

[Sustainability Report 2024]

Data Section (appendix)

- Reference information relevant to GRI Standards -
- Anti-corruption
- Anti-competitive behavior
- Materials
- Energy
- Water and effluents
- Emission
- Waste
- 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 (environmental)
- Compliance (social)
- Product/process innovations (process)
- Product/process innovations (product)
- Safety and disaster readiness



- Scope of the report -

Non-consolidated: Bando Chemical Industries, Ltd.

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

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

BANDO CHEMICAL INDUSTRIES, LTD.

Material Issue			GRI Standards	Boundary Jesen Ner- Cuppler	Fiscal 2023 Result	Fiscal 2022 Result	Fiscal 2021 Result
Anti-corruption	205	205-1	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.				
		205-2	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.	•	take a compliance training beforehand in which they received explanations on the bribery regulations in the relevant countries and were also told not	s take a compliance training beforehand in which they received explanation on the bribery regulations in the relevant countries and were also told no	Four people We required employees to be seconded to high-risk overseas affiliates to s take a compliance training beforehand in which they received explanations t on the bribery regulations in the relevant countries and were also told not t 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.				
			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.				
		205-3	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
			d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period 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				
Denavior			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				
			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:	•	22.528t * 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).	24,705: * 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).	25933: * 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;		-	-	-
			ii. renewable materials used.		-	-	-
		301-2	Recycled input materials used				
			a. Percentage of recycled input materials used to manufacture the organization's primary products and services.				
		301-3	Reclaimed products and their packaging materials				
			a. Percentage of reclaimed products and their packaging materials for each product category.				
			b. How the data for this disclosure have been collected.				
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 types used.	• • •	238,982.32MWh	217,600.65MWh	227,108.31MWh
			b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	• • •	12,104.00MWh	22,299.65MWh	21,419.30MWh
			c. In joules, watt-hours or multiples, the total:				
			i. electricity consumption		105,572.18MWh	106,994.97MWh	107,211.24MWh
			ii. heating consumption		-	-	-
			iii. cooling consumption		-	-	-
			iv. steam consumption		-	-	-
			d. In joules, watt-hours or multiples, the total:				
			i. electricity sold	• •	2.584.000kWh *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.	2.434.000kWh *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.	2.279.000kWh +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.		251,086.32MWh	239,900.30MWh	248,527.61MWh
			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 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 Conservation Act") and Act on Promotion of Global Warming Countermeasures
			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.4.8)," GHG Protocol

Material Issue			GRI Standards	Boundary Oversee Japan Nor- Oversee Supplier	Fiscal 2023 Result	Fiscal 2022 Result	Fiscal 2021 Result
		302-2	Energy consumption outside of the organization				
			a. Energy consumption outside of the organization, in joules or multiples.				
			b. Standards, methodologies, assumptions, and/or calculation tools used.				
			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.				
			c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.				
		302-4	d. Whether the ratio uses energy consumption within the organization, outside of it, or both. Reduction of energy consumption				
			 Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. 				
			b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.				
			c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.				
	:	302-5	 d. Standards, methodologies, assumptions, and/or calculation tools used. Reductions in energy requirements of products and services 				
			a. Reductions in energy requirements of sold products and services achieved during the reporting period, in				
			joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.				
			c. Standards, methodologies, assumptions, and/or calculation tools used.				
Water and effluents	303 3	303-1	Interactions with water as a shared resource				
			a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged.				
			b. Standards, methodologies, and assumptions used.				
			c. How water-related impacts are addressed, including how the organization works with stakeholders, and how it engages with suppliers or customers.				
			d. An explanation of the process for setting any water-related goals and targets and how they relate to public policy and the local context of each area with water stress.				
		303-2	Management of water discharge-related impacts				
			a. Minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:				
			 how standards for facilities operating in locations with no local discharge requirements were determined; 				
			ii. any internally developed water quality standards or guidelines;				
			iii. any sector-specific standards considered;				
			iv. whether the profile of the receiving waterbody was considered.				
	:	303-3	Water withdrawal				
			a. Total water withdrawal and a breakdown of this total by the following sources:	• • •	1,117.6ML	1,047.1ML	1,189.1ML
			i. surface water;	• • •	-	-	-
			ii. groundwater;	• • •	592.8ML	506.11ML	615.85ML
			iii. seawater;	• • •	-	-	-
			iv. produced water;	• • •	-	-	-
			v. third-party water.	• • •	524.8ML	541.00ML	573.25ML
			b. Total water withdrawal with water stress and a breakdown of this total by the following sources:				
			i. surface water;				
			ii. groundwater;				
			iii. seawater;				
			iv. produced water;				
			v. third-party water.				
			c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b by the following categories:				
			i. freshwater;				
			ii. other water.				
			d. Standards, methodologies, and assumptions used.				
						•	

