Kotobuki Spirits ESG Data

Jun-24

Environment

	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3
Number of violation of environmental laws and regulations	Incidents	0	0	0	0	0	0	0
Waste(only food residue)	Tons	677	743	652	558	511	670	796
Recycling volume of food residue(Composting・Feeding・Thermal recycling) ※2	Tons	509	492	463	239	373	512	611
Water used	Thousands of ㎥	141	158	171	125	130	150	173
Discharged water	Thousands of ㎥	135	150	162	122	126	146	171
CO2 emissions (Scope1)	Tons	2,981	3,359	3,233	1,714	2,258	2,957	3,388
CO2 emissions (Scope2)	Tons	7,885	7,769	7,882	6,631	7,252	8,001	8,887
Power usage	Thousands of Kwh	14,528	14,615	15,356	12,409	13,872	15,594	17,647
Total CO2 emissions/Sales	Tons(Co2)/hundred million yen(Sales)	0.29	0.27	0.25	0.36	0.30	0.22	0.19

※1.The environment data are group production bases total.
※2.Recycling volume of food residue contains Thermal recycling from FY2024/3.

Social

	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3
Number of employees	Persons	1,339	1,433	1,520	1,583	1,507	1,512	1,636
(Male)	Persons	658	682	676	653	635	624	668
(Female)	Persons	681	751	844	930	872	888	968
Number of temporary employees	Persons	1,177	1,381	1,498	1,111	1,081	985	1,178
(Male)	Persons	154	199	241	170	149	152	146
(Female)	Persons	1,023	1,182	1,257	941	932	833	1,032
Average age of employees	Age	34.8	34.4	33.8	33.2	34.4	34.6	34.6
(Male)	Age	38.1	37.9	37.8	37.6	38.5	39.1	38.9
(Female)	Age	31.7	31.2	30.6	30.0	31.3	31.4	31.6
Average number of consecutive years served of employees	Years	8.3	8.3	8.4	8.6	9.5	9.5	9.3
(Male)	Years	10.1	10.1	10.5	11.3	12.2	12.5	12.2
(Female)	Years	6.6	6.8	6.8	6.6	7.5	7.4	7.3
New employees	Persons	125	97	126	172	31	114	191
Turnover rate of employees	%	7.0%	8.0%	7.0%	5.9%	8.4%	10.6%	8.5%
Female management rate	%	3.2%	3.8%	3.8%	4.2%	6.1%	7.9%	8.3%
Foreign management rate	%	1.1%	1.0%	1.0%	1.1%	1.0%	0.9%	0.8%
Mid-career management rate	%	53.7%	51.4%	55.2%	51.6%	52.5%	54.4%	58.3%
Employment rate for people with disabilities	%	1.9%	1.6%	1.7%	1.6%	1.9%	2.1%	2.1%
Average overtime hours (per employee)	Hour/Month	18.6	16.2	15.2	6.7	8.5	12.9	12.1
Rate of annual paid leave acquired	%	52.8%	64.5%	72.5%	32.8%	43.5%	68.3%	65.5%

Governance

	Unit	FY2018/3	FY2019/3	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2023/3
Number of Internal directors	Persons	4	4	4	5	5	4	4
(Male)	Persons	4	4	4	5	5	4	4
(Female)	Persons	0	0	0	0	0	0	0
Number of independent outside director	Persons	1	1	1	1	2	2	2
(Male)	Persons	1	1	1	1	1	1	1
(Female)	Persons	0	0	0	0	1	1	1
Rate of independent outside directors on the board	%	20%	20%	20%	16.7%	28.6%	33.3%	33.3%
Number of board of directors meetings	Times	16	16	16	17	16	16	16
Attendance rate for board of directors meetings	%	100%	100%	100%	100%	100%	100%	100%
Attendance rate of independent outside directors at board meeting	%	100%	100%	100%	100%	100%	100%	100%
Number of audit and supervisory commitee directors	Persons	3	3	3	3	3	3	3
Internal directors of audit and supervisory commitee(Male)	Persons	1	1	1	1	1	1	1
Internal directors of audit and supervisory commitee(Female)	Persons	0	0	0	0	0	0	0
Independent outside directors of audit and supervisory commitee(Male)	Persons	2	2	2	2	2	2	2
Independent outside directors of audit and supervisory commitee(Female)	Persons	0	0	0	0	0	0	0
Rate of independent outside directors of audit and supervisory commitee	%	66.7%	66.7%	66.7%	66.7%	66.7%	66.7%	66.7%
Number of audit and supervisory committee meetings	Times	16	17	16	18	15	13	13
Attendance rate of Internal directors of audit and supervisory committee	%	100%	100%	100%	100%	100%	100%	100%
Attendance rate of independent outside directors of audit and supervisory committee	%	100%	100%	100%	100%	100%	100%	100%
Internal directors rate(all directors)	Persons	3	3	3	3	4	4	4
Independent outside directors rate(all directors)	%	37.5%	37.5%	37.5%	33.3%	40%	44.4%	44.4%
Financial results briefing	Times	2	2	2	1	2	2	2
Small meeting	Times	1	1	1	0	0	2	1
IR meeting attended by president	Times	6	6	5	5	6	8	7
One-on-One IR meeting	Times	91	92	151	182	140	157	189
Factory tour for analysts and investors	Times	2	1	3	0	0	2	4
Whistleblower system	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Rule of Whistle-blowing in the company	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes