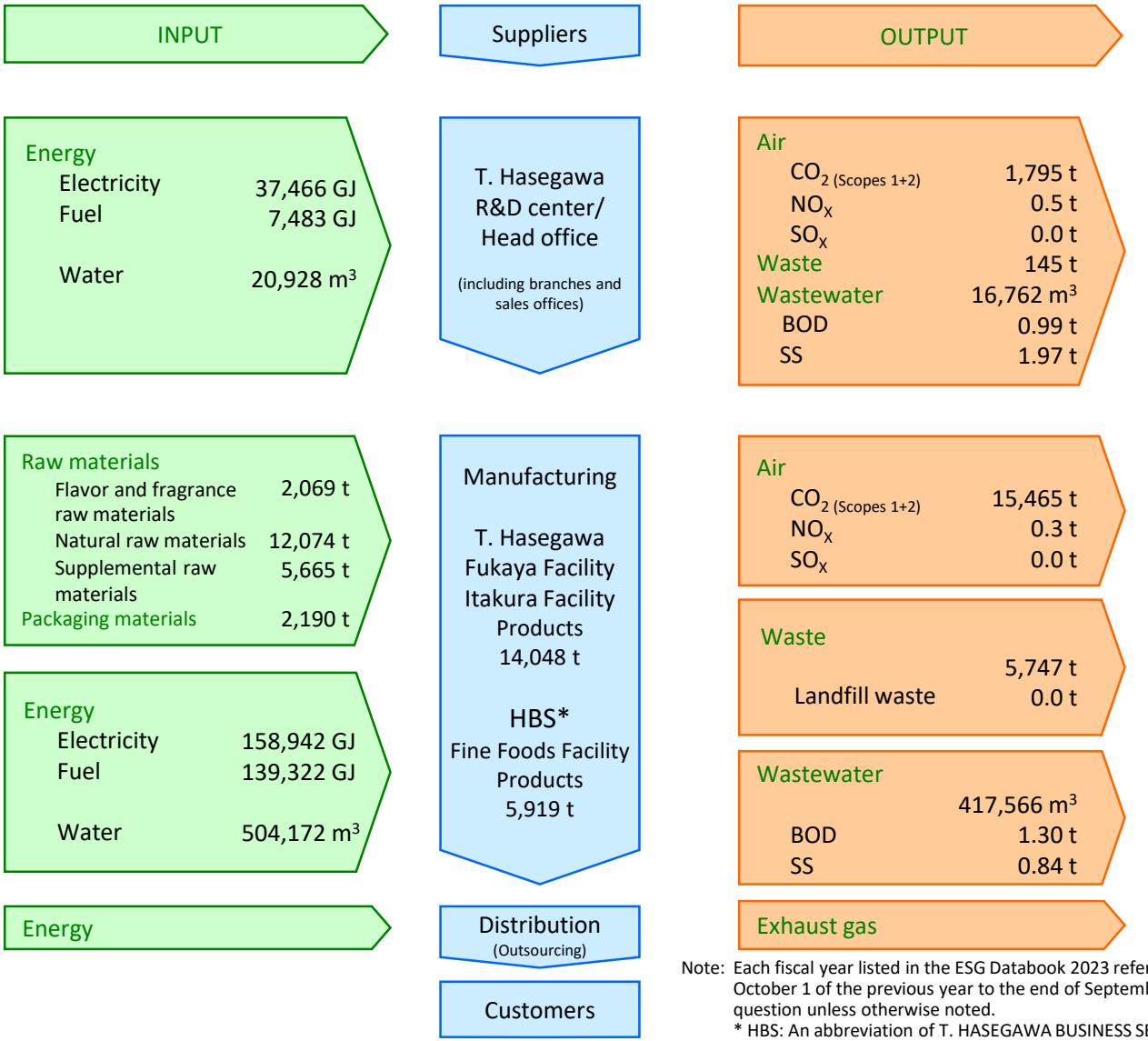
ESG Databook 2023

Separate Volume of Sustainability Report 2023

T.HASEGAWA CO.,LTD.

Environmental data (Environmental impact of business activities: FY2022)



Note: Each fiscal year listed in the ESG Databook 2023 refers to a year from October 1 of the previous year to the end of September of the year in question unless otherwise noted.
* HBS: An abbreviation of T. HASEGAWA BUSINESS SERVICE CO., LTD.

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Environmental protection cost and environmental protection effect | Calculation table

Applicable period: FY2022

(Unit: 1,000 yen)

Environmental protection costs (Non-consolidated basis)			
Category	Main initiative	Investment	Cost
(1) Costs within the business area		66,979	510,352
1. Pollution prevention costs	Increase in deodorizing equipment, and maintenance of wastewater treatment facilities Proper operation of environmental facilities (wastewater, air, odors, etc.)	2,854	207,856
2. Global environmental protection costs	Energy conservation measures	64,125	67,525
3. Resource recycling costs	Promotion of effective use of waste products	0	234,971
(2) Upstream/downstream costs		(Note)	(Note)
(3) Management activity costs	Committee activities, ISO 14001 management	0	83,000
(4) R&D costs		(Note)	(Note)
(5) Social activity costs		—	—
(6) Environment damage response costs		—	—
Total		66,979	593,352

Note: Upstream/downstream costs and R&D costs are omitted because they are difficult to ascertain accurately.

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Environmental protection cost and environmental protection effect | Calculation table

Applicable period: FY2022

(Unit: 1,000 yen)

Environmental protection effect					
Details of the effect		Indicators representing the environmental protection effect			
		Indicator category		Indicator value (YoY change)	
				Non-consolidated basis	Consolidated basis in Japan
1. Effects corresponding to the costs within the business area	(1) Effects on resources put in business activities	Energy		-1,372 GJ	-1,029 GJ
		CO_2 (Scopes 1 and 2)		-240 t	-187 t
		Water		-5,522 m^3	-451 m^3
	(2) Effects on environmental impact and waste products emitted from business activities	Atmospheric emissions Water region emissions		Self-imposed values were set to manage emissions	
		Waste and other emissions	Total waste volume (Note)*	-683 t	-640 t
			Effective utilization rate	96.4 %	96.3 %
			Landfill waste volume	0 t	0 t
2. Effects corresponding to upstream/downstream costs	Effects on goods and services produced from business activities	—		(Note)**	
3. Other environmental protection effects	Effects on transport, etc.	—		(Note)**	

Note*: In FY2022, the calculation was changed to count only waste, excluding valuables.

