

## [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)

Material Issue		GRI Standards	Boundary Current Curre	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
Anti-corruption	205 205-1	Operations assessed for risks related to corruption	· <u>.</u> .			
· · · · · · · · · · · · · · · · · · ·	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 employees to be seconded to high-risk overseas affiliates 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 Company when in doubt.	Four people We required employees to be seconded to high-risk overseas affiliate: 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 Company when in doubt.	Two people S We required employees to be seconded to high-risk overseas affiliates 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 Company when in doubt.
		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.				
	205-3	d. Total number and percentage of governance body members that have received training 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.  Confirmed incidents of corruption and actions taken				
		a. Total number and nature of confirmed incidents of corruption.		None	None	None
		b. Total number of confirmed incidents in which employees were dismissed or disciplined for				
		corruption.	• • •	None	None	None
		c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	• • •	None	None	None
		<ul> <li>d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</li> </ul>	• • •	Not applicable	Not applicable	Not applicable
	206 206-1	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	None	None
		b. Main outcomes of completed legal actions, including any decisions or judgments.	• • •	Not applicable	Not applicable	Not applicable
Materials	301 301-1	Materials used by weight or volume				
		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 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, and shaft).	25,933t  * Materials used included raw materials and other materials purchase from outside parties and part of components, and did not include packing materials (including metal components such as tensioner, spring, and shaft).	23,372t d * 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, and shaft).
		i. non-renewable materials used;				
	301-2	ii. renewable materials used. Recycled input materials used		_	_	_
		<ul> <li>a. Percentage of recycled input materials used to manufacture the organization's primary products and services.</li> </ul>				
	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				
Lilotgy		<ul> <li>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</li> </ul>	• • •	217,600.65MWh	227,108.31MWh	216,183.63MWh
		<ul> <li>Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</li> </ul>	• • •	22,299.65MWh	21,419.30MWh	18,600.07MWh
		c. In joules, watt-hours or multiples, the total:				
		i. electricity consumption	• • •	106,994.97MWh	107,211.24MWh	99,024.67MWh
		ii. heating consumption		-	-	-
		iii. cooling consumption		_	_	_
		iv. steam consumption		_	_	_
		d. In joules, watt-hours or multiples, the total:		2.434,000kWh	2,279,000kWh	2.527.000kWh
		i. electricity sold	• •			2.927,00004411 as *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.
		ii. heating sold	•	Not applicable	Not applicable	Not applicable
		iii. cooling sold	•	Not applicable	Not applicable	Not applicable
		iv. steam sold	•	Not applicable	Not applicable	Not applicable
		e. Total energy consumption within the organization, in joules or multiples.	• • •	239,900.30MWh Act on the Rational Use of Energy ("Energy Conservation Act") and	248,527.61MWh Act on the Rational Use of Energy ("Energy Conservation Act") and	234,783.70MWh Act on the Rational Use of Energy ("Energy Conservation Act") and
		f. Standards, methodologies, assumptions, and/or calculation tools used.	•	Act on the Rational use of Energy Conservation Act ) and Act on Promotion of Global Warming Countermeasures  Guidelines issued by Ministry of the Environment and Ministry of	Act on the Rational use of Energy Cenergy Conservation Act 7 and Act on Promotion of Global Warming Countermeasures  Guidelines issued by Ministry of the Environment and Ministry of	Act on the National Use of Energy Conservation Act ) and Act on Promotion of Global Warming Countermeasures  Guidelines issued by Ministry of the Environment and Ministry of
		g. Source of the conversion factors used.	•	Guidelines issued by Ministry of the Environment and Ministry of Economy, Trade and Industry "Manual for Calculating and Reporting Greenhouse 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 Greenhouse 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 Greenhouse Gas Emissions (Ver.4.7)," GHG Protocol

Material Issue		GRI Standards	Boundary  Outcome  Ou		Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	302-2	Energy consumption outside of the organization	` <u>                                    </u>				
		a. Energy consumption outside of the organization, in joules or multiples.					
		b. Standards, methodologies, assumptions, and/or calculation tools used.					
		c. Source of the conversion factors used.					
	302-3	Energy intensity					
		a. Energy intensity ratio for the organization.					
		b. Organization-specific metric (the denominator) chosen to calculate the ratio.					
