

Environmental

Scope of collection of environmental data

The organizations specified below are subject to collection of different data.

[Major factories and plants in Japan]

- Toyocolor Co., Ltd. Fuji Factory, Mobara Plant, Okayama Plant
- Toyochem Co., Ltd. Kawagoe Factory, Kobe Plant (formerly Seishin Plant), Amagasaki Plant, Chitose Plant and Chiba Plant
- Toyo Ink Co., Ltd. Saitama Factory
- Toyo Visual Solutions Co., Ltd. Moriyama Factory

* In FY2023, there were four factories and six plants (Mobara Plant was closed down on July 1, 2023 as a result of production integration, so after the shut-down, there are four factories and five plants.)

* Data for FY2021 to FY2022 cover the four factories and the six plants mentioned above.

* Data for FY2018 to FY2020 cover four factories and four plants. The Chitose Plant and the Chiba Plant are not included.

* As of April 1, 2024, the name of Seishin Plant has been changed to Kobe Plant.

[Affiliates in Japan]

- Toyo-Morton, Ltd., Toyo FPP Co., Ltd., and Matsui Chemicals, Co., Ltd.

* The data for FY2021 to FY2023 cover the three companies mentioned above. They were major production affiliates in Japan.

* The data for FY2018 to FY2020 cover Toyo-Morton, Ltd., Toyo ADL Corp., and Matsui Chemicals, Co., Ltd. They were major production affiliates in Japan.

[All business bases in Japan]

All bases in Japan, where the holding company and consolidated subsidiaries (a total of 17 companies) and one equity-method affiliate (Logi Co-Net Corp.) are located

[Principal overseas production affiliates]

Fifteen factories and eight plants certified with the ISO 14001 among the overseas affiliates (i.e. PT. Toyo Ink Indonesia, Toyoink India Pvt. Ltd., Toyo Ink America, LLC*, Hanil TOYO Co., Ltd., Toyo Ink Brasil Ltda., Chengdu Toyo Ink Co., Ltd., and Toyo Ink Europe N.V.)

* For the business sites certified with ISO 14001, see the list on the right.

Of 38 manufacturing locations, ISO 14001 certification has been achieved at 27 (71%) locations. In Japan, the certification has been achieved at 92% of manufacturing locations.
Of 38 manufacturing locations, ISO 9001 certification has been achieved at 34 (89%) locations. In Japan, the certification has been achieved at 79% of manufacturing locations.

Environmental Management

■ Acquisition status of ISO certification (As of December 31, 2023)

Japan	ISO 14001	ISO 9001
【Toyocolor Co., Ltd.】		
●Fuji Factory	○	○
●Okayama Plant	○	○
●Kawagoe Branch Office	○	○
【Toyochem Co., Ltd.】		
●Kawagoe Factory	○	○
●Kobe Plant	○	○
●Amagasaki Plant*	○	
●Chiba Plant	○	○
【Toyo Ink Co., Ltd.】		
●Saitama Factory	○	○
【Affiliates companies】		
●Toyo FPP Co., Ltd.	○	○
●Toyo Visual Solutions Co., Ltd.	○	○
●Toyo-Morton, Ltd.	○	○
●Matsui Chemical Co., Ltd.	○	○

Overseas	ISO 14001	ISO 9001
●TIPPS Pte. Ltd. (Singapore)	○	○
●Toyochem Specialty Chemical Sdn. Bhd. (Malaysia)	○	○
●Toyo Ink (Thailand) Co., Ltd. (Thailand)	○	○
●Toyo Ink (Philippines) Co., Inc. (Philippines)	○	○
●PT. Toyo Ink Indonesia (Indonesia)		○
●Toyo Ink Vietnam Co., Ltd. (Vietnam)	○	○
●Toyo Ink Compounds Vietnam Co., Ltd. (Vietnam)	○	○
●Toyo Ink India Pvt. Ltd. (India)		○
●Tianjin Toyo Ink Co., Ltd. (China)	○	○
●Shanghai Toyo Ink Mfg. Co., Ltd. (China)	○	○
●Jiangmen Toyo Ink Co., Ltd. (China)	○	○
●Zhuhai Toyocolor Co., Ltd. (China)	○	○
●Chengdu Toyo Ink Co., Ltd. (China)		○
●Toyo Advanced Science Taiwan Co., Ltd. (Taiwan)	○	○
●Hanil TOYO Co., Ltd. (South Korea)		○
●Sam Young Ink & Paint Mfg. Co., Ltd. (South Korea)	○	○
●Toyo Ink Europe N.V. (Belgium)		○
●Toyo Ink Europe Specialty Chemicals S.A.S (France)	○	○
●Toyo Matbaa Mürekkepleri Sanayi ve Ticaret A.Ş. (Turkey)	○	○
●Toyo Ink Hungary Kft. (Hungary)		○
●Toyo Ink America, LLC (USA)		○*2
●LioChem, Inc. (USA)	○	○
●Toyo Ink Mexico, S.A. de C.V. (Mexico)		○

● : Manufacturing ○ : Certification has been achieved.

*1 Amagasaki Plant has obtained GMP (Good Manufacturing Practice) certification for manufacturing control and quality control for drugs and quasi-drugs.

*2 Only the Texas Plant has achieved ISO 9001 certification.

Environmental

Material balance

By grasping the overall picture of material balance and clarifying the effectiveness of our environmental conservation activities, we will further reduce the environmental impact.

INPUT

		FY2021	FY2022	FY2023
Raw materials	Solvents, resins, pigments, etc. (t)	168,356	161,313	150,701
	Chemical substances* ¹ amount handled (t)	51,011	44,468	54,101
Supplementary materials	Drums, five-gallon drums, etc. (t)	8,255	7,502	7,244
Energy	Electricity (million kWh)	5,073	4,895	4,312
	Heavy fuel oil A (kL)	508.9	330.2	306.3
	LPG (t)	36.3	26.8	29.5
	Municipal gas (thousand m ³)	20,178	18,844	18,179
Water	Water supplied (thousand m ³)	160	140	140
	Industrial-use water (thousand m ³)	0	0	0
	Groundwater (thousand m ³)	2,820	2,680	2,320
	Total (thousand m ³)	2,990	2,830	2,470

OUTPUT

		FY2021	FY2022	FY2023
Volume of products (t)		165,467	153,953	158,626
CO ₂ (t-CO ₂)		71,533	66,030	53,241
Chemical substances* ² (t)		117.2	149.3	100.7
Wastewater (thousand m ³)		2,302	2,235	2,018
Environmental pollutant	SOx (t)	0.8	0.4	0.5
	NOx (t)	53.1	62.6	38.4
	Particulates (t)	1.7	1.5	2.2
	COD (t)	68.4	64.6	54.3
Waste	Volume of emissions (t)	15,984	15,408	11,918
	Final disposal volume (t)	0	0	0

Scope of calculation: Major factories and plants in Japan; For details about the organizations in the scope, see page 80.

