

## ESG DATA

(Last Updated: June 24, 2021)

\* The scope of data collection is Megmilk Snow Brand Co., Ltd. only, unless otherwise mentioned.

\* The data may be adjusted retroactively.

### Environment

#### 《Policy and Certification》

Environmental Policy	Yes	<a href="https://www.meg-snow.com/english/sustainability/reducing-environmental-load/">https://www.meg-snow.com/english/sustainability/reducing-environmental-load/</a>
Third-Party Certification	[ISO14001]	51 sites (Megmilk Snow Brand Co., Ltd., Yatsugatake Milk Co., Ltd., Ibaraku Co., Ltd., Michinoku Milk Co., Ltd.)
	[Green Management]	14 sites (Chokuhan Haisou Co., Ltd.)

《Energy》	Unit	2018	2019	2020
Electricity Used(Company's Total)	Millions of kWh	238	234	230
Electricity Used(Plants' Total)	Millions of kWh	206	204	201
Fuel Used (Crude Oil Equivalent, Company's Total)	kl	53,500	52,400	52,300
Fuel Used (Crude Oil Equivalent, Plants' Total)	kl	53,100	51,900	52,000
Plants' Fuel Used per Unit (Production Weight per Unit)	l/t	53	54	56

《CO <sub>2</sub> 》	Unit	2018	2019	2020
CO <sub>2</sub> Emissions (Company's Total)	Ten thousands of tons	23.3	23.0	22.4
Scope 1 *	Ten thousands of tons	12.1	11.5	11.5
Scope 2 *	Ten thousands of tons	11.3	11.4	10.9
CO <sub>2</sub> Emissions (Plants' Total)	Ten thousands of tons	21.8	21.5	21.1
Plants' CO <sub>2</sub> Emissions per Unit (Production Weight per Unit)	t-CO <sub>2</sub> / t	0.219	0.222	0.228

Scope 3 *	Ten thousands of tons	190.2	192.1	
(Category 1) Purchased Goods and Services	Ten thousands of tons	169.6	167.3	Under calculation to be updated in August
(Category 2) Capital Goods	Ten thousands of tons	4.1	6.9	
(Category 3) Fuel- and Energy-Related Activities (Not Included in Scope 1 or 2)	Ten thousands of tons	3.1	3.5	
(Category 4) Upstream Transportation and Distribution	Ten thousands of tons	11.0	10.8	
(Category 5) Waste Generated in Operations	Ten thousands of tons	0.1	0.1	
(Category 6) Business Travel	Ten thousands of tons	0.1	0.1	
(Category 7) Employee Commuting	Ten thousands of tons	0.2	0.3	
(Category 8) Upstream Leased Assets	Ten thousands of tons	Not calculated	Not calculated	
(Category 9) Downstream Transportation and Distribution	Ten thousands of tons	Not calculated	Not calculated	
(Category 10) Processing of Sold Products	Ten thousands of tons	Not calculated	Not calculated	
(Category 11) Use of Sold Products	Ten thousands of tons	Not calculated	Not calculated	
(Category 12) End-of-Life Treatment of Sold Products	Ten thousands of tons	2.0	3.1	
(Category 13) Downstream Leased Assets	Ten thousands of tons	Not calculated	Not calculated	
(Category 14) Franchises	Ten thousands of tons	Not calculated	Not calculated	
(Category 15) Investments	Ten thousands of tons	Not calculated	Not calculated	

\* Scope1,2,3 : Global standardized frameworks to measure and manage greenhouse gas (GHG) emissions, developed by the GHG Protocol.

Scope1 : Direct greenhouse gas emissions by the reporting company itself.(eg. fuel combustion, industrial process)

Scope2 : Indirect emissions from the use of electricity,heat,or steam supplied by others.

