

Aspect	Classification		Scope	Unit	FY2021	FY2022	FY2023
Water	Water withdrawal	Surface water (rivers, lakes, etc.)	Fujikura Kasei	m ³	0	0	0
		Groundwater	Fujikura Kasei	m ³	83,277	86,578	71,684
		Sea water	Fujikura Kasei	m ³	0	0	0
		Third-Party sources (tap water, industrial water, etc.)	Fujikura Kasei	m ³	39,234	36,336	32,790
		Total	Fujikura Kasei	m ³	122,511	122,914	104,474
		Water use intensity	Fujikura Kasei (Manufacturing sites)	m ³ /100M yen	669.1	713.2	599.5
		Water stress sites *1	Fujikura Kasei Group	numbers	-	-	2
	Water discharge	Surface water (rivers, lakes, etc.)	Fujikura Kasei	m ³	0	0	0
		Groundwater	Fujikura Kasei	m ³	83,277	86,578	71,684
		Sea water	Fujikura Kasei	m ³	0	0	0
		Third-Party sources (tap water, industrial water, etc.)	Fujikura Kasei	m ³	39,234	36,336	32,790
		Total	Fujikura Kasei	m ³	122,511	122,914	104,474
	Water withdrawal	Water stress sites *1	Thailand	m ³	2,003	2,238	2,717
			Shanghai		981	2,570	1,772
Water discharge	Water stress sites *1	Thailand	m ³	2,003	2,238	2,717	
		Shanghai		981	2,570	1,772	
Prevention of air and water pollution	NOx		Fujikura Kasei	t	86.3	72.02	48.61
	SOx		Fujikura Kasei	t	0.05	0.05	0.05
	Dust emissions		Fujikura Kasei	t	0.02	0.01	0.01
	VOC emissions		Fujikura Kasei	t	9.5	8.1	9
Environmental management	Ratio of plants with environmental management system (EMS) certification		Fujikura Kasei Group	%	60	60	60
Waste reduction	Quantity of Non-recyclable		Fujikura Kasei	t			
	Quantity of hazardous waste discharge		Fujikura Kasei	t			
	Quantity of recycling		Fujikura Kasei	t			
	Quantity of off-site waste*2		Fujikura Kasei	t	1,274	1,339	1,147
Violation of environmental	Cost of fines and penalties for violation of environmental laws and regulations		Fujikura Kasei	yen	0	0	0

*1 To conduct water risk assessments, we used the Aqueduct 4.0 Water Risk Atlas of World Resource Institute(WRI).

Definition of water stress sites: Number of production sites located in areas with "Extremely High" and "High" baseline water stress.

*2 The quantity of off-site waste emission is obtained by subtracting the quantity of on-site reduction, on-site recycling, on-site landfill and off-site recycling from the quantity of waste generated.

Aspect	Classification		Scope	Unit	FY2021	FY2022	FY2023
Human right	Number of child labor and force labor		Fujikura Kasei Group	persons	0	0	0
Occupational safety and health	Number of injuries with loss of workdays		Fujikura Kasei	numbers	0	0	1
	Lost-time injury frequency rate		Fujikura Kasei	-	0	0	1
	Number of fatal accidents		Fujikura Kasei	numbers	0	0	0
	Ratio of plants with ISO 45001 (management systems of occupational health and safety)		Fujikura Kasei Group	%	27	27	27
Employees	Number of employees		Fujikura Kasei	persons	444	444	440
	Number of female employees		Fujikura Kasei	persons	72	73	73
	Turnover rate of regular employees (Personal reason)		Fujikura Kasei	persons	3	10	10
	Employment rate of persons with disabilities		Fujikura Kasei	persons	10	10	9
Quality	Ratio of plants with ISO (quality management system)		Fujikura Kasei Group	%	86	86	86
Social contribution	Expense	Amount paid for activities on social contributions	Fujikura Kasei	thousand yen	3,350	3,330	2,580
		Donation	Fujikura Kasei		3,350	3,330	1,550
		Expenditure for other activities on social contributions	Fujikura Kasei		0	0	1,030
	Volunteer activity		Fujikura Kasei	persons	96	81	79
Anti-Corruption	Political contribution		Fujikura Kasei	thousand yen	0	0	0
	Number of employees disciplined or terminated for non-compliance with anti-corruption policies		Fujikura Kasei	persons	0	0	0
	Costs of fines, penalties, or settlements related to corruption		Fujikura Kasei	thousand yen	0	0	0
Governance	Ratio of female directors in management meetings		Fujikura Kasei	%	0	0	0

Training	Human rights training implementation status	※For all employees	Fujikura Kasei		Not implemented	Not implemented	Implemented in September 2024
	Health and safety training implementation status	※For all employees	Fujikura Kasei		Disaster prevention drills conducted at each site	Disaster prevention drills conducted at each site	Company-wide disaster prevention drill conducted
	Compliance Training Implementation Status	※For all employees	Fujikura Kasei		Not implemented	Not implemented	Implemented in September 2024
	Harassment training implementation status	※For all employees	Fujikura Kasei		Not implemented	Not implemented	Implemented in September 2024
	Information security training implementation status	※For all employees	Fujikura Kasei		Not implemented	Not implemented	Implemented in September 2024
	Total training hours per person		Fujikura Kasei		-	-	-