countermeas
ontrol	Financial control	_
ions in the base year is the sum of domestic non- ed emissions, but those in the reporting year is the sum of non-consolidated emissions and emissions of overseas consolidated subsidiaries.	CO ₂ emissions in the base year is the sum of domestic non- consolidated emissions, but those in the reporting year is the sum of domestic non-consolidated emissions and emissions of domestic/overseas consolidated subsidiaries.	CO ₂ emissions in the base year is the sum of dom consolidated emissions, but those in the reporting domestic non-consolidated emissions and emissio domestic/overseas consolidated subsidiaries.



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Material Issue	GRI Standards	Boundary Overses Supplie	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	T ted			
	a. Significant air emissions, in kilograms or multiples, for each of the following:				
	i. NOx				
	ii. SOx				
	iii. Persistent organic pollutants (POP)				
			01.00+	98.20t	70 70+
	iv. Volatile organic compounds (VOC)	-	91.29t	98.201	79.72t
	v. Hazardous air pollutants (HAP)				
	vi. Particulate matter (PM)				
	vii. Other standard categories of air emissions identified in relevant regulations				
	b. Source of the emission factors used.				
	c. Standards, methodologies, assumptions, and/or calculation tools used.				
Waste	306 306-1 Waste generation and significant waste-related impacts				
	a. Significant waste-related impacts				
	i. the inputs, activities, and outputs that lead to these impacts;				
	ii. impacts related to waste generated in the organization's activities or in the value chain.				
	306-2 Management of significant waste-related impacts				
	a. Preventing waste generation and managing the impacts from waste generated in the value chain.				
	b. If the waste is managed by a third party, the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.				
	c. The processes used to collect and monitor waste-related data. 306-3 Waste generated				
	a. Total weight of waste generated and a breakdown by composition of the waste.	•	5,145.6t	5,137.4t	5,986t
	 b. Information necessary to understand the data and how the data have been compiled. 306–4 Waste diverted from disposal 				
	a. Total weight of waste diverted from disposal and a breakdown by composition of the waste.	•	Not applicable	Not applicable	Not applicable
	b. Total weight of hazardous waste diverted from disposal and a breakdown by the following recovery operations:	•	Not applicable	Not applicable	Not applicable
	i. preparation for reuse;				
	ii. recycling;				
	iii. other recovery operations.				
	c. Total weight of non-hazardous waste diverted from disposal and a breakdown by the following recovery operations:				
	i. preparation for reuse;	•	Not applicable	Not applicable	Not applicable
	ii. recycling;	•	1,064.05t	1,203.91t	970.56t
	iii. other recovery operations. d. For each recovery operation listed in 306–4–b and 306–4–c, the total weight of waste diverted from disposal: i. onsite;	•	Not applicable	Not applicable	Not applicable
	ii. offsite.				
	e. Information necessary to understand the data and how the data have been compiled. 306–5 Waste directed to disposal				
	a. Total weight of waste directed to disposal and a breakdown by composition of the waste.				
	b. Total weight of hazardous waste directed to disposal and a breakdown by the following disposal operations:	•	Not applicable	Not applicable	Not applicable
	i. incineration (with energy recovery);				
	ii. incineration (without energy recovery);				
	iii. landfilling;				
	iv. other.				
	c. Total weight of non-hazardous waste directed to disposal and a breakdown by the		Not applicable	Not applicable	Not applicable
	following disposal operations:				
	i. incineration (with energy recovery);		4,079t	3,817t	4,962t
	ii. incineration (without energy recovery);		Not applicable	Not applicable	Not applicable
	iii. landfilling;		2.6t	3.5t	55t
	iv. other.		Not applicable	Not applicable	Not applicable
	d. For each disposal operation listed in 306–5–b and 306–5–c, the total weight of waste directed to disposal:	●			
	i. onsite;	●	Not applicable	Not applicable	Not applicable
	ii. offsite.	•	1,064.05t	1,203.91t	970.56t
	e. Information necessary to understand the data and how the data have been compiled.				
