

[Sustainability Report 2023]

Data Section (appendix)

— Reference information relevant to GRI Standards —

- Anti-corruption
- Anti-competitive behavior
- Materials
- Energy
- Water and effluents
- Emission
- Waste
- Compliance (environmental)
- Supplier assessment (environmental)
- Employment
- Occupational health and safety
- Training and education
- Diversity and equal opportunity
- Human rights (child labor)
- Human rights (compulsory labor)
- Supplier assessment (social)
- Customer health and safety
- Compliance (social)
- Product/process innovations (process)
- Product/process innovations (product)
- Safety and disaster readiness

— Scope of the report —

Non-consolidated: Bando Chemical Industries, Ltd.

Japan: Domestic subsidiaries and affiliates of Bando Chemical Industries, Ltd. (Consolidated)

Overseas: Overseas subsidiaries and affiliates of Bando Chemical Industries, Ltd. (Consolidated)

Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
		Supplier	Non-consolidated	Headquarters	Overseas	Customer			
	<p>302-2 Energy consumption outside of the organization</p> <p>a. Energy consumption outside of the organization, in joules or multiples.</p> <p>b. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>c. Source of the conversion factors used.</p> <p>302-3 Energy intensity</p> <p>a. Energy intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</p> <p>302-4 Reduction of energy consumption</p> <p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>302-5 Reductions in energy requirements of products and services</p> <p>a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p>								
Water and effluents	<p>303 303-1 Interactions with water as a shared resource</p> <p>a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged.</p> <p>b. Standards, methodologies, and assumptions used.</p> <p>c. How water-related impacts are addressed, including how the organization works with stakeholders, and how it engages with suppliers or customers.</p> <p>d. An explanation of the process for setting any water-related goals and targets and how they relate to public policy and the local context of each area with water stress.</p> <p>303-2 Management of water discharge-related impacts</p> <p>a. Minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:</p> <p>i. how standards for facilities operating in locations with no local discharge requirements were determined;</p> <p>ii. any internally developed water quality standards or guidelines;</p> <p>iii. any sector-specific standards considered;</p> <p>iv. whether the profile of the receiving waterbody was considered.</p> <p>303-3 Water withdrawal</p> <p>a. Total water withdrawal and a breakdown of this total by the following sources:</p> <p>i. surface water;</p> <p>ii. groundwater;</p> <p>iii. seawater;</p> <p>iv. produced water;</p> <p>v. third-party water.</p> <p>b. Total water withdrawal with water stress and a breakdown of this total by the following sources:</p> <p>i. surface water;</p> <p>ii. groundwater;</p> <p>iii. seawater;</p> <p>iv. produced water;</p> <p>v. third-party water.</p> <p>c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b by the following categories:</p> <p>i. freshwater;</p> <p>ii. other water.</p> <p>d. Standards, methodologies, and assumptions used.</p>	<p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p>	<p>1,047.1ML</p> <p>—</p> <p>506.11ML</p> <p>—</p> <p>—</p> <p>541.00ML</p>	<p>1,189.1ML</p> <p>—</p> <p>615.85ML</p> <p>—</p> <p>—</p> <p>573.25ML</p>	<p>1,174.2ML</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p>				

Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
		Scope 1	Non-consolidated	Japan	Overseas	Customer			
	303-4 Water discharge								
	<p>a. Total water discharge and a breakdown of this total by the following types of destination:</p> <ul style="list-style-type: none"> i. surface water; ii. groundwater; iii. seawater; iv. produced water; v. third-party water. <p>b. A breakdown of total water discharge by the following categories:</p> <ul style="list-style-type: none"> i. freshwater; ii. other water. <p>c. Total water discharge to all areas with water stress and a breakdown of this total by the following categories:</p> <ul style="list-style-type: none"> i. freshwater; ii. other water. <p>d. Priority substances of concern for which discharges are treated, including:</p> <ul style="list-style-type: none"> i. definitions, international standards and criteria for substances of concern; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. <p>e. Standards, methodologies, and assumptions used</p>	<p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p>	<p>260.47ML</p> <p>204.48ML</p> <p>—</p> <p>—</p> <p>—</p> <p>55.99ML</p> <p>260.47ML</p> <p>—</p> <p>None</p> <p>None</p> <p>All plants conduct water quality tests on a regular basis in accordance with laws and regulations. In particular, domestic plants (Nankai Plant, Kakogawa Plant, and Ashikaga Plant) and production bases in the U.S. continuously monitored certain critical items related to the water discharged to rivers after purification.</p>	<p>284.531ML</p> <p>232.05ML</p> <p>—</p> <p>—</p> <p>—</p> <p>52.48ML</p> <p>284.531ML</p> <p>—</p> <p>None</p> <p>All plants conduct water quality tests on a regular basis in accordance with laws and regulations. In particular, domestic plants (Nankai Plant, Kakogawa Plant, and Ashikaga Plant) and production bases in the U.S. continuously monitored certain critical items related to the water discharged to rivers after purification.</p>	<p>283.86ML</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>283.86ML</p> <p>—</p> <p>None</p> <p>All plants conduct water quality tests on a regular basis in accordance with laws and regulations. In particular, domestic plants (Nankai Plant and Kakogawa Plant) and production bases in the U.S. and India continuously monitored certain critical items related to the water discharged to rivers after purification.</p>				
	303-5 Water consumption								
	<p>a. Total water consumption.</p> <p>b. Total water consumption with water stress.</p> <p>c. Change in water storage, if water storage has been identified as having a significant water-related impact.</p> <p>d. Standards, methodologies, and assumptions used.</p>								
Emission	305 305-1 Direct (Scope 1) GHG emissions								
	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p> <p>● ● ●</p>	<p>45,339.55t-CO₂</p> <p>CO₂</p> <p>Not applicable</p> <p>2013</p> <p>Act on the Rational Use of Energy (“Energy Conservation Act”) and Act on Promotion of Global Warming Countermeasures, GHG Protocol</p> <p>32,077t-CO₂</p> <p>—</p> <p>Act on the Rational Use of Energy (“Energy Conservation Act”) and Act on Promotion of Global Warming Countermeasures, GHG Protocol</p> <p>Financial control</p> <p>CO₂ emissions in the base year is the sum of domestic non-consolidated emissions, but those in the reporting year is the sum of domestic non-consolidated emissions and emissions of domestic/overseas consolidated subsidiaries.</p>	<p>46,722.95t-CO₂</p> <p>CO₂</p> <p>Not applicable</p> <p>2013</p> <p>Act on the Rational Use of Energy (“Energy Conservation Act”) and Act on Promotion of Global Warming Countermeasures, GHG Protocol</p> <p>32,401t-CO₂</p> <p>—</p> <p>Act on the Rational Use of Energy (“Energy Conservation Act”) and Act on Promotion of Global Warming Countermeasures, GHG Protocol</p> <p>Financial control</p> <p>CO₂ emissions in the base year is the sum of domestic non-consolidated emissions, but those in the reporting year is the sum of domestic non-consolidated emissions and emissions of domestic/overseas consolidated subsidiaries.</p>	<p>45,653.72t-CO₂</p> <p>CO₂</p> <p>Not applicable</p> <p>1990</p> <p>Act on the Rational Use of Energy (“Energy Conservation Act”) and Act on Promotion of Global Warming Countermeasures, GHG Protocol</p> <p>59,802t-CO₂ (total of Scope 1 and 2)</p> <p>—</p> <p>Act on the Rational Use of Energy (“Energy Conservation Act”) and Act on Promotion of Global Warming Countermeasures, GHG Protocol</p> <p>—</p> <p>CO₂ emissions in the base year is the sum of domestic non-consolidated emissions, but those in the reporting year is the sum of domestic non-consolidated emissions and emissions of domestic/overseas consolidated subsidiaries.</p>				

Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
		Specific	Non-consolidated	Japan	Overseas	Outcomes			
	305-2 Energy indirect (Scope 2) GHG emissions								
	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	●	●	●			48,177.86t-CO ₂	52,887.44t-CO ₂	48,468.38t-CO ₂
	b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	●	●	●			42,031.19t-CO ₂	46,796.99t-CO ₂	38,498.13t-CO ₂
	c. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	●	●	●			CO ₂	CO ₂	CO ₂
	d. Base year for the calculation, if applicable, including:	●	●	●			2013	2013	1990
	i. the rationale for choosing it;	●	●	●			Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol
	ii. emissions in the base year;	●	●	●			22,626t-CO ₂ (market standard)	22,626t-CO ₂ (market standard)	59,802t-CO ₂ (total of Scope 1 and 2)
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	●	●	●			—	—	—
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	●	●	●			Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures, GHG Protocol
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	●	●	●			Financial control	Financial control	—
	g. Standards, methodologies, assumptions, and/or calculation tools used.	●	●	●			CO ₂ emissions in the base year is the sum of domestic non-consolidated emissions, but those in the reporting year is the sum of domestic non-consolidated emissions and emissions of domestic/overseas consolidated subsidiaries.	CO ₂ emissions in the base year is the sum of domestic non-consolidated emissions, but those in the reporting year is the sum of domestic non-consolidated emissions and emissions of domestic/overseas consolidated subsidiaries.	CO ₂ emissions in the base year is the sum of domestic non-consolidated emissions, but those in the reporting year is the sum of domestic non-consolidated emissions and emissions of domestic/overseas consolidated subsidiaries.
	305-3 Other indirect (Scope 3) GHG emissions								
	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent.								
	b. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.								
	c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.								
	d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.								
	e. Base year for the calculation, if applicable, including:								
	i. the rationale for choosing it;								
	ii. emissions in the base year;								
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.								
	f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.								
g. Standards, methodologies, assumptions, and/or calculation tools used.									
305-4 GHG emissions intensity									
a. GHG emissions intensity ratio for the organization.									
b. Organization-specific metric (the denominator) chosen to calculate the ratio.									
c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).									
d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.									
305-5 Reduction of GHG emissions									
a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent.									
b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.									
c. Base year or baseline, including the rationale for choosing it.									
d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).									
e. Standards, methodologies, assumptions, and/or calculation tools used.									
305-6 Emissions of ozone-depleting substances (ODS)									
a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.									
b. Substances included in the calculation.									
c. Source of the emission factors used.									
d. Standards, methodologies, assumptions, and/or calculation tools used.									

Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
		Supplier	Non-consolidated	Own	Overhead	Customer			
	<p>305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions</p> <p>a. Significant air emissions, in kilograms or multiples, for each of the following:</p> <ul style="list-style-type: none"> i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations <p>b. Source of the emission factors used.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p>			●			91.29t	98.20t	79.72t
Waste	<p>306 306-1 Waste generation and significant waste-related impacts</p> <p>a. Significant waste-related impacts</p> <ul style="list-style-type: none"> i. the inputs, activities, and outputs that lead to these impacts; ii. impacts related to waste generated in the organization's activities or in the value chain. <p>306-2 Management of significant waste-related impacts</p> <p>a. Preventing waste generation and managing the impacts from waste generated in the value chain.</p> <p>b. If the waste is managed by a third party, the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.</p> <p>c. The processes used to collect and monitor waste-related data.</p> <p>306-3 Waste generated</p> <p>a. Total weight of waste generated and a breakdown by composition of the waste.</p> <p>b. Information necessary to understand the data and how the data have been compiled.</p> <p>306-4 Waste diverted from disposal</p> <p>a. Total weight of waste diverted from disposal and a breakdown by composition of the waste.</p> <p>b. Total weight of hazardous waste diverted from disposal and a breakdown by the following recovery operations:</p> <ul style="list-style-type: none"> i. preparation for reuse; ii. recycling; iii. other recovery operations. <p>c. Total weight of non-hazardous waste diverted from disposal and a breakdown by the following recovery operations:</p> <ul style="list-style-type: none"> i. preparation for reuse; ii. recycling; iii. other recovery operations. <p>d. For each recovery operation listed in 306-4-b and 306-4-c, the total weight of waste diverted from disposal:</p> <ul style="list-style-type: none"> i. onsite; ii. offsite. <p>e. Information necessary to understand the data and how the data have been compiled.</p> <p>306-5 Waste directed to disposal</p> <p>a. Total weight of waste directed to disposal and a breakdown by composition of the waste.</p> <p>b. Total weight of hazardous waste directed to disposal and a breakdown by the following disposal operations:</p> <ul style="list-style-type: none"> i. incineration (with energy recovery); ii. incineration (without energy recovery); iii. landfilling; iv. other. <p>c. Total weight of non-hazardous waste directed to disposal and a breakdown by the following disposal operations:</p> <ul style="list-style-type: none"> i. incineration (with energy recovery); ii. incineration (without energy recovery); iii. landfilling; iv. other. <p>d. For each disposal operation listed in 306-5-b and 306-5-c, the total weight of waste directed to disposal:</p> <ul style="list-style-type: none"> i. onsite; ii. offsite. <p>e. Information necessary to understand the data and how the data have been compiled.</p>								
					●		5,145.6t	5,137.4t	5,986t
					●		Not applicable	Not applicable	Not applicable
					●		Not applicable	Not applicable	Not applicable
					●		Not applicable	Not applicable	Not applicable
					●		1,064.05t	1,203.91t	970.56t
					●		Not applicable	Not applicable	Not applicable
					●		Not applicable	Not applicable	Not applicable
					●		4,079t	3,817t	4,962t
					●		Not applicable	Not applicable	Not applicable
					●		2.6t	3.5t	55t
					●		Not applicable	Not applicable	Not applicable
					●		Not applicable	Not applicable	Not applicable
					●		Not applicable	Not applicable	Not applicable
					●		1,064.05t	1,203.91t	970.56t

Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result																																																																																																																																																																																																																																																																																		
		Supplier	Non-consolidated	Japan	Overseas	Outsourcing																																																																																																																																																																																																																																																																																					
Compliance (environmental)	307 307-1 Non-compliance with environmental laws and regulations a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.	●	●	●	●	●	Not applicable Not applicable Not applicable Not identified	Not applicable Not applicable Not applicable Not identified	Not applicable Not applicable Not applicable Not identified																																																																																																																																																																																																																																																																																		
Supplier assessment (environmental)	308 308-1 New suppliers that were screened using environmental criteria a. Percentage of new suppliers that were screened using environmental criteria. 308-2 Negative environmental impacts in the supply chain and actions taken a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	●	●	●	●	●	100% (1 company) 137 companies (Japan only. The number of overseas suppliers is being compiled.) No suppliers identified as having significant negative environmental impacts Not applicable Not applicable Not applicable	100% (1 company) 134 companies (Japan only) No suppliers identified as having significant negative environmental impacts Not applicable Not applicable Not applicable	100% (7 companies) 85 companies (non-consolidated only) No suppliers identified as having significant negative environmental impacts Not applicable Not applicable Not applicable																																																																																																																																																																																																																																																																																		
Employment	401 401-1 New employee hires and employee turnover a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region. Original) Total number of employees Original) Average service years Original) Percentage of female managers Original) Percentage of employees with disabilities 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation'. 401-3 Parental leave a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	●	●	●	●	●	<table border="1"> <thead> <tr> <th colspan="10">No. of full-time employees (non-consolidated)</th> </tr> <tr> <th rowspan="2">Fiscal year</th> <th colspan="3">Fiscal 2022 (As of March 31, 2023)</th> <th colspan="3">Fiscal 2021 (As of March 31, 2022)</th> <th colspan="3">Fiscal 2020 (As of March 31, 2021)</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Total</th> <th>Male</th> <th>Female</th> <th>Total</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Under 30 years old</td> <td>152</td> <td>28</td> <td>180</td> <td>152</td> <td>24</td> <td>176</td> <td>140</td> <td>19</td> <td>159</td> </tr> <tr> <td>Between 30 to 50 years old</td> <td>731</td> <td>37</td> <td>768</td> <td>775</td> <td>41</td> <td>816</td> <td>787</td> <td>43</td> <td>830</td> </tr> <tr> <td>Over 50 years old</td> <td>272</td> <td>23</td> <td>295</td> <td>241</td> <td>22</td> <td>263</td> <td>238</td> <td>22</td> <td>260</td> </tr> <tr> <td>Total</td> <td>1,155</td> <td>88</td> <td>1,243</td> <td>1,168</td> <td>87</td> <td>1,255</td> <td>1,165</td> <td>84</td> <td>1,249</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="10">No. of new full-time employees (non-consolidated)</th> </tr> <tr> <th rowspan="2">Fiscal year</th> <th colspan="3">Fiscal 2022 (April 1, 2022 – March 31, 2023)</th> <th colspan="3">Fiscal 2021 (April 1, 2021 – March 31, 2022)</th> <th colspan="3">Fiscal 2020 (April 1, 2020 – March 31, 2021)</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Total</th> <th>Male</th> <th>Female</th> <th>Total</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Under 30 years old</td> <td>18</td> <td>7</td> <td>25</td> <td>23</td> <td>2</td> <td>25</td> <td>31</td> <td>8</td> <td>39</td> </tr> <tr> <td>Between 30 to 50 years old</td> <td>2</td> <td>1</td> <td>3</td> <td>1</td> <td>1</td> <td>2</td> <td>2</td> 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Results		Male	92	Female	12	Male	172	Female	15	Male	115	Female	10	Male	9	Female	6	Male	11	Female	3	Male	5	Female	2	Male	8	Female	2	Male	10	Female	5	Male	4	Female	6	Male	10	Female	5	Male	3	Female	6	Male	3	Female	6	Male	100%	Female	100%	Male	100%	Female	100%	Male	75%	Female	100%	1,304 (Male: 1,194 Female: 110) 15.9 years (Male: 16.2 years Female: 13.5 years) 4.2% 2.20%	1,294 (Male: 1,188, Female: 106) 15.9 years (Male: 16.0 years Female: 13.1 years) 4.4% 2.08%	1,277 (Male: 1,180 Female: 97) 16.0 years (Male: 16.0 years Female: 15.0 years) 4.4% 1.97%
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Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
		Scope	Non-consolidated	Japan	Overseas	Outside			
Occupational health and safety	403-1	Occupational health and safety management system							
		a. Implementation of occupational health and safety management system.	●	●			Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)
		i. the system has been implemented because of legal requirements (a list of the requirements);							
		ii. the system has been implemented based on official risk management or management system standards/guidelines (a list of the standards/guidelines).							
		b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system.	●	●			Production facilities	Production facilities	Production facilities
	403-2	Hazard identification, risk assessment, and incident investigation							
		a. The processes used to identify hazards, assess risks, and minimize risks, including:	●	●	●		We established risk assessment procedures, and identify and evaluate risks, implement measures, reevaluate risks after implementing measures and share residual risks in accordance with the annual plan.	We established risk assessment procedures, and identify and evaluate risks, implement measures, reevaluate risks after implementing measures and share residual risks in accordance with the annual plan.	We established risk assessment procedures, and identify and evaluate risks, implement measures, reevaluate risks after implementing measures and share residual risks in accordance with the annual plan.
		i. how the organization ensures the quality of these processes;							
		ii. how the occupational health and safety management system is evaluated and continually improved.							
		b. The processes for workers to report work-related hazards and hazardous situations.	●	●	●		We have systems to receive reporting from workers such as the near miss proposal system and the improvement proposal system. All business facilities hold Health and Safety Committee meetings to hear workers' opinions.	We have systems to receive reporting from workers such as the near miss proposal system and the improvement proposal system. All business facilities hold Health and Safety Committee meetings to hear workers' opinions.	We have systems to receive reporting from workers such as the near miss proposal system and the improvement proposal system. All business facilities hold Health and Safety Committee meetings to hear workers' opinions.