		<ul> <li>Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</li> </ul>					
	302-4	d. Whether the ratio uses energy consumption within the organization, outside of it, or both.  Reduction of energy consumption					
		<ul> <li>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</li> </ul>					
		<ul> <li>Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</li> </ul>					
		<ul> <li>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.					
Water and effluents	303 303-1	Interactions with water as a shared resource					
		<ul> <li>A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged.</li> </ul>					
		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					
		Minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:					
		<ul> <li>i. how standards for facilities operating in locations with no local discharge requirements were determined;</li> </ul>					
		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;				_	_
		ii. 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:		341.00WL		J J J J J J J J J J J J J J J J J J J	
		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.					
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		Boundary		_				
Material Issue	GRI Standards	Oversee Oversee Japan Hoor- consolidati Supplies	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result			
	303-4 Water discharge	· E   · ·						
	a. Total water discharge and a breakdown of this total by the following types of destination:	• • •	260.47ML	284.531ML	283.86ML			
	i. surface water;		204.48ML	232.05ML	_			
	ii. groundwater;		_	_	_			
	iii. seawater;		_	_	_			
	iv. produced water;		_	_	_			
	v. third-party water.		55.99ML	52.48ML	_			
	b. A breakdown of total water discharge by the following categories:	• • •	260.47ML	284.531ML	283.86ML			
	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 plants conduct water quality tests on a regular basis in accordance	All plants conduct water quality tests on a regular basis in accordance	All plants conduct water quality tests on a regular basis in accordance			
	i. definitions, international standards and criteria for substances of concern;	•••	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.	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.	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.			
	ii. the approach for setting discharge limits for priority substances of concern;	• • •						
	iii. number of incidents of non-compliance with discharge limits.	• • •	None	None	None			
	e. Standards, methodologies, and assumptions used	• • •						
	303-5 Water consumption							
	a. Total water consumption.							
	b. Total water consumption with water stress.							
	<ul> <li>c. Change in water storage, if water storage has been identified as having a significant water-related impact.</li> </ul>							
	d. Standards, methodologies, and assumptions used.							
Emission	305 305-1 Direct (Scope 1) GHG emissions							
	a. Gross direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent.	• • •	45,339.55t-CO <sub>2</sub>	46,722.95t-CO <sub>2</sub>	45,653.72t-CO <sub>2</sub>			
	b. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	• • •	CO <sub>2</sub>	CO <sub>2</sub>	CO <sub>2</sub>			
	c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent.	• • •	Not applicable	Not applicable	Not applicable			
	d. Base year for the calculation, if applicable, including:	• • •	2013	2013	1990			
	i. the rationale for choosing it:	• • •	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 Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol			
	ii. emissions in the base year;	• • •	32,077t-CO <sub>2</sub>	32,401t-CO <sub>2</sub>	59,802t-CO <sub>2</sub> (total of Scope 1 and 2)			
	<ul> <li>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ul>	• • •	-	_	-			
	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, GHG Protocol	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 Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol			
	<ol> <li>Consolidation approach for emissions; whether equity share, financial control, or operational control.</li> </ol>	• • •	Financial control	Financial control	-			
	g. Standards, methodologies, assumptions, and/or calculation tools used.	• • •	CO <sub>2</sub> 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.	$\mathrm{CO}_2$ 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 <sub>2</sub> 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.			

Material Issue	GRI Standards	Oursess Lapan	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	305-2 Energy indirect (Scope 2) GHG emissions	X			
	<ul> <li>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</li> </ul>	• • •	48,177.86t-CO <sub>2</sub>	52,887.44t-CO <sub>2</sub>	48,468.38t-CO <sub>2</sub>
	b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of ${\rm CO_2}$ equivalent.	• • •	42,031.19t-CO <sub>2</sub>	46,796.99t-CO <sub>2</sub>	38,498.13t-CO <sub>2</sub>
	c. If available, the gases included in the calculation; whether ${\rm CO_2}$ , ${\rm CH_4}$ , ${\rm N_2O}$ , HFCs, PFCs, SF $_6$ , NF $_5$ , or all.	• • •	CO <sub>2</sub>	CO <sub>2</sub>	CO <sub>2</sub>
	d. Base year for the calculation, if applicable, including:	• • •	2013	2013	1990
	i. the rationale for choosing it;	• • •	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 Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protoco	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protoco
	ii. emissions in the base year;	• • •	22,626t-CO <sub>2</sub> (market standard)	22,626t-CO <sub>2</sub> (market standard)	59,802t-CO <sub>2</sub> (total of Scope 1 and 2)
	<ol> <li>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ol>	• • •	-	_	-
	<ul> <li>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</li> </ul>	• • •	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 Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protoco	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protoco
	<ul> <li>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</li> </ul>	• • •	Financial control	Financial control	-
	g. Standards, methodologies, assumptions, and/or calculation tools used.	• • •	CO <sub>2</sub> 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 <sub>2</sub> 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 <sub>2</sub> 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.