		1		I	I

Material Issue	GRI Standards	Boundary Custome Consolidat Supplie	Fiscal 202	22 Result			Fiscal 2021	Result			Fiscal 2020	Result	
Compliance	307 307–1 Non-compliance with environmental laws and regulations	ar ted											
(environmental)	a. Significant fines and non-monetary sanctions for non-compliance with environmental												
	laws and/or regulations in terms of:												
	i. total monetary value of significant fines; ii. total number of non-monetary sanctions;		Not applicable Not applicable			Not applicable Not applicable				Not applicable Not applicable			
	iii. cases brought through dispute resolution mechanisms.	•••	Not applicable			Not applicable				Not applicable			
	b. If the organization has not identified any non-compliance with environmental laws and/or	•••	Not identified			Not identified				Not identified			
Quanting and a second of	regulations, a brief statement of this fact is sufficient. 308 308-1 New suppliers that were screened using environmental criteria	•••			ľ					Not identified			
Supplier assessment (environmental)		-											
(,	 a. Percentage of new suppliers that were screened using environmental criteria. 308-2 Negative environmental impacts in the supply chain and actions taken 	•	100% (1 company)		1	00% (1company)				100% (7 companies)			
	500 Z Negative environmental impacts in the supply chain and actions taken												
	a. Number of suppliers assessed for environmental impacts.	•	137 companies (Japan only. The nur compiled.)	mber of overseas suppli	ers is being 1	34 companies(Japa	an only)			85 companies(non-c	onsolidated only)		
	b. Number of suppliers identified as having significant actual and potential negative	•	No suppliers identified as having sig	nificant negative enviror	nmental N	No suppliers identifie	ed as having signif	ficant negative env	vironmental	No suppliers identifie	d as having signifi	cant negative en	ivironmental
	environmental impacts.	•	impacts		ir	mpacts				impacts			
	c. Significant actual and potential negative environmental impacts identified in the supply chain.	•	Not applicable		Ν	Not applicable				Not applicable			
	d. Percentage of suppliers identified as having significant actual and potential negative												
	environmental impacts with which improvements were agreed upon as a result of	•	Not applicable		Ν	Not applicable				Not applicable			
	assessment.												
	e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment,	•	Not applicable		N	Not applicable				Not applicable			
Free Land	and why.												
Employment	401 401–1 New employee hires and employee turnover		No. of full-time employees (non-con	isolidated)						1			
			Fiscal year		Fiscal 2022			Fiscal 2021	0)		al 2020		
					of March 31,			f March 31, 202			rch 31, 2021)		
			Under 30 years old	<u>Male</u> 152	Female	Total 180	Male 152	Female 24	<u>Total</u> 176	Male Fe	male To	otal	
			Between 30 to 50 years old	731		37 768	775	41	816	787	43	830	
	a. Total number and rate of new employee hires during the reporting period, by age group,		Over 50 years old	272		23 295	241	22	263	238	22	260	
	gender and region.	•	Total	1,155	8	88 1,243	1,168	87	1,255	1,165	84	1,249	
			No. of new full-time employees (non	-consolidated)									
			Fiscal year		Fiscal 2022			Fiscal 2021			al 2020		
					022 – Marcł		-	021 - March 31,		(April 1, 2020 -			
			Under 30 years old	Male	Female	Total	Male	Female	Total	Male Fe	male To	otal	
			Between 30 to 50 years old	2		7 25 1 3	23	2	20	2	2	39	
			Over 50 years old	0		0 0	0	0	0	0	0	0	
			Total	20		8 28	24	3	27	33	10	43	
			No. of employee turnover (non-cons	solidated)									
	b. Total number and rate of employee turnover during the reporting period, by age group,		Fiscal year		Fiscal 2022	2		Fiscal 2021		Fisc	al 2020		
	gender and region.	•			022 – March	, ,	-	021 - March 31,		(April 1, 2020 -			
				Male	Female	Total	Male	Female	Total	Male Fe	male To	otal	
			Under 30 years old Between 30 to 50 years old	5		1 6	/	2	9	6	2	12	
			Over 50 years old	4		1 5	4	0	4	6	1	7	
			Total	21		6 27	27	2	29	24	3	27	
	Original) Total number of employees	•	1,304 (Male: 1,194 Female: 110)		1	,294 (Male: 1,188, F	emale: 106)			1,277 (Male: 1,180 F	emale: 97)		
	Original) Average service years	•	15.9 years (Male: 16.2 years Female	e: 13.5 years)	1	5.9 years (Male: 16	.0 years Female:	13.1 years)		16.0 years (Male: 16.	0 years Female:	15.0 years)	
	Original) Percentage of female managers		4.2%			I.4%				4.4%			
	Original) Percentage of employees with disabilities	•	2.20%		2	2.08%				1.97%			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees												
	a. Benefits which are standard for full-time employees of the organization but are not												
	provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:												
	include, as a minimum: i. life insurance;												
	ii. health care;												
	iii. disability and invalidity coverage;												
	iv. parental leave;												
	v. retirement provision; vi. stock ownership;												
	vii. others.												