Note**: Effects corresponding to upstream/downstream costs and other environmental protection effects are omitted because they are difficult to ascertain accurately.

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Energy use and CO_2 emissions (Non-consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022	Supplementary information (standards/methods used, references, etc.)
Production volume	t	Non-consolidated basis	Fiscal year	13,633	13,472	14,048	
Energy consumption	GJ	Non-consolidated basis	Fiscal year	303,851	299,602	298,230	- Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to energy consumption within the organization
Of which fuel	GJ	Non-consolidated basis	Fiscal year	159,766	136,437	125,078	- Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to energy consumption within the organization
Of which electricity	GJ	Non-consolidated basis	Fiscal year	144,085	163,165	173,153	- Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to energy consumption within the organization
Energy consumption YoY rate reduction	%	Non-consolidated basis	Fiscal year	- 6.6	- 1.4	- 0.5	
Energy consumption rate per unit	Crude oil equivalent kl/t	Non-consolidated basis	Fiscal year	0.575	0.572	0.548	- Calculated using the production volume that is closely related to energy consumption - Energy consumption (Crude oil equivalent 1 kl) per 1 t of production and energy used within the organization are used - Energy categories: Fuel (e.g., city gas, LPG) and electricity
Total CO_2 emissions (Scopes 1 and 2)	t	Non-consolidated basis	Fiscal year	15,518	14,905	14,665	- Target: 46% reduction compared to the FY2013 level (18,793 t)
Of which scope 1 emissions	t	Non-consolidated basis	Fiscal year	8,681	7,442	6,873	- Gas used for calculation: CO_2 - Information source of emission factor used: GHG Emissions Calculations and Reporting Manual
Of which scope 2 emissions Market-base	t	Non-consolidated basis	Fiscal year	6,837	7,463	7,792	- Gas used for calculation: CO_2 - Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
Of which scope 2 emissions Location-base	t	Non-consolidated basis	Fiscal year	6,691	7,251	7,399	- Gas used for calculation: CO_2 - Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
CO_2 emissions per unit	t/t	Non-consolidated basis	Fiscal year	1.138	1.106	1.044	- Calculated based on the production volume closely related to CO_2 emissions - CO_2 emissions per 1 t of production volume (Note: Scope 2 market-base is used)

Note: The data related to CO_2 emissions for FY2021 is different from the figures in the ESG Databook 2022, which is a result of recalculation.
Note: For FY2021 and FY2022 CO_2 emissions, a third-party verification was conducted. For details, refer to the end of this Databook.

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Energy use and CO_2 emissions (Non-consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022	Supplementary information (standards/methods used, references, etc.)
Scope 3 emissions	t	Non-consolidated basis	Fiscal year	116,650	115,143	135,029	
Category 1	t	Non-consolidated basis	Fiscal year	106,214	104,454	124,296	- National Institute for Environmental Studies: Global environmental impact intensity based on purchaser price - The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain - IDEAv2
Category 2	t	Non-consolidated basis	Fiscal year	4,344	4,381	3,527	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain
Category 3	t	Non-consolidated basis	Fiscal year	3,247	3,099	3,027	- IDEAv2
Category 4	t	Non-consolidated basis	Fiscal year	1,033	954	1,801	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain - IDEAv2
Category 5	t	Non-consolidated basis	Fiscal year	861	795	846	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain - IDEAv2
Category 6	t	Non-consolidated basis	Fiscal year	500	483	585	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain
Category 7	t	Non-consolidated basis	Fiscal year	393	918	888	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain
Category 8	t	–	–	N/A	N/A	N/A	
Category 9	t	–	–	N/A	N/A	N/A	
Category 10	t	–	–	N/A	N/A	N/A	
Category 11	t	–	–	N/A	N/A	N/A	
Category 12	t	Non-consolidated basis	Fiscal year	58	59	60	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain
Category 13	t	–	–	N/A	N/A	N/A	
Category 14	t	–	–	N/A	N/A	N/A	
Category 15	t	–	–	N/A	N/A	N/A	

Note: For categories indicated as N/A, the calculation method is being considered or they are not applicable.
Note: The data related to CO_2 emissions for FY2021 is different from the figures in the ESG Databook 2022, which is a result of recalculation.
Note: For FY2021 and FY2022 CO_2 emissions, a third-party verification was conducted. For details, refer to the end of this Databook.

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Energy use and CO_2 emissions (Consolidated basis in Japan)

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022	Supplementary information (standards/methods used, references, etc.)
Production volume	t	Consolidated basis in Japan	Fiscal year	19,419	19,516	19,967	
Energy consumption	GJ	Consolidated basis in Japan	Fiscal year	352,087	344,243	343,214	- Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to energy consumption within the organization
Of which fuel	GJ	Consolidated basis in Japan	Fiscal year	182,354	158,681	146,805	- Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to energy consumption within the organization
Of which electricity	GJ	Consolidated basis in Japan	Fiscal year	169,733	185,562	196,409	- Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use - Limited to energy consumption within the organization
Energy consumption YoY rate reduction	%	Consolidated basis in Japan	Fiscal year	8.2	- 2.2	- 0.3	
Energy consumption rate per unit	Crude oil equivalent kl/t	Consolidated basis in Japan	Fiscal year	0.468	0.455	0.443	- Calculated using the production volume that is closely related to energy consumption - Energy consumption (Crude oil equivalent 1 kl) per 1 t of production and energy used within the organization are used - Energy categories: Fuel (e.g., city gas, LPG) and electricity
Total CO_2 emissions (Scopes 1 and 2)	t	Consolidated basis in Japan	Fiscal year	17,913	17,447	17,260	
Of which scope 1 emissions	t	Consolidated basis in Japan	Fiscal year	10,142	8,968	8,379	- Gas used for calculation: CO_2 - Information source of emission factor used: GHG Emissions Calculations and Reporting Manual
Of which scope 2 emissions Market-base	t	Consolidated basis in Japan	Fiscal year	7,771	8,479	8,881	- Gas used for calculation: CO_2 - Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
Of which scope 2 emissions Location-base	t	Consolidated basis in Japan	Fiscal year	7,631	8,244	8,436	- Gas used for calculation: CO_2 - Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
CO_2 emissions per unit	t/t	Consolidated basis in Japan	Fiscal year	0.922	0.894	0.864	- Calculated based on the production volume closely related to CO_2 emissions - CO_2 emissions per 1 t of production volume (Note: Scope 2 market-base is used)

Note: For FY2022 CO_2 emissions, a third-party verification was conducted. For details, refer to the end of this Databook.

