

## [CSR Report 2021]

## **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.

			Boundary			
Matorial Issuo		GRI Standards	Customer Overseas Japan Non- consolidate Supplier	Fiscal 2020 Result:	Fiscal 2019 Result	Fiscal 2018 Result
Anti-corruption	205 205-1 205-2	Operations assessed for risks related to corruption 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.				
		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 on anti-corruption, broken down by region.				
	205-3	<ul> <li>Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</li> <li>Confirmed incidents of corruption and actions taken</li> </ul>				
		a. Total number and nature of confirmed incidents of corruption.	•••	None	None	None
		<ul> <li>b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</li> <li>c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to</li> </ul>	•••	None	None	None
		violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period	•••	None	None	None
	000 000 1	and the outcomes of such cases.	• • •	Not applicable	Not applicable	Not applicable
Anti-competitive behavior	206 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices 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	None
Materials	301 301-1	b. Main outcomes of completed legal actions, including any decisions or judgments.	• • •		Not applicable	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:	•	25,430t * 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, spring,	29,845t * 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, spring,	32,804t * 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, spring,
		i. non∹renewable materials used; ii. renewable materials used.		and shaft). — —	and shaft). — —	and shaft). — —
	301-2 301-3	Recycled input materials used a. Percentage of recycled input materials used to manufacture the organization's primary products and services. Reclaimed products and their packaging materials				
_	000 000 1	<ul> <li>a. Percentage of reclaimed products and their packaging materials for each product category.</li> <li>b. How the data for this disclosure have been collected.</li> </ul>				
Energy	302 302-1	Energy consumption within the organization a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel		333.229.7MWh	363,135MWh ∗The unit was changed from GJ to MWh in fiscal 2019.	53,367,264GJ
		types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used	• • •	578.58MWh	585MWh *The unit was changed from GJ to MWh in fiscal 2019.	6,036GJ
		c. In joules, watt-hours or multiples, the total: i. electricity consumption	• • •	98,446.09MWh	4,760MWh *The unit was changed from GJ to MWh in fiscal 2019.	588,623GJ
		ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total:			-	
		d. In joules, walt-hours of multiples, the total.		2,527∓kWh	2.523∓kWh Electricity generated at Ashikaga Plant (BANDO eco moving Ashikaga solar power facility) is sold to the	2,565GJ
		i. electricity sold	• •	Electricity generated at Ashikaga Plant (BANDO eco moving Ashikaga solar power facility) is sold to the Tokyo Electric Power Company Group through our group company using the FIT system for renewable energy.	Takyo Electric Power Company Group through our group company using the FIT system for renewable energy. *The unit was changed from GJ to MWh in fiscal 2019.	Electricity generated at Ashikaga Plant (BANDO eco moving Ashikaga solar power facility) is sold to the Tokyo Electric Power Company Group through our group company using the FIT system for renewable energy.
		ii. heating sold	•	Not applicable	Not applicable	Not applicable
		iii. cooling sold	•	Not applicable Not applicable	Not applicable Not applicable	Not applicable Not applicable
		iv. steam sold e. Total energy consumption within the organization, in joules or multiples.	• • •	333.808.37MWh	363,720MWh	53,367,264GJ
		f. Standards, methodologies, assumptions, and/or calculation tools used.	•	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming		Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming
		g. Source of the conversion factors used.	•	Countermeasures Guidelines issued by Ministry of the Environment and Ministry of Economy, Trade and Industry "Manual for Calculating and Reporting Greenhouse Gas Emissions (Ver.4.7),"	Calculating and Reporting Greenhouse Gas Emissions (Ver.3.4),"	Countermeasures Guidelines issued by Ministry of the Environment and Ministry of Economy, Trade and Industry "Manual for Calculating and Reporting Greenhouse Gas Emissions (Ver.3.4),"
	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.		GHG Protocol	GHG Protocol	GHG Protocol
	302-3	c. Source of the conversion factors used. Energy intensity a. Energy intensity ratio for the organization.				
		<ul> <li>a. Energy intensity ratio for the organization.</li> <li>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</li> <li>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</li> <li>d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</li> </ul>				
	302-4	a. Interfer the rate uses energy consumption whilm the organization, outside on 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.				
		<ul> <li>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</li> <li>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</li> </ul>				
	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.				

