

Non-financial Summary

Environmental data

Greenhouse gas emissions

	FY2019	FY2020	FY2021	FY2022	(t-CO ₂)
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	(1,000m ³)
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	(t)
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	Fuel consumption (company cars)	Design and development	Sales	Management	Production (Pressing, welding, machining)	Transportation (Company cars)
Electricity	226,153 MWh		Direct emissions CO ₂ (Scope 1)	12,336 t-CO ₂			
LPG	845 t		Indirect emissions CO ₂ (Scope 2)	86,740 t-CO ₂			
Town gas	469 thousand Nm ³		Wastewater	346 thousand m ³			
Natural gas	3,420 thousand Nm ³		Waste consigned for a fee (amount generated)	3,320 t			
Gasoline	1 kl		Recycling (materials, waste oil, paper, etc.)	243,100 t			
Heavy oil A	67 kl		Amount of valuable materials generated				
Diesel oil	198 kl						
Kerosene	36 kl						
Gasoline	1 kl						
Gasoline	349 kl						
Diesel oil	91 kl						
Crean water	432 thousand m ³						
Steel sheet	766,021 t						
Aluminum steel sheet	9,881 t						

Personnel and labor data

Number of employees in the G-TEKT Group

	FY2019	FY2020	FY2021	FY2022	(people)
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	(people)
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	(people)
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	(cases)
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</