	305-3 Other indirect (Scope 3) GHG emissions				
	a. Gross other indirect (Scope 3) GHG emissions in metric tons of ${\rm CO_2}$ equivalent.				
	b. If available, the gases included in the calculation; whether ${\rm CO_2}$ , ${\rm CH_4}$ , ${\rm N_2O}$ , HFCs, PFCs, ${\rm SF_6}$ , ${\rm NF_3}$ , or all.				
	c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> 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;				
	<ol> <li>the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ol>				
	<ul> <li>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</li> </ul>				
	g. Standards, methodologies, assumptions, and/or calculation tools used.  305-4 GHG emissions intensity				
	a. GHG emissions intensity ratio for the organization.				
	<ul> <li>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</li> <li>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</li> </ul>				
	d. Gases included in the calculation; whether CO <sub>2</sub> . CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.  305–5 Reduction of QHQ emissions				
	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of $\mathrm{CO}_2$ equivalent.				
	b. Gases included in the calculation; whether $CO_2$ , $CH_4$ , $N_2O$ , HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , 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.  305-6 Emissions of ozone-depleting substances (ODS)				
	<ul> <li>a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</li> </ul>				
	b. Substances included in the calculation.				
	c. Source of the emission factors used.				
	d. Standards, methodologies, assumptions, and/or calculation tools used.				

Material Issue	GRI Standards	Boundary  Supplier San A Leas Over Supplier San A Leas Over Sa	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	X .			
	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)	•	91.29t	98.20t	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;				
	<ol> <li>ii. impacts related to waste generated in the organization's activities or in the value chain.</li> </ol>				
	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				
	<ul> <li>a. Total weight of waste diverted from disposal and a breakdown by composition of the waste.</li> </ul>	•	Not applicable	Not applicable	Not applicable
	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;				
	<ul> <li>iii. other recovery operations.</li> <li>c. Total weight of non-hazardous waste diverted from disposal and a breakdown by the following recovery operations:</li> </ul>				
	i. preparation for reuse;	•	Not applicable	Not applicable	Not applicable
	ii. recycling;	•	1,064.05t	1,203.91t	970.56t
	<ul> <li>iii. other recovery operations.</li> <li>d. For each recovery operation listed in 306–4–b and 306–4–c, the total weight of waste diverted from disposal:         <ol> <li>i. onsite;</li> </ol> </li> </ul>	•	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				
	Total weight of waste directed to disposal and a breakdown by composition of the waste.      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;				
	<ul> <li>iv. other.</li> <li>c. Total weight of non-hazardous waste directed to disposal and a breakdown by the following disposal operations:</li> </ul>	•	Not applicable	Not applicable	Not applicable
	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.				

