

# Non-Financial Data

|  | FY2021    | FY2020    | FY2019    | FY2018    | FY2017    |
|--|-----------|-----------|-----------|-----------|-----------|
| Environmental e-learning attendance rate (%)   | 97        | 92        | —         | 100       | 100       |
| Environmental auditor development training sessions (times)  | 1         | 1         | 2         | 1         | 3         |
| Sales of key environmentally conscious products (millions of yen)  | 200,121   | 163,004   | 178,479   | 213,980   | 207,002   |
| Sales ratio of key environmentally conscious products (%)  | 21.2      | 21.4      | 20.2      | 20.9      | 20.9      |
| Energy consumption converted into crude oil (kl/year)  | 1,011,641 | 915,129   | 1,035,053 | 1,109,813 | 1,121,565 |
| CO <sub>2</sub> emissions (thousands of tons of CO <sub>2</sub> /year) <sup>*1</sup>                             | 2,216     | 1,995     | 2,319     | 2,630     | 2,778     |
| CO <sub>2</sub> emissions per production unit (tons of CO <sub>2</sub> /million yen)                             | 2,351     | 2,619     | 2,631     | 2,570     | 2,811     |
| Total waste and valuables generated (thousands of tons/year)   | 824       | 761       | 879       | 1,004     | 985       |
| Waste and valuables generated per production unit (thousands of tons/million yen)                                | 0.824     | 0.999     | 0.974     | 0.981     | 0.997     |
| Recycling rate (%)   | 77.4      | 76.7      | 74.6      | 78.2      | 78.1      |
| Recycling volume (tons)  | 615,212   | 568,586   | 641,068   | 768,687   | 766,454   |
| Final disposal volume (tons)   | 180,075   | 172,688   | 218,456   | 214,763   | 214,827   |
| Number of business offices achieving zero emissions (final disposal rate below 0.5%) <sup>*2</sup>               | 14        | 19        | 17        | 14        | 15        |
| Water consumption (thousands of m <sup>3</sup> )   | 11,602    | 11,349    | 12,186    | 13,391    | 13,849    |
| Water consumption per production unit (thousands of m <sup>3</sup> /million yen) <sup>*3</sup>                   | 12.307    | 14.901    | 13.826    | 13.085    | 14.013    |
| Amount of chemical substances released into the atmosphere (tons)  | 86        | 88        | 235       | 268       | 217       |
| Percentage of positive engagement indicator evaluations in employee awareness surveys (%) <sup>*4</sup>          | 56        | 59        | 53        | 59        | 58        |
| Diversity in recruitment ratio (%) <sup>*5</sup>   | 50        | 11        | 34        | 57        | 62        |
| Ratio of women among newly hired graduates (career-track positions) (technical positions) (%) <sup>*6</sup>      | 7         | 8         | 10        | 12        | 10        |
| Ratio of women among newly hired graduates (career-track positions) (administrative positions) (%) <sup>*6</sup> | 60        | 33        | 36        | 38        | 50        |
| Ratio of women in management positions (%) <sup>*7</sup>   | 1.8       | 1.5       | 1.4       | 1.5       | 1.4       |
| Ratio of women in career-track positions (non-consolidated; full-time) (%)                                       | 6.3       | 5.3       | 4.8       | 4.7       | —         |
| Number of women in career-track positions (persons)  | 112       | 106       | 101       | 99        | —         |
| Total annual working hours (hours) <sup>*8</sup>   | 2,078     | 2,028     | 1,980     | 2,049     | —         |
| Occupational accident frequency <sup>*9</sup>  | 0.30      | 0.23      | 0.27      | 0.42      | 0.55      |
| Number of employees (persons)  | 27,771    | 28,620    | 29,805    | 30,304    | 30,390    |
| Number of employees (non-consolidated) (persons)   | 5,889     | 6,623     | 7,022     | 7,067     | 6,315     |
| Number of employees (non-consolidated; male) (persons)   | 5,068     | 5,826     | 6,215     | 6,277     | 5,654     |
| Number of employees (non-consolidated; female) (persons)   | 821       | 797       | 807       | 790       | 661       |
| Average age (non-consolidated) (age)   | 43.9      | 43.4      | 43.4      | 43.2      | 44.1      |
| Average years of service (non-consolidated) (years)  | 20.8      | 20.1      | 18.8      | 18.4      | 21.7      |
| Number of female managers (non-consolidated) (persons)   | 20        | 19        | 19        | 19        | 14        |
| Employment ratio of people with disabilities (non-consolidated) (%)  | 2.36      | 2.3       | 2.3       | 2.2       | 2.3       |
| Investment in new safety-related construction for facilities (thousands of yen)                                  | 1,161,402 | 1,044,988 | 864,910   | 1,255,201 | —         |
| Attendance at human rights-related training (persons)  | 14,150    | 6,623     | 7,022     | 5,892     | —         |
| Number of Directors (persons)  | 5         | 5         | 6         | 9         | 8         |
| Number of female directors (persons)   | 0         | 0         | 1         | 1         | 1         |
| Number of outside directors (persons)  | 2         | 2         | 3         | 3         | 3         |
| Number of independent directors (persons)  | 2         | 2         | 3         | 3         | 3         |

\*1. 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."

\*2. As of fiscal 2011, the definition of "zero emissions" is a final disposal rate below 0.5%.

\*3. Water per production unit = (Water consumption) ÷ (Volume of activity: Numerical values indicating the scale of business activities, such as sales volume and production volume)

\*4. The percentage of positive engagement indicator evaluations in employee awareness surveys represents the non-consolidated figures up to fiscal 2019

\*5. The diversity recruitment ratio represents the rate of foreign nationals, women and mid-career hires among all hires for planning roles (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 2020 generally shows hiring activity targeting March 2021 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 × 1,000,000 (calendar year)