ESG Data Book

Environment Data

*For some items, the figures for each fiscal year may have changed from previously disclosed information due to revisions to definitions, etc.
*Figures are for the period from April 1, 2023 to April 31, 2024, or as of the end of March 2024.
*Items marked with a ★ have undergone third-party verification by Japan Audit and Certification Organization for Environment and Quality
>Environment > Third-Party Verification

Environmental Accounting

We quantify costs, etc., relating to environmental activities, with reference to the Ministry of the Environment's "Environmental Accounting Guidelines 2005."

Environmental Protection Costs

		unit	Data range	FY2021	FY2022	FY2023
Business area costs	Implementation of new energy-saving devices, etc.	million yen	Meidensha	1,053	2,328	1,072
R&D costs	R&D costs for environmentally conscious products, etc.	million yen		950	9,516	9,667

* The calculation conditions for R&D costs have changed from FY2022, and there is no continuity with the reported values.

Environmental Liabilities

		unit	Data range	FY2021	FY2022	FY2023
PCB waste processing costs	Costs associated with processing PCB waste held by Meidensha	million yen	Meidensha	—	—	250

* We have established a reserve fund for anticipated future environmental liabilities in an amount that can be reasonably estimated as of March 31, 2024

Environmental Management

Environmental Management ISO 14001 Certification Status (as of March 31, 2024)

	Number of subject sites	Certified manufacturing sites	Certification rate (%)
Meiden Group (Japan)	13	13	100
Meiden Group (overseas)	9	9	100
Meiden Group	22	22	100

Environmental law violations and fines

	unit	Data range	FY2021	FY2022	FY2023
Breaches of Environmental Laws	-	Meidensha・Domestic affiliates	0	0	1
Environmental Fines	yen		0	0	0

Environmental Education Results

	unit	Data range	FY2021	FY2022	FY2023
Environmental education (e-learning)	Times conducted	Meidensha・Domestic affiliates	1	1	1
	Number of participants		7,088	7,213	7,160
Specialist education	Times conducted		22	8	11
	Number of participants		—	—	—
Education concerning environmental laws	Times conducted		12	4 & shared by video	4 & shared by video
	Number of participants		1,800	4,336	4,949

Overview of Environmental Impacts by Our Business Activities

INPUT

			unit	Data range	FY2021	FY2022	FY2023
Energy input	Electricity	Japan	kL	Meiden Group	12,331	11,938	9,493
		overseas	kL		4,062	4,083	3,848
	Electricity from renewable energy	Japan	kL		2,260	2,940	3,981
		overseas	kL		—	1	32
	City gas	Japan	kL		4,307	4,369	4,431
		overseas	kL		0	0	0
	LPG	Japan	kL		39	37	33
		overseas	kL		626	608	523
	Heavy oil A	Japan	kL		41	47	65
	LNG	overseas	kL		0	17	21
	Gasoline	Japan	kL		19	16	16
		overseas	kL		—	10	1
	Light oil	Japan	kL		138	90	87
		overseas	kL		160	145	149
	Kerosene	Japan	kL		67	421	85
		overseas	kL		6	5	3
	Cold and hot water	Japan	kL		109	117	118
	Vehicle fuel	Japan	kL		682	688	726
		overseas	kL		183	195	192
	Total energy input	Japan	kL		**19,994**	**20,663**	**19,035**
		overseas	kL		**5,037**	**5,064**	**4,769**
Chemicals input amount	VOC	Japan	t		385.6	361.7	337.7
		overseas	t		44.3	38.4	36.0
	Amount of PRTR substances * handled	Japan	t		463.5	432.7	425.3
		overseas	t		46.7	46.7	56.8
	SF_6	Japan	t		10.6	8.6	16.5
		overseas	t		2.9	9.1	9.1
	Total chemicals input amount	Japan	t		**859.8**	**803.1**	**779.5**
		overseas	t		**94.0**	**94.2**	**101.8**
Water input amount	Industrial water	Japan	1,000 m^3		43	22	27
		overseas	1,000 m^3		23	29	23
	Groundwater	Japan	1,000 m^3		1,728	1,552	1,595
		overseas	1,000 m^3		20	19	16
	Tap water	Japan	1,000 m^3		63	70	71
		overseas	1,000 m^3		64	105	55
	Total water input amount	Japan	1,000 m^3		**1,834**	**1,643**	**1,693**
		overseas	1,000 m^3		**107**	**153**	**95**
Raw materials input amount (Japan)	Iron	Japan	t		5,356	4,820	4,103
	Copper	Japan	t		2,176	2,120	2,019
	Plastic	Japan	t		789	864	805
	Aluminum	Japan	t		223	266	217
	Total raw materials input amount (Japan)	Japan	t		**8,544**	**8,070**	**7,144**

OUTPUT

			unit	Data range	FY2021	FY2022	FY2023
Scope1+2	CO_2 attributable to energy use	Japan	t-CO_2	Meiden Group	32,035	32,730	28,023
		overseas	t-CO_2		12,264	10,206	11,086
	SF_6 gas	Japan	t-CO_2		3,657	5,632	6,106
		overseas	t-CO_2		977	1,384	2,201
	CFCs	Japan	t-CO_2		54	138	103
	Scope1+2 Total emissions	Japan	t-CO_2		**35,745**	**38,499**	**34,232**
		overseas	t-CO_2		**13,242**	**11,590**	**13,287**
Chemical substances amount released or transferred	VOC	Japan	t		71.9	68.0	66.0
		overseas	t		44.3	38.4	36.0
	SOx(Emissions to air)	Japan	t		0.04	0.05	0.06
	NOx(Emissions to air)	Japan	t		9.9	10.0	10.2
	BOD (Emissions to water)	Japan	t		6.4	4.4	5.3
	Amount of PRTR substances* released or transferred	Japan	t		100	96.6	100
		overseas	t		33.3	29.1	35.4
	Total chemical substances amount released or transferred	Japan	t		**188.3**	**178.7**	**181.7**
		overseas	t		**77.6**	**67.5**	**71.4**
Effluent amount	Discharged to public waters	Japan	1,000 m^3		2,242	1,421	1,527
	Discharged to sewer	Japan	1,000 m^3		17	20	32
	Total effluent amount	Japan	1,000 m^3		**2,258**	**1,441**	**1,559**
Waste emissions amount	Recycling amount	Japan	t		12,117	12,775	10,567
		overseas	t		1,674	1,992	2,495
	Final disposal amount	Japan	t		159	240	220
		overseas	t		244	320	206
	Volume reduction amount	Japan	t		514	796	782
		overseas	t		47	45	46
	Total waste emissions amount	Japan	t		**12,789**	**13,810**	**11,569**
		overseas	t		**1,965**	**2,357**	**2,747**

