

KEIWA Incorporated ESG Data Book

Date:17/10/2022

Environmental

Greenhouse Gas Emissions

| | Unit | FY2021 | Boundary | Comments |
|--|------|--------|-------------|----------|
| Greenhouse Gas Emissions Scope1+Scope2 | t | 10,123 | KEIWA Group | |

Energy

| | Unit | FY2021 | Boundary | Comments |
|--------------------------------------|----------------|--------|----------|-------------|
| Energy Consumption | Electric Power | MWh | 24,386 | KEIWA Group |
| | LPG | t | 24 | KEIWA |
| | LNG | t | 636 | |
| | Heavy Oil | kl | 569 | |
| | Kerosene | kl | 0.8 | |
| | Coal | t | 0 | |
| Renewable Energy Used | MWh | 6676 | KEIWA | |
| Self Generated Renewable Electricity | MWh | 822 | KEIWA | |

Air

| | Unit | FY2021 | Boundary | Comments | |
|----------------|---------------------------|--------|----------|---------------------|---|
| Air Pollutants | Nitrogen Oxide Emissions | t | 1.1 | Domestic Production | |
| | Sulphur Oxide Emissions | t | 1.0 | Bases | |
| | Carbon Monoxide Emissions | t | - | | Less than the lower limit of determination (0.2%) |
| | Particulate Emissions | kg | 0.9 | | |

Waste

| | Unit | FY2021 | Boundary | Comments | |
|-------|-------------------------|--------|----------|---------------------|--|
| Waste | Total Amount | t | 1,088.3 | Domestic Production | |
| | Recycled Amount | t | 907.1 | Bases | |
| | Hazardous Waste Amount | t | 160.8 | | · Industrial waste only (does not include general waste) |
| | Waste Sent to Landfills | t | 2.9 | | · Valuable waste are not included. |

Water

| | Unit | FY2021 | Boundary | Comments |
|-------------------|---------------------|--------|---------------------------|----------|
| Water Consumption | 1,000m ³ | 19.6 | Domestic Production Bases | |

Environmental Management

| | Unit | FY2021 | Boundary | Comments |
|---------------------------------|---------------|--------|---------------------------|----------|
| ISO14001 Number of acquisitions | Certification | 2 | Domestic Production Bases | |

Compliance

| | Unit | FY2021 | Boundary | Comments |
|-------------------------------|------|--------|----------|----------|
| Number of Environmental Fines | Case | 0 | KEIWA | |
| Environmental Fines (Amount) | JPY | 0 | KEIWA | |

Social

Employee

| | | Unit | | FY2021 | | Boundary | Comments |
|----------------------------------|--------------------------------|-----------|-----------|--------|--------|----------|----------|
| Employee Composition | All Employees | Male | Person | 283 | 80.2% | KEIWA | |
| | | Female | Person | 70 | 19.8% | | |
| | | Total | Person | 353 | 100.0% | | |
| | Senior Management Employees | Male | Person | 45 | 100.0% | | |
| | | Female | Person | 0 | 0.0% | | |
| | | Total | Person | 45 | 100.0% | | |
| | Mid-level management employees | Male | Person | 56 | 83.6% | | |
| | | Female | Person | 11 | 16.4% | | |
| | | Total | Person | 67 | 100.0% | | |
| | General Employee | Male | Person | 157 | 81.8% | | |
| | | Female | Person | 35 | 18.2% | | |
| | | Total | Person | 192 | 100.0% | | |
| | Fixed-Term Employee | Male | Person | 25 | 51.0% | | |
| | | Female | Person | 24 | 49.0% | | |
| Total | | Person | 49 | 100.0% | | | |
| Average Annual Income | All Employees | Male | JPY10,000 | | 573 | KEIWA | |
| | | Female | JPY10,000 | | 355 | | |
| | | Total | JPY10,000 | | 530 | | |
| | Senior Management Employees | Male | JPY10,000 | | 991 | | |
| | | Female | JPY10,000 | | — | | |
| | | Total | JPY10,000 | | 991 | | |
| | Mid-level management employees | Male | JPY10,000 | | 698 | | |
| | | Female | JPY10,000 | | 671 | | |
| | | Total | JPY10,000 | | 694 | | |
| | General Employee | Male | JPY10,000 | | 467 | | |
| | | Female | JPY10,000 | | 373 | | |
| | | Total | JPY10,000 | | 450 | | |
| | Fixed-Term Employee | Male | JPY10,000 | | 210 | | |
| | | Female | JPY10,000 | | 185 | | |
| Total | | JPY10,000 | | 198 | | | |
| Average Years of Employment | | Years | | 14.0 | | KEIWA | |
| Average Age | | Age | | 42.8 | | KEIWA | |
| Percentage of Employees on Leave | | % | | 2.0 | | KEIWA | |
| Employee Turnover Rate | | % | | 13.5 | | KEIWA | |
| Number of CSV Committee Members | | Person | | 11 | | KEIWA | |

