Primary ESG Data

	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
FTSE Russell score (published in June of each year)	2.4	2.7	3.0	3.6	3.5	3.8
E						
Energy consumption (kl)	27,312	29,215	27,562	21,920	22,623	21,931
Energy intensity (kl/million yen of net sales)	0.6629	0.6976	0.6362	0.4952	0.4657	0.4565
Greenhouse gas emissions						
Direct greenhouse gas emissions Energy sources (1) ($t\text{-}CO_2$)	24,729	26,093	25,064	18,365	19,235	17,879
Direct greenhouse gas emissions Non-energy sources (2) ($t\text{-}CO_2$)	(Not covered by this report)				17,124	16,329
Indirect greenhouse gas emissions (3) ($t\text{-}CO_2$)	23,301	23,154	20,658	17,284	12,426	1,479
Total (1) + (3) ($t\text{-}CO_2$)	48,030	49,247	45,722	35,649	31,661	19,358
Total (1) + (2) + (3) ($t\text{-}CO_2$)					48,785	35,687
Greenhouse gas emission intensity ($t\text{-}CO_2$/million yen in sales)	1.1658	1.1759	1.0554	0.8054	0.6518	0.4030
Prevention of air pollution						
SOx (sulfur oxide) emissions (t)	0	0	0	0	0	0
NOx (nitrogen oxide) emissions (t)	4.99	4.94	3.17	2.84	3.97	4.22
Dust emissions (t)	0.03	0.02	0.00	0.00	0.00	0.02
Prevention of water pollution						
Water usage (kt)	10,552	10,781	10,680	9,853	9,894	9,992
Water discharge volume (kt)	10,130	10,643	10,684	9,873	9,652	9,756
COD (chemical oxygen demand) emissions (t)	54.4	50.8	64.2	54.6	53.1	49.8
Industrial waste						
Industrial waste volumes (t)	3,017	2,746	3,477	2,523	3,076	2,758
Industrial waste from plastic products (t)	Started calculating from FY2022		126	110	134	126
Industrial waste recycle volume (t)	1,736	1,615	2,190	1,503	1,741	1,786
Industrial waste final disposal volume (t)	200	52	85	144	220	204
S						
Employees (persons)	789	834	890	922	942	946
Ratio of female managers (consolidated)	11.2	10.8	11.0	11.3	12.1	13.0
Ratio of female employees (consolidated)	18.6	18.0	19.5	20.5	21.2	22.1
Ratio of non-Japanese employees (consolidated)	23	26	31	32	35	36
Ratio of mid-career hires (non-consolidated) (%)	33	34	35	35	35	36
Ratio of disability employment (non-consolidated) (%)	2.3	2.5	2.6	2.6	3.2	2.9
Female employees taking childcare leave (non-consolidated) (persons)	1	6	1	-	3	2
Ratio of female employees taking childcare leave (non-consolidated) (%)	100	100	100	-	100	67*2
Male employees taking childcare leave (non-consolidated) (persons)	1	9	10	12	9	11
Ratio of male employees taking childcare leave (non-consolidated) (%)	14	56	83	109*1	82	92
Employees taking nursing-care leave (non-consolidated) (persons)	0	0	0	0	0	0
Gender wage gap (non-consolidated) (%)	Started calculating from FY2022		84.8	82.9	79.0	79.7
Average monthly overtime per employee (non-consolidated) (hours)	10.3	11.6	11.3	10.0	12.0	11.3
Ratio of personnel taking paid holidays (non-consolidated) (%)	65	69	71	74	72	74
Ratio of personnel taking refreshment leave (non-consolidated) (%)	93	93	93	96	96	96
Average annual training hours per employee (non-consolidated) (hours)	Started calculating from FY2021	109.0	106.6	96.2	81.1	81.8
Voluntary turnover rate (non-consolidated) (%)	1.1	2.9	1.4	1.7	2.6	3.5
G						
Ratio of Outside Directors (%)	42.9	42.9	42.9	42.9	42.9	42.9
Number of Board of Directors meetings	16	16	12	13	10	16
Number of Nominating & Compensation Committee meetings	10	12	14	14	11	12
Number of anticorruption violations	0	0	0	0	0	0
Total amount of political donations (yen)	0	0	0	0	0	0

*1 Due to a timing shift in when leave was taken, the rate exceeded 100%.
*2 Due to a timing shift in when leave was taken, the rate was effectively 100%.

Environmental Accounting Data* (Unit: million yen)

	FY2022		FY2023		FY2024		FY2025	
	Investment	Expense	Investment	Expense	Investment	Expense	Investment	Expense
Business area cost	125	230	59	185	414	208	343	219
1) Pollution prevention cost	38	30	14	40	359	50	199	81
2) Global environmental conservation cost	87	11	45	7	55	8	144	25
3) Resource circulation cost	-	189	-	138	-	150	-	113
Upstream/downstream costs	-	9	-	7	-	12	-	26
Administration cost	-	4	-	5	-	3	-	5
R&D cost	-	46	-	22	-	40	-	93
Social activity cost	4	15	7	13	1	13	4	13
Environmental remediation cost	-	-	-	-	-	-	-	-
Other costs	-	-	-	-	-	203	-	3
Total	**129**	**304**	**66**	**232**	**415**	**479**	**347**	**359**

* Based on the "Environmental Accounting Guidelines 2005" of the Ministry of the Environment