

ESG Databook 2025 of T.Hasegawa Group



Coverage rate

	Unit	FY2022	FY2023	FY2024
Non-consolidated coverage rate*	%	62.8	61.2	59.1
Consolidated coverage rate in Japan*	%	62.8	61.2	59.1
Consolidated coverage rate	%	100.0	100.0	100.0

*Non-consolidated sales as a percentage of consolidated sales.

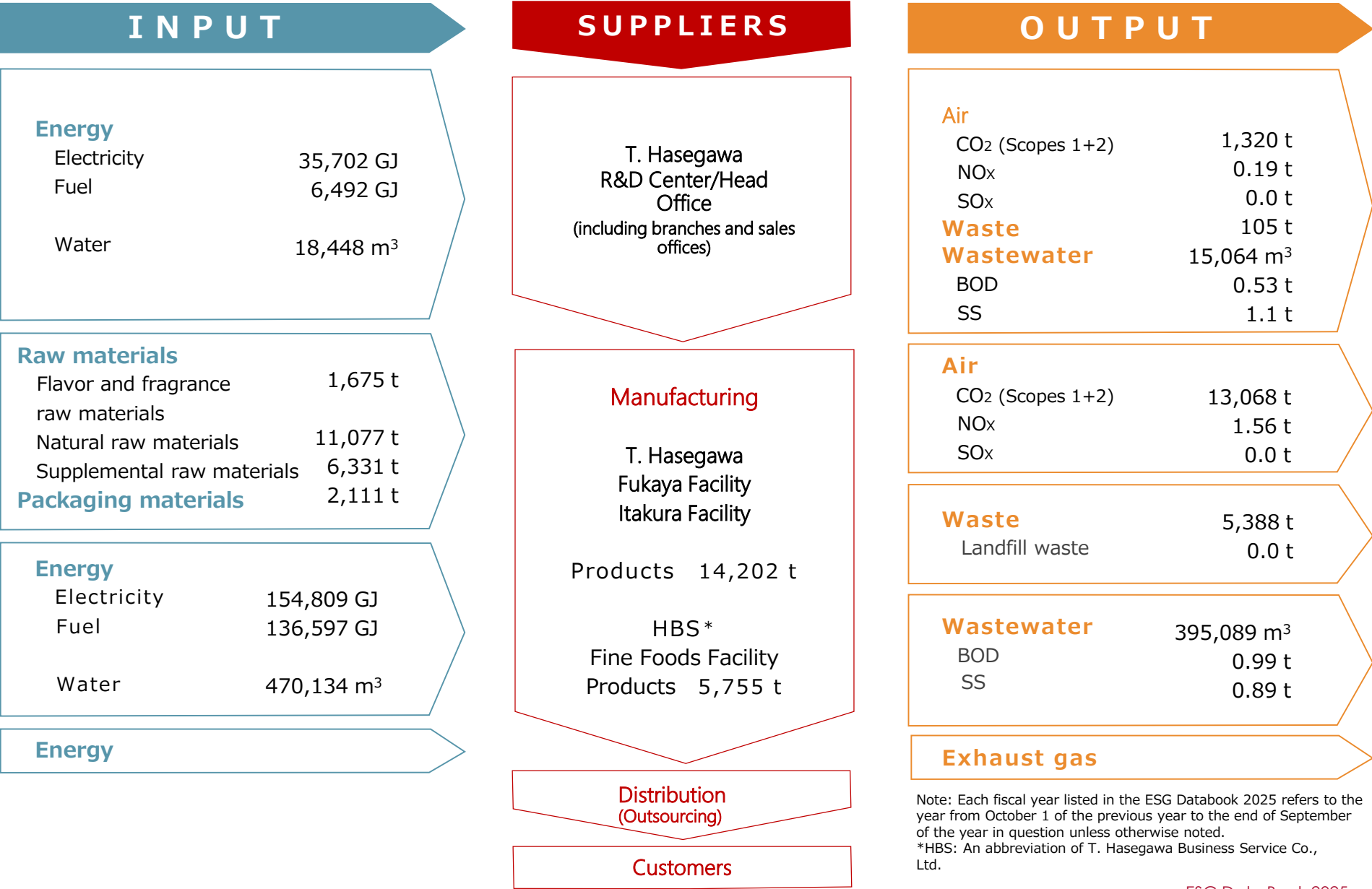
Environment-related indicators and targets

CSR Policy 2: Environment

Target	
Continuation of the ISO14001 certification	
Reduction of energy consumption per unit	1.3% reduction YoY in FY2024
Reduction of GHG emissions (Scopes 1 and 2)	30% reduction in FY2024 compared to FY2013 46% reduction by FY2030 compared to FY2013
Reduction of volatile organic compounds (VOC)	7% reduction by FY2027 compared to FY2022
Reduction of waste	(1) Maintain zero landfill waste through FY2030 using FY2022 as the base year. (2) Maintain an effective utilization rate of 95% or higher through FY2030 using FY2022 as the base year
Reduction of water use per production unit of output	2.1% reduction YoY in FY2024 18% reduction by FY2030 compared to FY2022

Environmental data (Environmental impact of business activities: FY2024): Results

Environmental impact of business activities: FY2024



Environmental data (Environmental accounting): Results

Environmental protection cost and environmental protection effect | Calculation table (Unit: 1,000 yen)

Environmental protection costs (Non-consolidated basis)			
Category	Main initiative	Investment	Cost
(1) Costs within the business area		145,170	536,939
1 Pollution prevention costs	Increase in deodorizing equipment, and maintenance of wastewater treatment facilities Proper operation of environmental facilities (wastewater, air, odors, etc.)	4,845	201,642
2 Global environmental protection costs	Energy conservation measures	140,325	84,697
3 Resource recycling costs	Promotion of effective use of waste products	0	250,600
(2) Upstream/downstream costs		(Note)	(Note)
(3) Management activity costs	Committee activities, ISO14001 management	96,243	54,914
(4) R&D costs		(Note)	(Note)
(5) Social activity costs		—	—
(6) Environment damage response costs		—	—
Total		241,413	591,853

Note: Upstream/downstream costs and R&D costs are omitted because they are difficult to ascertain accurately.

Environmental data (Environmental accounting): Results

Environmental protection cost and environmental protection effect | Calculation table

Environmental protection effect					
Details of the effect		Indicators representing the environmental protection effect			
		Indicator category		Indicator value (YoY change)	
				Non-consolidated basis	Consolidated basis in Japan
(1) Effects corresponding to the costs within the business area	(i) Effects on resources put in business activities	Energy		2,923 GJ	4,451 GJ
		GHG emissions (Scopes 1 and 2)		-1,575 t	-1,730 t
		Water		8,505 m³	12,112 m³
	(ii) Effects on environmental impact and waste products emitted from business activities	Atmospheric emissions Water region emissions		Self-imposed values were set to manage emissions.	
		Waste and other emissions	Total waste volume	377 t	712 t
			Effective utilization rate	96.5 %	96.9 %
			Landfill waste volume	0 t	0 t
(2) Effects corresponding to upstream/downstream costs	Effects on goods and services produced from business activities	—		(Note**)	
(3) Other environmental protection effects	Effects on transport, etc.	—		(Note**)	

Note**: The effects corresponding to upstream/downstream costs and other environmental protection effects are omitted because they are difficult to ascertain accurately.

Environmental data (Environmental accounting): Results

CSR Policy 2: Environment

Environmental expenses (Consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Amount of environment-related fines and penalties	Yen	Group	Fiscal year-end	0	0	0

Environmental data (Energy use and GHG emissions): Results

CSR Policy 2: Environment

Energy use and GHG emissions (Non-consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Production volume	t	Non-consolidated basis	Fiscal year	14,048	13,519	14,202	
Energy consumption	GJ	Non-consolidated basis	Fiscal year	298,230	284,366	287,288	<ul style="list-style-type: none"> Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use Limited to energy consumption within the organization
Fuel	GJ	Non-consolidated basis	Fiscal year	125,078	117,647	121,659	<ul style="list-style-type: none"> Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use Limited to energy consumption within the organization
Electricity	GJ	Non-consolidated basis	Fiscal year	173,153	166,719	165,629	<ul style="list-style-type: none"> Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use Limited to energy consumption within the organization
Energy consumption YoY rate reduction	%	Non-consolidated basis	Fiscal year	-0.5	-4.6	1.0	
Energy consumption rate per unit	Crude oil equivalent kl/ t	Non-consolidated basis	Fiscal year	0.548	0.543	0.520	<ul style="list-style-type: none"> Calculated using the production volume that is closely related to energy consumption Energy consumption (Crude oil equivalent 1 kl) per 1 t of production and energy used within the organization are used Energy categories: Fuel (e.g., city gas, LPG) and electricity
Total GHG emissions (Scopes 1 and 2)	t	Non-consolidated basis	Fiscal year	14,665	13,529	12,026	<ul style="list-style-type: none"> Target: 46% reduction compared to the FY2013 level (18,793 t)
Scope 1 emissions	t	Non-consolidated basis	Fiscal year	6,873	6,477	6,630	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Information source of emission factor used: GHG Emissions Calculations and Reporting Manual
Emissions per unit Scope 1	t/t	Non-consolidated basis	Fiscal year	0.489	0.479	0.467	<ul style="list-style-type: none"> Calculated based on the production volume closely related to CO₂ emissions
Scope 2 emissions Market-base	t	Non-consolidated basis	Fiscal year	7,792	7,052	5,396	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
Scope 2 emissions Location-base	t	Non-consolidated basis	Fiscal year	7,680	7,377	7,421	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
Emissions per unit Scope 2	t/t	Non-consolidated basis	Fiscal year	0.555	0.522	0.380	<ul style="list-style-type: none"> Calculated based on the production volume closely related to CO₂ emissions CO₂ emissions per 1 t of production volume (Note: Scope 2 market-base is used.)

Note: Third-party verification is conducted for GHG emissions on a non-consolidated basis. For details, refer to the end of this Databook.

