

ESG Data Table

Environment

	Unit	Scope	FY2020	FY2021	FY2022
Energy					
Energy consumption within the organization	GJ	Consolidated basis (includes overseas sites)	221,499.9	213,148.3	229,060.0
Total fuel consumption from non-renewable energy sources (fuel)	GJ	Consolidated basis (includes overseas sites)	30,173.9	26,117.5	34,360.0
Total fuel consumption from non-renewable energy sources (electricity)	GJ	Consolidated basis (includes overseas sites)	191,326.0	187,030.8	194,700.0
Energy reduction YoY	GJ	Consolidated basis (includes overseas sites)	-42,411.3	-8,350.7	15,911.7
Fuel	GJ	Consolidated basis (includes overseas sites)	-5,358.0	-4,256.4	8,242.5
Electricity	GJ	Consolidated basis (includes overseas sites)	-37,053.3	-4,295.2	7,669.2
Greenhouse gas (GHG) emissions					
GHG emissions (Scope 1)	t-CO ₂	Consolidated basis (includes overseas sites)	1,718.53	1,515.20	1,947.55
Energy derived	t-CO ₂	Consolidated basis (includes overseas sites)	1,715.04	1,512.74	1,944.59
Non-energy derived	t-CO ₂	Non-consolidated basis	3.49	2.46	2.96
GHG emissions (Scope 2)	t-CO ₂	Consolidated basis (includes overseas sites)	8,612.83	7,916.33	8,337.04
GHG emissions reductions YoY	t-CO ₂				
Scope 1	t-CO ₂	Consolidated basis (includes overseas sites)	-312.95	-203.33	432.35
Scope 2	t-CO ₂	Consolidated basis (includes overseas sites)	-2,444.07	-696.5	420.71
Water and wastewater					
Volume of wastewater	m ³	Consolidated basis (sites in Japan only)	47,848	49,593	57,820
Sewerage	m ³	Consolidated basis (sites in Japan only)	32,310	36,487	37,126
Rivers	m ³	Consolidated basis (sites in Japan only)	15,538	13,106	20,694
Water resources consumption (water intake)	m ³	Consolidated basis (sites in Japan only)	47,848	49,593	57,820
Tap water	m ³	Consolidated basis (sites in Japan only)	43,228	44,905	52,755
Ground water	m ³	Consolidated basis (sites in Japan only)	4,620	4,688	5,065
Discharged to					
Sewerage	m ³	Consolidated basis (sites in Japan only)	31.2	31.2	31.2
Rivers	m ³	Consolidated basis (sites in Japan only)	960.0	960.0	960.0
Waste (total)	kg	Consolidated basis (sites in Japan only)	953,490.8	974,954.5	841,684.7
Wood waste	kg	Consolidated basis (sites in Japan only)	86,580.0	78,550.0	65,300.0
Mixed waste (controlled)	kg	Consolidated basis (sites in Japan only)	2,080.0	100.0	2,750.0
Metal waste	kg	Consolidated basis (sites in Japan only)	85,101.5	160,102.0	58,936.6
Plastic waste	kg	Consolidated basis (sites in Japan only)	327,249.0	235,928.3	206,488.6
Sludge	kg	Consolidated basis (sites in Japan only)	17,749.8	42,259.3	38,584.7
Paper waste	kg	Consolidated basis (sites in Japan only)	176,767.0	168,438.0	154,703.5
Oil waste (including raw materials)	kg	Consolidated basis (sites in Japan only)	71,705.1	93,247.3	120,778.5
Waste acid	kg	Consolidated basis (sites in Japan only)	135,491.4	103,822.8	134,892.3
Glass and ceramic waste	kg	Consolidated basis (sites in Japan only)	910.0	125.2	464.0
Other	kg	Consolidated basis (sites in Japan only)	49,857.0	92,381.6	58,786.5
Waste by disposal type					
Recycling	kg	Consolidated basis (sites in Japan only)	866,520.7	909,054.6	757,074.5
Landfill	kg	Consolidated basis (sites in Japan only)	86,970.1	65,899.9	84,607.2
Hazardous substance management					
Chemical substance management (volume handled)					
Methylene chloride (dichloromethane)	t	Consolidated basis (sites in Japan only)	22.650000	22.700000	26.516000
Methylenebis (4,1-phenylene) = diisocyanate	t	Consolidated basis (sites in Japan only)	0.000600	3.435000	0.008650
Phenol	t	Consolidated basis (sites in Japan only)	1,641.837000	1,245.660000	3.056051
Formaldehyde	t	Consolidated basis (sites in Japan only)	417.000000	310.000000	0.796081
Trichlorethylene	t	Consolidated basis (sites in Japan only)	1,264.000000	1,900.000000	1.100000