			Boundary		
Material Issue		GRI Standards	Customer Overseas Japan Non- consolidated Supplier	Fiscal 2020 Result	Fiscal 2019 Result
Water and effluents	<sup>303</sup> 303-1	Interactions with water as a shared resource			
		<ul> <li>a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged.</li> </ul>			
		b. Standards, methodologie, 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.	5		
		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:			
		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;			
	303-3	iv. whether the profile of the receiving waterbody was considered. Water withdrawal			
	303-3	water withdrawai a. Total water withdrawal and a breakdown of this total by the following sources:		1174.18ML	1,262,000 m
				☆The unit was changed from "thousand m <sup>3</sup> " to ML from fiscal 2020.	1,202,000111
		i. surface water; ii. groundwater;			-
		iii. seawater;	•••		-
		iv. produced water; v. third−party water.	:::		-
		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.			
	303-4			283.86ML	
		a. Total water discharge and a breakdown of this total by the following types of destination:	• • •	* The unit was changed from "thousand m3" to ML from fiscal 2020.	477,000㎡
		i. surface water; ii. groundwater;		-	
		iii. seawater;		-	
		iv. produced water; v. third−party water.		-	
		b. A breakdown of total water discharge by the following categories:		283.86ML	477.000m²
		i. freshwater;		XThe unit was changed from "thousand m3" to ML from fiscal 2020.	
		ii. other water.			
		<ul> <li>c. Total water discharge to all areas with water stress and a breakdown of this total by the following categories:</li> <li>i. freshwater;</li> </ul>			
		ii. other water.			
		d. Priority substances of concern for which discharges are treated, including:			
		i, definitions, international standards and criteria for substances of concern;	• • •	All plants conduct water quality tests on a regular basis in accordance with laws and regulations. In particular, domestic plants (Nankai Plant and Kakogawa Plant) and production bases in the U.S. and India continuously monitored certain critical items related to the water discharged to rivers after purification.	All plants conduct water quality tests on a regular basis in accordance with laws and regulations. In particular, domestic plants (Nankai Plant and Kakogawa Plant) and production bases in the U.S. and continuously monitored certain critical items related to the water discharged to rivers after purification
		ii. the approach for setting discharge limits for priority substances of concern;			
		iii. number of incidents of non-compliance with discharge limits.	:::	None	None
	303-5	e. Standards, methodologies, and assumptions used 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.			
		d. Standards, methodologies, and assumptions used.			
			•		-

	Fiscal 2018 Result
	2,893,000㎡
	804.000千 n <sup>1</sup>
	804.000 m
ation.	Effluent is neutralized or filtered in accordance with regulations.
	None

Matorial Issue	GRI Standards	Boundary Custome consolidat Supplier	Fiscal 2020 Result	Fiscal 2019 Result	Fisc
- · ·		<u>e</u> « «			
Emission	305 305-1 Direct (Scope 1) GHG emissions a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.		45,653.72t-CO <sub>2</sub>	50.944t-CO <sub>2</sub>	67,268t-CO2
	<ul> <li>a. closes unect (clope 1) and emissions in metric tons of OO2 equivalent.</li> <li>b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</li> </ul>		CO <sub>2</sub>	CO <sub>2</sub>	CO2
	c. Biogenic CO2 emissions in metric tons of CO2 equivalent.	• • •	Not applicable	Not applicable	Not applicable
	d. Base year for the calculation, if applicable, including:	• • •	2020 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming	2019 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming	2018 Act on the Rational Use of Energy ("Energy Cor
	i. the rationale for choosing it;		Countermeasures	Countermeasures	Countermeasures
			GHG Protocol	GHG Protocol	GHG Protocol
	ii. emissions in the base year, iii. the context for any significant changes in emissions that triggered recalculations of	• • •	45,653.72t-CO <sub>2</sub>	50,944t-CO <sub>2</sub>	67,268t-CO2
	base year emissions.	• • •	-	-	-
			Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming	
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	• • •	Countermeasures GHG Protocol	Countermeasures GHG Protocol	Countermeasures GHG Protocol
