

Morinaga Group ESG Data Book

Environment

Greenhouse gas emissions

Greenhouse gas emissions (Scope1, 2)		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Domestic group+Overseas group	Total : Scope1+Scope2	t -CO2e	-	83,487	78,006	78,475	86,121	group	New accounting standards have been applied since FY2020
	Intensity (Sales base)	t -CO2e/ t	-	0.41	0.37	0.47	0.48		
Domestic group	Total : Scope1+Scope2 (Market standard)	t -CO2e	-	74,021	67,444	68,931	75,716	Domestic group	Covered by third party guarantee
	Scope1	t -CO2e	-	23,970	20,562	21,419	22,340		
	Scope2 (Market standard)	t -CO2e	-	50,051	46,882	47,512	53,376		
	Scope2 (Location standard)	t -CO2e	-	53,996	51,732	51,722	54,775		
Overseas group	Total : Scope1+Scope2 (Location standard)	t -CO2e	-	9,466	10,562	9,544	10,405	Overseas group	In FY2018, only production sites
	Scope1	t -CO2e	-	2,832	3,392	3,276	3,654		
	Scope2 (Location standard)	t -CO2e	-	6,634	7,170	6,268	6,751		

Greenhouse gas emissions (Scope3)		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Category1	Purchased Goods and Services	t -CO2e	-	-	248,003	257,038	270,001	Domestic group	Raw materials and OEM products
Category2	Capital goods	t -CO2e	-	-	122,971	164,240	196,853	Domestic group	
Category3	Fuel- and Energy-Related Activities	t -CO2e	-	-	7,271	7,505	8,244	Domestic group	
Category4	Upstream transportation and distribution	t -CO2e	-	-	15,809	13,671	10,017	Single item	
Category5	Waste generated in operations	t -CO2e	-	-	1,690	1,657	1,795	Domestic group	
Category6	Business travel	t -CO2e	-	-	618	539	535	Domestic group	
Category7	Employee commuting	t -CO2e	-	-	1,607	1,334	1,365	Domestic group	
Category8	Upstream leased assets	t -CO2e	-	-	556	374	394	Single item	
Category9	Downstream transportation and distribution	t -CO2e	-	-	-	-	-		- Not relevant
Category10	Processing of sold products	t -CO2e	-	-	-	-	-		- Not relevant
Category11	Use of Sold Products	t -CO2e	-	-	-	-	-		- Not relevant
Category12	End-of-life treatment of sold products	t -CO2e	-	-	6,603	6,913	6,772	Domestic group	
Category13	Downstream leased assets	t -CO2e	-	-	-	-	-		- Not relevant
Category14	Franchises	t -CO2e	-	-	-	-	-		- Not relevant
Category15	Investments	t -CO2e	-	-	-	-	-		- Not relevant
Category16	Other (Upstream)	t -CO2e	-	-	-	-	-		- Not rated
Category17	Other (Downstream)	t -CO2e	-	-	-	-	-		- Not rated

Energy

		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Energy consumption	Total	MWh	-	240,457	219,647	228,481	244,488	Domestic group	Covered by third party guarantee
	Electric power	MWh	-	107,992	106,008	110,047	120,879		
	Heat supply	GJ	-	0	0	0	290		
	City Gas	1,000m ³	-	10,878	9,331	9,743	10,162		
	LPG	t	-	35	35	30	32		
	kerosene	k l	-	53	53	46	48		
	gasoline	k l	-	27	22	22	22		
	Light oil	k l	-	26	10	8	8		
	Recyclable energy consumption	MWh	0	0	0	0	5		
	Total recyclable energy (purchased or generated)	MWh	0	0	0	0	5		

Production weight

		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Production weight		t	-	-	-	-	138,175	group	

Resources and waste

		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Raw materials consumption	Primary raw materials	t	46,665	42,460	41,342	45,617	42,359	Domestic group production sites	
	Secondary raw materials	t	46,276	52,901	49,883	51,381	53,292		
	Total	t	92,941	95,361	91,226	96,998	95,651		
Materials consumption	Paper	t	-	-	-	13,857	12,632		
	Cardboard	t	-	-	-	10,938	10,499		
	Plastic	t	-	-	-	4,821	4,926		
	Glass	t	-	-	-	0	0		
	Steel	t	-	-	-	0	0		
	Aluminum	t	-	-	-	203	202		
	Other	t	-	-	-	563	586		
	Total	t	0	0	0	30,382	28,844		