	Unit	Scope	FY2020	FY2021	FY2022
Air pollutant management (measured concentration)					
SOx (sulfur oxide)	μg/Nm ³	Consolidated basis (sites in Japan only)	48,142,699,920	55,420,893,360	19,762,381,296
NOx (nitrogen oxide)	μg/Nm ³	Consolidated basis (sites in Japan only)	84,391,947,900	83,990,649,600	72,277,077,600
Particulates	mg/Nm ³	Consolidated basis (sites in Japan only)	2	7	4
Water pollutant management (measured concentration)					
pH	mg/L	Consolidated basis (sites in Japan only)	6.9	7.0	7.2
BOD (biochemical oxygen demand)	mg/L	Consolidated basis (sites in Japan only)	7	14	2
COD (chemical oxygen demand)	mg/L	Consolidated basis (sites in Japan only)	3	6	2
SS (suspended solids)	mg/L	Consolidated basis (sites in Japan only)	1	Less than 1	2
Fluorine and its compounds	mg/L	Consolidated basis (sites in Japan only)	5	6	3

* Methane and dinitrogen monoxide calculated as carbon dioxide equivalent

Society*1

	Unit	Scope	FY2020	FY2021	FY2022
Number of Employees					
Consolidated basis	Persons		2,649	2,560	2,579
Non-consolidated basis	Persons		1,224	1,150	1,106
Supervisory personnel Men	Persons		258	238	245
Supervisory personnel Women	Persons		6	7	9
Regular employees other than the above Men	Persons		687	632	575
Regular employees other than the above Women	Persons		129	124	117
Seconded employees (inward) Men	Persons		40	47	56
Seconded employees (inward) Women	Persons		7	5	9
Fixed-term contract employees *Excluding temporary employees Men	Persons		70	69	69
Fixed-term contract employees *Excluding temporary employees Women	Persons		19	15	8
Non-fixed term contract employees *Excluding temporary employees Men	Persons		7	7	6
Non-fixed term contract employees *Excluding temporary employees Women	Persons		1	6	12
Total Men	Persons		1,062	993	951
Total Women	Persons		162	157	155
Breakdowns of employees					
Under 30 Men	Persons		185	163	130
Under 30 Women	Persons		46	36	29
Under 30 Total	Persons		231	199	159
30 to 50 Men	Persons		504	477	452
30 to 50 Women	Persons		98	100	100
30 to 50 Total	Persons		602	577	552
Over 50 Men	Persons		373	353	369
Over 50 Women	Persons		18	21	26
Over 50 Total	Persons		391	374	395
New graduates hired Men	Persons		34	14	0
New graduates hired Women	Persons		14	3	0
Experienced professionals hired Men	Persons		3	2	7
Experienced professionals hired Women	Persons		7	1	7
Average years of service Men	Months		19.23	19.76	20.79
Average years of service Women	Months		10.53	11.38	11.38
Voluntary turnover rate	%		2.0	4.0	4.6

*1 Results for JAMCO Corporation unless otherwise specified.

ESG Data Table / GRI Content Index

Society*1

	Unit	Scope	FY2020	FY2021	FY2022
Diversity					
Percentage of female employees	%		16.9	16.5	16.6
Percentage of female supervisory personnel	%		2.5	2.6	3.3
Percentage of female new graduates hired	%		29.2	17.6	—
Number of persons with disabilities employed	Persons	Consolidated basis	56	57	55
Percentage of persons with disabilities employed	%	Consolidated basis	3.0	3.1	3.1
Number of elderly persons employed (aged 60 and above)	Persons		70	74	73
Gender wage gap					
Regular workers	%		74.0	76.2	78.1
Part-time	%		85.9	84.7	80.4
Non-regular workers	%		99.0	84.0	78.2
Regular workers Men	Yen	Average	6,868,833	5,883,494	6,652,372
Regular workers Women	Yen	Average	5,084,640	4,485,541	5,194,584
Training and education					
Training-related expenses and expenditure	Yen		10,056,697	61,916,102	73,854,135
Number of participants in information security training	Persons		403	1,242	1,156
Number of participants in supervisory personnel (management) training	Persons		25	28	40
Career development reviews					
Number of employees who received a regular career development review Men	Persons		601	601	576
Number of employees who received a regular career development review Women	Persons		109	107	111
Total	Persons		710	708	687
Human rights training*2					
Number of participants (employees) in human rights training	Persons		1,261	1,189	1,135
Number of participants (officers) in human rights training	Persons		22	21	19
Work-life balance					
Number of employees using the reduced hours working system, etc.	Persons		21	19	23
Number of employees using the telecommuting system	Persons		9	12	10
Number of employees taking family care leave	Persons		26	28	18
Uptake of paid leave	%		70.6	73.8	84.8
Total overtime hours	Hours		149,449:49	187,783:05	195,664:11
Mental health care					
Rate of implementing stress checks	%		94.8	95.0	96.8
Physical health examinations					
Rate of participation in periodic physical health examinations	%		99.9	100.0	99.9
Percentage of employees who qualify for specific health guidance	%		11.1	13.4	11.7
Incidence of occupational accidents					
Number of occupational accidents	Incidents		16	11	15
Number of occupational accidents resulting in death	Incidents		0	0	0
Number of casualties due to occupational accidents with one day or more off work	Persons		1	6	7
Lost worktime accident frequency rate	%		0.4	2.5	2.7
Occupational disease frequency rate	%		0.0	0.0	0.0
Labor unionization rate	%		100%	100%	100%
Customer privacy					
Complaints about customer privacy violations	Incidents		0	0	0
Leakage, theft, and loss of customer data	Incidents		0	0	0

