

[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					
			Scope 1	Scope 2	Scope 3	Other	Excluded								
Anti-corruption	205	205-1	<b>Operations assessed for risks related to corruption</b>					Five people We required employees to be seconded to high-risk overseas affiliates to take a compliance training beforehand in which they received explanations on the bribery regulations in the relevant countries and were also told not to offer bribes and to consult legal division of the Company when in doubt.	Four people We required employees to be seconded to high-risk overseas affiliates to take a compliance training beforehand in which they received explanations on the bribery regulations in the relevant countries and were also told not to offer bribes and to consult legal division of the Company when in doubt.	Two people We required employees to be seconded to high-risk overseas affiliates to take a compliance training beforehand in which they received explanations on the bribery regulations in the relevant countries and were also told not to offer bribes and to consult legal division of the Company when in doubt.					
		205-2	<b>Communication and training about anti-corruption policies and procedures</b>												
	205-3	a.	Total number and percentage of operations assessed for risks related to corruption. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.					●	None	None	None				
		b.	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.					●							
Anti-competitive behavior	206	206-1	<b>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>					None	None	None					
		a.	Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.								● ● ●				
	206-1	b.	Main outcomes of completed legal actions, including any decisions or judgments.					● ● ●	Not applicable	Not applicable					
		a.	Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:					●							
Materials	301	301-1	<b>Materials used by weight or volume</b>					24,705t * Materials used included raw materials and other materials purchased from outside parties and part of components, and did not include packing materials (including metal components such as tensioner, spring, and shaft).	25,933t * Materials used included raw materials and other materials purchased from outside parties and part of components, and did not include packing materials (including metal components such as tensioner, spring, and shaft).	23,372t * Materials used included raw materials and other materials purchased from outside parties and part of components, and did not include packing materials (including metal components such as tensioner, spring, and shaft).					
		301-2	<b>Recycled input materials used</b>					—	—	—					
	301-3	a.	Percentage of recycled input materials used to manufacture the organization's primary products and services.					—	—	—					
		b.	How the data for this disclosure have been collected.					—	—	—					
Energy	302	302-1	<b>Energy consumption within the organization</b>					2,434,000kWh *Electricity generated at Ashikaga Plant (BANDO eco moving Ashikaga solar power facility) is sold to electricity retailers through our group company using the FIT system for renewable energy.	2,279,000kWh *Electricity generated at Ashikaga Plant (BANDO eco moving Ashikaga solar power facility) is sold to electricity retailers through our group company using the FIT system for renewable energy.	2,527,000kWh *Electricity generated at Ashikaga Plant (BANDO eco moving Ashikaga solar power facility) is sold to electricity retailers through our group company using the FIT system for renewable energy.					
		a.	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.								● ● ●	217,600.65MWh	227,108.31MWh	216,183.63MWh	
		b.	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.								● ● ●	22,299.65MWh	21,419.30MWh	18,600.07MWh	
		c.	In joules, watt-hours or multiples, the total:								● ● ●	106,994.97MWh	107,211.24MWh	99,024.67MWh	
			i.	electricity consumption							● ● ●	—	—	—	
			ii.	heating consumption							● ● ●	—	—	—	
			iii.	cooling consumption							● ● ●	—	—	—	
		d.	In joules, watt-hours or multiples, the total:								● ● ●	—	—	—	
			i.	electricity sold							● ●	2,434,000kWh	2,279,000kWh	2,527,000kWh	
			ii.	heating sold							● ●	Not applicable	Not applicable	Not applicable	
iii.	cooling sold					● ●	Not applicable	Not applicable	Not applicable						
e.	Total energy consumption within the organization, in joules or multiples.					● ● ●	239,900.30MWh	248,527.61MWh	234,783.70MWh						
	Standards, methodologies, assumptions, and/or calculation tools used.					●	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures	Act on the Rational Use of Energy ("Energy Conservation Act") and Act on Promotion of Global Warming Countermeasures						
	Source of the conversion factors used.					●	Guidelines issued by Ministry of the Environment and Ministry of Economy, Trade and Industry "Manual for Calculating and Reporting Greenhouse Gas Emissions (Ver.4.8)," GHG Protocol	Guidelines issued by Ministry of the Environment and Ministry of Economy, Trade and Industry "Manual for Calculating and Reporting Greenhouse Gas Emissions (Ver.4.8)," GHG Protocol	Guidelines issued by Ministry of the Environment and Ministry of Economy, Trade and Industry "Manual for Calculating and Reporting Greenhouse Gas Emissions (Ver.4.7)," GHG Protocol						

Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
		Scope 1	Scope 2	Scope 3	Other	Excluded			
	<p><b>302-2 Energy consumption outside of the organization</b></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><b>302-3 Energy intensity</b></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><b>302-4 Reduction of energy consumption</b></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><b>302-5 Reductions in energy requirements of products and services</b></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><b>303 303-1 Interactions with water as a shared resource</b></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><b>303-2 Management of water discharge-related impacts</b></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><b>303-3 Water withdrawal</b></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>—</p> <p>541.00ML</p>	<p>1,189.1ML</p> <p>—</p> <p>615.85ML</p> <p>—</p> <p>—</p> <p>—</p> <p>573.25ML</p>	<p>1,174.2ML</p> <p>—</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	Scope 2	Scope 3	Overseas	Other			
	<p><b>305-2 Energy indirect (Scope 2) GHG emissions</b></p> <p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</p> <p>c. If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <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>48,177.86t-CO<sub>2</sub></p> <p>42,031.19t-CO<sub>2</sub></p> <p>CO<sub>2</sub></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>22,626t-CO<sub>2</sub> (market standard)</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>CO<sub>2</sub> 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>52,887.44t-CO<sub>2</sub></p> <p>46,796.99t-CO<sub>2</sub></p> <p>CO<sub>2</sub></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>22,626t-CO<sub>2</sub> (market standard)</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>CO<sub>2</sub> 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>48,468.38t-CO<sub>2</sub></p> <p>38,498.13t-CO<sub>2</sub></p> <p>CO<sub>2</sub></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-CO<sub>2</sub> (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>CO<sub>2</sub> 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><b>305-3 Other indirect (Scope 3) GHG emissions</b></p> <p>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent.</p> <p>b. If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</p> <p>c. Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent.</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>● ● ●</p>							
	<p><b>305-4 GHG emissions intensity</b></p> <p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</p>	<p>● ● ●</p>							
	<p><b>305-5 Reduction of GHG emissions</b></p> <p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.</p> <p>b. Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.</p> <p>c. Base year or baseline, including the rationale for choosing it.</p> <p>d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>e. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>● ● ●</p>							
	<p><b>305-6 Emissions of ozone-depleting substances (ODS)</b></p> <p>a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</p> <p>b. Substances included in the calculation.</p> <p>c. Source of the emission factors used.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>● ● ●</p>							



Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result																																																																																																																																																																																																																																																																																														
		Scope	Materiality	Time	Location	Ownership																																																																																																																																																																																																																																																																																																	
<b>Compliance</b> (environmental)	<b>307 307-1 Non-compliance with environmental laws and regulations</b> 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																																																																																																																																																																																																																																																																																														
<b>Supplier assessment</b> (environmental)	<b>308 308-1 New suppliers that were screened using environmental criteria</b> a. Percentage of new suppliers that were screened using environmental criteria. <b>308-2 Negative environmental impacts in the supply chain and actions taken</b> 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																																																																																																																																																																																																																																																																																														
