

ESG DATA

(Last Updated: April 4, 2023)

* 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	https://www.meg-snow.com/english/sustainability/reducing-environmental-load/
Procurement Policy	Yes	https://www.meg-snow.com/english/sustainability/procurementpolicy/
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 Assurance of CO₂ 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	2019	2020	2021
Electricity Used	Millions of kWh	234	229	230
Total Fuel Used (Crude Oil Equivalent)	Thousands of kl	109.9	109.4	110.8
Fuel Used (Crude Oil Equivalent)	Thousands of kl	52.4	52.3	53.2
Electricity Used(Crude Oil Equivalent)	Thousands of kl	57.5	57.0	57.6
Plants' Fuel Used per Unit (Production Weight per Unit)	l/t	54	56	60

CO ₂ Emissions (Company's Total) *	Ten thousands of tons	23.0	22.4	27.1
Scope 1 *	Ten thousands of tons	11.5	11.5	14.5
Scope 2 *	Ten thousands of tons	11.4	10.9	12.5

Scope 3	Ten thousands of tons	192.1	236.4	224.7
(Category 1) Purchased Goods and Services	Ten thousands of tons	167.3	211.2	200.8
(Category 2) Capital Goods	Ten thousands of tons	6.9	7.5	4.5
(Category 3) Fuel- and Energy-Related Activities (Not Included in Scope 1 or 2)	Ten thousands of tons	3.5	3.8	3.8
(Category 4) Upstream Transportaion and Distribution	Ten thousands of tons	10.8	10.4	10.2
(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	Not calculated
(Category 9) Downstream Transportaion and Distribution	Ten thousands of tons	Not calculated	Not calculated	Not calculated
(Category10) Processing of Sold Products	Ten thousands of tons	Not calculated	Not calculated	Not calculated
(Category11) Use of Sold Products	Ten thousands of tons	Not calculated	Not calculated	Not calculated
(Category12) End-of-Life Treatment of Sold Products	Ten thousands of tons	3.1	3.0	4.9
(Category13) Downstream Leased Assets	Ten thousands of tons	Not calculated	Not calculated	Not calculated
(Category14) Franchises	Ten thousands of tons	Not calculated	Not calculated	Not calculated
(Category15) Investments	Ten thousands of tons	Not calculated	Not calculated	Not calculated

* 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》		2019	2020	2021
% of Paper Made of Eco-Friendly Materials Used (Scope of Data Collection: Paper Packaging and Cardboard)	%	63.1	83.6	87.1
% of Certified Palm Oil Used	%	10.0	20.0	20.4
Reduction in Use of Petroleum Derived Plastic (Basic Sales Unit)*	t/Hundred million yen	3.9	4.0	4.2

* 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.)

《Recycling-Based Society》		2019	2020	2021
Raw Materials Used	Thousands of t	1,169.7	1,162.0	1,164.6
Raw Milk	Thousands of t	995.0	1,005.0	1,027.0
Oils and Fats	Thousands of t	17.8	17.3	15.8
Milk-Derived Raw Materials	Thousands of t	43.1	33.5	16.8
Other Raw Materials	Thousands of t	51.3	48.5	46.1
Resources for Packaging Used(Paper, Plastic, Glass, Alminum, etc.)	Thousands of t	62.5	57.7	58.9
Waste (incl. General Waste from Business Activities) * ¹	Thousands of t		16.2	19.1
Waste * ¹	Thousands of t		15.6	18.3
Amount of Recycled Waste * ¹	Thousands of t		14.9	17.4
% of Recycled Waste * ¹	%		95.4	95.2
Food Waste * ²	Thousands of t		3.7	4.2
Amount of Recycled Food Waste * ²	Thousands of t		3.1	3.6
% of Recycled Food Waste * ²	Thousands of t		83.6	86.2

* 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》		2019	2020	2021
Water Used	Thousands of m ³	10,900	10,800	10,800
Wastewater	Thousands of m ³	10,300	10,400	10,400

《Environmental Audit and Education》		2019	2020	2021
Environmental Audit	Sites	55	53	63
% of Participants in e-learning Course	%	100.0	100.0	100.0

《Environmental Law Violation》		2019	2020	2021
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》

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 Yes
Organizations Recoqnition Proqram