* Past figures for chemical substances have been recalculated retrospectively due to the revision of the operation method of the aggregation system and a review of substances covered by PRTR in FY2023.

* The major factories and plants are responsible for approximately 91.9% of energy consumption of all our production bases in Japan.

*¹ The chemicals described here refer to Class I designated chemical substances listed under the PRTR Act and substances designated by the Japan Chemical Industry Association.

Environmental

Environmental accounting

The artience Group began to calculate its environmental costs based on guidelines from the Environmental Agency (Ministry of the Environment) in FY1999, which it positions as the first year of environmental accounting. Since then, we have been evaluating our environmental activities by continuing to check required costs for these activities and their effects.

■ Environmental cost

(Unit: million JPY)

Category	Main measures implemented	FY2022		FY2023	
		Investments	Costs	Investments	Costs
Business area costs		175	1,686	241	1,207
Pollution prevention	Pollution prevention related investment and maintenance and management expenses	80	586	85	567
Global environment protection	Global environment protection related investment and maintenance and management expenses	64	636	103	217
Resource recycling	Waste processing and recycling related investment and maintenance and management expenses	30	463	53	423
Upstream and downstream costs	Product recycling and product container recycling expenses	114	216	0	227
Management activity costs	Environmental management expenses, and environmental advertising, environmental education and other activity expenses	0	397	8	431
R&D costs		1,421	4,066	1,697	5,194
Product development	Environmentally friendly product development related personnel costs, maintenance costs and investment in experimental equipment	1,381	3,086	1,584	3,851
Technology development	Environmentally friendly technology development related personnel costs, maintenance costs and investment in experimental equipment	40	980	113	1,343
Social activity costs	Support for global environment activities and donations to environmental organizations	0	1	0	309
Environmental damage response costs	Soil pollution remediation expenses	699	19	0	19
Total		2,410	6,385	1,946	7,387

Period covered by the data: January 1, 2023 – December 31, 2023

Scope of calculation: Major factories and plants in Japan and affiliates in Japan; For details about the organizations in the scope, see page 80.

* The total amount of R&D expenditure during this period (consolidated): 9,111 million JPY

■ Direct quantitative effects of environmental preservation (within business area)

Description	Index indicating the effect of environmental protection			
	Category	FY2022	FY2023	Effect*
Effects related to resources used in operations	Total energy used (crude-oil equivalent: thousand kl)	37.7	30.8	7.7
	Volume of water resources used (thousand m ³)	2,861	2,505	413
	Volume of PRTR- and JCIA-designated chemicals handled (thousand t)	48.3	64.9	-15.6
Effects related to environmental burden and waste from business activity emissions	CO ₂ emissions (thousand t-CO ₂)	70.2	57.0	14.6
	Emissions of PRTR- and JCIA-designated substances (t)	149.2	100.7	51.5
	Volume of wastewater (thousand m ³)	2,261	2,049	257
	Volume of waste emissions (thousand t)	17.5	14.1	3.7
	Final disposal volume (t)	3.1	21.2	-18.0
	SOx emissions (t)	0.4	0.5	-0.1
	NOx emissions (t)	62.7	38.6	25.3
	Particulates emissions (t)	1.5	2.2	-0.6
	COD emissions (t)	64.6	54.3	11.6

Scope of calculation: Major factories and plants in Japan and affiliates in Japan; For details about the organizations in the scope, see page 80.

* Direct quantitative effects of environmental protection activities are calculated by comparing data for the year with data for the previous fiscal year, with adjustments for production quantity.

* Effect = Environmental burden for previous fiscal period × (Production quantity for current fiscal period / Production quantity for previous fiscal period) – Environmental burden for current fiscal period.

Environmental

■ Economic effects

(Unit: million JPY)

Category	Data aggregation definitions and scope, etc. for each item	FY2022	FY2023
1 Sales of valuable resources	Revenue from sale of used containers, etc.	25	13
2 Energy conservation	Monetary value of the effects from energysaving activities at individual business locations	86	52
3 Resource conservation	Effects derived from the reduction in raw materials used due to higher recovery rates, etc.	320	223
4 Recycling of containers, etc.	Effects derived from product container reuse and adoption of reusable tanks	51	51
5 Reduction waste disposal costs	Reduced expenditure due to reduction in the amount of waste generated	41	5
Total		523	345
Environmental business	Total earnings from products registered as "environmentally friendly products" *1	259*2	1,242*2

Scope of calculation: Major factories and plants in Japan and affiliates in Japan; For details about the organizations in the scope, see page 80.

*1 Sales of environmentally friendly products multiplied by the operating margin.

*2 The sale of electricity from in-house solar power generation equipment is included.

Response to Climate Change

■ CO₂ emissions / CO₂ emissions per unit of sales

		FY2019	FY2020	FY2021	FY2022	FY2023
CO ₂ emissions (t-CO ₂)	Total in Japan	82,736	76,843	79,380	73,404	59,669
	Group total	121,344	118,786	120,893	112,023	99,903
	Asia, China and Eastern Asia	102,193	102,134	101,970	94,850	83,431
	Europe	9,518	8,793	9,753	7,308	6,148
	Americas	9,633	7,859	9,169	9,865	10,324
	Group total	204,080	195,629	200,273	185,427	159,571
CO ₂ emissions per unit of sales (t-CO ₂ /million JPY)		0.73	0.76	0.70	0.58	0.50

Scope of calculation: All bases in Japan and major overseas affiliates engaging in manufacturing; For details about the organizations in the scope, see page 80.

* For the electricity emission factor in Japan, we use the emission factor for each electric power company that is announced every year.

* Overseas electricity emissions factors have been calculated using the emissions factors of individual countries from the Inventory Database for Environmental Analysis (IDEA).

* Past figures have been recalculated retrospectively, given that overseas affiliates adopted a new calculation method in FY2020.

■ Energy consumption / energy use per production unit

		FY2019	FY2020	FY2021	FY2022	FY2023
Energy consumption (kl)	Total in Japan	40,374	38,388	39,849	37,723	30,752
	Major factories and plants in Japan	36,800	35,023	37,056	34,830	28,258
	Affiliates in Japan	3,574	3,365	2,793	2,893	2,494
	Overseas affiliates	50,124	48,625	49,860	47,498	43,354
	Group total	90,498	87,013	89,709	85,221	74,106
Energy use per production unit (L/t)	Major factories and plants in Japan	218.0	222.2	223.9	226.2	178.1
	Overseas affiliates	170.9	170.2	164.1	164.1	156.5

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing; For details about the organizations in the scope, see page 80.

