#### Environment

reenhouse gas	3 (11113310113								
	missions (Scope1, 2)	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark
Domestic group+C	Overseas group Total: Scope1+Scope2	t -CO2e	78,475	86,121	87,095	81,459	74,345	Group	New accounting standards have been applied since FY2020
_	Intensity (Sales base)	t -CO <sub>2</sub> / Million yen	0.47	0.48	0.45	0.38	0.32	Group	Covered by third party guarantee sind FY2023
_	Total: Scope1+Scope2 (Market standard)	t -CO2e	68,931	75,716	76,252	69,801	62,913		112023
omestic group —	Scope1 Scope2 (Market standard)	t -CO2e t -CO2e	21,419 47,512	22,340 53,376	22,267 53,985	20,961 48,840	20,508 42,405	— Domestic group	Covered by third party guarantee sin FY2020
_	Scope2 (Location standard)	t -CO2e	51,722	54,775	53,491	51,956	41,653		112020
_	Total: Scope1+Scope2 (Location standard)	t -CO2e	9,544	10,405	10,843	11,658	11,432		Covered by third party guarantee sin
Overseas group	Scope1 Scope2 (Location standard)	t -CO2e t -CO2e	3,276 6,268	3,654 6,751	4,020 6,823	4,384 7,274	4,492 6,940	Overseas group	FY2023
	missions (Scope3)	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark
	urchased Goods and Services	t -CO2e t -CO2e	257,038 60,373	270,001 53,716	294,823 19,474	325,263 37,677	363,943 10,026	Domestic group	Raw materials and OEM products
	apital goods uel- and Energy-Related Activities	t -CO2e	7,505	8,244	8,268	8,255	8,216	Group  Domestic group	
	pstream transportation and distribution	t -CO2e	13,671	10,017	12,735	18,679	19,437	Morinaga & Co., Ltd.	
	Vaste generated in operations	t -CO2e	1,657	1,795	1,730	1,736	1,478	Domestic group	
	usiness travel mployee commuting	t -CO2e t -CO2e	539 1,334	535 1,365	551 1,514	564 1,536	578 1,588	Domestic group  Domestic group	
Category8 U	pstream leased assets	t -CO2e	374	394	410	405	354	Morinaga & Co., Ltd.	
	ownstream transportation and distribution	t -CO2e	-	-	-	-	-		Not relevant
	rocessing of sold products lse of Sold Products	t -CO2e t -CO2e	-	-	-	-	-		Not relevant Not relevant
	nd-of-life treatment of sold products	t -CO2e	6,913	6,772	7,181	6,847	6,813	Domestic group	
	ownstream leased assets	t -CO2e	-	-	-	-	-		Not relevant
	ranchises nvestments	t -CO2e t -CO2e	-	-	-	-	-		Not relevant Not relevant
	Other (Upstream)	t -CO2e	-	-	-	-	-		Not rated
Category17 O	Other (Downstream)	t -CO2e	-	-	-	-	-		Not rated
rgy									
nergy consumptic	on	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark
	nergy consumption Total	MWh	228,481	244,488	244,534	234,454	234,059		
	Electric power	MWh GJ	110,047 0	120,879 290	121,241 509	121,037 581	120,440 611		
	Heat supply City Gas	1,000㎡	9,743	10,162	10,137	10,082	9,883		
omestic group	LPG	t	30	32	31	27	25	— Domestic group	Covered by third party guarantee sin
	kerosene	k I	46	48	46	45	42	— Bomestic group	FY2020
	gasoline Light oil	k l	22 8	22 8	17 8	19 19	18	_	
Re	ecyclable energy consumption	MWh	0	5	12	770	2,584		
	otal recyclable energy (purchased or generated)	MWh	0	5	12	770	2,584		
	nergy consumption	MWh	-	-	-	42,533	41,929		Covered by third party guarantee sir
	ecyclable energy consumption	MWh	_	_	_	558	687	Overseas group	
_	ecyclable energy consumption otal recyclable energy (purchased or generated)	MWh MWh	-	-	-	558 558	687 687	Overseas group	FY2023
To	otal recyclable energy (purchased or generated)				_			Overseas group	FY2023
	otal recyclable energy (purchased or generated)	MWh	-	-	-	558	687		
To oduction weig	otal recyclable energy (purchased or generated)				_			Overseas group  Scope Group	FY2023  Remark
To duction weight	otal recyclable energy (purchased or generated) ght	MWh	FY2020	- FY2021	- FY2022	558 FY2023	687 FY2024	Scope	
To duction weight	otal recyclable energy (purchased or generated) ght	MWh	FY2020	- FY2021	- FY2022	558 FY2023	687 FY2024	Scope Group	
roduction weight	otal recyclable energy (purchased or generated)  ght  waste  Primary raw materials	MWh Unit t	FY2020 - FY2020 45,617	FY2021 138,175 FY2021 42,359	FY2022 143,239 FY2022 41,427	FY2023 147,082  FY2023 39,676	FY2024 151,541 FY2024 40,360	Scope	Remark
oduction weight sources and s	waste  Primary raw materials  sumption  Secondary raw materials	MWh Unit t	FY2020 FY2020 45,617 51,381	FY2021 138,175  FY2021 42,359 53,292	FY2022 143,239 FY2022 41,427 54,046	FY2023 147,082  FY2023 39,676 55,790	FY2024 151,541  FY2024 40,360 56,414	Scope Group	Remark
oduction weight sources and the sources are sources and the sources are sources and the sources are sources are sources and the sources are sources are sources are sources are sources are sources are sources.	otal recyclable energy (purchased or generated)  ght  waste  Primary raw materials	MWh Unit t	FY2020 - FY2020 45,617	FY2021 138,175 FY2021 42,359	FY2022 143,239 FY2022 41,427	FY2023 147,082  FY2023 39,676	FY2024 151,541 FY2024 40,360	Scope Group	Remark
roduction weight	waste  Primary raw materials  Secondary raw materials  Total	MWh Unit t	FY2020 - - FY2020 45,617 51,381 96,998 13,857 10,938	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499	FY2022 143,239 FY2022 41,427 54,046 95,473 10,998 10,529	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563	Scope Group	Remark
oduction weight sources and	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic	MWh Unit t	FY2020   FY2020  45,617  51,381  96,998  13,857  10,938  4,821	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926	FY2022 143,239 FY2022 41,427 54,046 95,473 10,998 10,529 5,086	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247	Scope Group	Remark
roduction weight sources and value materials cons	waste  Primary raw materials Secondary raw materials Total  Paper Cardboard Plastic Glass	MWh Unit t	FY2020   FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0	FY2022 143,239 FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563	Scope Group  Scope  Domestic group	Remark