Climate Change

Scope1+2 emissions

			unit	Data range	FY2021	FY2022	FY2023
Scope1 Direct emissions from in-house use of fuel, etc.		Japan ★	t-CO_2	Meiden Group	14,267	17,262	16,719
		overseas	t-CO_2		2,636	3,067	3,780
Scope2 Indirect emissions from power or heat purchased from an outside source	Location basis	Japan ★	t-CO_2		25,160	25,737	26,381
		overseas	t-CO_2		10,605	8,523	9,507
	Market basis	Japan ★	t-CO_2		21,478	21,237	17,513
		overseas	t-CO_2		—	—	—
Total(consolidated)			t-CO_2		48,986	50,089	47,519

Scope3 emissions

category	Calculation Method		unit	Data range	FY2021	FY2022	FY2023	remarks
	Amount of Activity	Basic Unit						
1. Purchased goods and services[*1] ★	Purchase amount (materials, consumables, services, etc.)	Ministry of the Environment Basic Unit - DB	t-CO_2	Meiden Group	944,989	1,161,608	1,326,731	★ Third-party verification has been obtained only for data in Japan
2. Capital goods[*1]	Amount invested in fixed assets	Ministry of the Environment Basic Unit - DB	t-CO_2		31,329	24,862	27,951	Since FY2022, the emissions intensity has been revised according to the industry of the sector in which the capital to be calculated has been formed.
3. Fuel and energy related activities not included in Scopes 1 or 2	Amount of energy consumption (electricity, etc.)	Ministry of the Environment Basic Unit - DB	t-CO_2		3,425	3,472	3,187	Since FY2022, figures have been recalculated to include steam use.
4. Upstream transportation and distribution[*2]	Transportation cost	Ministry of the Environment Basic Unit - DB	t-CO_2		16,914	21,694	23,526	
5. Waste generated in operations	Emissions of each type of waste	Ministry of the Environment Basic Unit - DB	t-CO_2		1,645	1,925	1,692	Figures since FY2022 have been revised according to the description of emissions from disposal and processing by parties other than the reporting company of wastes generated from the reporting company's business activities (excluding wastes sold for compensation), as found in Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain, Ministry of the Environment and Ministry of Economy, Trade and Industry.
6. Business travel	Transportation expenses provided (travel allowance, etc.)	Ministry of the Environment Basic Unit - DB	t-CO_2		2,160	4,770	6,734	
7. Employee commuting	Transportation expenses provided (travel allowance, etc.)	Ministry of the Environment Basic Unit - DB	t-CO_2		1,182	1,401	1,211	
8. Upstream leased assets[*1]	Rent (Leased items, etc.)	Ministry of the Environment Basic Unit - DB	t-CO_2		2,287	2,756	2,727	
9. Downstream transportation and distribution[*3]	Not applicable because this is not a major source of emissions and is sufficiently lower than "transportation and delivery (upstream)"	Ministry of the Environment Basic Unit - DB	t-CO_2		—	—	—	
10. Processing of sold products	Not applicable as Meidensha's products include many formed items	—	t-CO_2		—	—	—	
11. Use of sold products ★	Calculated based on the specifications of the Company's products and operating conditions	Ministry of the Environment Basic Unit - DB	t-CO_2		5,922,573	5,745,708	5,891,693	★ Third-party verification has been obtained only for data in Japan
12. End-of-life treatment of sold products[*1]	Assumed disposal cost of sold products	Ministry of the Environment Basic Unit - DB	t-CO_2		6,573	7,025	7,420	
13. Downstream leased assets[*4]	Energy usage at leased real estate	Ministry of the Environment Basic Unit - DB	t-CO_2		7,769	7,849	8,223	
14. Franchises	Not applicable as outside of the scope of the Company's business	—	t-CO_2		—	—	—	
15. Investments	Not applicable as shares held by the Company are not for the purpose of investment	—	t-CO_2		—	—	—	
Other	Excluded from the scope of calculation as this item is optional	—	t-CO_2		—	—	—	
合計			t-CO_2		6,940,845	6,983,070	7,301,094	

*1 Up through FY2021, results were calculated by multiplying the monetary value exclusive of consumption tax by the emissions intensity, but since FY2022, we include the monetary value including the consumption tax. Therefore, we recalculated emissions for FY2019 through FY2021 using that approach.
*2 Amount of GHG emissions from procurement logistics and sales logistics
*3 Since FY2022, the emissions intensity has been revised according to the industry of the sector in which the capital to be calculated has been formed.
*4 Since FY2022, figures have been recalculated to include steam use.

CO_2 and other greenhouse gas emissions

		unit	Data range	FY2021	FY2022	FY2023	remarks
Amount of CO_2 Emissions from Energy Sources	Japan	t-CO_2	Meiden Group	32,035	32,730	28,023	・Japanese emissions: The amounts of fuel oil and fuel gas are calculated referring to the "List of Calculation Methods and Emission Factors in the Calculation, Reporting and Publication System" for the relevant fiscal year published by the Ministry of the Environment. ・The amount of electric power is calculated referring to the "Emission Factor List by Electricity Power Company" published by the Ministry of the Environment.
	overseas	t-CO_2		12,264	10,206	11,086	・Overseas emissions: The amounts of fuel oil and fuel gas are calculated referring to the emission factors by country published by the GHG protocol. ・The amount of electric power is calculated referring to the average emission factors by country in 2010-2012 published by the International Energy Agency (IEA). ・ Since FY2022, we have used the 2018 average emission factors by country.
CO_2 emissions per sales unit	Japan	t-CO_2/ million yen		0.15	0.15	0.13	Energy consumptions per unit are emissions (t-CO_2) divided by net sales (million yen).
	overseas	t-CO_2/ million yen		0.3	0.18	0.17	
Energy Consumption (crude oil equivalent)	Japan	kL		19,994	20,663	19,035	
	overseas	kL		5,037	5,064	4,769	
Energy consumption per unit of sales	Japan	kL/ million yen		0.096	0.096	0.086	Energy consumptions per unit are emissions (t-CO_2) divided by net sales (million yen).
	overseas	kL/ million yen		0.123	0.091	0.074	
CO_2 Emissions from Product Transport	Japan	t-CO_2	Meidensha・Domestic affiliates	1,982	1,885	1,661	
Emissions of Greenhouse Gasses Other than CO_2	Japan	t-CO_2		3,711	5,769	6,209	

