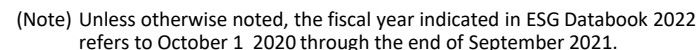


ESG Databook 2022



Sustainability Report 2022

 **T.HASEGAWA CO.,LTD.**



Environmental protection cost and environmental protection effect | Calculation table

Applicable period: FY2021

(Unit: Thousands of Yen)

Environmental Protection Costs			
Category	Major initiatives	Investment	Cost
(1) Costs within business area		75,042	534,844
1 Pollution prevention costs	Increase deodorizing equipment, maintain wastewater treatment facilities Appropriate operation of environmental facilities (wastewater, air, odors, etc.)	25,203	230,500
2 Global environmental protection Costs	Energy conservation measures	49,839	80,569
3 Resource recycling costs	Promote effective use of waste	0	223,775
(2) Upstream/downstream costs		(Notes)	(Notes)
(3) Management activity costs	Committee activities, ISO14001 management	0	66,602
(4) R&D costs		(Notes)	(Notes)
(5) Social activity costs		—	—
(6) Environment damage response costs		—	—
Total		75,042	601,446

(Note) Upstream/downstream costs, R&D costs omitted due to difficulty in accurately ascertaining costs.

Environmental protection cost and environmental protection effect | Calculation table

Applicable period: FY2021

Environmental Protection Effect			
Details of effects		Indicators representing environmental protection effect	
		Indicator category	Indicator value (YoY change)
(1) Costs within business area response effect	(1) Effect of resources injected for business activities	Energy	5,390 GJ reduction
		CO ₂ (Scope 1, 2)	575 t reduction
		Water	20,872 m ³ reduction
	(2) Effect of environmental load and waste products emitted through business activities	Atmospheric emissions Water region emissions	Set self-imposed values to manage emissions
		Waste emissions	Total waste volume 22 t reduction
			Effective utilization rate 97.6%
			Landfill waste volume 0.2 t
(2) Upstream/downstream response effect	Effect on products & services produced from business activities	—	(Notes)
(3) Other environmental protection effect	Effect on shipping, etc.	—	(Notes)

(Note) Upstream/downstream costs, other environmental protection due to difficulty of accurate estimates.

Energy use, CO₂ emissions

	Unit	Scope	Calculation period Calculation point	FY2019	FY2020	FY2021	Supplemental information (used standards, methods, references)
Production volume	t	Non-consolidated	Fiscal year	13,726	13,633	13,472	
Energy consumption	GJ	Non-consolidated	Fiscal year	325,457	303,851	298,461	- Information source of conversion factor: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to organizational energy consumption volume
Of which is fuel	GJ	Non-consolidated	Fiscal year	174,858	159,766	136,075	- Information source of conversion factor: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to organizational energy consumption volume
Of which is electricity	GJ	Non-consolidated	Fiscal year	150,599	144,085	162,387	- Information source of conversion factor: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to organizational energy consumption volume
Energy consumption, YoY rate of change	%	Non-consolidated	Fiscal year	—	-6.6	-1.8	
Energy consumption rate per unit	Crude oil equivalent kl/t	Non-consolidated	Fiscal year	0.612	0.575	0.572	- Calculated as the production volume closely related to energy consumption - Energy consumption (Crude oil equivalent 1kl) per 1t of production and energy used within the organization - Energy categories: Fuel (e.g., city gas, LPG), electricity
Total CO ₂ emissions (Scope 1, 2)	t	Non-consolidated	Fiscal year	16,848	15,518	14,944	- Goal: Reduce by 46% compared to FY2013 levels (18,814t)
Of which are Scope 1 emissions	t	Non-consolidated	Fiscal year	9,566	8,681	7,518	- Gas used for calculation: CO ₂ - Information source of emission factor: GHG Emissions Calculations and Reporting Manual
Of which are Scope 2 emissions Market-base	t	Non-consolidated	Fiscal year	7,282	6,837	7,425	- Gas used for calculation: CO ₂ - Information source of emission factor: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
Of which are Scope 2 emissions Location-base	t	Non-consolidated	Fiscal year	—	6,691	7,214	- Gas used for calculation: CO ₂ - Information source of emission factor: Electricity Operator-Specific Emissions Factor (for calculating the GHG emissions of specific emitters)
CO ₂ emissions per unit	t/t	Non-consolidated	Fiscal year	1.227	1.138	1.109	- Calculated based on production closely related to CO ₂ emission volume - CO ₂ emissions per unit 1t of production volume (Note: Uses Scope 2 market-base)

