

Coverage Ratio	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Ratio of non-consolidated sales of Dexerials Corporation against consolidated sales	%	90.4	92.0	92.1	88.5	89.0
Ratio of Dexerials Corporation employees to total consolidated employees	%	80.2	74.1	70.1	70.9	71.5

Environmtent

Greenhouse Gas (GHG) Emissions			Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope	
Total GHG emissions*1			Thousand tons of CO <sub>2</sub>	—	—	—	294.3	259.9	—	
	Scope1		Thousand tons of CO <sub>2</sub>	9.1	9.3	9.3	7.3	6.5	Consolidated*4	
	Scope2	Market criteria	Thousand tons of CO <sub>2</sub>	37.5	35.9	33.6	27.4	24.8	Consolidated*4	
		Location criteria	Thousand tons of CO <sub>2</sub>	36.7	35.3	34.1	32.4	33.7	Consolidated*4	
	Scope1+ Scope2		—	—	—	—	—	—	—	
		Market criteria	Thousand tons of CO <sub>2</sub>	46.6	45.2	42.9	34.7	31.3	Consolidated*4	
		Location criteria	Thousand tons of CO <sub>2</sub>	45.8	44.6	43.4	39.7	40.2	Consolidated*4	
	Scope3		Thousand tons of CO <sub>2</sub>	—	—	—	259.6	228.6	Consolidated*2	
		Category 1 Purchased goods and services		Thousand tons of CO <sub>2</sub>	—	—	—	214.8	180.0	Consolidated*2
		Category 2 Capital goods		Thousand tons of CO <sub>2</sub>	—	—	—	9.6	14.5	Consolidated*2
		Category 3 Fuel- and energy-related activities (not included in scope 1 or scope 2)		Thousand tons of CO <sub>2</sub>	—	—	—	5.9	6.0	Consolidated*2
		Category 4 Upstream transportation and distribution		Thousand tons of CO <sub>2</sub>	—	—	—	16.7	17.3	Consolidated*2
		Category 5 Waste generated in operations		Thousand tons of CO <sub>2</sub>	—	—	—	1.8	1.9	Consolidated*2
		Category 6 Business travel		Thousand tons of CO <sub>2</sub>	—	—	—	0.2	0.2	Consolidated*2
		Category 7 Employee commuting		Thousand tons of CO <sub>2</sub>	—	—	—	2.7	2.7	Consolidated*2
		Category 8 Upstream leased assets		—	—	—	—	No data	No data	—
		Category 9 Downstream transportation and distribution		—	—	—	—	No data	No data	—
		Category 10 Processing of sold products		—	—	—	—	No data	No data	—
		Category 11 Use of sold products		—	—	—	—	No data	No data	—
		Category 12 End-of-life treatment of sold products		Thousand tons of CO <sub>2</sub>	—	—	—	7.9	6.1	Consolidated*2
		Category 13 Downstream leased assets		—	—	—	—	No data	No data	—
		Category 14 Franchises		—	—	—	—	No data	No data	—
		Category 15 Investments		—	—	—	—	No data	No data	—
GHG emissions per net sales (Scope 1 + Scope 2)			tons of CO2/Millions of yen	0.81	0.69	0.45	0.33	0.30	Consolidated*4	
Total energy consumption*1			MWh	124,285	123,929	123,345	109,949	110,426	Consolidated*4	

Chemical Substance Management	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
VOC emissions	tons	37	36	34	30	35	Consolidated*3

Waste management	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Waste emissions	Ten thousand tons	0.26	0.25	0.29	0.26	0.29	Consolidated*3

Water resource management	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Water usage	Ten thousand tons	29	27	29	29	31	Consolidated

Other	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Number of violations of environmental regulations	Incidents	0	0	0	0	0	Consolidated
ISO 14001 certification acquisition rate (for headquarters and production sites)	%	—	—	—	87.5	88.9	Consolidated