Expand businesses that contribute to the environment

GHG Reduction Contribution Volume (Former Environmental Contribution Volume)*1

	Approach to calculating GHG reduction contribution	unit	Data range	FY2021	FY2022	FY2023
Wind power sales business*2	Emissions curbed if grid power replaced by renewable energy generation	10,000t-CO_2	Meiden Group	4.8	3.9	3.5
Photovoltaic generation systems		10,000t-CO_2		—	0.0	13.5
Power conditioners for photovoltaic generation		10,000t-CO_2		0.8	1.9	—
Power conditioners for storage batteries		10,000t-CO_2		0.4	0.0	—
Hydro turbine generators (Meidensha)*3		10,000t-CO_2		10.0	1016.7	570.3
Hydro turbine generators (EAML Engineering)		10,000t-CO_2		—	—	3.8
inverters	Emissions curbed by replacing conventional Meidensha goods (lowering energy losses)	10,000t-CO_2		16.9	—	—
Railway regenerative inverters		10,000t-CO_2		—	0.3	—
Engine/turbine generator		10,000t-CO_2		4.2	—	—
Transformer		10,000t-CO_2		9.2	—	—
UPS(Uninterruptible Power Supply)		10,000t-CO_2		0.9	—	—
Electric vehicle drive unit	Emissions curbed if replacing gasoline vehicle of same grade	10,000t-CO_2		19.4	108.6	141.0
Control equipment and motors for electric forklifts		10,000t-CO_2		4.3	219.4	201.8
Cubicle-type dry air insulated switchgear (Eco C-GIS)	Emissions curbed by not using SF_6 gas	10,000t-CO_2		—	0.0	0.1
Ecotank type vacuum circuit breakers		10,000t-CO_2		2.7	3.4	3.0
合計		10,000t-CO_2		73.6	1354.2	937.0

*1 We replaced the "environmental contribution" with "GHG reduction contribution" starting with FY2022.
*2 calculated by multiplying the difference in volume of GHG emissions at the point of use, by the expected life and annual sales volume.
However, wind power generation is calculated based on annual power generation performance.
*3 Until FY2023, calculations are based on the total of Meidensha + EAML Engineering.

Wind power generation power generation amount

	unit	Data range	FY2021	FY2022	FY2023
Power generation amount	MWh	Meiden Group	104,446	95,259	84,697

* The Meiden Group operates wind power sales business at three locations in Japan operated by group company M-Winds and its affiliated companies.
* Hachiryu Wind Farm (Akita Prefecture) 18 wind turbines, power generation capacity 28,000kW
Wajima Community Wind Farm (Ishikawa Prefecture) 10 wind turbines, power generation capacity 20,000kW
Choshi Shiosai Wind Farm (Chiba Prefecture) 2 wind turbines, power generation capacity 3,000kW
Total: 30 wind turbines, power generation capacity 51,000kW

Prevention of Pollution and Effective Utilization of Resources

Raw Material Input

Raw Material	unit	Data range	FY2021	FY2022	FY2023
Iron	t	Meidensha・Domestic affiliates	5,356	4,820	4,103
Copper	t		2,176	2,120	2,019
Plastic	t		789	864	805
Aluminum	t		223	266	217
Total	t		8,544	8,070	7,144

Volume of VOCs Released and Reduction Rate

	unit	Data range	FY2021	FY2022	FY2023
Volume released	t	Meidensha・Domestic affiliates	71.9	68.0	66.0
Reduction rate	%		52	55	56

*Reduction rrate since FY2000

Volume Treated of Harmful Waste (Waste Containing PCBs)

	unit	Data range	FY2021	FY2022	FY2023
Volume Treated of waste containing low consentrations of PCBs	t	Meiden Group	55.6	336.0	79.0
Volume Treated of waste containing high consentrations of PCBs	t		1.1	0.1	8.8

Generation of Waste, etc., and Recycling Rate

	unit	Data range	FY2021	FY2022	FY2023
Amount generated	kt	Meidensha・Domestic affiliates	12.8	13.8	11.6
Recy	%		94.7	92.5	91.3

*Construction sludge, etc., is excluded from the amount of waste, etc., generated.

Breakdown of Waste Generated

	unit	Data range	FY2021	FY2022	FY2023
Scrap metal	kt	Meidensha・Domestic affiliates	3.3	5.1	4.7
Debris	kt		5.8	3.5	1.8
Scrap wood	kt		0.9	1.0	1.0
Waste paper	kt		0.7	1.0	0.9
Waste plastic	kt		0.6	0.8	0.7
Waste glass and concrete	kt		0.3	0.3	1.1
Waste oil	kt		0.3	0.3	0.3
Sludge	kt		0.7	0.9	0.6
Other	kt		0.3	0.8	0.4
Total waste	kt		12.8	13.8	11.6

Water Resources

Percentage of Production Sites and Volume of Water Withdrawn and Effluent Volume by Level of Water Risk (FY2023)

	Risk score	Data range	Number of sites	Percentage of sites	Volume withdrawn	Percentage of volume withdrawn	Effluent Volume	Percentage of effluent Volume
				%	1,000 m³	%	1,000 m³	%
Very high risk	5.0~4.21	Meiden Group	2	14	39	2	7	0
High risk	4.2~3.41		4	29	17	1	5	0
Ordinary risk	3.4~2.61		7	50	1,693	96	1,541	99
Low risk	2.6~1.81		1	7	15	1	10	1
Very low risk	1.8~1.0		0	0	0	0	0	0
Total			14	100	1,765	100	1,562	100