roduction weight sources and value aw materials cons	waste  Primary raw materials Secondary raw materials Total  Paper Cardboard Plastic Glass	MWh Unit t	FY2020   FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0  0  203	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202	FY2022 143,239 FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277	Scope Group  Scope  Domestic group	Remark
roduction weight sources and value materials cons	waste  Primary raw materials Secondary raw materials Total  Paper Cardboard Plastic Glass Steel Aluminum Other	MWh Unit t	FY2020   FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0  0  203  563	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641	Scope Group  Scope  Domestic group	Remark
duction weight sources and sources are sources and sources and sources are sources and sources and sources are sources are sources and sources are sources and sources are sou	waste  Primary raw materials Secondary raw materials Total  Paper Cardboard Plastic Glass Steel Aluminum	Unit t  Unit t t t t t t t t t t t t	FY2020   FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0  0  203  563  30,382	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 5,247 0 0 277 641 29,231	Scope Group  Scope  Domestic group	Remark
duction weight cources and was materials consump	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total	MWh Unit t	FY2020   FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0  0  203  563  30,382  FY2020	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231	Scope Group  Scope  Domestic group	Remark
duction weight cources and value materials consumples	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020   FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0  0  203  563  30,382  FY2020  24795	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066	Scope Group  Scope  Domestic group production sites	Remark
roduction weight  sources and to a source and to a s	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.)	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020   FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0  0  203  563  30,382  FY2020  24795  95.2	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100	Scope Group  Scope  Domestic group production sites	Remark
duction weight roduction r	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020   FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0  0  203  563  30,382  FY2020  24795	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066	Scope Group  Scope  Domestic group production sites  Scope  Domestic group	Remark
duction weight cources and saw materials consump aterials consump materials consump	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, etc.) FSC certified paper introduction ratio (weight ratio)	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020  FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0  0  203  563  30,382  FY2020  24795  95.2  32.9	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0	Scope Group  Scope  Domestic group production sites  Scope  Domestic group	Remark
duction weight roduction weight sources and value and va	pht  waste  Primary raw materials Secondary raw materials Total  Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020   FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0  0  203  563  30,382  FY2020  24795  95.2  32.9  FY2020  9,393	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites	Remark
roduction weight  sources and versions and versions and versions are repacted in the repacted	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled volume	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020  45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites	Remark  Remark  Remark
roduction weight sources and verticals consump aper To packaging material)  Vaste  Waste  Omestic Regroup	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled volume ecycled rate	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020  45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites	Remark  Remark  Remark  Remark
av materials consump  Atterials consump  Materials consump  Materials consump  Waste  Waste  Waste  Regroup  production Figers	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled volume ecycled rate inal landfill volume  *1	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020  45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites	Remark  Remark  Remark  Remark
av materials consump  To poduction weight  Sources and version and	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled volume ecycled rate inal landfill volume *1	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020  45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites	Remark  Remark  Remark  *1 Waste that cannot be recycled and is di
duction weight  sources and verticals consump  aper Topackaging material)  //aste	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled volume ecycled rate inal landfill volume  *1	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020  45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites	Remark  Remark  Remark  *1 Waste that cannot be recycled and is di
duction weight  cources and very service	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Waste emissions ecycled volume ecycled rate inal landfill volume pecially controlled industrial waste	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020  45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9 2 896	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473 2	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites  Scope  Domestic group production sites	Remark  Remark  Remark  *1 Waste that cannot be recycled and is di