\*1 Figures have been retroactively revised to improve accuracy.   \*2 "Consolidated (domestic)" indicates impact from Dexerials Precision Components Corporation

\*3 "Domestic" excludes impact from Kyoto Semiconductor   \*4 Excludes impact from global sales companies

Number of employees		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Employees (consolidated)	Total	Persons	1,999	1,772	1,915	1,943	1,892	Consolidated
	Japan	Persons	1,604	1,423	1,603	1,640	1,595	Consolidated (domestic)
	Global	Persons	395	349	312	303	297	Consolidated (global)
	(Ratio of global employees)	%	19.8	19.7	16.3	15.6	15.7	Consolidated
Number of employees (Dexerials alone)	Total	Persons	1,604	1,313	1,342	1,378	1,352	Non-consolidated
	Male	Persons	1,307	1,106	1,126	1,153	1,116	Non-consolidated
	Female	Persons	297	207	216	225	236	Non-consolidated
	(Ratio of female employees)	%	18.5	15.8	16.1	16.3	17.5	Non-consolidated
	(Ratio of mid-career hires)	%	41.5	44.2	44.6	46.9	47.5	Non-consolidated
Average service years of employee	Total	Years	19 years 0 months	17 years 0 months	17 years 1 months	16 years 8 months	16 years 0 months	Non-consolidated
	Male	Persons	18 years 9 months	17 years 3 months	17 years 3 months	16 years 9 months	16 years 2 months	Non-consolidated
	Female	Persons	20 years 3 months	15 years 9 months	15 years 9 months	15 years 11 months	15 years 5 months	Non-consolidated
Average age of employees	Total	Age	43.96	43.08	43.56	43.71	43.92	Non-consolidated
	Male	Age	44.1	43.6	44.0	44.1	44.4	Non-consolidated
	Female	Age	43.3	40.6	41.2	41.5	41.9	Non-consolidated
Non-Japanese employees	Number of non-Japanese employees	Persons	8	10	12	17	20	Non-consolidated
	Ratio of non-Japanese employees	%	0.5	0.8	0.9	1.2	1.5	Non-consolidated
Percentage of employees with disabilities	Number of employees with disabilities	Persons	32	25	24	26	26	Consolidated (domestic)*1
	Percentage of employees with disabilities	%	3.40	3.37	3.30	2.68	2.77	Consolidated (domestic)*1

Management structure		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Number of managers (consolidated)	Total	Persons	—	—	—	—	381	Consolidated
	Male	Persons	—	—	—	—	337	Consolidated
	Female	Persons	—	—	—	—	44	Consolidated
	Ratio of female managers	%	—	—	—	—	11.5	Consolidated
Number of managers (non-consolidated)	Total	Persons	406	299	299	294	250	Non-consolidated
	Male	Persons	395	288	288	279	232	Non-consolidated
	Female	Persons	11	11	11	15	18	Non-consolidated
	Ratio of female managers	%	2.7	3.7	3.7	5.1	7.2	Non-consolidated

Recruitment and turnover		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
New graduate hires	Total	Persons	22	19	22	17	18	Non-consolidated
	Male	Persons	17	17	19	13	15	Non-consolidated
	Female	Persons	5	2	3	4	3	Non-consolidated
	Ratio of female recruits	%	22.7	10.5	13.6	23.5	16.7	Non-consolidated
Mid-career hires	Total	Persons	15	20	40	67	34	Non-consolidated
	Male	Persons	9	15	30	54	22	Non-consolidated
	Female	Persons	6	5	10	13	12	Non-consolidated
	Ratio of female recruits	%	40.0	25.0	25.0	19.4	35.3	Non-consolidated
New graduate and mid-career hires	Total	Persons	37	39	62	84	52	Non-consolidated
	Male	Persons	26	32	49	67	37	Non-consolidated
	Female	Persons	11	7	13	17	15	Non-consolidated
	Ratio of female recruits	%	29.7	17.9	21.0	20.2	28.8	Non-consolidated
	Ratio of mid-career hires	%	40.5	51.3	64.5	79.8	65.4	Non-consolidated
New graduate hires retention rate after three years		%	73.7	77.5	88.0	90.9	94.7	Non-consolidated
Job turnover		%	1.9	1.3	1.5	2.4	3.1	Non-consolidated