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Energy use and CO_2 emissions (Consolidated basis in Japan)

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022	Supplementary information (standards/methods used, references, etc.)
Scope 3 emissions	t	Consolidated basis in Japan	Fiscal year	–	–	136,693	
Category 1	t	Consolidated basis in Japan	Fiscal year	–	–	124,796	- National Institute for Environmental Studies: Global environmental impact intensity based on purchaser price - The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain - IDEAv2
Category 2	t	Consolidated basis in Japan	Fiscal year	–	–	3,527	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain
Category 3	t	Consolidated basis in Japan	Fiscal year	–	–	3,436	- IDEAv2
Category 4	t	Consolidated basis in Japan	Fiscal year	–	–	2,344	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain - IDEAv2
Category 5	t	Consolidated basis in Japan	Fiscal year	–	–	968	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain - IDEAv2
Category 6	t	Consolidated basis in Japan	Fiscal year	–	–	596	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain
Category 7	t	Consolidated basis in Japan	Fiscal year	–	–	962	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain
Category 8	t	–	–	–	–	N/A	
Category 9	t	–	–	–	–	N/A	
Category 10	t	–	–	–	–	N/A	
Category 11	t	–	–	–	–	N/A	
Category 12	t	Consolidated basis in Japan	Fiscal year	–	–	63	- The Ministry of the Environment emission unit value database (Ver. 3.2) for calculating the GHG emissions of organizations throughout the supply chain
Category 13	t	–	–	–	–	N/A	
Category 14	t	–	–	–	–	N/A	
Category 15	t	–	–	–	–	N/A	

Note: For categories indicated as N/A, the calculation method is being considered or they are not applicable.
Note: For FY2022 CO_2 emissions, a third-party verification was conducted. For details, refer to the end of this Databook.

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Air pollution and water resources (Non-consolidated basis)

		Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022	Supplemental information (standards/methods used, preconditions, etc.)
Air pollutants	SOx	kg	Non-consolidated basis	Fiscal year	0	0	0	
	NOx	kg	Non-consolidated basis	Fiscal year	7,881	4,074	720	
Total wastewater volume		m^3	Non-consolidated basis	Fiscal year	363,871	348,838	345,019	All freshwater
Of which surface water		m^3	Non-consolidated basis	Fiscal year	349,590	335,207	328,257	At each production site, water purified to satisfy the wastewater standard prescribed in laws, ordinances, etc. of the area, where the site is located is discharged into the river.
Of which third parties (Local government's treatment facility, etc.)		m^3	Non-consolidated basis	Fiscal year	14,281	13,631	16,762	
Water quality	BOD	kg	Non-consolidated basis	Fiscal year	1,257	1,678	2,225	
	SS	kg	Non-consolidated basis	Fiscal year	1,030	1,559	2,712	
Total water used		m^3	Non-consolidated basis	Fiscal year	463,648	441,691	436,169	Total water used refers to the amount of water withdrawn. An item listed in the meter-reading slip and water bill. The Production Division collects data from the measured water consumption.
Of which tap water		m^3	Non-consolidated basis	Fiscal year	164,566	156,748	155,629	
Of which commercial-use water		m^3	Non-consolidated basis	Fiscal year	133,190	125,918	129,433	
Of which ground water		m^3	Non-consolidated basis	Fiscal year	165,892	159,025	151,107	
Total water consumption		m^3	Non-consolidated basis	Fiscal year	99,777	92,853	91,150	Total water consumption = Total water used - Total wastewater volume

Note: Air pollutants: VOC, HAP, POP, and PM are not applicable.
Note: The amount of water used in FY2021 is different from the value in the ESG Databook 2022, which is a result of recalculating related data.

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Air pollution and water resources (Consolidated basis in Japan)

		Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022	Supplemental information (standards/methods used, preconditions, etc.)
Air pollutants	SOx	kg	Consolidated basis in Japan	Fiscal year	0	0	0	
	NOx	kg	Consolidated basis in Japan	Fiscal year	7,978	4,158	795	
Total wastewater volume		m^3	Consolidated basis in Japan	Fiscal year	448,652	435,292	434,328	All freshwater
Of which surface water		m^3	Consolidated basis in Japan	Fiscal year	434,371	421,661	417,566	At each production site, water purified to satisfy the wastewater standard prescribed in laws, ordinances, etc. of the area, where the site is located is discharged into the river.
Of which third parties (Local government's treatment facility, etc.)		m^3	Consolidated basis in Japan	Fiscal year	14,281	13,631	16,762	
Water quality	BOD	kg	Consolidated basis in Japan	Fiscal year	1,330	1,747	2,292	
	SS	kg	Consolidated basis in Japan	Fiscal year	1,115	1,659	2,808	
Total water used		m^3	Consolidated basis in Japan	Fiscal year	544,700	525,551	525,100	Total water used refers to the amount of water withdrawn. An item listed in the meter-reading slip and water bill. The Production Division collects data from the measured water consumption.
Of which tap water		m^3	Consolidated basis in Japan	Fiscal year	231,252	221,141	220,989	
Of which commercial-use water		m^3	Consolidated basis in Japan	Fiscal year	147,556	145,385	153,004	
Of which ground water		m^3	Consolidated basis in Japan	Fiscal year	165,892	159,025	151,107	
Total water consumption		m^3	Consolidated basis in Japan	Fiscal year	96,048	90,259	90,772	Total water consumption = Total water used - Total wastewater volume

Note: Air pollutants: VOC, HAP, POP, and PM are not applicable.