Energy use, CO₂ emissions

	Unit	Scope	Calculation period Calculation point	FY2019	FY2020	FY2021	Supplemental information (used standards, methods, references)
Scope 3 emissions	t	Non-consolidated	Fiscal year	–	116,650	114,636	
Category 1	t	Non-consolidated	Fiscal year	–	106,214	104,454	- National Institute for Environmental Studies: Global environmental load intensity based on purchaser price - The Ministry of the Environment emission unit value database (Ver.3.1) for calculating the GHG emissions of organizations throughout the supply chain - IDEAv2
Category 2	t	Non-consolidated	Fiscal year	–	4,344	4,381	- The Ministry of the Environment emission unit value database (Ver.3.1) for calculating the GHG emissions of organizations throughout the supply chain
Category 3	t	Non-consolidated	Fiscal year	–	3,247	3,105	- IDEAv2
Category 4	t	Non-consolidated	Fiscal year	–	1,033	954	- The Ministry of the Environment emission unit value database (Ver.3.1) for calculating the GHG emissions of organizations throughout the supply chain - IDEAv2
Category 5	t	Non-consolidated	Fiscal year	–	861	799	- The Ministry of the Environment emission unit value database (Ver.3.1) for calculating the GHG emissions of organizations throughout the supply chain - IDEAv2
Category 6	t	Non-consolidated	Fiscal year	–	500	483	- The Ministry of the Environment emission unit value database (Ver.3.1) for calculating the GHG emissions of organizations throughout the supply chain
Category 7	t	Non-consolidated	Fiscal year	–	393	401	- The Ministry of the Environment emission unit value database (Ver.3.1) for calculating the GHG emissions of organizations throughout the supply chain - IDEAv2
Category 12	t	Non-consolidated	Fiscal year	–	58	59	- The Ministry of the Environment emission unit value database (Ver.3.1) for calculating the GHG emissions of organizations throughout the supply chain

(Note) For Categories 8 to 11, 13 to 15, calculation methods are in the process of being reevaluated. Some of the categories may not be subject to this report.

