

# ESG Data

DKK Co., Ltd.  
Updated on June 28, 2024

## E: Environmental data

Item		Scope of coverage	Unit	Results			
				FY2021 (Term ended March 2022)	FY2022 (Term ended March 2023)	FY2023 (Term ended March 2024)	
GHG emissions	Scope 1 + Scope 2	Consolidated	t-CO2	14,279	13,259	13,641	
		Non-consolidated		2,106	1,869	1,804	
	Scope 1	Consolidated		3,007	2,819	2,630	
		Non-consolidated		504	470	454	
	Scope 2	Consolidated		11,272	10,440	11,011	
		Non-consolidated		1,602	1,399	1,350	
	Scope 3	Category 1		110,259	Being calculated (*1)	Being calculated	
		Category 2		2,621			
		Category 3		2,518			
		Category 4		22,967			
		Category 5		578			
		Category 6		624			
		Category 7		820			
		Category 8		0			
		Category 9		684			
		Category 10		127			
		Category 11		203,707			
		Category 12		37			
		Category 13		1			
Category 14		0					
Category 15		0					
Total		344,942					
Total emissions			359,221				
Waste	Amount of waste discharged	Non-consolidated + Group companies in Japan	tons (t)	104.5	115.0	Being calculated (*1)	
		Non-consolidated		96.6	111.6		
	Amount of recycled waste	Non-consolidated + Group companies in Japan		3,482.0	6,543.6		
		Non-consolidated		1,385.7	4,615.4		
	Waste recycling rate	Non-consolidated + Group companies in Japan		%	97.1		98.3
		Non-consolidated			93.5		97.6

\*Scope 3 emissions were calculated based on the "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain" 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.

\*1: Scheduled to be released at the end of September

S: Social data (1)

Item		Scope of coverage	Unit	Results		
				FY2021 (Term ended March 2022)	FY2022 (Term ended March 2023)	FY2023 (Term ended March 2024)
Number of employees	Male	Consolidated	employees	892	874	859
	Female			292	283	227
	Total			1,184	1,157	1,086
	Percentage of female		%	24.7	24.5	20.9
	Male	Non-consolidated	employees	498	508	540
	Female			92	101	108
	Total			590	609	648
	Percentage of female			15.6	16.6	16.7
Percentage of employees with disabilities		Non-consolidated	%	1.65	2.09	2.12
		Group companies in Japan ( Fukoku Denko Co., Ltd. do not have employment obligations )		Denko Co., Ltd. : 1.64 Denko Seisakusho Co., Ltd. : 2.67 Koshuha Co., Ltd. : 2.88 Denko Techno Heat Co., Ltd. : 0.00	Denko Co., Ltd. : 1.64 Denko Seisakusho Co., Ltd. : 2.82 Koshuha Co., Ltd. : 3.20 Denko Techno Heat Co., Ltd. : 0.00	Denko Co., Ltd. : 1.56 Denko Seisakusho Co., Ltd. : 3.03 Denko Techno Heat Co., Ltd. : 1.76
Statutory employment rate of people with disabilities				2.30	2.30	2.30
Number of employees by age		Non-consolidated	employees			
Below 30	Male			59	70	71
	Female			22	30	30
	Total			81	100	101
30s	Male			77	66	59
	Female			18	18	20
	Total			95	84	79
40s	Male			126	121	114
	Female			36	35	30
	Total			162	156	144
50s	Male			176	186	210
	Female			13	16	25
	Total			189	202	235
60 and above	Male			60	65	86
	Female			3	2	3
	Total			63	67	89
Average age	Male			46.5	46.8	47.7
	Female	39.9	39.0	39.9		
	Total	45.4	45.5	46.4		
Percentage of elderly employees (60 and above)			%	10.7	11.0	13.7