	b. The definition used for 'significant locations of operation'.		F				F' 10004	De eu-lit -)	
	401–3 Parental leave		Fiscal 202				Fiscal 2021	Results			Fiscal 2020 F	Nesults	
	a. Total number of employees that were entitled to parental leave, by gender.	•	Male 92	Female	12	Male	172	Female	15	Male	115	Female	10
	b. Total number of employees that took parental leave, by gender.		Male 9	Female	6	Male	11	Female	3	Male	5	Female	2
	c. Total number of employees that returned to work in the reporting period after parental	-									5		۷.
	c. I otal number of employees that returned to work in the reporting period after parental leave ended, by gender.	ullet	Male 8	Female	2	Male	10	Female	5	Male	4	Female	6
	d. Total number of employees that returned to work after parental leave ended that were	●	Male 10	Female	5	Male	3	Female	6	Male	3	Female	6
	still employed 12 months after their return to work, by gender.												
	e. Return to work and retention rates of employees that took parental leave, by gender.	•	Male 100%	Female	100%	Male	100%	Female	100%	Male	75%	Female	100%

Material Issue			GRI Standards	Boundary Overseas consolidato Supplier	
Occupational health	403	403-1	Occupational health and safety management system	nner lated	
and safety			a. Implementation of occupational health and safety management system. i. the system has been implemented because of legal requirements (a list of the requirements);	••	Implemented
			ii. the system has been implemented based on official risk management or management system standards/guidelines (a list of the standards/guidelines).		
		403-2	b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system. Hazard identification, risk assessment, and incident investigation	• •	Production fa
			a. The processes used to identify hazards, assess risks, and minimize risks, including:	•••	We establishe risks, impleme
			i. how the organization ensures the quality of these processes; ii. how the occupational health and safety management system is evaluated and continually improved.		measures and
			b. The processes for workers to report work-related hazards and hazardous situations.	•••	We have syst miss proposal business facil workers' opini
			c. The policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and how workers are protected against reprisals.	•••	We advocate implement sat An Emergenc
			d. The processes used to investigate work-related incidents.	•••	accident to in Incident inform Promotion De similar incider
		403–3	Occupational health services		Each huainaa
			a. Occupational health services that contribute to identification and elimination of hazards and how the organization facilitates workers' access to them.	•••	Each busines: health and sa facility is also in charge of t safety.
		403–4	Worker participation, consultation, and communication on occupational health and safety		
			a. The processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	•••	The processe occupational business facil monthly basis committee me
			b. Responsible person of the health and safety committees, and its meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	•••	The minutes of business facil bulletin board
		403–5	Worker training on occupational health and safety		We provide th
			a. Worker training on occupational safety and health (for employees and for non-employees such as temporary workers and contractors)	•••	relating to ha and safety ed
		403–6	Promotion of worker health		employees ind
			a. How the organization facilitates workers'access to non-occupational medical and healthcare services, and the scope of access provided.	•••	We provide pl of the relevar recommend a enhancement
			b. A description of voluntary health promotion services and programs offered to workers and how the organization facilitates workers' access to these services and programs.	•••	We provide pl of the relevar recommend a enhancement
		403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
		403-8	a. The organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards.	•••	We provide in subcontractor
		403-6	Workers covered by an occupational health and safety management system a. Implementation of an occupational health and safety management system based on legal		We prepared procedures at
			requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;		safety manag
			ii. the number and percentage of all employees and workers who are not employees but is controlled by the organization, who are covered by such a system that has been internally audited;		
			iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.		
			b. Description of workers excluded from the above.	$\bullet \bullet \bullet$	No employees
			c. Data collection methods and assumptions.	$\bullet \bullet \bullet$	They are stip

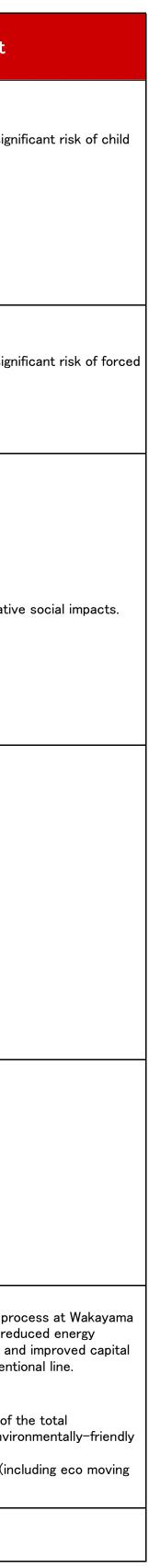
Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
ed(JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)
facilities	Production facilities	Production facilities
shed risk assessment procedures, and identify and evaluate ement measures, reevaluate risks after implementing and share residual risks in accordance with the annual plan.	risks, implement measures, reevaluate risks after implementing	We established risk assessment procedures, and identify and evaluate risks, implement measures, reevaluate risks after implementing measures and share residual risks in accordance with the annual plan.