duction weight  cources and versus and versu	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled volume ecycled rate inal landfill volume pecially controlled industrial waste lox emissions	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020  45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9 2 896 24	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473 2 30	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13 14	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7 24	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites	Remark  Remark  Remark  *1 Waste that cannot be recycled and is di
roduction weight  sources and version and version weight  sources and version and version weight  sources and version and version and version and version weight  Asste  We were a version and version	potal recyclable energy (purchased or generated)  Waste  Primary raw materials Secondary raw materials Total  Paper Cardboard Plastic Glass Steel Aluminum Other Total  Otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Waste emissions ecycled volume ecycled rate inal landfill volume pecially controlled industrial waste lox emissions ox emissions ox emissions	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020  45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9 2 896 24 0 588	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34 0 690	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473 2 30 0 757	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13 14 0 868	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7 24 0 899	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites  Overseas group production sites	Remark  Remark  Remark  *1 Waste that cannot be recycled and is di of in landfills
roduction weight  sources and version and version weight  sources and version and version weight  aw materials consump  aper To a consump  packaging material)  Vaste  Reference	potal recyclable energy (purchased or generated)  Waste  Primary raw materials Secondary raw materials Total  Paper Cardboard Plastic Glass Steel Aluminum Other Total  Otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Waste emissions ecycled volume ecycled rate inal landfill volume pecially controlled industrial waste lox emissions ox emissions ox emissions	Unit t  Unit t  t  t  t  t  t  t  t  t  t  t  t  t	FY2020  45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9 2 896 24 0	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34 0	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473 2 30 0	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13 14 0	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7 24 0	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites  Scope  Overseas group Overseas group	Remark  Remark  Remark  *1 Waste that cannot be recycled and is di
av materials consump  Atterials consump  Atterials consump  Atterials consump  Acterials	waste  Primary raw materials Secondary raw materials Total  Paper Cardboard Plastic Glass Steel Aluminum Other Total  Otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled volume ecycled rate inal landfill volume pecially controlled industrial waste lox emissions ox emissions Vaste emissions	Unit t  Unit t t t t t t t t t t t t t t t t t t	FY2020 45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9 2 896 24 0 588	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34 0 690  FY2021 6,395 4,590	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473 2 30 0 757  FY2022 5,399 4,497	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13 14 0 868  FY2023 5,310 4,721	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7 24 0 899  FY2024 4,675 4,312	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites  Overseas group production sites	Remark  Remark  Remark  *1 Waste that cannot be recycled and is di of in landfills  Remark  Remark
aw materials consump  Induction weight  Sources and sources and sources and sources and sources and sources and sources are sources and sources are sources are sources.  Induction weight  Sources and sources and sources are sources are sources.  In Sources are sources are sources are sources.  A Resources are sources are sources.  A Resources are sources are sources.  A Resources are s	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled volume ecycled rate inal landfill volume pecially controlled industrial waste lox emissions ox emissions Vaste emissions	Unit   t   t   t   t   t   t   t   t   t	FY2020 45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9 2 896	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34 0 690  FY2021 6,395 4,590 1,805	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473 2 30 0 757  FY2022 5,399 4,497 901	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13 14 0 868  FY2023 5,310 4,721 589	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7 7 24 0 899  FY2024 4,675 4,312 362	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites  Overseas group production sites	Remark  Remark  Remark  Remark  *1 Waste that cannot be recycled and is di of in landfills  Remark  Remark  New accounting standards have been
roduction weight  sources and sources are sources are sources and sources are sources are	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  Otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled volume ecycled rate inal landfill volume pecially controlled industrial waste lox emissions vaste emissions	Unit t t t t t t t t t t t t t t t t t t	FY2020 45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9 2 896 24 0 588	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34 0 690  FY2021 6,395 4,590	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473 2 30 0 757  FY2022 5,399 4,497	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13 14 0 868  FY2023 5,310 4,721	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7 24 0 899  FY2024 4,675 4,312	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites  Overseas group production sites  Scope	Remark  Remark  Remark  *1 Waste that cannot be recycled and is di of in landfills  Remark  Remark