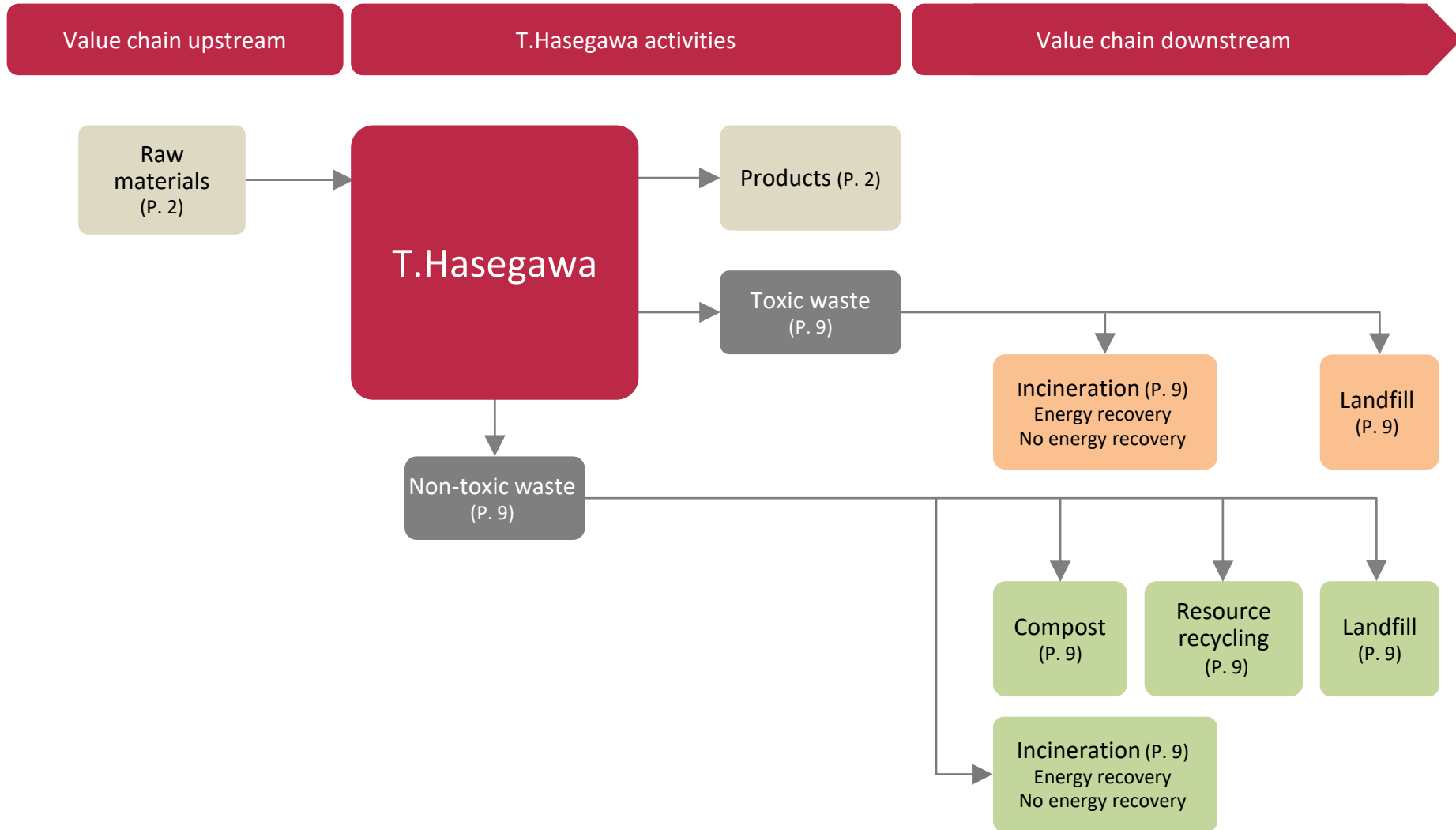
Environmental data (air pollution, water resources)

Air pollution, water resources

		Unit	Scope	Calculation period Calculation point	FY2019	FY2020	FY2021	Supplemental information (used standards, methods, assumptions)
Air pollutants	SOx	kg	Non-consolidated	Fiscal year	0	0	0	
	NOx	kg	Non-consolidated	Fiscal year	6,178	7,881	4,074	
Total wastewater volume		m ³	Non-consolidated	Fiscal year	378,580	363,871	348,838	All freshwater
Of which is surface water		m ³	Non-consolidated	Fiscal year	363,734	349,590	335,207	At the production site, water purified to within wastewater standards outlined in local laws and ordinances is being discharged into the river.
Of which is a third party (local municipality treatment facility, etc.)		m ³	Non-consolidated	Fiscal year	14,846	14,281	13,631	
Water quality	BOD	kg	Non-consolidated	Fiscal year	1,630	1,257	1,678	
	SS	kg	Non-consolidated	Fiscal year	1,099	1,030	1,559	
Total water use		m ³	Non-consolidated	Fiscal year	489,905	463,648	442,776	Total water use refers to water withdrawal. Data gathered from meter readings, utility statements, and water flow measurements for the Production Division.
Of which is tap water		m ³	Non-consolidated	Fiscal year	180,844	164,566	157,654	
Of which is commercial-use water		m ³	Non-consolidated	Fiscal year	148,431	133,190	126,097	
Of which is ground water		m ³	Non-consolidated	Fiscal year	160,630	165,892	159,025	

(Note) Air pollutants: VOC, HAP, POP, PM not applicable

Environmental data (summary of waste produced along the value chain)



Environmental data (waste)