Environmental

■ Scope 1 to 3 emissions

(Unit: t-CO₂)

Item	FY2021	FY2022	FY2023
Scope1 (direct emissions)	48,300	51,027	63,619
Heavy fuel oil A	1,379	994	958
Municipal gas	46,272	43,574	55,175
LPG	109	99	356
Scope2 (indirect emissions from energy sources)	23,960	27,934	90,949
Scope3 (other indirect emissions)	595,797	868,211	1,608,468
Category 1: Purchased goods and services	518,434	766,535	1,421,382
Category 2: Capital goods	19,075	21,823	43,392
Category 3: Fuel and energy related activities not included in Scope 1 or 2	14,908	16,507	29,729
Category 4: Transportation and delivery (upstream)	23,181	36,454	60,878
Category 5: Waste generated in operations	12,374	16,458	27,389
Category 6: Business travel	191	552	936
Category 7: Employee commuting	946	1,565	3,018
Category 8: Leased assets (upstream)	0	160	0
Category 9: Transportation and delivery (downstream)	6,688	8,157	21,745
Category 10: Processing of sold products	—	—	—
Category 11: Use of sold products	—	—	—
Category 12: End-of-life treatment of sold products	—	—	—
Category 13: Leased assets (downstream)	0	0	0
Category 14: Franchise	0	0	0
Category 15: Investments	0	0	0
Total	668,057	947,172	1,763,036
Scope1+Scope2	72,260	78,961	154,568

Scope of calculation: In FY2023, we expanded the scope of calculation by adding overseas bases to the FY2022 scope of calculation (Scope 1 and 2 cover 90% of the artience Group's net sales base, and Scope 3 covers 70%.) For details of the method of calculation and the increase portion, see page 85.

* The scope of calculation in FY2021 was 15 sites, including major domestic factories, plants, and offices of the Group's core operating companies.

* In FY2022, the scope of calculation was expanded by adding non-production bases to major domestic factories, plants, and offices of core operating companies (Scope 1 and 2 for all sites in Japan, and Scope 3 for Category 3, Category 6, and Category 7 for all sites in Japan.) As a result, figures for FY2022 are massively higher than figures for previous fiscal years (increase: 268,290t-CO₂.) Details are provided on pages 76 and 77 of the Sustainability Data Book 2023.

■ Third-party verification of CO₂ emissions data (Japan)

artience Co., Ltd. has undergone third-party verification of its Scope 1 and 2 greenhouse gas (CO₂) emissions at all of its sites in Japan.

Targets of verification	Scope of verification	Verification figures
1	Scope1	42,946 t-CO ₂
2	Scope2	21,196 t-CO ₂ *2

*1 The period from January 1, 2023 through December 31, 2023.

*2 Market standard

Environmental

■ Scopes 1, 2 and 3 emissions calculation method

Item		Calculation method	Applicable to more organizations from 2023 onwards	Emissions increase due to the expansion of the scope of calculation [t-CO ₂]
Scope1 (direct emissions)		Calculated direct emissions from stationary combustion of fuels (heavy fuel oil A, municipal gas, LPG, etc.) in business activities. The emissions unit value set out in Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain of the Ministry of the Environment were used.	Overseas sites	20,673
Scope2 (indirect emissions from energy sources)		Calculated indirect emissions originating from electricity purchased in business activities. The latest emission factors for each electric power company published under the Act on Promotion of Global Warming Countermeasures were used.	Overseas sites	69,753
Scope 3 (other indirect emissions)	Category 1: Purchased goods and services	Calculated emissions by multiplying the cost of raw materials purchased, the cost of merchandise purchased, supplies expense, and the cost of auxiliary materials purchased by the emissions intensity for each item. For items related to consumables and services, the applicable emission factor on the value basis was used for calculation. * Emissions intensity used: IDEA3.3, the input-output table, and global environmental impact intensity	Overseas sites	580,980
	Category 2: Capital goods	Calculated emissions by multiplying capital expenditure (excluding environmental costs) by an emissions intensity (2.73 t-CO ₂ e/million JPY).	Overseas sites	24,460
	Category 3: Fuel and energy related activities not included in Scope 1 or 2	Calculated emissions by multiplying electricity consumption and heat consumption by the emissions intensity. (Emissions intensity used: The Database of Emissions Unit Values for Calculation of Greenhouse Gas Emissions, etc., by Organizations throughout the Supply Chain (Ver. 3.4))	Overseas sites	14,440
	Category 4: Transportation and delivery (upstream)	Calculated emissions using the volumes of raw materials purchased, merchandise purchased, and auxiliary materials and a transportation scenario: a transport of 500 km using a tanker truck or 10-ton truck (a loading ratio of 50%). * Emissions intensity used: IDEA3.3 Calculated CO ₂ emissions associated with the transportation and distribution of our products and merchandise based on regular reports from specified consignors under the Act on Rationalizing Energy Use. Emissions in the scope of specified consignors not subject to reporting were calculated from the value concerning emissions understood by the company's system with the use of the emission intensity and in consideration of the period of storage in external warehouses. Emissions intensity used: Fuel method, improved ton-kilometer method, conventional ton-kilometer method and the input-output table	Overseas sites	31,160
	Category 5: Waste generated in operations	Classified industrial waste by type of waste and by stage of the disposal process (transportation, incineration, and landfill) and calculated emissions by multiplying the amount of industrial waste in each classification by the emissions intensity for each stage. Emissions from sewerage were calculated from the value for the volume of use. * Emissions intensity used: IDEA3.3 and the input-output table	Overseas sites	15,100
	Category 6: Business travel	Calculated emissions by multiplying the number of employees by the emissions intensity (0.130 t-CO ₂ per person per year).	Overseas sites	450
	Category 7: Employee commuting	Classified employees by type of workplace and by location of workplace and calculated emissions by multiplying the number of employees in each classification by the number of business days and by the emissions intensity for each classification. * Emissions intensity used: emissions intensities per employee per business day by type of workplace and by location of workplace set out in the Database of Emissions Unit Values for Calculation of Greenhouse Gas Emissions, etc., by Organizations throughout the Supply Chain (Ver. 3.4)	Overseas sites	1,520
	Category 8: Leased assets (upstream)	Emissions are deemed to be zero because emissions are included in emissions at our business sites (Scopes 1 and 2).	-	-
	Category 9: Transportation and delivery (downstream)	Assumed transportation from a processing company to a retailer and calculated emissions using a transportation scenario: a transport of 100 km using a 4-ton truck (average loading ratio). * Emissions intensity used: IDEA3.3	-	-
	Category 10: Processing of sold products	Do not calculate emissions because there are a wide variety of products and it is difficult to create a scenario about the processing of sold products.	-	-
	Category 11: Use of sold products	Do not calculate emissions because there are a wide variety of products and it is difficult to create a scenario about the use of sold products.	-	-
	Category 12: End-of-life treatment of sold products	Do not calculate emissions because there are a wide variety of products and it is difficult to create a scenario about the end-of-life treatment of sold products.	-	-
	Category 13: Leased assets (downstream)	Emissions are deemed to be zero because we have no applicable leased assets.	-	-
	Category 14: Franchise	Emissions are deemed to be zero because we have no franchises.	-	-
	Category 15: Investments	Emissions are deemed to be zero because we do not engage in investment business activities directly.	-	-

* For the scope of calculation, see page 84.