Material Issue	GRI Standards	Boundary seating by South States	Fiscal 2023 Result	Fiscal 2022 Result	Fiscal 2021 Result
	303-4 Water discharge				
			269.9MI	260.47ML	284.531ML
	a. Total water discharge and a breakdown of this total by the following types of destination:	•••			
	i. surface water;		219.2ML	204.48ML	232.05ML
	ii. groundwater;	• • •	-	-	-
	iii. seawater;	• • •	-	-	-
	iv. produced water;	• • •	-	-	-
	v. third-party water.	• • •	50.6ML	55.99ML	52.48ML
	b. A breakdown of total water discharge by the following categories:	• • •	269.9ML	260.47ML	284.531ML
	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:				
	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, Kakogawa Plant, and Ashikag Plant) and production bases in the U.S. continuously monitored certain critical items related to the water discharged to rivers after purification.	All plants conduct water quality tests on a regular basis in accordance with laws and regulations. sa In particular, domestic plants (Nankai Plant, Kakogawa Plant, and Ashikage Plant) and production bases in the U.S. continuously monitored certain critical items related to the water discharged to rivers after purification.	All plants conduct water quality tests on a regular basis in accordance with laws and regulations. In particular, domestic plants (Nankai Plant, Kakogawa Plant, and Ashikaga Plant) and production bases in the U.S. continuously monitored certain critical items related to the water discharged to rivers after purification.
	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.				
	c. Change in water storage, if water storage has been identified as having a significant water-related impact.				
	d. Standards, methodologies, and assumptions used.				
mission	305 305-1 Direct (Scope 1) GHG emissions				
	a. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent.		45,666.08t-CO ₂	45,339.55t-CO ₂	46,722.95t-CO2
	b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.		CO2	CO2	CO2
	c. Biogenic $\rm CO_2$ emissions in metric tons of $\rm CO_2$ equivalent.		Not applicable	Not applicable	Not applicable
	d. Base year for the calculation, if applicable, including:		2013	2013	2013
	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 ₂	32,077t-CO ₂	32,401t-CO2
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	•••	-	-	-
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	•••	Act on the 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
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	• • •	Financial control	Financial control	Financial control
	g. Standards, methodologies, assumptions, and/or calculation tools used.	•••	$\rm CO_2$ 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.	emissions, but those in the reporting year is the sum of domestic non-	emissions, but those in the reporting year is the sum of domestic non-

Em

Material Issue	GRI Standards	Boundary Boundary Boundary Boundary Boundary	Fiscal 2023 Result	Fiscal 2022 Result	Fiscal 2021 Result
	305-2 Energy indirect (Scope 2) GHG emissions	گ کی ای ای ای در			
	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of $\rm CO_2$ equivalent.	•••	52,133.37t-CO ₂	48,177.86t-CO ₂	52,887.44t-CO2
	b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent.	• • •	46,157.17t-CO ₂	42,031.19t-CO ₂	46,796.99t-CO2
	c. If available, the gases included in the calculation; whether CO $_2$, CH $_4$, N $_2$ O, HFCs, PFCs, SF $_6$, NF $_3$, or all.	• • •	CO2	co₂	CO ₂
	d. Base year for the calculation, if applicable, including:	• • •	2013	2013	2013
	i. the rationale for choosing it;	• • •	on Promotion of Global Warming Countermeasures, GHG Protocol	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;	• • •	22,626t-CO ₂ (market standard)	22,626t-CO ₂ (market standard)	22,626t–CO ₂ (market standard)
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	• • •	-	-	_
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	•••	Act on the 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
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	• • •	Financial control	Financial control	Financial control
	g. Standards, methodologies, assumptions, and/or calculation tools used.	•••	emissions, but those in the reporting year is the sum of domestic non-	emissions, but those in the reporting year is the sum of domestic non-	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.
	305-3 Other indirect (Scope 3) GHG emissions		isuusialaries.	รมมรณิสิทธิร.	suusularies.
	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent.	• • • • •	● 78,662t-CO₂		
	b. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	• • • • •	• CO2		
	c. Biogenic CO2 emissions in metric tons of CO2 equivalent.				
	d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.				
	e. Base year for the calculation, if applicable, including:				
	i. the rationale for choosing it;				
	ii. emissions in the base year;				
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.				
	f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.				
	 g. Standards, methodologies, assumptions, and/or calculation tools used. 305-4 GHG emissions intensity 				
	a. GHG emissions intensity ratio for the organization.				1
	b. Organization-specific metric (the denominator) chosen to calculate the ratio.				
	c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).				
	d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all. 305-5 Reduction of GHG emissions				
	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of $\rm CO_2$ equivalent.				
	b. Gases included in the calculation; whether CO $_2$, CH $_4$, N $_2$ O, HFCs, PFCs, SF $_6$, NF $_3$, 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)				
	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.				
	b. Substances included in the calculation.				1
	c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.				1
	2. Grandardo, mornouclogico, accumptiono, ana/ of ballotiation tools asou.			<u> </u>	<u> </u>