Waste

	Unit	Scope	Calculation period Calculation point	FY2019	FY2020	FY2021	Supplemental information (used standards, methods, assumptions)
Toxic waste volume	t	Non-consolidated	Fiscal year	0.0	0.0	0.2	Slate tiles, etc.
Thermal use (energy recovery)	t	Non-consolidated	Fiscal year	0.0	0.0	0.0	
Thermal use (no energy recovery)	t	Non-consolidated	Fiscal year	0.0	0.0	0.0	
Landfill	t	Non-consolidated	Fiscal year	0.0	0.0	0.2	
Non-toxic waste volume	t	Non-consolidated	Fiscal year	6,680.0	6,045.3	6,023.3	Plant residue, wastewater sludge, waste oil, waste metal, corrugated cardboard, paper, etc.
Resource recycling	t	Non-consolidated	Fiscal year	1,061.9	1,041.4	1,072.6	
Compost	t	Non-consolidated	Fiscal year	4,719.8	4,105.0	4,099.7	
Thermal use (energy recovery)	t	Non-consolidated	Fiscal year	685.0	695.4	707.4	
Thermal use (no energy recovery)	t	Non-consolidated	Fiscal year	213.3	203.5	143.5	
Landfill	t	Non-consolidated	Fiscal year	0.0	0.0	0.0	
Total waste volume	t	Non-consolidated	Fiscal year	6,680.0	6,045.3	6,023.5	
Total effective use amount	t	Non-consolidated	Fiscal year	6,466.7	5,841.8	5,879.7	
Effective utilization rate	%	Non-consolidated	Fiscal year	96.8	96.6	97.6	
Landfill waste	t	Non-consolidated	Fiscal year	0.0	0.0	0.2	

Release and transfer volumes of substances applicable to the PRTR Law

Facility	Cabinet Order No.	Ingredient	FY2018 (2018/4/1-2019/3/31)			FY2019 (2019/4/1-2020/3/31)			FY2020 (2020/4/1-2021/3/31)		
			Amount handled (kg)	Air Emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Air Emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Air Emissions (kg)	Amount transferred (kg)
Fukaya Facility	12	Acetaldehyde	4,460	0	0	3,782	0	0	3,983	0	0
	28	Allyl Alcohol	1,194	0	0	1,193	0	0	-	-	-
	204	Diphenyl ether	1,669	0	0	1,868	0	0	1,293	0	0
	207	2,6-di-tertiary-butyl-4-cresol	4,994	0	0	3,849	0	0	2,583	0	0
	232	N, N-Dimethyl form aldehyde	1,041	0	1,035	1,539	0	1,514	2,731	0	2,591
	300	Toluene	9,497	680	8,817	4,994	476	4,519	8,184	591	7,593
	392	n-Hexane	22,904	1,957	15,247	36,819	1,407	31,329	32,332	1,119	28,119
	399	Benzaldehyde	1,318	0	0	1,626	0	0	1,403	0	0
	436	Alpha Methyl Styrene	2,900	0	0	2,902	0	0	2,902	0	0
Itakura Facility	392	n-Hexane	1,204	1,198	0	-	-	-	-	-	-

(Note) Data reporting fiscal year for release and transfer volumes of substances applicable to the PRTR Law differs from our fiscal year and period.

Human rights and labor-related data (number of employees by employment type, region)

Number of employees by employment type, region

		Unit	Calculation period Calculation point	FY2019	FY2020	FY2021
Number of group employees		People	Fiscal Year End	1,821	1,876	1,949
By employment type	Full-time employee	People	Fiscal Year End	1,607	1,636	1,692
	Full-time contract employee	People	Fiscal Year End	60	72	70
	Short-term employee	People	Fiscal Year End	154	168	187
Number of employees by region				—		
Japan	Full-time employee	People	Fiscal Year End	1,057	1,067	1,087
	Full-time contract employee	People	Fiscal Year End	57	71	68
	Short-term employee	People	Fiscal Year End	78	74	75
USA	Full-time employee	People	Fiscal Year End	130	136	165
	Full-time contract employee	People	Fiscal Year End	0	0	0
	Short-term employee	People	Fiscal Year End	5	19	32
Asia	Full-time employee	People	Fiscal Year End	420	433	440
	Full-time contract employee	People	Fiscal Year End	3	1	2
	Short-term employee	People	Fiscal Year End	71	75	80

(Note) Unless otherwise noted, the end of the fiscal year indicated in ESG Databook 2022 refers to the end of September of 2022.