Environmental

Water Resources Management

Water consumption

(Unit: thousand m³)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total in Japan	2,912	2,728	3,018	2,861	2,505
Major factories and plants in Japan	2,869	2,689	2,986	2,831	2,470
Affiliates in Japan	43	39	32	30	35
Overseas affiliates	2,570	2,699	2,577	1,996	2,328
Group total	5,482	5,427	5,595	4,857	4,833

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing (covers 100% in Japan and approx. 91% overseas); For details about the organizations in the scope, see page 80.

Water withdrawal by source

(Unit: thousand m³)

	FY2019	FY2020	FY2021	FY2022	FY2023
Japan					
Water supplied	186	174	185	172	173
Industrial-use water	6	7	5	4	5
Groundwater	2,720	2,547	2,827	2,685	2,326
Other (rainwater, seawater, river and others)	0	0	0	0	0
Total	2,912	2,728	3,018	2,861	2,505
Overseas					
Water supplied	1,151	1,307	635	1,188	1,862
Industrial-use water	614	81	1,273	116	29
Groundwater	732	578	664	692	437
Other (rainwater, seawater, river and others)	0	0	0	0	0
Total	2,570	2,699	2,577	1,996	2,328

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing (covers 100% in Japan and approx. 91% overseas); For details about the organizations in the scope, see page 80.

Amount of wastewater

(Unit: thousand m³)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total in Japan	2,699	2,727	2,319	2,261	2,049
Major factories and plants in Japan	2,660	2,702	2,302	2,235	2,018
Affiliates in Japan	39	25	17	26	31
Overseas affiliates	1,582	1,472	1,704	1,606	1,769
Group total	4,281	4,199	4,023	3,867	3,818

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing (covers 100% in Japan and approx. 91% overseas); For details about the organizations in the scope, see page 80.

* Figures for FY2022 for major domestic factories and plants have been corrected due to errors in aggregation.

Breakdown of volume of wastewater by destination

(Unit: thousand m³)

	FY2022	FY2023
Japan		
Sewerage networks	1,706	1,568
River	550	476
Sea	5	4
Groundwater	0	0
Total	2,261	2,049
Overseas		
Sewerage networks	1,605	1,287
River	1	482
Sea	0	0
Groundwater	0	0
Total	1,606	1,769

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing (covers 100% in Japan and approx. 91% overseas); For details about the organizations in the scope, see page 80.

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Water intake and consumption in regions with water stress (FY2023)

	Water withdrawal (Unit: thousand m ³)	Ratio to total water intake / consumption (%)	Amount of wastewater (Unit: thousand m ³)	Ratio to total amount of wastewater (%)
Number of business sites assessed as having a high risk or an extremely high risk	153.2	3.17	9.6	0.25

Scope of aggregation: Bases in the Asian region (excluding Japan) that were rated as having high or extremely high water risk, among 44 business sites surveyed in Japan and overseas using Aqueduct 4.0 (Details shown on page 27.)

COD emissions

(Unit: t)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total in Japan	76.8	83.9	68.4	64.6	54.3
Major factories and plants in Japan	76.8	83.9	68.4	64.6	54.3
Affiliates in Japan	0.0	0.0	0.0	0.0	0.0
Overseas affiliates	112.0	75.9	80.3	159.9	104.7
Group total	188.8	159.7	148.7	224.5	159.0

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing (covers 100% in Japan and approx. 91% overseas); For details about the organizations in the scope, see page 80.

Total nitrogen emissions

(Unit: t)

	FY2022	FY2023
Total in Japan	0.7	0.1
Major factories and plants in Japan	0.7	0.1
Affiliates in Japan	0.0	0.0
Overseas affiliates	22.0	12.4
Group total	22.7	12.5

Scope of aggregation: Japan: Toyocolor Co., Ltd. Fuji Factory and Okayama Plant, Toyochem Co., Ltd. Kawagoe Factory and Amagasaki Plant, Toyo Ink Co., Ltd. Saitama Factory, Toyo Visual Solutions Co., Ltd. Moriyama Factory, Toyo-Morton, Ltd., Matsui Chemical Co., Ltd. (covers 97% of the wastewater in Japan.)

Major overseas affiliates engaging in manufacturing. For details about the organizations in the scope, see page 80.

Total phosphorous emissions

(Unit: t)

	FY2022	FY2023
Total in Japan	0.1	0.1
Major factories and plants in Japan	0.1	0.1
Affiliates in Japan	0.0	0.0
Overseas affiliates	0.2	0.2
Group total	0.3	0.3

Scope of aggregation: Japan: Toyocolor Co., Ltd. Fuji Factory and Okayama Plant, Toyochem Co., Ltd. Kawagoe Factory and Amagasaki Plant, Toyo Ink Co., Ltd. Saitama Factory, Toyo Visual Solutions Co., Ltd. Moriyama Factory, Toyo-Morton, Ltd., Matsui Chemical Co., Ltd. (covers 97% of the wastewater in Japan.)

Major overseas affiliates engaging in manufacturing. For details about the organizations in the scope, see page 80.

State of compliance with laws and regulations

(Unit: case)

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of violations of water-related standards and laws and regulations (Japan)	0	0	0	0	0

Environmental

Waste Management

■ Volume of waste emissions / volume of industrial waste emissions / amount of waste treated off-site / final disposal volume

(Unit: t)

		FY2019	FY2020	FY2021	FY2022	FY2023
Volume of waste emissions	Total in Japan	18,026	16,432	18,053	17,456	14,112
	Major factories and plants in Japan	15,805	14,354	15,984	15,408	11,918
	Affiliates in Japan	2,221	2,078	2,068	2,047	2,194
	Overseas affiliates	14,840	13,817	15,999	14,410	12,341
	Group total	32,867	30,249	34,052	31,866	26,453
Volume of industrial waste emissions	Total in Japan	7,138	7,572	8,956	7,865	5,869
	Major factories and plants in Japan	6,459	6,763	8,337	7,345	5,230
	Affiliates in Japan	679	809	619	520	638
Amount of waste treated off-site	Total in Japan	14,505	12,900	13,949	13,466	10,625
	Major factories and plants in Japan	12,333	11,075	12,154	11,774	8,745
	Affiliates in Japan	2,173	1,825	1,796	1,692	1,880
Final disposal volume	Total in Japan	6.4	6.5	4.7	3.1	21.2
	Major factories and plants in Japan	0.4	0.1	0	0	0
	Affiliates in Japan	6.0	6.4	4.7	3.1	21.2
Recycling	Total in Japan	18,020	16,426	18,048	17,453	14,091
Recycling rate(%)	Total in Japan	100.0	100.0	100.0	100.0	99.8

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing (covers 100% in Japan and approx. 91% overseas); For details about the organizations in the scope, see page 80.