Environmental data (Energy use and GHG emissions): Results

CSR Policy 2: Environment

Energy use and GHG emissions (Non-consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Scope 3 total emissions	t	Non-consolidated basis	Fiscal year	135,029	144,131	171,775	
Category 1	t	Non-consolidated basis	Fiscal year	124,296	129,654	156,484	<ul style="list-style-type: none"> • National Institute for Environmental Studies: Global environmental impact intensity based on purchaser price • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv2 (until 2023), IDEA v 3.4.1
Category 2	t	Non-consolidated basis	Fiscal year	3,527	7,355	4,195	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 3	t	Non-consolidated basis	Fiscal year	3,027	2,880	3,129	<ul style="list-style-type: none"> • IDEAv2 (until 2023), IDEA v 3.4.1
Category 4	t	Non-consolidated basis	Fiscal year	1,801	1,648	5,325	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv2 (until 2023), IDEA v 3.4.1
Category 5	t	Non-consolidated basis	Fiscal year	846	721	689	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv2 (until 2023), IDEA v 3.4.1
Category 6	t	Non-consolidated basis	Fiscal year	585	938	1,038	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 7	t	Non-consolidated basis	Fiscal year	888	875	850	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 8	t	-	-	N/A	N/A	N/A	
Category 9	t	-	-	N/A	N/A	N/A	
Category 10	t	-	-	N/A	N/A	N/A	
Category 11	t	-	-	N/A	N/A	N/A	
Category 12	t	Non-consolidated basis	Fiscal year	60	61	66	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 13	t	-	-	N/A	N/A	N/A	
Category 14	t	-	-	N/A	N/A	N/A	
Category 15	t	-	-	N/A	N/A	N/A	

Note: Categories marked “N/A” are not applicable.

Note: Third-party verification is conducted for GHG emissions on a non-consolidated basis. For details, refer to the end of this Databook.

Environmental data (Energy use and GHG emissions): Results

CSR Policy 2: Environment

Energy use and GHG emissions (Consolidated basis in Japan)

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Production volume	t	Consolidated basis in Japan	Fiscal year	19,967	19,349	19,957	
Energy consumption	GJ	Consolidated basis in Japan	Fiscal year	343,214	329,149	333,600	<ul style="list-style-type: none"> Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use Limited to energy consumption within the organization
Fuel	GJ	Consolidated basis in Japan	Fiscal year	146,805	138,455	143,090	<ul style="list-style-type: none"> Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use Limited to energy consumption within the organization
Electricity	GJ	Consolidated basis in Japan	Fiscal year	196,409	190,694	190,510	<ul style="list-style-type: none"> Information source of the conversion factor used: Conversion factor indicated in the Act on Rationalizing Energy Use Limited to energy consumption within the organization
Energy consumption YoY rate reduction	%	Consolidated basis in Japan	Fiscal year	-0.3	-4.1	1.4	
Energy consumption rate per unit	Crude oil equivalent kl/t	Consolidated basis in Japan	Fiscal year	0.443	0.439	0.430	<ul style="list-style-type: none"> Calculated using the production volume that is closely related to energy consumption Energy consumption (Crude oil equivalent 1 kl) per 1 t of production and energy used within the organization are used Energy categories: Fuel (e.g., city gas, LPG) and electricity
Total GHG emissions (Scopes 1 and 2)	t	Consolidated basis in Japan	Fiscal year	17,260	16,047	14,387	
Scope 1 emissions	t	Consolidated basis in Japan	Fiscal year	8,379	7,920	8,137	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Information source of emission factor used: GHG Emissions Calculations and Reporting Manual
Emissions per unit Scope 1	t/t	Consolidated basis in Japan	Fiscal year	0.420	0.409	0.408	<ul style="list-style-type: none"> Calculated based on the production volume closely related to CO₂ emissions
Scope 2 emissions Market-base	t	Consolidated basis in Japan	Fiscal year	8,881	8,127	6,251	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
Scope 2 emissions Location-base	t	Consolidated basis in Japan	Fiscal year	8,717	8,444	8,538	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters)
Emissions per unit Scope 2	t/t	Consolidated basis in Japan	Fiscal year	0.445	0.420	0.313	<ul style="list-style-type: none"> Calculated based on the production volume closely related to CO₂ emissions. CO₂ emissions per 1 t of production volume (Note: Scope 2 market-base is used.)

Note: Third-party verification is conducted for GHG emissions on a consolidated basis in Japan. For details, refer to the end of this Databook.

Environmental data (Energy use and GHG emissions): Results
Energy use and GHG emissions (Consolidated basis in Japan)

CSR Policy 2: Environment

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Scope 3 total emissions	t	Consolidated basis in Japan	Fiscal year	136,693	145,681	173,653	
Category 1	t	Consolidated basis in Japan	Fiscal year	124,796	130,152	157,017	<ul style="list-style-type: none"> • National Institute for Environmental Studies: Global environmental impact intensity based on purchaser price • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv2 (until 2023), IDEA v 3.4.1
Category 2	t	Consolidated basis in Japan	Fiscal year	3,527	7,358	4,198	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 3	t	Consolidated basis in Japan	Fiscal year	3,436	3,284	3,564	<ul style="list-style-type: none"> • IDEAv2 (until 2023), IDEA v 3.4.1
Category 4	t	Consolidated basis in Japan	Fiscal year	2,344	2,168	6,060	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv2 (until 2023), IDEA v 3.4.1
Category 5	t	Consolidated basis in Japan	Fiscal year	968	763	774	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEAv2 (until 2023), IDEA v 3.4.1
Category 6	t	Consolidated basis in Japan	Fiscal year	596	949	1,046	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 7	t	Consolidated basis in Japan	Fiscal year	962	943	922	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 8	t	-	-	N/A	N/A	N/A	
Category 9	t	-	-	N/A	N/A	N/A	
Category 10	t	-	-	N/A	N/A	N/A	
Category 11	t	-	-	N/A	N/A	N/A	
Category 12	t	Consolidated basis in Japan	Fiscal year	63	63	72	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain
Category 13	t	-	-	N/A	N/A	N/A	
Category 14	t	-	-	N/A	N/A	N/A	
Category 15	t	-	-	N/A	N/A	N/A	

Note: Categories marked “N/A” are not applicable.

Note: Third-party verification is conducted for GHG emissions on a consolidated basis in Japan. For details, refer to the end of this Databook.

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Environmental data (GHG emissions): Results

GHG emissions (Group)

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Total CO ₂ emissions (Scopes 1 and 2)	t	Group	Fiscal year	25,893	25,154	
Scope 1 emissions	t	Group	Fiscal year	10,942	11,423	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Information source of emission factor used: GHG Emissions Calculations and Reporting Manual. U.S. EPA, 2025a Conversion values based on IPCC 2006, etc.
Scope 2 emissions Market-base	t	Group	Fiscal year	14,952	13,730	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters) Some overseas subsidiaries apply estimated values based on sales allocation U.S. EPA, 2025b Conversion factors announced by the Ministry of Ecology and Environment and the National Bureau of Statistics of the People's Republic of China
Scope 2 emissions Location-base	t	Group	Fiscal year	15,268	16,018	<ul style="list-style-type: none"> Gas used for calculation: CO₂ Information source of emission factor used: Electricity Operator-Specific Emission Factor (for calculating the GHG emissions of specific emitters) Some overseas subsidiaries apply estimated values based on sales allocation U.S. EPA, 2025b Conversion factors announced by the Ministry of Ecology and Environment and the National Bureau of Statistics of the People's Republic of China

Note: As these are preliminary figures that include estimates, they are subject to revision.

Environmental data (GHG emissions): Results
GHG emissions (Group)

CSR Policy 2: Environment

	Unit	Scope	Calculation period Time of calculation	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Scope 3 total emissions	t	Group	Fiscal year	232,221	233,818	
Category 1	t	Group	Fiscal year	199,688	201,398	<ul style="list-style-type: none"> • National Institute for Environmental Studies: Global environmental impact intensity based on purchaser price • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEA v 3.4.1 • Some overseas subsidiaries apply estimated values based on sales allocation
Category 2	t	Group	Fiscal year	14,041	12,154	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • Some overseas subsidiaries apply estimated values based on sales allocation
Category 3	t	Group	Fiscal year	4,824	5,499	<ul style="list-style-type: none"> • IDEA v 3.4.1 • Some overseas subsidiaries apply estimated values based on sales allocation
Category 4	t	Group	Fiscal year	9,325	10,005	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEA v 3.4.1 • Some overseas subsidiaries apply estimated values based on sales allocation
Category 5	t	Group	Fiscal year	986	1,113	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • IDEA v 3.4.1 • Some overseas subsidiaries apply estimated values based on sales allocation
Category 6	t	Group	Fiscal year	1,623	1,860	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • Some overseas subsidiaries apply estimated values based on sales allocation
Category 7	t	Group	Fiscal year	1,612	1,639	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • Some overseas subsidiaries apply estimated values based on sales allocation
Category 8	t	—	—	N/A	N/A	
Category 9	t	—	—	N/A	N/A	
Category 10	t	—	—	N/A	N/A	
Category 11	t	—	—	N/A	N/A	
Category 12	t	Group	Fiscal year	123	150	<ul style="list-style-type: none"> • The Ministry of the Environment emission unit value database for calculating the GHG emissions of organizations throughout the supply chain • Some overseas subsidiaries apply estimated values based on sales allocation
Category 13	t	—	—	N/A	N/A	
Category 14	t	—	—	N/A	N/A	
Category 15	t	—	—	N/A	N/A	

Environmental data (Biodiversity): Results

Core global disclosure metrics: dependencies and impacts

#	Indicator		Status
—	Greenhouse gas emissions		Refer to “ Climate change ”
C1.0	Total spatial footprint	Total surface area controlled/managed by the organization	Total surface area: 0.24864886 km ² <ul style="list-style-type: none"> • Head Office: 0.00059653 km² • Fukaya Facility: 0.0689828 km² • Itakura Facility: 0.17131648 km² *1 • R&D Center: 0.00772504 km² • Kajicho Bldg.: 0.00002801 km² *2
		Total disturbed area	N/A *3
		Total rehabilitated/restored area	
C1.1	Extent of change in use of land/freshwater/ocean	Extent of the change in use of the land/freshwater/ocean ecosystem	N/A *3
		Extent of land/freshwater/ocean ecosystem conserved or restored	Establishment of green areas in accordance with laws and regulations at facilities and the R&D Center: <ul style="list-style-type: none"> • Fukaya Facility: 0.012 km² • Itakura Facility: 0.043 km² • R&D Center: 0.0080 km² (Biotope created in the R&D Center)
		Extent of land/freshwater/ocean ecosystem that is sustainably managed	N/A
C2.0	Aggregated amounts of pollutants, released into the soil (tons) by type		No contaminants released into the soil

*1: The Itakura Facility site area includes T. Hasegawa Business Service Co., Ltd.

*2: Of the total site area of the Kajicho Building (0.0060474 km²), the portion owned by the Company is stated.

*3: Since there have been no changes (e.g., purchase or development of new sites) since the base year of 2020, it is stated as N/A.

Environmental data (Biodiversity): Results

Core global disclosure metrics: dependencies and impacts (continued)

#	Indicator		Status
C2.1	Wastewater discharged	Amount of wastewater	Refer to “ Water resources ”
		BOD	
		SS	
		Temperature of wastewater	Wastewater is discharged at factories and laboratories at temperatures in accordance with applicable municipal ordinances.
C2.2	Waste generation and disposal	Weight of hazardous and non-hazardous waste generated by type	Refer to “ Pollution and Waste ”
		Weight of hazardous and non-hazardous waste disposed of	
		Weight of hazardous and non-hazardous waste diverted from landfill	
C2.3	Plastic pollution	Total weight of plastics used or sold	<ul style="list-style-type: none"> Sold plastic (plastic containers of products): 503.8 tons Recycled plastic: 215.6 tons *4 Incinerated plastic: 0.1 ton *4
		Proportion of reusable or recyclable plastic containers	Reuse and recycling of plastic containers are under consideration. *5
C2.4	Non-GHG air pollutants	Sulphur oxides	Refer to “ Pollution and Waste ”
		Nitrogen oxides	
		Ammonia	N/A
		Particulate matter	Under consideration
		Volatile organic compounds	Refer to “ Pollution and Waste ”

*4: Plastic other than product containers.

*5: Due to the characteristics of flavors and fragrances, plastic containers require high barrier properties; therefore, after they have been filled, the odor remains in the container even after use. The current process of making the containers odorless increases GHG emissions, so we will continue to examine the reuse and recycling of plastic containers.

Environmental data (Biodiversity): Results

Core global disclosure metrics: dependencies and impacts (continued)

#	Indicator		Status
C3.0	Water withdrawal and consumption from areas of water scarcity		No operations in water scarce areas in Japan
C3.1	Quantity of high-risk natural commodities sourced from land/ocean/freshwater	Quantity of high-risk natural commodities	Under consideration
		Quantity of high-risk natural commodities sourced under a sustainable management plan or certification program, including proportion of total high risk natural commodities	
C4.0	Invasive alien species and other	Measures against unintentional introduction of invasive alien species (IAS)	Under consideration
C5.0	State of nature	Ecosystem condition	Under consideration
		Species extinction risk	Under consideration

Core global disclosure metrics: risks and opportunities

#	Indicator		Status
C7.0	Risks	Value of assets, liabilities, revenue, and expenses that are assessed as vulnerable to nature-related transition risks	Under consideration
C7.1		Value of assets, liabilities, revenue, and expenses that are assessed as vulnerable to nature-related physical risks	Under consideration
C7.2		Description and value of significant fines/penalties/litigation during the year due to negative nature-related impacts	0 cases
C7.3	Opportunities	Amount of capital expenditure, financing, or investment deployed towards nature-related opportunities	Under consideration
C7.4		Increase and proportion of revenue from products and services producing demonstrable positive impacts on nature with a description of their impacts	Under consideration

Environmental data (Air pollution): Results

Air pollution (Non-consolidated basis)

		Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Air pollutants	SOx	t	Non-consolidated basis	Fiscal year	0.00	0.00	0.00	
	NOx	t	Non-consolidated basis	Fiscal year	1.83	1.77	1.56	

Note: NOx is an estimated value. Figures differ from previously disclosed data due to recalculation.

Air pollution (Consolidated basis in Japan)

		Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Air pollutants	SOx	t	Consolidated basis in Japan	Fiscal year	0.04	0.04	0.04	
	NOx	t	Consolidated basis in Japan	Fiscal year	1.90	1.85	1.64	

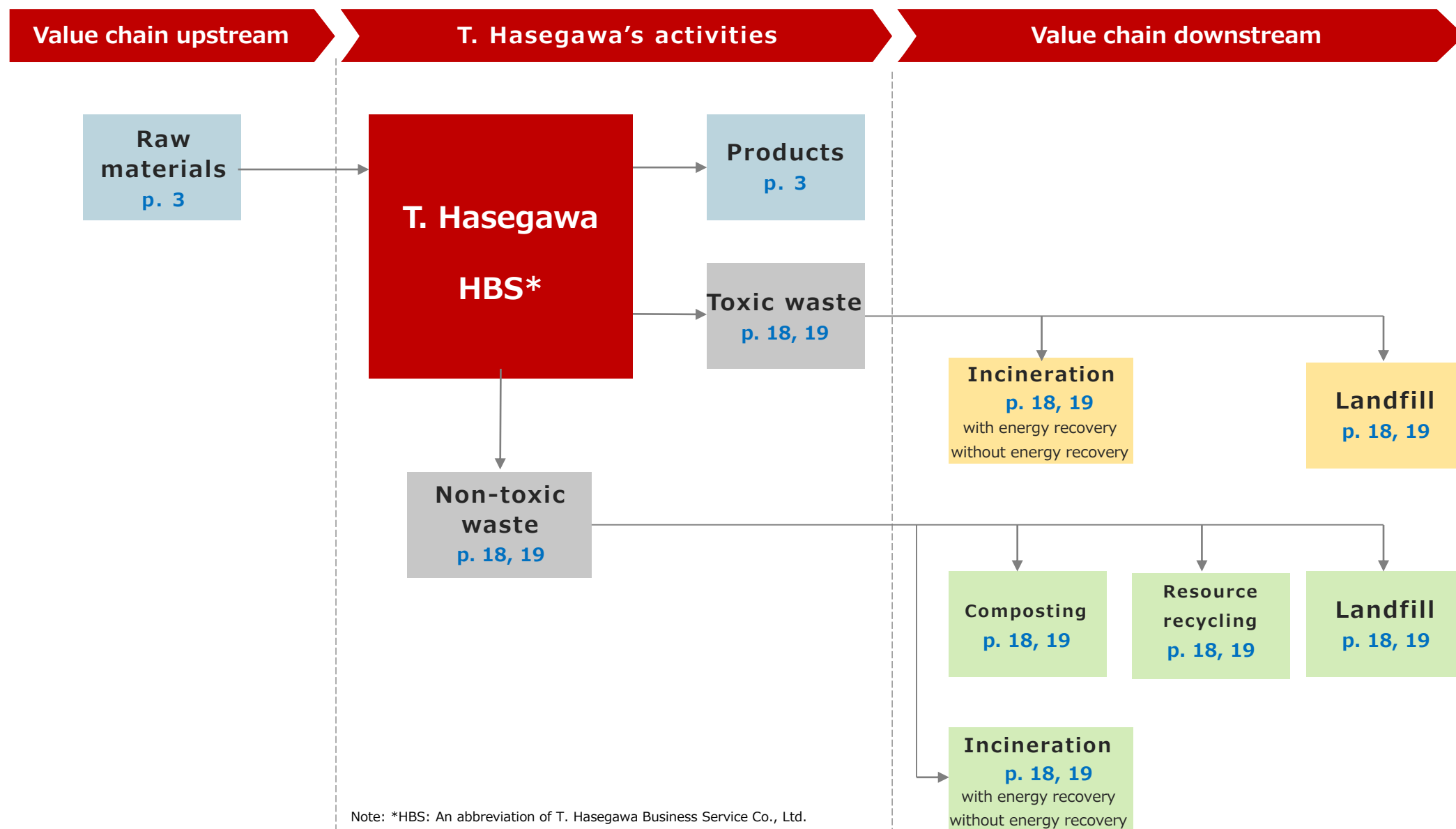
Note: NOx is an estimated value. Figures differ from previously disclosed data due to recalculation.

Air pollution (Non-consolidated basis)

		Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Volatile organic compounds (VOC)		kg	Non-consolidated basis	Fiscal year	14,050	14,514	13,568	Target: 7% reduction by 2027 compared to 2022 3.5% reduction in FY2024 compared to the base year

Environmental data (Outline of waste generated through the value chain): Results

Outline of waste generated through the value chain



Environmental data (Waste): Results

CSR Policy 2: Environment

Waste (Non-consolidated basis)

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Toxic waste volume	t	Non-consolidated basis	Fiscal year	3.1	4.3	3.4	Slate tiles, reagents, etc.
Thermal use (with energy recovery)	t	Non-consolidated basis	Fiscal year	0.0	3.9	3.0	
Thermal use (without energy recovery)	t	Non-consolidated basis	Fiscal year	3.1	0.5	0.4	
Landfill	t	Non-consolidated basis	Fiscal year	0.0	0.0	0.0	
Non-toxic waste volume	t	Non-consolidated basis	Fiscal year	5,307.8	4,478.8	4,856.3	Plant residue, wastewater sludge, waste oil, waste metal, corrugated cardboard, paper, etc.
Resource recycling	t	Non-consolidated basis	Fiscal year	233.9	297.6	368.3	
Compost	t	Non-consolidated basis	Fiscal year	4,245.5	3,376.1	3,716.6	
Thermal use (with energy recovery)	t	Non-consolidated basis	Fiscal year	642.7	612.4	602.6	
Thermal use (without energy recovery)	t	Non-consolidated basis	Fiscal year	185.7	192.7	168.7	
Landfill	t	Non-consolidated basis	Fiscal year	0.0	0.0	0.0	Target: Maintain zero landfill waste through FY2030 using FY2022 as the base year
Total waste volume generated	t	Non-consolidated basis	Fiscal year	5,310.9	4,483.1	4,859.7	
Total volume effectively used	t	Non-consolidated basis	Fiscal year	5,122.1	4,289.9	4,690.6	
Effective utilization rate	%	Non-consolidated basis	Fiscal year	96.4	95.7	96.5	Target: Maintain an effective utilization rate of 95% or higher through FY2030 using FY2022 as the base year
Landfill waste	t	Non-consolidated basis	Fiscal year	0.0	0.0	0.0	

Environmental data (Waste): Results

Waste (Consolidated basis in Japan)

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Toxic waste volume	t	Consolidated basis in Japan	Fiscal year	3.1	4.3	3.4	Slate tiles, reagents, etc.
Thermal use (with energy recovery)	t	Consolidated basis in Japan	Fiscal year	0.0	3.9	3.0	
Thermal use (without energy recovery)	t	Consolidated basis in Japan	Fiscal year	3.1	0.5	0.4	
Landfill	t	Consolidated basis in Japan	Fiscal year	0.0	0.0	0.0	
Non-toxic waste volume	t	Consolidated basis in Japan	Fiscal year	5,888.7	4,777.2	5,489.6	Plant residue, wastewater sludge, waste oil, waste metal, corrugated cardboard, paper, etc.
Resource recycling	t	Consolidated basis in Japan	Fiscal year	458.1	324.8	397.2	
Compost	t	Consolidated basis in Japan	Fiscal year	4,575.1	3,616.1	4,291.1	
Thermal use (with energy recovery)	t	Consolidated basis in Japan	Fiscal year	642.7	643.5	632.5	
Thermal use (without energy recovery)	t	Consolidated basis in Japan	Fiscal year	212.8	192.7	168.7	
Landfill	t	Consolidated basis in Japan	Fiscal year	0.0	0.0	0.0	
Total waste volume generated	t	Consolidated basis in Japan	Fiscal year	5,891.8	4,781.5	5,493.0	
Total volume effectively used	t	Consolidated basis in Japan	Fiscal year	5,675.9	4,588.3	5,323.9	
Effective utilization rate	%	Consolidated basis in Japan	Fiscal year	96.3	96.0	96.9	
Landfill waste	t	Consolidated basis in Japan	Fiscal year	0.0	0.0	0.0	

Environmental data (Chemical substances): Results

Substances subject to the PRTR

Facility	Con trol No.	Substance name	FY2021 (Apr. 2021-Mar. 2022)			FY2022 (Apr. 2022-Mar. 2023)			FY2023 (Apr. 2023-Mar. 2024)		
			Amount handled (kg)	Atmosphe ric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmosphe ric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmosphe ric emissions (kg)	Amount transferred (kg)
Fukaya Facility	12	Acetaldehyde	3,794	0	0	3,951	0	2.6	2,760	0	4.59
	204	Diphenyl ether	1,663	0	0	1,364	0	0	635	0	0
	207	2,6-di-tertiary-butyl-4-cresol	2,409	0	0	2,438	0	0	1,020	0	9.918
	232	N, N-Dimethyl form aldehyde	1,000	0	963	1,244	0	1,242	1,097	0	1,095
	300	Toluene	5,653	717	4,935	4,336	1,020	3,315	4,028	1,215	2,629
	392	n-Hexane	42,944	1,502	37,217	44,277	1,724	37,595	69,744	1,366	64,405
	399	Benzaldehyde	1,273	0	0	1,235	0	0	652	0	0
	436	Alpha Methyl Styrene	-	-	-	966.2	0	0	1,935	0	0
	257	Decyl alcohol (also known as decanol)	-	-	-	2,290	0	0	1,107	0	0
	623	Hexyl acetate	-	-	-	-	-	-	1,466	0	0
	573	Allyl heptanoate	-	-	-	-	-	-	4,007	0	0
	583	Benzyl benzoate	-	-	-	-	-	-	2,092	0	0
	587	3-(4-Isopropylphenyl)-2-methylpropanal	-	-	-	-	-	-	1,340	0	0
	726	HHCB	-	-	-	-	-	-	45,577	0	0
	781	Geraniol	-	-	-	-	-	-	4,566	0	0
	650	Geranyl acetate	-	-	-	-	-	-	3,085	0	0
	738	Methyl dihydrojasmonate	-	-	-	-	-	-	26,494	0	0

Note: The reporting fiscal year period for the release and transfer volume data of substances subject to the PRTR law differs from the Company’s fiscal year period.

Environmental data (Chemical substances): Results

Substances subject to the PRTR

Facility	Control No.	Substance name	FY2021 (Apr. 2021-Mar. 2022)			FY2022 (Apr. 2022-Mar. 2023)			FY2023 (Apr. 2023-Mar. 2024)		
			Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)	Amount handled (kg)	Atmospheric emissions (kg)	Amount transferred (kg)
Fukaya Facility	735	2-Piperonylpropanal	-	-	-	-	-	-	2,194	0	0
	709	Piperonal	-	-	-	-	-	-	2,078	0	0
	795	Salicylic acid (Z)-3-hexenyl	-	-	-	-	-	-	1,687	0	0
	734	2-Benzylideneoctanal	-	-	-	-	-	-	14,721	0	0
	728	Hexyl 2-hydroxybenzoate	-	-	-	-	-	-	6,374	0	0
	689	Beta-Ionone	-	-	-	-	-	-	3,822	0	0
	789	Isobornyl acetate	-	-	-	-	-	-	2,553	0	0
	718	p-BMHCA	-	-	-	-	-	-	5,635	0	0
	780	Linalyl acetate	-	-	-	-	-	-	9,501	0	0
	748	OTNE	-	-	-	-	-	-	12,911	0	0
	744	Alpha-methyl Ionone	-	-	-	-	-	-	3,412	0	0
	628	Ethylene Brassylate	-	-	-	-	-	-	1,119	0	0
	713	OTBCHA	-	-	-	-	-	-	14,784	0	0
	816	Terpinyl Acetate	-	-	-	-	-	-	1,045	0	0
	652	3,7-Dimethyloctan-3-ol	-	-	-	-	-	-	2,869	0	0
	714	PTBCHA	-	-	-	-	-	-	5,512	0	0
	678	Acetyl Cedrene	-	-	-	-	-	-	1,490	0	0
Itakura Facility	392	n-Hexane	1,770	1,780	0	1,222	918	0	304	688	0

Note: The reporting fiscal year period for the release and transfer volume data of substances subject to the PRTR law differs from the Company’s fiscal year period.

Environmental data (Water resources): Results

CSR Policy 2: Environment

Water resources (Non-consolidated basis)

		Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Total wastewater volume		m³	Non-consolidated basis	Fiscal year	345,019	307,318	320,546	All freshwater
Surface water		m³	Non-consolidated basis	Fiscal year	328,257	291,178	305,482	At each production site, water purified to satisfy the wastewater standards prescribed in laws, ordinances, etc. of the area where the site is located is discharged into the river
Third parties (Local government treatment facility, etc.)		m³	Non-consolidated basis	Fiscal year	16,762	16,140	15,064	
Water quality	BOD	kg	Non-consolidated basis	Fiscal year	1,236	838	945	Tertiary treated wastewater
			Non-consolidated basis	Fiscal year	990	442	530	Secondary treated wastewater
	SS	kg	Non-consolidated basis	Fiscal year	745	808	805	Tertiary treated wastewater
			Non-consolidated basis	Fiscal year	1,968	1,342	1,091	Secondary treated wastewater
Total water used		m³	Non-consolidated basis	Fiscal year	436,169	393,028	401,533	Total water used refers to the amount of water withdrawn Value listed in the meter-reading slip and water bill. The Production Division collects data from the measured water consumption
Tap water		m³	Non-consolidated basis	Fiscal year	155,629	148,540	143,282	
Commercial-use water		m³	Non-consolidated basis	Fiscal year	129,433	119,503	128,684	
Ground water		m³	Non-consolidated basis	Fiscal year	151,107	124,985	129,567	
Total water consumption		m³	Non-consolidated basis	Fiscal year	91,150	85,710	80,987	Total water consumption = Total water used - Total wastewater volume

CSR Policy 2: Environment

Environmental data (Water resources): Results

Water resources (Consolidated basis in Japan)

		Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Total wastewater volume		m ³	Consolidated basis in Japan	Fiscal year	434,328	394,415	410,153	All freshwater
Surface water		m ³	Consolidated basis in Japan	Fiscal year	417,566	378,275	395,089	At each production site, water purified to satisfy the wastewater standards prescribed in laws, ordinances, etc. of the area where the site is located is discharged into the river
Third parties (Local government treatment facility, etc.)		m ³	Consolidated basis in Japan	Fiscal year	16,762	16,140	15,064	
Water quality	BOD	kg	Consolidated basis in Japan	Fiscal year	1,236	889	998	Tertiary treated wastewater
			Consolidated basis in Japan	Fiscal year	990	442	530	Secondary treated wastewater
	SS	kg	Consolidated basis in Japan	Fiscal year	840	903	894	Tertiary treated wastewater
			Consolidated basis in Japan	Fiscal year	1,968	1,342	1,091	Secondary treated wastewater
Total water used		m ³	Consolidated basis in Japan	Fiscal year	525,100	476,470	488,582	Total water used refers to the amount of water withdrawn Value listed in the meter-reading slip and water bill. The Production Division collects data from the measured water consumption
Tap water		m ³	Consolidated basis in Japan	Fiscal year	220,989	212,082	214,082	
Commercial-use water		m ³	Consolidated basis in Japan	Fiscal year	153,004	139,403	144,933	
Ground water		m ³	Consolidated basis in Japan	Fiscal year	151,107	124,985	129,567	
Total water consumption		m ³	Consolidated basis in Japan	Fiscal year	90,772	82,055	78,429	Total water consumption = Total water used - Total wastewater volume

Environmental data (Water resources): Results

CSR Policy 2: Environment

Water resources (Group)

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, references, etc.)
Total wastewater volume	m ³	Group	Fiscal year	519,272	487,087	504,841	
Ocean	m ³	Group	Fiscal year	3,691	3,292	4,365	
Surface water	m ³	Group	Fiscal year	417,567	378,275	395,089	
Underground/well	m ³	Group	Fiscal year	0	0	0	
Off-site water treatment	m ³	Group	Fiscal year	98,015	105,520	105,387	
Reuse/other uses	m ³	Group	Fiscal year	0	0	0	
Total water used	m ³	Group	Fiscal year	701,385	657,069	693,747	Total water used refers to the amount of water withdrawn
Surface water from rivers, lakes, and natural ponds	m ³	Group	Fiscal year	0	0	0	
Groundwater from wells and boreholes	m ³	Group	Fiscal year	151,107	124,985	129,567	
Water collected at a quarry	m ³	Group	Fiscal year	0	0	0	
Municipal water	m ³	Group	Fiscal year	550,278	532,084	564,180	
External wastewater	m ³	Group	Fiscal year	0	0	0	
Collected rainwater	m ³	Group	Fiscal year	0	0	0	
Seawater, water taken from the sea or ocean	m ³	Group	Fiscal year	0	0	0	
Total water consumption	m ³	Group	Fiscal year	263,366	259,362	188,906	Total water consumption = Total water used - Total wastewater volume

Environmental data (Water resources): Results

Water resource management (Group)

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Number of sites with water management plans	Location	Group	Fiscal year-end	5	5	5
Percentage of sites with water management plans	%	Group	Fiscal year-end	50	50	50

Note: Ten sites require water management plans.

Activities in water-stressed areas

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Amount of water withdrawn in water-stressed areas	m ³	Group	Fiscal year-end	163,360	170,980	190,869

Note: Four sites qualify as water-stressed areas: T. Hasegawa U.S.A., Inc. and Rancho Cucamonga Facility in the United States and T. Hasegawa Flavours and Fragrances (Shanghai) Co., Ltd. and T. Hasegawa Flavours (Suzhou) Co., Ltd. in China.

Water usage per unit output

	Unit	Scope	Calculation period Time of calculation	FY2022 (Base year)	FY2024	Remarks
Water usage per unit output	%	Non-consolidated basis	Fiscal year-end	100%	97.3% (-2.7%)	Target: 18% reduction by FY2030 compared to FY2022

CSR Policy 1: Procurement

Procurement-related indicators and targets

Target	
Supplier assessment implementation rate (percentage based on procurement amount)	FY2025: Implementation rate: 85% FY2026: Implementation rate: 90%

Procurement-related data: Results

Supply chain management

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Supplier assessment implementation rate (percentage based on procurement amount)	%	Non-consolidated basis	Fiscal year-end	60	70	82

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Human rights) Target

Human rights

Target	
Internal control training when entering the Company (including human rights topics)	100%
Compliance training (including harassment prevention training)	100%
Serious human rights violations	0 cases

Human rights and labor-related data (Human rights): Results

Human rights

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, preconditions, etc.)	Target
Internal control training when entering the Company (including human rights topics)	%	Non-consolidated basis	Fiscal year-end	100	100	100	When entering the Company or assigned to a position (including temporary employees)	100%
Compliance training (including harassment prevention training)	%	Non-consolidated basis	Fiscal year-end	100	100	100	FY2022 for managers, or when promoted to management positions FY2023 onward for all employees	100%
Serious human rights violations	Cases	Group	Fiscal year-end	0	0	0	Human rights violations that violate the law are defined as “serious human rights violations.”	0 cases

Human rights and labor-related data (Childcare and nursing care support): Results

CSR Policy 3: Human rights and labor

Childcare support

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Total number of employees who took childcare leave (male)	People	Domestic group	Fiscal year	12	27	16
Total number of employees who took childcare leave (female)	People	Domestic group	Fiscal year	12	9	11
Total number of employees who returned to their jobs from childcare leave during the reporting period (male)	People	Domestic group	Fiscal year	13	25	15
Total number of employees who returned to their jobs from childcare leave during the reporting period (female)	People	Domestic group	Fiscal year	11	11	6
Total number of employees who are still with the Company 12 months after reinstatement from childcare leave (male)	People	Domestic group	Fiscal year	11	13	22
Total number of employees who are still with the Company 12 months after reinstatement from childcare leave (female)	People	Domestic group	Fiscal year	13	10	10
Reinstatement rate after childcare leave (male)	%	Domestic group	Fiscal year	100	100	100
Retention rate of employees 12 months after reinstatement following childcare leave (male)	%	Domestic group	Fiscal year	100	100	88
Reinstatement rate after childcare leave (female)	%	Domestic group	Fiscal year	100	100	100
Retention rate of employees 12 months after reinstatement following childcare leave (female)	%	Domestic group	Fiscal year	93	91	91
Number of employees who used reduced work hours for childcare (male)	People	Domestic group	Fiscal year	1	0	2
Number of employees who used reduced work hours for childcare (female)	People	Domestic group	Fiscal year	34	34	43

Nursing care support

	Unit	Scope	Calculation period Time of calculation	Apr. 2021 - Mar. 2022	Apr. 2022 - Mar. 2023	Apr. 2023 - Mar. 2024
Total number of employees who took nursing care leave (male and female)	People	Domestic group	-	23	27	35
Total number of employees who took long-term nursing care leave (male and female)	People	Domestic group	-	0	1	1
Number of employees who used reduced work hours for nursing care (male and female)	People	Domestic group	-	0	0	0

Human rights and labor-related data (Safety and health): Results

CSR Policy 3: Human rights and labor

Occupational accidents

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, preconditions, etc.)
Number of workplace deaths	People	Non-consolidated basis	Fiscal year	1	0	0	Temporary employees are excluded
Number of workplace deaths involving temporary workers	People	Non-consolidated basis	Fiscal year	0	0	0	
Number of accidents requiring leave	People	Non-consolidated basis	Fiscal year	5	4	6	Commuting accidents are excluded
Number of accidents not requiring leave	People	Non-consolidated basis	Fiscal year	6	6	5	Commuting accidents are excluded
Ratio of worktime loss from accidents resulting in leave	-	Non-consolidated basis	Fiscal year	3.17	2.13	3.18	Commuting accidents are excluded Accidents not requiring leave are excluded
Ratio of worktime loss from occupational accidents resulting in leave	-	Non-consolidated basis	Fiscal year	3.98	0.02	0.06	Commuting accidents are excluded
(Reference) Average ratio of worktime loss from occupational accidents resulting in leave in the manufacturing industry	-	Non-consolidated basis	Fiscal year	0.06	0.08	0.08	
Ratio of worktime loss from occupational illnesses resulting in leave	-	Non-consolidated basis	Fiscal year	0	0	0	

Overwork prevention

	Unit	Scope	Apr. 2021 - Mar. 2022	Apr. 2022 - Mar. 2023	Apr. 2023 - Mar. 2024
Average paid leave days taken	Day	Non-consolidated basis	11.7	12.9	13.7
Rate of taking paid leave	%	Non-consolidated basis	62.7	69.0	73.6

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Safety and health): Results

Health

	Unit	Scope	Apr. 2021 - Mar. 2022	Apr. 2022 - Mar. 2023	Apr. 2023 - Mar. 2024	Supplementary information (standards/methods used, preconditions, etc.)
Rate of receiving periodic health checkups	%	Non-consolidated basis	96.1	96.4	97.9	Data from the health insurance society (The parameter includes absentee employees and employees assigned to overseas sites)
Rate of employees subject to specific health guidance	%	Non-consolidated basis	19.0	18.6	16.4	Same as above
Rate of completion of specific health guidance	%	Non-consolidated basis	5.7	5.9	2.4	Same as above
Rate of receiving stress check	%	Non-consolidated basis	98.7	99.4	99.3	

Number of employees by site and presence or absence of an Occupational Safety and Health Committee (as of the end of FY2024)

	Unit	Scope	Head office	R&D Center	Fukaya Facility	Itakura Facility	Total
Number of employees	People	Non-consolidated basis	258	328	330	230	1,146
Site with an Occupational Safety and Health Committee	-		○	○	○	○	-
Rate of workers under the control of an Occupational Safety and Health Committee	%	Non-consolidated basis	22.5	28.6	28.8	20.1	100

Note: The data for the Osaka, Nagoya, and Sapporo offices, which have fewer than 50 employees and are not required to establish an Occupational Safety and Health Committee, are excluded from the data.

Human rights and labor-related data (Labor-management relations): Results

CSR Policy 3: Human rights and labor

Labor-management relations

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Percentage of employees subject to collective bargaining agreement (Parameter: all employees)	%	Non-consolidated basis	Fiscal year-end	55.8	54.0	53.5
Percentage of employees subject to collective bargaining agreement (Parameter: non-management regular employees)	%	Non-consolidated basis	Fiscal year-end	94.4	94.3	92.6

Note: The scope of employees covered by the collective bargaining agreement has been revised from “all employees” to “full-time employees.” Accordingly, the figures for FY2022 and FY2023 have been recalculated, resulting in differences from those published in the pre-update version of the ESG Data Book 2024.

Human rights and labor-related indicators and targets

Human capital

Target	
Percentage of women in management positions	18% or more by FY2027
Percentage of mid-career workers in management positions	18% or more by FY2027
Percentage of management positions filled by foreign nationals	Maintain 30% or more
Implementation rate of interviews under the human resources system, excluding employees who are absent from work	100%

Human rights and labor-related data (Number of employees by sex): Results

CSR Policy 3: Human rights and labor

Number of employees by sex

		Unit	Calculation period Time of calculation	FY2022			FY2023			FY2024		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Group	Full-time employee	People	Fiscal year-end	1,774	-	-	1,769	1,126	643	1,827	1,146	681
	Full-time contract employee	People	Fiscal year-end	69	-	-	78	54	24	82	57	25
	Short-term employee	People	Fiscal year-end	173	-	-	166	108	58	158	97	61
	Percentage of women among all employees	%	Fiscal year-end	-	-	-	-	-	36.0	-	-	37.1
Domestic group	Full-time employee	People	Fiscal year-end	1,097	718	379	1,086	704	382	1,092	704	388
	Full-time contract employee	People	Fiscal year-end	69	50	19	75	53	22	79	56	23
	Short-term employee	People	Fiscal year-end	69	19	50	63	17	46	59	12	47
	Percentage of women among all employees	%	Fiscal year-end	-	-	36.3	-	-	36.8	-	-	37.2
T. Hasegawa (Non-consolidated basis)	Full-time employee	People	Fiscal year-end	1,039	685	354	1,033	675	358	1,034	672	362
	Full-time contract employee	People	Fiscal year-end	68	50	18	72	52	20	77	56	21
	Short-term employee	People	Fiscal year-end	63	18	45	53	12	41	55	11	44
	Percentage of women among all employees	%	Fiscal year-end	-	-	35.6	-	-	36.2	-	-	36.6

CSR Policy 3: Human rights and labor

Human rights and labor-related data
(Number of employees by employment type and region): Results

Number of employees by employee type and region (Group)

		Unit	Calculation Period Time of calculation	FY2022	FY2023	FY2024
Total number of group employees		People	Fiscal year-end	2,016	2,013	2,067
By employment type	Full-time employee	People	Fiscal year-end	1,774	1,769	1,827
	Full-time contract employee	People	Fiscal year-end	69	78	82
	Short-term employee	People	Fiscal year-end	173	166	158
Number of employees by region						
Japan	Full-time employee	People	Fiscal year-end	1,097	1,086	1,092
	Full-time contract employee	People	Fiscal year-end	69	75	79
	Short-term employee	People	Fiscal year-end	69	63	59
U.S.	Full-time employee	People	Fiscal year-end	185	185	214
	Full-time contract employee	People	Fiscal year-end	0	0	0
	Short-term employee	People	Fiscal year-end	18	14	15
Asia	Full-time employee	People	Fiscal year-end	492	498	521
	Full-time contract employee	People	Fiscal year-end	0	3	3
	Short-term employee	People	Fiscal year-end	86	89	84

Human rights and labor-related data (Number of employees by age): Results

CSR Policy 3: Human rights and labor

Number of employees by age

		Unit	Calculation period Time of calculation	FY2022			FY2023			FY2024			Supplementary information (standards/methods used, preconditions, etc.)
				Total	Male	Female	Total	Male	Female	Total	Male	Female	
Number of domestic group employees (Some employees are not included.)		People	Fiscal year-end	1,198	780	418	1,189	767	422	1,197	769	428	Temporary employees are not included
	Under the age of 30	People	Fiscal year-end	153	85	68	139	75	64	135	68	67	
	Age 30 to 50	People	Fiscal year-end	659	435	224	648	430	218	656	437	219	
	Over the age of 50	People	Fiscal year-end	386	260	126	402	262	140	406	264	142	

Human rights and labor-related data (Status of hiring, retention, and turnover): Results

CSR Policy 3: Human rights and labor

New hires

		Unit	Calculation period Time of calculation	FY2022			FY2023			FY2024		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Japan	New graduate hires	People	Fiscal year	15	7	8	16	10	6	18	11	7
	Mid-career hires	People	Fiscal year	33	20	13	31	18	13	42	22	20
Asia	New graduate hires	People	Fiscal year	8	2	6	5	2	3	10	3	7
	Mid-career hires	People	Fiscal year	58	35	23	47	27	20	55	28	27

Note: In the United States, employees are not hired as new graduate hires or mid-career hires.

Retention and turnover

	Unit	Scope	Calculation period Time of calculation	FY2022			FY2023			FY2024		
				Total	Male	Female	Total	Male	Female	Total	Male	Female
Average years of employment	Year	Non-consolidated basis	Fiscal year	17.3	17.8	16.4	17.7	18.2	16.6	17.8	18.5	16.5
Total number of instances of employee turnover	People	Non-consolidated basis	Fiscal year	15	11	4	26	16	10	36	19	17
Turnover rate	%	Non-consolidated basis	Fiscal year	1.4	1.5	1.1	2.3	2.2	2.7	3.3	2.6	4.5
Total number of instances of employee turnover	People	Group	Fiscal year	-	-	-	109	-	-	121	-	-
Turnover rate	%	Group	Fiscal year	-	-	-	-	-	-	-	-	-
Voluntary turnover rate of full-time employees	%	Group	Fiscal year	-	-	-	5.9	-	-	6.6	-	-

Human rights and labor-related data

CSR Policy 3: Human rights and labor

(Appointment of women and local hires, appointment to management positions, hiring people with disabilities): Results

Appointment of women

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Number of women in management positions	People	Group	Fiscal year-end	89	88	104
Percentage of women in Management positions	%	Group	Fiscal year-end	25.3	25.0	28.1

Appointment of local hires and proportion of senior management hired from the local community in overseas entities

	Unit	Calculation period Time of calculation	FY2022	FY2023	FY2024
Total number of overseas Group company officers	People	Fiscal year-end	38	35	35
Number of local officers	People	Fiscal year-end	4	4	4
Percentage of local officers	%	Fiscal year-end	11	11	11

Appointment to management positions

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Percentage of mid-career workers in management positions	%	Non-consolidated basis	Fiscal year-end	18.2	17.7	16.8
Percentage of management positions filled by foreign nationals	%	Non-consolidated basis	Fiscal year-end	33.3	33.3	40.0

Hiring of people with disabilities

	Unit	Scope	Calculation period Time of Calculation	FY2022	FY2023	FY2024
Percentage of people with disabilities hired	%	Non-consolidated basis	Fiscal year-end	2.4	2.7	2.4

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Status of wages): Results

Salary of new employees

	Scope	Monthly wage (yen)	Comparison with the minimum wage in Tokyo (%)	Supplementary information (standards/methods used, preconditions, etc.)
Percentage of the standard new employee wage relative to the local minimum wage		-	-	Minimum wage in Tokyo (Oct. 2024): 1,163 yen 1,163 yen x 150 hours = 174,450 yen
University graduate	Non-consolidated basis	230,000	131.8%	A salary system based on grade and course has been implemented. There is no gap in terms of sex or region between employees with the same qualifications, grade, and so on. Starting salary in April 2025
Graduate school graduate	Non-consolidated basis	250,000	143.3%	A salary system based on grade and course has been implemented. There is no gap in terms of sex or region between employees with the same qualifications, grade, and so on. Starting salary in April 2025

Salary of employees in Japan by sex

		FY2023				FY2024				Supplementary information (standards/methods used, preconditions, etc.)
		Average annual salary	(i)Average salary of male employees	(ii)Average salary of female employees	(ii) / (i) (%)	Average annual salary	(i)Average salary of male employees	(ii)Average salary of female employees	(ii) / (i) (%)	
Japan	Full-time employee	7,279,750	7,984,284	5,893,347	73.8%	7,690,450	8,388,984	6,311,363	75.2%	
	Non-regular employees	4,229,967	4,600,719	3,488,463	75.8%	4,301,360	4,713,066	3,571,471	75.8%	Note: Full-time contract employees, part-time contract employees, and fixed-term employees

CSR Policy 3: Human rights and labor

Human rights and labor-related data (Career development): Results

Training hours

	FY 2023	FY 2024	Supplementary information (standards/methods used, preconditions, etc.)
Annual training hours per employee (hours)	13.4	16.2	Total hours of training hosted by the Human Resources Division divided by the number of employees at the end of the period

Percentage of employees receiving regular performance and career development reviews

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023
Rate of conducting evaluation interview on performance targets	%	Non-consolidated basis	Fiscal year-end	99.8	100

Training cost

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, preconditions, etc.)
Annual training cost per employee	Yen	Non-consolidated basis	Fiscal year	24,360	23,110	35,138	Total education cost divided by the number of employees at the end of the period

Number of employees who participated in training

	Unit	FY2023			FY2024		
		Number of participants	Male	Female	Number of participants	Male	Female
Senior management training	People	17	16	1	6	5	1
Management training	People	25	18	7	28	18	10
Training for new managerial staff	People	25	16	9	16	13	3
Junior board (THBC)	People	31	27	4	20	17	3
Mid-career employee training	People	24	15	9	25	18	7
Internal seminars	People	250	123	127	204	95	109
Third year training	People	10	6	4	10	6	4
New employee training	People	14	9	5	16	11	5
Compliance training (e-learning)	People	1,112	730	382	1,213	784	429

Human rights and labor-related data (Employee stock ownership): Results

CSR Policy 3: Human rights and labor

Employee stock ownership

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024	Supplementary information (standards/methods used, preconditions, etc.)
Number of employees participating in stock ownership	People	Non-consolidated basis	Fiscal year-end	634	623	627	
Participation rate	%	Non-consolidated basis	Fiscal year-end	57.3	56.4	56.4	Parameter: number of employees at the end of the period

Quality and safety-related indicators and targets

Target
Continuation of the ISO9001 and FSSC22000 certifications

Quality and safety-related data: Results

Quality and safety-related data

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Serious quality incidents resulting in market recalls (number of recalls)	Cases	Non-consolidated basis	Fiscal year	0	0	0
Product complaints from customers	Cases	Non-consolidated basis	Fiscal year	3	0	7
Number of FSSC22000 courses held	Times	Non-consolidated basis	Fiscal year	1	3	2
Number of employees who participated in FSSC22000 courses	People	Non-consolidated basis	Fiscal year	37	58	97
Number of ISO9001 internal auditor seminars held	Times	Non-consolidated basis	Fiscal year	1	2	2
Number of employees who participated in ISO9001 internal auditor seminars	People	Non-consolidated basis	Fiscal year	20	77	79
Number of HACCP course participants (Fukaya Production Center only)	People	Non-consolidated basis	Fiscal year	12	12	8

Innovation-related indicators and targets

Target	
Ratio of R&D expenses to sales	Approximately 8% on a consolidated basis
Continuation of open innovation	

Innovation-related data: Results

Innovation-related data

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
R&D costs	Billion yen	Group	Fiscal year	5.0	5.2	5.5
Number of patent applications (domestic applications)	Cases	Group	Fiscal year	30 (25)	24 (16)	35 (28)
Number of instances of joint research with external organizations	Cases	Consolidated basis in Japan	Fiscal year	12	15	14

Social contribution-related: Results

CSR Policy 6: Innovation

Social contribution-related data

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Donations for social contributions	Yen	Group	Fiscal year	5,447,800	3,985,000	8,013,000

Governance-related indicators and targets

CSR Policy 5: Governance - Fair corporate activity

Target	
Evaluation of the effectiveness of the Board of Directors	Once a year
Rate of taking the compliance comprehension test	100%
Rate of participating in harassment prevention training (for new managerial staff)	100%
Internal control training (for new employees and new managerial staff)	At least once a year
Report on the progress of responses to serious risks (follow-up)	

CSR Policy 5: Governance - Fair corporate activity

Governance-related data: Results

Governance

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Number of Board of Directors members	People	Non-consolidated basis	Fiscal year-end	8	8	10
Female directors	People	Non-consolidated basis	Fiscal year-end	1	1	1
Outside directors	People	Non-consolidated basis	Fiscal year-end	3	3	4
Number of auditors	People	Non-consolidated basis	Fiscal year-end	4	4	4
Female directors	People	Non-consolidated basis	Fiscal year-end	1	1	1
Outside directors	People	Non-consolidated basis	Fiscal year-end	3	3	3
Number of Board of Directors' meetings held	Times	Non-consolidated basis	Fiscal year-end	11	11	12
Number of matters resolved by the Board of Directors	Cases	Non-consolidated basis	Fiscal year-end	51	41	52
Number of matters reported to the Board of Directors	Cases	Non-consolidated basis	Fiscal year-end	48	50	53
Number of Audit and Supervisory Board meetings held	Times	Non-consolidated basis	Fiscal year-end	11	11	11
Number of Appointment Committee meetings held	Times	Non-consolidated basis	Fiscal year-end	1	2	3
Number of Compensation Committee meetings held	Times	Non-consolidated basis	Fiscal year-end	2	2	3

Governance-related data: Results

CSR Policy 5: Governance - Fair corporate activity

Attendance rate of directors and committee members

(Titles/posts are current as of the end of September 2024)

Name	Title/post	Number of Board of Directors' meetings held	Number of Board of Director's meetings attended	Attendance rate (%)
Takao Umino (Chair)	Representative Director, President & CEO	12 times	12 times	100%
Yoshiaki Chino	Representative Director, Deputy President	12 times	12 times	100%
Minoru Nakamura	Director & Senior Executive Vice President	12 times	12 times	100%
Tetsuya Nakamura	Director & Executive Vice President	12 times	12 times	100%
Koichiro Kato	Director & Executive Vice President	12 times	12 times	100%
Kenji Hasegawa	Director & Executive Vice President	10 times	10 times	100%
Shingo Ohkado	Outside Director	12 times	12 times	100%
Takao Yuhara	Outside Director	12 times	12 times	100%
Akiko Izumi	Outside Director	12 times	12 times	100%
Paul Dupuis	Outside Director	10 times	9 times	90%
Takehiro Matsumoto	Full-Time Auditor	12 times	12 times	100%
Tomoyoshi Arita	Outside Auditor	12 times	11 times	92%
Kazuhito Yamamura	Outside Auditor	12 times	12 times	100%
Junko Imura	Outside Auditor	2 times	2 times	100%
Maki Suzuki	Outside Auditor	10 times	10 times	100%

Governance-related data: Results

CSR Policy 5: Governance - Fair corporate activity

Dialog with investors

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Number of briefings for institutional investors held	Times	Non-consolidated basis	Fiscal year	2	2	2
Number of IR small meetings/individual meetings	Cases	Non-consolidated basis	Fiscal year	76	58	55

Governance-related data: Results

CSR Policy 5: Governance - Fair corporate activity

Compliance

	Unit	Scope	Calculation period Time of calculation	FY2022	FY2023	FY2024
Number of whistleblowing cases	Cases	Non-consolidated basis	Fiscal year	7	9	12
Number of serious compliance violations	Cases	Non-consolidated basis	Fiscal year	0	0	0
Number of compliance-related training sessions held	Times	Non-consolidated basis	Fiscal year	5	4	4
Number of employees who participated in compliance-related training	People	Non-consolidated basis	Fiscal year	530	1,170	1,195
Number of serious data breach incidents	Cases	Non-consolidated basis	Fiscal year	0	0	0
Total amount of fines and settlement costs	Yen	Group	Fiscal year	0	0	0
Related to corruption	Yen	Group	Fiscal year	0	0	0
Related to ESG issues	Yen	Group	Fiscal year	0	0	0
Number of employee disciplinary actions and dismissals due to violations of anti-corruption policies	Cases	Group	Fiscal year	0	0	0
Political donations	Yen	Group	Fiscal year	0	0	0

Note: Compliance violations that are not related to corporate ethics but are in violation of laws and regulations are defined as “serious compliance violations.”

Greenhouse gas emissions Verification Statement

27 March 2025

T. HASEGAWA CO., LTD.

Japan Management Association
GHG Certification Center
Chiga Maruo, Senior Executive



1. Objective and Scope of Verification

Japan Management Association GHG Certification Center (JMACC) was commissioned by T. HASEGAWA CO., LTD. (hereinafter, referred to as "the Organization") to conduct independent verification on a limited level of assurance. The scope of verification is the following greenhouse gas (GHG) emissions within the Organizational boundary^{※1} in its Monitoring Report (hereinafter, referred to as "the Report") from 1 October 2023 to 30 September 2024.

- 1) SCOPE 1 GHG emissions;
Direct CO₂ emissions within the Organizational boundary by using city gas, LPG and Fuel oil A
- 2) SCOPE 2 GHG emissions;
Indirect CO₂ emissions within the Organizational boundary by using electricity
- 3) SCOPE 3 GHG emissions;
CO₂ emissions within the category 1, 2, 3, 4, 5, 6, 7 and 12 of SCOPE 3^{※2}

The objective of this verification is to confirm that the monitoring data in the Organization's applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure^{※3}, and to express our views as a third party. The Organization's responsibility is to prepare the Report and report the monitoring data, and JMACC's responsibility is to express our views on the monitoring data of the Report as a third party.

2. Procedure of Verification

The Report was verified by JMACC in accordance with the requirement of ISO14064-3:2019 (Greenhouse gases Part 3: Specification with guidance for the verification and validation of greenhouse gas statements), and following processes were implemented:

- Assessment regarding the information to specify the GHG emissions in the Report, monitoring procedure, monitoring system and related documents
- Interviews with persons in charge of preparing the Report
- Verifying the evidence for confirmation of the accuracy of GHG emissions by sampling

3. Conclusion of Verification

Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that the Organization's GHG emissions in the Report were not calculated and reported in conformance with the criteria.

Verified GHG emissions (t-CO ₂ e)			
	T. HASEGAWA CO., LTD.	T. HASEGAWA BUSINESS SERVICE CO., LTD.	Domestic consolidated ^{※6}
SCOPE 1 ^{※4}	6,630	1,507	8,137
SCOPE 2 ^{※5}	5,396	855	6,251
SCOPE 3 ^{※6}	171,775	1,878	173,653
Breakdown of SCOPE 3			
Category 1 ^{※3}	156,484	534	157,017
Category 2	4,195	3	4,198
Category 3 ^{※3}	3,129	435	3,564
Category 4 ^{※3}	5,325	735	6,060
Category 5 ^{※3}	689	85	774
Category 6	1,038	8	1,046
Category 7	850	72	922
Category 12	66	6	72

NOTE:

※1 : Organizational boundary : T. HASEGAWA Group Domestic consolidated (Total 8 sites)

- T. HASEGAWA CO., LTD. : Head Office (including Kajicho Building and KYU Building), Osaka Branch, Nagoya Sales Office, Sapporo Sales Office, R&D Center, Fukaya Facility, Itakura Facility
- T. HASEGAWA BUSINESS SERVICE CO., LTD. : Fine Foods Facility

※2 : Overview of categories of SCOPE 3

- Category 1 (Purchased goods and services) : Purchased raw materials, sub-materials, products (except procurement from overseas group companies), tap water, industrial water, and major indirect expenses
- Category 2 (Capital goods) : Capital goods purchased or constructed (facilities, equipment, vehicles, software etc.)
- Category 3 (Fuel- and energy-related activities not included in Scope 1 or Scope 2) : Fuel and electricity consumption
- Category 4 (Transport and distribution (upstream)) :
 - T. HASEGAWA CO., LTD. : Procurement transportation, transportation and carrying from storage to other storage
 - T. HASEGAWA BUSINESS SERVICE CO., LTD. : Procurement transportation, transportation
- Category 5 (Waste generated in operations) : Industrial waste generated in operations within the organizational boundary and non-industrial waste generated within Head Office and R&D Center
- Category 6 (Business travel) : Business travel via public transportation and vehicles by employees
- Category 7 (Employee commuting) : Employee commuting to the worksites
- Category 12 (End-of-life treatment of sold products) : Disposal of packaging materials of sold products

※3 : Monitoring procedure of SCOPE 1, 2 and 3

“Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver.2.6)”, “Database of emissions unit values for Greenhouse Gas Emissions throughout the Supply Chain (ver.3.4)”, “National Institute of Advanced Industrial Science and Technology IDEA ver.3.4.1” and the “GHG monitoring procedures” prepared by the Organization

Total value of the unit values below are used in category 1, 3, 4, 5.