<b>Employment</b>	<b>401 401-1 New employee hires and employee turnover</b>  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  <b>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</b> 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'.  <b>401-3 Parental leave</b> 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="12">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="12">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> <td>2</td> <td>4</td> </tr> <tr> <td>Over 50 years old</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total</td> <td>20</td> <td>8</td> <td>28</td> <td>24</td> <td>3</td> <td>27</td> <td>33</td> <td>10</td> <td>43</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="12">No. of employee turnover (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>5</td> <td>1</td> <td>6</td> <td>7</td> <td>2</td> <td>9</td> <td>6</td> <td>2</td> <td>8</td> </tr> <tr> <td>Between 30 to 50 years old</td> <td>12</td> <td>4</td> <td>16</td> <td>16</td> <td>0</td> <td>16</td> <td>12</td> <td>0</td> <td>12</td> </tr> <tr> <td>Over 50 years old</td> <td>4</td> <td>1</td> <td>5</td> <td>4</td> <td>0</td> <td>4</td> <td>6</td> <td>1</td> <td>7</td> </tr> <tr> <td>Total</td> <td>21</td> <td>6</td> <td>27</td> <td>27</td> <td>2</td> <td>29</td> <td>24</td> <td>3</td> <td>27</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">Fiscal 2022 Results</th> <th colspan="4">Fiscal 2021 Results</th> <th colspan="4">Fiscal 2020 Results</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>92</td> <td>Female</td> <td>12</td> <td>Male</td> <td>172</td> <td>Female</td> <td>15</td> <td>Male</td> <td>115</td> <td>Female</td> <td>10</td> </tr> <tr> <td>Male</td> <td>9</td> <td>Female</td> <td>6</td> <td>Male</td> <td>11</td> <td>Female</td> <td>3</td> <td>Male</td> <td>5</td> <td>Female</td> <td>2</td> </tr> <tr> <td>Male</td> <td>8</td> <td>Female</td> <td>2</td> <td>Male</td> 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(April 1, 2022 – March 31, 2023)			Fiscal 2021 (April 1, 2021 – March 31, 2022)			Fiscal 2020 (April 1, 2020 – March 31, 2021)			Male	Female	Total	Male	Female	Total	Male	Female	Total	Under 30 years old	18	7	25	23	2	25	31	8	39	Between 30 to 50 years old	2	1	3	1	1	2	2	2	4	Over 50 years old	0	0	0	0	0	0	0	0	0	Total	20	8	28	24	3	27	33	10	43	No. of employee turnover (non-consolidated)												Fiscal year	Fiscal 2022 (April 1, 2022 – March 31, 2023)			Fiscal 2021 (April 1, 2021 – March 31, 2022)			Fiscal 2020 (April 1, 2020 – March 31, 2021)			Male	Female	Total	Male	Female	Total	Male	Female	Total	Under 30 years old	5	1	6	7	2	9	6	2	8	Between 30 to 50 years old	12	4	16	16	0	16	12	0	12	Over 50 years old	4	1	5	4	0	4	6	1	7	Total	21	6	27	27	2	29	24	3	27	Fiscal 2022 Results				Fiscal 2021 Results				Fiscal 2020 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%	1,289 (Male: 1,181 Female: 108) 16.3 years (Male: 16.5 years Female: 13.6 years) 4.2% 2.20%	1,304 (Male: 1,194, Female: 110) 15.9 years (Male: 16.2 years Female: 13.5 years) 4.9% 2.20%	1,294 (Male: 1,188, Female: 106) 15.9 years (Male: 16.0 years Female: 13.1 years) 4.4% 2.08%
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Material Issue	GRI Standards	Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
		Scope	Materiality	Time	Location	Ownership			
Occupational health and safety	403-1 Occupational health and safety management system	● ●	● ●	● ●	● ●	● ●	Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)
	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);	● ●	● ●	● ●	● ●	● ●	Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)
	ii. the system has been implemented based on official risk management or management system standards/guidelines (a list of the standards/guidelines).	● ●	● ●	● ●	● ●	● ●	Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)	Implemented (JISHA method OSHMS, ISO45001)
	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	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.
	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;	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.
	ii. how the occupational health and safety management system is evaluated and continually improved.	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.
	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	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.	
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	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.	
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	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.	
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	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.	
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	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.	
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;	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.	
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;	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.	
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.	● ● ●	● ● ●	● ● ●	● ● ●	● ● ●	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.	