Water Withdrawals, by Source

		unit	Data range	FY2021	FY2022	FY2023
Japan	Groundwater	1,000 m³	Meidensha·Domestic affiliates	1,728	1,552	1,595
	Industrial water	1,000 m³		43	22	27
	Tap water	1,000 m³		63	69	71
Total ★		1,000 m³		1,834	1,643	1,693

Water Withdrawals, by Production Site

	unit	Data range	FY2021	FY2022	FY2023
Numazu Works	1,000 m³	Meidensha·Domestic affiliates	1743	1567	1607
Ota Works	1,000 m³		56	40	40
Nagoya Works	1,000 m³		12	13	15
Others	1,000 m³		23	23	30

Effluent Volume, by Discharge Location

Discharge location	unit	Data range	FY2021	FY2022	FY2023
Fresh surface water Direct discharge to rivers, lakes, and marshes	1,000 m³	Meidensha·Domestic affiliates	2,241	1,421	1,527
Brackish surface water/seawater Direct discharge to low-salinity water (brackish water) resulting from mix of seawater and freshwater, and to seawater	1,000 m³		0	0	0
Groundwater Direct discharge underground	1,000 m³		0	0	0
Third-party discharge locations Discharged by sewage and industrial waste disposal companies	1,000 m³		17	20	32
Total ★	1,000 m³		2,258	1,441	1,559

Volume Discharged, by Production Site

	unit	Data range	FY2021	FY2022	FY2023
Numazu Works	1,000 m³	Meidensha·Domestic affiliates	2196	1381	1490
Ota Works	1,000 m³		43	38	29
Nagoya Works	1,000 m³		7	8	10
Others	1,000 m³		12	15	30

Trend in Water Quality Data(BOD Discharge)

	unit	Data range	FY2021	FY2022	FY2023
BOD	kg	Meidensha·Domestic affiliates	6,408	4,474	5,344

Amount invested in Water Resource Conservation R&D

	unit	Data range	FY2021	FY2022	FY2023
Amount invested in water infrastructure and ceramic flatsheet membrane business R&D	Million yen	Meiden Group	1,026	1,075	1,035

Social Data

*For some items, the figures for each fiscal year may have changed from previously disclosed information due to revisions to definitions, etc.
*Figures are for the period from April 1, 2023 to April 31, 2024, or as of the end of March 2024.

Product Responsibility

Quality Management ISO 9001 Certification Status (as of March 31, 2024)

	Number of subject sites	Certified manufacturing sites	Certification rate (%)
Meiden Group (Japan)	22	22	100
Meiden Group (overseas)	12	12	100
Whole Meiden	32	32	100

Number of Legal Violations Relating to Quality

	FY2021	FY2022	FY2023
Meiden Group (consolidated)	0	0	0

Quality Management Education and Training Results (FY2023 Results)

		Data range	Times conducted	Participants
Group leader training	Training to learn the quality control and workplace improvement techniques required of technical group leaders	Meidensha・Domestic affiliates	1	15
ISO 9001 Internal Auditor Development Course	Training to learn the knowledge needed by internal auditors to continuously improve the ISO 9001 quality management system		6	168

Occupational Safety and Health

Occupational Safety and Health Management System Certification Status (as of March 31, 2024)

	Number of subject sites	Certified manufacturing sites	Certification rate (%)
Meiden Group (Japan)	101	96	95
Meiden Group (overseas)	21	7	33
Whole Meiden	122	103	84

Occupational Safety and Health Data

Data range		FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Meidensha	Accident frequency rate*1	0.26	0.88	0.26	0.13	0.00	0.64	0.50
	Accident severity rate*2	0.01	1.35	0.01	0.00	0.00	0.01	0.02
	Number of accidents per 1,000 persons each year*3	0.28	1.09	0.53	0.00	0.00	0.97	0.71
	Total accident frequency rate*4	0.90	1.13	0.66	0.76	0.50	1.27	0.75
	Casualties*5	7	9	5	6	4	10	6
	Of which, number resulting in four or more days of absence	1	4	2	0	0	4	3
	Of which, number resulting in one-three days of absence	1	3	0	1	0	1	1
	Of which, number resulting in no absence	5	2	3	5	4	5	2
Meiden Group	Accident frequency rate*1	0.26	0.50	0.47	0.43	0.21	0.43	0.81
	Accident severity rate*2	0.01	0.54	0.01	0.00	0.01	0.06	0.06
	Number of accidents per 1,000 persons each year*3	0.34	0.77	0.74	0.61	0.40	0.71	1.31
	Total accident frequency rate*4	0.73	0.75	0.74	0.86	0.78	0.80	1.30
	Casualties*5	14	15	14	16	15	15	24
	Of which, number resulting in four or more days of absence	3	7	7	6	4	7	13
	Of which, number resulting in one-three days of absence	2	3	2	2	0	1	2
	Of which, number resulting in no absence	9	5	5	8	11	7	9
Meidensha・Domestic affiliates	Number of traffic accidents on the job	—	44	38	32	45	53	37

*1 "Accident frequency rate" is the number of casualties with at least one day of absence per million actual working hours caused by industrial accidents; it is an indicator of the frequency of accidents.
*2 "Accident severity rate" is the number of workdays lost for every 1,000 work hours; it is an indicator of the seriousness of accidents.
*3 "Number of accidents per 1,000 persons each year" is the ratio of the number of casualties resulting in four or more days of absence occurring per 1,000 workers in a year.
*4 "Total accident frequency rate" is the total number of casualties caused by industrial accidents, including both those resulting in no absence and those resulting in a day or more of absence, for every 1,000,000 work hours.
*5 Includes temporary workers and contractors.
*6 Overseas working population and hours do not include on-site workers, which differs slightly from the calculation method used for Japan.