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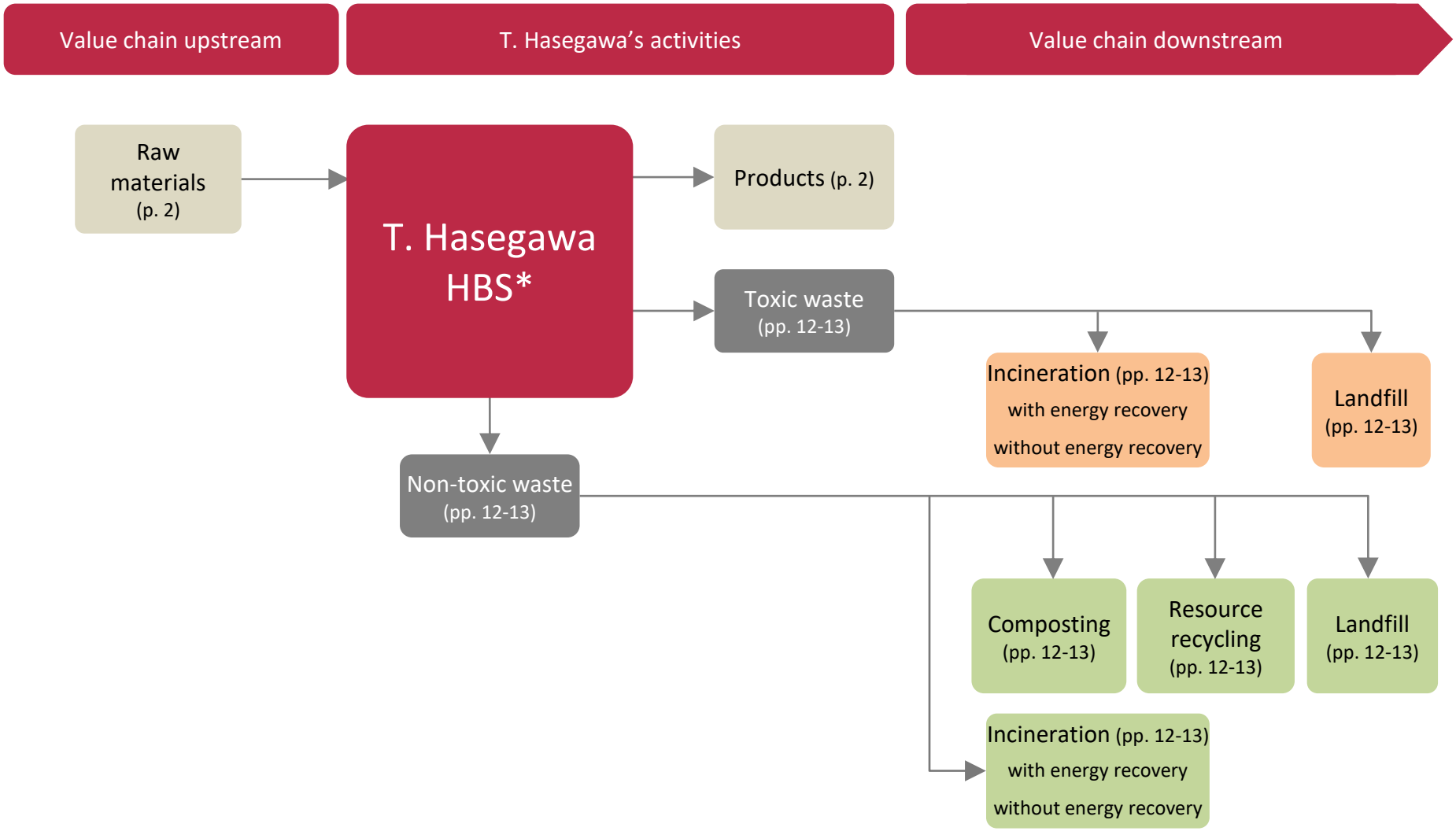
Environmental data (Outline of waste generated through the value chain)



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Waste (Non-consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022	Supplemental information (standards/methods used, preconditions, etc.)
Toxic waste volume	t	Non-consolidated basis	Fiscal year	3.7	0.5	3.1	Slate tiles, reagents, etc.
Thermal use (with energy recovery)	t	Non-consolidated basis	Fiscal year	0.0	0.0	0.0	
Thermal use (without energy recovery)	t	Non-consolidated basis	Fiscal year	3.7	0.3	3.1	
Landfill	t	Non-consolidated basis	Fiscal year	0.0	0.2	0.0	
Non-toxic waste volume	t	Non-consolidated basis	Fiscal year	6,041.7	5,993.0	5,307.8	Plant residue, wastewater sludge, waste oil, waste metal, corrugated cardboard, paper, etc.
Resource recycling	t	Non-consolidated basis	Fiscal year	1,041.4	1,072.6	233.9	
Composting	t	Non-consolidated basis	Fiscal year	4,105.0	4,069.7	4,245.5	
Thermal use (with energy recovery)	t	Non-consolidated basis	Fiscal year	695.4	707.4	642.7	
Thermal use (without energy recovery)	t	Non-consolidated basis	Fiscal year	199.9	143.2	185.7	
Landfill	t	Non-consolidated basis	Fiscal year	0.0	0.0	0.0	
Total waste volume generated	t	Non-consolidated basis	Fiscal year	6,045.4	5,993.5	5,310.9	
Total volume effectively used	t	Non-consolidated basis	Fiscal year	5,841.8	5,849.7	5,122.1	
Effective utilization rate	%	Non-consolidated basis	Fiscal year	96.6	97.6	96.4	
Landfill waste	t	Non-consolidated basis	Fiscal year	0.0	0.2	0.0	

Note: The waste volumes for FY2020 and FY2021 are different from the values in the ESG Databook 2022, which is a result of recalculating related data.
Note: In FY2022, the calculation was changed to count only waste, excluding valuables.

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Waste (Consolidated basis in Japan)

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022	Supplemental information (standards/methods used, preconditions, etc.)
Toxic waste volume	t	Consolidated basis in Japan	Fiscal year	3.7	0.5	3.1	Slate tiles, reagents, etc.
Thermal use (with energy recovery)	t	Consolidated basis in Japan	Fiscal year	0.0	0.0	0.0	
Thermal use (without energy recovery)	t	Consolidated basis in Japan	Fiscal year	3.7	0.3	3.1	
Landfill	t	Consolidated basis in Japan	Fiscal year	0.0	0.2	0.0	
Non-toxic waste volume	t	Consolidated basis in Japan	Fiscal year	6,706.4	6,531.4	5,888.7	Plant residue, wastewater sludge, waste oil, waste metal, corrugated cardboard, paper, etc.
Resource recycling	t	Consolidated basis in Japan	Fiscal year	1,319.8	1,314.0	458.1	
Composting	t	Consolidated basis in Japan	Fiscal year	4,430.4	4,342.2	4,575.1	
Thermal use (with energy recovery)	t	Consolidated basis in Japan	Fiscal year	695.4	707.4	642.7	
Thermal use (without energy recovery)	t	Consolidated basis in Japan	Fiscal year	260.8	167.8	212.8	
Landfill	t	Consolidated basis in Japan	Fiscal year	0.0	0.0	0.0	
Total waste volume generated	t	Consolidated basis in Japan	Fiscal year	6,710.1	6,531.9	5,891.8	
Total volume effectively used	t	Consolidated basis in Japan	Fiscal year	6,445.6	6,363.6	5,675.9	
Effective utilization rate	%	Consolidated basis in Japan	Fiscal year	96.1	97.4	96.3	
Landfill waste	t	Consolidated basis in Japan	Fiscal year	0.0	0.2	0.0	

Note: In FY2022, the calculation was changed to count only waste, excluding valuables.