* The data on affiliates in Japan for FY2022 include figures of the Kansai Branch Office (Neyagawa), the Kansai Branch Office (Toyama), the Chubu Branch Office (Kasugai), Toyo Ink Hokkaido Co, Ltd, Toyo Ink Chushikoku Co, Ltd. (Okayama), Toyo Ink Chushikoku Co, Ltd. (Takamatsu) and Toyo Ink Kyushu Co, Ltd. (Fukuoka).

* In FY2023, Toyo Ink Co, Ltd. was consolidated and abolished as an organization, but the scope of aggregation remains unchanged from FY2022.

* Past figures have been recalculated retrospectively, given that overseas affiliates adopted a new calculation method in FY2020.

■ Volume of hazardous / non-hazardous waste emissions

(Unit: t)

		FY2020	FY2021	FY2022	FY2023
Hazardous waste	Valuables	1,187	996	1,118	1,186
	Reuse within the Group	3,532	3,940	3,983	3,487
	Recycling at recyclers	2,714	2,957	2,827	2,143
	Landfill	0	0	0	0
	Total	7,433	7,892	7,927	6,816
Non-hazardous waste	Valuables	2,963	3,695	3,901	3,227
	Reuse within the Group	0	4	6	0
	Recycling at recyclers	6,021	6,457	5,618	4,048
	Landfill	6	3	3	21
	Total	8,990	10,159	9,528	7,296

Scope of calculation: Major factories and plants in Japan, affiliates in Japan (100% covered); For details about the organizations in the scope, see page 80.

* The data on affiliates in Japan for FY2022 include figures of the Kansai Branch Office (Neyagawa), the Kansai Branch Office (Toyama), the Chubu Branch Office (Kasugai), Toyo Ink Hokkaido Co, Ltd, Toyo Ink Chushikoku Co, Ltd. (Okayama), Toyo Ink Chushikoku Co, Ltd. (Takamatsu) and Toyo Ink Kyushu Co, Ltd. (Fukuoka).

* In FY2023, Toyo Ink Co, Ltd. was consolidated and abolished as an organization, but the scope of aggregation remains unchanged from FY2022.

* Hazardous waste: specially controlled industrial waste (waste oil, PCB, waste acid, waste alkali)

Environmental

Pollution Prevention

■ NOx emissions

(Unit: t)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total in Japan	46.7	50.8	53.2	62.7	38.6
Major factories and plants in Japan	45.6	49.9	53.1	62.6	38.4
Affiliates in Japan	1.0	0.9	0.2	0.2	0.2
Overseas affiliates	46.5	22.9	21.6	32.2	28.5
Group total	93.1	73.7	74.8	94.9	67.1

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing (covers 100% in Japan and approx. 91% overseas); For details about the organizations in the scope, see page 80.

* Past figures have been recalculated retrospectively, given that overseas affiliates adopted a new calculation method in FY2020.

■ SOx emissions

(Unit: t)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total in Japan	1.2	1.0	0.8	0.4	0.5
Major factories and plants in Japan	1.2	1.0	0.8	0.4	0.5
Affiliates in Japan	0	0	0	0	0
Overseas affiliates	9.3	3.5	6.5	12.8	14.3
Group total	10.5	4.5	7.2	13.2	14.8

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing (covers 100% in Japan and approx. 91% overseas); For details about the organizations in the scope, see page 80.

* Past figures have been recalculated retrospectively, given that overseas affiliates adopted a new calculation method in FY2020.

■ Particulate emissions

(Unit: t)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total in Japan	2.1	2.0	1.7	1.5	2.2
Major factories and plants in Japan	2.0	1.9	1.7	1.5	2.2
Affiliates in Japan	0.1	0.1	0.0	0.0	0.0
Overseas affiliates	10.1	22.0	6.6	8.8	7.2
Group total	12.2	24.0	8.2	10.3	9.4

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing (covers 100% in Japan and approx. 91% overseas); For details about the organizations in the scope, see page 80.

* Past figures have been recalculated retrospectively, given that overseas affiliates adopted a new calculation method in FY2020.

■ VOC emissions

(Unit: t)

	FY2020	FY2021	FY2022	FY2023
Total in Japan	48.6	44.3	53.3	52.7
Major factories and plants in Japan	47.9	44.0	53.2	52.4
Affiliates in Japan	0.6	0.4	0.1	0.3

Scope of calculation: Major factories and plants in Japan, affiliates in Japan (100% covered); For details about the organizations in the scope, see page 80.

Chemical Substance Management

■ Chemical substance emissions

(Unit: t)

	FY2019	FY2020	FY2021	FY2022	FY2023
Total in Japan	134.5	131.3	118.4	149.7	102.8
Major factories and plants in Japan	132.6	129.5	117.2	149.3	100.7
Affiliates in Japan	2.0	1.8	1.1	0.4	2.1
Overseas affiliates	183.8	316.7	213.3	107.3	144.8
Group total	318.3	448.0	331.7	257.0	247.6

Scope of calculation: Major factories and plants in Japan, affiliates in Japan and major overseas affiliates engaging in manufacturing (covers 100% in Japan and approx. 91% overseas); For details about the organizations in the scope, see page 80.

* Past figures have been recalculated retrospectively due to the revision of the operation method of the aggregation system and a review of substances covered by PRTR in FY2023.

* Past figures have been recalculated retrospectively, given that overseas affiliates adopted a new calculation method in FY2020.