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

《Employees》		2019	2020	2021
Number of Employees	Persons	3,482	3,506	3,479
Men	Persons	2,915	2,923	2,892
Women	Persons	567	583	587
Female Share of Total Workforce	%	16.3	16.6	16.9
Average Age of Employees	Age	40.0	40.4	40.8
Average Years of Employment	Years	14.5	14.3	14.8
Number of Newly Hired Employees(New Graduates only)	Persons	112	75	72
Men	Persons	78	49	47
Women	Persons	34	26	25
% of Mid-Career Employees	%	23	22	16
Number of Females in Management Positions	Persons	31	34	42
* As of April of the next fiscal year				
% of Females in Management Positions	%	4.6	5.0	6.1
* As of April of the next fiscal year				
Personnel Turnover Rate of Newly Hired Employees within Three Years	%	6.2	6.5	8.1
Paid Maternity Leave	Persons	75	76	108
Men	Persons	43	43	78
Women	Persons	32	33	30

% of Employees Taking Paid Maternity Leave	%	55.1	62.8	90.0
Men	%	40.2	48.9	75.0
Women	%	100.0	100.0	100.0
% of Six Months Tenure after Maternity Leave	%	98.7	100.0	100.0
Shortened Working Hours	Persons	53	47	59
Care Leave	Persons	57	35	36
% of Disabled in Workforce	%	1.96	2.22	2.25
% 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	17.2	17.5	17.4
% of Annual Paid Leave Taken (All Employees)	%	80.7	73.8	73.2

《Work-Related Injury》		2019	2020	2021
Frequency Rate (Total Number of Work-Related Injury Accidents ÷ Total Working Hours × 1,000,000)	%	1.12	1.91	1.69
Severity Rate (Total Number of Days Lost due to Work-Related Accidents ÷ Total Working Hours × 1,000)	%	0.02	0.04	0.01

《Health》		2019	2020	2021
% of Employees That Have Undergone Routine Health Checkup	%	100.0	100.0	100.0
% of Employees That Have Undergone Stress Check	%	91.0	91.9	91.8

《Education》		2019	2020	2021
% of Participation in Group Activities for Sustainability (Actual Participation)	%	83.2	93.6	95.7
Certified Sensory Evaluation Technicians with the Ability to Evaluate Flavor	Persons	1,479	1,522	1,601
* As of April of the next fiscal year				

《Communication with Customers and Consumers》		2019	2020	2021
Food Education Activities Participants	Persons	38,618	9,715*	44,376*
Plant Tours Participants	Persons	65,608	213*	9,198*

* 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. Started online factory tour on June 2021.

《Complaints》		2019	2020	2021
Number of Comments Received from Customers	Comments	55,042	53,722	51,016
Of These, Number of Complaints	Complaints	5,258	5,259	4,421

Governance

Form of Organization
Accounting Auditor
Anti-Takeover Measures
Whistleblowing System

Company with Audit and Supervisory Committee
Deloitte Touche Tohmatsu LLC
Yes
Yes (Internal Whistleblowing Hotline "the Megmilk Snow Brand Hotline", and an External Hotline (Attorney) for External Whistleblowing Consultations)

《Board of Directors and Audit and Supervisory Committee》		As of June 28, 2022
Number of Directors (incl. Audit and Supervisory Committee Members)	Members	12
Outside Directors	Members	4
Female Director	Members	1
Number of Executive Officers	Members	17 * Of them, 4 persons concurrently serve as directors.
Number of Directors who Concurrently Serve as Audit and Supervisory Committee Members	Members	3
Outside Members	Members	2

《Number of Meetings》		2021
Number of Board Meetings	Times	18
Board Meetings Attendance	%	100.0
Number of Audit and Supervisory Committee Meetings	Times	22
Audit and Supervisory Committee Meetings Attendance	%	100.0

《IR Activities》		2019	2020	2021
Results Briefings for Investors and Analysts	Times	2	4	4
Small Meetings	Times	11	8	7
Of these, with Attendance of the President	Times	2	2	1
One-on-One Meetings	Times	96	62	55
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	6	0	0

《Compliance》		2019	2020	2021
Product Recovery with Announcement	Incidents	2	1	0

《Whistleblowing》		2019	2020	2021
Number of Whistleblowing (Boundary: Megmilk Snow Brand Group Total (Japan))	Matters	68	52	42