aw materials consumption and the results of the res	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled rate inal landfill volume ecycled rate lox emissions vaste emissions	Unit t t t t t t t t t t t t t t t t t t	FY2020 45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9 2 896	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34 0 690  FY2021 6,395 4,590 1,805 30.616 71.8 +8	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473 2 30 0 757  FY2022 5,399 4,497 901 27,774 83.3 ▲49	FY2023 147,082  FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13 14 0 868  FY2023 5,310 4,721 589 28,491 88.9 ▲70	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7 24 0 899  FY2024 4,675 4,312 362 23.541 92.2 ▲83	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites  Overseas group production sites  Scope	Remark  Remark  Remark  Remark  *1 Waste that cannot be recycled and is di of in landfills  Remark  Remark  New accounting standards have been
aw materials consumption and the results of the res	pht  Waste  Primary raw materials Secondary raw materials Total  Paper Cardboard Plastic Glass Steel Aluminum Other Total  Ottal  PSC certified paper introduction ratio (weight ratio)  Waste emissions ecycled volume ecycled rate inal landfill volume pecially controlled industrial waste lox emissions ox emissions Waste emissions ox emissions ox emissions waste emissions ox emissions ox emissions ox emissions ox emissions ox emissions waste disposal amount of food recycling resources (B) oxid waste disposal amount (A-B) intensity of food waste generated (A) ecycling implementation rate oxid loss reduction rate	Unit   t   t   t   t   t   t   t   t   t	FY2020 45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9 2 896	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34 0 690  FY2021 6,395 4,590 1,805 30.616 71.8 +8 3,075.5	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473 2 30 0 757  FY2022 5,399 4,497 901 27,774 83.3 ▲49 2,542.5	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13 14 0 868  FY2023 5,310 4,721 589 28,491 88.9 ▲70 2,585.2	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7 24 0 899  FY2024 4,675 4,312 362 23.541 92.2 ▲83 2,269.4	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites  Overseas group production sites  Scope	Remark  Remark  Remark  Remark  *1 Waste that cannot be recycled and is di of in landfills  Remark  Remark  New accounting standards have bee
Production weight  Sources and version of the second of th	waste  Primary raw materials Secondary raw materials Total Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled rate inal landfill volume ecycled rate lox emissions vaste emissions	Unit   t   t   t   t   t   t   t   t   t	FY2020  45,617  51,381  96,998  13,857  10,938  4,821  0  0  203  563  30,382  FY2020  24795  95.2  32.9  FY2020  9,393  9,391  99.9  2  896   24  0  588  FY2020  5,675  4,186  1,489  27.169  73.8  ▲11  3202.9  1948.9	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34 0 690  FY2021 6,395 4,590 1,805 30.616 71.8 +8 3,075.5 1,994.2	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9  473 2 30 0 757  FY2022 5,399 4,497 901 27,774 83.3 ▲49 2,542.5 1,689.3	FY2023 147,082  FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13 14 0 868  FY2023 5,310 4,721 589 28,491 88.9  A70 2,585.2 2,038.5	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7 24 0 899  FY2024 4,675 4,312 362 23.541 92.2 ▲83 2,269.4 1,960.8	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites  Overseas group production sites  Scope	Remark  Remark  Remark  *1 Waste that cannot be recycled and is dis of in landfills  *New accounting standards have been applied since FY2021  New accounting standards have been applied since FY2021
Production weight  Sources and version of the second waste  Paper (packaging material)  Waste  Domestic Regroup production sites In Signature Site	waste  Primary raw materials Secondary raw materials Total  Paper Cardboard Plastic Glass Steel Aluminum Other Total  otal weight of paper packaging Sustainable material ratio (FSC certified paper, recycled paper, etc.) FSC certified paper introduction ratio (weight ratio)  Vaste emissions ecycled volume ecycled rate inal landfill volume pecially controlled industrial waste lox emissions ox emissions waste emissions waste emissions waste emissions ox emissions waste emissions very lead of the paper introduction ratio (weight ratio)  Waste emissions ox emissions waste disposal amount (A-B) intensity of food waste generated (A) ecycling amount of food recycling implementation rate ood loss reduction rate imount of food waste generated (A) ecycling amount of food recycling implementation rate ood loss reduction rate imount of food waste generated (A) ecycling amount of food recycling resources (B) ood waste disposal amount (A-B) intensity of food waste generated (A) ecycling amount of food recycling resources (B) ood waste disposal amount (A-B) intensity of food waste generated (A) ecycling amount of food recycling resources (B) ood waste disposal amount (A-B)	Unit   t   t   t   t   t   t   t   t   t	FY2020 45,617 51,381 96,998 13,857 10,938 4,821 0 0 203 563 30,382  FY2020 24795 95.2 32.9  FY2020 9,393 9,391 99.9 2 896	FY2021 138,175  FY2021 42,359 53,292 95,651 12,632 10,499 4,926 0 0 202 586 28,844  FY2021 23,131 97.5 74.8  FY2021 10,843 10,836 99.9 7 1,087 9 34 0 690  FY2021 6,395 4,590 1,805 30.616 71.8 +8 3,075.5	FY2022 143,239  FY2022 41,427 54,046 95,473 10,998 10,529 5,086 0 0 219 581 27,414  FY2022 21,527 99.9 97.8627139  FY2022 9,554 9,552 99.9 2 473 2 30 0 757  FY2022 5,399 4,497 901 27,774 83.3 ▲49 2,542.5	FY2023 147,082  FY2023 39,676 55,790 95,466 10,947 10,128 4,935 0 0 256 577 26,843  FY2023 21,075 100 99.7  FY2023 9,798 9,778 99.7 20 551 13 14 0 868  FY2023 5,310 4,721 589 28,491 88.9 ▲70 2,585.2	FY2024 151,541  FY2024 40,360 56,414 96,774 11,503 11,563 5,247 0 0 277 641 29,231  FY2024 23,066 100 98.0  FY2024 9,698 9,663 99.6 35 227 7 24 0 899  FY2024 4,675 4,312 362 23.541 92.2 ▲83 2,269.4	Scope Group  Scope  Domestic group production sites  Scope  Domestic group production sites  Scope  Domestic group production sites  Scope  Domestic group production sites	Remark  Remark  Remark  *1 Waste that cannot be recycled and is dis of in landfills  Remark  Remark  New accounting standards have been applied since FY2021

