

Kotobuki Spirits ESG Data

Mar-21

Environment

| | Unit | FY2018/3 | FY2019/3 | FY2020/3 |
|---|--------------------------------------|----------|----------|----------|
| Number of violation of environmental laws and regulations | Incidents | 0 | 0 | 0 |
| Waste (only food residue) | Tons | 677 | 743 | 652 |
| Recycling volume of food residue (Composting+Feeding) | Tons | 373 | 391 | 343 |
| Water used | Thousands of m ³ | 141 | 158 | 171 |
| Discharged water | Thousands of m ³ | 135 | 150 | 162 |
| CO2 emissions (Scope1) | Tons | 2,981 | 3,359 | 3,233 |
| CO2 emissions (Scope2) | Tons | 7,885 | 7,769 | 7,882 |
| Power usage | Thousands of Kwh | 10,797 | 10,525 | 10,840 |
| Total CO2 emissions/Sales | Tons(Co2)/hundred million yen(Sales) | 0.29 | 0.27 | 0.25 |

※The environment data are group production bases total.

Social

| | Unit | FY2018/3 | FY2019/3 | FY2020/3 |
|---|------------|----------|----------|----------|
| Number of employees | Persons | 1,334 | 1,403 | 1,520 |
| (Male) | Persons | 656 | 668 | 676 |
| (Female) | Persons | 678 | 735 | 844 |
| Number of temporary employees | Persons | 1,177 | 1,381 | 1,498 |
| (Male) | Persons | 154 | 199 | 241 |
| (Female) | Persons | 1,023 | 1,182 | 1,257 |
| Average age of employees | Age | 34.8 | 34.4 | 33.8 |
| (Male) | Age | 38.1 | 37.9 | 37.8 |
| (Female) | Age | 31.7 | 31.2 | 30.6 |
| Average number of consecutive years served of employees | Years | 8.3 | 8.3 | 8.4 |
| (Male) | Years | 10.1 | 10.1 | 10.5 |
| (Female) | Years | 6.6 | 6.8 | 6.8 |
| New employees | Persons | 125 | 97 | 126 |
| Turnover rate of employees | % | 7.0% | 8.0% | 7.0% |
| Female leader and manager rate | % | 6.5% | 9.2% | 9.3% |
| Employment rate for people with disabilities | % | 1.9% | 1.6% | 1.7% |
| Average overtime hours (per employee) | Hour/Month | 18.6 | 16.2 | 15.2 |
| Rate of annual paid leave acquired | % | 52.8% | 64.5% | 72.5% |

Governance

| | Unit | FY2018/3 | FY2019/3 | FY2020/3 |
|---|---------|----------|----------|----------|
| Number of Internal directors | Persons | 4 | 4 | 4 |
| (Male) | Persons | 4 | 4 | 4 |
| (Female) | Persons | 0 | 0 | 0 |
| Number of independent outside director | Persons | 1 | 1 | 1 |
| (Male) | Persons | 1 | 1 | 1 |
| (Female) | Persons | 0 | 0 | 0 |
| Rate of independent outside directors on the board | % | 20% | 20% | 20% |
| Number of board of directors meetings | Times | 16 | 16 | 16 |
| Attendance rate for board of directors meetings | % | 100% | 100% | 100% |
| Attendance rate of independent outside directors at board meeting | % | 100% | 100% | 100% |
| Number of audit and supervisory committee directors | Persons | 3 | 3 | 3 |
| Internal directors of audit and supervisory committee (Male) | Persons | 1 | 1 | 1 |
| Internal directors of audit and supervisory committee (Female) | Persons | 0 | 0 | 0 |
| Independent outside directors of audit and supervisory committee (Male) | Persons | 2 | 2 | 2 |
| Independent outside directors of audit and supervisory committee (Female) | Persons | 0 | 0 | 0 |
| Rate of independent outside directors of audit and supervisory committee | % | 66.7% | 66.7% | 66.7% |
| Number of audit and supervisory committee meetings | Times | 16 | 17 | 16 |
| Attendance rate of Internal directors of audit and supervisory committee | % | 100% | 100% | 100% |
| Attendance rate of independent outside directors of audit and supervisory committee | % | 100% | 100% | 100% |
| Internal directors rate (all directors) | Persons | 3 | 3 | 3 |
| Independent outside directors rate (all directors) | % | 37.5% | 37.5% | 37.5% |
| Financial results briefing | Times | 2 | 2 | 2 |
| Small meeting | Times | 1 | 1 | 1 |
| IR meeting attended by president | Times | 6 | 6 | 5 |
| One-on-One IR meeting | Times | 91 | 92 | 151 |
| Factory tour for analysts and investors | Times | 2 | 1 | 3 |
| Whistleblower system | - | Yes | Yes | Yes |
| Rule of Whistle-blowing in the company | - | Yes | Yes | Yes |