

## Sustainability Data

Environment		Unit	Boundary	FY2021	FY2022
■ Energy consumption	Fuel	MWh	Non-consolidated	1,642	1,827
	Hot water/cold water	MWh	Non-consolidated	52	61
	Steam	MWh	Non-consolidated	115	122
	Electric power	MWh	Non-consolidated	3,735	3,587
	Total	MWh	Non-consolidated	5,544	5,597
	Renewable Energy	MWh	Non-consolidated	312	398
	Renewable energy rate	%	Non-consolidated	5.6	7.1
■ Greenhouse gas emissions	Scope 1	t - CO2	Consolidated	304	339
	Scope 2	t - CO2	Consolidated	1,243	1,321
	Scope 1 · 2	t - CO2	Consolidated	1,547	1,659
	Scope 3	t - CO2	Consolidated	65,194	74,958
	Total	t - CO2	Consolidated	66,741	76,618
	Number of products produced	piece	Consolidated	2,461,773	2,815,309
	Sales	million yen	Consolidated	38,227	58,273
	GHG emissions per sales unit	t-CO2/ million yen	Consolidated	1.75	1.31
■ Water consumption	Water Resources Consumption	1,000 m3	Head Office	7.5	8.0
■ Resources and wastes	Packaging material plastic consumption	t	Consolidated	10.7	14.5
	Plastic consumption of logistics materials	t	Consolidated	30.5	34.9
	Plastic recycling rate of logistics materials	%	Consolidated	4	6
	Product disposal rate/%/ Consolidated	%	Consolidated	0.34	0.62
	Plant waste volume	t	Head Office	119.9	126.3
	Waste recycled at business sites	t	Head Office	80.1	79.4
	Waste recycling rate at business sites	%	Head Office	66.8	62.9
■ Promotion System	Number of Sustainability Committee meetings	times	consolidated	8	11
■ Policies	Environmental policy	<a href="https://www.sanyo-shokai.co.jp/sustainability/environment/">https://www.sanyo-shokai.co.jp/sustainability/environment/</a>			
	Disclosure Based on TCFD Recommendations	<a href="https://www.sanyo-shokai.co.jp/sustainability/environment/tcfd/">https://www.sanyo-shokai.co.jp/sustainability/environment/tcfd/</a>			

## Sustainability Data

Society		Unit	Boundary	FY2021	FY2022
■ Employees	Total number of employees	people	Non-consolidated	1,228	1,172
	Men	people	Non-consolidated	486	463
	Women	people	Non-consolidated	742	709
	Total Average number of years of employment	year	Non-consolidated	13.6	14.4
	Men	year	Non-consolidated	15.2	16.1
	Women	year	Non-consolidated	12.6	13.3
	Average Age Total	age	Non-consolidated	40.6	41.9
	Men	age	Non-consolidated	42.5	43.9
	Women	age	Non-consolidated	39.4	40.5
■ Diversity & Inclusion	Percentage of female employee	%	Non-consolidated	60.4	60.5
	Ratio of women in managerial positions	%	Non-consolidated	7.5	7.8
	Ratio of female employees hired	%	Non-consolidated	65.1	60.4
	Employment ratio of the disabled	%	Non-consolidated	2.0	2.1
	Foreign employment rate	%	Non-consolidated	0.7	0.8
■ Personnel infrastructure	Ratio of men taking childcare leave	%	Non-consolidated	12.5	30.0
	Ratio of women taking childcare leave	%	Non-consolidated	100	100
	Gender wage gap (all job types)	%	Non-consolidated	71.0	69.8
	Full-time employees	%	Non-consolidated	70.3	69.3
	Non-regular employees	%	Non-consolidated	81.5	78.8
	Main career-track employees	%	Non-consolidated	77.2	79.0
	Specialists	%	Non-consolidated	86.3	83.6
	General employees	%	Non-consolidated	102.9	104.6
	Full-time sales staff	%	Non-consolidated	88.4	87.2
■ Human Resource Development	Number of trainees	people	Consolidated	188	807
	Number of participants in self-development courses/people	people	Consolidated	68	46
	Number of qualified employees Consolidated	people	Consolidated	3	4

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Society		Unit	Boundary	FY2021	FY2022
■ Health and safety	Average number of hours worked per year	hour	Consolidated	1,910	1,911
	Regular health checkup rate	%	Consolidated	90	91
	Stress check participation rate	%	Consolidated	92	92
■ Respect for human rights	Percentage of plants subject to Audit in accordance with the Code of Conduct	%	Consolidated	88	91
	Percentage of plants Audit by third-party	%	Consolidated	88	91
	Ratio of plants ranked Audit A at CSR plants	%	Consolidated	75	79
■ Policies	Human capital policy	<a href="https://www.sanyo-shokai.co.jp/sustainability/social/diversity-inclusion/#policy">https://www.sanyo-shokai.co.jp/sustainability/social/diversity-inclusion/#policy</a>			
	Human rights policy	<a href="https://www.sanyo-shokai.co.jp/sustainability/social/">https://www.sanyo-shokai.co.jp/sustainability/social/</a>			
	Sanyo Code of Conduct	<a href="https://www.sanyo-shokai.co.jp/sustainability/social/csr-procurement/">https://www.sanyo-shokai.co.jp/sustainability/social/csr-procurement/</a>			

## Sustainability Data

Governance		Unit	Boundary	FY2021	FY2022
■ Director	Number of Directors Total/people	people	Consolidated	9	6
	Men	people	Consolidated	8	5
	Women	people	Consolidated	1	1
	Number of Independent Outside Directors	people	Consolidated	6	4
	Men	people	Consolidated	5	3
	Women	people	Consolidated	1	1
	Ratio of independent outside directors	%	Consolidated	66.7	66.7
	Percentage of Female Directors	%	Consolidated	11.1	16.7
	Number of Board of Directors meetings	times	Consolidated	16	17
■ Nomination and compensation	Nominating and Compensation committee member Board Number of committee member	people	Consolidated	3	3
	Internal consolidation	people	Consolidated	1	1
	Independent Outside Members	people		2	2
■ Corporate Auditors ※As of the end of the fiscal year	Number of Corporate Auditors	people	Consolidated	3	3
	Men	people	Consolidated	3	3
	Women	people	Consolidated	0	0
	Number of Independent Outside Corporate Auditors in Corporate Auditors	people	Consolidated	2	2
	Men	people	Consolidated	2	2
	Women	people	Consolidated	0	0
	Independent outside Corporate Auditors ratio	%	Consolidated	66.7	66.7
	Women's Corporate Auditors ratio	%	Consolidated	0	0
	Number of Corporate Auditors meetings	times	Consolidated	13	13
■ Compliance	Number of Compliance Committee meetings	times	Consolidated	4	4
■ Policies	Corporate governance policy	<a href="https://www.sanyo-shokai.co.jp/sustainability/governance/corporate-governance/">https://www.sanyo-shokai.co.jp/sustainability/governance/corporate-governance/</a>			
	Corporate Governance Report	<a href="https://www.sanyo-shokai.co.jp/sustainability/governance/corporate-governance/">https://www.sanyo-shokai.co.jp/sustainability/governance/corporate-governance/</a>			
	Corporate Code of Conduct	<a href="https://www.sanyo-shokai.co.jp/sustainability/governance/compliance/">https://www.sanyo-shokai.co.jp/sustainability/governance/compliance/</a>			