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Release and transfer volumes subject to the PRTR law

Facility	Cabinet order No.	Substance name	FY2019 (Apr. 2019-Mar. 2020)			FY2020 (Apr. 2020-Mar. 2021)			FY2021 (Apr. 2021-Mar. 2022)		
			Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)
Fukaya Facility	12	Acetaldehyde	3,782	0	0	3,983	0	0	3,794	0	0
	28	Allyl Alcohol	1,193	0	0	-	-	-	-	-	-
	204	Diphenyl ether	1,868	0	0	1,293	0	0	1,663	0	0
	207	2,6-di-tertiary-butyl-4-cresol	3,849	0	0	2,583	0	0	2,409	0	0
	232	N, N-Dimethyl form aldehyde	1,539	0	1,514	2,731	0	2,591	1,000	0	963
	300	Toluene	4,994	476	4,519	8,184	591	7,593	5,653	717	4,935
	392	n-Hexane	36,819	1,407	31,329	32,332	1,119	28,119	42,944	1,502	37,217
	399	Benzaldehyde	1,626	0	0	1,403	0	0	1,273	0	0
	436	Alpha Methyl Styrene	2,902	0	0	2,902	0	0	-	-	-
Itakura Facility	392	n-Hexane	-	-	-	-	-	-	1,770	1,780	0

Note: The reporting fiscal year period for the release and transfer volume data of substances subject to the PRTR law differs from the Company's fiscal year period.

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Number of employees by employee type and region

		Unit	Calculation period Time of calculation	FY2020	FY2021	FY2022
Total number of group employees		People	Fiscal year end	1,876	1,949	2,016
By employment type	Full-time employee	People	Fiscal year end	1,636	1,692	1,774
	Full-time contract employee	People	Fiscal year end	72	70	69
	Short-term employee	People	Fiscal year end	168	187	173
Number of employees by region				–		
Japan	Full-time employee	People	Fiscal year end	1,067	1,087	1,097
	Full-time contract employee	People	Fiscal year end	71	68	69
	Short-term employee	People	Fiscal year end	74	75	69
U.S.	Full-time employee	People	Fiscal year end	136	165	185
	Full-time contract employee	People	Fiscal year end	0	0	0
	Short-term employee	People	Fiscal year end	19	32	18
Asia	Full-time employee	People	Fiscal year end	433	440	492
	Full-time contract employee	People	Fiscal year end	1	2	0
	Short-term employee	People	Fiscal year end	75	80	86

Note: Each fiscal year end listed in the ESG Databook 2023 refers to the end of September of the year in question unless otherwise noted.

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Number of employees by sex

		Unit	Calculation period Time of calculation	FY2020			FY2021			FY2022		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Domestic group	Full-time employee	People	Fiscal year end	1,067	710	357	1,087	719	368	1,097	718	379
	Full-time contract employee	People	Fiscal year end	71	56	15	68	52	16	69	50	19
	Short-term employee	People	Fiscal year end	74	33	41	75	34	41	69	19	50
T. Hasegawa (Non-consolidated basis)	Full-time employee	People	Fiscal year end	1,017	683	334	1,030	689	341	1,039	685	354
	Full-time contract employee	People	Fiscal year end	71	56	15	68	52	16	68	50	18
	Short-term employee	People	Fiscal year end	60	27	33	66	29	37	63	18	45

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Number of employees by age

	Unit	Calculation period Time of calculation	FY2020			FY2021			FY2022			Supplemental information (standards/methods used, preconditions, etc.)
			Total	Male	Female	Total	Male	Female	Total	Male	Female	
Number of domestic group employees (some employees are not included)	People	Fiscal year end	1,182	788	394	1,191	789	402	1,198	780	418	Temporary employees are not included.
Under the age of 30	People	Fiscal year end	152	91	61	148	90	58	153	85	68	
Age 30 to 50	People	Fiscal year end	665	437	228	670	440	230	659	435	224	
Over the age of 50	People	Fiscal year end	365	260	105	373	259	114	386	260	126	

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Human rights and labor-related data (Status of hiring, retention, and turnover)

New hires

		Unit	Calculation period Time of calculation	FY2020			FY2021			FY2022		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Japan	New hires	People	Fiscal year	24	15	9	14	7	7	15	7	8
	Mid-career hires	People	Fiscal year	21	14	7	33	23	10	33	20	13
Asia	New hires	People	Fiscal year	4	0	4	9	4	5	8	2	6
	Mid-career hires	People	Fiscal year	29	21	8	36	15	21	58	35	23

Note: In the United States, employees are not hired as new hires or mid-career hires.

Retention and turnover

	Unit	Scope	Calculation period Time of calculation	FY2020			FY2021			FY2022		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Average years of employment	Years	Non-consolidated basis	Fiscal year	17.2	17.5	15.2	17.3	17.7	16.3	17.3	17.8	16.4
Total number of employee turnover	People	Non-consolidated basis	Fiscal year	11	6	5	13	9	4	15	11	4
Turnover rate	%	Non-consolidated basis	Fiscal year	1.0	0.8	1.4	1.2	1.2	1.1	1.4	1.5	1.1

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Appointment of women

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022
Number of women in management positions	People	Group	Fiscal year end	78	84	89
Percentage of women in management positions	%	Group	Fiscal year end	23.8	24.9	25.3

Appointment of local hires and proportion of senior management hired from the local community in overseas entities

	Unit	Calculation period Time of calculation	FY2020	FY2021	FY2022
Total number of overseas Group company officers	People	Fiscal year end	28	30	41
Number of local officers	People	Fiscal year end	3	3	6
Percentage of local officers	%	Fiscal year end	11	10	15

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Hiring of people with disabilities

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022
Percentage of people with disabilities hired	%	Non-consolidated basis	Fiscal year end	2.45	2.52	2.40

Labor-management relations

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022
Percentage of employees subject to collective bargaining agreement (Parameter: all employees)	%	Non-consolidated basis	Fiscal year end	54.0	53.0	52.2
Percentage of employees subject to collective bargaining agreement (Parameter: non-management regular employees)	%	Non-consolidated basis	Fiscal year end	95.3	95.3	94.4

Note: The percentage of employees subject to collective bargaining agreement (Parameter: non-management regular employees) for FY2021 is different from the value in the ESG Databook 2022, which is a result of recalculation.