		c. The policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and how workers are protected against reprisals.	●	●	●		We advocate "safety first" in the Group's Health and Safety Policy and implement safety measures for high-risk works.	We advocate "safety first" in the Group's Health and Safety Policy and implement safety measures for high-risk works.	We advocate "safety first" in the Group's Health and Safety Policy and implement safety measures for high-risk works.
		d. The processes used to investigate work-related incidents.	●	●	●		An Emergency Health and Safety Committee meeting is held after an accident to investigate the nature and cause and consider measures. Incident information is reported to the Safety and Environmental Promotion Department and shared among the entire Group to prevent similar incidents from occurring.	An Emergency Health and Safety Committee meeting is held after an accident to investigate the nature and cause and consider measures. Incident information is reported to the Safety and Environmental Promotion Department and shared among the entire Group to prevent similar incidents from occurring.	An Emergency Health and Safety Committee meeting is held after an accident to investigate the nature and cause and consider measures. Incident information is reported to the Safety and Environmental Promotion Department and shared among the entire Group to prevent similar incidents from occurring.
	403-3	Occupational health services							
		a. Occupational health services that contribute to identification and elimination of hazards and how the organization facilitates workers' access to them.	●	●	●		Each business facility is staffed with an industrial doctor to provide health and safety advice and necessary treatment. Each business facility is also staffed with a personnel with adequate education to be in charge of the operation and management of occupational health and safety.	Each business facility is staffed with an industrial doctor to provide health and safety advice and necessary treatment. Each business facility is also staffed with a personnel with adequate education to be in charge of the operation and management of occupational health and safety.	Each business facility is staffed with an industrial doctor to provide health and safety advice and necessary treatment. Each business facility is also staffed with a personnel with adequate education to be in charge of the operation and management of occupational health and safety.
	403-4	Worker participation, consultation, and communication on occupational health and safety							
		a. The processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	●	●	●		The processes are implemented in locations that have not obtained occupational health and safety management system certifications. All business facilities hold health and safety committee meetings on a monthly basis with the workers' representative participating as a committee member.	The processes are implemented in locations that have not obtained occupational health and safety management system certifications. All business facilities hold health and safety committee meetings on a monthly basis with the workers' representative participating as a committee member.	The processes are implemented in locations that have not obtained occupational health and safety management system certifications. All business facilities hold health and safety committee meetings on a monthly basis with the workers' representative participating as a committee member.
	b. Responsible person of the health and safety committees, and its meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	●	●	●		The minutes of the health and safety committee meetings held in each business facility are shared among employees by posting them on a bulletin board, etc.	The minutes of the health and safety committee meetings held in each business facility are shared among employees by posting them on a bulletin board, etc.	The minutes of the health and safety committee meetings held in each business facility are shared among employees by posting them on a bulletin board, etc.	
403-5	Worker training on occupational health and safety								
	a. Worker training on occupational safety and health (for employees and for non-employees such as temporary workers and contractors)	●	●	●		We provide the health and safety education and the safety education relating to hazardous work when accepting new workers. The health and safety education is provided to employees as well as non-employees including temporary workers.	We provide the health and safety education and the safety education relating to hazardous work when accepting new workers. The health and safety education is provided to employees as well as non-employees including temporary workers.	We provide the health and safety education and the safety education relating to hazardous work when accepting new workers. The health and safety education is provided to employees as well as non-employees including temporary workers.	
403-6	Promotion of worker health								
	a. How the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	●	●	●		We provide physical checkups in accordance with laws and regulations of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health enhancement.	We provide physical checkups in accordance with laws and regulations of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health enhancement.	We provide physical checkups in accordance with laws and regulations of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health enhancement.	
	b. A description of voluntary health promotion services and programs offered to workers and how the organization facilitates workers' access to these services and programs.	●	●	●		We provide physical checkups in accordance with laws and regulations of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health enhancement.	We provide physical checkups in accordance with laws and regulations of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health enhancement.	We provide physical checkups in accordance with laws and regulations of the relevant countries. The results are shared with employees to recommend additional checkups and provide advice on health enhancement.	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships								
	a. The organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards.	●	●	●		We provide in-plant health and safety rules and hazard information to subcontractors and check their necessary qualifications.	We provide in-plant health and safety rules and hazard information to subcontractors and check their necessary qualifications.	We provide in-plant health and safety rules and hazard information to subcontractors and check their necessary qualifications.	
403-8	Workers covered by an occupational health and safety management system								
	a. Implementation of an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:	●	●	●		We prepared and introduced the health and safety manuals and procedures at business facilities that have not obtained health and safety management system certifications.	We prepared and introduced the health and safety manuals and procedures at business facilities that have not obtained health and safety management system certifications.	We prepared and introduced the health and safety manuals and procedures at business facilities that have not obtained health and safety management system certifications.	
	i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;								
	ii. the number and percentage of all employees and workers who are not employees but is controlled by the organization, who are covered by such a system that has been internally audited;								
	iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.								
	b. Description of workers excluded from the above.	●	●	●		No employees are excluded.	No employees are excluded.	No employees are excluded.	
	c. Data collection methods and assumptions.	●	●	●		They are stipulated in the health and safety manuals and procedures.	They are stipulated in the health and safety manuals and procedures.	They are stipulated in the health and safety manuals and procedures.	

Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
		Separate	Non-consolidated	Japan	Overseas	Customer			
	403-9 Work-related injuries								
	a. For all employees:								
	i. the number and rate of fatalities as a result of work-related injury;	●	●	●			Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)	Deaths in the course of employment: 2 (non-consolidated:1, domestic, overseas: 1)	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)
	ii. the number and rate of high-consequence work-related injuries (excluding fatalities);	●	●	●			No material incidents	No material incidents	No material incidents
	iii. the number and rate of recordable work-related injuries;	●					Rate of frequency of work-related injuries resulted in lost time: 0.29 (non-consolidated) Severity rate: 0.029 (non-consolidated)	Rate of frequency of work-related injuries resulted in lost time: 0.88 (non-consolidated) Severity rate: 2.268 (non-consolidated)	Rate of frequency of work-related injuries resulted in lost time: 0.31 (non-consolidated) Severity rate: 0.023 (non-consolidated)
	iv. the main types of work-related injury;								
	v. the number of hours worked.								
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:								
	i. the number and rate of fatalities as a result of work-related injury;	●	●	●			Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)	Deaths in the course of employment: 0 (non-consolidated, domestic, overseas)
	ii. the number and rate of high-consequence work-related injuries (excluding fatalities);	●	●	●			None	None	
	iii. the number and rate of recordable work-related injuries;								
	iv. the main types of work-related injury;								
	v. the number of hours worked.								
	c. The work-related hazards that pose a risk of high-consequence injury, including:								
i. how these hazards have been determined;	●	●	●			They are stipulated in the risk assessment procedures.	They are stipulated in the risk assessment procedures.	They are stipulated in the risk assessment procedures.	
ii. hazards that have caused or contributed to high-consequence injuries during the reporting period;									
iii. actions taken or underway to eliminate these hazards.									
d. Any actions taken or underway to eliminate other hazards.									
e. The rates calculated based on 200,000 or 1,000,000 hours worked.	●					Rate of frequency of work-related injuries resulted in lost time: 0.29 (per 1 million hours) (non-consolidated)	Rate of frequency of work-related injuries resulted in lost time: 0.88 (per 1 million hours) (non-consolidated)	Rate of frequency of work-related injuries resulted in lost time: 0.41 (per 1 million hours) (non-consolidated)	
f. Description of workers excluded from the above.									
g. Data collection methods and assumptions.									
403-10 Work-related ill health									
a. For all employees:									
i. the number of fatalities as a result of work-related ill health;	●	●	●			Deaths as a result of work-related ill health: 0	Deaths as a result of work-related ill health: 0	Deaths as a result of work-related ill health: 0	
ii. the number of cases of recordable work-related ill health;									
iii. the main types of work-related ill health.									
b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:									
i. the number of fatalities as a result of work-related ill health;	●	●	●			0	0	0	
ii. the number of cases of recordable work-related ill health;									
iii. the main types of work-related ill health.									
c. The work-related hazards that pose a risk of ill health, including:									
i. how these hazards have been determined;	●	●	●			Identification through risk assessment and work environment measurement	Identification through risk assessment and work environment measurement	Identification through risk assessment and work environment measurement	
ii. hazards that have caused or contributed to cases of ill health during the reporting period.									
iii. actions taken or underway to eliminate these hazards.									
d. Description of workers excluded from the above.									
e. Data collection methods and assumptions.									