Human resource development		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Employee training expenses		Millions of yen	—	—	34.0	73.0	102.8	Consolidated (domestic)*2
Average training hours per employee		Hours	13.6	11.6	13.2	14.4	17.7	Consolidated (domestic)*2
Number of participants in major training programs	Group training	Persons	2,158	1,690	1,323	1,950	2,695	Consolidated (domestic)*2
	Number of e-learning participants	Persons	16,854	21,420	29,486	35,347	42,549	Consolidated (domestic)*2
	e-learning course hours	Hours	5,618	7,140	9,829	11,728	14,183	Consolidated (domestic)*2

Diverse Workstyles and Work-life Balance		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Total annual remote work implementation rate		%	—	70.3	75.8	74.4	72.2	Non-consolidated
Total annual working hours per employee		Hours	2,034.5	2,059.6	2,065.1	2,024.7	2,023.7	Non-consolidated
Statutory overtime hours (monthly average)		Hours	21.80	22.77	24.20	21.89	21.72	Non-consolidated
Paid leave	Average rate of taking paid leave	%	68.4	60.0	58.9	72.7	73.3	Non-consolidated
	Average number of days taken	Day	15.7	13.7	12.8	16.3	16.6	Non-consolidated
Childcare support	Utilization rate of childcare leave (Total)	%	17.6	17.1	32.5	50.0	50.0	Non-consolidated
	Utilization rate of childcare leave (Females)	%	100.0	100.0	100.0	100.0	100.0	Non-consolidated
	Utilization rate of childcare leave (Males)	%	3.5	3.3	0.0	20.0	31.8	Non-consolidated
	Rate of return to work after childcare leave	%	100.0	100.0	100.0	91.7	100.0	Non-consolidated
	Number of employees using shortened working hours system for childcare	Persons	30	29	30	29	26	Non-consolidated
	Retention rate after taking childcare leave	%	100.0	100.0	85.7	87.5	100.0	Non-consolidated
Nursing care support	Number of employees taking nursing care leave	Persons	—	10	4	8	6	Non-consolidated
	Total number of days of nursing care leave taken	Day	—	67	11	59	43	Non-consolidated
	Number of employees using shortened working hours for nursing care	Persons	0	0	0	0	1	Non-consolidated
Remuneration		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Gender pay gap	Total	%	—	77.2	81.3	82.6	83.5	Non-consolidated
	Managers	%	—	90.4	93.7	94.6	92.3	Non-consolidated
	Standard employees	%	—	87.6	90.2	90.2	88.5	Non-consolidated
Health and Productivity Management		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Ratio of employees receiving regular physical examinations		%	100	100	100	100	100	Consolidated (domestic)*2
Ratio of employees receiving reexaminations/detailed examinations		%	30.1	35.5	34.8	45.0	47.8	Consolidated (domestic)*2
Stress check response rate		%	97.1	97.1	96.0	95.9	95.4	Consolidated (domestic)*2
Lifestyle improvement implementation rate		%	26.0	28.0	30.2	31.1	32.9	Consolidated (domestic)*2
Occupational Safety		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Workplace accidents	Total	Cases	8	4	3	7	4	Consolidated (domestic)
	Number of accidents (no working days lost)	Cases	5	3	3	7	1	Consolidated (domestic)
	Number of accidents (lost three or less working days)	Cases	1	1	0	0	0	Consolidated (domestic)
	Number of accidents (lost four or more working days)	Cases	2	0	0	0	3	Consolidated (domestic)
	Number of accidents (fatalities)	Cases	0	0	0	0	0	Consolidated (domestic)
Workplace accident frequency rate ※3		%	2.47	1.22	1.01	2.07	1.06	Consolidated (domestic)
Number of contractor fatalities		Persons	0	0	0	0	0	Consolidated (domestic)
Annual rate of workplace accidents per 1,000 people	All employees	—	1.10	0.00	0.00	0.00	1.57	Consolidated (domestic)
Social contribution		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Social / community contribution	Total social contribution expenditures	Millions of yen	5.6	5.6	5.6	12.8	2.6	Non-consolidated
	Donated money results	Millions of yen	10.0	7.0	0.0	4.8	1.0	Non-consolidated