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Salary of new employees

	Scope	Monthly wage (yen)	Comparison with the minimum wage in Tokyo (%)	Supplemental information (standards/methods used, preconditions, etc.)
Percentage of the standard new employee wage relative to the local minimum wage		–	–	Minimum wage in Tokyo (Sep. 2022): 1,072 yen 1,072 yen x 150 hours = 160,800 yen
University graduate	Non-consolidated basis	206,000	128.10	A salary system based on the grade and course is implemented. There is no gap by sex or region between employees with the same qualifications, grade, and so on. Starting salary in April 2022
Graduate school graduate	Non-consolidated basis	225,900	140.48	A salary system based on the grade and course is implemented. There is no gap by sex or region between employees with the same qualifications, grade, and so on. Starting salary in April 2022

Salary of employees in Japan by sex

		FY2022				Supplemental information (standards/methods used, preconditions, etc.)
		Average annual salary (yen)	(1) Average salary of male employees (yen)	(2) Average salary of female employees (yen)	(2)/(1) (%)	
Japan	Full-time employee	7,258,542	7,939,305	5,883,668	74.1	
	Non-regular employees	4,574,073	5,180,854	3,303,624	63.8	Note: Full-time contract employees, part-time contract employees, and fixed-term employees

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Human rights and labor-related data (Childcare and nursing care support)

Childcare support

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022
Total number of employees who took childcare leave (male)	People	Domestic group	Fiscal year	3	13	12
Total number of employees who took childcare leave (female)	People	Domestic group	Fiscal year	12	13	12
Total number of employees who returned to their jobs from childcare leave during the reporting period (male)	People	Domestic group	Fiscal year	3	11	13
Total number of employees who returned to their jobs from childcare leave during the reporting period (female)	People	Domestic group	Fiscal year	10	14	11
Total number of employees who are still with the Company 12 months after reinstatement from childcare leave (male)	People	Domestic group	Fiscal year	1	3	11
Total number of employees who are still with the Company 12 months after reinstatement from childcare leave (female)	People	Domestic group	Fiscal year	9	10	13
Reinstatement rate after childcare leave (male)	%	Domestic group	Fiscal year	100	100	100
Retention rate of employees 12 months after reinstatement following childcare leave (male)	%	Domestic group	Fiscal year	100	100	100
Reinstatement rate after childcare leave (female)	%	Domestic group	Fiscal year	100	100	100
Retention rate of employees 12 months after reinstatement following childcare leave (female)	%	Domestic group	Fiscal year	100	100	92.9
Number of employees who used reduced work hours for childcare (male)	People	Domestic group	Fiscal year	0	1	1
Number of employees who used reduced work hours for childcare (female)	People	Domestic group	Fiscal year	29	38	34

Nursing care support

	Unit	Scope	Calculation period Time of calculation	Apr. 2019-Mar. 2020	Apr. 2020-Mar. 2021	Apr. 2021-Mar. 2022
Total number of employees who took nursing care leave (male and female)	People	Domestic group	—	22	21	23
Total number of employees who took long-term nursing care leave (male and female)	People	Domestic group	—	0	1	0
Number of employees who used reduced work hours for nursing care (male and female)	People	Domestic group	—	1	0	0

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Occupational accidents

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022	Supplemental information (standards/methods used, preconditions, etc.)
Number of workplace deaths	People	Non-consolidated basis	Fiscal year	0	0	1	
Number of accidents requiring leave	Cases	Non-consolidated basis	Fiscal year	3	1	5	Commuting accidents are excluded.
Number of accidents not requiring leave	Cases	Non-consolidated basis	Fiscal year	6	7	6	Commuting accidents are excluded.
Ratio of worktime loss from accidents resulting in leave	—	Non-consolidated basis	Fiscal year	1.61	0.53	3.17	Commuting accidents are excluded. Accidents not requiring leave are excluded.
Ratio of worktime loss from occupational accidents resulting in leave	—	Non-consolidated basis	Fiscal year	0.0032	0.0048	3.9843	Commuting accidents are excluded.
Ratio of worktime loss from occupational illnesses resulting in leave	—	Non-consolidated basis	Fiscal year	0	0	0	

Overwork prevention

	Unit	Scope	Apr. 2019-Mar. 2020	Apr. 2020-Mar. 2021	Apr. 2021-Mar. 2022
Average paid leave days taken	Days	Non-consolidated basis	11.8	10.5	11.7
Rate of taking paid leave	%	Non-consolidated basis	63.6	56.8	62.7

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Number of employees by site and presence or absence of the Occupational Safety and Health Committee (as of the end of FY2022)

	Scope	Head office	R&D Center	Fukaya Facility	Itakura Facility	Osaka Branch	Nagoya Sales Office	Sapporo Sales Office	Total
Number of employees (people)	Non-consolidated basis	244	335	330	243	12	4	2	1,170
Site with the Occupational Safety and Health Committee		✓	✓	✓	✓				

Health

	Unit	Scope	Apr. 2019-Mar. 2020	Apr. 2020-Mar. 2021	Apr. 2021-Mar. 2022	Supplemental information (standards/methods used, preconditions, etc.)
Rate of receiving periodic health checkup	%	Non-consolidated basis	96.88	95.76	96.05	Data from the health insurance society (The parameter includes absentee employees and employees assigned to overseas sites)
Rate of employees subject to specific health guidance	%	Non-consolidated basis	19.0	19.6	19.0	Same as above
Rate of completion of specific health guidance	%	Non-consolidated basis	5.47	3.65	5.71	Same as above
Rate of receiving stress check	%	Non-consolidated basis	99.3	98.8	98.7	

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Human rights and labor-related data (Career development)

Training hours

	FY2022	Supplemental information (standards/methods used, preconditions, etc.)
Annual training hours per employee (hours)	12.9	Total hours of training hosted by the Human Resources Division divided by the number of employees at the end of the period

Number of employees who participated in training

	FY2022		
	Number of participants (people)	Male (people)	Female (people)
Senior management training	16	15	1
Management training	23	18	5
Training for new managerial staff	27	17	10
Junior board	11	8	3
Mid-career employee training	34	19	15
Internal seminars	60	37	23
Third year training	18	12	6
New employee training	13	7	6
Harassment prevention training (e-learning)	408	309	99

Percentage of employees receiving regular performance and career development reviews

	Unit	Scope	Calculation period Time of calculation	FY2022
Rate of conducting evaluation interview on performance targets	%	Non-consolidated basis	Fiscal year end	99.8

Training cost

	Unit	Scope	Calculation period	FY2020	FY2021	FY2022	Supplemental information (standards/methods used, preconditions, etc.)
Annual training cost per employee	Yen	Non-consolidated basis	Fiscal year	16,091	23,474	24,360	Total education cost divided by the number of employees at the end of the period

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Employee stock ownership

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022	Supplemental information (standards/methods used, preconditions, etc.)
Number of employees participating in stock ownership	People	Non-consolidated basis	Fiscal year end	609	625	634	
Participation rate	%	Non-consolidated basis	Fiscal year end	56.0	56.9	57.3	Parameter: number of employees at the end of the period

Human rights

	Unit	Scope	Calculation period Time of calculation	FY2022	Supplemental information (standards/methods used, preconditions, etc.)
Internal control training when entering the Company (including human rights topics)	%	Non-consolidated basis	Fiscal year end	100	When entering the Company or assigned to position (including temporary employees)
Compliance training	%	Non-consolidated basis	Fiscal year end	100	During the training for new managerial staff
Harassment prevention training	%	Non-consolidated basis	Fiscal year end	100	Applicable employees: management position working in Japan (e-learning)

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Governance-related data

Governance

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022
Number of Board of Directors members	People	Non-consolidated basis	Fiscal year end	8	6	8
Of which female directors	People	Non-consolidated basis	Fiscal year end	0	0	1
Of which outside directors	People	Non-consolidated basis	Fiscal year end	2	2	3
Number of auditors	People	Non-consolidated basis	Fiscal year end	4	4	4
Of which female auditors	People	Non-consolidated basis	Fiscal year end	1	1	1
Of which outside auditors	People	Non-consolidated basis	Fiscal year end	3	3	3
Number of Board of Directors' meetings held	Times	Non-consolidated basis	Fiscal year	11	12	11
Number of matters resolved by the Board of Directors	Cases	Non-consolidated basis	Fiscal year	44	48	51
Number of matters reported to the Board of Directors	Cases	Non-consolidated basis	Fiscal year	35	45	48
Number of Audit and Supervisory Board meetings held	Times	Non-consolidated basis	Fiscal year	12	11	11
Number of Appointment Committee meetings held	Times	Non-consolidated basis	Fiscal year	1	4	1
Number of Compensation Committee meetings held	Times	Non-consolidated basis	Fiscal year	1	1	2

Compliance

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022
Number of whistleblowing cases	Cases	Non-consolidated basis	Fiscal year	5	6	7
Number of serious compliance violations	Cases	Non-consolidated basis	Fiscal year	0	0	0
Number of compliance-related training held	Times	Non-consolidated basis	Fiscal year	5	6	5
Number of employees who took compliance-related training	People	Non-consolidated basis	Fiscal year	499	469	530
Number of serious data breach incidents	Cases	Non-consolidated basis	Fiscal year	0	0	0

Dialog with investors

	Unit	Scope	Calculation period Time of calculation	FY2020	FY2021	FY2022
Number of briefings for institutional investors held	Times	Non-consolidated basis	Fiscal year	2	2	2
Number of IR small meetings/ individual meetings	Cases	Non-consolidated basis	Fiscal year	56	51	76

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Independent Assurance Report

Mr. Takao Umino
President & CEO
T. HASEGAWA CO., LTD.

We, SOCOTEC Certification Japan (hereafter "SOCOTEC"), have performed a limited assurance engagement, in response to the entrustment from T. HASEGAWA CO., LTD. (hereafter "the Company"), in order to provide an opinion as to whether the subject matter information ("FY2021 GHG Emission Calculation Report" (period: 1 October 2020 to 30 September 2021)) of the Company meets the criteria in all material respects.

1 Subject Matter Information and Criteria

The subject matter information for our assurance is "a report on energy-derived greenhouse gas emissions (Scope 1, Scope 2 (location-based and market-based)) and all other indirect greenhouse gas emissions that occur in a company's value chain (Scope 3 (Categories: 1, 2, 3, 4, 5, 6, 7, 12))" covering the non-consolidated operations and activities of the company as described in "FY2021 GHG Emission Calculation Report" (period: 1 October 2020 to 30 September 2021).

The criteria for preparing subject matter information is "GHG Emission Calculation Rule".

Subject matter information	
GHG emission data period: 1 October 2020 to 30 September 2021 Energy-derived GHG emissions Scope 1: 7,442 t-CO2e Scope 2: location-based 7,251 t-CO2e market-based 7,463 t-CO2e	All other indirect GHG emissions that occur in a company's value chain Scope 3: 115,143 t-CO2e Breakdown (t-CO2e) Category 1: 104,454 Category 2: 4,381 Category 3: 3,099 Category 4: 954 Category 5: 795 Category 6: 483 Category 7: 918 Category 12: 59

2 Management Responsibility

"FY2021 GHG Emission Calculation Report" (period: 1 October 2020 to 30 September 2021) was prepared by the management of the Company, who is responsible for the integrity of the assertions, statements, and claims made therein (including the assertions over which we have been engaged to provide limited assurance), the collection, quantification and presentation of all data and information in the report, and applied criteria, analysis and publication.

The management of the Company is responsible for maintaining adequate records and internal controls that are designed to support the reporting process and ensure that "FY2021 GHG Emission Calculation Report" (period: 1 October 2020 to 30 September 2021) is free from material misstatement whether due to fraud or error.

3 Assurance Practitioner's Responsibility

The responsibility of SOCOTEC is to express a limited assurance conclusion as to whether the subject matter information has been prepared in compliance with the criteria in all material respects.

SOCOTEC performed limited assurance engagement in accordance with the verification procedures stipulated by SOCOTEC and "ISO14064-3: Specification with guidance for the verification and validation of greenhouse gas statements".

The procedures implemented in the limited assurance engagement are limited in their type, timing and scope as compared to the procedures implemented in the reasonable assurance engagement. As a result, our limited assurance engagement does not provide as high assurance as reasonable assurance engagement.

Our procedures performed depend on the assurance professional practitioner's judgement, including the risk of material misstatement, whether due to fraud or error. Our conclusion was not designed to provide assurance on internal controls.

We believe that we have obtained the evidence to provide a basis for the conclusion for limited assurance.

