

ESG Data

DKK Co., Ltd.
Updated on September 29, 2023

E: Environmental data

Item		Scope of coverage	Unit	Results				
				FY2019 (Term ended March 2020)	FY2020 (Term ended March 2021)	FY2021 (Term ended March 2022)	FY2022 (Term ended March 2023)	
GHG emissions	Scope 1 + Scope 2	Consolidated	t-CO2	15,600	14,846	14,279	13,259	
		Non-consolidated		2,051	2,327	2,106	1,869	
	Scope 1	Consolidated		3,780	3,395	3,007	2,819	
		Non-consolidated		641	546	504	470	
	Scope 2	Consolidated		11,820	11,451	11,272	10,440	
		Non-consolidated		1,409	1,781	1,602	1,399	
	Scope 3	Category 1		147,254	130,337	110,259	Being calculated	
		Category 2		3,942	4,051	2,621		
		Category 3		2,907	2,598	2,518		
		Category 4		35,468	32,375	22,967		
		Category 5		860	609	578		
		Category 6		799	631	624		
		Category 7		840	870	820		
		Category 8		0	0	0		
		Category 9		345	412	684		
		Category 10		158	126	127		
		Category 11		361,543	173,793	203,707		
		Category 12		28	31	37		
		Category 13		1	1	1		
		Category 14		0	0	0		
Category 15		0	0	0				
Total		554,144	345,835	344,942				
Total emissions		569,744	360,681	359,221				
Waste	Amount of waste discharged	Non-consolidated + Group companies in Japan	tons (t)	197.3	124.6	104.5	115.0	
		Non-consolidated		182.1	114.9	96.6	111.6	
	Amount of recycled waste	Non-consolidated + Group companies in Japan		4,485.5	4,144.8	3,482.0	6,543.6	
		Non-consolidated		1,856.2	2,079.3	1,385.7	4,615.4	
	Waste recycling rate	Non-consolidated + Group companies in Japan		%	95.8	97.1	97.1	98.3
		Non-consolidated			91.1	94.8	93.5	97.6

*Scope 3 emissions were calculated based on the "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain Ver. 2.4" by the Ministry of the Environment. Emissions of some main business partners are calculated using their respective emission intensity according to publicly available information and individual questionnaires.

*Category 1: GHG emissions of individual construction sites with contract amounts exceeding 100 million yen supervised by the Construction Supervisory Department Headquarters were calculated, emissions of the remaining construction sites were calculated based on emission intensity.

*Category 4: We calculated emissions of main business partners using the fuel method and ton-kilometer method based on individual questionnaires and calculated levels of other business partners using emission intensity.

*Category 11: We prepared energy use scenarios by product and calculated emissions using emission intensity.

*Category 12: We prepared end-of-life scenarios by product and calculated emissions using emission intensity.

S: Social data (1)

Item		Scope of coverage	Unit	Results		
				FY2020 (Term ended March 2021)	FY2021 (Term ended March 2022)	FY2022 (Term ended March 2023)
Number of employees	Male	Consolidated	employees	954	892	874
	Female			312	292	283
	Total			1,266	1,184	1,157
	Percentage of female			%	24.6	24.7
	Male	Non-consolidated	employees	500	498	508
	Female			91	92	101
	Total			591	590	609
	Percentage of female			%	15.4	15.6
Percentage of employees with disabilities		Non-consolidated	%	1.89	1.65	2.09
		Group companies in Japan DKC Co., Ltd. and Fukoku Denko Co., Ltd. do not have employment obligations		Denko Co., Ltd. : 2.86	Denko Co., Ltd. : 1.64	Denko Co., Ltd. : 1.64
				Denko Seisakusho Co., Ltd. : 2.60	Denko Seisakusho Co., Ltd. : 2.67	Denko Seisakusho Co., Ltd. : 2.82
				Koshuha Co., Ltd. : 2.82	Koshuha Co., Ltd. : 2.88	Koshuha Co., Ltd. : 3.20
				Denko Techno Heat Co., Ltd. : 0.00	Denko Techno Heat Co., Ltd. : 0.00	Denko Techno Heat Co., Ltd. : 0.00
Statutory employment rate of people with disabilities				2.20	2.30	2.30
Number of employees by age		Non-consolidated	employees			
Below 30	Male			64	59	70
	Female			23	22	30
	Total			87	81	100
30s	Male			85	77	66
	Female			17	18	18
	Total			102	95	84
40s	Male			126	126	121
	Female			37	36	35
	Total			163	162	156
50s	Male			167	176	186
	Female			10	13	16
	Total			177	189	202
60 and above	Male			58	60	65
	Female			4	3	2
	Total			62	63	67
Average age	Male			45.8	46.5	46.8
	Female			39.5	39.9	39.0
	Total			44.9	45.4	45.5
Percentage of elderly employees (60 and above)			%	10.5	10.7	11.0

S: Social data (2)