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.		_	_	_
	g. Standards, methodologies, assumptions, and/or calculation tools used.	• • •	-	-	-
	305-2 Energy indirect (Scope 2) GHG emissions a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.		48,468.38t-CO <sub>2</sub>	53,146t-CO <sub>2</sub>	67,775t-CO2
	b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.		38,498.13t-CO <sub>2</sub>	48,704t-CO <sub>2</sub>	Not applicable
	c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	• • •	CO2	CO2	CO <sub>2</sub>
	d. Base year for the calculation, if applicable, including:	• • •	2020 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming	2019 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming	2018 Act on the Patienal Lice of Energy ("Energy Con
	i. the rationale for choosing it;		Countermeasures	Countermeasures	Countermeasures
	" units in the base success		GHG Protocol 48,468.38t-CO <sub>2</sub>	GHG Protocol 53,146t-CO <sub>2</sub>	GHG Protocol 67,775t-CO2
	ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of	•••	40,400.381-002	53,1401-00 <sub>2</sub>	87,775t-CO2
	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 Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures	Act on the Rational Use of Energy ("Energy Con Countermeasures
			GHG Protocol	GHG Protocol	GHG Protocol
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.		-	-	-
	<ul> <li>g. Standards, methodologies, assumptions, and/or calculation tools used.</li> <li>305-3 Other indirect (Scope 3) GHG emissions</li> </ul>	• • •	-	-	_
	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, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent.				
	<ul> <li>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</li> </ul>				
	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 GHQ 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).				
	<ul> <li>d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</li> <li>305-5 Reduction of GHG emissions</li> </ul>				
	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.				
	b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.				
	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. <b>305-6 Emissions of ozone-depleting substances (ODS)</b>				
	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.				
	b. Substances included in the calculation. c. Source of the emission factors used.				
	d. Standards, methodologies, assumptions, and/or calculation tools used.				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions				
	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx				
	ii. SOx				
	iii. Persistent organic pollutants (POP)				
	iv. Volatile organic compounds (VOC) 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 waste is managed by a third party, the processes used to determine whether the third party manages the waste				
	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.	•	5,986t	5,258t	5,445t
	<ul> <li>b. Information necessary to understand the data and how the data have been compiled.</li> <li>306-4 Waste diverted from disposal</li> </ul>				
	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;	•	970.56t	1,129t	2,090t
	iii. other recovery operations.	•	Not applicable	Not applicable	Not applicable
	d. For each recovery operation listed in 306-4-b and 306-4-c, the total weight of waste diverted from disposal:				
	i. onsite;				
	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.		Natapplicable	Net applicable	Not applicable
	<li>b. Total weight of hazardous waste directed to disposal and a breakdown by the following disposal operations: i. incineration (with energy recovery);</li>	<b>–</b>	Not applicable	Not applicable	Not applicable
	ii. incineration (without energy recovery);				
	iii. landfilling; iv. ether	1			
	iv. other. c. Total weight of non-hazardous waste directed to disposal and a breakdown by the following disposal operations:	•	Not applicable	Not applicable	Not applicable
	i, incineration (with energy recovery);	•	4,962t	4,109t	3,256t
	ii. incineration (without energy recovery); iii. landfilling;		Not applicable 55t	Not applicable 19t	Not applicable 98t
	iii. ianoniiing; iv. other.	Ĭ	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:	•			
			Natapplicable		
	i. onsite; ii. offsite.		Not applicable 970.56t		
	e. Information necessary to understand the data and how the data have been compiled.	-			