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																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
		Scope	Materiality	Time	Location	2022			2021			2020			2022			2021			2020			2022			2021			2020																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Training and education	<p><b>404 404-1 Average hours of training per year per employee</b></p> <p>a. Average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <p>i. gender;</p> <p>ii. employee category.</p> <p><b>404-2 Programs for upgrading employee skills and transition assistance programs</b></p> <p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p> <p><b>404-3 Percentage of employees receiving regular performance and career development reviews</b></p> <p>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	<ul style="list-style-type: none"> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> </ul>	<p>Training list (Fiscal 2020-2022)</p> <table border="1"> <thead> <tr> <th rowspan="3">Training name</th> <th colspan="3" rowspan="2">No. of attendees</th> <th colspan="3" rowspan="2">No. of days</th> <th colspan="9">Gender</th> <th colspan="9">Age group</th> </tr> <tr> <th colspan="3">Male</th> <th colspan="3">Female</th> <th colspan="3">Under 30 years old</th> <th colspan="3">Over 30 years old Under 50 years old</th> <th colspan="3">Over 50 years old</th> </tr> <tr> <th>Fiscal year</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> 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<td></td> </tr> <tr> <td>New employees training (administrative)</td> <td>1</td> <td>2</td> <td></td> <td>4</td> <td>5</td> <td></td> <td>0</td> <td>2</td> <td></td> <td>1</td> <td>0</td> <td></td> <td>1</td> <td>2</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>1</td> <td>2</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>1</td> <td>2</td> <td></td> <td>0</td> <td>0</td> </tr> <tr> <td>New employees training (technical)</td> <td>2</td> <td>3</td> <td></td> <td>6</td> <td>5</td> <td></td> <td>2</td> <td>3</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>2</td> <td>3</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>2</td> <td>3</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>2</td> <td>3</td> <td></td> <td>0</td> <td>0</td> </tr> <tr> <td>New hire trainings (overall)</td> <td>24</td> <td>24</td> <td>22</td> <td>11</td> <td>10</td> <td>13</td> <td>18</td> <td>22</td> <td>16</td> <td>6</td> <td>2</td> <td>6</td> <td>24</td> <td>24</td> <td>22</td> <td>0</td> <td>0</td> 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<td>8</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>2</td> <td>4</td> <td>5</td> <td>4</td> <td>4</td> <td>0</td> <td>0</td> <td>0</td> <td>2</td> <td>4</td> <td>5</td> <td>4</td> <td>4</td> <td>0</td> </tr> <tr> <td>Accounting training</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Training for profitability management</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Manufacturing training (intermediate)</td> <td>19</td> <td>20</td> <td>28</td> <td>7</td> <td>6</td> <td>6</td> <td>19</td> <td>20</td> <td>28</td> <td>0</td> <td>0</td> <td>0</td> <td>2</td> <td>0</td> <td>1</td> <td>17</td> <td>20</td> <td>26</td> <td>0</td> <td>0</td> <td>1</td> <td>17</td> <td>20</td> <td>26</td> <td>0</td> <td>0</td> <td>1</td> <td>17</td> <td>20</td> <td>26</td> </tr> <tr> <td>Chief training</td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> </tr> <tr> <td>Correspondence education</td> <td>206</td> <td>205</td> <td>184</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> 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year	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	New employees training (manufacturing)	7	7	17	4	5	5	7	7	17	0	0	0	7	7	17	0	0	0	7	7	17	0	0	0	7	7	17	0	0	0	New employees training (sales)	0			0			0			0			0			0			0			0			0			0			New employees training (administrative)	1	2		4	5		0	2		1	0		1	2		0	0		1	2		0	0		1	2		0	0	New employees training (technical)	2	3		6	5		2	3		0	0		2	3		0	0		2	3		0	0		