Мε

Material Issue	GRI Standards	Boundary Oversee Boundary Boundary Boundary	Fiscal 2023 Result	Fiscal 2022 Result	Fiscal 2021 Result
	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)	•	84.90t	91.29t	98.20t
	v. Hazardous air pollutants (HAP)				
	vi. Particulate matter (PM)				
	vii. Other standard categories of air emissions identified in relevant regulations				
	b. Source of the emission factors used.				
	c. Standards, methodologies, assumptions, and/or calculation tools used.				
Waste	306 306-1 Waste generation and significant waste-related impacts				
	a. Significant waste-related impacts				
	i. the inputs, activities, and outputs that lead to these impacts;				
	ii. impacts related to waste generated in the organization's activities or in the value chain.				
	306-2 Management of significant waste-related impacts				
	a. Preventing waste generation and managing the impacts from waste generated in the value chain.				
	b. If the waste is managed by a third party, the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.				
	 c. The processes used to collect and monitor waste-related data. 306-3 Waste generated 				
	a. Total weight of waste generated and a breakdown by composition of the waste.	•	5,575.1t	5,145.6t	5,137.4t
	b. Information necessary to understand the data and how the data have been compiled. 306-4 Wasta diverted from disposal				
	 a. Total weight of waste diverted from disposal and a breakdown by composition of the waste. 	•	Not applicable	Not applicable	Not applicable
	b. Total weight of hazardous waste diverted from disposal and a breakdown by the following recovery	-			
	operations:	•	Not applicable	Not applicable	Not applicable
	i. preparation for reuse;				
	ii. recycling;				
	iii. other recovery operations.				
	c. Total weight of non-hazardous waste diverted from disposal and a breakdown by the following recovery operations:				
	i. preparation for reuse;	•	Not applicable	Not applicable	Not applicable
	ii. recycling;	•	1,797.27t	1,064.05t	1,203.91t
	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.				
	b. Total weight of hazardous waste directed to disposal and a breakdown by the following disposal operations:	•	Not applicable	Not applicable	Not applicable
	i. incineration (with energy recovery);				
	ii. incineration (without energy recovery);				
	iii. landfilling;				
	iv. other.				
	c. Total weight of non-hazardous waste directed to disposal and a breakdown by the following disposal				
	operations: i. incineration (with energy recovery);	•	3.776.6t	4.079t	3,817t
	ii. incineration (without energy recovery);	•	Not applicable	Not applicable	Not applicable
	iii. landfilling;	•	1.2t	2.6t	3.5t
	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
	i. onsite; ii. offsite.		1,797.27t	Not applicable 1,064.05t	Not applicable 1,203.91t
	 I. OTTSITE. e. Information necessary to understand the data and how the data have been compiled. 	-	1,101.21	1,004.000	1,200,010
	o, anormation necessary to uniterstand the data dru now the data have been complied.		1		

Material Issue	GRI Standa	ards	Boundary Overese Buger Buger		Fiscal 2023	Result			Fiscal 2022	Result			Fiscal 202	21 Result	
Supplier assessment	308 308-1 New suppliers that were screened using environme	ental oriteria													
(environmental)	a. Percentage of new suppliers that were screene 308-2 Negative environmental impacts in the supply chai		•	100% (4 company)				100% (1 company)				100% (1company)			
	a. Number of suppliers assessed for environmenta	l impacts.	•	205 companies (Japan an	nd overseas)			205 companies (Jap	oan and overseas)			134 companies(Ja	pan only)		
	b. Number of suppliers identified as having signific	ant actual and potential negative environmental impacts.	•	No suppliers identified as impacts	having significar	t negative environm	nental	No suppliers identifi impacts	ied as having signific	ant negative environn	mental	No suppliers identi impacts	fied as having signif	ïcant negative enviro	onmental
	c. Significant actual and potential negative enviror	mental impacts identified in the supply chain.	•	Not applicable				Not applicable				Not applicable			
	 d. Percentage of suppliers identified as having sign with which improvements were agreed upon as a 	nificant actual and potential negative environmental impacts result of assessment.	•	Not applicable				Not applicable				Not applicable			
	e. Percentage of suppliers identified as having sign with which relationships were terminated as a resu	nificant actual and potential negative environmental impacts ult of assessment, and why.	•	Not applicable				Not applicable				Not applicable			
Employment	401 401-1 New employee hires and employee turnover			No. of full-time emp	lovees (non-co	nsolidated)		+							
				Fiscal year		(As c	Fiscal 202 of March 3			iscal 2022 March 31, 2023)			al 2021 rch 31, 2022)		
						Male	Female	Total	Male	Female T	otal	Male Fe	emale To	tal	
				Under 30 years old		158		33 191	152	28	180	152	24	176	
				Between 30 to 50 y	ears old	717		38 755	731	37	768	775	41	816	
	a Tatal number and rate of new amplexes bires d	uring the reporting period, by age group, gender and region.	•	Over 50 years old Total		268		23 291 94 1.237	272	23	295 1.243	241	22	263	
	a. Total number and rate of new employee nires of	uning the reporting period, by age group, gender and region.	•	No. of new full-time				94 1,237	1,155	88	1,243	1,168	87	1,255	
					employees (no	n-consolidated)	Fiscal 202	20	-	iscal 2022		Err	al 2021		
				Fiscal year		(April 1. 2		ch 31, 2024)		2 – March 31, 20	023)		– March 31, 202	2)	
						Male	Female				otal		emale To		
				Under 30 years old		32		8 40	18	7	25	23	2	25	
				Between 30 to 50 y	ears old	4		1 5	2	1	3	1	1	2	
				Over 50 years old		0		0 0	0	0	0	0	0	0	
				Total		36		9 45	20	8	28	24	3	27	
				No. of employee turn	nover (non-cor	isolidated)									
				Fiscal year			Fiscal 202	23	F	iscal 2022		Fisc	al 2021		
	h. Total number and rate of employee turnover du	ring the reporting period, by age group, gender and region.	•	Fiscal year		(April 1, 2	2023 – Mar	ch 31, 2024)	(April 1, 202	2 – March 31, 20	023)	(April 1, 2021 -	- March 31, 202	2)	
		ang are reporting period, by age group, gender and region.	•			Male	Female	Total	Male	Female T	otal	Male Fe	emale To	tal	
				Under 30 years old		8		2 10	5	1	6	7	2	9	
				Between 30 to 50 y	ears old	8		4 12	12	4	16	16	0	16	
				Over 50 years old		12		0 12	4	1	5	4	0	4	
				Total * Number of volunta	arv retirements	28 and retirements (r		6 34	21	6	27	27	2	29	
	Original) Total number of employees			1,287 (Male: 1,173 Femal				1,289 (Male: 1,181	Famala: 100)			1,304 (Male: 1,194,	Camala: 110)		
	Original) Average service years			16.1 years (Male: 16.4 years					6.5 years Female: 13	(16.2 years Female:	12 5	
	Original) Average service years Original) Percentage of female managers			4.9%	ars remaie: 13.3	years)		4.2%	5.5 years Female: 13	.o years)		4.9%	to.z years remaie:	13.5 years)	
	Original) Percentage of employees with disabilities			2.37%				2.20%				2.20%			
	401-2 Benefits provided to full-time employees that are		•												
	a. Benefits which are standard for full-time employ	yees of the organization but are not provided to temporary o	r												
	part-time employees, by significant locations of op	peration. 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.														
	 b. The definition used for 'significant locations of 401-3 Parental leave 	operation'.			Fiscal 2023 R	eculto			Fiscal 2022	Pequito			Fiscal 202	1 Peculto	
	a. Total number of employees that were entitled t	o parental leave, by gender.	•	Male	84	Female	10	Male	92	Female	10	Male	172	Female	1
	b. Total number of employees that took parental l		•	Male	9	Female	2	Male	92	Female	12	Male	172	Female	1
	c. Total number of employees that returned to wo	rk in the reporting period after parental leave ended, by	•	Male	9	Female	4	Male	8	Female	2	Male	10	Female	
	gender. d. Total number of employees that returned to wo months after their return to work, by gender.	rk after parental leave ended that were still employed 12	•	Male	8	Female	2	Male	10	Female	5	Male	3	Female	
	e. Return to work and retention rates of employee	es that took parental leave, by gender.	•	Male	100%	Female	100%	Male	100%	Female	100%	Male	100%	Female	100
			1					1							

Material Issue		GRI Standards	Bound Japan Mar Supplier	ary Sector	Fiscal 2023 Result	Fiscal 2022 Result	Fiscal 2021 Result
Occupational health	403 403-1	Occupational health and safety management system					
and safety		 a. Implementation of occupational health and safety management system. i. the system has been implemented because of legal requirements (a list of the requirements); 	•	•	Implemented (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	 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 conduct risk assessment of new equipment at the time of installation. For existing equipment, we also 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.	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.
		i. how the organization ensures the quality of these processes;					
		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 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.
		c. The policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and how workers are protected against reprisals.	• •	•	We advocate "safety first" in the Group's Health and Safety Policy and implement safety measures for high-risk works.	We advocate "safety first" in the Group's Health and Safety Policy and implement safety measures for high-risk works.	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.	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				-	-
		a. Occupational health services that contribute to identification and elimination of hazards and how the organization facilitates workers' access to them.	••	•		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.
		b. Responsible person of the health and safety committees, and its meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	• •	•		The minutes of 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.
	403-5	Worker training on occupational health and safety					
		 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			including comporary workers.	including temporary workers.	including temporary workers.
		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.
		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 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					
		a. The organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards.	• •	•	We provide in-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.

Material Issue	GRI Standards	Boundary overlage byper	Fiscal 2023 Result	Fiscal 2022 Result	Fiscal 2021 Result
	403-8 Workers covered by an occupational health and safety management system	المحيين بالكني بمحيي المحي			
	 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.
	 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; 				
	ii. the number and percentage of all employees and workers who are not employees but is controlled by the organization, who are covered by such a system that has been internally audited;				
	iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.				
	b. Description of workers excluded from the above.		No employees are excluded.	No employees are excluded.	No employees are excluded.
	c. Data collection methods and assumptions.		They are stipulated in the health and safety manuals and procedures.	They are stipulated in the health and safety manuals and procedures.	They are stipulated in the health and safety manuals and procedures.
	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: 0 (non-consolidated, domestic, overseas)	Deaths in the course of employment: 2 (non-consolidated:1, domestic, overseas: 1)
	ii. the number and rate of high-consequence work-related injuries (excluding				
	fatalities);	•••	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: 0.00 (non- consolidated) Severity rate: 0.000 (non-consolidated)	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)
	iv . the main types of work-related injury;				
	v. the number of hours worked.				
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:				
	i. the number and rate of fatalities as a result of work-related injury;	•••	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)
	ii. the number and rate of high-consequence work-related injuries (excluding fatalities);	• • •	None	None	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:				
			-	T	T
	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.
	ii. hazards that have caused or contributed to high-consequence injuries during the reporting period;				
	iii. actions taken or underway to eliminate these hazards.				
	d. Any actions taken or underway to eliminate other hazards.				
	e. The rates calculated based on 200,000 or 1,000,000 hours worked. f. Description of workers excluded from the above.	•	Rate of frequency of work-related injuries resulted in lost time: 0.00 (per 1 million hours) (non-consolidated)	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)
	g. Data collection methods and assumptions.				
	g, baa dollection 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 cases of recordable work-related ill health;				
	iii. the main types of work−related ill health.				
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:				
	i. the number of fatalities as a result of work-related ill health;		0	0	0
	ii. the number of cases of recordable work-related ill health;				
	ii. the number of cases of recordable work-related iii 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
	ii. hazards that have caused or contributed to cases of ill health during the reporting period.				
	iii. actions taken or underway to eliminate these hazards.				
	d. Description of workers excluded from the above.				
	e. Data collection methods and assumptions.				
	4		•		

				Boundary																			
Material Issue			GRI Standards		Fiscal 2023 Resul	lt					1	Fiscal 2022 Re	sult						Fisca	al 2021	Result		
Training and	404	404-1	Average hours of training per year per employee																				
education	101		Hanake nous of Lanning for year for employee		Training list(Fiscal 2021-2023)																		
											L						Categor	У					
			a. Average hours of training that the organization's employees have undertaken during the reporting period, by:	•	Training name	No	of attend	lees	N	o. of day	. L		Gender							Age group			
							or accord			0.01 00)	Ŭ	Male		Female		Und	der 30 yea	ars old	Ove	r 30 years (er 50 years	bld	Over 50 ye	ars old
																				· ·			
			i. gender;	•	Fiscal year	2023	2022	2021	2023	2022	2021	2023 2022 20	21 2023	2022	2021	2023	2022	2021	2023	2022	2021 2	023 2022	2021
					New employees training (manufacturing) New employees training (sales)	14	,		4	4	5	14 7	-	0	0		0	0		0	0	0	0 0
					New employees training (sales) New employees training (administrative)	2	1	2	4	4	5	1 0	2	1	1	0	2	1		0	0	0	
					New employees training (technical)	1	2	3	6	6	5	1 2	3	0	0	0	1	2	3 0	0	0	0	
			ii. employee category.	•	New hire trainings (overall)	23	24	24	11	11	10	14 18	22	9	6	2 2	23 2	4 2	4 0	0	0	0	0 0
					New employees functional training (technical)	14	11	18	111	108	86	9 9	20	5	2	0 1	4 1	1 1	3 0	0	0	0	0 0
		404-2	Programs for upgrading employee skills and transition assistance programs		New employees functional training (sales)	5	5	4	225	223	224	4 3	2	1	2	2	5	5	1 0	0	0	0	0 0
			a. Type and scope of programs implemented and assistance provided to upgrade employee skills.		Third-year training	21	25	16	2	2	2	19 17	13	2	8	3 2	21 2	5 1	6 0	0	0	0	0 0
					Training for new G3 level staff	27	17	18	3	2	2	24 16	17	3	1	1	1	7	6 26	10	12	0	0 0
			b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.		Training for new leaders	31				2	2	30 27	24	1	3	3	0	0	27		25	4	2 2
		404-3	Percentage of employees receiving regular performance and career development reviews		Training for new management staff	26				2	2	24 19	12	2	5	2	0	0	24		11	2	5 3
			a. Percentage of total employees by gender and by employee category who received a regular performance and		Training for evaluators	24	_	15	1	1	1	22 18	18	2	4	2	0	0	23	+ +	13	1	5 2
			career development review during the reporting period.		Management training	21	5	6	2	4	4	19 5	6	2	0	0	0	0	12	0	2	9	5 4
					Accounting training Training for profitability management	0	0	0	0	U	0	0 0	0	0	0	0	0	0		0	0	0	
					Manufacturing training (intermediate)	15	19	20	7	7	3	15 19	20	0	0	0	4	0		17	20	2	
					Chief training	10	13	20	, 0	, 0	0	10 13	0	0	0	0	0	0		17	20	2	
					Correspondence education	188	206	205	0	0	n v	0 0	0	0	0	0	0	n			0	0	
					Other training	416				180	0	0 0	0	0	0	0	0	0		0	0	0	0 0
					*Other training includes functional training such a	as "Manu	facturing	School,"	"Bando	Sales an	d Marketin	s School," and "Bar	do Institute	of Techr	nology."		_						
D ' '' 1	405	40E 1	Discussion of annuments had an and annulated																				
Diversity and equal opportunity	400	400-1	Diversity of governance bodies and employees		 Percentage of individuals within the organization Members of the Board of Directors 	on's gov	ernance l	bodies ir	each of	the follo	wing diver	sity categories:											
			 Percentage of individuals within the organization's governance bodies in each of the following diversity categories: 	•	Gender Male	21 2025	Female	9															
			Categories.		Under 30 years of 0% 0%	0% 0	× 0%	5 0%															
			i. Gender;	•	Age group 30-50 years old 0% 0% Over 50 years old 100% 100% 10	0% 0	% 0% % 100%	5 100%															
					Total 100% 100% 10	00% 100	% 100%	100%															
			ii. Age group: under 30 years old, 30–50 years old, over 50 years old;	•	Reference (No. of persons) Gender Male		Female																
					Fiscal year 2023 2022 202	21 2023																	
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	•	Under 30 years o 0 0 Age group <u>30-50 years old 0 0</u>	0	0 0	0															
					Over 50 years old 8 8 Total 8 8	8	1 1																
			b. Percentage of employees per employee category in each of the following diversity categories:	•		- 1	· · ·	<u> </u>															
					b. Percentage of employees per employee catego	ory in eac	h of the			y catego	ries:												
			i. Gender;	•	Gender Executive	Full-	time emp	Ma ployees	Contract	t employ	ees	Subtotal	Executiv	/e	Full-time	employ	Female ees Con	tract em	oloyees	Subt	otal	To	
					Fiscal year 2023 2022 202 Under 30 years o 0% 0%							2022 2021 20	23 2022	2021	2023 2 35%	32%	28%	3 2022 3% 55	2021	2023 202	2 2021	2023 20	22 2021
			ii. Age group: under 30 years old, 30–50 years old, over 50 years old;	•	Age group 30-50 years old 0% 0%	0% 63	× 63%	66%	27%	32%	35% 57	2022 2021 20 6 13% 13% 6 58% 61% 6 29% 26% 1	0% 0%	0%	40%	42%	47% 4	1% 439	46%	41% 4	3% 46%	54% 5	55% 58%
			• • • • • •		Over 50 years old 100% 100% 10 Total 100% 100% 10	0% 100	× 2470 % 100%	100%	100%	100% 1	100% 100	6 100% 100% 1	00% 100%	100%	100%	100% 1	00% 10	020 0% 1000	5 100%	100% 10	0% 100%	100% 10	
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	•	Reference (No. of persons)																		
					Gender Executive	Full-	time em r	Ma plovees	le Contract	templov	ees	Subtotal	Executiv	/e	Full-time		Female ees Con	tract em	olovees I	Subt	otal	To	al
		405-2	Ratio of basic salary and remuneration of women to men		Fiscal year 2023 2022 202 Under 30 years 0 0 0	21 2023	2022	2021	2023	2022 21	021 2023		23 2022				24 202			2023 202		2023 20 234 2	22 2021
			a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.		Age group 30-50 years old 0 0	0 71	7 781	775	56	64	68 77	8 795 843	0 0	0	38	37	41 1	32 9	102	120 1	28 143	893 9	928 986
			b. The definition used for 'significant locations of operation'.		Over 50 years old 17 17 Total 17 17	18 26 18 1,14	8 272 8 1,155	241	119 206	197	97 40 195 1,36	391 356 1,369 1,381	1 1	1	23 94	23	87 1	39 21:	220	294 3	34 129 01 308	533 t 1,660 1,6	525 485 570 1,689

Material Issue			GRI Standards	Boundary Overese Men- Dupper	Fiscal 2023 Result	Fiscal 2022 Result	Fiscal 2021 Result
Human rights	408	408-1	Operations and suppliers at significant risk for incidents of child labor				
(child labor)			a. Operations and suppliers considered to have significant risk for incidents of:				
			i. child labor;	•	No operations or suppliers identified as having significant risk of child labor. (None)	No operations or suppliers identified as having significant risk of child labor. (None)	No operations or suppliers identified as having significant risk of child labor. (None)
			ii. young workers exposed to hazardous work.	•	None	None	None
			b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:				
			i. type of operation (such as manufacturing plant) and supplier;	•	None(No operations or suppliers identified as having significant risk of child labor)	None	None
			ii. countries or geographic areas with operations and suppliers considered at risk.	•	None(No operations or suppliers identified as having significant risk of child labor)	None	None
			c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	•	We conducted enlightenment activities through a CSR survey and reviewed and amended the CSR Procurement Guidelines (amended in Januarv 2024)	Conducted a survey through a questionnaire	We prepared CSR Procurement Guidelines in English and distributed them to overseas affiliates.
Human rights	409	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor				
(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 forced or compulsory labor.	No operations or suppliers identified as having significant risk of forced or compulsory labor.
			ii. countries or geographic areas with operations and suppliers considered at risk.	•	None (No operations or suppliers identified as having significant risk of forced or compulsory labor.)	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.	•	We conducted enlightenment activities through a CSR survey and reviewed and amended the CSR Procurement Guidelines (amended in January 2024)	Conducted a survey through a questionnaire	We prepared CSR Procurement Guidelines in English and distributed them to overseas affiliates.
Supplier assessment	414	414-1	New suppliers that were screened using social criteria				
(social)			a. Percentage of new suppliers that were screened using social criteria.	•	100% (4 company)	100% (1 company)	100% (1 company)
		414-2	Negative social impacts in the supply chain and actions taken				
			a. Number of suppliers assessed for social impacts.	•	205 companies (Japan and overseas)	205 companies (Japan and overseas)	134 companies(Japan only)
			b. Number of suppliers identified as having significant actual and potential negative social impacts.	•	No suppliers identified as having significant negative social impacts.	No suppliers identified as having significant negative social impacts.	No suppliers identified as having significant negative 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
			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	416	416-1	Assessment of the health and safety impacts of product and service categories				
safety			a. Percentage of significant product and service categories for which health and safety 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:				
			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	None	1 (Our group company Aimedic MMT conducted a voluntary product recall)
			b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	• • •	No defects or complaints that could directly affect customers' health and safety were identified.	No defects or complaints that could directly affect customers' health and safety were identified.	-

		Boundary			
Material Issue	GRI Standards	Oversee Japon Nar- Nar-	Fiscal 2023 Result	Fiscal 2022 Result	Fiscal 2021 Result
Compliance	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.		Not applicable	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	Not identified
Compliance	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;		None	None	None
	iii. cases brought through dispute resolution mechanisms.		None	None	None
	b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.	• • •	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 innovations (process)	Examples of environmental load reduced by new manufacturing methods (if available for disclosure)	•	Started initiatives to identify and develop elemental technologies for smar manufacturing methods of target products.	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.
Product/process innovations (product)	Ratio of environmentally-friendly products and products with fewer hazardous substances to total new launched products. Develop products having impacts on solving social issues.	•	Environmentally-friendly products: Approx. 66% of the total Marketed 4 eco moving products, our original environmentally-friendly label Marketed 56 environmentally-friendly products	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)
Safety and disaster S readiness	303 303-4 Significant spills	•••	Stated in 303-4	Stated in 303-4	Stated in 303-4