Item	Scope of coverage	Unit	Results		
			FY2020 (Term ended March 2021)	FY2021 (Term ended March 2022)	FY2022 (Term ended March 2023)
Average number of years of service	Male	years	15.9	16.1	16.1
	Female		14.5	14.8	13.6
	Total		15.7	15.9	15.7
Number of managers	Male	managers	117	118	123
	Female		4	8	9
	Total		121	126	132
	Percentage of female managers (*1)	%	3.3	6.3	6.8
Number of team leaders	Male	leaders	122	120	124
	Female		13	14	16
	Total		135	134	140
	Percentage of female team leaders	%	9.6	10.4	11.4
Number of new graduates hired	Male	employees	4	18	14
	Female		1	8	5
	Total		5	26	19
	Percentage of female	%	20.0	30.8	26.3
Number of mid-career personnel hired	Male	employees	5	13	8
	Female		1	2	1
	Total		6	15	9
	Percentage of female	%	16.7	13.3	11.1
Follow-up meetings for nurturing mid-career hires			-	-	85
Number of employees leaving (including mandatory retirement)	Male	employees	54	35	44
	Female		6	5	5
	Total		60	40	49
	Percentage of female	%	10.0	12.5	10.2
Attrition rate (including mandatory retirement)	Company-wide attrition rate	%	10.2	6.8	8.0
	Attrition rate for personal reasons		2.2	2.5	3.8
Three-year attrition rate for new graduates			13	0	0
Average annual salary	Male	yen	6,027,911	6,363,483	6,228,506
	Female		4,246,248	4,609,049	4,710,103
	Total		5,753,577	6,089,910	5,976,686
	Gender pay gap	%	70.4	72.4	75.6
Average total working hours per year	Non-consolidated + Group companies in Japan	hours	1,839	1,851	1,851
	Non-consolidated		1,877	1,961	1,875

*1: The results for each fiscal year are the figures as of March 31. Target figures for sustainability KPI (targets) are as of April 1 after the end of the fiscal year.

S: Social data (3)

Item	Scope of coverage	Unit	Results				
			FY2020 (Term ended March 2021)	FY2021 (Term ended March 2022)	FY2022 (Term ended March 2023)		
Paid leave utilization rate	Non-consolidated	%	51.0	58.0	66.7		
Average number of days of paid leave taken		days	10	12	13		
Childcare leave utilization rate		Male	%	0	40	40	
		Female	%	100	100	100	
		Total	%	7.7	50.0	57.1	
Number of days of childcare leave taken by male employees		days	0	10	12		
Number of employees using nursing care leave benefit		employees		0	0	0	
Number of long-term absentees and on administrative leave				1	7	4	
Percentage of employees taking health checkup		%		99.6	98.9	99.2	
Percentage of employees taking stress-level test				99.7	99.5	98.9	
Percentage of employees with high stress levels				6.4	2.4	1.1	
Employee engagement			Consolidated		-	-	33
			Non-consolidated		-	-	33
Percentage of employees taking human rights training			Non-consolidated + Group companies in Japan		-	-	Not implemented (*2)
	Non-consolidated		-	-	Not implemented (*2)		
Percentage of employees taking harassment training	Non-consolidated + Group companies in Japan		-	87.9	100		
	Non-consolidated		-	95.1	100		
Number of harassment violations	Non-consolidated + Group companies in Japan		2	1	0		
Number of occupational accidents	Overall	cases	7	12	16		
	Fatalities		0	0	0		
Number of whistleblowing cases	Non-consolidated		3	6	10		

*2: Promoted preparations to hold human rights training. Training was provided in April–May 2023.

G: Governance data

Item		Scope of coverage	Unit	Results				
				FY2020 (Term ended March 2021)	FY2021 (Term ended March 2022)	FY2022 (Term ended March 2023)		
Number of directors (*3)	Total	Non-consolidated	directors	9	9	9		
Number of inside directors (*3)	Male			6	5	5		
	Female			0	0	0		
	Total			6	5	5		
Number of outside directors (*3)	Male			3	3	3		
	Female			0	1	1		
	Total			3	4	4		
Percentage of female directors (*3)						0	11.1	11.1
Percentage of directors who are foreign nationals (*3)					%	0	11.1	11.1
Percentage of outside directors (*3)					33.3	44.4	44.4	
Average age of directors (*3)				years old	60.6	53.6	54.6	
Number of Board of Directors meetings held				times	17	20	17	
Attendance rate at Board of Directors meetings				%	92.5	98.6	100	
Number of Nomination Committee meetings held				times	-	6	4	
Attendance rate at Nomination Committee meetings				%	-	100	100	
Number of Compensation Committee meetings held				times	-	4	5	
Attendance rate at Compensation Committee meetings				%	-	100	100	
Compensation amount for directors (*4)				million yen	280	272	224	
Term of office of directors				years	2	2	1	
Number of corporate auditors (*3)	Total			auditors	4	4	4	
Inside corporate auditors (*3)	Male		2		2	2		
	Female		0		0	0		
	Total		2		2	2		
Outside corporate auditors (*3)	Male		2		1	1		
	Female		0		1	1		
	Total		2		2	2		
Percentage of female corporate auditors (*3)			%		0	25.0	25.0	
Term of office of corporate auditors			years		4	4	4	
Effectiveness evaluation of Board of Directors			times	1	1	1		
Compliance education sessions for officers and division chiefs		Non-consolidated + Group companies in Japan	times	0	4	1		
Attendance at compliance training sessions		Non-consolidated + Group companies in Japan	%	95.5	100	100		
Attendance at information security training sessions		Non-consolidated + Group companies in Japan	%	100	100	100		

*3: The figures for each fiscal year are based on those in employment as of March 31.

*4: Compensation amount is cumulative for the fiscal year.