Scope3 : All other indirect emissions that occur in the reporting company's value chain (15 categories)

《Water》		2018	2019	2020
Water Used	Thousands of m <sup>3</sup>	11,200	10,900	10,800
Wastewater	Thousands of m <sup>3</sup>	10,400	10,300	10,400

《Recycling-Based Society》		2018	2019	2020
Raw Materials Used	Thousands of t	1,166.4	1,169.7	1,162.0
Raw Milk	Thousands of t	984.0	995.0	1,005.0
Oils and Fats	Thousands of t	18.2	17.8	17.3
Milk-Derived Raw Materials	Thousands of t	44.7	43.1	33.5
Other Raw Materials	Thousands of t	52.7	51.3	48.5

Resources for Packaging Used(Paper, Plastic, Glass, Alminum, etc.)	Thousands of t	66.8	62.5	57.7
Waste (incl. General Waste from Business Activities)	Thousands of t			16.2
Waste (incl. General Waste from Business Activities/Excluding the Head Office and Sales Offices)	Thousands of t	19.7	17.3	15.6
Waste	Thousands of t			15.6
Waste(Excluding the Head Office and Sales	Thousands of t	19.0	16.8	15.3
Amount of Recycled Waste	Thousands of t			14.9
Amount of Recycled Waste(Excluding the Head Office and Sales Offices)	Thousands of t	18.2	16.4	14.6
% of Recycled Waste	%			95.3
% of Recycled Waste(Excluding the Head Office and Sales Offices)	%	95.7	97.5	95.6
Food Waste	Thousands of t			3.7
Food Waste(Excluding the Head Office and Sales Offices)	Thousands of t	5.1	3.9	3.6
Amount of Recycled Food Waste	Thousands of t			3.1
Amount of Recycled Food Waste(Excluding the Head Office and Sales Offices)	Thousands of t	3.9	3.4	3.1
% of Recycled Food Waste	Thousands of t			83.5
% of Recycled Food Waste(Excluding the Head Office and Sales Offices)	%	76.5	88.2	85.5

《Environmental Audit and Education》		2018	2019	2020
Environmental Audit	Sites	69	55	53
% of Participants in e-learning Course	%	100.0	100.0	100.0

《Environmental Law Violation》		2018	2019	2020
Number of Incidents of Environmental Non-Compliance	Violations	0	0	0
Total Cost of Incidents of Environmental Non-Compliance	Yen	0	0	0

## Society

### 《Policy and Certification》

Procurement Policy	Yes	<a href="https://www.meg-snow.com/csr/procurement/">https://www.meg-snow.com/csr/procurement/</a> (In Japanese)
Third-Party Certification of Food Safety	[FSSC22000]	27 Plants (93% of the food facilities in and outside Japan that manufacture Megmilk Snow Brand products )
METI Recognition under the Certified Health & Productivity Management Outstanding Organizations Recoanition Proaram	Yes	
Third-Party Certification of Animal Experiment	Yes	<a href="https://www.meg-snow.com/corporate/rd/contribution/index.html#ani">https://www.meg-snow.com/corporate/rd/contribution/index.html#ani</a>

《Employees》		2018	2019	2020
Number of Employees	Persons	3,142	3,482	3,506
Men	Persons	2,684	2,915	2,923
Women	Persons	458	567	583
Female Share of Total Workforce	%	14.6	16.3	16.6
Average Age of Employees	Age	40.0	40.0	40.4
Average Years of Employment	Years	14.8	14.5	14.3
Number of Newly Hired Employees(New Graduates only)	Persons	107	112	75
Men	Persons	75	78	49
Women	Persons	32	34	26
% of Mid-Career Employees	%	30	23	22
Number of Females in Management Positions	Persons	26	31	34
*As of April of the next fiscal year				
% of Females in Management Positions	%	3.8	4.6	5.0
*As of April of the next fiscal year				
Personnel Turnover Rate of Newly Hired Employees within Three Years	%	6.5	6.2	6.5
Paid Maternity Leave	Persons	71	75	76