ystems to receive reporting from workers such as the near sal system and the improvement proposal system. All acilities hold Health and Safety Committee meetings to hear pinions.	miss proposal system and the improvement proposal system. All	We have systems to receive reporting from workers such as the near miss proposal system and the improvement proposal system. All business facilities hold Health and Safety Committee meetings to hear workers' opinions.
te "safety first" in the Group's Health and Safety Policy and safety measures for high-risk works.	We advocate "safety first" in the Group's Health and Safety Policy and implement safety measures for high-risk works.	We advocate "safety first" in the Group's Health and Safety Policy and implement safety measures for high-risk works.
ency Health and Safety Committee meeting is held after an o investigate the nature and cause and consider measures.	An Emergency Health and Safety Committee meeting is held after an accident to investigate the nature and cause and consider measures.	
less facility is staffed with an industrial doctor to provide safety advice and necessary treatment. Each business lso staffed with a personnel with adequate education to be of the operation and management of occupational health and	health and safety advice and necessary treatment. Each business facility is also staffed with a personnel with adequate education to be	Each business facility is staffed with an industrial doctor to provide health and safety advice and necessary treatment. Each business facility is also staffed with a personnel with adequate education to be in charge of the operation and management of occupational health and safety.
sses are implemented in locations that have not obtained al health and safety management system certifications. All acilities hold health and safety committee meetings on a asis with the workers' representative participating as a member.	business facilities hold health and safety committee meetings on a monthly basis with the workers' representative participating as a	The processes are implemented in locations that have not obtained occupational health and safety management system certifications. All business facilities hold health and safety committee meetings on a monthly basis with the workers' representative participating as a committee member.
es of the health and safety committee meetings held in each acility are shared among employees by posting them on a ard, etc.	The minutes of the health and safety committee meetings held in each business facility are shared among employees by posting them on a	The minutes of the health and safety committee meetings held in each business facility are shared among employees by posting them on a bulletin board, etc.
e the health and safety education and the safety education hazardous work when accepting new workers. The health education is provided to employees as well as non- including temporary workers.	relating to hazardous work when accepting new workers. The health and safety education is provided to employees as well as non-	We provide the health and safety education and the safety education relating to hazardous work when accepting new workers. The health and safety education is provided to employees as well as non- employees including temporary workers.
e physical checkups in accordance with laws and regulations vant countries. The results are shared with employees to d additional checkups and provide advice on health ent.	of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health	We provide physical checkups in accordance with laws and regulations of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health enhancement.
e physical checkups in accordance with laws and regulations vant countries. The results are shared with employees to d additional checkups and provide advice on health ent.	of the relevant countries. The results are shared with employees to	We provide physical checkups in accordance with laws and regulations of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health enhancement.
e in-plant health and safety rules and hazard information to stors and check their necessary qualifications.	We provide in-plant health and safety rules and hazard information to subcontractors and check their necessary qualifications.	We provide in-plant health and safety rules and hazard information to subcontractors and check their necessary qualifications.
ed and introduced the health and safety manuals and s at business facilities that have not obtained health and nagement system certifications.		We prepared and introduced the health and safety manuals and procedures at business facilities that have not obtained health and safety management system certifications.
ees are excluded.	No employees are excluded.	No employees are excluded.
tipulated in the health and safety manuals and procedures.	They are stipulated in the health and safety manuals and procedures.	They are stipulated in the health and safety manuals and procedures.

Material Issue	GRI Standards	Boundary Customer Supplier	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	403-9 Work-related injuries	<u>a</u>			
	a. For all employees:				
	i. the number and rate of fatalities as a result of work-related injury;	$\bullet \bullet \bullet$	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)	Deaths in the course of employment: 2 (non-consolidated:1, domestic, overseas: 1)	Deaths in the course of employment: U (non-consolidated, domestic, overseas)
	ii. the number and rate of high-consequence work-related injuries (excluding fatalities);	$\bullet \bullet \bullet$	No material incidents	No material incidents	No material incidents
	iii. the number and rate of recordable work-related injuries;	•	Rate of frequency of work-related injuries resulted in lost time: 0.29 (non-consolidated) Severity rate: 0.029 (non-consolidated)	Rate of frequency of work-related injuries resulted in lost time: 0.88 (non-consolidated) Severity rate: 2.268 (non-consolidated)	Rate of frequency of work-related injuries resulted in lost time: 0.31 (non-consolidated) Severity rate: 0.023 (non-consolidated)
	iv . the main types of work-related injury;				
	v. the number of hours worked.				
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:				
	i. the number and rate of fatalities as a result of work-related injury;	• • •	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)
	ii. the number and rate of high-consequence work-related injuries (excluding fatalities);	• • •	None	None	
	iii. the number and rate of recordable work-related injuries;				
	iv . the main types of work-related injury;				
	v. the number of hours worked.				
	c. The work-related hazards that pose a risk of high-consequence injury, including:				
	i. how these hazards have been determined;	$\bullet \bullet \bullet$	They are stipulated in the risk assessment procedures.	They are stipulated in the risk assessment procedures.	They are stipulated in the risk assessment procedures.
	ii. hazards that have caused or contributed to high-consequence injuries during the reporting period;				
	iii . actions taken or underway to eliminate these hazards.				
	d. Any actions taken or underway to eliminate other hazards.				
	e. The rates calculated based on 200,000 or 1,000,000 hours worked.	•	Rate of frequency of work-related injuries resulted in lost time: 0.29 (per 1 million hours) (non-consolidated)	Rate of frequency of work-related injuries resulted in lost time: 0.88 (per 1 million hours) (non-consolidated)	Rate of frequency of work-related injuries resulted in lost time: 0.41 (per 1 million hours) (non-consolidated)
	f. Description of workers excluded from the above.				
	g. Data collection methods and assumptions.				
	403–10 Work-related ill health				
	a. For all employees:				
	i. the number of fatalities as a result of work-related ill health;	$\bullet \bullet \bullet$	Deaths as a result of work-related ill health: 0	Deaths as a result of work-related ill health: 0	Deaths as a result of work-related ill health: 0
	ii. the number of cases of recordable work-related ill health;				
	iii . the main types of work-related ill health.				
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:				
	i. the number of fatalities as a result of work-related ill health;	$\bullet \bullet \bullet$	0	0	0
	ii. the number of cases of recordable work-related ill health;				
	iii . the main types of work-related ill health.				
	c. The work-related hazards that pose a risk of ill health, including:				
	i. how these hazards have been determined;	$\bullet \bullet \bullet$	Identification through risk assessment and work environment measurement	Identification through risk assessment and work environment measurement	Identification through risk assessment and work environment measurement
	ii. hazards that have caused or contributed to cases of ill health during the reporting period.				
	iii. actions taken or underway to eliminate these hazards.				
	d. Description of workers excluded from the above.				
	e. Data collection methods and assumptions.				

		Boundary													
Material Issue	GRI Standards	Customer Overseas Japan Non- consolidated	Fiscal 2022 F	Result				Fiscal	2021 Re	esult			Fiscal 2	020 Result	
	404 404-1 Average hours of training per year per employee		Training list (Fiscal 2020-2022)												
education	a. Average hours of training that the organization's employees have undertaken during the reporting period, by:	•						Category							
			Training name	No. of attendees No. of day		Na af a			Gender			Age group			
						f days Male		Female Under 30 years old		Over 30 years old Under 50 years old					
			Fiscal year	2022 2021	2020	2022 202	2020	2022 202	21 2020	2022 2021	2020	2022 2021 2	2022 202	21 2020 202	22 2021 2020
	i. gender;	•	New employees training (manufacturing)	7 7	7 17	4	5 5	7	7 17	7 0	0 0	7 7	17 0	0 0	0 0 0
			New employees training (sales)	0		0		0		0		0	0		0
			New employees training (administrative)	1 2	2	4	5	0	2	1	0	1 2	0	0	0 0
	ii. employee category.		New employees training (technical)	2 3	3	6	5	2	3	0	0	2 3	0	0	0 0
		•	New hire trainings (overall)	24 24	4 22	11	10 13	18	22 16	6 6	2 6	24 24	22 0	0 0	0 0 0
			New employees functional training (technical)	11 18	8 13	108	86 25	9	20 9	9 2	0 4	11 18	10 0	0 0	0 0 0
	404–2 Programs for upgrading employee skills and transition assistance programs		New employees functional training (sales)	5 4	4 9	223 2	24 224	3	2 6	6 2	2 3	5 4	9 0	0 0	0 0 0
	 a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. 404-3 Percentage of employees receiving regular performance and career development reviews a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period. 		Third-year training	25 16	6 17	2	2 1	17	13 14	4 8	3 3	25 16	14 0	0 3	0 0 0
