

Non-financial Summary

Environmental data

| Energy consumed (GJ) | | | | |
|----------------------|-----------|-----------|-----------|-----------|
| | FY2020 | FY2021 | FY2022 | FY2023 |
| Energy consumed | 1,016,937 | 1,048,969 | 1,107,412 | 1,164,968 |
| Japan | 156,385 | 155,857 | 158,838 | 175,167 |
| North America region | 461,118 | 474,778 | 548,177 | 587,188 |
| Europe region | 61,885 | 54,487 | 50,842 | 61,394 |
| Asia region | 102,460 | 116,457 | 118,428 | 121,496 |
| China region | 211,741 | 215,818 | 198,478 | 190,869 |
| South America region | 23,348 | 31,572 | 32,650 | 28,854 |

| Water resource usage (1,000m ³) | | | | |
|---|--------|--------|--------|--------|
| | FY2020 | FY2021 | FY2022 | FY2023 |
| Water resource usage | 407 | 439 | 432 | 382 |
| Japan | 64 | 59 | 56 | 60 |
| North America region | 58 | 65 | 62 | 49 |
| Europe region | 12 | 31 | 40 | 10 |
| Asia region | 99 | 93 | 90 | 90 |
| China region | 165 | 181 | 174 | 163 |
| South America region | 9 | 9 | 10 | 10 |

| Greenhouse gas emissions (t-CO ₂) | | | | |
|--|-----------|-----------|-----------|-----------|
| | FY2020 | FY2021 | FY2022 | FY2023 |
| Direct emissions (Scope 1) | 10,719 | 10,459 | 12,326 | 12,168 |
| Japan | 1,025 | 880 | 755 | 874 |
| North America region | 7,422 | 7,661 | 9,881 | 9,852 |
| Europe region | 866 | 692 | 482 | 471 |
| Asia region | 617 | 554 | 479 | 511 |
| China region | 651 | 494 | 347 | 289 |
| South America region | 137 | 178 | 383 | 170 |
| Indirect emissions (Scope 2) | 85,740 | 89,461 | 84,369 | 81,658 |
| Japan | 10,770 | 10,786 | 4,859 | 81 |
| North America region | 30,600 | 28,738 | 33,852 | 36,709 |
| Europe region | 2,397 | 1,190 | 241 | 351 |
| Asia region | 12,117 | 14,992 | 15,414 | 15,688 |
| China region | 29,337 | 32,757 | 30,005 | 28,829 |
| South America region | 521 | 1,000 | 0 | 0 |
| Emissions not included in Scope 1 and Scope 2 (Scope3) | 2,052,093 | 1,956,980 | 2,035,739 | 2,139,146 |
| Cat.1: Purchased Goods and Services | 1,952,206 | 1,876,372 | 1,953,878 | 2,036,158 |
| Cat.2: Capital Goods | 61,965 | 56,531 | 55,717 | 75,270 |
| Cat.3: Fuel- and Energy-Related Activities | 22,448 | 15,457 | 17,588 | 18,440 |
| Cat.4: Upstream Transportation and Distribution | 5,365 | 3,164 | 2,533 | 2,709 |
| Cat.5: Waste Generated in Operations | 7,097 | 1,118 | 1,034 | 1,097 |
| Cat.6: Business Travel | 835 | 1,059 | 1,073 | 1,086 |
| Cat.7: Employee Commuting | 2,177 | 3,279 | 3,917 | 4,386 |

| Amount of waste generated (t) | | | | |
|-------------------------------|--------|--------|--------|--------|
| | FY2020 | FY2021 | FY2022 | FY2023 |
| Amount of waste generated | 3,314 | 3,262 | 3,320 | 3,315 |
| Japan | 795 | 791 | 677 | 682 |
| North America region | 708 | 622 | 531 | 639 |
| Europe region | 1,012 | 1,018 | 1,065 | 1,165 |
| Asia region | 336 | 353 | 385 | 438 |
| China region | 322 | 336 | 576 | 303 |
| South America region | 141 | 142 | 87 | 87 |

Personnel and labor data

| Number of employees in the G-TEKT Group (people) | | | | |
|--|--------|--------|--------|--------|
| | FY2020 | FY2021 | FY2022 | FY2023 |
| Japan segment | 1,632 | 1,528 | 1,573 | 1,574 |
| Employees | 1,169 | 1,151 | 1,168 | 1,166 |
| Temporary employees | 463 | 377 | 405 | 408 |
| North America segment | 2,527 | 2,281 | 2,386 | 2,422 |
| Employees | 2,282 | 2,139 | 2,137 | 2,176 |
| Temporary employees | 245 | 142 | 249 | 246 |
| Europe segment | 861 | 738 | 891 | 1,071 |
| Employees | 825 | 695 | 820 | 1,031 |
| Temporary employees | 36 | 43 | 71 | 40 |
| Asia segment | 1,982 | 2,070 | 2,051 | 2,105 |
| Employees | 1,492 | 1,589 | 1,547 | 1,485 |
| Temporary employees | 490 | 481 | 504 | 620 |
| China segment | 2,333 | 2,571 | 2,542 | 2,300 |
| Employees | 1,800 | 1,933 | 1,929 | 1,793 |
| Temporary employees | 533 | 638 | 613 | 507 |
| South America segment | 604 | 615 | 626 | 679 |
| Employees | 604 | 615 | 626 | 679 |
| Temporary employees | 0 | 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) (people) | | | | |
|--|--------|--------|--------|--------|
| | FY2020 | FY2021 | FY2022 | FY2023 |
| New graduate hires | 12 | 14 | 31 | 13 |
| Mid-career hires | 5 | 10 | 31 | 61 |
| Retention rate (new graduates, after 3 years) | 100.0% | 71.0% | 88.2% | 78.6% |

* 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) (people) | | | | |
|--|--------|--------|--------|--------|
| | FY2020 | FY2021 | FY2022 | FY2023 |
| Number of employees acquiring childcare leave | 6 | 8 | 5 | 8 |
| Males | 2 | 2 | 5 | 7 |
| Acquisition rate (male) | 6% | 7% | 21% | 32% |
| Females | 4 | 6 | 0 | 1 |
| Acquisition rate (female) | 100% | 100% | — | 100% |
| Number of employees acquiring childbirth leave | 41 | 36 | 20 | 23 |
| Males | 37 | 30 | 20 | 19 |
| Females | 4 | 6 | 0 | 4 |
| Number of days of paid leave taken | 12.6 | 13.4 | 15.0 | 15.1 |
| Acquisition rate | 66% | 70% | 78% | 80% |

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

| Number of reports to the corporate ethics reporting hotline (Japan only) (cases) | | | | |
|--|--------|--------|--------|--------|
| | FY2020 | FY2021 | FY2022 | FY2023 |
| Number of reports to the corporate ethics reporting hotline | 30 | 8 | 13 | 9 |
| Human rights and harassment | 7 | 0 | 9 | 4 |
| Work environment | 6 | 4 | 1 | 1 |
| Injustice | 4 | 1 | 1 | 0 |
| Manners and morals | 5 | 1 | 0 | 1 |
| Appropriate business execution | 7 | 2 | 2 | 3 |
| Quality | 0 | 0 | 0 | 0 |
| Other | 1 | 0 | 0 | 0 |

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

| Intellectual property (cases) | | | | |
|----------------------------------|--------|--------|--------|--------|
| | FY2020 | FY2021 | FY2022 | FY2023 |
| Number of published applications | 6 | 5 | 18 | 11 |
| Number of patent granted | 2 | 16 | 10 | 18 |

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