Vater									
Water resources	consumption	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark
Domestic group	Tap water	1,000 m <sup>3</sup>	232	335	347	412	356		
	Industrial water	1,000 m <sup>3</sup>	292	268	263	266	247		Coursed by third marks assessed as a
	Well water	1,000 m <sup>3</sup>	1078	996	1,095	954	1,008	Domestic group	Covered by third party guarantee since FY2020
	Rainwater	1,000 m <sup>3</sup>	0	0	0	0	2		
	Total	1,000 m <sup>3</sup>	1602	1,599	1,706	1,631	1,613		
Overseas group	Taiwan	1,000 m <sup>3</sup>	141.318	143	158	171	188		
	China	1,000 m <sup>3</sup>	11.126	15	19	19	17	Oversees areve	Covered by third party guarantee since
	United States	1,000 m <sup>3</sup>	17.282	21	26	26	30	Overseas group	FY2023
•	Total	1,000 m <sup>2</sup>	169.726	179	203	216	236		
Domestic group	(Water intake at domestic production sites)	1,000 m <sup>3</sup>	1,555	1,550	1,657	1,548	1,569	Domestic group	
production sites	(Drainage from domestic production sites amount)	1,000 m <sup>3</sup>	1,088	1,089	1,070	1,070	1,096	production sites	

Environmental management								
	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark
No. of facilities with ISO14001 accreditation	Cases	1	1	1	1	1	Domestic group production sites	On January 23, 2018, we acquired multi- site certification as Morinaga Group Production Facility (including 4 factories in our own company, 3 affiliates in production affiliated companies including head office environmental integration secretariat)

ompliance										
	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark		
No. of times fined for environmental violations (Waste related)	Times	0	0	0	0	0				
No. of times fined for environmental violations (Water resources related)	Times	0	0	0	0	0				
No. of times fined for environmental violations (others)	Times	0	0	0	0	0	Domestic group			
Environmental violation fine amount (Waste related)	Yen	0	0	0	0	0	production sites			
Environmental violation fine amount (Water resources related)	Yen	0	0	0	0	0				
Environmental violation fine amount (others)	Yen	0	0	0	0	0				

# Society

mployees									
		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark
	Male	People	1,298 78.6%	1,297 78.2%	1,286 77.0%	1,287 76.4%	1,308 76.4%		
No. of full-time employees	Female	People	353 21.4%	361 21.8%	385 23.0%	398 23.6%	404 23.6%	Morinaga & Co., Ltd.	Includes seconded employees
	Total	People	1,651 100.0%	1,658 100.0%	1,671 100.0%	1,685 100.0%	1,712 100.0%		
	Male	People	243 56.9%	264 51.2%	244 37.1%	276 38.4%	300 38.6%		Number of associate employees as of the
No. of temporary employees	Female	People	184 43.1%	252 48.8%	413 62.9%	443 61.6%	477 61.4%	Morinaga & Co., Ltd.	end of each fiscal year (as of March 31)
	Total	People	427 100.0%	516 100.0%	657 100.0%	719 100.0%	777 100.0%		end of each fiscal year (as of March 51)
	Male	Years	43.8	44.0	44.6	44.9	44.9		
Average age	Female	Years	40.2	40.7	40.7	40.6	40.6	Morinaga & Co., Ltd.	Includes seconded employees
	Total	Years	43.1	43.3	43.7	43.9	43.9		
	Male	Years	19.6	19.8	20.3	20.6	20.7		Includes seconded employees
Average service years	Female	Years	17.0	17.4	17.0	16.7	16.7	Morinaga & Co., Ltd.	
	Total	Years	19.0	19.2	19.6	19.7	19.7		
Domestic affiliated companies No. of full-time	Male	People	445 65.0%	459 64.4%	516 64.3%	635 66.8%	639 65.1%		Excludes employees seconded from
employees	Female	People	240 35.0%	254 35.6%	286 35.7%	316 33.2%	343 34.9%	Domestic group	MORINAGA & Co., Ltd.
employees	Total	People	685 100.0%	713 100.0%	802 100.0%	951 100.0%	982 100.0%	,	WORNAGA & Co., Eta.
Domestic affiliated companies No. of temporary	Male	People	198 21.4%	169 18.1%	183 19.0%	257 21.9%	251 21.2%	1	Including re-employment (re-employme
employees	Female	People	727 78.6%	766 81.9%	781 81.0%	917 78.1%	932 78.8%	Domestic group	+ temporary employee)
employees	Total	People	925 100.0%	935 100.0%	964 100.0%	1,174 100.0%	1,183 100.0%		temporary employees
Number of consolidated employees		People	2,825	2,937	3,076	3,093	3,153		
Japan-based employee ratio		%	80	79.5	78.2	76.4	77.7		
Taiwan-based employee ratio		%	9	9.1	8.9	9.5	10.1	Group	
<b>US-based employee ratio</b>		%	7	7.3	8.8	8.6	7.9	]	
Employee ratio in China		%	3	3.8	3.7	4.1	3.9		
	Male	People	42 61.8%	37 63.8%	34 56.7%	37 68.5%	60 64.5%		
No. of new recruits	Female	People	26 38.2%	21 36.2%	26 43.3%	17 31.5%	33 35.5%	Morinaga & Co., Ltd.	Includes new graduates / mid-careers
	Total	People	68 100.0%	58 100.0%	60 100.0%	54 100.0%	93 100.0%		

			Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark
		Male	%	-	12.1	16.7	14.8	21.5		
Mid-career hire	es rate	Female	%	-	10.3	15.0	11.1	8.6	Morinaga & Co., Ltd.	
		Total	%	-	22.4	31.7	25.9	30.1		
	Under 30	Male	%	-	1.7 1.7	3.3	1.9	8.6	Morinaga & Co., Ltd.	
	Officer 50	Female Total	%	-	3.4	5.0	3.7 5.6	1.1 9.7	Monnaga & Co., Ltd.	
Mid-career		Male	%	-	6.9	13.3	14.8	11.8		
hires rate by	Between the ages of 30 and 50	Female	%	-	8.6	11.7	13.0	6.5	Morinaga & Co., Ltd.	
age		Total	%	-	15.5	25.0	27.8	18.3		
		Male	%	-	3.4	1.7	1.9	1.1		
	Over 50	Female	%	-	0.0	0.0	0.0	1.1	Morinaga & Co., Ltd.	
