

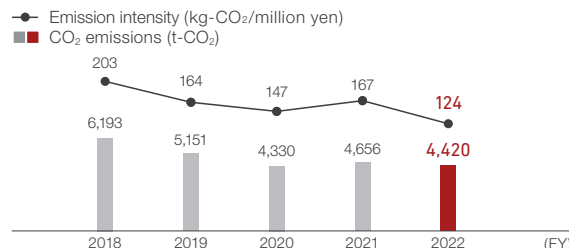
## Non-Financial Data IDEC unconsolidated

\*Some past fiscal year data has been corrected.

### CO<sub>2</sub> emissions

# 4,420t-CO<sub>2</sub>

Y-O-Y ↘ -236t-CO<sub>2</sub>

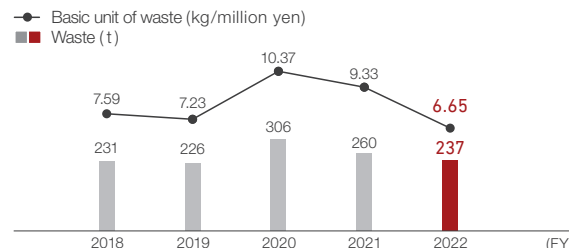


We have set concrete targets for CO<sub>2</sub> emissions reduction to measure climate changes. Within the Scope1 and the Scope2, our targets are to reduce emissions by 24% in FY2025, 50% by FY2031, and 100% by FY2051 compared to the results in FY2020. Measures we are using include the in-house expansion of solar power generation facilities and the efficiency improvement of our buildings and manufacturing facilities.

### Waste amount

# 237t

Y-O-Y ↘ -23t

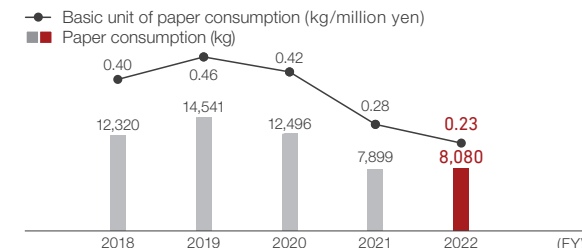


Due to the nature of IDEC products, our ratio of waste plastics in total industrial waste is large. Our specific reduction efforts are to internally expand the range and increase the amount of target materials for recycling, to reduce the number of parts and the amount of materials to be used throughout the product design-to-manufacturing process, and to set goals for wherein reduction in input amount leads to reduction in emissions.

### Paper consumption

# 8,080kg

Y-O-Y ↗ +181kg

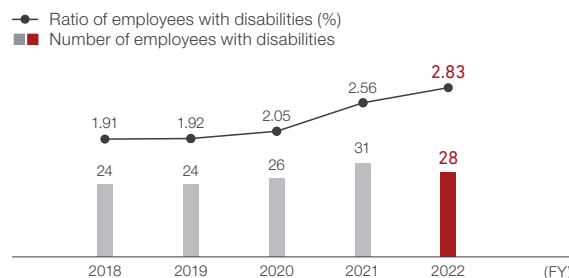


Our internal applications for approval are no longer paper-based but managed via workflow system, digitally. Externally-published documents are also gradually replaced with electronic files, with the understanding and cooperation of customers. We are also strongly promoting changes in workplace conditions, including the intentional reduction of multi-function printers, in order to encourage a paper-free workstyle.

### Employment ratio and number of people with disabilities

# 2.83%

Y-O-Y ↗ +0.27%



Our ratio of employees with disabilities exceeds the quota set by the Japanese Government. We regularly hold interviews with these employees to check their work situation and arrange an appropriate working environment for them. Our aim is to create a workplace where diverse human resources can demonstrate their own personal talents.

### Ratio and number of female managers

# 6.62%

Y-O-Y ↗ +2.30%

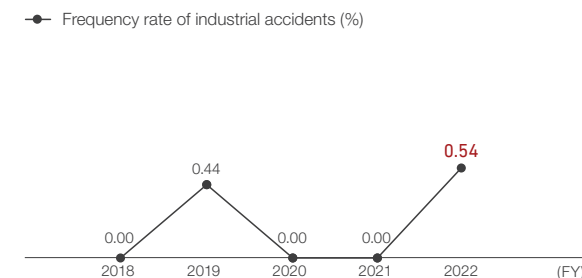


In addition to the development programs for women and men as candidates for next-generation executives, we conducted two management training sessions in FY2022 for executives, who play a key role in empowerment of female employees. Our target is to have at least 15 female managers by FY2025.

### Frequency rate of industrial accidents

# 0.54%

Y-O-Y ↗ +0.54%



In the event of an industrial accident, we will immediately take safety measures in the department where it occurred, and work at preventing similar accidents by rechecking the status of safety management and by disseminating throughout the company the contents of the measures based on analysis of the accidents and raising internal awareness. Our target is to achieve a zero percent of industrial accident frequency.