Material Issue			GRI Standards	Ovarage Control		Fiscal 2022	Result			Fiscal 20	21 Result			Fisca	l 2020 Resu	ilt
Compliance	307	307-1	Non-compliance with environmental laws and regulations													
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;		Not applicable				Not applicable				Not applicable			
			ii. total number of non-monetary sanctions;		Not applicable				Not applicable				Not applicable			
			iii. cases brought through dispute resolution mechanisms.	$\bullet$ $\bullet$	Not applicable			1	Not applicable				Not applicable	•		
			<ul> <li>If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.</li> </ul>	• • •	Not identified				Not identified				Not identified			
pplier assessment	308	308-1	New suppliers that were screened using environmental criteria													
vironmental)			a. Percentage of new suppliers that were screened using environmental criteria.		100% (1 company)				100% (1company)				100% (7 comp	anies)		
		308-2	Negative environmental impacts in the supply chain and actions taken													
			Number of suppliers assessed for environmental impacts.		137 companies (Japan	only. The number	of overseas supp	liers is being	134 companies(Jap				05	(	- dl)	
					compiled.)				134 companies (Jap	an only)				(non-consolidate		
			Number of suppliers identified as having significant actual and potential negative environmental impacts.		No suppliers identified a impacts	as having significa	ant negative enviro		No suppliers identifi impacts	ed as having sign	nificant negative	environmental	No suppliers i impacts	dentified as havir	ng significant neg	gative enviro
			c. Significant actual and potential negative environmental impacts identified in the supply													
			chain.		Not applicable				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 and to the				Nat and Carlela				Mat and Backle			
			assessment.		Not applicable				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				Not applicable	•		
mployment	401	401-1	New employee hires and employee turnover		No. of full-time employ	ees (non-consolid	ated)									
								Fiscal 2022	2		Fiscal 2021			Fiscal 2020		
					Fiscal year		(As	of March 31,	, 2023)	(As	of March 31, 2	2022)	(As	of March 31, 2	.021)	
							Male	Female	Total	Male	Female	Total	Male	Female	Total	
					Under 30 years old Between 30 to 50 year		152 731		28 180 37 768	152 775			787		159	-1
			a. Total number and rate of new employee hires during the reporting period, by age group,	_	Over 50 years old	s olu	272		23 295	241			238			
			gender and region.	•	Total		1,155		88 1,243	1,168	+		1,165			_
					No. of new full-time en	nplovees (non-con	solidated)									
								Fiscal 2022	2		Fiscal 2021			Fiscal 2020		
					Fiscal year		(April 1,	2022 - Marc	h 31, 2023)	(April 1,	2021 - March	31, 2022)		2020 - March	31, 2021)	
							Male	Female	Total	Male	Female	Total	Male	Female	Total	
					Under 30 years old Between 30 to 50 year	e old	18		7 25	23	1 1	2 25	31	8	39	9
					Over 50 years old	o old	0		0 0		, c	0		0		0
					Total		20		8 28	24	3	3 27	33	10	4:	3
					No. of employee turnov	ver (non-consolida	ited)									_
			b. Total number and rate of employee turnover during the reporting period, by age group,	•	Fiscal year			Fiscal 2022			Fiscal 2021			Fiscal 2020		
			gender and region.	•	r loodi your			2022 - Marc			2021 - March			2020 - March		
					Under 30 years old		Male	Female	Total	Male	Female	Total	Male	Female	Total	0
					Between 30 to 50 year	s old	12		4 16	16	i 0	16	12		1:	2
					Over 50 years old		4		1 5	4	С	4	6	1		7
					Total		21	L	6 27	27	2	2 29	24	3	2	7
			Original) Total number of employees	•	1,289 (Male: 1,181 Fem				1,304 (Male: 1,194,					1,188, Female: 10		
			Original) Average service years	•	16.3 years (Male: 16.5 y	ears Female: 13	.6 years)		15.9 years (Male: 16	i.2 years Femal	e: 13.5 years)		-	lale: 16.0 years I	Female: 13.1 yea	rs)
			Original) Percentage of female managers  Original) Percentage of employees with disabilities		4.2% 2.20%				4.9% 2.20%				4.4% 2.08%			
			Benefits provided to full-time employees that are not provided to temporary or part-time	•	2.20%			ľ	2.20%				2.00%			
		401-2	employees													
			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;													
			iv. parental leave;													
			v. retirement provision;													
			vi. stock ownership;													
			vii. others.													