Occupational Safety and Health Data

		unit	Data range	FY2023 (target values)	FY2023 (established values)	FY2024 (target values)
Percentage of sick absenteeism/leave of absence (more than one month)*1	Total	%	Meidensha・Domestic affiliates	1.58	1.73	1.56
	Mental	%		1.26	1.25	1.12

*1 Percentage of employees with absences or sick leave of at least one month

Number of official participants in the Combined Labor and Management Safety and Health Committee as labor delegates

		unit	Data range	FY2021	FY2022	FY2023
Proportion of total workers (those whose operation or workplace is under organizational control) that send delegates to the Combined Labor and Management Safety and Health Committee	Number of representatives	-	Meidensha	24	24	24
	Number of workers	-		4,027	4,039	4,123
	ratio	%		0.60	0.59	0.58

Health & Productivity Management

Health & Productivity Management Indicators

		unit	Data range	At Challenge start (FY2018 results)	FY2020	FY2021	FY2022	FY2023	FY2024 (5-year target)
Taking action for passive smoking and promoting the quitting smoking program	Rate of smoking	%	Meidensha	—	21.8	20.0	20.7	19.9	—
		%	Meidensha・Domestic affiliates	28.2	25.6	24.1	23.3	22.5	20% or less
Measures to combat lifestyle diseases – under 39	Obesity rate of people in their 30s	%	Meidensha	—	32.0	30.7	31.3	30.8	—
		%	Meidensha・Domestic affiliates	32.7	35.4	33.8	33.5	33.9	30% or less
Measures to combat lifestyle diseases – over 40	Rate of people 40 and over who received specific health guidance	%	Meidensha	—	26.7	23.8	23.4	22.5	—
		%	Meidensha・Domestic affiliates	23.8	26.7	24.2	24.0	22.5	24% or less
Measures to combat cancer	Cervical cancer	%	Meidensha	—	19.0	24.0	27.0	26.0	—
		%	Meidensha・Domestic affiliates	0.0*1	16.7	23.2	25.3	26.0	60% or more
	Breast cancer	%	Meidensha	—	32.0	40.0	47.0	42.0	—
		%	Meidensha・Domestic affiliates	0.0*1	24.6	37.2	40.3	42.0	60% or more
	Colorectal cancer thorough examination rate	%	Meidensha	—	23.5	42.9	37.0	57.9	—
		%	Meidensha・Domestic affiliates	31.0	33.6	44.8	34.3	49.3	100.0
Promoting mental health maintenance	Stress check rate	%	Meidensha	—	96.6	97.8	97.5	97.6	—
		%	Meidensha・Domestic affiliates	95% or more	97.2	98.1	97.5	97.4	95% or more

*1 Rate of regular cancer checkups for women

Health & Productivity Management Indicators

Item			unit	Data range	FY2021	FY2022	FY2023
Participants in the program for smokers to quit smoking			—	Meidensha	56	14	12
Participants in Meiden Smart Walking			—		582	1,019	1,179
Number of Health Web Kencom members			—		1,764	1,798	1,872
Rate of regular health examinations			%		100	100	100
Rate of thorough examination, second examination, or treatment *1			%		58	76	72
Rate of stress checks			%		97.8	97.5	97.6
Rate of high stress			%		13.9	13.8	15.0
Rate of consultations with highly-stressed workers *2			%		5	7	8
Work engagement *3			—		2.44	2.43	2.40
Rate of smoking			%		20.0	20.7	19.9
Regular health examination results (rate of conditions discovered)	Obesity (BMI of 25 or over)	Male	%		37.0	36.7	35.9
		Female	%		20.6	18.6	18.6
		Total	%		34.6	33.9	33.0
	Rate of blood pressure risks *4		%		0.7	1.2	0.9
	Proportion of workers at risk of diabetes*5		%		0.5	0.4	0.4
Medical expenses per person			yen		155,251	162,972	170,672
Insurance expenses per person			yen		19,120	17,041	18,521
Absenteeism (proportion of workers taking mental health leave or other leave)*6			%		1.45	1.58	1.71
Loss of absolute presenteeism (first University of Tokyo scale) *7			%		27	29	30
above response rate(Percentage of total employees)			%		70.9	61.1	79.3

*1 Percentage of people who required thorough examinations or second examinations that actually received them
*2 Proportion of highly-stressed workers for whom a voluntary interview with a physician was conducted
*3 Indicator of a positive state of mind in relation to work. Work engagement is quantified by halving the sum of the values assigned to responses to two of the 80 items on the new job stress survey ("I feel energized at work" and "I feel proud of my work") on a scale of 1 to 4 points, with 1 point for "Not at all" and 4 points for "Very much."
The response rate to the Work engagement survey is the same as the "Rate of stress checks" shown in the table above.
*4 Proportion of workers with systolic blood pressure of 180 mmHg or more or diastolic blood pressure of 110 mmHg or more
*5 Proportion of workers with fasting blood sugar of 200 mg/dl or more
*6 Proportion of employees who took sick leave or were absent for a month or more for mental health reasons. Totaled for all employees.
*7 Employees evaluate their own work in the previous four weeks, with performance when well and uninjured acting as a baseline of 100%

Health Education Results (FY2023)

		Data range	Number of times conducted	Number of attendees
Online health seminar	Session 1: Let's Do It! Well-Being in the Workplace Session 2: Methods for Good Sleep Perfect for Busy People Session 3: Women's Health Issues by Age	Meidensha・Domestic affiliates	3	2,791 (Including recorded online streaming)
New employees training	Stress Management and Health Management		2	197