- IDEA ver3.4.1 : ISO21930 Climate change Fossil-derived and ISO21930 Climate change LULUC

※4 : Emission factor for city gas consumption : Emission factor under GHG emissions reporting system of Japan

※5 : Emission factor for electricity: Adjusted emission factor under GHG emissions reporting system of Japan

※6 : The amount of GHG emissions (t-CO₂e) are totaled including figures after decimal of each GHG emissions.

Greenhouse gas emissions Verification Statement

18 March 2024

T. HASEGAWA CO., LTD.

Japan Management Association
GHG Certification Center
Senior Executive: Masahiro Hirakawa



1. Objective and Scope of Verification

Japan Management Association GHG Certification Center (JMACC) was commissioned by T. HASEGAWA CO., LTD. (hereinafter, referred to as "the Organization") to conduct independent verification on a limited level of assurance. The scope of verification is the following greenhouse gas (GHG) emissions within the Organizational boundary^{※1} in its Monitoring Report (hereinafter, referred to as "the Report") from 1 October 2022 to 30 September 2023.

1) SCOPE 1 GHG emissions;

Direct CO₂ emissions within the Organizational boundary by using City gas, LPG and A type heavy oil

2) SCOPE 2 GHG emissions;

Indirect CO₂ emissions within the Organizational boundary by using electricity

3) SCOPE 3 GHG emissions;

CO₂ emissions within the category 1, 2, 3, 4, 5, 6, 7 and 12 of SCOPE 3^{※2}

The objective of this verification is to confirm that the monitoring data in the Organization's applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure^{※3}, and to express our views as a third party. The Organization's responsibility is to prepare the Report and report the monitoring data, and JMACC's responsibility is to express our views on the monitoring data of the Report as a third party.

2. Procedure of Verification

The Report was verified by JMACC in accordance with requirement of ISO14064-3:2019 (Greenhouse gases Part 3: Specification with guidance for the verification and validation of greenhouse gas statements), and following processes were implemented:

- Assessment regarding to the information to specify the GHG emissions in the Report, monitoring procedure, monitoring system, and related documents
- Interviews with persons in charge of preparing the Report
- Verifying the evidence for confirmation of the accuracy of GHG emissions by sampling

3. Conclusion of Verification

Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that the Organization's GHG emissions in the Report were not calculated and reported in conformance with the criteria.

Verified GHG emissions (t-CO ₂ e)			
	T. HASEGAWA CO., LTD.	T. HASEGAWA BUSINESS SERVICE CO., LTD.	Domestic consolidated ^{※5}
SCOPE 1	6,477	1,442	7,920
SCOPE 2 ^{※4}	7,052	1,075	8,127
SCOPE 3 ^{※5}	144,131	1,549	145,681
Breakdown of SCOPE 3			
Category 1	129,654	499	130,152
Category 2	7,355	2	7,358
Category 3	2,880	403	3,284
Category 4	1,648	520	2,168
Category 5	721	43	763
Category 6	938	11	949
Category 7	875	68	943
Category 12	61	2	63

NOTE:

※1 : Organizational boundary : T. HASEGAWA Group Domestic consolidated (Total 8 sites)

- T. HASEGAWA CO., LTD. : Head Office (including Kajicho Building and KYY Building), Osaka Branch, Nagoya Sales Office, Sapporo Sales Office, R&D Center, Fukaya Facility, Itakura Facility
- T. HASEGAWA BUSINESS SERVICE CO., LTD. : Fine Foods Facility

※2 : Categories of SCOPE 3 are 1, 2, 3, 4, 5, 6, 7 and 12 :

- Category 1 (Purchased goods and services) :
Purchased raw materials, sub-materials, products, tap water, industrial water, and major indirect expenses
- Category 2 (Capital goods) : Capital goods purchased or constructed (facilities, equipment, vehicles, software etc.)
- Category 3 (Fuel and energy related activities not included in Scope 1 or Scope 2) :
Fuel and electricity consumption reported by Scope 1,2 within the organizational boundary
- Category 4 (Transport and distribution (upstream)) :
 - T. HASEGAWA CO., LTD. : Domestic / overseas transportation, Carrying from storage to other storage
 - T. HASEGAWA BUSINESS SERVICE CO., LTD. : Domestic transportation
- Category 5 (Waste generated in operations) :
Industrial waste generated in operations within the organizational boundary and non-industrial waste generated within Head Office and R&D Center
- Category 6 (Business travel) : Business travel via public transportation and vehicles by employees
- Category 7 (Employee commuting) : Employee commuting to the worksites
- Category 12 (End-of-life treatment of sold products) : Disposal of packaging materials of sold products

※3 : Monitoring procedure of SCOPE 1, 2 and 3 : “Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver.2.5) ” , “Database of emissions unit values for Greenhouse Gas Emissions throughout the Supply Chain (ver.3.3) ” and “GHG monitoring procedures” prepared by the Organization.

※4 : Emission factor for electricity consumption : Adjusted emission factor under GHG emissions reporting system of Japan

※5 : The amount of GHG emissions (t-CO₂e) are totaled including figures after decimal of each GHG emissions.

Greenhouse gas emissions Verification Statement

10 March 2023

T. HASEGAWA CO., LTD.

Japan Management Association
GHG Certification Center
Senior Executive: Masahiro Hirakawa



1. Objective and Scope of Verification

Japan Management Association GHG Certification Center (JMACC) was commissioned by T. HASEGAWA CO., LTD. (hereinafter, referred to as "the Organization") to conduct independent verification on a limited level of assurance. The scope of verification is the following greenhouse gas (GHG) emissions of the Organizational boundary^{※1} within its Monitoring Report (hereinafter, referred to as "the Report") from 1/October/2021 to 30/September/2022.

- 1) SCOPE 1 GHG emissions;
Direct CO₂ emissions from the Organizational boundary by using City gas, LPG and A type heavy oil
- 2) SCOPE 2 GHG emissions;
Indirect CO₂ emissions from the Organizational boundary by using electricity
- 3) SCOPE 3 GHG emissions;
CO₂ emissions from the category 1, 2, 3, 4, 5, 6, 7 and 12 of SCOPE 3^{※2} of the Organization

The objective of this verification is to confirm that the GHG emissions in the Organization's applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure^{※3}, and to express our views as a third party. Organization's responsibility is to calculate and report the GHG emissions and JMACC's responsibility is to express our views as a third party.

2. Procedure of Verification

The Report was verified in accordance with the requirements of ISO14064-3:2019 (Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements), and following processes were conducted.

- Confirmation regarding to the data used to decide GHG emissions, monitoring procedure, monitoring system, and related documents
- Interviews with person in charge of making the Report
- Confirmation of the evidence by sampling for confirmation of the accuracy of GHG emissions

3. Conclusion of Verification

Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that Organization's GHG emissions in the Report from 1/October/2021 to 30/September/2022 were not calculated and reported in conformance with the criteria.

Verified GHG emissions (t-CO ₂ e)			
	T. HASEGAWA CO., LTD.	T. HASEGAWA BUSINESS SERVICE CO., LTD.	Domestic consolidated ^{※5}
SCOPE 1	6,873	1,506	8,379
SCOPE 2 ^{※4}	7,792	1,089	8,881
SCOPE 3 ^{※5}	135,029	1,664	136,693
Breakdown of SCOPE 3			
Category 1	124,296	501	124,796
Category 2	3,527	0	3,527
Category 3	3,027	409	3,436
Category 4	1,801	543	2,344
Category 5	846	122	968
Category 6	585	11	596
Category 7	888	75	962
Category 12	60	3	63

NOTE:

- ※1 : Organizational boundary : T. HASEGAWA Group Domestic consolidated (Total 8 sites)
- T. HASEGAWA CO., LTD. : Head Office (including Kajicho Building and KYU Building), Osaka Branch, Nagoya Sales Office, Sapporo Sales Office, R&D Center, Fukaya Facility, Itakura Facility
 - T. HASEGAWA BUSINESS SERVICE CO., LTD. : Fine Foods Facility
- ※2 : Categories of SCOPE 3 are 1, 2, 3, 4, 5, 6, 7 and 12
- **Category 1** (Purchased goods and services) : Purchased raw materials, sub-materials, products, tap water, industrial water, and major indirect expenses
 - **Category 2** (Capital goods) : Tangible fixed assets by capital investment
 - **Category 3** (Fuel and energy related activities not included in Scope 1 or Scope 2) : Fuel and electricity consumption at the organizational boundary
 - **Category 4** (Transport and delivery (upstream)) :
 - T. HASEGAWA CO., LTD. : Domestic / overseas transportation, Carrying from storage to other storage
 - T. HASEGAWA BUSINESS SERVICE CO., LTD. : Domestic transportation
 - **Category 5** (Waste generated in operations) : Industrial waste at the organizational boundary and non-industrial waste at Head Office and R&D Center
 - **Category 6** (Business travel) : Full-time employee at the organizational boundary
 - **Category 7** (Employee commuting) : Full-time employee at the organizational boundary
 - **Category 12** (End-of-life treatment of sold products) : Disposal of packaging materials of sold products

- ※3 : Monitoring procedure of SCOPE 1,2 and 3 : "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver.2.4) " , "Database of emissions unit values for Greenhouse Gas Emissions Throughout the Supply Chain (ver.3.2) " and "GHG monitoring procedures" prepared by the organization.
- ※4 : Emission factor for electricity consumption : Adjusted emission factor under GHG emissions reporting system
- ※5 : Amount of GHG emissions (t-CO₂e) are included after decimal of each GHG emissions (t-CO₂e).