Fiscal 2019 Result	Fiscal 2018 Result
nergy Conservation $Act^{\prime\prime}$ ) and $Act$ on Promotion of Global Warming	67.268t-CO2 CO2 Not applicable 2018 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol 67.268t-CO2
nergy Conservation $\operatorname{Act}\nolimits'')$ and $\operatorname{Act}\nolimits$ on Promotion of Global Warming	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol
nergy Conservation Act") and Act on Promotion of Global Warming	G7,775t-CO2 Not applicable CO2 2018 Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol 67,775t-CO2
nergy Conservation $\operatorname{Act}\nolimits$ ) and $\operatorname{Act}\nolimits$ on Promotion of Global Warming	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures GHG Protocol
	5,445t
	Not applicable Not applicable
	Not applicable 2.090t Not applicable
	Not applicable
	Not applicable 3,256t Not applicable 98t Not applicable

Material Issue		GRI Standards	Customer Japan Non- Supplier	Fiscal 2020 Result	Fiscal 2019 Result
Compliance	307 307-1	Non-compliance with environmental laws and regulations			
(environmental)		<ul> <li>a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:</li> </ul>	• • •		
		i. total monetary value of significant fines;		Not applicable	Not applicable
		ii. total number of non-monetary sanctions;	• • •	Not applicable	Not applicable
		iii. cases brought through dispute resolution mechanisms.	• • •	Not applicable	Not applicable
		b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.	• • •	Not identified	Not identified
Supplier assessment	308 308-1	New suppliers that were screened using environmental criteria		100% (7 companies)	100% (5 companies)
(environmental)	308-2	a. Percentage of new suppliers that were screened using environmental criteria. Negative environmental impacts in the supply chain and actions taken	•	() companies)	100% (5 companies)
		a. Number of suppliers assessed for environmental impacts.	•	85 companies	85 companies
		b. Number of suppliers identified as having significant actual and potential negative environmental impacts.	•	No suppliers identified as having significant negative environmental impacts	No suppliers identified as having significant negative environmental impacts
		c. Significant actual and potential negative environmental impacts identified in the supply chain.	•	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 assessment.	•	Not applicable	Not applicable
		e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which			
		relationships were terminated as a result of assessment, and why.	•	Not applicable	Not applicable
Employment	401 401-1	New employee hires and employee turnover		No. of full-time employees as of March 31. 2021 (non-consolidated)	No. of full-time employees as of March 31. 2020 (non-consolidated)
				Non-consolidated         Male         Female         Total           Under 30 years old         146         23         169	Non-consolidated Male Female Total Under 30 years old 140 19 159
				Between 30 to 50 years old 831 51 882	Between 30 to 50 years old 828 50 878
		The descent sector of a sector of the sector	•	Over 50 years old         284         22         306           Total         1.261         96         1.357	Over 50 years old         291         20         311           Total         1,259         89         1,348
		a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.	•	No. of new full-time employees (non-consolidated, Fiscal 2020) (From April 1, 2020 to March 31, 2021)	No. of new full-time employees (non-consolidated, Fiscal 2019) (From April 1, 2019 to March 31, 2020)
				Male Female Total	Male Female Total
				Under 30 years old         31         8         39           Between 30 to 50 years old         2         2         4	Under 30 years old         34         7         41           Between 30 to 50 years old         5         3         8
				Over 50 years old 0 0 0	Over 50 years old 1 0 1
				No. of employee turnover (non-consolidated, Fiscal 2020) (From April 1 2020 to March 31 2021)	Total         40         10         50           No. of employee turnover (non-consolidated, Fiscal 2019) (From April 1 2019 to March 31 2020)
				Non-consolidated Male Female Total	Non-consolidated Male Female Total
		b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	•	Under 30 years old 6 2 8	Under 30 years old 14 2 16
				Between 30 to 50 years old         12         0         12           Over 50 years old         6         1         7	Between 30 to 50 years old         12         2         14           Over 50 years old         15         2         17
				Total 24 3 27 * Number of voluntary retirements and retirements (excluding re-employment)	Total 41 6 47 * Number of voluntary retirements and retirements (excluding re-employment)
		Original) Total number of employees	•	1.294 (Male: 1.188 Female: 106)	* Number of Voluntary retirements and retirements (excluding re-employment)
		Original) Average service years	ě	15.9 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		4.4%	4.4%
		Original) Percentage of employees with disabilities		2.08%	1.97%
	401-2		•		
		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:			
		i. life insurance;			
		ii. health care; iii. disability and invalidity coverage;			
		in. disability and invalidity coverage, iv. parental leave:			
		v. retirement provision;			
		vi. stock ownership;	1		
		vii. others. b. The definition used for 'significant locations of operation'.	1		
	401-3	b. The definition used for significant locations of operation . Parental leave			
	401-0	a. Total number of employees that were entitled to parental leave, by gender.	•	Male 115 Female 10	Male: 122 Female: 11
		b. Total number of employees that took parental leave, by gender.		Male 5 Female 2	Male: 7 Female: 14
		c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	•	Male 4 Female 6	Male: 7 Female: 4
		c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	•	Male 4 Female 6 Male 3 Female 6	Male: / Female: 4 Male: 7 Female: 3

	Fiscal	l 2018 Result		
159 878 373 1.348 31,2020 41 41 50 31,2020 11 6 14 14 17 47 7 10	Not applicable Not applicable Not applicable Not identified 100% (3 companies) 82 companies No suppliers identified as having significant negativ Not applicable Not applic	ve environment turnover (non- Male Female Total Male Female Total r from graduate company/No. 4	-consolidated, fiscal 2019) 1,296 90 1,386 6,5 14 5 19 35,7 19,0 school, university, or technic	
	Male: 159 Female: 13 Male: 1 Female: 13 Male: 0 Female: 4 Male: 1 Female: 7			
	Male: 100% Female: 100%			

Material Issue		GRI Standards	Boundary Overseas oonsolidated Supplier	Fiscal 2020 Result	Fiscal 2019 Result
Occupational health and	<sup>403</sup> 403-1	Occupational health and safety management system			
safety		a. Implementation of occupational health and safety management system. i. the system has been implemented because of legal requirements (a list	• •	Implemented (JISHA method OSHMS, ISO45001)	
		of the requirements); ii. the system has been implemented based on recognized risk management and/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 facilities	
		a. The processes used to identify hazards, assess risks, and minimize risks, including: i. how the organization ensures the quality of these processes;	•••	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.	
		ii. how the occupational health and safety management system is evaluated and continually improved. b. The processes for workers to report work-related hazards and hazardous situations.	•••	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	
		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.	•••	workers' opinions. We advocate "safety first" in the Group's Health and Safety Policy and implement safety measures for high- risk works.	
		d. The processes used to investigate work-related incidents.	• • •	An Emergency Health and Safety Committee meeting is held after an accident to investigate the nature and cause and consider measures. Incident information is reported to the Safety and Environmental Promotion Department and shared among the entire Group to prevent similar incidents from occurring.	
	403-3	Occupational health services			
	403-4	<ul> <li>a. Occupational health services that contribute to identification and elimination of hazards and how the organization facilitates workers' access to them.</li> <li>Worker participation, consultation, and communication on occupational health and safety</li> </ul>	•••	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.	
		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. b. Responsible person of the health and safety committees, and its meeting frequency, decision-making authority, and	•••	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. The minutes of the health and safety committee meetings held in each business facility are shared among	
	403-5	whether and, if so, why any workers are not represented by these committees. Worker training on occupational health and safety a. Worker training on occupational safety and health (for employees and for non-employees such as temporary workers		employees by posting them on a bulletin board, etc. 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	
	403-6	and contractors) Promotion of worker health		including temporary workers.	We ensure to provide various physical checkups in accordance with the laws and regulations and con
		a. How the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	•••	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.	follow-up by a public health nurse (suggesting additional checkups or thorough examinations) dependi the results. We implement preventive measures for mental health issues including the stress check program.
	403-7	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 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.	We provide support for thorough examinations and flu vaccination, offer health and exercise programs based on lifestyle habits, measure physical fitness to maintain physical strengths for labor, measure s coping abilities and offer consultancy services for employees and non-employees.
	403-7	business relationships			
	403-8	<ul> <li>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.</li> <li>Workers covered by an occupational health and safety management system</li> <li>a. Implementation of an occupational health and safety management system</li> </ul>	• • •	We provide in-plant health and safety rules and hazard information to subcontractors and check their necessary qualifications. We prepared and introduced the health and safety manuals and procedures at business facilities that have	
		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;	•••	not obtained health and safety management system certifications.	
		<li>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;</li>			
		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.		No employees are excluded,	
	403-9	c. Data collection methods and assumptions.		No employees are excluded. They are stipulated in the health and safety manuals and procedures.	
		<ul> <li>i. the number and rate of fatalities as a result of work-related injury;</li> <li>ii. the number and rate of high-consequence work-related injuries (excluding fatalities);</li> </ul>	• • • • • •	No material incidents	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas) No material incidents
		iii. the number and rate of recordable work-related injuries; iV. the main types of work-related injury; v. the number of hours worked.	•	Rate of frequency of work-related injuries resulted in lost time: 0.31 (non-consolidated) Severity rate: 0.023 (non-consolidated)	Rate of frequency of work-related injuries resulted in lost time: 0 (non-consolidated) Lost days rate: 0 (non-consolidated)
		b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:			
		<ul> <li>i. the number and rate of fatalities as a result of work-related injury;</li> <li>ii. the number and rate of high−consequence work-related injuries (excluding fatalities);</li> <li>iii. the number and rate of recordable work-related injuries;</li> </ul>	• • • • • •	Deaths in the course of employment: 0 (non∼consolidated, domestic, overseas) No material incidents	
		iv. the main types of work-related injury; v. the number of hours workd c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. hazards that have caused or contributed to high-consequence injuries	• • •	They are stipulated in the risk assessment procedures.	
		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: 0.41 (per 1 million hours) (non-consolidated)	
	403-10	<ul> <li>f. Description of workers excluded from the above.</li> <li>g. Data collection methods and assumptions.</li> <li>Work-related ill health</li> </ul>			
		a. For all employees: i. the number of fatalities as a result of work-related ill health; ii. the number of cases of recordable work-related ill health; iii. the main types of work-related ill health.	•••	Deaths as a result of work-related ill health: 0	
		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; ii. the number of cases of recordable work-related ill health; iii. the main types of work-related ill health.	•••	Deaths as a result of work∹related ill health: 0	
		c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. hazards that have caused or contributed to cases of ill health during the reporting period.	•••	Identification through risk assessment and work environment measurement	
		iii. actions taken or underway to eliminate these hazards. d. Description of workers excluded from the above. e. Data collection methods and assumptions.			

	Fiscal 2018 Result
l conduct a pending on ack grams ure stress	We ensure to provide various physical checkups in accordance with the laws and regulations and conduct a follow-up by a public health nurse (suggesting additional checkups or thorough examinations) depending on the results. We implement preventive measures for mental health issues including the stress check program. We provide support for thorough examinations and flu vaccination, offer health and exercise programs based on lifestyle habits, measure physical fitness to maintain physical strengths for labor, measure stress coping abilities and offer consultancy services for employees and non-employees.
	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas) No material incidents
	Rate of frequency of work-related injuries resulted in lost time: 0.56 (non-consolidated) Lost days rate: 0.86 (non-consolidated)

Material Issue	GRI Standards	Customer Japan Non- Customer	Fiscal 2020 Result			Fiscal 2019 Result			Fiscal 2018 Result			
Training and education	404 404-1 Average hours of training per year per employee											
	a. Average hours of training that the organization's employees have undertaken during the reporting period, by:	•	Training list (Fiscal 2020) Training name	No.of No.of attendees days Male Female	Category Age group Under 30 Over 30 years ol years old Under 50 years ol			No.of No.of Gender attendees days Male Female	Category Age group Under 30 Over 30 years old Over 50 years vears old Under 50 vears old old		No.of No.of dtender attendees days Male Female	Category Age group Under 30 Over 30 years old Over 50 years years old Under 50 years old old
	i. gender:	•	New employees training (manufacturing) New hire training (overall) New employees training (tachnical) New employees training (sales) Third-year training Training for new Galevel staff Training for new leaders	17         5         17         0           22         13         16         6           13         25         9         4           9         224         6         3           17         1         14         3           23         2         22         1           28         2         7         1	0 17 5 22 4 10 3 9 3 14 1 9 1	0 0 0 0 0 0 3 0 14 0 20	New employees training (manufacturing) New employees training (gales) New employees training (administrative) New employees training (technical) Third-year training	20 7 19 1 4 245 3 1 5 123 2 3 10 123 9 1 20 2 18 2	20 0 1 4 0 1 5 0 1 10 0 1	New employees training (marufacturing) New employees training (sales/administrative) New employees training (technical) Third-year training Training for new G3 level staft <sup>*</sup> Training for new maagement staff	20 2 17 3 40 25 33 7 29 25 27 2 21 25 19 2	10 0 0 4 0 0 7 0 0 20 0 0 5 34 1 0 29 0 0 17 4
	ii. employee category.	•	Training for new meaagement staff Training for evaluators Management training Accounting training Training for profitability management Manufacturing trainings (intermediate) Correspondence education	16 2 16 0 20 1.5 19 1 8 4 8 0 0 0 0 0 0 0 0 0		28         0           13         3           14         6           4         4           0         0           0         0           26         1	Training for new G3 level staff Training for new leaders Training for new management staff Training for evaluators Management training Accounting training Training for profitability management	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	3 13 1 0 23 1 0 14 2 0 14 2 0 6 9 3 26 1 0 10 1	Training for evaluators Management training Accounting training Training for profitability manageme Chief training Correspondence education *Those with short working hour for	19         1         18         1           15         4         15         0           29         2         27         2           nt         29         29         0           14         6         14         0           192         192         childcare attended the whole course	0 17 2 0 6 9 1 28 2 0 29 0 9 5 0
	<ul> <li>404-2 Programs for upgrading employee skills and transition assistance programs         <ul> <li>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</li> <li>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</li> </ul> </li> </ul>		* Trainings with 0 participant were c	ancelled due to its inability to hold online			Chief training Correspondence education	22 5 22 0 216	2 20			
	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.											