Health & Safety

| | | Unit | | FY2021 | | Boundary | Comments |
|---|---------------------|--------|--|--------|--|---------------------------|----------|
| Incident Rate (does not include the number of injuries not requiring time away from work) | | % | | 2.62 | | Domestic Production Bases | |
| Total Incident Rate (includes the number of injuries not requiring time away from work) | | % | | 11.77 | | Domestic Production Bases | |
| Number of Work-Related Fatalities | General Employee | Person | | 0 | | Domestic Production Bases | |
| | Fixed-Term Employee | Person | | 0 | | Bases | |
| | Total | Person | | 0 | | | |

Supply Chain Management

| | | Unit | | FY2021 | | Boundary | Comments |
|-------------------------------------|--|---------|--|--------|--|----------|----------|
| Number of Supplier Audits Conducted | | Company | | 25 | | KEIWA | |
| Number of Suppliers Audited | | Company | | 86 | | KEIWA | |

Governance

Corporate Governance

| | | | Unit | FY2021 | Boundary | Comments |
|--|-----------------------|--------|----------|---------|----------|----------|
| Directors | Inside | Male | Person | 4 | 80.0% | KEIWA |
| | | Female | Person | 1 | 20.0% | |
| | | Total | Person | 5 | 100.0% | |
| | Outside (Independent) | Male | Person | 3 | 75.0% | |
| | | Female | Person | 1 | 25.0% | |
| | | Total | Person | 4 | 100.0% | |
| | Total | Male | Person | 7 | 77.8% | |
| | | Female | Person | 2 | 22.2% | |
| | | Total | Person | 9 | 100.0% | |
| Audit and Supervisory Board Members | Inside | Male | Person | 1 | 100.0% | |
| | | Female | Person | 0 | 0.0% | |
| | | Total | Person | 1 | 100.0% | |
| | Outside (Independent) | Male | Person | 1 | 50.0% | |
| | | Female | Person | 1 | 50.0% | |
| | | Total | Person | 2 | 100.0% | |
| | Total | Male | Person | 2 | 66.7% | |
| | | Female | Person | 1 | 33.3% | |
| | | Total | Person | 3 | 100.0% | |
| Nomination and Compensation Committee | Inside | Male | Person | 0 | 0.0% | |
| | | Female | Person | 1 | 100.0% | |
| | | Total | Person | 1 | 100.0% | |
| | Outside (Independent) | Male | Person | 1 | 50.0% | |
| | | Female | Person | 1 | 50.0% | |
| | | Total | Person | 2 | 100.0% | |
| | Total | Male | Person | 1 | 33.3% | |
| | | Female | Person | 2 | 66.7% | |
| | | Total | Person | 3 | 100.0% | |
| Number of Board Effectiveness Evaluations Conducted | | | Times | 1 | KEIWA | |
| Number of Board Meetings for the Years | | | session | 20 | KEIWA | |
| Board Meeting Attendance Rate | | | % | 100 | KEIWA | |
| Number of Audit and Supervisory Board Meetings for the Years | | | session | 15 | KEIWA | |
| Audit and Supervisory Board Meeting Attendance Rate | | | % | 100 | KEIWA | |
| Number of Nomination and Compensation Committee Meetings for the Years | | | session | 3 | KEIWA | |
| Nomination and Compensation Committee Attendance Rate | | | % | 100 | KEIWA | |
| Total Compensation for Internal Directors | | | JPY1,000 | 142,823 | KEIWA | |
| Total Compensation for Internal Audit and Supervisory Board Members | | | JPY1,000 | 11,250 | KEIWA | |
| Total Compensation for Outside Directors | | | JPY1,000 | 21,054 | KEIWA | |
| Total Compensation for Outside Audit and Supervisory Board Members | | | JPY1,000 | 7,920 | KEIWA | |

Compliance

| | Unit | FY2021 | Boundary | Comments |
|---|------|--------|----------|----------|
| Amount of Political Donations | JPY | 0 | KEIWA | |
| Number of Law Violations | Case | 0 | KEIWA | |
| Amount of Penalty for Violation of Laws | JPY | 0 | KEIWA | |