2	3		0	0	New hire trainings (overall)	24	24	22	11	10	13	18	22	16	6	2	6	24	24	22	0	0	0	24	24	22	0	0	0	24	24	22	0	0	0	New employees functional training (technical)	11	16	13	108	86	25	9	20	9	2	0	4	11	16	13	0	0	0	11	16	13	0	0	0	11	16	13	0	0	0	New employees functional training (sales)	5	4	9	223	224	224	3	2	6	2	2	3	5	4	9	0	0	0	5	4	9	0	0	0	5	4	9	0	0	0	Third-year training	25	16	17	2	2	1	17	13	14	8	3	25	16	14	0	0	0	25	16	14	0	0	0	25	16	14	0	0	0	Training for new G3 level staff	17	18	23	2	2	2	16	17	22	1	1	1	7	6	9	10	12	14	0	0	0	0	0	17	18	23	2	2	2	Training for new leaders	30	27	28	2	2	2	27	24	27	3	3	1	0	0	0	28	25	28	2	2	0	0	0	28	25	28	2	2	0	Training for new management staff	24	14	16	2	2	2	19	12	16	5	2	0	0	0	0	19	11	13	5	3	0	0	0	19	11	13	5	3	0	Training for evaluators	22	15	20	1	1	1.5	18	13	19	4	2	1	0	0	0	17	13	14	5	2	6	0	0	17	13	14	5	2	6	Management training	5	6	8	4	4	4	5	6	8	0	0	0	0	0	0	2	4	5	4	4	0	0	0	2	4	5	4	4	0	Accounting training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Training for profitability management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Manufacturing training (intermediate)	19	20	28	7	6	6	19	20	28	0	0	0	2	0	1	17	20	26	0	0	1	17	20	26	0	0	1	17	20	26	Chief training	0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0	Correspondence education	206	205	184	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Other training	140	0	0	180	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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			New employees functional training (technical)	11	16	13	108	86	25	9	20	9	2	0	4	11	16	13	0	0	0	11	16	13	0	0	0	11	16	13	0	0	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
			New employees functional training (sales)	5	4	9	223	224	224	3	2	6	2	2	3	5	4	9	0	0	0	5	4	9	0	0	0	5	4	9	0	0	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
			Third-year training	25	16	17	2	2	1	17	13	14	8	3	25	16	14	0	0	0	25	16	14	0	0	0	25	16	14	0	0	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
			Training for new G3 level staff	17	18	23	2	2	2	16	17	22	1	1	1	7	6	9	10	12	14	0	0	0	0	0	17	18	23	2	2	2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
			Training for new leaders	30	27	28	2	2	2	27	24	27	3	3	1	0	0	0	28	25	28	2	2	0	0	0	28	25	28	2	2	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
			Training for new management staff	24	14	16	2	2	2	19	12	16	5	2	0	0	0	0	19	11	13	5	3	0	0	0	19	11	13	5	3	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
Training for evaluators	22	15	20	1	1	1.5	18	13	19	4	2	1	0	0	0	17	13	14	5	2	6	0	0	17	13	14	5	2	6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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Manufacturing training (intermediate)	19	20	28	7	6	6	19	20	28	0	0	0	2	0	1	17	20	26	0	0	1	17	20	26	0	0	1	17	20	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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Correspondence education	206	205	184	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
Other training	140	0	0	180	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
Diversity and equal opportunity	<p><b>405 405-1 Diversity of governance bodies and employees</b></p> <p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <p>i. Gender;</p> <p>ii. Age group: under 30 years old, 30-50 years old, over 50 years old;</p> <p>iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).</p> <p><b>405-2 Ratio of basic salary and remuneration of women to men</b></p> <p>a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. The definition used for 'significant locations of operation'.