			Boundary			
Material Issue		GRI Standards	Customer Japan Non- Supplier	Fiscal 2020 Result	Fiscal 2019 Result	
Diversity and equal	405 405-1	Diversity of governance bodies and employees				
opportunity		a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:	•	Fiscal 2020 a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: Members of the Board of Directors Age group Male Female Under 80 years old 004 004 307-50 years old 004 004	Fiscal 2019         a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: Members of the Board of Directors           Age group         Male         Female           Under 30 years old         0%         0%           30-50 years old         0%         0%           Over 50 years old         1006         0%	Fiscal 2018 a. Percentage of individuals within the organizatio Members of the Board of Directors Are group Under 30 years old 0.0% 0% 30-50 years old 0.0% 0%
		i. Gender;	•	Over 50 years old 100% 0% Total 100% 0%	Total 100 pc sons 1000% 00% Reference (No. of persons)	Over 50 years old 100% 0% Total 100% 0%
		ii. Age group: under 30 years old, 30-50 years old, over 50 years old;	•	Federence (No of persons)           Age croup         Male           Female         Under 80 years old           Under 80 years old         0           30+50 years old         0           Over 60 years old         8	Ase group Male Female Under 30 years old 0 0 30-50 years old 0 0 Over 50 years old 8 0	Reference (No. of persons) Age group Male Female Under 30 years old 0 0 30 – 50 years old 0 0 Over 50 years old 8 0
		iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	•	Total 8 1	Total 8 0 b. Percentage of employees per employee category in each of the following diversity categories:	Total 8 0
		b. Percentage of employees per employee category in each of the following diversity categories:	•	b. Percentage of employees per employee category in each of the following diversity categories: Gender Male Full-time Contract Age group Executive Full-time Contract Linder 30 years old 0% 12% 13% 12% 0.0% 23% 5% 11% 11%	b. Percentage of employees per employee category in each of the following diversity categories: Gender Male Female Age group Executive Full-time Contract Subtotal Full-time Contract employees employees employees Under 30 years old 0% 11% 12% 11% 20% 56% 51% 52% 56%	Gender Male Age group Executive Full-time ( Under 30 years old 0% 14% 30-50 years old 0% 65%
		i. Gender;	•	30+50 years old         0%         65%         39%         62%         0%         51%         47%         48%         57%           Cover 50 years old         100%         20%         48%         52%         100%         26%         100%         26%         46%         41%         57%           Total         100% <t< th=""><th>Over 50 years old         100%         21%         47%         27%         25%         43%         38%         289           Total         100%</th><th>Total 100% 21% Reference (No. of persons) Gender Male</th></t<>	Over 50 years old         100%         21%         47%         27%         25%         43%         38%         289           Total         100%	Total 100% 21% Reference (No. of persons) Gender Male
		ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	•	Contract Conduct         Male         Female           Cender         Male         Full-time         Contract           Age group         Executive         Full-time         Contract           Under 80 years old         140         26         166         0         19         14         38         199           30-50 years old         78         18         686         0         43         102         145         1.013	Gender         Male         Female         Female         Total           Age group         Executive         Full-time         Contract         Subtotal         Full-time         Contract         employees         Subtotal         Full-time         Contract         Total         Total           Under 30 years old         13         29         162         15         1         26         18           30-50 years old         776         99         875         42         113         155         1,031	
	405-2	Ratio of basic salary and remuneration of women to men a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.		Over 50 years old 20 238 100 355 1 22 100 123 481 Total 20 1,155 207 1,392 1 84 216 301 1,693	Over 50 years old 19 248 112 379 19 95 114 492 Total 19 1,157 240 1,416 76 219 295 1,71	5 m
Human rights	408 408-1	b. The definition used for 'significant locations of operation'. Operations and suppliers at significant risk for incidents of child labor				
(child labor)	408 408-1	Operations and suppliers at significant risk for incidents of 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 havin
		ii. young workers exposed to hazardous work.	•	None	None	None
		<ul> <li>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:         <ol> <li>type of operation (such as manufacturing plant) and supplier;</li> </ol> </li> </ul>	•	None	None	None
		ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child	•	None	None	None
		labor.	•	Conducted a survey through a questionnaire	Conducted a survey through a questionnaire	Conducted a survey through a questionnaire
Human rights (compulsory labor)	409 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor a. Operations and suppliers considered to have significant risk for incidents of:				
		<ul> <li>a. Operations and suppliers considered that are significant rate on moders on:         <ul> <li>i. type of operation (such as manufacturing plant) and supplier;</li> <li>ii. countries or geographic areas with operations and suppliers considered at risk.</li> </ul> </li> </ul>	•	No operations or suppliers identified as having significant risk of forced or compulsory labor. None	No operations or suppliers identified as having significant risk of forced or compulsory labor. None	No operations or suppliers identified as havir None
		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	Conducted a survey through a questionnaire	Conducted a survey through a questionnaire
Supplier assessment	414 414-1					
(social)	414-2	<ul> <li>a. Percentage of new suppliers that were screened using social criteria.</li> <li>Negative social impacts in the supply chain and actions taken</li> <li>a. Number of suppliers assessed for social impacts.</li> </ul>		85 companies	85 companies	82 companies
		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 n
		c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which	•	Not applicable	Not applicable	Not applicable
		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 why.	•	Not applicable	Not applicable	Not applicable
Customer health and safety	416 416-1	Assessment of the health and safety impacts of product and service categories a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.				
	416-2	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:		New		News
		i, incidents of non-compliance with regulations resulting in a fine or penalty; ii, incidents of non-compliance with regulations resulting in a warning; iii, incidents of non-compliance with voluntary codes.		None Mone —	None None —	None None —
		b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	• • •	Not applicable	Not applicable	Not applicable
Compliance	419 419-1	Non-compliance with laws and regulations in the social and economic area				
(social)		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; iii. cases brought through dispute resolution mechanisms.		None Not applicable	None Not applicable	None Not applicable
		b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief		Not identified	Not identified	Not identified
		statement of this fact is sufficient. c. The context against which significant fines and non-monetary sanctions were incurred.	•••	Not repricable	Not applicable	Not applicable
Product/process innovations				With a new design of the industrial toothed belt process at Wakayama Plant, we were able to reduce material	Nankai Plant reduced material loss by more than 60% and also energy consumption by more than 50% or	Development of a new manufacturing method
(process)		Examples of environmental load reduced by new manufacturing methods (if available for disclosure)	•	loss by approximately 40% and reduce energy use by 40%, doubled labor productivity and improved capital productivity by 1.5 times compared to the conventional production line.	more by changing the heating method in some of its automotive rubber belt production lines.	by 20% and energy consumption by 80%
Product/process innovations (product)	•	Ratio or environmentally-mentally products and products with rewer nazaroous substances to total new launched products. Develop products having impacts on	•	Marketed 4 eco moving products, Bando's original environmentally-friendly label	Marketed 2 eco moving products, Bando's original environmentally-friendly label	Marketed 2 eco moving products, Bando's o
Safety and disaster readiness	303 303-4	Significant spills	• • •	Stated in 303-4	Stated in 306-3	Stated in 306-3
1 VAUII 1999					1	1