**S: Social data (2)**

Item		Scope of coverage	Unit	Results		
				FY2021 (Term ended March 2022)	FY2022 (Term ended March 2023)	FY2023 (Term ended March 2024)
Average number of years of service	Male	Non-consolidated	years	16.1	16.1	16.2
	Female			14.8	13.6	14.7
	Total			15.9	15.7	16.0
Number of managers	Male		managers	118	123	125
	Female			8	9	8
	Total			126	132	133
	Percentage of female managers (*2)			%	6.3	6.8
Number of team leaders	Male		leaders	120	124	116
	Female			14	16	17
	Total			134	140	133
	Percentage of female team leaders			%	10.4	11.4
Number of new graduates hired	Male		employees	18	14	5
	Female			8	5	3
	Total			26	19	8
	Percentage of female			%	30.8	26.3
Number of mid-career personnel hired	Male		employees	13	8	10
	Female			2	1	0
	Total			15	9	10
	Percentage of female			%	13.3	11.1
Follow-up meetings for nurturing mid-career hires					85	-
Number of employees leaving (including mandatory retirement)	Male		employees	35	44	69
	Female	5		5	7	
	Total	40		49	76	
	Percentage of female	%		12.5	10.2	9.0
Attrition rate (including mandatory retirement)	Company-wide attrition rate	%	6.8	8.0	11.7	
	Attrition rate for personal reasons		2.5	3.8	5.4	
Three-year attrition rate for new graduates			0	0	4	
Average annual salary	Male	yen	6,363,483	6,228,506	6,330,020	
	Female		4,609,049	4,710,103	4,811,879	
	Total		6,089,910	5,976,686	6,076,996	
	Gender pay gap		%	72.4	75.6	76.0
Average total working hours per year	Non-consolidated + Group companies in Japan	hours	1,851	1,851	1,865	
	Non-consolidated		1,961	1,875	1,814	

\*2: 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			
			FY2021 (Term ended March 2022)	FY2022 (Term ended March 2023)	FY2023 (Term ended March 2024)	
Paid leave utilization rate	Non-consolidated	%	58.0	66.7	76.3	
Average number of days of paid leave taken		days	12	13	15	
Childcare leave utilization rate		Male	%	40	40	80
		Female		100	100	100
		Total		50.0	57.1	88.8
Number of days of childcare leave taken by male employees		days	10	12	212	
Number of employees using nursing care leave benefit		employees	0	0	2	
Number of long-term absentees and on administrative leave			7	4	9	
Percentage of employees taking health checkup		%	98.9	99.2	100.0	
Percentage of employees taking stress-level test			99.5	98.9	97.8	
Percentage of employees with high stress levels			2.4	1.1	1.2	
Employee engagement			Consolidated	-	33	-
			Non-consolidated	-	33	-
Percentage of employees taking human rights training	Non-consolidated + Group companies in Japan		-	-	100	
	Non-consolidated		-	-	100	
Percentage of employees taking harassment training	Non-consolidated + Group companies in Japan	87.9	100	100		
	Non-consolidated	95.1	100	100		
Number of harassment violations	Non-consolidated + Group companies in Japan	1	0	0		
Number of occupational accidents	Overall	cases	2	7	14	
	Fatalities		0	0	0	
Number of whistleblowing cases	Non-consolidated		6	10	10	

## G: Governance data

Item		Scope of coverage	Unit	Results		
				FY2021 (Term ended March 2022)	FY2022 (Term ended March 2023)	FY2023 (Term ended March 2024)
Number of directors (*3)	Total	Non-consolidated	directors	9	9	9
	Male			5	5	5
	Female			0	0	0
Number of inside directors (*3)	Total			5	5	5
	Male			3	3	3
	Female			1	1	1
Number of outside directors (*3)	Total			4	4	4
	Male			11.1	11.1	11.1
	Female			11.1	11.1	11.1
Percentage of female directors (*3)				%	11.1	11.1
Percentage of directors who are foreign nationals (*3)			%	44.4	44.4	44.4
Percentage of outside directors (*3)			%	53.6	54.6	55.6
Average age of directors (*3)			years old	20	17	17
Number of Board of Directors meetings held			times	98.6	100	100
Attendance rate at Board of Directors meetings			%	6	4	8
Number of Nomination Committee meetings held			times	100	100	100
Attendance rate at Nomination Committee meetings			%	4	5	4
Number of Compensation Committee meetings held			times	100	100	100
Attendance rate at Compensation Committee meetings			%	272	224	208
Compensation amount for directors (*4)			million yen	2	1	1
Term of office of directors		years	4	4	4	
Number of corporate auditors (*3)	Total	auditors	4	4	4	
	Male		2	2	2	
	Female		0	0	0	
Inside corporate auditors (*3)	Total		2	2	2	
	Male		1	1	1	
	Female		1	1	1	
Outside corporate auditors (*3)	Total		2	2	2	
	Male		25.0	25.0	25.0	
	Female		25.0	25.0	25.0	
Percentage of female corporate auditors (*3)			%	4	4	4
Term of office of corporate auditors		years	1	1	1	
Effectiveness evaluation of Board of Directors		times	4	1	3	
Compliance education sessions for officers and division chiefs		times	100	100	100	
Attendance at compliance training sessions		%	100	100	100	
Attendance at information security training sessions		%	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.