

# ESG DATA

(Last Updated: January 30, 2024 )

\*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>
Procurement Policy	Yes	<a href="https://www.meg-snow.com/english/sustainability/procurementpolicy/">https://www.meg-snow.com/english/sustainability/procurementpolicy/</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.)

### Third-Party Verification of CO<sub>2</sub> Emissions

8 companies ( Megmilk Snow Brand Co., Ltd., Ibaraku Co., Ltd., Kohnan Oils and Fats Mfg. Co., Ltd., Chokuhan Haisou Co., Ltd., Michinoku Milk Co., Ltd., Yatsugatake Milk Industry Co., Ltd., Snow Brand Seed Co., Ltd., Bean Stalk Snow Co., Ltd. )

《Preventing Global Warming》	Unit	2020	2021	2022
Electricity Used <sup>*1</sup>	Millions of kWh	229	230	259
Total Fuel Used (Crude Oil Equivalent) <sup>*1</sup>	Thousands of kl	109.4	110.8	128.7
Fuel Used (Crude Oil Equivalent) <sup>*1</sup>	Thousands of kl	52.3	53.2	63.7
Electricity Used(Crude Oil Equivalent) <sup>*1</sup>	Thousands of kl	57.0	57.6	64.9
Recyclable Energy Used	kWh	24,500	26,668	31,733

CO <sub>2</sub> Emissions (Company's Total) <sup>*2</sup>	Ten thousands of tons	22.4	27.2	25.5
Scope 1 <sup>*2</sup>	Ten thousands of tons	11.5	14.6	14.0
Scope 2 <sup>*2</sup>	Ten thousands of tons	10.9	12.6	11.5

Scope 3	Ten thousands of tons	236.4	224.7	231.6
(Category 1) Purchased Goods and Services	Ten thousands of tons	211.2	200.8	206.6
(Category 2) Capital Goods	Ten thousands of tons	7.5	4.5	5.5
(Category 3) Fuel- and Energy-Related Activities (Not Included in Scope 1 or 2)	Ten thousands of tons	3.8	3.8	3.8
(Category 4) Upstream Transportaion and Distribution	Ten thousands of tons	10.4	10.2	10.3
(Category 5) Waste Generated in Operations	Ten thousands of tons	0.1	0.1	0.1
(Category 6) Business Travel	Ten thousands of tons	0.1	0.1	0.1
(Category 7) Employee Commuting	Ten thousands of tons	0.3	0.3	0.3
(Category 8) Upstream Leased Assets	Ten thousands of tons	Not calculated	Not calculated	算定外
(Category 9) Downstream Transportaion and Distribution	Ten thousands of tons	Not calculated	Not calculated	算定外
(Category10) Processing of Sold Products	Ten thousands of tons	Not calculated	Not calculated	算定外
(Category11) Use of Sold Products	Ten thousands of tons	Not calculated	Not calculated	算定外
(Category12) End-of-Life Treatment of Sold Products	Ten thousands of tons	3.0	4.9	4.9
(Category13) Downstream Leased Assets	Ten thousands of tons	Not calculated	Not calculated	算定外
(Category14) Franchises	Ten thousands of tons	Not calculated	Not calculated	算定外
(Category15) Investments	Ten thousands of tons	Not calculated	Not calculated	算定外
Fluorocarbon Leakage	t-CO <sub>2</sub>	2,484	3,147	2,486

\*1 Aggregation of 8group companies since fiscal 2022. ( Megmilk Snow Brand Co., Ltd., Ibaraku Co., Ltd., Kohnan Oils and Fats Mfg. Co., Ltd., Chokuhan Haisou Co., Ltd., Michinoku Milk Co., Ltd., Yatsugatake Milk Industry Co., Ltd., Snow Brand Seed Co., Ltd., Bean Stalk Snow Co., Ltd. )