Material Issue	GRI Standards		Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result	
			Supplier	Non-consolidated	Japan	Overseas	Customer				
Human rights (child labor)	408	408-1	Operations and suppliers at significant risk for incidents of child labor a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	●					No operations or suppliers identified as having significant risk of child labor. (None) None None None Conducted a survey through a questionnaire	No operations or suppliers identified as having significant risk of child labor. (None) None None None We prepared CSR Procurement Guidelines in English and distributed them to overseas affiliates.	No operations or suppliers identified as having significant risk of child labor. (None) None None None Conducted a survey through a questionnaire
Human rights (compulsory labor)	409	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor a. Operations and suppliers considered to have significant risk for incidents of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	●					No operations or suppliers identified as having significant risk of forced or compulsory labor. None Conducted a survey through a questionnaire	No operations or suppliers identified as having significant risk of forced or compulsory labor. None We prepared CSR Procurement Guidelines in English and distributed them to overseas affiliates.	No operations or suppliers identified as having significant risk of forced or compulsory labor. None Conducted a survey through a questionnaire
Supplier assessment (social)	414	414-1	New suppliers that were screened using social criteria a. Percentage of new suppliers that were screened using social criteria.	●					100% (1 company)	100% (1 company)	100% (7 companies)
		414-2	Negative social impacts in the supply chain and actions taken a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	●	●	●	●	●	137 companies (Japan only. The number of overseas suppliers is being compiled.) No suppliers identified as having significant negative social impacts. Not applicable Not applicable Not applicable	134 companies (Japan only) No suppliers identified as having significant negative social impacts. Not applicable Not applicable Not applicable	85 companies (non-consolidated only) No suppliers identified as having significant negative social impacts. Not applicable Not applicable Not applicable
Customer health and safety	416	416-1	Assessment of the health and safety impacts of product and service categories a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.								
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	●	●	●	●	●	None None None No defects or complaints that could directly affect customers' health and safety were identified.	None None 1 (Our group company Aimeedic MMT conducted a voluntary product recall) -	None None - Not applicable
Compliance (social)	419	419-1	Non-compliance with laws and regulations in the social and economic area a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient. c. The context against which significant fines and non-monetary sanctions were incurred.	●	●	●	●	●	¥0 None None Not identified Not applicable	¥0 None None Not identified Not applicable	¥0 None None Not identified Not applicable
Product/process innovations (process)			Examples of environmental load reduced by new manufacturing methods (if available for disclosure)	●					With a new design of the industrial toothed belt process at Wakayama Plant, we reduced material loss by approx. 40%, reduced energy consumption by 40%, doubled labor productivity, and improved capital productivity by 1.5 times compared to the conventional line. Started preparation for mass production.	With a new design of the industrial toothed belt process at Wakayama Plant, we reduced material loss by approx. 40%, reduced energy consumption by 40%, doubled labor productivity, and improved capital productivity by 1.5 times compared to the conventional line. Started preparation for mass production.	With a new design of the industrial toothed belt process at Wakayama Plant, we reduced material loss by approx. 40%, reduced energy consumption by 40%, doubled labor productivity, and improved capital productivity by 1.5 times compared to the conventional line.
Product/process innovations (product)			Ratio of environmentally-friendly products and products with fewer hazardous substances to total new launched products. Develop products having impacts on solving social issues.	●					Environmentally-friendly products: Approx. 15% of the total Marketed 1 eco moving products, our original environmentally-friendly label Marketed 17 environmentally-friendly products	Environmentally-friendly products: Approx. 65% of the total Marketed 6 eco moving products, our original environmentally-friendly label Marketed 47 environmentally-friendly products (including eco moving products)	Environmentally-friendly products: Approx. 43% of the total Marketed 4 eco moving products, our original environmentally-friendly label Marketed 23 environmentally-friendly products (including eco moving products)
Safety and disaster readiness	303	303-4	Significant spills	●	●	●			Stated in 303-4	Stated in 303-4	Stated in 303-4

Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
		Specific	Consolidated	Non-Overseas	Overseas	Outcomes			
	Number of business facilities that acquired ISO14001 certification			● ● ●			15 business facilities 【Domestic business facilities】 Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant 【Consolidated domestic affiliate】 BL Autotec, Ltd. 【Consolidated overseas affiliates】 Bando USA, Inc. Bando Korea Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH	14 business facilities 【Domestic business facilities】 Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant 【Consolidated domestic affiliate】 BL Autotec, Ltd. 【Consolidated overseas affiliates】 Bando USA, Inc. Bando Korea Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH	15 business facilities 【Domestic business facilities】 Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant 【Consolidated domestic affiliate】 BL Autotec, Ltd. 【Consolidated overseas affiliates】 Bando USA, Inc. Bando Korea Co., Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. (Delhi) Bando Belt Manufacturing (Turkey), Inc. Bando Europe GmbH
	Percentage of business facilities that acquired ISO14001 certification	● ● ●				ISO14001 88% (15/17) (consolidated group production facilities)	ISO14001 82% (14/17) (consolidated group production facilities)	ISO14001 88% (15/17) (consolidated group production facilities)	
	List of domestic companies subject to the survey			●		【Sales, fabrication, and service】 Bando Industrial Components & Services, Ltd. Bando Elastomer Co., Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. 【Production】 BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimedic MMT	【Sales, fabrication, and service】 Bando Industrial Components & Services, Ltd. Bando Elastomer Co., Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. 【Production】 BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimedic MMT	【Sales, fabrication, and service】 Bando Industrial Components & Services, Ltd. Bando Elastomer Co., Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. 【Production】 BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimedic MMT	
	List of overseas companies subject to the survey				●	【Production】 Bando USA, Inc. Bando Belt Manufacturing (Turkey), Inc. Bando Korea Co., Ltd. Bando Jungkong Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. 【Non-production】 Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Siix Ltd. Bando (Singapore) Pte. Ltd.	【Production】 Bando USA, Inc. Bando Belt Manufacturing (Turkey), Inc. Bando Korea Co., Ltd. Bando Jungkong Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. 【Non-production】 Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Siix Ltd. Bando (Singapore) Pte. Ltd.	【Production】 Bando USA, Inc. Bando Belt Manufacturing (Turkey), Inc. Bando Korea Co., Ltd. Bando Jungkong Ltd. Bando Belt (Tianjin) Co., Ltd. Bando Manufacturing (Dongguan) Co., Ltd. Bando Manufacturing (Vietnam) Co., Ltd. Bando Manufacturing (Thailand) Ltd. Bando (India) Pvt. Ltd. 【Non-production】 Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Siix Ltd. Bando (Singapore) Pte. Ltd.	