		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Paper (packaging material)	Total weight of paper packaging	t	-	-	-	24,795	23,131	Domestic group production sites	
	Sustainable material ratio (FSC certified paper, recycled paper, etc.)	%	-	-	-	95.2	97.5		
	FSC certified paper introduction ratio (weight ratio)	%	-	-	-	32.9	74.8		

		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark	
Waste	Waste emissions	t	9,843	9,716	9,556	9,393	10,843	Domestic group production sites		
	Domestic group production sites	Recycling volume	t	9,840	9,712	9,553	9,391			10,836
	Recycling rate	%	99.97	99.96	99.97	99.98	99.94			
	Final landfill volume	t	3	4	3	2	7			
	Nox emissions	t	29	38	36	24	34			
Overseas group production sites	Sox emissions	t	0	0	0	0	0	Overseas group production sites		
Waste emissions	t	-	515	616	588	690	Overseas group production sites			

		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Food waste	Amount of food waste generated (A)	t	-	-	5,652	5,675	6,395	Domestic group	New accounting standards have been applied since FY2021
	Recycling amount of food recycling resources (B)	t	-	-	3,920	4,186	4,590		
	Food waste disposal amount (A-B)	t	-	-	1,732	1,489	1,805		
	Intensity of food waste (Sales base)	kg/Million yen	-	-	27.059	27.169	30.616		
	Recycling implementation rate	%	-	-	69.4	73.8	71.8		
Food loss reduction rate	%	-	-	+0	▲11	+8			
Morinaga & Co., Ltd.	Amount of food waste generated (A)	t	3018.6	3084.7	3462.3	3,202.9	3,075.5	Morinaga & Co., Ltd.	New accounting standards have been applied since FY2021
	Recycling amount of food recycling resources (B)	t	2079.2	2106.3	2272.7	1,948.9	1,994.2		
	Food waste disposal amount (A-B)	t	939.4	978.4	1189.6	1,254.0	1,081.3		
	Intensity of food waste (Sales base)	kg/Million yen	16.685	16.850	18.218	17.962	19.788		
	Recycling implementation rate	%	79.6	79.0	75.4	72.4	76.5		

Water

Water resources consumption		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Domestic group	Tap water	1,000 m ³	-	-	-	232	335	Domestic group	Covered by third party guarantee
	Industrial water	1,000 m ³	-	-	-	292	268		
	Well water	1,000 m ³	-	-	-	1,078	996		
	Total	1,000 m ³	-	-	-	1,602	1,599		
Domestic group production sites	(Water intake at domestic production sites)	1,000 m ³	1,530	1,504	1,538	1,555	1,550	Domestic group production sites	
	(Drainage from domestic production sites amount)	1,000 m ³	1,039	1,080	1,341	1,088	1,069		
Overseas group production sites		Thousandm ³	-	159	148	170	179	Overseas group production sites	

Environmental management								
	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
No. of facilities with ISO14001 accreditation	Cases	7	1 (※①)	1	1	1	Domestic group production sites	※① 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)

Compliance								
	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
No. of times fined for environmental violations (Waste related)	Times	0	0	0	0	0	Domestic group production sites	
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		
Environmental violation fine amount (Waste related)	Yen	0	0	0	0	0		
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

Customers

		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Customer comments received by the Customer Services Center	Inquiries/opinions	Cases	33,861	32,804	31,658	23,438	26,743	Morinaga & Co. Ltd.	
	Suggestions	Cases	5,579	5,413	4,593	3,970	3,934		
	Total	Cases	39,440	38,217	36,251	27,408	30,677		