		401-3	b. The definition used for 'significant locations of operation'.  Parental leave			Fiscal 2022 Re	sults			Fiscal 202	1 Results			Fisc	al 2020 Results	
				•	Male	92	Female	12	Male	172	Female	15	Ma	. ما	115 Fe	emale
			a. Total number of employees triat were emuled to parental leave, by gender.	•		92	remale	12	waie	1/2	remale			ic	iio Fe	smale
			b. Total number of employees that took parental leave, by gender.	•	Male	9	Female	6	Male	11	Female	3	Ma	le	5 Fe	emale
			c. Total number of employees that returned to work in the reporting period after parental	•	Male	8	Female	2	Male	10	Female	5	Ma	le	4 Fe	emale
			leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were	•		10	F!	-								
			still employed 12 months after their return to work, by gender.	•	Male	10	Female	5	Male	3	Female	6	Ma	ie	3 Fe	emale
			e. Return to work and retention rates of employees that took parental leave, by gender.	_	Male	100%	Female	100%	Male	100%	Female	100%	Ma		75% Fe	emale

Material Issue		GRI Standards	Boundary  Supplied of the supp	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
Occupational health	403 403-1	Occupational health and safety management system	<u> </u>			
and safety		Implementation of occupational health and safety management system.     i. the system has been implemented because of legal requirements (a list of the requirements);	• •	Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)
		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 facilities	Production facilities	Production facilities
		a. The processes used to identify hazards, assess risks, and minimize risks, including:	• • •	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.	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.	risks, implement measures, reevaluate risks after implementing
		<ul> <li>i. how the organization ensures the quality of these processes;</li> <li>ii. how the occupational health and safety management system is evaluated and continually improved.</li> </ul>				W. L.
		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 workers' opinions.	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.	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.
		<ul> <li>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.</li> </ul>	• • •	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 an implement safety measures for high-risk works.	d 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.	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.	accident to investigate the nature and cause and consider measures. Incident information is reported to the Safety and Environmental
	403-3	Occupational health services		onnia mondonio nom occarnig.	Similar mondones non occurring.	annual motorical motorical magnetic field and a second mag
		<ul> <li>a. Occupational health services that contribute to identification and elimination of hazards and how the organization facilitates workers' access to them.</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.	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.	
	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 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 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 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.
	403-5	<ul> <li>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.</li> <li>Worker training on occupational health and safety</li> </ul>	• • •	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.	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.	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.
		Worker training on occupational safety and health (for employees and for non-employees such as temporary workers and contractors)	• • •	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.	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.	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.
	403-6	Promotion of worker health				
		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.	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.	s 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.
		<ul> <li>A description of voluntary health promotion services and programs offered to workers and how the organization facilitates workers' access to these services and programs.</li> </ul>	• • •	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 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 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.
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by 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> </ul>	• • •	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.	We provide in-plant health and safety rules and hazard information to subcontractors and check their necessary qualifications.
		a. Implementation of an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:	• • •	We prepared and introduced the health and safety manuals and procedures at business facilities that have not obtained health and safety management 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.	We prepared and introduced the health and safety manuals and procedures at business facilities that have not obtained health and safety management system certifications.
		<ul> <li>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;</li> </ul>		nest menugement dystem out anothers.	nanagaman ayatan oo anaduus.	seesy management system out anothers.
		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.	• • •	No analysis and analysis of	No conductor on conducted	No combined and
		b. Description of workers excluded from the above.     c. Data collection methods and assumptions.	• • •	No employees are excluded.  They are stipulated in the health and safety manuals and procedures.	No employees are excluded.  They are stipulated in the health and safety manuals and procedures.	No employees are excluded.  They are stipulated in the health and safety manuals and procedures.
				, against and procedures.	, against and procedures.	, and salety manage and procedures.

		Boundary			
Material Issue	GRI Standards	Ourseas Ourseas Buppler	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	403-9 Work-related injuries				
	a. For all employees:				
	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: 2 (non-consolidated:1, domestic, overseas: 1)	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)
	<ul><li>ii. the number and rate of high-consequence work-related injuries (excluding fatalities);</li></ul>	• • •	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.				
	<ul> <li>For all workers who are not employees but whose work and/or workplace is controlled by the organization:</li> </ul>				
	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)
	<ul> <li>ii. the number and rate of high-consequence work-related injuries (excluding fatalities);</li> </ul>	• • •	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;	• • •	They are stipulated in the risk assessment procedures.	They are stipulated in the risk assessment procedures.	They are stipulated in the risk assessment procedures.
	<ul> <li>ii. hazards that have caused or contributed to high-consequence injuries during the reporting period;</li> </ul>				
	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:	• • •	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 razailues as a result of work-related iil nealth;		Poddis as a result of work related in regular.	pouris as a result of work related in realth.	Dougle as a result of work related in result.
	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;	• • •	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;	• • •	Identification through risk assessment and work environment measurement	Identification through risk assessment and work environment measurement	Identification through risk assessment and work environment measurement
	<ul> <li>ii. hazards that have caused or contributed to cases of ill health during the reporting period.</li> </ul>				
	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	Oversee Oversee Japan Hear- modifies	Fiscal 2022	Result					Fi	scal 2	021 R	sult					Fisca	1 2020	Result	
Training and 4	404 404-1	Average hours of training per year per employee	-	Training list (Fiscal 2020-2022)																	
education																Catego	ry				
		a. Average hours of training that the organization's employees have undertaken during the	•									Ge	nder					,	Age group		
		reporting period, by:		Training name	No.	of attend	dees	No. of day	ys		Male			Female		Under 30 ye	ars old		· 30 years r 50 years		Over 50 years old
				Fiscal year	2022	2021	2020	2022 2021	2020	2022	2021	2020	2022	2021 2	020 2	022 2021	2020	2022	2021	2020 20	022 2021 2
		i. gender;	•	New employees training (manufacturing)	7	7	1 17	4 5	5	5	7	7 1	,	0	0	7	7 17	0	0	0	0 0
				New employees training (sales)	0			0			0					0		0			0
				New employees training (administrative)	1	2	2	4 5	5		0	2		0		1	2	0	0		0 0
			_	New employees training (technical)	2	3	3	6 5	5		2	3		0		2	3	0	0		0 0
		ii. employee category.	•	New hire trainings (overall)	24	24	22	11 10	0 1	13 1	8 2	2 10	6	5 2	6	24 2	24 22	0	0	0	0 0
				New employees functional training (technical)	11	18	13	108 86	6 2	25	9 2	) !	9 :	2 0	4	11 1	18 10	0	0	0	0 0
	404-2	Programs for upgrading employee skills and transition assistance programs		New employees functional training (sales)	5	4	9	223 224	4 22	24	3	2 (	5 :	2 2	3	5	4 9	0	0	0	0 0
		Type and scope of programs implemented and assistance provided to upgrade employee skills.		Third-year training	25		17	2 2	2	1 1	7 1	1 .	<u> </u>	3 3	3	25	16 14	0	0	3	0 0
		b. Transition assistance programs provided to facilitate continued employability and the		Training for new G3 level staff	17	18	23	2 2	2	2 1	6 1	7 2:	2	1 1	1	7	6 9	10	12	14	0 0
		management of career endings resulting from retirement or termination of employment.		Training for new leaders	30	27	28	2 2	2	2 2	7 2	4 2	7 :	3 3	1	0	0 0	28	25	28	2 2
	404-3	Percentage of employees receiving regular performance and career development reviews		Training for new management staff	24	14	1 16	2 2	2	2 1	9 1	2 1	5	5 2	0	0	0 0	19	11	13	5 3
		a. Percentage of total employees by gender and by employee category who received a		Training for evaluators	22	15	20	1 1	1 1	.5 1	8 1	3 1		2	1	0	0 0	17	13	14	5 2
		regular performance and career development review during the reporting period.		Management training	5	6	8	4 4	4	4	5	5 1	3 (	0	0	0	0 0	0	2	4	5 4
				Accounting training	0	0	0	0 (	0	0	0	) (	) (	0	0	0	0 0	0	0	0	0 0
				Training for profitability management	19	0	0	0 (	0	0	0	0 0		0	0	0	0 0	0	0	0	0 0
				Manufacturing training (intermediate)	19	20	28	/ 6	6	6 1	9 2	) 2	3 1	0	0	2	0 1	1/	20	26	0 0
				Chief training	206	205	184	0 0	0	0	0	,			0	0	0	0	0		0 0
				Correspondence education Other training	1/0	200	104	180 (	0	0	0				0	0	0 0	0	0	0	0 0
				*Trainings with 0 participant in fiscal 2020 wer	e due to it	s inability	to hold or	100	·	٧	٧	1 '	1	1 1	٩	٩	9 0	ď	٩	٧	9 9
				*Other training includes functional training suc					Marketi	ng School,	and "Ba	ndo Institu	te of Tec	hnology."							
Diversity and equal 4	405 405-1	Diversity of governance bodies and employees		a. Percentage of individuals within the organi	ation's go	overnance	e bodies in	each of the follow	ving diver	sity cates	ories:										
opportunity		a. Percentage of individuals within the organization's governance bodies in each of the	•	Members of the Board of Directors  Gender Ma	le		Female			,											
		following diversity categories:	_	Fiscal year 2022 20. Under 30 years old 0%	0% 09	% 0%	2021 2	2020 0%													
		i. Gender:	•	Age group 30-50 years old 0% Over 50 years old 100% 1	0% 09	% 0%	0%	100%													
		,	-	Total 100% 1			100%	100%													
		ii. Age group: under 30 years old, 30–50 years old, over 50 years old;	•	Reference (No. of persons)   Gender   Ma   Fiscal year   2022   20		2022	Female 2021 2	2020													
		iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	•	Under 30 years old 0  Age group 30–50 years old 0  Over 50 years old 8	0 0 0 0 8 8	0 0	0 0	0 0													
		b. Percentage of employees per employee category in each of the following diversity	•	Total 8	8 8	1	1	1													
		categories:	_	b. Percentage of employees per employee ca	tegory in e	each of th	ne followin	g diversity categor	ries:												
		i. Gender;	•	Gender Exec	rtive	Full-tir	me employ	Male yees Contract e	emplovee	s	Subtotal	-	Execu	tive F	ull-time e	Fema employees 0		nplovees	Sı	btotal	Total
		,	_	Fiscal year 2022 20	1 2020	2022	2021 2	2020 2022 202	21 202	0 2022	2021	2020 20	202	1 2020 20	022 202	21 2020 2	2022 202	2020	2022 2		2022 2021 3
		ii. Age group: under 30 years old, 30–50 years old, over 50 years old;	•	Age group 30-50 years old 0% 0ver 50 years old 100% 10 Total 100% 1	0% 09 10% 1009	% 63% % 24%	66% 21%	68% 32% 3 20% 52% 5	35% 3 50% 4	9% 589 8% 299	61% 26% 100%	62% 26%	0% 100% 10	0% 0%	42% 26%	47% 51% 25% 26%	43% 46 52% 48 100% 100	% 47% % 46%	43% 45%	46% 48% 42% 41%	55% 58% 31% 29%
		<ol> <li>Other indicators of diversity where relevant (such as minority or vulnerable groups).</li> </ol>	•	Reference (No. of persons) Gender			*	Male			2 4 1 1		,			Femal	•		*		
	405-2	Ratio of basic salary and remuneration of women to men		Exec   Fiscal year   2022   20.			me employ	yees Contract e	employee	s 0 2022	Subtotal 2021	2020 2	Execu	tive F	ull-time e	employees (	Contract er	nployees		btotal	Total 2022 2021 2
		<ul> <li>a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</li> </ul>		Under 30 years old 0  Age group 30–50 years old 0	0 0	0 152		2020 2022 202 140 31 787 64	30		182 843			0 0		21 2020 2 24 19 41 43	11 91 10	2 14		36 33 143 145	222 218 923 986
		by significant locations of operation.		Over 50 years old 17	18 24	0 272	241		97 1	00 39	356	358	1	1 1	23	22 22	110 10	6 100	134	129 123	525 485

Material Issue		GRI Standards	Boundary	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
				Flood 2022 Rodali	1 ISSUI ESE I NOSUIE	Fiduli 2020 Nobulic
luman rights 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:		No operations or suppliers identified as having significant risk of child	No operations or suppliers identified as having significant risk of child	No operations or suppliers identified as having significant risk of child
		i. child labor;	•	labor. (None)	labor. (None)	labor. (None)
		<ul><li>ii. young workers exposed to hazardous work.</li><li>b. Operations and suppliers considered to have significant risk for incidents of child labor</li></ul>		None	None	None
		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	None
		<ul> <li>Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</li> </ul>	•	Conducted a survey through a questionnaire	We prepared CSR Procurement Guidelines in English and distributed	Conducted a survey through a questionnaire
luman rights	409 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor			them to overseas affiliates.	
compulsory labor)		a. Operations and suppliers considered to have significant risk for incidents of:				
		i. type of operation (such as manufacturing plant) and supplier;	•	No operations or suppliers identified as having significant risk of forced or compulsory labor.	No operations or suppliers identified as having significant risk of force or compulsory labor.	d No operations or suppliers identified as having significant risk of force or compulsory labor.
		ii. countries or geographic areas with operations and suppliers considered at risk.	•	None	None	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	We prepared CSR Procurement Guidelines in English and distributed them to overseas affiliates.	Conducted a survey through a questionnaire
	414 414-1	New suppliers that were screened using social criteria				
social)		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)
		<ul> <li>Number of suppliers identified as having significant actual and potential negative social impacts.</li> </ul>	•	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 social impacts.
		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
		<ul> <li>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.</li> </ul>	•	Not applicable	Not applicable	Not applicable
	416 416-1	Assessment of the health and safety impacts of product and service categories				
safety	416-2	<ul> <li>a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.</li> <li>Incidents of non-compliance concerning the health and safety impacts of products and services</li> </ul>				
		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 recall)	_
		<ul> <li>If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</li> </ul>	• • •	No defects or complaints that could directly affect customers' health and safety were identified.	-	Not applicable
Compliance	419 419-1	Non-compliance with laws and regulations in the social and economic area				
social)		<ul> <li>a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:</li> </ul>				
		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
		<ul> <li>If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.</li> </ul>	• • •	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		C. The deficat against third against the different field and the financial years against the financial section and the fin				
nnovations process)		Examples of environmental load reduced by new manufacturing methods (if available for disclosure)	•	With a new design of the industrial toothed belt process at Wakayama 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 process at Wakayama 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 process at Wakayama 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.
Product/process nnovations 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 total Marketed 4 eco moving products, our original environmentally-friendly label Marketed 23 environmentally-friendly products (including eco moving products)
Safety and disaster eadiness	303 303-4	Significant spills	• • •	Stated in 303 – 4	Stated in 303—4	Stated in 303 – 4
			1	<del> </del>	ļ	<u> </u>

		Boundary			
Material Issue	GRI Standards	Bupples Bupples	Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
	Number of business facilities that acquired ISO14001 certification	•••	Plant [Consolidated domestic affiliate] BL Autotec, Ltd. [Consolidated overseas affiliates] Bando USA, Inc. Bando Korea Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Oongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd.	14 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 Belt (Tianjin) Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Volenam) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Bantifacturing (Turkey), Inc. Bando Belt Manufacturing (Turkey), Inc. Bando Belt Manufacturing (Turkey), Inc.	15 business facilities [ [Domestio 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 Belt (Tianjin) Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Tianland) Ltd. Bando Selt Manufacturing (Turkey), Inc. Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH
	Percentage of business facilities that acquired ISO14001 certification	• • •		ISO14001 82% (14/17) (consolidated group production facilities)	ISO14001 88% (15/17) (consolidated group production facilities)
	List of domestic companies subject to the survey	•	Bando Elastomer Co., Ltd. Bando Trading Co., Ltd. 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 Autoteo, Ltd. Fickuis Belt Industries, Ltd. Aimedic MMT	[Sales, fabrication, and service] Bando Industrial Components & Services, Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. [Production] BL Autotec, Ltd. Fixuit Bell Industries, Ltd. Aimedic MMT
	List of overseas companies subject to the survey	•	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. (Non-production) Bando Europe GmbH Bando Europe GmbH Bando Europe GmbH Bando (Shanghai) Management Co., Ltd. Bando Six Ltd.	[Production] 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 (Tietnam) Co., Ltd. Bando Manufacturing (Tietnam) Co., Ltd. Bando Manufacturing (Tietnam) Co., Ltd. Incomproduction] Bando India) Pvt. Ltd. [Non-production] Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Sint Ltd. Bando (Singapore) Pte. Ltd.	[Production] Bando USA, Inc. Bando Belt Manufacturing (Turkey), Inc. Bando Korea Co., Ltd. Bando Selt Manufacturing (Turkey), Inc. Bando Jungkong Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Theitanm) Co., Ltd. Bando Manufacturing (Theiland) Ltd. Bando (India) Pvt. Ltd. [Non-production] Bando Europe GmbH Bando Ibrdica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Singapore) Pte. Ltd.