\*2 Aggregation of 8group companies since fiscal 2021. ( Megmilk Snow Brand Co., Ltd., Ibaraku Co., Ltd., Kohnan Oils and Fats Mfg. Co., Ltd., Chokuhan Haisou Co., Ltd., Michinoku Milk Co., Ltd., Yatsugatake Milk Industry Co., Ltd., Snow Brand Seed Co., Ltd., Bean Stalk Snow Co., Ltd. )

《Sustainably Using Resources》		2020	2021	2022
% of Paper Made of Eco-Friendly Materials Used (Scope of Data Collection: Paper Packaging and Cardboard) <sup>*1</sup>	%	83.6	87.1	97.7
% of Certified Palm Oil Used <sup>*2</sup> * Refined palm oil only	%	20.0	20.4	14.5
Reduction in Use of Petroleum Derived Plastic (Basic Sales Unit) <sup>*1</sup>	t/Hundred million yen	4.0	4.2	4.1

\*1 Aggregation of 4group companies since fiscal 2021. ( Megmilk Snow Brand Co., Ltd., Ibaraku Co., Ltd., Yatsugatake Milk Industry Co., Ltd., Bean Stalk Snow Co., Ltd. )

\*2 Aggregation of 4group companies since fiscal 2022. ( Megmilk Snow Brand Co., Ltd., Kohnan Oils and Fats Mfg. Co., Ltd., Snow Brand Seed Co., Ltd., □ Bean Stalk Snow Co., Ltd. )

《Recycling-Based Society》		2020	2021	2022
Raw Materials Used	Thousands of t	1,162.0	1,164.6	1,148.7
Raw Milk	Thousands of t	1,005.0	1,027.0	999.1
Oils and Fats	Thousands of t	17.3	15.8	14.2
Milk-Derived Raw Materials	Thousands of t	33.5	16.8	28.9
Other Raw Materials	Thousands of t	48.5	46.1	48.0
Resources for Packaging Used(Paper, Plastic, Glass, Alminum, etc.)	Thousands of t	57.7	58.9	58.5
Waste (incl. General Waste from Business Activities) * <sup>1</sup>	Thousands of t	16.2	19.1	20.0
Waste * <sup>1</sup>	Thousands of t	15.6	18.3	19.2
Amount of Recycled Waste * <sup>1</sup>	Thousands of t	14.9	17.4	18.9
% of Recycled Waste * <sup>1</sup>	%	95.4	95.2	98.8
Food Waste * <sup>2</sup>	Thousands of t	3.7	4.2	5.8
Amount of Recycled Food Waste * <sup>2</sup>	Thousands of t	3.1	3.6	5.5
% of Recycled Food Waste * <sup>2</sup>	%	83.6	86.2	94.8
Amount of Recycled Plastic Waste	Thousands of t	1.70	1.72	1.69
% of Recycled Plastic Waste	%	93.7	97.5	98.0
Final Disposal of Waste	Thousands of t	0.73	0.70	0.15

\* 1 Aggregation of 7group companies since fiscal 2021. (Megmilk Snow Brand Co., Ltd., Ibaraku Co., Ltd., Kohnan Oils and Fats Mfg. Co., Ltd., Michinoku Milk Co., Ltd., Yatsugatake Milk Industry Co., Ltd., Snow Brand Seed Co., Ltd., Bean Stalk Snow Co., Ltd. )

\* 2 Aggregation of 6group companies since fiscal 2021. (Megmilk Snow Brand Co., Ltd., Ibaraku Co., Ltd., Kohnan Oils and Fats Mfg. Co., Ltd., Michinoku Milk Co., Ltd., Yatsugatake Milk Industry Co., Ltd., Bean Stalk Snow Co., Ltd. )

《Water Resources》		2020	2021	2022
Water Used *	Thousands of m <sup>3</sup>	10,800	10,800	12,100
Wastewater *	Thousands of m <sup>3</sup>	10,400	10,400	11,400
Rivers	Thousands of m <sup>3</sup>	-	-	9,400
Public Sewer	Thousands of m <sup>3</sup>	-	-	2,000