Supply Chain Management

				Data range	FY2021	FY2022	FY2023
Conflict Minerals Issue	Number of companies surveys of high-risk minerals			Meidensha	380	—	420
	Of which, Number of responding companies				360	—	390
	Response rate(%)				94	—	93
	Number of companies requesting corrections				0	—	0
Evaluation of Suppliers	Number of companies conducting supplier evaluation (Survey relating to sustainability activities and environmental conservation activities)				2,104	1,681	1,653
	Of which, Number of responding companies				1331	1126	1044
	Response rate(%)				63.26	66.98	63.15
	Number of companies requesting corrections				0	0	0
Monitoring Suppliers	Environment	Environmental Audits			10	10	10
		Of which, Number of companies requested to make corrections			2	7	8
	Safety and health	Checking suppliers' sites using the health and safety support business			15	9	7
	Information security	self-diagnoses using the information security self-diagnosis card			2,154	2,154	2,154
	BCP implementation	Investigation of impacts of natural disasters, major accidents, and misconduct, etc.			5	3	1
Seminars	Production plan explanatory meetings (Ota, Numazu, Nagoya)		Number of seminars held		6	6	6
			Number of participating companies		170	176	298
			Number of participants		114	212	450
	EcoAction 21 implementation seminar		Number of seminars held		—	—	2
			Number of participating companies		—	—	8
			Number of participants		—	—	16
	Organization for Small & Medium Enterprises and Regional Innovation, Japan seminar on carbon neutrality		Number of seminars held		—	—	2
			Number of participating companies		—	—	83
			Number of participants		—	—	100
	Organization for Small & Medium Enterprises and Regional Innovation, Japan visits to individual companies to provide support for carbon neutrality		Number of seminars held*1		—	—	36
			Number of participating companies		—	—	12
			Number of participants		—	—	70
	BCP (Business Continuity Planning (Jigyokei)) seminar		Number of seminars held		—	—	1
			Number of participating companies		—	—	71
			Number of participants		—	—	83
	Security Action 2-Star Declaration support seminar		Number of seminars held		—	—	1
			Number of participating companies		—	—	54
			Number of participants		—	—	60
	Hands-on safety experience truck education		Number of seminars held		2	12	10
			Number of participating companies		4	18	18
			Number of participants		13	75	68
	Safety support diagnostics and education		Number of seminars held		33	11	26
			Number of participating companies		33	11	14
			Number of participants		250	70	70
ducation of procurement managers	Certified Procurement Professional qualification system		Acquisition rate(%)		77	61	61
	Eco Test		Acquisition rate(%)		71	87	87
	Education for new staff and reassigned personnel, etc.		Attendance rate(%)		100	100	100

*1 Conducted 3 times per company

Human Rights

Human Rights Training

	Data range	FY2021	FY2022	FY2023
Workplace discussions relating to human rights	Meidensha・Domestic affiliates	—	5,987	5,867
Harassment education	Meidensha・Domestic affiliates	—	4,336	6,575
Compliance manager training	Meidensha・Meiden Engneering	—	178	124
Anger management training	Meidensha・Domestic affiliates	—	2,350	1,921

Community

Data related to social contribution activities

			Data range	FY2021	FY2022	FY2023
Social Contribution Expenditure*1 (yen)			Meidensha	27,000,000	28,000,000	58,000,000
Social Contribution Activities Results	Manufacturing Classes / Visiting Science Lectures	Participants (children/students)		393	326	1,333
		Employees involved		75	77	210
	ICT support for GIGA School Program*2	Participants (children/students)		930	990	1,158
		Employees involved		45	140	168
	Programming classes *3(using drones)	Participants (students)		–	–	516
		Employees involved		–	–	50
	Classes in partnership with local communities*3 (disaster prevention, etc.)	Participants (students)		–	–	339
		Employees involved		–	–	38

*1 Social Contribution expenditure includes donations and sponsorship costs.
*2 Participant numbers in FY2021 and FY2022 are estimates.
*3 ctivities in FY2023.

HR Data

*For some items, the figures for each fiscal year may have changed from previously disclosed information due to revisions to definitions, etc.
*Figures are for the period from April 1, 2023 to April 31, 2024, or as of the end of March 2024.

Employees Data

		unit	Data range	FY2021	FY2022	FY2023
Number of employees (non-consolidated)	Male	People	Meidensha	3,431	3,425	3,458
	Female	People		596	614	665
	Total	People		4,027	4,039	4,123
Domestic subsidiaries	Male	People	Domestic affiliates	3,242	3,287	3,210
	Female	People		484	494	480
	Total	People		3,726	3,781	3,690
Overseas subsidiaries	Male	People	Overseas affiliates	1,733	1,595	1,609
	Female	People		437	401	388
	Total	People		2,170	1,996	1,997
Number of consolidated employees*1	Male	People	Meiden Group	8,406	8,307	8,277
	Female	People		1,517	1,509	1,533
	Total	People		9,923	9,816	9,810
Number of foreign employees (non-consolidated)	Male	People	Meidensha	19	25	21
	Female	People		10	10	12
	Total	People		29	35	33
Domestic subsidiaries Number of foreign employees	Male	People	Domestic affiliates	10	16	17
	Female	People		2	3	3
	Total	People		12	19	20
Overseas subsidiaries Number of foreign employees	Male	People	Overseas affiliates	1,597	1,460	1,486
	Female	People		434	399	386
	Total	People		2,031	1,859	1,872
Number of foreign consolidated employees*1	Male	People	Meiden Group	1,626	1,501	1,524
	Female	People		446	412	401
	Total	People		2,072	1,913	1,925
Proportion of all employees accounted for by contractors and temporary workers		%	Meidensha	14.3	13.5	12.9
Average age *2	Male	Age	Meidensha	43.1	43.3	43.6
	Female	Age		43.1	42.8	42.4
	Total	Age		43.1	43.3	43.4
Years of employment *2	Male	Years	Meidensha	18.8	19.0	19.1
	Female	Years		19.7	19.1	18.3
	Total	Years		18.9	19.0	18.9
Number of managers*2	Male	People	Meidensha	985	968	967
	Female	People		45	51	49
	Foreigners	People		5	5	4
Managers of level of general manager or above*2	Male	People	Meidensha	215	201	204
	Female	People		4	4	4
	Foreigners	People		0	0	0
For reference: Number of management personnel	Male	People	Meidensha	672	680	693
	Female	People		25	29	37
	Total	People		697	709	730
Officers*2	Male	People	Meidensha	34	36	37
	Female	People		1	1	1
	Foreigners	People		0	0	0
Executive officers*2	Male	People	Meidensha	25	30	31
	Female	People		0	0	0
	Foreigners	People		0	0	0
Proportion of women*2	Managers*3	%	Meidensha	4.37	5.00	4.82
	Management positions	%		3.6	4.1	5.1
	Managers of level of general manager or above	%		1.83	1.95	1.92
	Officers	%		2.86	2.70	2.63
	Executive officers	%		0	0	0
Number of overseas local CEOs *1		People	Overseas affiliates	0	1	2
Number of people with disabilities employed (legal count) *4 *5		People	Meidensha・special subsidiaries・Meiden Master Partners	107	115	112
Number of employees with disabilities (actual) *4		People		75	82	117
Rate of employment of people with disabilities*4 *5		%		2.46	2.42	2.57
Legally mandated percentage of employees with disabilities		%		2.3	2.3	2.3
Number of employees leaving the company (voluntary)	Male	People	Meidensha	69	69	107
	Female	People		11	20	21
	Total	People		80	89	128
Rate of employees leaving the company (voluntary)*6	Male	%	Meidensha	2.0	2.0	3.1
	Female	%		1.8	3.2	3.2
	Total	%		2.0	2.2	3.1
Rate of union membership		%	Meidensha	65.2	65.3	64.4
Annual average salary		Yen	Meidensha	7,368,835	7,428,633	7,351,896

*1 Applicable organizations: The Meiden Group
*2 As of March each year
*3 Number of female managers are divided by number of total managers.
*4 Applicable organizations: Meidensha and special subsidiaries up to FY2022. From FY2023 onwards, Meidensha, special subsidiaries, and Meiden Master Partners
*5 The number was calculated in consideration of those with severe disabilities, etc.
*6 Ratio of employees leaving the company is calculated as follows: Number of people that have voluntarily left their position in the last fiscal year as of the end of each fiscal year/number of employees as of April 1 each fiscal year

Number of Employees by Age (as of March 31, 2024)

	Data range	Male	Female	Total
Under 30	Meidensha	621	167	788
30-39		688	82	770
40-49		641	131	772
50-59		1,146	243	1,389
60 or over		362	42	404

Graduate Recruits

	Data range	University graduate			Technical college graduates	Junior college/vocational school graduates	High school graduates/other	Total
		Male	Female	Total				
Joined April 2021	Meidensha	55	14	69	4	5	42	120
Joined April 2022		56	19	75	5	5	38	123
Joined April 2023		53	23	76	5	9	27	117

* Graduates includes those who have completed a degree at a graduate school or an advanced course at a technical college.

Mid-Career Hires

	Data range	University graduate			Other		Total
		Male	Female	Total	Male	Female	
2021.4 – 2022.3	Meidensha	29	2	31	14	2	47
2022.4 – 2023.3		39	7	46	6	3	55
2023.4 – 2024.3		22	7	29	12	8	49

* Graduates includes those who have completed a degree at a graduate school or an advanced course at a technical college.

Data Concerning Professional Development

	unit	Data range	FY2021	FY2022	FY2023
Total expenses of education and training*1	1,000yen	Meidensha・Meiden Engneering	133,428	151,648	168,152
Total expenses of education and training*2	hours		56,050	78,686	75,587

*1 Company-wide total, including expenses for training conducted by each department.
Excludes personnel expenses for trainers and management and administrative expenses for training facilities, etc.
*2 Training days x designated work hours x number of participants
(training conducted by the HR Department. Excludes OJT and remote training).

Number of Participants in Each Type of Training

	Data range	FY2021	FY2022	FY2023
Hierarchical program	Meidensha・Meiden Engneering	2,569	2,672	2,598
Selective program		135	136	136
Optional program		409	2,357	1,817
Technical training		1,603	1,255	1,247
Education conducted by departments		10,096	25,125	31,692
Total		14,812	31,545	37,490

*Total participants

Proportion of Employees that Underwent a Periodic Review of Results and Career Development

		unit	Data range	FY2021	FY2022	FY2023
Proportion of employees that receive feedback interviews	Male	%	Meidensha	93.9	94.8	92.8
	Female	%		94.7	96.0	95.5
	Total	%		95.3	94.0	93.2
	Managers	%		95.6	93.6	89.9
	Regular employees	%		93.5	93.9	94.2
	Total	%		95.3	94.0	93.2

Work Style-Related

		unit	Data range	FY2021	FY2022	FY2023
Employee engagement (eNPS rate)	Actual score *1	%	Meidensha*10	-63.6	-65.0	-66.2
	Success rate(vs FY2021)	%		-	-1.4	-2.6
People taking maternity leave*2		People		12	17	12
Male employees whose spouses gave birth during the current fiscal year*1	Male	People		90	101	85
Female employees who gave birth during the current fiscal year	Female	People		11	18	10
	Total	People		101	119	95
People who took parental leave	Male*3	People		7	14	25
	(within 1 week)*4	People		29	57	50
	Female*5	People		11	18	12
	Total	People		47	89	87
Rate of People who took parental leave	Male	%		40	70	88
	Female	%		100	100	120
	Total	%		47	75	92
Rate of return after leave of absence for child care purposes	Male*6	%		100	100	100
	Female	%		100	100	83
	Total	%		100	100	96
People taking family care leave*7		People		1	3	1
Average days of paid leave allocated		Days		23	23	23
Average days of paid leave taken*8		Days		17	18	17
Rate of taking paid leave		%		72	78	74
Average total hours worked per year*9		hours/year/person		1,970	1,957	1,954

*1 eNPS applies to Meidensha and Meiden Engineering.
Target values listed in the 2024 Mid-Term Management Plan are:eNPS (employee NPS*)10% improvement in FY2024 vs FY2021
*2 Number of female employees who began accuring maternity leave during the fiscal year
*3 Number of male employees who began paternal leave during the fiscal year (except short-term leave)
*4 Number of male employees accuring special leave (partner giving birth) or short-term leave
(accumulated leave) during the fiscal year
*5 Number of employees who began paternal leave during the fiscal year
*6 Except those accuring leave to raise children
*7 Number of employees who began family care leave during the fiscal year
*8 Average number of days of paid leave in Meidensha (hourly managers only)
*9 Cumulative number of hours worked in Meidensha alone (hourly managers only)
The total number of hours worked during the year is the total number of hours worked as calculated by adding together scheduled working hours and overtime and then subtracting hours of paid leave during said year.
*10 Excluding seconded employees/Including Accepting seconded employees

Governance Data

*For some items, the figures for each fiscal year may have changed from previously disclosed information due to revisions to definitions, etc.
*Figures are for the period from April 1, 2023 to April 31, 2024, or as of the end of March 2024.

