

Kotobuki Spirits ESG Data

Dec-21

Environment

	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3
Number of violation of environmental laws and regulations	Incidents	0	0	0	0
Waste (only food residue)	Tons	677	743	652	558
Recycling volume of food residue (Composting+ Feeding) ※2	Tons	509	492	463	239
Water used	Thousands of m <sup>3</sup>	141	158	171	125
Discharged water	Thousands of m <sup>3</sup>	135	150	162	122
CO2 emissions (Scope1)	Tons	2,981	3,359	3,233	1,714
CO2 emissions (Scope2)	Tons	7,885	7,789	7,882	6,631
Power usage	Thousands of Kwh	10,797	10,525	10,840	9,002
Total CO2 emissions/Sales	Tons(Co2)/hundred million yen(Sales)	0.29	0.27	0.25	0.36

※The environment data are group production bases total.

Social

	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3
Number of employees	Persons	1,339	1,433	1,520	1,583
(Male)	Persons	658	682	676	653
(Female)	Persons	681	751	844	930
Number of temporary employees	Persons	1,177	1,381	1,498	1,111
(Male)	Persons	154	199	241	170
(Female)	Persons	1,023	1,182	1,257	941
Average age of employees	Age	34.8	34.4	33.8	33.2
(Male)	Age	38.1	37.9	37.8	37.6
(Female)	Age	31.7	31.2	30.6	30.0
Average number of consecutive years served of employees	Years	8.3	8.3	8.4	8.6
(Male)	Years	10.1	10.1	10.5	11.3
(Female)	Years	6.6	6.8	6.8	6.6
New employees	Persons	125	97	126	172
Turnover rate of employees	%	7.0%	8.0%	7.0%	5.9%
Female leader and manager rate	%	6.5%	9.2%	9.3%	10.3%
Foreign leader and manager rate	%	1.0%	1.0%	1.0%	1.0%
Mid-career leader and manager rate	%	57.6%	55.0%	57.0%	60.4%
Employment rate for people with disabilities	%	1.9%	1.8%	1.7%	1.6%
Average overtime hours (per employee)	Hour/Month	18.6	16.2	15.2	6.7
Rate of annual paid leave acquired	%	52.8%	64.5%	72.5%	32.8%

Added in Dec-21

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Governance

	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3
Number of Internal directors	Persons	4	4	4	5
(Male)	Persons	4	4	4	5
(Female)	Persons	0	0	0	0
Number of independent outside director	Persons	1	1	1	1
(Male)	Persons	1	1	1	1
(Female)	Persons	0	0	0	0
Rate of independent outside directors on the board	%	20%	20%	20%	16.7%
Number of board of directors meetings	Times	16	16	16	17
Attendance rate for board of directors meetings	%	100%	100%	100%	100%
Attendance rate of independent outside directors at board meeting	%	100%	100%	100%	100%
Number of audit and supervisory committee directors	Persons	3	3	3	3
Internal directors of audit and supervisory committee (Male)	Persons	1	1	1	1
Internal directors of audit and supervisory committee (Female)	Persons	0	0	0	0
Independent outside directors of audit and supervisory committee (Male)	Persons	2	2	2	2
Independent outside directors of audit and supervisory committee (Female)	Persons	0	0	0	0
Rate of independent outside directors of audit and supervisory committee	%	66.7%	66.7%	66.7%	66.7%
Number of audit and supervisory committee meetings	Times	16	17	16	18
Attendance rate of Internal directors of audit and supervisory committee	%	100%	100%	100%	100%
Attendance rate of independent outside directors of audit and supervisory committee	%	100%	100%	100%	100%
Internal directors rate (all directors)	Persons	3	3	3	3
Independent outside directors rate (all directors)	%	37.5%	37.5%	37.5%	33.3%
Financial results briefing	Times	2	2	2	1
Small meeting	Times	1	1	1	0
IR meeting attended by president	Times	6	6	5	5
One-on-One IR meeting	Times	91	92	151	182
Factory tour for analysts and investors	Times	2	1	3	0
Whistleblower system	-	Yes	Yes	Yes	Yes
Rule of Whistle-blowing in the company	-	Yes	Yes	Yes	Yes