Material Issue	GRI Standards	Boundary Bueness Beene	Fiscal 2023 Result	Fiscal 2022 Result	Fiscal 2021 Result
	Number of business facilities that acquired ISO9001	•••	[Domestic business facilities] Industrial Products Division, Advanced Elastomer Products Division, New Businesses Promotion Center [Consolidated domestic affiliates] Bando Industrial (Components & Services, Ltd. BL Autotec, Ltd. Fuku Belt Industries, Ltd. (Self-declaration of conformity) [Consolidated overseas affiliates] Bando USA. Inc. Bando Jungkong Ltd. Bando Manufacturing (Ongguan) Co., Ltd. Bando Manufacturing (Chealand) Ltd. Bando Baturiaturing (Thealand) Ltd.	[Domestic business facilities] Industrial Products Division, Advanced Elastomer Products Division, New Businesses Promotion Center [Consolidated domestic affiliates] Bando Industrial Components & Services, Ltd. BL Autoteo, Ltd. Fukui Belt Industries, Ltd. (Self-declaration of conformity) [Consolidated overseas affiliates] Bando Band, Inc. Bando Jungkong Ltd. Bando Manufracturing (Uongguan) Co., Ltd. Bando Manufracturing (Thailand) Ltd. Bando Manufracturing (Thailand) Ltd. Bando Manufracturing (Thailand) Ltd. Bando Manufracturing (Thailand) Ltd.	Businesses Promotion Center [Consolidated domestic affiliates] Bando Industrial Components & Services, Ltd. BL Autotec, Ltd. Fukui Belt Industries, Ltd. (Self-declaration of conformity) [Consolidated overseas affiliates] Bando USA, Inc. Bando Jungkong Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd.
	Number of business facilities that acquired IATF16949	•••	Bando Beit Manufacturing (Turkey), Inc. Bando Europe GmbH Bando Europe GmbH Automotive Parts Division, Advanced Elastomer Products Division (Consolidated overseas affiliates) Bando Korea Co., Ltd. Bando Beit (Tianjin) Co., Ltd. Bando (India) Pvt. Ltd. (Bengaluru)) Bando (India) Pvt. Ltd. (Belni)) Bando Belt Manufacturing (Turkey), Inc.	Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH Bando Licope GmbH Bando Iberica, S.A. [Domestic business facilities] Automotive Parts Division, Advanced Elastomer Products Division [Consolidated overseas affiliates] Bando Kana'ea Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Theinia) Ltd. Bando (India) Pvr., Ltd. (Bengaluru) Bando Belt Manufacturing (Turkey), Inc.	Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH Bando Liberica, S.A. (Domestic business facility) Automotive Parts Division (Consolidated overseas affiliates) Bando USA, Inc. Bando Korea Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando Belt. Manufacturing (Turkey), Inc.
	Number of business facilities that acquired ISO13485	••	[Domestic business facility] Medical Device Promotion Department of New Businesses Promotion Center [Consolidated domestic affiliate] Aimedic MMT	[Domestic business facility] Medical Device Promotion Department of New Businesses Promotion Center [Conesolidated domestic affiliate] Aimedic MMT	[Domestic business facility] Medical Device Promotion Department of New Businesses Promotion Center [Consolidated domestic affiliate] Aimedic MMT
	Number of business facilities that acquired ISO14001 certification	•••	15 business facilities [Comestic business facilities] Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant [Consolidated dowestic affiliate] BL Autotes, Ltd. [Consolidated overseas affiliate] Bando BA. Inc. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Olongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Undia) PVt. Ltd. Bando Gundia) PVt. Ltd. Bando Europe GmbH	IS business facilities [Comestic business facilities] Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant [Consolidated domestic affiliate] BL Autoteo, Ltd. [Consolidated overseas affiliates] Bando BA, Inc. Bando Korea Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Banufacturing (Tunkama) Ltd. Bando Europe GmbH	14 business facilities [Comestic business facilities] Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant [Consolidated dowestic affiliate] BL Autoteo, Ltd. [Consolidated overseas affiliates] Bando BA, Inc. Bando Manufacturing (Dongguan) Go., Ltd. Bando Manufacturing (Vietnam) Go., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH
	Percentage of business facilities that acquired ISO14001 certification	• • •	ISO14001 88% (15/17) (consolidated group production facilities)	ISO14001 88% (15/17) (consolidated group production facilities)	ISO14001 82% (14/17) (consolidated group production facilities)
	Number of OSHMS certifications	•	Comestic plants) Astilkaga Plant Wakayama Plant Nankai Plant Kakogawa Plant	[Domestic plants] Ashikaga Plant Wakayama Plant Nankai Plant Kakogawa Plant	Comestic plants Ashikaga Plant Wakayama Plant Nankai Plant Kakogawa Plant
	Number of business facilities that acquired ISO45001	•	[Consolidated oversees affiliates] Bando Korea Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (Indi) PvL Ltd. (Bengaluru) Bando (Indi) PvL Ltd. (Bengaluru) Bando Belt Manufacturing (Turkey), Inc.	[Consolidated oversees affiliates] Bando Kores Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. (Bengaluru) Bando (India) Pvt. Ltd. (Bengaluru) Bando Belt Manufacturing (Turkey), Inc.	[Consolidated oversees affiliates] Bando Korea Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (Indi) Pvt. Ltd. (Bengaluru) Bando (Indi) Pvt. Ltd. (Bengaluru) Bando Belt Manufacturing (Turkey), Inc.
	List of domestic companies subject to the survey	•	[Sales, fabrication, and service] Bando Industrial Components & Services, Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. [Production] BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimedic MMT	[Sales, fabrication, and service] Bando Industrial Components & Services, Ltd. Bando Elastomer Co., Ltd. Bando Kraan Co., Ltd. [Production] BL Autoteo, Ltd. Fukui Belt Industrise, Ltd. Aimedic MMT	[Sales, fabrication, and service] Bando Industrial Components & Services, Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. [Production] BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimedic MMT
	List of oversees companies subject to the survey	•	[Production] Bando USA, Inc. Bando USA, Inc. Bando Sorea Co., Ltd. Bando Jett Manufacturing (Turkey), Inc. Bando Manufacturing (Onegguan) Co., Ltd. Bando Manufacturing (Onegguan) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando Cindip PvL Ltd. [Non-production] Bando Enerica, S.A. Bando Iberica, S.A. Bando Iberica, S.A. Bando Iberica, S.A. Bando Siix Ltd. Bando Siix Ltd. Bando Cingapore) Pte. Ltd.	[Production] Bando USA, Inc. Bando Belt Manfacturing (Turkey), Inc. Bando Korea Co., Ltd. Bando Jungkong Ltd. Bando Manufacturing (Ongguan) Co., Ltd. Bando Manufacturing (Vietnam) Go., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) PvL. Ltd. [Non-production] Bando Emoida JvL. Bando Emoida JvL. Bando Emoida Sina Emoida Sina Constantian Bando Iberica, S.A. Bando Sina Ltd. Bando Sina Ltd. Bando Sina Ltd. Bando Sina Ltd. Bando Sina Ltd.	[Production] Bando USA, Inc. Bando Belt Manufacturing (Turkey), Inc. Bando Korea Co., Ltd. Bando Jangkong Ltd. Bando Manufacturing (Onegguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando Liberica, SA. Bando Lberica, SA. Bando Lberica, SA. Bando Berica, SA. Bando Siix Ltd. Bando Siix Ltd. Bando Siix Ltd. Bando (Singapore) Pte. Ltd.