			Training for new G3 level staff	17 18	8 23	2	2 2	16	17 22	2 1	1 1	7 6	9 10	12 14	0 0 0
			Training for new leaders	30 27	7 28	2	2 2	27	24 27	7 3	3 1	0 0	0 28	25 28	2 2 0
			Training for new management staff	24 14	4 16	2	2 2	19	12 16	6 5	2 0	0 0	0 19	11 13	5 3 3
			Training for evaluators	22 15	5 20	1	1 1.5	18	13 19	9 4	2 1	0 0	0 17	13 14	5 2 6
			Management training	5 6	6 8	4	4 4	5	6 8	3 0	0 0	0 0	0 0	2 4	5 4 4
			Accounting training	0 0	0 0	0	0 0	0	0 0	0 0	0 0	0 0	0 0	0 0	0 0 0
			Training for profitability management	0 0	0 0	0	0 0	0	0 0	0 0	0 0	0 0	0 0	0 0	0 0 0
			Manufacturing training (intermediate)	19 20	0 28	7	6 6	19	20 28	8 0	0 0	2 0	1 17	20 26	0 0 1
			Chief training	0 0	0	0	0	0	0	0	0	0 0	0	0	0 0
			Correspondence education	206 205	5 184	0	0 0	0	0 0	0 0	0 0	0 0	0 0	0 0	0 0 0
			Other training *Trainings with 0 participant in fiscal 2020 were	140 0		180	0 0	0	0 0	0 0	0 0	0 0	0 0	0 0	0 0 0
			*Other training includes functional training such	-			nd Marketing	School,″ and ″	Bando Institu	te of Technology."					
Diversity and equal	405 405-1 Diversity of governance bodies and employees		a. Percentage of individuals within the organiz	ation's governance	e bodies in ea	ach of the follo	wing diversit	y categories:							
opportunity	a. Percentage of individuals within the organization's governance bodies in each of the		Members of the Board of Directors Gender Male												
	following diversity categories: i. Gender;	•	Fiscal year 2022 2021 2020 2022 2021 2020												
			$ \begin{array}{ c c c c c c c c } \hline Age group & Under 30 years old & 0\% & 0\% & 0\% & 0\% & 0\% & 0\% \\ \hline 30-50 \ vears old & 0\% & 0\% & 0\% & 0\% & 0\% & 0\% \\ \hline 0ver 50 \ years old & 100\% & 100\% & 100\% & 100\% & 100\% & 100\% \\ \hline Total & & 100\% & 100\% & 100\% & 100\% & 100\% & 100\% & 100\% \\ \hline \end{array} $												
		•													
			Reference (No. of persons)												
	ii. Age group: under 30 years old, 30−50 years old, over 50 years old;	Gender Ma		Female	20										
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	•	Fiscal year 2022 2021 2020 2022 2021 2020 Under 30 years old 0 0 0 0 0 0 0												
		•	Age group 30-50 years old 0 0 0 0 Over 50 years old 8 8 1 1 1												
	b. Percentage of employees per employee category in each of the following diversity categories:	-	Total 8	8 8 1	1	1									
		•													
		-	b. Percentage of employees per employee cat Gender			Male		1				Female			Total
	i. Gender;		Execu Fiscal year 2022 202	1 2020 2022	2021 202	es Contract 20 2022 2	021 2020	2022 2021	2020 20	Executive 022 2021 2020	Full-time 2022 20	employees Contra 21 2020 2022	2021 2020 202	Subtotal 2 2021 2020	2022 2021 2020
		-	Under 30 years old 0% Age group 30–50 years old 0%	0% 0% 13%	13%	12% 16%	15% 13% 35% 20%	13% 13 5 58% 61	% <u>12%</u> % 62%	0% 0% C	0% 32%	28% 23% 5%	5% 6% 1 46% 47% 4	2% 12% 11%	14% 13% 12%
	ii. Age group: under 30 years old, 30–50 years old, over 50 years old;		Age group <u>30-30 years old</u> 0// Over 50 years old 100% 10	0% 100% 100%	21% 2	20% 52%	50% 48%	<u>5 29% 26</u>	% 26% 1	100% 100% 100 100% 100% 100	<u>26%</u>	25% 26% 52%	48% 46% 4	5% 42% 41%	33% 38% 00% 31% 29% 28% 100% 100% 100%
	iii. Other indicators of diversity where relevant (such as minority or vulnerable	•		<u>u% 100% 100% </u>	100% 10	JU% UU%	100% 100%	<u>) 100% 100</u>	% IUU% 1	100% 100% 100	J% IUU% 1	00% 100% 100%	100% 100% 10	u% IUU% 100%	100% 100% 100%
	groups).		Reference (No. of persons) Gender			Male						Female			
	405-2 Ratio of basic salary and remuneration of women to men		Execu			es Contract		Subtot		Executive 022 2021 2020		employees Contra	ct employees	Subtotal 2 2021 2020	Total 2022 2021 2020
	a. Ratio of the basic salary and remuneration of women to men for each employee category,		Under 30 years old 0	0 0 152	152 1	140 31	30 26	i 183 18	2 166		0 28	<u>24 19 11</u>	12 14	39 36 33	222 218 199
	by significant locations of operation.		Age group 30-50 years old 0 Over 50 years old 17	0 0 731 18 20 272	241 2	787 64 238 102	68 81 97 100		6 358	0 0 1 1	0 37 1 23	41 43 91 22 22 110	102 102 1 106 100 1	28 143 145 34 129 123	525 485 481
	b. The definition used for 'significant locations of operation'.		Total 17	18 20 1,155	1,168 1,1	165 197	195 207	1,369 1,38	1 1,392	1 1	1 88	87 84 212	220 216 3	01 308 301	1,670 1,689 1,693

Fiscal	2022	Resul
FISCAI	2022	Resul

		GRI Standards	apan olida	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	408 408	-1 Operations and suppliers at significant risk for incidents of child labor				