\*1 Consolidated (Domestic) includes certified special subsidiaries; non-consolidated (including certified special subsidiaries) from fiscal 2019–2021

\*2 Excluding (former) Kyoto Semiconductor  \*3  Figures retroactively adjusted to improve accuracy.

Governance

Corporate Governance		Unit	As of June 25, 2024
Composition of the Board of Directors	Members	Persons	8
	Number of outside directors (including independent officers)	Persons	5
	(Ratio of outside directors)	%	62.5
	Number of female directors	Persons	1
	(Ratio of female directors)	%	12.5
Composition of the Audit & Supervisory Committee	Members	Persons	3
	Number of outside directors	Persons	2
Composition of the Nomination and Remuneration Committee	Members	Persons	7
	Number of outside directors	Persons	5
	Committee chairperson	—	Outside directors
Composition of Executive officer	Members	Persons	12
	Female executive officers	Persons	0
		Unit	FY2023
Amount of officers' remuneration	Directors (excluding Audit and Supervisory Committee members and outside directors)	Persons	2
	Total amount (excluding Audit and Supervisory Committee members and outside directors)	Millions of yen	295
	Directors (including Audit & Supervisory Committee Members, excluding outside directors)	Persons	1
	Total amount (including Audit & Supervisory Committee Members, excluding outside directors)	Millions of yen	17
	Outside officers Officers	Persons	4
	Outside officers Total amount	Millions of yen	40
Number of meetings and attendance rate	Board of Directors Number of meetings	Times	13
	Board of Directors Attendance rate	%	100
	Board of Directors Attendance rate of outside directors at Board of Directors	%	100
	Audit & Supervisory Committee Number of meetings	Times	13
	Audit & Supervisory Committee Attendance rate	%	100
	Nomination and Remuneration Committee Number of meetings	Times	7
	Nomination and Remuneration Committee Attendance rate	%	100

Compliance / Risk Management		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Compliance Hotline reports		Cases	—	—	—	7	11	Consolidated
Employees (and share of employees) participating in compliance education		%	100	100	100	100	100	Consolidated
Employees (and share of employees) participating in information security education		%	100	100	100	100	100	Consolidated (domestic)

Other

R&D Expenditure / Intellectual Properties		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
R&D expenditure		Millions of yen	3,653	3,611	3,876	4,274	4,706	Consolidated
Global patent ownership ratio		%	63.9	64.9	65.9	66.2	66.0	Consolidated*1

Engineers		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	Applicable Scope
Number of engineers	Non-consolidated	Persons	637	563	574	595	588	Non-consolidated
	Male	Persons	566	491	501	519	510	Non-consolidated
	Female	Persons	71	72	73	76	78	Non-consolidated
	(Ratio of Engineers)	%	39.7	42.9	42.8	43.2	43.5	Non-consolidated
	Consolidated (domestic)		637	607	639	657	645	Consolidated (domestic)
	Consolidated		719	680	702	717	701	Consolidated
	(Ratio of Engineers)	%	36.0	38.4	36.7	36.9	37.1	Consolidated
	Ratio of new hires with engineering backgrounds to all new hires	%	72.7	100.0	100.0	64.7	77.8	Non-consolidated

\*1 "Domestic" excludes impact from Kyoto Semiconductor