		Total	%	-	3.4	1.7	1.9	2.2		
	Board member	Male	%	-	0.0	0.0	0.0	0.0	Morinaga & Co., Ltd.	
	Board Member	Female Total	%	-	0.0	0.0	0.0	0.0	Monnaga & Co., Ltd.	
Mid-career		Male	%	-	5.2	3.3	3.7	3.2		
hires rate by	Management level employee	Female	%	-	1.7	0.0	0.0	0.0	Morinaga & Co., Ltd.	
management level		Total	%	-	6.9	3.3	3.7	3.2		
ievei		Male	%	-	6.9	13.3	14.8	18.3		
	other employee	Female	%	-	8.6	15.0	16.7	8.6	Morinaga & Co., Ltd.	
		Total	%	-	15.5	28.3	31.5	26.9		
D:		Male	People	58 62.4%	43 45.3%	81 75.7%	154 21.6%	121 としている	-	Indicates a Control
Domestic affilia	ated companies No. of new recruits	Female	People	35 37.6%	52 54.7%	26 24.3%	558 78.4%		Domestic group	Includes new graduates / careers
		Total	People %	93   100.0%	95 100.0%	107   100.0% 1.7	712 100.0%	664 0.0%		+
Turnover rate (	overall)	Male Female	%	-	ri 0.7	0.4	1.4 0.4	0.9 0.7	Morinaga & Co., Ltd.	Includes the number of seconded
orai iate (t		Total	%	0.4	0.7	2.1	1.7	1.6		employees
		Male	%	-	0.8	1.6	1.4	0.9		
Voluntary turno	over rate	Female	%	-	0.7	0.4	0.4	0.7	Morinaga & Co., Ltd.	Includes the number of seconded
		Total	%	-	1.4	2.0	1.7	1.6		employees
		Male	%	-	0.9	5.4	3.4	2.2		Includes the number of seconded
	Under 30	Female	%	-	2.3	0.4	0.9	1.8	Morinaga & Co., Ltd.	employees
		Total	%	-	3.2	5.8	4.3	4.0		
Turnover rate	D	Male	%	-	0.8	1.2	1.0	0.8		Includes the number of seconded
(by age group)	Between the ages of 30 and 50	Female	%	-	0.6	0.5	0.5	0.4	Morinaga & Co., Ltd.	employees
		Total Male	%	-	1.4 0.7	1.7 1.2	1.5 1.2	1.2 0.6		
	Over 50	Female	%	-	0.7	0.3	0.0	0.6	Morinaga & Co., Ltd.	Includes the number of seconded
		Total	%	-	0.9	1.5	1.2	1.1		employees
		Male	%	-	0.6	1.2	1.0	0.6		
Turnover rate	Management level employee	Female	%	-	0.0	0.0	0.0	0.6	Morinaga & Co., Ltd.	Includes the number of seconded
(by		Total	%	-	0.6	1.2	1.0	1.2		employees
management		Male	%	-	0.9	1.9	1.6	1.0		
level)	ther employee	Female	%	-	0.9	0.6	0.5	0.7	Morinaga & Co., Ltd.	Includes the number of seconded employees
		Total	%	-	1.8	2.5	2.1	1.7		employees
	turnover rate of new graduates with	less than three years of	%	2.1	1.1	4.4	5.7	3.6	Morinaga & Co., Ltd.	
service)	employees under 30		%	12.2	13.1	13.4	14.0	15.5		
	employees under 50 employees between the ages of 30 ar	nd 50	%	58.0	53.3	50.2	47.3	44.0	Morinaga & Co., Ltd. Morinaga & Co., Ltd.	
	employees over 50		%	29.7	33.5	36.4	38.8	40.5	Morinaga & Co., Ltd.	
	te for people with disabilities		%	2.68	2.35	2.30	2.24	2.22	Morinaga & Co., Ltd.	End of each fiscal year (as of March 31)
Share of women	n in total workforce		%	21.4	21.8	23.0	23.6	23.6	Morinaga & Co., Ltd.	
Ratio of womer	n in STEM-related positions		%	-	-	37.8	38.9	34.8	Morinaga & Co., Ltd.	