*1 Results for JAMCO Corporation unless otherwise specified.

*2 For example, training on harassment (power harassment, sexual harassment, pregnancy discrimination, etc.), discrimination and prejudice against LGBTQ people and persons with disabilities, and problems of buraku people, etc.

GRI Standards Content Index

GRI 2: General Disclosures 2021

Standard	Disclosure item	Relevant page
1. The organization and its reporting practices	2-1 Organizational details	Company Profile / At a Glance P7-8
	2-2 Entities included in the organization's sustainability reporting	Financial Report
	2-3 Reporting period, frequency and contact point	Editorial Policy P2, back cover
	2-4 Restatements of information	—
	2-5 External assurance	—
2. Activities and workers	2-6 Activities, value chain and other business relationships	Company Profile / At a Glance Financial Report P7-8
	2-7 Employees	Company Profile / At a Glance Human Resources Development ESG Data P7-8 P42-43 P52
	2-8 Workers who are not employees	—
	2-9 Governance structure and composition	Corporate Governance P47
	2-10 Nomination and selection of the highest governance body	Corporate Governance Corporate Governance Report P48
3. Governance	2-11 Chair of the highest governance body	Corporate Governance Report
	2-12 Role of the highest governance body in overseeing the management of impacts	Promoting Sustainability Management Risk Management P12 P50
	2-13 Delegation of responsibility for managing impacts	Promoting Sustainability Management Risk Management P12 P50
	2-14 Role of the highest governance body in sustainability reporting	Promoting Sustainability Management Message from the Officer with Responsibility Corporate Governance P12 P14 P47
	2-15 Conflicts of interest	Corporate Governance Report
	2-16 Communication of critical concerns	Risk Management P50
	2-17 Collective knowledge of the highest governance body	Corporate Governance Corporate Governance Report P48
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Corporate Governance Report P49
	2-19 Remuneration policies	Corporate Governance Corporate Governance Report P49
	2-20 Process to determine remuneration	Corporate Governance Corporate Governance Report P49
	2-21 Annual total compensation ratio	—
4. Strategies, policies and practices	2-22 Statement on sustainable development strategy	Message from the President Message from the Officer with Responsibility P9-11 P14
	2-23 Policy commitments	JAMCO Group Management Philosophy JAMCO's Value Creation Process Respect for Human Rights P1 P15 P39-40
	2-24 Embedding policy commitments	Policy and actions for materiality Respect for Human Rights Supply Chain Management P22-24 P39-40 P45-46
	2-25 Processes to remediate negative impacts	Corporate Governance Structure Risk Management P47 P50
	2-26 Mechanisms for seeking advice and raising concerns	Respect for Human Rights P39-40
	2-27 Compliance with laws and regulations	JAMCO's Competitive Edge: Research and Development Environmental Management System Management of Chemical Substances Safety and Quality Supply Chain Management P19-20 P30 P37 P45 P45-46
5. Stakeholder Engagement	2-28 Membership associations	—
	2-29 Approach to stakeholder engagement	Stakeholder Engagement P25-26
GRI 3: Material Topics 2021	2-30 Collective bargaining agreements	Labor-Management Relations ESG Data P42 P53
	3-1 Process to determine material topics	Materiality (Important Issues) P21
	3-2 List of material topics	JAMCO's Value Creation Process Policy and actions for materiality P15-16 P22-24
	3-3 Management of material topics	Promoting Sustainability Management P12-14