Employees

		Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
No. of full-time employees	Male	People	1,244	1,254	1,290	1,298	1,297	Morinaga & Co. Ltd.	Includes seconded employees
	Female	People	317	332	343	353	361		
	Total	People	1,561	1,586	1,633	1,651	1,658		
No. of temporary employees	Male	People	252	245	241	243	264	Morinaga & Co. Ltd.	Ending of each fiscal year (as of March 31)
	Female	People	195	194	208	184	252		
	Total	People	447	439	449	427	516		
Average age	Male	Years	42.9	43.3	43.6	43.8	44.0	Morinaga & Co. Ltd.	Includes seconded employees
	Female	Years	39.7	39.7	40.0	40.2	40.7		
	Total	Years	42.3	42.5	42.9	43.1	43.3		
Average service years	Male	Years	19.2	19.5	19.4	19.6	19.8	Morinaga & Co. Ltd.	Includes seconded employees
	Female	Years	17.3	17.1	17.1	17.0	17.4		
	Total	Years	18.8	19.0	18.9	19.0	19.2		
Domestic affiliated companies No. of full-time employees	Male	People	444	443	439	445	459	Domestic group	Excludes employees seconded from MORINAGA & Co., Ltd.
	Female	People	210	224	234	240	254		
	Total	People	654	667	673	685	713		
Domestic affiliated companies No. of temporary employees	Male	People	240	262	205	198	169	Domestic group	Including re-employment (re-employment + temporary employee)
	Female	People	828	835	769	727	766		
	Total	People	1,068	1,097	974	925	935		
Number of consolidated employees		People	-	-	-	2,825	2,937	group	
	Japan-based employee ratio	%	-	-	-	80.20	79.50		
	Taiwan-based employee ratio	%	-	-	-	8.80	9.06		
	US-based employee ratio	%	-	-	-	6.60	7.25		
	Employee ratio in China	%	-	-	-	2.97	3.85		
No. of new recruits	Male	People	18	32	41	42	37	Morinaga & Co. Ltd.	Includes new graduates / careers
	Female	People	17	21	15	26	21		
	Total	People	35	53	56	68	58		
Mid-career hires rate	Male	%	-	-	-	-	12.1	Morinaga & Co. Ltd.	
	Female	%	-	-	-	-	10.3		
	Total	%	-	-	-	-	22.4		
Mid-career hires rate by age	Under 30	%	-	-	-	-	1.7	Morinaga & Co. Ltd.	
	Between the ages of 30 and 50	%	-	-	-	-	6.9		
	Over 50	%	-	-	-	-	8.6		
Mid-career hires rate by management level	Management level employee	%	-	-	-	-	6.9	Morinaga & Co. Ltd.	
	other employee	%	-	-	-	-	6.9		
	Total	%	-	-	-	-	8.6		
Domestic affiliated companies No. of new recruits	Male	People	32	42	31	58	43	Domestic group	Includes new graduates / careers
	Female	People	21	19	37	35	52		
	Total	People	53	61	68	93	95		
Turnover rate (overall)	Male	%	-	-	-	-	0.8	Morinaga & Co. Ltd.	Data including the number of employees on secondment
	Female	%	-	-	-	-	0.7		
	Total	%	-	1.6	1.1	2.3	1.4		
Voluntary turnover rate	Male	%	-	-	-	-	0.8	Morinaga & Co. Ltd.	Data including the number of employees on secondment
	Female	%	-	-	-	-	0.7		
	Total	%	-	-	-	-	1.4		
Turnover rate (by age group)	Under 30	%	-	-	-	-	0.9	Morinaga & Co. Ltd.	Data including the number of employees on secondment
	Between the ages of 30 and 50	%	-	-	-	-	2.3		
	Over 50	%	-	-	-	-	3.2		
Turnover rate (by management level)	Management level employee	%	-	-	-	-	0.8	Morinaga & Co. Ltd.	Data including the number of employees on secondment
	other employee	%	-	-	-	-	0.6		
	Total	%	-	-	-	-	0.9		
Turnover rate (turnover rate of new graduates with less than three years of service)	Male	%	-	-	-	-	1.8	Morinaga & Co. Ltd.	Data including the number of employees on secondment
	Female	%	-	-	-	-	0.9		
	Total	%	-	-	-	-	1.8		
Percentage of employees under 30	%		13.4	12.4	12.2	13.1	Morinaga & Co. Ltd.		
Percentage of employees between the ages of 30 and 50	%		75.9	66.8	58.0	53.3	Morinaga & Co. Ltd.		
Percentage of employees over 50	%		29.5	26.8	29.7	33.5	Morinaga & Co. Ltd.		
LGBTQ + employee ratio	%		-	-	-	0	0	Morinaga & Co. Ltd.	The number of people who apply or declare in order to use the personnel system related to the matter, counted only when the parties themselves agree to disclose the number of them.
Employment rate for people with disabilities	%		2.44	2.53	2.79	2.68	2.35	Morinaga & Co. Ltd.	End of each year (as of March 31)
Share of women in total workforce	%		20.3	20.9	21.0	21.4	21.8	Morinaga & Co. Ltd.	
No. of female managers	People		25	33	43	43	47	Morinaga & Co. Ltd.	Beginning of each year (as of April 1)
Ratio of female managers	%		5.2	6.7	7.7	8.3	9.4	Morinaga & Co. Ltd.	
Ratio of female managers and above	%		2.9	7.7	4.5	9.4	6.3	Morinaga & Co. Ltd.	
Ratio of female directors	%		9.1	20.0	22.2	16.7	28.6	Morinaga & Co. Ltd.	Including Senior Executive Officers as of April 1, 2021
Average Wages by Gender	Male	Yen	-	-	-	-	665,953	Morinaga & Co. Ltd.	Monthly wage converted from annual income(Excluding employees on secondment)
	Female	Yen	-	-	-	-	485,754		
Average Wages by Gender (Senior Managers)	Male	Yen	-	-	-	-	1,236,048	Morinaga & Co. Ltd.	Monthly wage converted from annual income(Excluding employees on secondment)
	Female	Yen	-	-	-	-	1,278,366		
Average Wages by Gender (General Managers)	Male	Yen	-	-	-	-	843,640	Morinaga & Co. Ltd.	Monthly wage converted from annual income(Excluding employees on secondment)
	Female	Yen	-	-	-	-	788,179		
Average wages by gender (senior general employees)	Male	Yen	-	-	-	-	643,404	Morinaga & Co. Ltd.	Monthly wage converted from annual income(Excluding employees on secondment)
	Female	Yen	-	-	-	-	507,960		
Average Wages by Gender (Beginner level general employees)	Male	Yen	-	-	-	-	411,932	Morinaga & Co. Ltd.	Monthly wage converted from annual income(Excluding employees on secondment)
	Female	Yen	-	-	-	-	391,089		