			Fiscal 201	18 Result								
ategories:	Fiscal 2018 a. Percentage of individuals within Members of the Board of Director Age group Male Under 30 years old 00% 0-yer 50 years old 100% Over 50 years old 100% Reference (No. of persons) Age group Male Under 30 years old 0	s Female 0% 0% 0% Female 0	tion's govern	nance bodie	s in each of	the following	: diversity cat	egories:				
	30-50 years old 0 Over 50 years old 8 Total 8	0 0 0										
Total 11% 58% 28%	b. Percentage of employees per er Gender Age group Executive Under 30 years old 00% 30 – 50 vears old 00% Over 50 years old 100% Total 1000%	Ma Full-time 14% 65% 21%		of the follow Subtotal 14% 61% 25% 100%	Full-time	v categories: Female Contract 7% 52% 41% 100%	Subtotal 11% 52% 37% 100%	Total 13% 59% 27% 100%				
100% Total	Reference (No. of persons) Gender Age group Executive	Ma Full-time employees	ile Contract employees	Subtotal	Full-time employees	Female Contract employees	Subtotal	Total				
188 1,030 493 1,711	Under 30 years old 30–50 years old Over 50 years old 19 Total 19	171 779 248	33 110 106 249	204 889 373 1,466	17 40 20 77	15 115 91 221	32 155 111 298	236 1,044 484 1,764				
	No operations or suppliers ident None None None Conducted a survey through a c			ant risk of	child labor.	(None)						
	No operations or suppliers identified as having significant risk of forced or compulsory labor. None Conducted a survey through a questionnaire											
	82 companies No suppliers identified as having Not applicable Not applicable Not applicable	significant	negative so	ocial impac	ots.							
	None											
	None — Not applicable											
	¥0 None Not applicable Not identified											
n 50% or	Not applicable Development of a new manufact by 20% and energy consumption	by 80%					al load: mat	erial loss				
	Marketed 2 eco moving produc	ts, Bando's	original env	vironmenta	lly-friendly	label						
	Stated in 306-3											

	Boundary			
Matorial Issue	GRI Standards	Supplier Rome Supplier	Fiscal 2019 Result	Fiscal 2018 Result
	Number of business facilities thet acquired ISO14001 certification	<ul> <li>15 business facilities</li> <li>[Domestic business facilities] Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant [Consolidated domestic affiliate] BL Autotee, Ltd.</li> <li>[Consolidated overseas affiliates] Bando Korea Co., Ltd.</li> <li>Bando Belt (Tianjin) Co., Ltd.</li> <li>Bando Manufacturing (Vietnam) Co., Ltd.</li> <li>Bando Manufacturing (Vietnam) Co., Ltd.</li> <li>Bando Manufacturing (Loelni)</li> <li>Bando Belt Manufacturing (Urbala)</li> <li>Ltd.</li> <li>Bando Belt Manufacturing (Urbala)</li> <li>Ltd.</li> <li>Bando Belt Manufacturing (Urbala)</li> <li>Ltd.</li> <li>Bando Belt Manufacturing (Turkey), Inc.</li> <li>Bando Europe GmbH</li> </ul>		
	Percentage of business facilities that acquired ISO14001 certification	<ul> <li>ISO14001 88%(15/17)(consolidated group production facilities)</li> </ul>		
	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.         [Production]         BL Autotec, Ltd.         Fukui Belt Industries, Ltd.         Autotec, MMT		
	List of overseas companies subject to the survey	[Production]         Bando USA, Inc.         Bando Bett Manufacturing (Turkey), Inc.         .Bando Bett Manufacturing (Turkey), Inc.         .Bando Bett Manufacturing (Dongguan) Co., Ltd.         Bando Manufacturing (Dongguan) Co., Ltd.         Bando Manufacturing (Theiland) Ltd.         Bando Gindia Pvt. Ltd. (Delhi)         [Non-production]         Bando Europe GmbH         Bando Sins Ltd.         Bando Sins Ltd.         Bando Iberica, S.A.         Bando Sins Ltd.		

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