Human rights and labor-related data (number of male/female employees)

Number of male/female employees

		Unit	Calculation period Calculation point	FY2019			FY2020			FY2021		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Domestic Group	Full-time employee	People	Fiscal Year End	1,057	707	350	1,067	710	357	1,087	719	368
	Full-time contract employee	People	Fiscal Year End	57	47	10	71	56	15	68	52	16
	Short-term employee	People	Fiscal Year End	78	33	45	74	33	41	75	34	41
T.Hasegawa (Non-consolidated)	Full-time employee	People	Fiscal Year End	1,010	677	333	1,017	683	334	1,030	689	341
	Full-time contract employee	People	Fiscal Year End	57	47	10	71	56	15	68	52	16
	Short-term employee	People	Fiscal Year End	62	29	33	60	27	33	66	29	37

Number of employees by age

	Unit	Calculation period Calculation point	FY2019			FY2020			FY2021			Supplemental information (Used standards, methods, and assumptions)
			Total	Male	Female	Total	Male	Female	Total	Male	Female	
Domestic group number of employees (certain employees not included)			1,164	777	387	1,182	788	394	1,191	789	402	Certain short-term employees not included
Under age 30	People	Fiscal Year End	157	93	64	152	91	61	148	90	58	
Age 30 to 50	People	Fiscal Year End	669	437	232	665	437	228	670	440	230	
Over age 50	People	Fiscal Year End	338	247	91	365	260	105	373	259	114	

New hiring

		Unit	Calculation period Calculation point	FY2019			FY2020			FY2021		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Japan	New hires	People	Fiscal year	24	13	11	24	15	9	14	7	7
	Mid-career hires	People	Fiscal year	49	28	21	21	14	7	33	23	10
Asia	New hires	People	Fiscal year	14	6	8	4	0	4	9	4	5
	Mid-career hires	People	Fiscal year	32	18	14	29	21	8	36	15	21

(Note) In the US, we do not separate hiring by new graduates or mid-career candidates.

Retention, turnover

	Unit	Scope	Calculation period Calculation point	FY2019			FY2020			FY2021		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Average years employed	Years	Non-consolidated	Fiscal year	16.8	17.5	15.2	17.2	17.5	15.2	17.3	17.7	16.3
Total turnover	People	Non-consolidated	Fiscal year	12	8	4	11	6	5	13	9	4
Turnover rate	%	Non-consolidated	Fiscal year	1.1	1.1	1.2	1.0	0.8	1.4	1.2	1.2	1.1

Hiring of female

	Unit	Scope	Calculation period Calculation point	FY2019	FY2020	FY2021
Number of female in management positions	People	Group	Fiscal Year End	74	78	84
Percentage of female in management positions	%	Group	Fiscal Year End	22.9	23.8	24.9

Hiring of local employees, percentage of senior management hired from local communities

	Unit	Calculation period Calculation point	FY2019	FY2020	FY2021
Total number of overseas Group company officers	People	Fiscal Year End	28	28	30
Number of local officers	People	Fiscal Year End	3	3	3
Percentage of local officers	%	Fiscal Year End	11	11	10

Labor-related

	Unit	Scope	Calculation period Calculation point	FY2019	FY2020	FY2021
Percentage of employees applicable to collective bargaining agreement (Parameter: All employees)	%	Non-consolidated	Fiscal Year End	54.5	54.0	53.0
Percentage of employees application to collective bargaining agreement (Parameter: Non-management full-time employees)	%	Non-consolidated	Fiscal Year End	93.3	95.3	97.3

