

Kotobuki Spirits ESG Data (1/2)

Jun-26

Environment

	Unit	FY2022/3	FY2023/3	FY2024/3	FY2025/3	FY2026/3
Number of violation of environmental laws and regulations	Incidents	0	0	0	0	0
Waste (only food residue)	Tons	511	670	796	865	837
Recycling volume of food residue (Composting・Feeding・Thermal recycling)	Tons	373	512	611	714	716
Water used	Thousands of m ³	130	150	173	187	199
Discharged water	Thousands of m ³	126	146	171	186	197
CO2 emissions (Scope1,Scope2)	Tons	9,510	10,958	12,275	12,294	13,088
CO2 emissions (Scope1)	Tons	2,258	2,957	3,388	3,254	3,527
CO2 emissions (Scope2)	Tons	7,252	8,001	8,887	9,040	9,561
Power usage	Thousands of Kwh	13,872	15,594	17,647	18,271	20,404
Total CO2 emissions/Sales	Tons(Co2)/hundred million yen(Sales)	0.30	0.22	0.19	0.17	0.17

※1.The environment data are group production bases total.

Social

	Unit	FY2022/3	FY2023/3	FY2024/3	FY2025/3	FY2026/3
Number of employees	Persons	1,507	1,512	1,636	1,758	1,801
(Male)	Persons	635	624	668	661	664
(Female)	Persons	872	888	968	1,097	1,137
Number of temporary employees	Persons	1,081	985	1,178	1,054	1,075
(Male)	Persons	149	152	146	153	167
(Female)	Persons	932	833	1,032	901	908
Average age of employees	Age	34.4	34.6	34.6	33.8	34.2
(Male)	Age	38.5	39.1	38.9	38.6	39.2
(Female)	Age	31.3	31.4	31.6	30.8	31.4
Average number of consecutive years served of employees	Years	9.5	9.5	9.3	8.8	9.0
(Male)	Years	12.2	12.5	12.2	12.0	12.2
(Female)	Years	7.5	7.4	7.3	6.8	7.2
New employees	Persons	31	114	191	126	124
Turnover rate of employees	%	8.4%	10.6%	8.5%	7.9%	8.9%
Female management rate	%	6.1%	7.9%	8.3%	10.7%	15.0%
Foreign management rate	%	1.0%	0.9%	0.8%	0.8%	0.8%
Mid-career management rate	%	52.5%	54.4%	58.3%	63.6%	60.9%
Employment rate for people with disabilities	%	1.9%	2.1%	2.1%	2.2%	2.4%
Average overtime hours (per employee)	Hour/Month	8.5	12.9	12.1	12.0	11.4
Rate of annual paid leave acquired	%	43.5%	68.3%	65.5%	68.7%	70.5%

※2.The proportion of managerial staff is calculated on the basis that managerial staff are defined as those at manager level or above.

Kotobuki Spirits ESG Data (2/2)

Governance

	Unit	FY2022/3	FY2023/3	FY2024/3	FY2025/3	FY2026/3
Number of Internal directors	Persons	5	4	4	4	4
(Male)	Persons	5	4	4	4	4
(Female)	Persons	0	0	0	0	0
Number of independent outside director	Persons	2	2	2	2	2
(Male)	Persons	1	1	1	1	1
(Female)	Persons	1	1	1	1	1
Rate of independent outside directors on the board	%	28.6%	33.3%	33.3%	33.3%	33.3%
Number of board of directors meetings	Times	16	16	16	16	16
Attendance rate for board of directors meetings	%	100%	100%	100%	100%	100%
Attendance rate of independent outside directors at board meeting	%	100%	100%	100%	100%	100%
Number of audit and supervisory committee directors	Persons	3	3	3	3	3
Internal directors of audit and supervisory committee (Male)	Persons	1	1	1	1	1
Internal directors of audit and supervisory committee (Female)	Persons	0	0	0	0	0
Independent outside directors of audit and supervisory committee (Male)	Persons	2	2	2	1	1
Independent outside directors of audit and supervisory committee (Female)	Persons	0	0	0	1	1
Rate of independent outside directors of audit and supervisory committee	%	66.7%	66.7%	66.7%	66.7%	66.7%
Number of audit and supervisory committee meetings	Times	15	13	13	13	13
Attendance rate of Internal directors of audit and supervisory committee	%	100%	100%	100%	100%	100%
Attendance rate of independent outside directors of audit and supervisory committee	%	100%	100%	100%	100%	100%
Internal directors rate (all directors)	Persons	4	4	4	4	4
Independent outside directors rate (all directors)	%	40%	44.4%	44.4%	44.4%	44.4%
Financial results briefing	Times	2	2	2	2	2
Small meeting	Times	0	2	1	1	3
IR meeting attended by president	Times	6	8	7	6	14
One-on-One IR meeting	Times	140	157	189	241	261
Factory tour for analysts and investors	Times	0	2	4	4	2
Whistleblower system	-	Yes	Yes	Yes	Yes	Yes
Rule of Whistle-blowing in the company	-	Yes	Yes	Yes	Yes	Yes