

# Sustainability Data

## Environmental (scope: Akindo Sushiro Co., Ltd./period: April 2022 to March 2023)

	Scope	Unit	2022
CO <sub>2</sub> emissions	Scope 1	t-CO <sub>2</sub>	0
	Scope 2	t-CO <sub>2</sub>	78,574
	Total Scope 1 and 2 emissions	t-CO <sub>2</sub>	78,574
Energy usage	Amount used	Crude oil equivalent kl	42,865
	Amount used	Thousand kwh	115,341
Electricity use	Amount of renewable energy used	Thousand kwh	238
	Ratio of renewable energy	%	0.2
Wastewater	Total wastewater	t	2,254,904
Waste (total)	Amount generated	t	31,523.84
	Total waste volume	t	30,802.84
Product waste	Amount generated	t	19,447.10
	Amount recycled	t	721
	Recycling rate	%	3.7
	Waste volume	t	18,726.10
Non-product waste	Amount generated	t	12,076.74
	Waste volume	t	12,076.74

## Social (scope: F&LC Group excluding overseas subsidiaries/period: October 2022 to September 2023)

	Scope	Unit	2023
Breakdown of workforce by age	Up to 20s	%	58.0
	30s	%	8.8
	40s	%	11.3
	50s or older	%	21.9
	Average age	Age in years	32.8
	Permanent employees	Ratio of women	%
Ratio of men		%	84.7
Total number of employees		Persons	2,659
Part-time employees	Ratio of women	%	58.5
	Ratio of men	%	38.8
Employment of foreign nationals	Number of nationalities	Country/Region	66
	Number of foreign employees	Persons	4,812
Employment of people with disabilities	Employment rate	%	2.34
Average years of service	Average years of service	Years	9*1
Women in management positions	Ratio of female managers	%	6.7
Gender wage gap	Permanent employees	%	82.3
	Part-time employees	%	100.0
	Total workforce	%	78.7
Ratio of paid leave taken	Total	%	68.9*1
Ratio of childcare leave taken	Women	%	100.0
	Men	%	65.3
	Total	%	68.3
Directors (as of September 30, 2023)	Number of women	Persons	3
	Ratio of women	%	37.5
	Number of men	Persons	5
	Total number	Persons	8

\*1 Permanent employees only

## Governance (scope: F&LC/period: October 2022 to September 2023)

	Scope	Unit	2023
Composition of Board of Directors	Female outside directors	Persons	3
	Male outside directors	Persons	4
	Female inside directors	Persons	0
	Male inside directors	Persons	1
	Ratio of outside directors	%	87.5
	Ratio of female directors	%	37.5
	Total number of persons	Persons	8
	Number of meetings held	Board of Directors	Times
Audit & Supervisory Committee		Times	19
Sustainability Promotion Committee		Times	3
Internal Control Committee		Times	4

Title	Name	Meeting attendance record in fiscal 2023	
		Board of Directors	Audit & Supervisory Committee
President & CEO	Koichi Mizutome	16/16 times (100%)	
External Director	Akira Kondoh	16/16 times (100%)	
External Director	Kozo Takaoka	4/4 times (100%)*2	
External Director	Minesaburo Miyake	15/16 times (94%)	
External Director	Reiko Kanise	16/16 times (100%)	
External Director	Koki Sato	16/16 times (100%)	
External Director (Audit & Supervisory Committee Member)	Yoshihiro Noutsuka	16/16 times (100%)	19/19 times (100%)
External Director (Audit & Supervisory Committee Member)	Mami Taira	16/16 times (100%)	19/19 times (100%)
External Director (Audit & Supervisory Committee Member)	Emi Omura	12/12 times (100%)*3	15/15 times (100%)*3

\*2 Retired effective January 14, 2023

\*3 Number of times meetings were held after appointment