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4 Assurance Procedures

The procedures that SOCOTEC has conducted are based on professional judgment and include, but are not limited to:

- Evaluation of policies and procedures created by the Company in relation to subject matter information
- Questions to the Company personnel to understand the above policies and procedures
- Verification that the target project meets eligibility requirements
- Matching with the basis data by trial calculation and recalculation
- Obtaining and collating material for important assumptions and other data
- We visited Head Office and Itakura Facility of the Company in order to confirm the calculation structure and procedures, data collection and implementation status of record control.

5 Statement of Our Independence, Quality Control and Competence

SOCOTEC has introduced and maintained a comprehensive management system that conforms to the accreditation requirements of "ISO17021 Conformity assessment -- Requirements for bodies providing audit and certification of management systems". In addition, we have also established a management system according to "ISO14065 Greenhouse gases -- Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition". These meet the requirements of International Standard on Quality Control 1 by the International Auditing and Assurance Standards Board and Code of Ethics for Professional Accountants by International Ethics Standards Board for Accountants. We maintain a comprehensive quality control system that includes ethical rules, professional standards and documented policies and procedures for compliance with applicable laws and regulations.

The SOCOTEC Group is a comprehensive third-party organisation in inspection, testing and certification operations, and conducts management system certification services and training services related to quality, environment, labour and information security in countries around the world. Engaged in performance data and sustainability report assurance of environmental and social information, SOCOTEC affirms that it is independent of the organisation that has ordered the assurance engagement, its affiliated companies, and stakeholders, and that there is no possibility of impairing impartiality or conflict of interest.

We assure that the team engaged in the assurance is selected based on knowledge, experience in the relevant industry, and the competence requirements for this assurance engagement.

6 Use of Report

Our responsibility in performing our limited assurance activities is to the management of the company only in accordance with the terms for this engagement as agreed with the Company. We do not therefore assume any responsibility for any other purpose or to any other person or organisation.

7 Our Conclusion

On the basis of our procedures performed and evidence obtained nothing has come to our attention that causes us to believe that the subject matter information is not, in all material respects, prepared and reported in accordance with the stated criteria.

SOCOTEC Certification Japan

S. Futaba

Seigo Futaba
Managing Director
31 August 2022

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Greenhouse gas emissions Verification Statement

10 March 2023

T. HASEGAWA CO., LTD.

Japan Management Association
GHG Certification Center
Senior Executive: Masahiro Hirakawa

1. Objective and Scope of Verification

Japan Management Association GHG Certification Center (JMACC) was commissioned by T. HASEGAWA CO., LTD. (hereinafter, referred to as "the Organization") to conduct independent verification on a limited level of assurance. The scope of verification is the following greenhouse gas (GHG) emissions of the Organizational boundary※1 within its Monitoring Report (hereinafter, referred to as "the Report") from 1/October/2021 to 30/September/2022.

1) SCOPE 1 GHG emissions;
   Direct CO_2 emissions from the Organizational boundary by using City gas, LPG and A type heavy oil
2) SCOPE 2 GHG emissions;
   Indirect CO_2 emissions from the Organizational boundary by using electricity
3) SCOPE 3 GHG emissions;
   CO_2 emissions from the category 1, 2, 3, 4, 5, 6, 7 and 12 of SCOPE 3※2 of the Organization

The objective of this verification is to confirm that the GHG emissions in the Organization's applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure※3, and to express our views as a third party. Organization's responsibility is to calculate and report the GHG emissions and JMACC's responsibility is to express our views as a third party.

2. Procedure of Verification

The Report was verified in accordance with the requirements of ISO14064-3:2019 (Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements), and following processes were conducted.

- Confirmation regarding to the data used to decide GHG emissions, monitoring procedure, monitoring system, and related documents
- Interviews with person in charge of making the Report
- Confirmation of the evidence by sampling for confirmation of the accuracy of GHG emissions

3. Conclusion of Verification

Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that Organization's GHG emissions in the Report from 1/October/2021 to 30/September/2022 were not calculated and reported in conformance with the criteria.

Verified GHG emissions (t-CO_2e)			
	T. HASEGAWA CO., LTD.	T. HASEGAWA BUSINESS SERVICE CO., LTD.	Domestic consolidated※5
SCOPE 1	**6,873**	**1,506**	**8,379**
SCOPE 2※4	**7,792**	**1,089**	**8,881**
SCOPE 3※5	**135,029**	**1,664**	**136,693**
Breakdown of SCOPE 3			
Category 1	124,296	501	124,796
Category 2	3,527	0	3,527
Category 3	3,027	409	3,436
Category 4	1,801	543	2,344
Category 5	846	122	968
Category 6	585	11	596
Category 7	888	75	962
Category 12	60	3	63

NOTE:

※1 : Organizational boundary : T. HASEGAWA Group Domestic consolidated (Total 8 sites)
- T. HASEGAWA CO., LTD. : Head Office (including Kajicho Building and KYY Building), Osaka Branch, Nagoya Sales Office, Sapporo Sales Office, R&D Center, Fukaya Facility, Itakura Facility
- T. HASEGAWA BUSINESS SERVICE CO., LTD. : Fine Foods Facility

※2 : Categories of SCOPE 3 are 1, 2, 3, 4, 5, 6, 7 and 12
- **Category 1** (Purchased goods and services) : Purchased raw materials , sub-materials, products, tap water, industrial water, and major indirect expenses
- **Category 2** (Capital goods) : Tangible fixed assets by capital investment
- **Category 3** (Fuel and energy related activities not included in Scope 1 or Scope 2) : Fuel and electricity consumption at the organizational boundary
- **Category 4** (Transport and delivery (upstream)) :
  - T. HASEGAWA CO., LTD. : Domestic / overseas transportation, Carrying from storage to other storage
  - T. HASEGAWA BUSINESS SERVICE CO., LTD. : Domestic transportation
- **Category 5** (Waste generated in operations) : Industrial waste at the organizational boundary and non-industrial waste at Head Office and R&D Center
- **Category 6** (Business travel) : Full-time employee at the organizational boundary
- **Category 7** (Employee commuting) : Full-time employee at the organizational boundary
- **Category 12** (End-of-life treatment of sold products) : Disposal of packaging materials of sold products

※3：Monitoring procedure of SCOPE 1,2 and 3：“Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver.2.4)”, “Database of emissions unit values for Greenhouse Gas Emissions Throughout the Supply Chain (ver.3.2)” and “GHG monitoring procedures” prepared by the organization.

※4：Emission factor for electricity consumption：Adjusted emission factor under GHG emissions reporting system

※5：Amount of GHG emissions (t-CO_2e) are included after decimal of each GHG emissions (t-CO_2e).