No. of female n	managers		People	-	-	-	22	23	Morinaga & Co., Ltd.	<ul> <li>As of the beginning of each fiscal year, April 1</li> <li>Excluding secondees; including incomir secondees</li> <li>Calculation method has been changed from FY2024. The figure for FY2023 is from after retroactive application of the said calculation method.</li> </ul>
Ratio of female	e managers		%	7.8	11.0	13.0	13.3	13.5	Morinaga & Co., Ltd.	·As of the beginning of each fiscal year, April 1 ·Excluding secondees; including incomir secondees ·Calculation method has been changed from FY2024. The figures from FY2020- FY2023 are from after retroactive application of the said calculation metho
	junior managers		%	-	-	12.4	13.3	11.5	Morinaga & Co., Ltd.	Beginning of each fiscal year (as of April
	managers and above		%	9.4	6.3	6.7	6.4	5.8	Morinaga & Co., Ltd.	Includes Senior Executive Officers as of
	n in management positions		%	16.7	28.6	20.0	26.7	23.8	Morinaga & Co., Ltd.  Morinaga & Co., Ltd.	April 1, 2021  Beginning of each fiscal year (as of April
in revenue-gen	erating functions (sales)	** *			665.053					
Average Wages	s by Gender	Male Female	Yen Yen	-	665,953 485,754	663,571 411,750	665,674 512,483	712,094 550,511	Morinaga & Co., Ltd.	Monthly wage converted from annual income(Excluding seconded employees)
Average Wages	s by Gender (Senior Managers)	Male	Yen	-	1,236,048	1,147,429	1,081,976	1,205,325	Morinaga & Co., Ltd.	Monthly wage converted from annual
	,	Female	Yen	-	1,278,366	1,123,408	1,077,004	1,055,956		income(Excluding seconded employees)
Average Wages	s by Gender (General Managers)	Male	Yen	-	843,640	809,073	782,787	786,512	Morinaga & Co., Ltd.	Monthly wage converted from annual
		Female	Yen	-	788,179	791,351	768,465	813,727		income(Excluding seconded employees)
Average wages employees)	by gender (senior general	Male	Yen	-	643,404 507,960	649,845 541,016	644,864 530,604	681,351	Morinaga & Co., Ltd.	Monthly wage converted from annual income(Excluding seconded employees)
	s by Gender (Beginner level general	Female Male	Yen Yen	-	411,932	404,918	427,940	567,153 412,765		Monthly wage converted from annual
employees)	, conac. (segniner level general	Female	Yen	_	391,089	312,625	409,149	386,725	Morinaga & Co., Ltd.	income(Excluding seconded employees)
, ,				I	55.,005	5,6_5	.00,110	555,125	1	. 3

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark
	Male	People	19 44.2%	16 44.4%	21 65.6%	18 38.3%	29 46.8%		la divida a casa da di amanda casa and
No. of employees taking childcare leave	Female	People	24 55.8%	20 55.6%	11 34.4%	29 61.7%	33 53.2%	Morinaga & Co., Ltd.	Includes seconded employees and associate employees
	Total	People	43 100.0%	36 100.0%	32 100.0%	47 100.0%	62 100.0%		associate employees
Reinstatement rate		%	100.0	96.0	94.4	100.0	100.0	Morinaga & Co., Ltd.	
(ratio of employees returning to work after a leave of abs		D l .				0 0.0%	0 0.0%	J	
No. of employees utilizing shorter work hour system —	Male	People						Marinaga 9, Ca. Ital	Applicable number of regular employees
for childcare —	Female	People	28 100.0%	29 100.0%	29 100.0%	35 100.0%	34 100.0%	Morinaga & Co., Ltd.	as of the end of each fiscal year
	Total	People	28 100.0%	29 100.0%	29 100.0%	35 100.0%	34 100.0%		
No. of employees wishing to be reemployed after retirement	ent	People	16	22	14	17	16	Morinaga & Co., Ltd.	
Reemployment rate of post retirement employees		%	80.0	80.0	93.3	77.3	84.2	Morinaga & Co., Ltd.	No. of employees who have reached retirement age (including those who do not wish to be rehired)
Annual Total Labor Hours (per employee)		hour	1,945	1,961	1,946	1,933	1,936	Morinaga & Co., Ltd.	
Average overtime hours (per employee)		hour/month	13.3	15.0	13.0	14.1	14	Morinaga & Co., Ltd.	
Days of annual paid leave acquired		Day	11.7	12.1	14.1	14.4	14	Morinaga & Co., Ltd.	
Annual paid leave acquisition rate		%	62.6	68.2	74.7	76.3	76	Morinaga & Co., Ltd.	
No. of employees acquiring nursing care leave		People	0	0	2	1	1	Morinaga & Co., Ltd.	
Total training time		Hour	-	-	-	36,292	65,095	Morinaga & Co., Ltd.	
Average training time per employee		Hour	8	8.8	13.2	21.7	38.0	Morinaga & Co., Ltd.	The scope changed from FY2023/3.
Average training cost per employee		Yen	49,000	58,000	68,000	68,200	77,200	Morinaga & Co., Ltd.	
	Male	%	-	5.5	5.5	5.0	5.5		
Promotion rate	Female	%		1.9	1.8	2.5	2.3	Morinaga & Co., Ltd.	Includes the number of seconded
	Total	%	-	7.4	7.3	7.6	7.8	inioiniaga & Co., Ltd.	employees
I show with a second condition of a second conditions	TOTAL	%	100					Maninana O. Ca. Ital	B 1 1
Labor union membership rate of general employees		%	100	100	100	100	100	Morinaga & Co., Ltd.	Regular employees only
Ratio of union members		%	57.5	57.2	70.0	70.3	71.9	Group	
		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark
Rate of stress check implementation		%	97.1	96.1	96.4	97.5	97.9	Morinaga & Co., Ltd.	
Percentage of highly-stressed employees on Stress check		%	11.2	11.4	11.4	11.9	11.8	Morinaga & Co., Ltd.	
Standard score on stress check: support from managers		-	-	-	54.4	54.1	54.1	Morinaga & Co., Ltd.	
Standard score on stress check: support from co-workers		-	-	-	51.9	51.9	51.4	Morinaga & Co., Ltd.	
Presenteeism (Loss)		%	-	-	24.0	21.5	19.9	Morinaga & Co., Ltd.	
Absenteeism		%	1.07	0.85	0.99	1.19	0.70	Morinaga & Co., Ltd.	
Work engagement			51.4	51.4	51.3	51.0	51.3	Morinaga & Co., Ltd.	
Percentage of employees participating in health checkups		%	100.0	100.0	100.0	100.0	100.0	Morinaga & Co., Ltd.	
Follow-up examination rate		70	-	-	-	62.8	83.4	Morinaga & Co., Ltd.	