Morinaga Group ESG Data Book

	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
No. of employees taking childcare leave	Male	8	6	17	19	16	Morinaga & Co., Ltd.	Including seconded employees and associate employees
	Female	18	13	15	24	20		
	Total	26	19	32	43	36		
Reinstatement rate (ratio of employees returning to work after a leave of absence)	%	95.7	100.0	100.0	100.0	96.0	Morinaga & Co., Ltd.	
No. of employees utilizing shorter work hour system for childcare	Male	0	0	0	0	0	Morinaga & Co., Ltd.	Applicable number of regular employees as of the end of each fiscal year
	Female	21	24	26	28	29		
	Total	21	24	26	28	29		
No. of employees wishing to be reemployed after retirement	People	34	76	72	16	22	Morinaga & Co., Ltd.	
Reemployment rate of post retirement employees	%	85.0	93.0	89.0	80	80	Morinaga & Co., Ltd.	Retirement age (including those who do not wish to be rehired)
Annual Total Labor Hours (per employee)	hour	1,994	1,982	1,943	1,945	1,961	Morinaga & Co., Ltd.	
Average overtime hours (per employee)	hour/month	16.2	16.8	15.1	13.3	15.0	Morinaga & Co., Ltd.	
Days of annual paid leave acquired	Day	11.8	12.3	12.6	11.7	12.1	Morinaga & Co., Ltd.	
Annual paid leave acquisition rate	%	61.0	63.7	65.8	62.6	68.2	Morinaga & Co., Ltd.	
No. of employees acquiring nursing care leave	People	1	0	0	0	0	Morinaga & Co., Ltd.	
Average training time per employee (Regular employee of Morinaga & Co., Ltd.)	Hour	-	-	-	7.7	8.8	Morinaga & Co., Ltd.	
Average training cost per employee (Regular employee of Morinaga & Co., Ltd.)	Yen	-	-	-	49,000	58,000	Morinaga & Co., Ltd.	
Promotion rate	Male	%	-	-	-	5.5	Morinaga & Co., Ltd.	Data including the number of employees on secondment
	Female	%	-	-	-	1.9		
	Total	%	-	-	-	7.4		
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	group	
	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Rate of stress check implementation	%	100.0	100.0	100.0	97.1	96.1	Morinaga & Co., Ltd.	
Percentage of employees participating in health checkups	%	100.0	100.0	100.0	100.0	100.0	Morinaga & Co., Ltd.	
LTIFR : Lost-Time Injury Frequency Rate	%	1.18	0.50	0.00	0.52	0.00	Morinaga & Co., Ltd.	Incidence rate of fatalities and injuries due to occupational accidents per million total working hours at domestic factories (excluding the number of injured and sick people on holidays)
TRIR : Total Recordable Injury Rate	%	3.07	2.02	1.05	2.33	1.30	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)
Number of occupational accident fatalities (regular employees)	People	0	0	0	0	0	Morinaga & Co., Ltd.	
Number of occupational accident fatalities (contract employees)	People	-	-	-	0	0	Morinaga & Co., Ltd.	

