

# Non-Financial Data

FY	2019	2018	2017	2016	2015
Environmental e-learning attendance rate (%)	—	100	100	100	100
Environmental auditor development training sessions (times)	2	1	3	1	1
Sales of key environmentally conscious products (millions of yen)	178,479	213,980	207,002	184,325	142,930
Sales ratio of key environmentally conscious products (%)	20.2	20.9	20.9	20.2	13.7
Energy consumption converted into crude oil (kl/year)	1,035,053	1,109,813	1,121,565	1,077,236	1,092,872
CO <sub>2</sub> emissions (thousands of tons of CO <sub>2</sub> /year)	2,319	2,630	2,778	2,673	2,779
CO <sub>2</sub> emissions per production unit (tons of CO <sub>2</sub> /million yen)	2.631	2.570	2.811	2.935	2.731
Total waste and valuables generated (thousands of tons/year)	879	1,004	985	1,004	1,014
Waste and valuables generated per production unit (thousands of tons/million yen)	0.974	0.981	0.997	1.102	0.996
Recycling rate (%)	74.6	78.2	78.1	77.0	73.8
Recycling volume (tons)	641,068	768,687	766,454	740,946	734,802
Final disposal volume (tons)	218,456	214,763	214,827	220,701	261,324
Number of business offices achieving zero emissions (final disposal rate below 0.5%)	17	14	15	14	22
Water consumption (thousands of m <sup>3</sup> )	12,186	13,391	13,849	14,551	16,845
Water consumption per production unit (thousands of m <sup>3</sup> /million yen)	13.826	13.085	14.013	15.982	16.554
Amount of chemical substances released into the atmosphere (tons)	235	268	217	268	—
Percentage of positive engagement indicator evaluations in employee awareness surveys (%)	53	59	58	55	53
Overall positive response rate in employee awareness surveys (%)	53	57	57	56	54
Diversity recruitment ratio (%)	34	57	62	46	42
Ratio of women among newly hired graduates (career-track positions) (technical positions) (%)	10	12	10	0	18
Ratio of women among newly hired graduates (career-track positions) (administrative positions) (%)	36	38	50	30	67
Ratio of women in management positions (%)	1.4	1.5	1.4	—	—
Ratio of women in career-track positions (non-consolidated; full-time) (%)	4.8	4.7	—	—	—
Number of women in career-track positions (persons)	101	99	—	—	—
Total annual working hours (hours)	1,980	2,049	—	—	—
Occupational accident frequency	0.27	0.42	0.55	0.27	0.31
Number of employees (persons)	29,805	30,304	30,390	28,754	29,157
Number of employees (non-consolidated) (persons)	7,022	7,067	6,315	5,858	5,966
Number of employees (non-consolidated; male) (persons)	6,215	6,277	5,654	5,241	5,339
Number of employees (non-consolidated; female) (persons)	807	790	661	617	627
Average age (non-consolidated) (age)	43.4	43.2	44.1	43.9	43.5
Average years of service (non-consolidated) (years)	18.8	18.4	21.7	21.0	20.6
Number of female managers (non-consolidated) (persons)	19	19	16	12	11
Employment ratio of people with disabilities (non-consolidated) (%)	2.3	2.2	2.3	2.4	2.3
Investment in new safety-related construction for facilities	864,910	1,255,201	—	—	—
Attendance at human rights-related training (persons)	7,022	5,892	—	—	—
Number of Directors (persons)	9	9	8	8	8
Number of female Directors (persons)	1	1	1	1	1
Number of Outside Directors (persons)	3	3	3	3	3
Number of Independent Directors (persons)	3	3	3	3	3

\*1. The teaching methods and materials for environmental e-learning will be revised and implemented as new general environmental education starting in fiscal 2020.

Environmental e-learning was suspended in fiscal 2019 to prepare for these revisions. As in other years, each business office is conducting general environmental education.

\*2. In Japan, the power company CO<sub>2</sub> emissions coefficient is based on the "power supplier emissions coefficient," announced by the Ministry of the Environment, while outside Japan, it is based on the 2008 IEA "country-specific conversion coefficient."

\*3. As of fiscal 2011, the definition of "zero emissions" is a final disposal rate below 0.5%.

\*4. Water usage per production unit = (water usage) ÷ (amount of activity: a number representing the scale of business activities, such as sales or production volume)

\*5. The diversity recruitment ratio is the percentage of foreign nationals, women, and mid-career hires in planning divisions' hires (non-consolidated).

\*6. Ratios of newly hired graduates show the year of hiring activity for each fiscal year. (For example, the hiring ratio for fiscal 2019 generally shows hiring activity targeting March 2020 graduates.)

\*7. The ratio of women in management positions is the percentage of women in management and those working as professionals (non-consolidated; currently working as managers or professionals).

\*8. Total annual working hours are the average annual working hours of back-office workers (non-consolidated; including managers and professionals).

\*9. Occupational accident frequency = Number of casualties due to occupational accidents ÷ Total actual working hours x 1,000,000 (calendar year)