

Non-financial Summary

Environmental data

Greenhouse gas emissions

	FY2019	FY2020	FY2021	FY2022
Direct emissions (Scope 1)	10,880	10,730	10,471	12,336
Japan	1,120	1,025	880	755
North America region	7,056	7,422	7,661	9,881
Europe region	1,071	866	692	482
Asia region	948	628	566	489
China region	469	651	494	347
South America region	217	137	178	383
Indirect emissions (Scope 2)	105,338	91,613	96,031	86,740
Japan	17,261	10,770	10,786	4,859
North America region	41,889	36,472	35,307	35,720
Europe region	2,169	2,397	1,190	240
Asia region	19,107	12,117	14,992	15,601
China region	24,356	29,337	32,757	30,005
South America region	556	521	1,000	316

Water resource usage

	FY2019	FY2020	FY2021	FY2022
Water resource usage	429	407	439	432
Japan	57	64	59	56
North America region	67	58	65	62
Europe region	8	12	31	40
Asia region	136	99	93	90
China region	147	165	181	174
South America region	14	9	9	10

Amount of waste generated

	FY2019	FY2020	FY2021	FY2022
Amount of waste generated	3,664	3,314	3,262	3,320
Japan	692	795	791	677
North America region	858	708	622	531
Europe region	1,096	1,012	1,018	1,065
Asia region	415	336	353	385
China region	287	322	336	576
South America region	316	141	142	87

G-TEKT Group material flow (\*FY2022 Results)

INPUT	G-TEKT Group	OUTPUT
Energy input	Design and development	Direct emissions (Scope 1)
		CO <sub>2</sub> 12,336 t-CO <sub>2</sub>
		Indirect emissions (Scope 2)
		CO <sub>2</sub> 86,740 t-CO <sub>2</sub>
		Wastewater
		346 thousand m <sup>3</sup>
		Waste consigned for a fee (amount generated)
Fuel consumption (company cars)	Sales	3,320 t
Water resources		Recycling (materials, waste oil, paper, etc.)
Raw materials	Management	Amount of valuable materials generated
	Production (Pressing, welding, machining)	243,100 t
	Transportation (Company cars)	

Personnel and labor data

Number of employees in the G-TEKT Group

	FY2019	FY2020	FY2021	FY2022
Japan segment	1,705	1,632	1,528	1,573
Employees	1,162	1,169	1,151	1,168
Temporary employees	543	463	377	405
North America segment	2,668	2,527	2,281	2,386
Employees	2,355	2,282	2,139	2,137
Temporary employees	313	245	142	249
Europe segment	930	861	738	891
Employees	911	825	695	820
Temporary employees	19	36	43	71
Asia segment	2,388	1,982	2,070	2,051
Employees	1,675	1,492	1,589	1,547
Temporary employees	713	490	481	504
China segment	2,284	2,333	2,571	2,542
Employees	1,851	1,800	1,933	1,929
Temporary employees	433	533	638	613
South America segment	735	604	615	626
Employees	722	604	615	626
Temporary employees	13	0	0	0

\* The number of employees is the number of persons as of the end of the fiscal year, and the number of temporary employees is an approximate average number of persons during the year.

Number of employees hired and retention rate (Japan only)

	FY2019	FY2020	FY2021	FY2022
New graduate hires	17	12	14	31
Mid-career hires	6	5	10	31
Retention rate (new graduates, after 3 years)	100.0%	100.0%	71.0%	88.2%

\* New graduates include postgraduate, undergraduate, technical college and vocational school graduates. The retention rate is the percentage of the number of employees after three years from the year of employment.

Status of utilization and usage of WLB-related systems (Japan only)

	FY2019	FY2020	FY2021	FY2022
Number of employees acquiring childcare leave	7	6	8	5
Males	1	2	2	5
Females	6	4	6	0
Number of employees acquiring childbirth leave	46	41	36	20
Males	40	37	30	20
Females	6	4	6	0
Number of days of paid leave taken	11.6	12.6	13.4	15.0
Acquisition rate	62%	66%	70%	78%

\* The childbirth leave system is an original system of the Company.

Number of reports to the corporate ethics reporting hotline (Japan only)

	FY2019	FY2020	FY2021	FY2022
Number of reports to the corporate ethics reporting hotline	19	30	8	13
Human rights and harassment	5	7	0	9
Work environment	4	6	4	1
Injustice	0	4	1	1
Manners and morals	2	5	1	0
Appropriate business execution	8	7	2	2
Quality	0	0	0	0
Other	0	1	0	0

\* There are cases where more than one incident is reported per report.

Intellectual property

	FY2019	FY2020	FY2021	FY2022
Number of published applications	1	6	5	18
Number of patent granted	0	2	16	10

\* With the purpose of utilizing intellectual property rights in our business, we are utilizing the Accelerated Examination System.