Environmental

■ Emissions and transfers of PRTR-designated chemicals (FY2023)

(Unit: kg)

PRTR substance name	Ordinance designation number*1	Amount emitted			Amount transferred	
		Atmo-sphere	Public waters	Soil	Sewerage	Waste materials
acrylamide	2	0	0	0	0	0
ethyl acrylate	3	35	0	0	0	44
acrylic acid and its water-soluble salts	4	16	0	0	0	14
2-(dimethylamino)ethyl acrylate	5	0	0	0	0	44
n-butyl acrylate	7	1,850	0	0	0	8,180
methyl acrylate	8	24	0	0	0	0
2-aminoethanol	20	0	0	0	0	0
antimony and its compounds	31	0	0	0	0	1,305
3-isocyanatomethyl-3,5,5-trimethylcyclohexyl isocyanate	34	120	0	0	0	550
4,4'-isopropylidenediphenol	37	0	0	0	0	25,000
ethylbenzene	53	23,340	0	0	0	54,330
ethylene glycol monoethyl ether	57	110	0	0	0	46
p-alkylphenol (alkyl C=8)	74	0	0	0	0	17,000
xylene	80	23,352	0	0	0	54,407
cresol	86	7	0	0	0	0
chromium and chromium(III) compounds	87	0	0	0	0	1,103
chromium(VI) compounds	88	0	0	0	0	0
cobalt and its compounds	132	0	0	0	0	239
2-ethoxyethyl acetate	133	180	0	0	0	630
vinyl acetate	134	29	0	0	0	29
2,6-di-tert-butyl-4-cresol	207	0	0	0	0	190
N,N-dimethylformamide	232	0	0	0	0	0
styrene	240	40	0	0	0	120
Alkanol (C=10)	257	0	0	0	0	0
terephthalic acid	270	0	0	0	0	6,000
dimethyl terephthalate	271	0	0	0	0	0
copper salts (water-soluble, except complex salts)	272	0	0	0	0	0
tolylene diisocyanate	298	0	0	0	0	3,300
toluene	300	4,990	0	0	0	26,600
naphthalene	302	0	0	0	0	130
nickel compounds	309	0	0	0	0	382
alkylphenol (alkyl C=9)	320	0	0	0	0	1,200
vanadium compounds	321	0	0	0	0	35
phenol	349	7	0	0	0	29
bis(2-ethylhexyl)phthalate	355	0	0	0	0	22
hexamethylene diisocyanate	391	0	0	0	0	290
n-hexane	392	57	0	0	0	230
water-soluble salts of peroxodisulfuric acid	395	0	0	0	0	15
1,2,4-benzenetricarboxylic 1,2-anhydride	401	0	0	0	0	66
poly(oxyethylene)alkyl ether(alkyl C=12-15)	407	0	0	0	0	74
sodium poly(oxyethylene) dodecyl ether sulfate	409	0	0	0	0	130
formaldehyde	411	41	0	0	0	0
manganese and its compounds	412	0	0	0	0	98
phthalic anhydride	413	0	0	0	0	0
methacrylic acid	415	21	0	0	0	98
methyl methacrylate	420	181	0	0	0	743
methylenebis(4,1-phenylene) diisocyanate	448	0	0	0	0	0
molybdenum and its compounds	453	0	0	0	0	0

Environmental

■ Emissions and transfers of PRTR-designated chemicals (FY2023)

(Unit: kg)

PRTR substance name	Ordinance designation number*1	Amount emitted			Amount transferred	
		Atmo-sphere	Public waters	Soil	Sewerage	Waste materials
tri-n-butyl phosphate	462	0	0	0	0	0
2-ethylhexyl acrylate	564	0	0	0	0	41,500
Polycondensation product of adipic acid, (N-(2-aminoethyl)ethane-1,2-diamine or N,N'-bis(2-aminoethyl)ethane-1,2-diamine), and 2-(chloromethyl)oxirane	566	0	0	0	0	7,700
acetylacetone	568	47	0	0	0	220
alkane-1-amine (alkane structure is linear, alkane C=8, 10, 12, 14, 16, 18 and these mixtures), (z)-octadeca-9-en-1-amine, and (9Z, 12Z)-octadeca-9,12-dien-1-amine and these mixtures	576	88	0	0	0	2,300
oxirane polyadducts of alkane-1-amine (alkane structure is linear, alkane C=8,10,12,14,16,18 and these mixtures), oxirane polyadducts of (Z)-octadeca-9,12-dien-1-amine, and mixtures of oxirane polyadducts of (9Z,12Z)-octadeca-9,12-dien-1-amine	577	0	0	0	0	490
alpha-alkyl-omega-hydroxypoly(oxyethane-1,2-diyl) (alkyl C=16 to 18 and these mixtures, and its number-average molecular weight < 1,000), and alpha-alkenyl-omega-hydroxypoly(oxyethane-1,2-diyl) (alkenyl C=16 to 18 and these mixtures, and its number-average molecular weight < 1,000), and these mixtures	578	0	0	0	0	0
alpha-(isocyanatobenzyl)-omega-(isocyanatophenyl)poly[(isocyanatophenylene)methylene]	585	0	0	0	0	67
ethylene glycol monobutyl ether	594	334	0	0	0	1,630
diethanolamine	626	0	0	0	0	0
diethylene glycol monobutyl ether	627	0	0	0	0	32,000
cyclohexane	629	0	0	0	0	0
organic tin compounds (excluding bis(tributyltin) oxide)	664	0	0	0	0	0
trimethylbenzene	691	258	0	0	0	1,136
trimethoxy-[3-(oxiran-2-ylmethoxy) propyl] silane	693	231	0	0	0	1,120
bis(2,2,6,6-tetramethyl-4-piperidyl) sebacate	705	0	0	0	0	120
tert-butyl 2-ethylperoxyhexanoate	712	0	0	0	0	2,039
2-tert-butoxyethanol	720	1,100	0	0	0	5,400
hexane dihydrazide	727	0	0	0	0	0
heptane	731	5	0	0	0	26
methyl isobutyl ketone	737	180	0	0	0	530
n-methyl-2-pyrrolidone	746	0	0	0	0	0

Scope of calculation: Major factories and plants in Japan; For details about the organizations in the scope, see page 80.

* In FY2023, we revised the operation method of the aggregation system and reviewed substances covered by PRTR.

*1 The control number of Class I Designated Chemical Substances

Social

Human Resource Management

Number of employees

			FY2021	FY2022	FY2023
Number of employees (employees)	artience	male	306	304	288
		female	96	99	100
Total		402	403	388	
Toyo Ink	male	579	585	673	
	female	73	75	88	
	Total	652	660	761	
Toyochem	male	486	493	513	
	female	73	73	82	
	Total	559	566	595	
Toyocolor	male	445	426	424	
	female	56	58	56	
	Total	501	484	480	
Affiliates in Japan (consolidated)*	male	786	768	608	
	female	177	183	162	
	Total	963	951	770	
Overseas affiliates (consolidated)	male	—	3,754	3,792	
	female	—	1,112	1,050	
	Total	4,810	4,866	4,842	
Group total	male	—	6,330	6,298	
	female	—	1,600	1,538	
	Total	7,887	7,930	7,836	

Aggregation scope: Global (consolidated)

* Consolidated subsidiaries in Japan excluding Toyo Ink Co., Ltd., Toyochem Co., Ltd., and Toyocolor Co., Ltd.