Economy				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	At a Glance Financial Report	P8
	201-2	Financial implications and other risks and opportunities due to climate change	Climate Change Response	P31-32
	201-3	Defined benefit plan obligations and other retirement plans	Financial Report	
	201-4	Financial assistance received from government	—	
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—	
	202-2	Proportion of senior management hired from the local community	—	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Contribution to Local Communities	P46
	203-2	Significant indirect economic impacts	—	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	—	
	205-1	Operations assessed for risks related to corruption	—	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	—	
	205-3	Confirmed incidents of corruption and actions taken	—	
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—	
GRI 206: Anti-competitive Behavior 2016	207-1	Approach to tax	—	
	207-2	Tax governance, control, and risk management	—	
	207-3	Stakeholder engagement and management of concerns related to tax	—	
	207-4	Country-by-country reporting	—	
GRI 207: Tax 2019	301-1	Materials used by weight or volume	—	
	301-2	Recycled input materials used	—	
	301-3	Reclaimed products and their packaging materials	Meeting the Challenge of Decarbonization	P27-28
	302-1	Energy consumption within the organization	Initiatives to Decrease Environmental Impact ESG Data	P33-34 P51
GRI 302: Energy 2016	302-2	Energy consumption outside of the organization	Initiatives to Decrease Environmental Impact	P33-34
	302-3	Energy intensity	—	
	302-4	Reduction of energy consumption	Initiatives to Decrease Environmental Impact ESG Data	P33-34 P51
	302-5	Reductions in energy requirements of products and services	Meeting the Challenge of Decarbonization	P27-28
	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	—
303-2		Management of water discharge-related impacts	—	
303-3		Water withdrawal	—	
303-4		Water discharge	ESG Data	P51
303-5		Water consumption	Water Resources Initiatives ESG Data	P35 P51
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	
	304-2	Significant impacts of activities, products and services on biodiversity	—	
	304-3	Habitats protected or restored	Biodiversity Initiatives	P38
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Meeting the Challenge of Decarbonization Climate Change Response ESG Data	P27-28 P32 P51
	305-2	Energy indirect (Scope 2) GHG emissions	Meeting the Challenge of Decarbonization Climate Change Response ESG Data	P27-28 P32 P51
	305-3	Other indirect (Scope 3) GHG emissions	—	
	305-4	GHG emissions intensity	Meeting the Challenge of Decarbonization	P27-28
	305-5	Reduction of GHG emissions	Meeting the Challenge of Decarbonization Climate Change Response ESG Data	P27-28 P32 P51
	305-6	Emissions of ozone-depleting substances (ODS)	—	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG Data	P52
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Reduction Initiatives	P35-36
	306-2	Management of significant waste-related impacts	Waste Reduction Initiatives ESG Data	P35-36 P51
	306-3	Waste generated	Waste Reduction Initiatives ESG Data	P35-36 P51
	306-4	Waste diverted from disposal	Waste Reduction Initiatives ESG Data	P35-36 P51
	306-5	Waste directed to disposal	Waste Reduction Initiatives ESG Data	P35-36 P51

GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Environmental Management System	P30
	308-1	New suppliers that were screened using environmental criteria	—	
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	P45-46
	Society			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	ESG Data	P52
	401-2	—	—	
	401-3	Parental leave	At a Glance Diversity and Inclusion	P8 P41
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	—	
	403-1	Occupational health and safety management system	Occupational Safety and Health	P44
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health	P44
	403-3	Occupational health services	Occupational Safety and Health	P44
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health	P44
	403-5	Worker training on occupational health and safety	Occupational Safety and Health	P44
	403-6	Promotion of worker health	Occupational Safety and Health	P44
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health	P44
	403-8	Workers covered by an occupational health and safety management system	—	
	403-9	Work-related injuries	ESG Data	P53
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	ESG Data	P53
	404-1	Average hours of training per year per employee	—	
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Resources Development	P42-43
	404-3	Percentage of employees receiving regular performance and career development reviews	ESG Data	P53
GRI 404: Training and Education 2016	405-1	Diversity of governance bodies and employees	Diversity and Inclusion Human Resources Development Corporate Governance ESG Data	P41 P42-43 P48 P53
	405-2	Ratio of basic salary and remuneration of women to men	ESG Data Financial Report	P53
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Respect for Human Rights	P39
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Assessment Supply Chain Management	P40 P45-46
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Assessment Supply Chain Management	P40 P45-46
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	—	
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	—	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	—	
	413-2	Operations with significant actual and potential negative impacts on local communities	—	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	—	
	414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management	P45-46
GRI 415: Public Policy 2016	415-1	Political contributions	—	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Safety and Quality	P45
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	—	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Safety and Quality	P45
	417-2	Incidents of non-compliance concerning product and service information and labeling	—	
	417-3	Incidents of non-compliance concerning marketing communications	—	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No relevant items ESG Data	P53
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	—	