Men	Persons	46	43	43
Women	Persons	25	32	33
% of Employees Taking Paid Maternity Leave	%	50.0	55.1	62.8
Men	%	40.2	40.2	48.9
Women	%	100.0	100.0	100.0
% of Six Months Tenure after Maternity Leave	%	100.0	98.7	100.0
Shortened Working Hours	Persons	51	53	47
Care Leave	Persons	31	57	35
% of Disabled in Workforce	%	2.09	1.96	2.22
% of Rehired Staff After Retirement (Of the Applicants)	%	100.0	100.0	100.0
% of Employees Unionized	%	99.6	99.6	99.6
Hours of Overtime Work (Non-Managerial Employees. Average per Month. Compared to Normal Working Hours)	Hours	17.3	17.2	17.5
% of Annual Paid Leave Taken (All Employees)	%	80.8	80.7	73.8

<b>《Work-Related Injury》</b>		2018	2019	2020
Frequency Rate (Total Number of Work-Related Injury Accidents ÷ Total Working Hours × 1,000,000)	%	1.98	1.12	1.91
Severity Rate (Total Number of Days Lost due to Work-Related Accidents ÷ Total Working Hours × 1,000)	%	0.01	0.02	0.04

<b>《Health》</b>		2018	2019	2020
% of Employees That Have Undergone Routine Health Checkup	%	100.0	100.0	100.0
% of Employees That Have Undergone Stress Check	%	81.8	91.0	91.9

<b>《Education》</b>		2018	2019	2020
% of Participation in CSR Group Activities (Actual Participation)	%	82.7	83.2	93.6
Certified Sensory Evaluation Technicians with the Ability to Evaluate Flavor	Persons	1,357	1,479	1,522
* As of April of the next fiscal year				

<b>《Communication with Customers and Consumers》</b>		2018	2019	2020
Food Education Activities Participants	Persons	42,605	38,618	9,715*
Plant Tours Participants	Persons	69,065	65,608	213*

\* Due to the COVID-19 pandemic, we shelved these activities from February 2020, and resumed Food education activities on a limited way on June 2020.

<b>《Complaints》</b>		2018	2019	2020
Number of Comments Received from Customers	Comments	61,729	55,042	53,722
Of These, Number of Complaints	Complaints	6,108	5,258	5,259

<b>《Procurement》</b>		2018	2019	2020
% of Paper Made of Eco-Friendly Materials Used (Scope of Data Collection: Paper Packaging and Cardboard)	%	35.4	63.1	83.6
% of Certified Palm Oil Used	%	1.0	10.0	20.0

## Governance

Form of Organization	Company with Audit and Supervisory Committee
Accounting Auditor	Deloitte Touche Tohmatsu LLC
Anti-Takeover Measures	Yes
Whistleblowing System	Yes (Internal Whistleblowing Hotline "the Megmilk Snow Brand Hotline", and an External Hotline (Attorney) for External Whistleblowing Consultations)

<b>《Board of Directors and Audit and Supervisory Committee》</b>	As of June 23, 2021
Number of Directors (incl. Audit and Supervisory Committee Members)	Members 9
Outside Directors	Members 3

Female Director	Members	1
Number of Executive Officers	Members	15 * Of them, 2 persons concurrently serve as directors.
Number of Directors who Concurrently Serve as Audit and Supervisory Committee Members	Members	3
Outside Members	Members	2

<b>《Number of Meetings》</b>		2020
Number of Board Meetings	Times	18
Board Meetings Attendance	%	100.0
Number of Audit and Supervisory Committee Meetings	Times	20
Audit and Supervisory Committee Meetings Attendance	%	100.0

<b>《IR Activities》</b>		2018	2019	2020
Results Briefings for Investors and Analysts	Times	2	2	4
Small Meetings	Times	11	11	8
Of these, with Attendance of the President	Times	2	2	2
One-on-One Meetings	Times	117	96	62
One-on-One Meetings in the Conference Held by Securities Company	Times	2	1	1
Facility Tours (Plants etc.)	Times	0	0	0
Briefings for Personal Investors	Times	4	6	0

<b>《Compliance》</b>		2018	2019	2020
Product Recovery with Announcement	Incidents	0	2	1

<b>《Whistleblowing》</b>		2018	2019	2020
Number of Whistleblowing (Boundary: Megmilk Snow Brand Group Total (Japan) )	Matters	32	68	52