</p>	<ul style="list-style-type: none"> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> <li>●</li> </ul>	<p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <p>Members of the Board of Directors</p> <table border="1"> <thead> <tr> <th rowspan="2">Gender</th> <th colspan="3">Male</th> <th colspan="3">Female</th> </tr> <tr> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Fiscal year</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>Age group</td> <td colspan="3">Under 30 years old</td> <td colspan="3">30-50 years old</td> <td colspan="3">Over 50 years old</td> </tr> <tr> <td></td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> <tr> <td>Total</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table> <p>Reference (No. of persons)</p> <table border="1"> <thead> <tr> <th rowspan="2">Gender</th> <th colspan="3">Male</th> <th colspan="3">Female</th> </tr> <tr> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Fiscal year</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Age group</td> <td colspan="3">Under 30 years old</td> <td colspan="3">30-50 years old</td> <td colspan="3">Over 50 years old</td> </tr> <tr> <td></td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>8</td> <td>8</td> <td>8</td> <td>1</td> <td>1</td> <td>1</td> </tr> <tr> <td>Total</td> <td>8</td> <td>8</td> <td>8</td> <td>1</td> <td>1</td> <td>1</td> </tr> </tbody> </table> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <table border="1"> <thead> <tr> <th rowspan="2">Gender</th> <th colspan="9">Male</th> <th colspan="9">Female</th> <th colspan="3" rowspan="2">Total</th> </tr> <tr> <th colspan="3">Executive</th> <th colspan="3">Full-time employees</th> <th colspan="3">Contract employees</th> <th colspan="3">Subtotal</th> <th colspan="3">Executive</th> <th colspan="3">Full-time employees</th> <th colspan="3">Contract employees</th> <th colspan="3">Subtotal</th> </tr> <tr> <th>Fiscal year</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Under 30 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Under 30 years old	0	0	0	152	152	140	31	30	26	183	182	166	0	0	0	28	24	19	11	12	14	39	36	33	222	218	199																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
30-50 years old	0	0	0	731	775	787	64	68	81	795	843	868	0	0	0	37	41	43	91	102	102	128	143	145	923	986	1,013																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
Over 50 years old	17	18	20	272	241	238	102	97	100	391	356	358	1	1	1	23	22	22	110	106	100	134	129	123	525	485	481																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
Total	17	18	20	1,155	1,168	1,165	197	195	207	1,369	1,381	1,392	1	1	1	88	87	84	212	220	216	301	308	301	1,670	1,689	1,693																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						

Material Issue	GRI Standards		Boundary					Fiscal 2022 Result	Fiscal 2021 Result	Fiscal 2020 Result
			Scope	Materiality	Time	Location	Ownership			
Human rights (child labor)	408	408-1	<b>Operations and suppliers at significant risk for incidents of child labor</b>							
			a. Operations and suppliers considered to have significant risk for incidents of:							
			i. child labor;	●			No operations or suppliers identified as having significant risk of child labor. (None)	No operations or suppliers identified as having significant risk of child labor. (None)	No operations or suppliers identified as having significant risk of child labor. (None)	
			ii. young workers exposed to hazardous work.	●			None	None	None	
			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;	●			None	None	None	
			ii. countries or geographic areas with operations and suppliers considered at risk.	●			None	None	None	
			c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	●			Conducted a survey through a questionnaire	We prepared CSR Procurement Guidelines in English and distributed them to overseas affiliates.	Conducted a survey through a questionnaire	
Human rights (compulsory labor)	409	409-1	<b>Operations and suppliers at significant risk for incidents of forced or compulsory labor</b>							
			a. Operations and suppliers considered to have significant risk for incidents of:							
			i. type of operation (such as manufacturing plant) and supplier;	●			No operations or suppliers identified as having significant risk of forced or compulsory labor.	No operations or suppliers identified as having significant risk of forced or compulsory labor.	No operations or suppliers identified as having significant risk of forced or compulsory labor.	