\* Aggregation of 7group companies since fiscal 2022. (Megmilk Snow Brand Co., Ltd., Ibaraku Co., Ltd., Kohnan Oils and Fats Mfg. Co., Ltd., Michinoku Milk Co., Ltd., Yatsugatake Milk Industry Co., Ltd., Snow Brand Seed Co., Ltd., Bean Stalk Snow Co., Ltd. )

《Environmental Management》		2020	2021	2022
Number of Incidents of Environmental Non-Compliance	Violations	0	0	0
Total Cost of Incidents of Environmental Non-Compliance	Yen	0	0	0

《Environmental Audit and Education》		2020	2021	2022
Environmental Audit *	Sites	53	63	67
% of Participants in Environmental e-learning Course	%	100.0	100.0	100.0
Number of Participants in ISO14001 Environmental Basic Fundamental Training for Marketing and Administration Section	People	5	52	69
Number of Participants in Internal ISO14001 Environmental Auditor	People	95	87	100
Number of Participants in Environmental e-learning Course for Group Companies	People	-	448	592

\* Aggregation of 4group companies. (Megmilk Snow Brand Co., Ltd., Ibaraku Co., Ltd., Michinoku Milk Co., Ltd., Yatsugatake Milk Industry Co., Ltd. )

## Society

### 《Policy and Certification》

Third-Party Certification of Food Safety [FSSC22000] 25 Plants (96% of the food facilities in and outside Japan that manufacture Megmilk Snow Brand products )

METI Recognition under the Certified Health & Productivity Management Outstanding Organizations Recoqnition Program Yes

Third-Party Certification of Animal Experiment Yes <https://www.meg-snow.com/corporate/rd/contribution/index.html#ani>

《Dairy Farming》		2020	2021	2022
Number of Participants in the Japan Dairy Farmer's Research Association Conference	People	218	208	261
Number of Dairy Farming Advisory Committee Meetings	Times	1	2	2

Area of land planted with Snow Brand Seed Feedstuff Seeds by Compared to Fiscal 2019 Levels	%	99.8	100.2	103.7
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《Workstyle Reform》		2020	2021	2022
Total Working Hour (Non-Managerial Employees, Annual )	Hours	1,972.7	1,946.6	1,938.5
Men	Hours	2,001.7	1,976.8	1,967.3
Women	Hours	1,843.5	1,817.6	1,817.0
Hours of Overtime Work (Non-Managerial Employees, Average per Month, Compared to Normal Working Hours)	Hours	17.5	17.4	17.6
Men	Hours	18.6	18.4	18.6
Women	Hours	12.4	13.0	13.6
% of Annual Paid Leave Taken (All Employees)	%	73.8	73.2	80.1
Men	%	72.0	70.7	76.8
Women	%	79.4	81.2	90.6

《Diversity and Inclusion》		2020	2021	2022
Number of Consolidated Regular Employees	People	5,669	5,665	5,715
Number of Consolidated Temporary Employees	People	3,438	3,383	3,328
Number of Regular Employees	People	3,161	3,134	3,118
Men	People	2,670	2,635	2,606
Women	People	491	499	512
Female Share of Total Regular Employees	%	15.5	15.9	16.4
Number of Temporary Employees	People	1,123	1,103	1,083
Men	People	558	554	560
Women	People	565	549	523
Average Age of Employees	Age	40.4	40.8	41.2
Men	Age	41.0	41.5	41.9
Women	Age	36.9	37.1	37.7
Average Years of Employment	Years	14.3	14.8	15.4
Men	Years	14.7	15.2	15.7
Women	Years	12.5	12.8	13.4
Number of Newly Hired Employees(New Graduates)	People	75	72	43
Men	People	49	47	27
Women	People	26	25	16
Number of Newly Hired Employees(Mid-Career)	People	21	14	40
Men	People	21	10	34
Women	People	0	4	6
% of Mid-Career Regular Employees	%	21.9	16.3	48.2
Number of Retirees	People	72	113	107
Retired	People	30	50	41
The Others	People	42	63	66
Personnel Turnover Rate of Newly Hired Employees within Three Years	%	6.5	8.1	4.7
% of Rehired Staff After Retirement	%	86.7	83.3	82.5
Number of Management Positions * As of April of the next fiscal year	People	686	694	711
Men	People	652	652	660
Women	People	34	42	51
Mid-Career	People	-	-	25
% of Females in Management Positions * As of April of the next fiscal year	%	5.0	6.1	7.2
Paid Maternity Leave	People	76	107	113
Men	People	43	77	87
Women	People	33	30	26
% of Employees Taking Paid Maternity Leave	%	64.4	92.2	100.9
Men	%	51.2	83.7	95.6
Women	%	97.1	125.0	123.8
Gender Pay Gap (Average Female Salary / Average Male Salary)	%	-	-	60.5
Regular Employees (incl. Full-Time Employees Changed to Permanent Employment )	%	-	-	64.0
Temporary Employees	%	-	-	75.0
% of Six Months Tenure after Maternity Leave	%	100.0	98.9	100.0
Shortened Working Hours	People	47	59	55