Corporate Citizenship

	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	Scope	Remark
Supporting amount with "One Chocolate for One Smile" campaign	Yen	-	-	-	-	22,476,527	Morinaga & Co., Ltd.	

Governance

Corporate Governance

		Unit	FY2018/3		FY2019/3		FY2020/3		FY2021/3		FY2022/3		Scope	Remark
Internal directors	Male	People	9	100.0%	7	87.5%	6	85.7%	6	85.7%	5	83.3%	Morinaga & Co., Ltd.	
	Female	People	0	0.0%	1	12.5%	1	14.3%	1	14.3%	1	16.7%		
	Total	People	9	100.0%	8	100.0%	7	100.0%	7	100.0%	6	100.0%		
Number of independent outside directors	Male	People	1	50.0%	1	50.0%	1	50.0%	1	33.3%	1	25.0%		
	Female	People	1	50.0%	1	50.0%	1	50.0%	2	66.7%	3	75.0%		
	Total	People	2	100.0%	2	100.0%	2	100.0%	3	100.0%	4	100.0%		
Aggregate total	Male	People	10	90.9%	8	80.0%	7	77.8%	7	70.0%	6	60.0%		
	Female	People	1	9.1%	2	20.0%	2	22.2%	3	30.0%	4	40.0%		
	Total	People	11	100.0%	10	100.0%	9	100.0%	10	100.0%	10	100.0%		
Internal directors	Male	People	2	100.0%	2	100.0%	1	100.0%	1	100.0%	1	100.0%		
	Female	People	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
	Total	People	2	100.0%	2	100.0%	1	100.0%	1	100.0%	1	100.0%		
Number of independent outside directors	Male	People	2	100.0%	2	100.0%	3	100.0%	3	100.0%	3	100.0%		
	Female	People	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
	Total	People	2	100.0%	2	100.0%	3	100.0%	3	100.0%	3	100.0%		
Aggregate total	Male	People	4	100.0%	4	100.0%	4	100.0%	4	100.0%	4	100.0%		
	Female	People	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
	Total	People	4	100.0%	4	100.0%	4	100.0%	4	100.0%	4	100.0%		
No. of times Board of Directors meetings held	Times	16		17		16		16		16				
Attendance rate for Board of Directors meetings	%	98		98.82		100		99		99				
No. of times Board of Auditors meetings held	Times	21		21		21		16		16				
Attendance rate for Board of Auditors meetings	%	100		98.8		100		100		100				
Number of meetings of the Officer Personnel Compensation Committee	Times	-		-		-		11		7				
Remuneration for internal directors *1	Million yen	293		237		169		175		207				
Remuneration for auditors	Million yen	51		51		48		47		54				
Remuneration for outside directors	Million yen	22		20		20		27		39				

*1 Salaries for director-employees (directors with duties in an employee's capacity)

Compliance

		Unit	FY2018/3		FY2019/3		FY2020/3		FY2021/3		FY2022/3		Scope	Remark
Political contribution	Yen	0		0		0		0		0		0	Morinaga & Co., Ltd.	※①Recommendation
No. of cases of anti-corruption violations	Cases	0		0		0		0		0		0		
Anti-corruption violation fine amount	Yen	0		0		0		0		0		0		
No. of cases of legal violations	Cases	0		0		1 (※①)		0		0		0		
Legal violation fine amount	Yen	0		0		0		0		0		0		