(child labor)		a. Operations and suppliers considered to have significant risk for incidents of:				
		i. child labor;	•	No operations or suppliers identified as having significant risk of child labor. (None)	No operations or suppliers identified as having significant risk of child labor. (None)	No operations or suppliers identified as having signific labor. (None)
		ii. young workers exposed to hazardous work.	•	None	None	None
		b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:				
		i. type of operation (such as manufacturing plant) and supplier;	•	None	None	None
		ii. countries or geographic areas with operations and suppliers considered at risk		None	None We are need CSP Dress we ment Cuidelines in English and distributed	None
		c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	•	Conducted a survey through a questionnaire	We prepared CSR Procurement Guidelines in English and distributed them to overseas affiliates.	Conducted a survey through a questionnaire
Human rights (compulsory labor)	409 409					
		a. Operations and suppliers considered to have significant risk for incidents of:		No operations or suppliers identified as having significant risk of forced	No operations or suppliers identified as having significant risk of forced	No operations or suppliers identified as having signif
		i. type of operation (such as manufacturing plant) and supplier;	•	or compulsory labor.	or compulsory labor.	or compulsory labor.
		ii. countries or geographic areas with operations and suppliers considered at risk		None		None
	414 414	 b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor. 	•	Conducted a survey through a questionnaire	We prepared CSR Procurement Guidelines in English and distributed them to overseas affiliates.	Conducted a survey through a questionnaire
Supplier assessment (social)	414 414	-1 New suppliers that were screened using social criteria				
		a. Percentage of new suppliers that were screened using social criteria.	•	100% (1 company)	100% (1 company)	100% (7 companies)
	414	-2 Negative social impacts in the supply chain and actions taken				
		a. Number of suppliers assessed for social impacts.	•	137 companies(Japan only. The number of overseas suppliers is being compiled.)	134 companies(Japan only)	85 companies(non-consolidated only)
		b. Number of suppliers identified as having significant actual and potential negative social impacts.	•	No suppliers identified as having significant negative social impacts.	No suppliers identified as having significant negative social impacts.	No suppliers identified as having significant negative
		c. Significant actual and potential negative social impacts identified in the supply chain.	•	Not applicable	Not applicable	Not applicable
		d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	•	Not applicable	Not applicable	Not applicable
		e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and wh	у. ●	Not applicable	Not applicable	Not applicable
Customer health and	416 416	-1 Assessment of the health and safety impacts of product and service categories				
safety		a. Percentage of significant product and service categories for which health and safety				
	416	impacts are assessed for improvement. -2 Incidents of non-compliance concerning the health and safety impacts of products and services				
		a. 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, by:				
		i. incidents of non-compliance with regulations resulting in a fine or penalty;	• • •	None	None	None
		ii. incidents of non-compliance with regulations resulting in a warning;	• • •	None	None	None
		iii. incidents of non-compliance with voluntary codes.		None	1 (Our group company Aimedic MMT conducted a voluntary product	_
		b. If the organization has not identified any non-compliance with regulations and/or		No defects or complaints that could directly affect customers' health	recall)	
		voluntary codes, a brief statement of this fact is sufficient.	•••	and safety were identified.	-	Not applicable
Compliance (social)	419 419					
		a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:				
		i. total monetary value of significant fines;	• • •	¥0	¥0	¥0
		ii. total number of non-monetary sanctions;	• • •	None	None	None
		iii. cases brought through dispute resolution mechanisms.	• • •	None	None	None
		b. If the organization has not identified any non-compliance with environmental laws and/c regulations, a brief statement of this fact is sufficient.	or •••	Not identified	Not identified	Not identified
		c. The context against which significant fines and non-monetary sanctions were incurred.	• • •	Not applicable	Not applicable	Not applicable