Employees by business area

			FY2021	FY2022	FY2023
Number of employees (employees)	Japan	male	2,602	2,576	2,506
		female	475	488	488
		Total	3,077	3,064	2,994
China	male	—	1,220	1,171	
	female	—	344	321	
	Total	1,579	1,564	1,492	
Asia	male	—	1,790	1,791	
	female	—	467	491	
	Total	2,251	2,257	2,282	
Americas	male	—	303	385	
	female	—	161	95	
	Total	440	464	480	
Europe and Africa	male	—	441	445	
	female	—	140	143	
	Total	540	581	588	

Aggregation scope: Global (consolidated)

Number of new hires / Average years of service / Rate of regular employees

			FY2021	FY2022	FY2023
Number of new hires (employees)	Number of new graduate hires	Male	40	32	37
		Female	19	17	20
		Total	59	49	57
	Number of mid-career hires	Male	41	49	28
		Female	7	10	2
		Total	48	59	30
Total	Male	81	81	65	
	Female	26	27	22	
	Total	107	108	87	
Average years of service (years)	Male	19.2	19.3	18.9	
	Female	14.6	14.9	14.2	
	Total	18.4	18.6	18.1	
Rate of regular employees (%)			82.1	81.3	81.6

Aggregation scope: Subsidiaries in Japan (consolidated and non-consolidated)

Number of employees by age group, average age

		FY2021	FY2022	FY2023
Number of employees (employees)	Ages 18 to 29	395	380	378
	Ages 30 to 39	709	704	654
	Ages 40 to 49	837	796	777
	Ages 50 to 59	994	1,002	965
	Ages 60 to 64	275	309	326
	Ages 65 and above	13	17	24
Average age (years old)	Male	45.3	45.6	46.0
	Female	41.7	41.9	41.9
	Total	44.7	45.0	45.3

Aggregation scope: Subsidiaries in Japan (consolidated and non-consolidated)

Annual turnover and reasons for leaving the Group

		FY2021	FY2022	FY2023
Annual turnover* (%)		2.01	2.84	3.71
Reasons for leaving the Group (employees)	Company circumstances	0	0	0
	Personal circumstances	45	58	83
	Mandatory retirement age	3	0	9
	Leave period expired	1	6	1
	Reemployment period expired	12	16	7
	Total	61	80	100

Aggregation scope: Japan (Employees who belong to artience Co., Ltd.)

* The annual turnover indicates the percentage of retirees who left the Group due to personal circumstances or who have expired the leave period per the number of all subject employees.

Social

Human resources development

■ List of training programs

Job-class-specific training programs	
<Next-generation leader and manager training>	
Training aimed at developing human resources who will play core roles in management and helping them to acquire management skills such as vision, problem identification, and thinking skills necessary for leaders	
<ul style="list-style-type: none"> · Training for new officers · Program to cultivate next-generation leaders · Team management training · Basic seminar for managerial employees 	
<Skills development training>	
Training aimed at helping employees to acquire the ability to think toward achieving goals	
<ul style="list-style-type: none"> · Practical program for solving issues · Basic program for problem solving 	
<Career development training>	
Training aimed at helping employees acquire the skills and vision necessary for each age group, and training for the development of female leaders	
<ul style="list-style-type: none"> · Career development training for senior employees · Training for on-the-job trainers · Career design training for employees in their fourth year · Follow-up training for employees in their first year · Introductory training for new employees · Dispatching female employees outside the Group · Career training for female employees 	
Job-type-specific training programs	
Training aimed at helping employees acquire the skills necessary for each job type, such as business negotiation skills for sales employees, basic statistical and experimental design training for technical / engineering employees, and QC method training for production employees	
<ul style="list-style-type: none"> · Program for improving business negotiation skills · Basic QC training · Intellectual property program · Training on design of experiments · MI hands-on training 	
Training programs for developing overseas human resources and for overseas national staff	
Overseas workshops for employees who aspire to grow into global human resources, and training to help employees to acquire the skills necessary before starting work at an overseas subsidiary	
<ul style="list-style-type: none"> · Overseas workshop programs · Overseas assignment training · Seminars on the environment and safety 	
e-learning	
<ul style="list-style-type: none"> · Chemical substance and trade control course · DX education (Aidemy) · Kaizen-based (for production employees) 	
Self-development	
<ul style="list-style-type: none"> · GLOBIS Unlimited · JMOOC 	

■ Training costs per employee / in-house recruitment

		FY2021	FY2022	FY2023
Training costs per employee*1	Investment amount (thousand JPY / employee)	30	30	33
In-house recruitment system / Career challenge system (employees)*2	Number of voluntary career development programs adopted	8	11	12
Number of cases eligible for in-house commendation (cases)		4	2	6
Number of applications for Business Idea Competition (cases)*3		122	63	131

*1 Aggregation scope: artience Co., Ltd., Toyo Ink Co., Ltd., Toyochem Co., Ltd., Toyocolor Co., Ltd., and Toyo Visual Solutions Co., Ltd.

*2 Aggregation scope: Subsidiaries in Japan (consolidated and non-consolidated)

*3 Scope of calculation: Global (consolidated) In the business idea contest, teams composed of multiple employees deliver presentations on their activities on subjects they have determined.

Promoting diversity, equity and inclusion

■ Employee diversity

		FY2021	FY2022	FY2023
Rate of female managers (%)*1		4.5	4.5	5.5
Rate of hiring female graduates (%)*2		32.7	32.5	37.0
Number of foreign employees (employees)		27	28	30
Employment of people with disabilities	Number of employees (employees)	42	42	43
	Employment rate (%)	2.56	2.60	2.74
	Average years of service (years)	15.8	15.6	16.9

Aggregation scope: Japan (Employees who belong to artience Co., Ltd.)

*1 As of the following January of each fiscal year

*2 Rate of hiring female graduates joining the company each year in April.