Care Leave	People	35	36	45
Number of Care Leaves	People	79	80	83
% of Disabled in Workforce	%	2.22	2.25	2.39
% of Employees Unionized	%	99.6	99.6	99.5

《Securing and Training Human Resources》		2020	2021	2022
Amount Cost of Training(Regular Employee)	Ten thousand yen/ People/Year	1.5	1.9	2.0
Number of Participants in Female Leader Training	People	22	38	25
Number of Participants in Public Offering Business Skills Training	People	0	351	347
Number of Participants in Career Development Training (Workshop Style)	People	201	518	363
Number of Participants in Self-Development Correspondence Education	People	374	364	374
% of Participation in Group Activities for Sustainability (Actual Participation)	%	93.6	95.7	93.8

《Work Engagement》		2020	2021	2022
% of Employees That Have Undergone Routine Health Checkup	%	100.0	100.0	100.0
% of Employees That Have Undergone Stress Check	%	91.9	91.8	90.2
% of Obesity (Over 40years Old )	%	-	44.8	44.6
% of Smoking	%	-	24.6	23.8
% of Specific Health Guidance	%	22.5	21.4	20.0
Absenteeism (Average Days of Injury and Disease Absence) * 1	Days	-	-	1.2
Presenteeism * 2	%	-	-	91.6
Frequency Rate (Total Number of Work-Related Injury Accidents ÷ Total Working Hours × 1,000,000)	%	1.91	1.69	1.72
Severity Rate (Total Number of Days Lost due to Work-Related Accidents ÷ Total Working Hours × 1,000)	%	0.04	0.01	0.02

\* 1 Absenteeism (sick or absent from work) indicates the average number of days of sick leave used.

\* 2 Presenteeism (working with some form of illness or while feeling unwell, reducing productivity) was measured by adding questions to the stress check questionnaire□ that measure the degree of labor impairment due to health issues, thereby measuring the employee's overall assessment of the organization's labor function.

《Quality Control》		2020	2021	2022
% of Certification under an International Food Safety Scheme(such as FSSC or SQF) Recognized by GFSI. *	%	93	93	96
Certified Sensory Evaluation Technicians with the Ability to Evaluate Flavor * As of April of the next fiscal year	People	1,522	1,601	1,573
Number of Quality Assurance Basic Understanding Check	People	4,877	4,860	4,740
Number of Certified Inspectors	People	537	579	530
Number of Participants in Food Safety Training	People	3,460	3,455	3,500
Number of Corporate Ethics Committee Quality Subcommittee(incl. Plant Audits)	Times	5	9	15

\* Food facilities in and outside Japan that manufacture Megmilk Snow Brand products. (Megmilk Snow Brand Co., Ltd., Ibaraku Co., Ltd., Kohnan Oils and Fats Mfg. Co., Ltd., Michinoku Milk Co., Ltd., Yatsugatake Milk Industry Co., Ltd., Bean Stalk Snow Co., Ltd., Snow Brand Australia Pty. Ltd., PT. Megmilk Snow Brand Indonesia, Luna Bussan Co., Ltd., Miruku no Sato Co., Ltd.)