Corporate Governance

Composition of directors*

	Data range	FY2021	FY2022	FY2023	FY2024
Number of Directors	Meidensha	9	7	7	8
Of which, outside directors		2	3	3	4
Of which, internal directors		7	4	4	4
Of which, Female		0	0	0	1
Of which, Foreigners		0	0	0	0
Number of directors (Member of Audit & Supervisory Committee)		5	4	4	4
Of which, outside directors		3	3	3	3
Of which, internal directors		2	1	1	1
Of which, Female		1	1	1	1
Of which, Foreigners		0	0	0	0
Number of Independent Officers		5	6	6	7
Of which, outside directors		2	3	3	4
Of which, outside directors (Audit & Supervisory Committee members)		3	3	3	3
Of which, Female		1	1	1	2
Of which, Foreigners		0	0	0	0

* As of July each year

Composition of the Board of Directors, Nomination & Compensation Committee, and Audit & Supervisory Committee and Attendance in FY2023(period: April 1, 2023–March 31, 2024) *1

Name	Position (as of March 31, 2023)	Data range	Board of Directors	Nomination & Compensation Committee	Audit & Supervisory Committee
Takeshi Miida*2	Representative Director & Chairperson & Senior Officer Member of Nomination & Compensation Committee	Meidensha	13/13	12/12	—
Akio Inoue*2	Representative Director & President & Executive Officer Member of Nomination & Compensation Committee		10/10	9/10	—
Norio Takekawa	Representative Director & Executive Vice President & Executive Officer		13/13	—	—
Masayuki Iwao	Director & Senior Managing Executive Officer		13/13	—	—
Hiroyuki Takenaka	Director (Outside Director) Head of the Nomination & Compensation Committee		13/13	12/12	—
Hiroji Adachi	Director (Outside Director)		13/13	—	—
Manabu Kinoshita	Director (Outside Director) Member of Nomination & Compensation Committee		10/10	10/10	—
Michihiko Kato	Director and Audit & Supervisory Committee Member (Standing Audit & Supervisory Committee Member) Head of the Audit & Supervisory Committee		13/13	—	16/16
Keiko Hayashi	Outside Director (Audit & Supervisory Committee Member) Member of Nomination & Compensation Committee		13/13	12/12	16/16
Takashi Kuroda	Director and Audit & Supervisory Committee Member (Outside Director)		13/13	—	16/16
Hideki Hiraki	Director and Audit & Supervisory Committee Member (Outside Director)		13/13	—	16/16

*1 Attendance at meetings of each body is shown as "Attended/held"
*2 As of June 28, 2023, Takeshi Miida was appointed as Representative Director & Chairperson & Senior Officer, and Akio Inoue was appointed as Representative Director & President & Executive Officer.

Directors' Compensation

			unit	Data range	FY2021	FY2022	FY2023
Directors(excluding Audit & Supervisory Committee members and Outside Directors)	Total Amount of Compensation, etc.		millions of yen	Meidensha	285	246	233
	Total Amount of Each Type of Compensation, etc.	Basic compensation	millions of yen		195	175	154
		Incentive compensation	millions of yen		89	70	79
	Number of People		—		9	6	5
Outside directors (excluding Audit & Supervisory Committee members)	Total Amount of Compensation, etc.		millions of yen		19	26	32
	Total Amount of Each Type of Compensation, etc.	Basic compensation	millions of yen		19	26	32
		Incentive compensation	millions of yen		—	—	—
	Number of People		—		2	4	4
Directors who are Audit and Supervisory Committee members (excluding Outside Directors)	Total Amount of Compensation, etc.		millions of yen		53	34	28
	Total Amount of Each Type of Compensation, etc.	Basic compensation	millions of yen		53	34	28
		Incentive compensation	millions of yen		—	—	—
	Number of People		—		3	2	1
Outside directors who are Audit & Supervisory Committee members	Total Amount of Compensation, etc.		millions of yen		25	26	29
	Total Amount of Each Type of Compensation, etc.	Basic compensation	millions of yen		25	26	29
		Incentive compensation	millions of yen		—	—	—
	Number of People		—		3	5	3
Number of People			—		17	17	13
otal Amount of Compensation, etc.			millions of yen		383	333	323
(Of which, total Basic compensation)			millions of yen		293	262	244
(Of which, total Incentive compensation)			millions of yen		89	70	79

Notes
1. Amounts are rounded down to the nearest 1 million yen.
2.The totals above include directors who stepped down from their positions at the end of the 159th Ordinary General Meeting of Shareholders held on June 28, 2023.
3.The amount of compensation, etc. for directors (excluding Audit & Supervisory Committee members and outside directors) does not include employee salaries for directors who concurrently serve as employees.

Compliance

Breaches of the Law, etc., in Japan and Overseas

	unit	Data range	FY2021	FY2022	FY2023
Criminal cases or administrative penalties resulting from violation of competition laws in Japan and abroad	Cases	Meiden Group	0	0	0
Criminal cases or administrative penalties resulting from bribery or other corrupt practices	Cases		0	0	0
Criminal cases or administrative penalties resulting from other major legal or regulatory violations	Cases		0	0	0

Number of Consultations and Reports Received Through the Compliance Hotline

	unit	Data range	FY2021	FY2022	FY2023
Number of consultations and reports	Cases	Meidensha	52	59	79
Of which, those that concerned harassment	Cases		28	31	27

*Includes incidents at subsidiaries referred through the Meidensha Hotline.

Times compliance-Related Training Conducted and Number of Participants

		unit	Data range	FY2021	FY2022	FY2023
Compliance Training		Times	Meiden Group	11	4 + video viewing	4 + video viewing
		Participants		1,711	4,336	6,575
Education by level (compliance presentations)	New staff education	Participants		213	262※	195
	Leader training	Participants		110	123	110
	New manager training level 1	Participants		90	94	99

* Includes subsidiaries and employees hired in mid-career

Dialogues with Shareholders and Investors

Main IR & SR Activities

	Data range	FY2021	FY2022	FY2023
Domestic Institutional	Meidensha	127	77	102
Of which, Analyst		—	43	43
Of which, Fund Manager		—	34	59
Overseas Institutional Investors		31	32	25
Of which, Analyst		—	11	7
Of which, Fund Manager		—	21	18
Analys		—	41	42
Total		158	150	169

* We started disclosing the breakdown from FY2022.