■ Wage Gap between Male and Female

		FY2022	FY2023
Regular employees (%)		76.0	77.3
Non-regular employees (%)		65.1	39.8
All employees (%)		75.5	77.1

Aggregation scope: Subsidiaries in Japan (consolidated and non-consolidated)

* The wage gap between men and women is calculated by dividing the annual average wage for women by the annual average wage for men. Trainings

■ Trainings

		FY2021	FY2022	FY2023
Human rights / harassment training (employees)	Training for new employees	59	49	57
	Overseas assignment training	24	20	20
	Training for managers	86	97	76
	Compliance training	Meetings in each site: 3,456 Improvement Month: 3,740	Meetings in each site: 3,663 Improvement Month: 3,896	Meetings in each site: 3,386 Improvement Month: 3,479
Number of participants in diversity training (employees)*1		—	Total 146	Total 146
Number of ally supporters (employees)*1		—	94	115

Aggregation scope: Subsidiaries in Japan (consolidated and non-consolidated)

*1 Implemented from FY2022

Social

Promoting a Healthy Work-Life Balance

		FY2021	FY2022	FY2023	
Childcare leave	Ratio of employees taking childcare leave, etc. (%)	Male	25.8	92.7	100.0
		Female	100	100	100
	Ratio of employees returning to work after childcare leave (%)	Male	100	100	100
		Female	100	100	100
		Total	100	100	100
Number of employees working shorter hours for childcare (employees)		41	36	34	
Working hours	Total working hours (hr)	1,753	1,723	1,755	
	Average overtime hours (hr/month)	7.6	7.2	7.9	
	Ratio of paid leave taken (%)	57.6	64.0	69.2	
	Average number of days of annual paid leave taken (days)	11.1	12.3	13.3	
	Average number of days of total paid leave taken ^{*1}	15.2	16.7	16.8	
	Ratio of half-day leave taken (%)	69.0	73.7	78.4	
	Rate of use of the selectable welfare program (%)	71.5	85.8	83.2	

Aggregation scope: Japan (Employees who belong to artience Co., Ltd.)

*1 Total paid leave = annual paid leave + nursing care leave + special leave + accumulated leave

Health and Productivity Management

	FY2021	FY2022	FY2023
Rate of receiving health examinations (%)	100	100	100
Health examinations for dependents (%) [*]	82	82	80
Rate of conducting stress checks (%)	93	91	92
Ratio of influenza vaccinations (%)	60	64	59
Number of COVID-19 vaccinations in workplaces	5,600	1,922	Not implemented

Aggregation scope: Japan (Employees who belong to artience Co., Ltd.)

* As of the end of December of each year

Social

Occupational Safety and Health, Process Safety and Disaster Prevention

■ Lost-workday injuries / fatal accidents

			FY2021	FY2022	FY2023
Lost-workday injuries	Number of occurrences (cases)* ¹	Our Group	4	2	3
		Partner companies	2	1	2
Fatal accidents	Number of occurrences (cases)* ¹		0	0	0
		Number of deaths (employees)			
Lost-workday injuries	Frequency rate* ²	Our Group	0.569	0.286	0.438
		Partner companies	—	—	2.744
	Severity rate* ³	Our Group	0.001	0.002	0.003
		Partner companies	—	—	0.056
Work-related diseases and poor physical condition	Number of disease outbreaks (cases)	Our Group and partner companies	0	0	0
	Number of deaths (employees)	Our Group and partner companies	0	0	0

Scope of calculation: Japan Our Group: employees working at all of the business establishments of the Group based in Japan (including contract employees, part-time employees and dispatched employees)

Partner companies: employees of those companies engaged in commissioned services in all business sites of the Group in Japan (including those without capital relationships) which provide data for the Group's companies and implement safety management as the Group's companies do (The total number of employees from partner companies was 481 in 2021, 424 in 2022, and 381 employees in 2023.)

Calculation period: From January to December each year

1 Number of injuries/accidents: Cases where workers suffer diseases, injuries or death arising from their work activities while on duty (wherein diseases or injuries refer to lost-workday for one day or more or non-lost-workday injuries that cause a loss of part of the body or functions, excluding tardive work-related diseases(), food poisoning and infectious diseases). Injuries, illnesses or death arising from commuting accidents are excluded.

* Slow-onset: Illnesses that develop slowly, not acutely due to an accident or disaster. They include pneumoconiosis, lead poisoning, and vibration disorder. (Excerpted from the *Manual for Entering FY2020 Survey Sheet for Survey on Industrial Accidents* by the Ministry of Health, Labour and Welfare)

*2 Lost-workday injury frequency rate: Number of workers suffering or death per million actual working hours in cumulative total, which indicates the frequency of occurrence of lost-workday injuries

*3 Lost-workday injury severity rate: Number of lost-workdays per thousand actual working hours in cumulative total, which indicates severity of lost-workday injuries

■ Number of violations of labor standards-related laws and regulation

	FY2021	FY2022	FY2023
Number of violations of labor standards-related laws and regulations (cases)	0	0	0

Aggregation scope: Subsidiaries in Japan (consolidated and non-consolidated)

Social Contribution Activities

■ Number of employees taking volunteer leave

	FY2021	FY2022	FY2023
Number of employees taking volunteer leave*	4	3	1

Aggregation scope: Japan (Employees who belong to artience Co., Ltd.)

* The system implemented from July 2021

Governance

Corporate Governance

■ Members of major meeting bodies related to corporate governance

			FY2020	FY2021	FY2022	FY2023	FY2024
Composition of the Board of Directors	Gender (persons)	Male	10	8	9	8	9
		Female	1	2	2	3	3
		Percentage of female directors (%)	9.1	20.0	18.2	27.3	25.0
	Total (persons)		11	10	11	11	12
	By age group (%)	Under 30	0	0	0	0	0
		Age 30 to 49	0	0	0	0	0
		Over 50	100	100	100	100	100
Independent Outside Director (persons)		3	4	5	5	6	
Composition of the Group Management Committee	Gender (persons)	Male	11	9	11	11	11
		Female	0	0	0	0	0
	Total (persons)		11	9	11	11	11
Composition of Operating Officers	Gender (persons)	Male	25	23	24	23	15
		Female	1	0	0	0	1
	Total (persons)		26	23	24	23	16

* Members after the annual general meeting of shareholders; except for FY2024, for which the figure is as of March 26, 2024

■ Total amounts of remuneration, etc. by directors and Audit and Supervisory Board members (FY2023)

Position	Total amount of remuneration, etc. (million JPY)	Total amount of remuneration, etc. by type (million JPY)			Number of eligible persons (persons)
		Fixed compensation (Basic compensation)	Variable compensation (Performance-linked compensation)	Transfer-restricted stock-based compensation	
Directors (Excluding Directors who are members of the Audit & Supervisory Committee) (outside directors)	267 (29)	187 (29)	73 (-)	6 (-)	9 (4)
Directors (Audit and Supervisory Committee member) (outside directors)	54 (30)	54 (30)	-	-	4 (3)
Total (outside directors)	321 (59)	241 (59)	73 (-)	6 (-)	Total 13 (Total 7)

* The number of people and the amounts of compensation above include the two directors who resigned at the closing of the Annual General Meeting of Shareholders held on March 23, 2023.

Risk Management

	FY2021	FY2022	FY2023
Serious incidents related to information security (cases)	0	0	0

Compliance

	FY2021	FY2022	FY2023
Serious compliance violations (cases)	0	0	0
Violations related to corruption (cases)	0	0	0
Fines relating to corruption (JPY)	0	0	0