

Non-Financial Data

	FY2023	FY2022	FY2021	FY2020	FY2019
Environmental e-learning attendance rate (%)	99.9	99	97	92	—
Environmental auditor development training sessions (times)	1	1	1	1	2
Sales of key environmentally conscious products (million yen)	251,242	250,765	200,121	163,004	178,479
Sales ratio of environmentally friendly priority products (%)	24.4	22.4	21.2	21.4	20.2
Energy consumption converted into crude oil (kl/year)	507,210	966,617	1,011,641	915,129	1,035,053
CO ₂ emissions (kt-CO ₂) ^{*1}	1,062	1,913	2,216	1,995	2,319
CO ₂ emissions per production unit (t-CO ₂ /million yen)	1.373	1.71	2.351	2.619	2.631
Total waste and valuables generated (thousands of tons/year)	241	758	824	761	879
Waste and valuables generated per production unit (tons/million yen)	0.310	0.677	0.824	0.999	0.974
Recycling rate (%)	89.1	81	77.4	76.7	74.6
Recycling volume (tons)	192,037	634,633	615,212	568,586	641,068
Final disposal volume (tons)	21,948	149,052	180,075	172,688	218,456
Number of business offices achieving zero emissions (final disposal rate below 0.5%) ^{*2}	19	17	14	19	17
Water consumption (thousands of m ³)	10,782	14,737	11,602	11,349	12,186
Water consumption per production unit (m ³ /million yen) ^{*3}	10,436	13.171	12.307	14.901	13.826
Amount of chemical substances released into the atmosphere (tons)	254	182	86	88	235
Percentage of positive engagement indicator evaluations in employee awareness surveys (%) ^{*4}	76	71	56	59	53
Diversity in recruitment ratio (non-consolidated) (%) ^{*5}	62.0	66.3	50	11	34
Ratio of women among newly hired graduates (career-track positions) (technical positions) (non-consolidated) (%) ^{*6}	8.3	6.3	7	8	10
Ratio of women among newly hired graduates (career-track positions) (administrative positions) (non-consolidated) (%) ^{*6}	14.4	35.7	60	33	36
Ratio of women in management positions (non-consolidated) (%) ^{*7}	2.4	2.2	1.8	1.5	1.4
Ratio of women in career-track positions (non-consolidated; full-time) (%)	5.7	5.8	6.3	5.3	4.8
Number of women in career-track positions (non-consolidated) (persons)	124	116	112	106	101
Total annual working hours (non-consolidated/back-office workers) (hours) ^{*8}	2,016	2,056	2,078	2,028	1,980
Occupational accident frequency ^{*9}	0.33	0.45	0.30	0.23	0.27
Number of employees (persons)	21,456	26,496	27,771	28,620	29,805
Number of employees (non-consolidated) (persons)	5,759	5,754	5,889	6,623	7,022
Number of employees (non-consolidated; male) (persons)	4,931	4,927	5,068	5,826	6,215
Number of employees (non-consolidated; female) (persons)	828	827	821	797	807
Average age (non-consolidated) (age)	45.0	44.4	43.9	43.4	43.4
Average years of service (non-consolidated) (years)	20.5	19.2	20.8	20.1	18.8
Number of female managers (non-consolidated) (persons)	29	24	20	19	19
Employment ratio of people with disabilities (non-consolidated) (%)	2.46	2.42	2.36	2.27	2.26
Investment in new safety-related construction for facilities (thousand yen)	1,072,432	1,122,199	1,161,402	1,044,988	864,910
Attendance at human rights-related training (persons)	—	—	14,150	6,623	7,022
Number of Directors (persons)	6	6	5	5	6
Number of female directors (persons)	0	0	0	0	1

*1. In Japan, the power company CO₂ 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 IEA World Energy Outlook 2022 Edition country-specific conversion coefficient.

*2. As of FY2011, 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 revenues, etc.)

*4. The percentage of positive engagement indicator evaluations in employee awareness surveys represents the non-consolidated figures up to FY2019

*5. The diversity recruitment ratio represents the rate of foreign nationals, women and mid-career hires among all hires for planning roles

*6. Ratios of newly hired graduates show the year of hiring activity for each fiscal year. (For example, the hiring ratio for FY2020 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. Frequency rate of occupational accidents: Number of fatalities and injuries due to occupational accidents divided by total number of actual working hours x 1,000,000 (number of accidents per 1 million working hours in a calendar year).

Participation in ESG-related initiatives and external evaluations



The Task Force on Climate-related Financial Disclosures (TCFD) is a framework for companies to disclose financial information on their climate change efforts and impacts. The Company expressed its endorsement of the TCFD recommendations in June 2021 and began disclosing information based on the TCFD recommendations in May 2022.



The Green Transformation League (GX League) was established as a forum for companies to collaborate with industry, government, and academia in pursuit of Japan's carbon neutrality by 2050 goal along with economic growth. Companies contribute to the reduction of greenhouse gas emissions and at the same time aim for a virtuous cycle between the economy, the environment, and society. Proterial endorsed the GX League concept in September 2022 and has been participating in the GX League since 2023.



Proterial received the highest level of Eruboshi certification on a three-level scale for its excellent initiatives to promote the participation and advancement of women.



EcoVadis Sustainability Ratings are an independent and highly reliable platform that evaluates more than 125,000 organizations and companies in 180 countries around the world. Proterial received a “Bronze” rating (top 35% of companies evaluated) in January 2024.



The Company joined the TCFD Consortium in July 2022.



Put forward by an international non-profit organization, the Carbon Disclosure Project (CDP) is a system that allows companies to disclose information on their environmental initiatives and impacts. Proterial has entered in the areas of climate change and water risk, and is evaluated every year. In 2023, we received a “B” rating for both climate change and water risk.



Proterial was certified under the Large Enterprise Category as part of the 2023 Certified Health & Productivity Management Outstanding Organizations Recognition Program, which recognizes corporations that engage in outstanding health and productivity management practices.



In February 2024, Proterial joined the Initiative based on the Keidanren Declaration for Biodiversity by. We support the Keidanren Declaration for Biodiversity and Guideline, and promote global manufacturing while paying consideration to the conservation of biodiversity.