Product/process				With a new design of the industrial toothed belt process at Wakayama	With a new design of the industrial toothed belt process at Wakayama	
nnovations (process)		Examples of environmental load reduced by new manufacturing methods (if available for disclosure)	•	Plant, we reduced material loss by approx. 40%, reduced energy consumption by 40%, doubled labor productivity, and improved capital productivity by 1.5 times compared to the conventional line. Started preparation for mass production.	Plant, we reduced material loss by approx. 40%, reduced energy consumption by 40%, doubled labor productivity, and improved capital productivity by 1.5 times compared to the conventional line. Started preparation for mass production.	With a new design of the industrial toothed belt proc Plant, we reduced material loss by approx. 40%, reduced consumption by 40%, doubled labor productivity, and productivity by 1.5 times compared to the convention
Product/process innovations (product)		Ratio of environmentally-friendly products and products with fewer hazardous substances to total new launched products. Develop products having impacts on solving social issues.	•	Environmentally-friendly products: Approx. 15% of the total Marketed 1 eco moving products, our original environmentally-friendly label Marketed 17 environmentally-friendly products	Environmentally-friendly products: Approx. 65% of the total Marketed 6 eco moving products, our original environmentally-friendly label Marketed 47 environmentally-friendly products (including eco moving products)	Environmentally-friendly products: Approx. 43% of the Marketed 4 eco moving products, our original environ label Marketed 23 environmentally-friendly products (inclu products)
Safety and disaster	303 303	-4 Significant spills				



		Boundary			
Material Issue	GRI Standards	Customer Overseas Japan Non- consolidatec Supplier	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	Number of business facilities that acquired ISO14001 certification	•••	15 business facilities [Domestic business facilities] Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant [Consolidated domestic affiliate] BL Autotec, Ltd. [Consolidated overseas affiliates] Bando USA, Inc. Bando Korea Co., Ltd. Bando Korea Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH	Plant [Consolidated domestic affiliate] BL Autotec, Ltd. [Consolidated overseas affiliates] Bando USA, Inc. Bando Korea Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH	 15 business facilities [Domestic business facilities] Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant [Consolidated domestic affiliate] BL Autotec, Ltd. [Consolidated overseas affiliates] Bando USA, Inc. Bando Korea Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando India) Pvt. Ltd. (Delhi) Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH
	Percentage of business facilities that acquired ISO14001 certification	• • •	ISO14001 88% (15/17) (consolidated group production facilities)	ISO14001 82% (14/17) (consolidated group production facilities)	ISO14001 88% (15/17) (consolidated group production facilities
	List of domestic companies subject to the survey	●	[Sales, fabrication, and service] Bando Industrial Components & Services, Ltd. Bando Elastomer Co., Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. [Production] BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimedic MMT	Bando Kosan Co., Ltd. [Production] BL Autotec, Ltd.	[Sales, fabrication, and service] Bando Industrial Components & Services, Ltd. Bando Elastomer Co., Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. [Production] BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimedic MMT
	List of overseas companies subject to the survey		[Production] Bando USA, Inc. Bando Belt Manufacturing (Turkey), Inc. Bando Korea Co., Ltd. Bando Jungkong Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. [Non-production] Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Siix Ltd. Bando (Singapore) Pte. Ltd.	Bando Belt Manufacturing (Turkey), Inc. Bando Korea Co., Ltd. Bando Jungkong Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. [Non-production] Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Siix Ltd.	[Production] Bando USA, Inc. Bando Belt Manufacturing (Turkey), Inc. Bando Korea Co., Ltd. Bando Jungkong Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. [Non-production] Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Siix Ltd. Bando (Singapore) Pte. Ltd.

ıkai Plant, Wakayama