Wages

	Scope	Monthly wages (yen)	Compared to minimum wage in Tokyo (%)	Supplemental information (used standards, methods, assumptions)
Proportion of standard new employee wages relative to local minimum wage		—	—	Tokyo minimum wage (Sept. 2021): 1,041 yen 1,041 yen x 150 hours = 156,150 yen
University graduate	Non-consolidated	206,000	131.9	Bonus system depends on grade and course, with no gender or region-based differences between employees with the same qualifications. April 2021 starting salaries
Graduate school graduates	Non-consolidated	225,900	144.7	Bonus system depends on grade and course, with no gender or region-based differences between employees with the same qualifications. April 2021 starting salaries

Childcare support

	Unit	Scope	Calculation period Calculation point	FY2019	FY2020	FY2021
Number of employees taking childcare leave (male)	People	Domestic group	Fiscal year	1	3	13
Number of employees taking childcare leave (female)	People	Domestic group	Fiscal year	13	12	13
Total number of employees returning from childcare leave during reporting period (male)	People	Domestic group	Fiscal year	1	3	11
Total number of employees returning from childcare leave during reporting period (female)	People	Domestic group	Fiscal year	9	10	14
Total number of employees still with company 12 months after returning from childcare leave (male)	People	Domestic group	Fiscal year	2	1	3
Total number of employees still with company 12 months after returning from childcare leave (female)	People	Domestic group	Fiscal year	16	9	10
Employee return rate after childcare leave (male)	%	Domestic group	Fiscal year	100	100	100
12-month employee retention rate after childcare leave (male)	%	Domestic group	Fiscal year	100	100	100
Employee return rate after childcare leave (female)	%	Domestic group	Fiscal year	100	100	100
12-month employee retention rate after childcare leave (female)	%	Domestic group	Fiscal year	100	100	100
Number of employees using reduced work hours for childcare (male)	People	Domestic group	Fiscal year	0	0	1
Number of employees using reduced work hours for childcare (female)	People	Domestic group	Fiscal year	36	29	38

Safety & health

	Unit	Scope	Calculation period Calculation point	FY2019	FY2020	FY2021	Supplemental information (used standards, methods, assumptions)
Number of workplace deaths	People	Non-consolidated	Fiscal year	0	0	0	
Number of accidents requiring leave	People	Non-consolidated	Fiscal year	2	3	1	Excluding commuting accidents
Number of accidents not requiring leave	People	Non-consolidated	Fiscal year	3	6	7	Excluding commuting accidents
Percentage of worktime loss from accidents resulting in leave	—	Non-consolidated	Fiscal year	1.09	1.61	0.53	Excluding commuting accidents Excluding accidents not requiring leave
Percentage of worktime loss from occupational accidents resulting in leave	—	Non-consolidated	Fiscal year	0.0024	0.0032	0.0048	Excluding commuting accidents
Percentage of worktime loss from occupational illnesses resulting in leave	—	Non-consolidated	Fiscal year	0	0	0	

Overwork prevention

	Unit	Scope	April 2018 to March 2019	April 2019 to March 2020	April 2020 to March 2021
Average paid leave days used	Days	Non- consolidated	11.1	11.8	10.5
Paid leave acquisition rate	%	Non- consolidated	59.7	63.6	56.8

Governance-related data

Governance

	Unit	Scope	Calculation period Calculation point	FY2019	FY2020	FY2021	(Reference) FY2022
Number of directors	People	Non-consolidated	Fiscal Year End	9	8	6	8
Of which are female	People	Non-consolidated	Fiscal Year End	0	0	0	1
Of which are outside directors	People	Non-consolidated	Fiscal Year End	2	2	2	3
Number of Board of Directors' meetings	Times	Non-consolidated	Fiscal year	12	11	12	—
Number of auditors	People	Non-consolidated	Fiscal Year End	4	4	4	4
Of which are female	People	Non-consolidated	Fiscal Year End	1	1	1	1
Number of outside auditors	People	Non-consolidated	Fiscal Year End	3	3	3	3
Number of Board of Auditors' meetings	Times	Non-consolidated	Fiscal year	11	12	11	—

*As of end of March 2022