Percentage of employees maintaining proper body weight	(RMI 18 5-25)	%	59.7	58.5	59.4	58.5	57.1	Morinaga & Co., Ltd.	
Percentage of employees participating in specific health of		%	79.5	83.2	98.8	98.6	99.9	Morinaga & Co., Ltd.	*Specific health checkup is eligible for people who age 40-75 to check focusing on metabolic syndrome
Percentage of specific health support implemented		%	37.9	38.1	38.0	30.6	48.2	Morinaga & Co., Ltd.	
Hypertension treatment adherence rate		%	77.8	76.8	79.3	81.0	75.6	Morinaga & Co., Ltd.	
Percentage of Smokers		%	26.2	26.2	25.6	25.0	24.7	Morinaga & Co., Ltd.	
LTIFR: Lost-Time Injury Frequency Rate		•	0.52	0.00	0.25	0.49	0.24	Morinaga & Co., Ltd.	Incidence rate of fatalities and injuries du to occupational accidents per million total working hours at domestic factories (excluding the number of injured and sich people on holidays)
		Average value of Japanese manufacturing industry*	1.21	1.31	1.25	1.29	1.30		*Source: Occipational accident trend survey (Ministry of Health, Labour and Welfare)
Severity Rate			0.01	0.00	0.00	0.00	0.00		
TRIR:Total Recordable Injury Rate			2.33	1.30	1.01	2.45	0.95	Morinaga & Co., Ltd.	Incidence of fatalities and injuries due to occupational accidents per million total working hours at domestic factories (including the number of injured and sick people who did not leave)
		+		_	0	0	0	N4	
Number of occupational accident fatalities (regular emplo	yees)	People	0	0	0	0	0	Morinaga & Co., Ltd.	
Number of occupational accident fatalities (regular emplo		People People	0	0	0	0	0	Morinaga & Co., Ltd.	

Corporate Citiznship											
	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark			
Supporting amount with "One Chocolate for One Smile" campaign	Yen	-	22,476,527	20,566,310	20,369,542	20,840,365	Morinaga & Co., Ltd.				

#### Governance

Corporate G	overnance									
			Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark
'		Male	People	6 85.7%	5 83.3%	6 85.7%	6 100.0%	6 100.0%		
	Interrnal directors	Female	People	1 14.3%	1 16.7%	1 14.3%	0 0.0%	0 0.0%		
		Total	People	7 100.0%	6 100.0%	7 100.0%	6 100.0%	6 100.0%		
Number of		Male	People	1 33.3%	1 25.0%	2 50.0%	1 33.3%	1 33.3%		
directors	Independent outside directors	Female	People	2 66.7%	3 75.0%	2 50.0%	2 66.7%	2 66.7%		
directors		Total	People	3 100.0%	4 100.0%	4 100.0%	3 100.0%	3 100.0%		
		Male	People	7 70.0%	6 60.0%	8 72.7%	7 77.8%	7 77.8%		
	Aggregate total	Female	People	3 30.0%	4 40.0%	3 27.3%	2 22.2%	2 22.2%		
		Total	People	10 100.0%	10 100.0%	11 100.0%	9 100.0%	9 100.0%	ı	
	Interrnal statutory	Male	People	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%		
	auditors	Female	People	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	, D	
	auditors	Total	People	1 100.0%	1 100.0%	1 100.0%	1 100.0%	1 100.0%		
Number of	Independent outside statutory	Male	People	3 100.0%	3 100.0%	3 100.0%	2 66.7%	2 66.7%	Morinaga & Co., Ltd.	
statutory	auditors	Female	People	0 0.0%	0 0.0%	0 0.0%	1 33.3%	1 33.3%	Mormaga & co., Eta.	
auditors	- dations	Total	People	3 100.0%	3 100.0%	3 100.0%	3 100.0%	3 100.0%		
		Male	People	4 100.0%	4 100.0%	4 100.0%	3 75.0%	3 75.0%		
	Aggregate total	Female	People	0 0.0%	0 0.0%	0 0.0%	1 0.0%	1 0.0%	,	
		Total	People	4 100.0%	4 100.0%	4 100.0%	4 100.0%	4 100.0%	,	
No. of times B	oard of Directors meetings held		Times	16	16	15	15	15		
Attendance ra	te for Board of Directors meetings		%	99	99	98.6	99.1	99.0		
No. of times B	oard of Auditors meetings held		Times	16	16	16	16	16		
Attendance ra	te for Board of Auditors meetings		%	100.0	100.0	100.0	98.4	100.0		
Number of me	eetings of the Officer Personnel Compe	nsation Committee	Times	11	7	3	6	6		
Remuneration	for internal directors *1		Million yen	175	207	212	249	272		
Remuneration			Million yen	47	54	56	54	54		
Remuneration	for outside directors		Million yen	27	39	39	41	33		

<sup>\*1</sup> Salaries for director-employees (directors with duties in an employee's capacity)

Compliance												
	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope	Remark				
Political contribution	Yen	0	0	0	0	0						
No. of cases of anti-corruption violations	Cases	0	0	0	0	0						
Anti-corruption violation fine amount	Yen	0	0	0	0	0	Domestic group	*4 Recommendation				
No. of cases of legal violations	Cases	0	0	0	0	0	- Domestic group	4 Recommendation				
Legal violation fine amount	Yen	0	0	0	0	0						
No. of internal Helpline reports	Yen	-	34	29	26	19						