《Food for Contributions to Health》		2020	2021	2022
Number of Functional Products * <sup>1</sup>	Items	-	-	168
* As of April of the next fiscal year				
The Nutrition Business Products	Items	-	-	137
Food for Health Uses	Items	-	-	31
Food Education Activities Participants * <sup>2</sup>	People	9,715	44,376	64,150
Number of Research Presentations That Contribute to Extending Healthy Life Expectancy	Papers	6	10	4
Number of Research Papers Published That Contribute to Extending Healthy Life Expectancy	Papers	5	6	6

\* 1 Aggregation of 6group companies.(Megmilk Snow Brand Co., Ltd., Bean Stalk Snow Co., Ltd., Belle Neige Direct Co., LTD., Snow Brand Taiwan Co., Ltd., Snow Brand Australia Pty. Ltd., Megmilk Snow Brand Singapore Pte. Ltd. )

\* 2 Due to the COVID-19 pandemic, we shelved these activities from February 2020, resumed food education activities in a limited way on June 2020, and started online on October 2020.

《Communication》		2020	2021	2022
Plant Tours Participants *	People	213	9,198	12,570
Human Rights Impact Assessment	Times	-	-	4
Dialogue with Human Rights Experts	Times	-	-	2

\* Due to the COVID-19 pandemic, we shelved these activities from February 2020, started online on June 2021.

《Complaints》		2020	2021	2022
Number of Comments Received from Customers	Comments	53,722	51,016	46,988
Of These, Number of Complaints	Complaints	5,259	4,421	3,912

## 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))

《Board of Directors and Audit and Supervisory Committee》		As of June 28, 2023
Number of Directors (incl. Audit and Supervisory Committee Members)	People	12
External Directors	People	4
Female Director	People	1
Number of Executive Officers	People	16 * Of them, 4people concurrently serve as directors.
Number of Directors who Concurrently Serve as Audit and Supervisory Committee Members	People	3
Independent External Directors	People	2

《Number of Meetings》		2022
Number of Board Meetings	Times	18
Board Meetings Attendance	%	100.0
Number of Audit and Supervisory Committee Meetings	Times	18
Audit and Supervisory Committee Meetings Attendance	%	100.0
Number of Nomination Advisory Committee Meetings	Times	5
Nomination Advisory Committee Meetings Attendance	%	94.0
Number of Remuneration Advisory Committee Meetings	Times	7
Remuneration Advisory Committee Meetings Attendance	%	100.0

《IR Activities》		2020	2021	2022
Results Briefings for Investors and Analysts	Times	4	4	4
Small Meetings	Times	8	7	5
Of these, with Attendance of the President	Times	2	1	2

One-on-One Meetings	Times	62	55	51
One-on-One Meetings in the Conference Held by Securities Company	Times	1	1	1
Facility Tours (Plants etc.)	Times	0	0	0
Briefings for Personal Investors	Times	0	0	0

《Compliance》		2020	2021	2022
Product Recovery with Announcement	Incidents	1	0	0
Number of Corporate Ethics Committee	Times	6	6	6
Number of Corporate Ethics Committee Product Information Subcommittee	Times	6	6	6
Number of Participants in Compliance Training of Employees That Have Compliance e-learning Course *	People	123	115	93
	%	-	-	99.7

\* Aggregation of 13group companies. (Megmilk Snow Brand Co., Ltd., Ibaraku Co., Ltd., Cresco Corporation, Chesco Ltd., Chokuhan Haisou Co., Ltd., Nichiraku Machinery Co., Ltd., Michinoku Milk Co., Ltd., Mitsuwa Distribution Industry Co., Ltd., Yatsugatake Milk Industry Co., Ltd., Snow Brand Kodomo-no-Kuni Ranch, Snow Brand Seed Co., Ltd., Snow Brand Parlor Co., Ltd., Bean Stalk Snow Co., Ltd.)

《Whistleblowing》		2020	2021	2022
Number of Whistleblowing (Boundary: Megmilk Snow Brand Group Total (Japan) )	Matters	52	42	61