

# ESG Data

## E Environment

(Fiscal year)

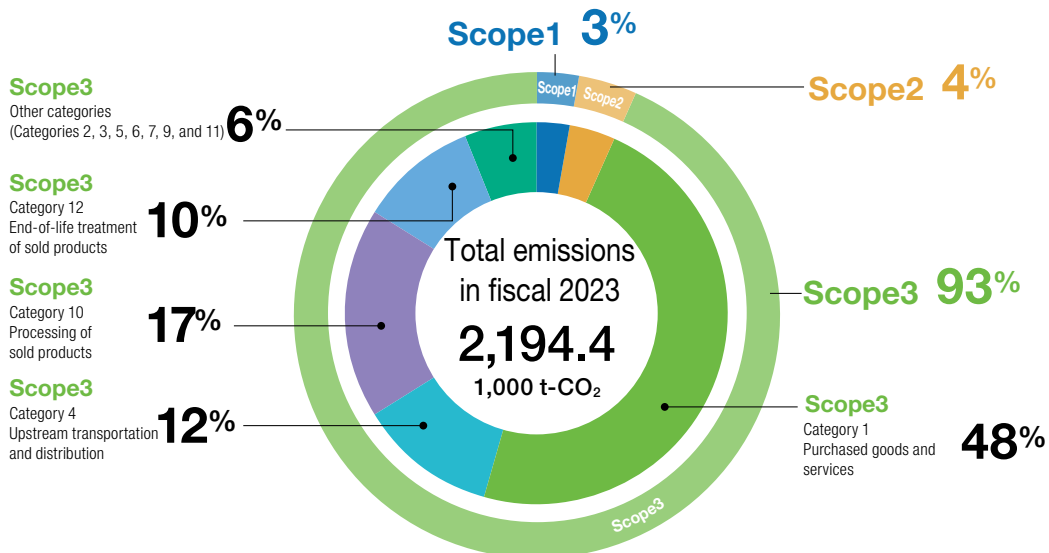
Scope		Unit	2019	2020	2021	2022	2023	
Total energy input	Group production bases in Japan	1,000 GJ (Heat quantity equivalent)	2,874	2,914	2,667	2,711	2,559	
	Group production bases in overseas		-	-	5,032	5,210 (4,980)	4,633 (4,552)	
Percentage of renewable energy	Group production bases in Japan	%	50	50	50	50	49	
	Group production bases in overseas		-	-	36	37 (39)	38 (39)	
Effective use of water resources	Quantity of water intake	Group production bases in Japan	1,000 m <sup>3</sup>	1,943	1,865	1,799	1,859	1,838
		Group production bases in overseas		-	-	754	973	927
	Discharge of drainage	Group production bases in Japan	1,000 m <sup>3</sup>	1,455	1,381	1,331	1,408	1,356
		Group production bases in overseas		-	-	367	362	335
		Group production bases in Japan		-	-	1,698	1,770	1,691
		Group production bases in overseas		-	-	170.2	210.5	176.2
Waste (Production bases)	Amount generated	Group production bases in Japan	1,000 t	48.6	47.5	43.7	47.1	45.8
		Group production bases in overseas		-	-	126.5	163.4	130.4
		Group production bases in overseas		-	-	170.2	210.5	176.2
	Percentage of final volume disposed of in landfill	Group production bases in Japan	%	7.6	7.2	5.9	5.8	5.6
		Group production bases in overseas		-	-	5.1	5.6	7.1
		Group production bases in overseas		-	-	5.3	5.6	6.7
PRTR	Emissions/Transfer volume	Group production bases in Japan	t	17	16	8	7	5
Number of environmental accidents and violations		Group production bases in Japan	Case	0	0	0	0	0
Greenhouse gas emissions	Scope 1 (Direct emissions)	Group consolidation	1,000 t-CO <sub>2</sub>	-	-	73.5	73.7 (73.5)	70.0★ (70.0)
	Scope 2 (Indirect emissions)			-	-	89.2	87.9 (77.6)	78.7★ (75.1)
	Scope 3 Total			-	-	1,763.8	2,212.9 (2,066.8)	2,045.7 (1,991.1)
	Scope 1+2 Total			-	-	162.7	161.5 (151.2)	148.7★ (145.1)
	Scope 1+2+3 Total			-	-	1,926.5	2,374.5 (2,217.9)	2,194.4 (2,136.2)

\* Values in ( ) are the values to which the revision of the calculation method associated with the obtaining of the SBT certification and the exclusion of the results of Pacific Woodtech Corporation, which became an equity method affiliate from a consolidated subsidiary in August 2022 were reflected.

\* Values with the ★ mark obtained third-party certification

\* Scope 3 conforms to the Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain by the Ministry of Environment and Ministry of Economy, Trade and Industry. Also, excluding some of the bases and activities with small emissions and a small impact on the entire supply chain's emissions.

### Greenhouse gas emissions composition ratio in fiscal 2023 (Group consolidation)



## S Social

### Number of employees

(Fiscal year)

Scope		Unit	2019	2020	2021	2022	2023
Number of employees (Consolidated)			3,287	3,807	3,852	3,965	3,564
Domestic	Group consolidation	Persons	2,268	2,411	2,449	2,461	2,446
Global			1,019	1,396	1,403	1,504	1,118
Average age			41.6	41.6	41.6	41.9	42.1
Female	Non-consolidated	Age	38.6	38.8	38.8	39.2	39.5
Male			42.4	42.4	42.4	42.8	43.0
Average length of service			Year	17.7	17.5	17.6	17.7
Female	11.6	11.6		11.4	11.7	12.1	
Male	19.3	19.2		19.4	19.6	19.5	

### Voluntary job separation ratio

Voluntary job separation ratio (Full-time employees)	Non-consolidated	%	2.2	1.9	1.3	2.3	2.6
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### Women's active participation

The female employee ratio	Non-consolidated	%	20.2	21.9	23.6	24.2	24.5
The ratio of female employees hired			20.3	34.0	29.0	32.6	30.2
The female manager ratio (positions equivalent to section chief or higher)			1.04	1.23	1.62	1.63	1.90

### Childcare leave

Number of employees taking childcare leave	Non-consolidated	Persons	12	28	17	37	30
Male			7	20	7	24	16
Female			5	8	10	13	14
The rate of returning to work from childcare leave		%	100	100	100	100	100

### Employment of the persons with disabilities

The employment rate of persons with disabilities	Non-consolidated	%	2.03	1.95	1.96	2.14	2.61
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### Annual paid leave

Acquisition of paid holidays*	Non-consolidated	%	53.9	64.9	65.8	61.4	62.8
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\*Our company allows hourly annual paid leave, and the acquisition of paid holidays includes hourly leave

### CSR procurement

CSR procurement survey execution rate	Group consolidation*	%	100	100	100	98	84
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\*Results of the group consolidation in Japan before fiscal 2022. Results of the group consolidation by combining Japan and overseas from fiscal 2023

### Occupational safety

The Rate of lost-worktime injuries	Employees	Group production bases in Japan	-	1.23	0	1.65	2.46	1.24
	Contractor		-	-	-	-	4.98	
Plant mutual safety diagnosis execution rate			%	100	100	100	-*	100
Workplace fatality	Employees	Non-consolidated	Persons	0	0	0	0	0
	Contractor			0	0	0	0	0

\*Although diagnosis by visiting the plants was suspended due to the COVID-19 pandemic, online information sharing by the safety supervisor was enhanced

### Employee satisfaction

Employee satisfaction <sup>1</sup>	Group consolidation in Japan <sup>2</sup>	pt	-	55.4	56.7	54.6	54.4
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<sup>1</sup>1. Employee satisfaction: Our own index based on the survey using the employees' sense of satisfaction and pleasant workplaces as evaluation axes

<sup>2</sup>2. Except for T.O FLOORING Co., Ltd.

## G Governance

### Director composition

(Fiscal year)

Scope		Unit	2019	2020	2021	2022	2023
Number of directors		Non-consolidated	Persons	9	7	8	9
Number of outside directors				2	2	3	3

\*The number of persons are the figures as of the end of June in each fiscal year

### Status of the board convened

Number of the audit & supervisory board convened	Non-consolidated	Times	15	13	12	13	15
Attendance rate of outside directors		%	100	100	100	100	98

### Compliance

Number of participants in compliance training	Group consolidation in Japan	Total/persons	863	1,337	1,471	3,951	2,107
Number of whistle-blowing		Case	6	14	8	12	15

More detailed information is published on our website. <https://www.daiken.jp/sustainability/esgdata.html>