

# Sustainability Data

## Environmental

Scope: Akindo Shuhiro Co., Ltd. on a non-consolidated basis / Period: April of each year to March of the following year

	Scope	Unit	2022	2023
CO <sub>2</sub> emissions	Total Scope 1 and 2 emissions (Market standard)	(t-CO <sub>2</sub> )	78,574	69,659
	Scope 1 & 2 Emission Intensity (Market standard)	(t-CO <sub>2</sub> per million yen)	—	0.31
Energy Usage	Amount used	(Crude Oil Equivalent (kl))	42,865	31,745
	Amount used	(Thousand kwh)	115,341	132,244
Electricity usage	Non-renewable energy used	(Thousand kwh)	—	88,235
	Renewable energy used	(Thousand kwh)	—	40,317
	Renewable energy used (solar)	(Thousand kwh)	238	3,692
	Renewable energy ratio	(%)	0.2	33.3
Water intake	Total water intake	(t)	—	4,645,878
	Basic unit	(t per million yen)	—	20.54
Waste (total)	Amount generated	(t)	31,523.84	25,126.27
	Total amount of waste	(t)	30,802.84	24,145.57
Food waste	Amount generated	(t)	19,447.10	15,093.60
	Recycled amount	(t)	721	981
	Recycling ratio	(%)	3.7	6.5
Non-food waste	Amount of waste	(t)	18,726.10	14,112.90
	Amount generated	(t)	12,076.74	10,032.68
	Amount of waste	(t)	12,076.74	10,032.68
Plastic usage	Amount used	(t)	—	1,411.27*1
	Total packaging materials used	(t)	—	1,225.50*1
Packaging material usage	Plastic usage	(t)	—	1,186.12*1
	Paper fiber usage	(t)	—	39.38*1
	Plastic packaging materials	(kg per million yen)	—	4.98*1

\*1 Fiscal Year Ended September 2024

## Social

Scope: F&LC Group excluding overseas subsidiaries

	Scope	Unit	Fiscal Year Ended September 2023	Fiscal Year Ended September 2024
Total number of employees	Ratio of women	(%)	60.5	60.0
	Ratio of men	(%)	39.5	40.0
	Total	(Persons)	—	61,420
Breakdown of workforce by age	Up to 20s	(%)	58.0	58.5
	30s	(%)	8.8	9.2
	40s	(%)	11.3	10.9
	50s or older	(%)	21.9	21.4
	Average age	(Age in years)	32.8	32.5
Permanent employee	Women	(Persons)	—	467
	Ratio of women	(%)	15.3	16.2
	Ratio of men	(%)	84.7	83.8
	Total number of persons	(Persons)	2,659	2,881

	Scope	Unit	Fiscal Year Ended September 2023	Fiscal Year Ended September 2024
Part-time employees	Women	(Persons)	—	36,397
	Ratio of women	(%)	61.9	62.2
	Ratio of men	(%)	38.1	37.8
	Total	(Persons)	—	58,539
	Ratio of non-permanent employees	(%)	—	95.3
Employees by nationality	Japan	(Persons)	—	54,823
	Vietnam	(Persons)	—	1,371
	Nepal	(Persons)	—	2,072
	China	(Persons)	—	606
	Number of nationalities	(Country/Region)	66	62
	Ratio of foreign employees	(%)	—	10.7
	Number of foreign employees	(Persons)	4,812	6,597
Employment of people with disabilities	Employment rate	(%)	2.34	2.96
Average years of service*2	Women	(Years)	—	5.3
	Men	(Years)	—	9.7
	Total	(Years)	9.0	9.0
Women in management positions	Ratio of women	(%)	6.7	7.1
	Women	(Persons)	—	118
New employee	Ratio of women	(%)	—	23.2
	Men	(Persons)	—	390
	Total	(Persons)	—	508
	Internal hiring rate	(%)	38.0	28.0
	Average salary (Average Annual Salary)	Women (JPY 1,000)	—	4,949
Gender wage gap (Ratio of women's wages to men's wages)	Men (JPY 1,000)	—	5,790	
	Total (JPY 1,000)	—	5,669	
	Full-time employee	(%)	82.3	83.3
	Part-time employees	(%)	100.0	100.2
	Total workforce	(%)	78.7	81.4
Annual training	Total training time	(Hours)	—	3,041
	Average training hours	(Training hours per employee)	—	10.2
	Average number of training days	(Days per employee)	—	1.3
	Percentage of training participants	(%)	—	49.7
	Total training and education costs	(JPY 1,000)	—	20,585
	Average training/training costs	(Thousand JPY per employee)	—	69
	Employee health	Employees health checkups attendance rate	(%)	100
Paid leave utilization rate	Total	(%)	68.9**2	65.8*2
	Women	(%)	100	93.3
Parental leave utilization rate	Men	(%)	65.3	64.9
	Total	(%)	68.3	69.5
	Supplier questionnaire survey	Number of surveys conducted (companies)	—	359

\*2 Permanent employees only

## Governance

Scope: F&LC

	Scope	Unit	Fiscal Year Ended September 2023	Fiscal Year Ended September 2024
Types of company institutional forms	(-)	Company with Audit and Supervisory Committee	—	Company with Audit and Supervisory Committee
Composition of Board of Directors	Female outside directors	(Persons)	3	3
	Male outside directors	(Persons)	4	3
	Female inside directors	(Persons)	0	0
	Male inside directors	(Persons)	1	2
	Ratio of outside directors	(%)	87.5	75.0
Number of meetings held	Ratio of female directors	(%)	37.5	37.5
	Total	(Persons)	8	8
	Board of Directors	(Times)	16	15
	Audit & Supervisory Committee	(Times)	19	24
	Nomination and Compensation Committee	(Times)	6	7
Internal Control Committee	Sustainability Promotion Committee	(Times)	3	4
	Internal Control Committee	(Times)	4	4

Title	Name	Attendance status for the fiscal year ending September 2024		
		Board of Directors	Audit & Supervisory Committee	Nomination and Compensation Committee
President & CEO	Koichi Mizutome	15/15 (100%)	—	7/7 (100%)
Senior Executive Corporate Officer	Hiroshi Ogawa	15/15 (100%)	—	—
External Director	Akira Kondo	15/15 (100%)	—	—
External Director	Minesaburo Miyake	15/15 (100%)	—	7/7 (100%)
External Director	Koki Sato*3	7/7 (100%)	—	2/2 (100%)
External Director	Reiko Kanise	14/15 (93.3%)	—	7/7 (100%)
External Director (Audit & Supervisory Committee Member)	Yoshihiro Noutsuka	15/15 (100%)	24/24 (100%)	—
External Director (Audit & Supervisory Committee Member)	Mami Taira	15/15 (100%)	24/24 (100%)	—
External Director (Audit & Supervisory Committee Member)	Emi Omura	15/15 (100%)	24/24 (100%)	—

\*3 Resigned on March 28, 2024.