			ii. countries or geographic areas with operations and suppliers considered at risk.	●			None	None	None	
			b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	●			Conducted a survey through a questionnaire	We prepared CSR Procurement Guidelines in English and distributed them to overseas affiliates.	Conducted a survey through a questionnaire	
Supplier assessment (social)	414	414-1	<b>New suppliers that were screened using social criteria</b>							
			a. Percentage of new suppliers that were screened using social criteria.	●			100% (1 company)	100% (1 company)	100% (7 companies)	
		414-2	<b>Negative social impacts in the supply chain and actions taken</b>							
			a. Number of suppliers assessed for social impacts.	●			137 companies (Japan only. The number of overseas suppliers is being compiled.)	134 companies (Japan only)	85 companies (non-consolidated only)	
			b. Number of suppliers identified as having significant actual and potential negative social impacts.	●			No suppliers identified as having significant negative social impacts.	No suppliers identified as having significant negative social impacts.	No suppliers identified as having significant negative social impacts.	
			c. Significant actual and potential negative social impacts identified in the supply chain.	●			Not applicable	Not applicable	Not applicable	
			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.	●			Not applicable	Not applicable	Not applicable	
			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.	●			Not applicable	Not applicable	Not applicable	
Customer health and safety	416	416-1	<b>Assessment of the health and safety impacts of product and service categories</b>							
			a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.							
		416-2	<b>Incidents of non-compliance concerning the health and safety impacts of products and services</b>							
			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;	● ● ●			None	None	None	
			ii. incidents of non-compliance with regulations resulting in a warning;	● ● ●			None	None	None	
			iii. incidents of non-compliance with voluntary codes.	● ● ●			None	1 (Our group company Aimeidic MMT conducted a voluntary product recall)	—	
			b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	● ● ●			No defects or complaints that could directly affect customers' health and safety were identified.	—	Not applicable	
Compliance (social)	419	419-1	<b>Non-compliance with laws and regulations in the social and economic area</b>							
			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;	● ● ●			¥0	¥0	¥0	
			ii. total number of non-monetary sanctions;	● ● ●			None	None	None	
			iii. cases brought through dispute resolution mechanisms.	● ● ●			None	None	None	
			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 identified	Not identified	Not identified	
			c. The context against which significant fines and non-monetary sanctions were incurred.	● ● ●			Not applicable	Not applicable	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	<b>Significant spills</b>							
				● ● ●			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
		Scope 1	Scope 2	Scope 3	Overseas	Reporting			
Number of business facilities that acquired ISO14001 certification		●	●	●			15 business facilities <b>【Domestic business facilities】</b> Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant <b>【Consolidated domestic affiliate】</b> BL Autotec, Ltd. <b>【Consolidated overseas affiliates】</b> 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 <b>【Domestic business facilities】</b> Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant <b>【Consolidated domestic affiliate】</b> BL Autotec, Ltd. <b>【Consolidated overseas affiliates】</b> 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 <b>【Domestic business facilities】</b> Head office, Ashikaga Plant, Kakogawa Plant, Nankai Plant, Wakayama Plant <b>【Consolidated domestic affiliate】</b> BL Autotec, Ltd. <b>【Consolidated overseas affiliates】</b> 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			●			<b>【Sales, fabrication, and service】</b> Bando Industrial Components & Services, Ltd. Bando Elastomer Co., Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. <b>【Production】</b> BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimedic MMT	<b>【Sales, fabrication, and service】</b> Bando Industrial Components & Services, Ltd. Bando Elastomer Co., Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. <b>【Production】</b> BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimedic MMT	<b>【Sales, fabrication, and service】</b> Bando Industrial Components & Services, Ltd. Bando Elastomer Co., Ltd. Bando Trading Co., Ltd. Bando Kosan Co., Ltd. <b>【Production】</b> BL Autotec, Ltd. Fukui Belt Industries, Ltd. Aimedic MMT	
List of overseas companies subject to the survey				●		<b>【Production】</b> 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. <b>【Non-production】</b> Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Siix Ltd. Bando (Singapore) Pte. Ltd.	<b>【Production】</b> 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. <b>【Non-production】</b> Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Siix Ltd. Bando (Singapore) Pte. Ltd.	<b>【Production】</b> 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. <b>【Non-production】</b> Bando Europe GmbH Bando Iberica, S.A. Bando (Shanghai) Management Co., Ltd. Bando Siix Ltd. Bando (Singapore) Pte. Ltd.	