

ESG Data

Scope of Data

Non-consolidated:	Taiheiyō Cement Corporation (non-consolidated)
Group 1:	Group companies that are business sites required to submit accident reports under the Taiheiyō Cement Group's Safety, Security and Health Management Regulations.
Group 2:	Taiheiyō Cement Corporation, 184 subsidiaries and 104 affiliates
Group 3:	Group companies subject to risk management by the Risk Management & Compliance Committee
GCCA:	Cement plants and quarries owned by affiliates or affiliates' groups

E Environment

	Scope	FY2021	FY2022	FY2023
Cement production (thousand t)	GCCA	32,351	32,041	27,228
Cement production in Japan		19,334	19,096	17,229
Cement production overseas		13,017	12,945	9,999
CO ₂ emissions	GCCA			
Scope 1 emissions (raw material-derived and fuel-derived direct emissions) (thousand t)		24,029	23,679	20,065
Japan		14,653	14,362	13,036
Overseas		9,377	9,318	7,029
Gross emissions*1 (raw material-derived and fuel-derived direct emissions (excluding on-site power generation))		22,672	22,525	19,017
Japan		13,295	13,207	11,989
Overseas		9,377	9,318	7,028
Net emissions*1 (raw material-derived and fuel-derived direct emissions (excluding alternative fuels and on-site power generation))		21,832	21,626	17,997
Japan		12,494	12,338	10,983
Overseas		9,338	9,288	7,014
CO ₂ emissions per tonne of cement produced (kg-CO ₂ /t-cementitious)				
Specific gross emissions*1		701	703	698
Specific net emissions*1		675	675	661
Scope 2 emissions (indirect emissions from purchased electricity) (thousand t)		855	983	868
Japan		318	371	373
Overseas		537	612	495
Scope 3 emissions (indirect emissions other than Scope 1 and 2) (thousand t)		1,769	1,639	1,766
Category 1 (purchased goods and services)		752	635	893
Category 3 (fuel- and energy-related activities not included in Scope 1 and 2)		1,017	1,004	873
Reduction rate of specific net CO ₂ emissions (compared with 2000) (%) CSR Objectives for 2025: 10% or more		8.3	8.3	10.2
Reduction rate of specific CO ₂ emissions across the supply chain (compared with 2000) (%)**2		9.0	9.6	9.2
Reduction rate of total (domestic) CO ₂ emissions (compared with 2000) (%)**2		33.2	36.0	42.7
Clinker/cement ratio (%)**1		82.4	83.0	83.0
Total heat consumption for clinker production	GCCA			
Heat consumption (TJ)		89,401	88,414	76,291
Fossil fuels		76,693	74,866	61,111
Alternative fuels		10,938	11,741	13,393
Biomass fuels		1,770	1,807	1,787
Specific heat consumption (MJ/t-clinker)**1		3,321	3,291	3,375
Rate of alternative fuel use (%)		14.2	15.3	19.9
Alternative fuel rate (%)**1		12.2	13.3	17.6
Biomass fuel rate (%)**1		2.0	2.0	2.3
Use of alternative raw materials	GCCA			
Alternative raw materials rate (%)**1		15.8	15.7	15.5
Emissions of Main Pollutants	GCCA			
Ratio of clinker produced in kilns with monitoring systems for all air pollutants (%)**1		54	55	57
Ratio of clinker produced in kilns with continuous measuring equipment for dust, NOx, and SOx (%)**1		94	94	93
Ratio of clinker produced in kilns with monitoring systems (%)**1				
Dust		100	100	100
NOx		100	100	100
SOx		100	100	100
VOC (Volatile Organic Compounds)		74	74	77
Dioxins		79	80	81
Mercury		93	100	100
HM1**3		58	58	78
HM2**4		54	55	74

	Scope	FY2021	FY2022	FY2023
Air pollutant emissions*1				
Dust (t)**6		544	439	423
NOx (t)**6		34,758	34,330	32,425
SOx (t)**6		1,139	1,091	930
VOC (Volatile Organic Compounds) (t)		1,183	1,822	1,469
Dioxins (mg)		5,644	2,270	2,652
Mercury (kg)		1,096	1,041	741
HM1 (kg)**3		220	164	135
HM2 (kg)**4		1,812	2,862	1,553
Specific emissions of clinker produced in kilns with monitoring systems (%)**1				
Dust (g/t-clinker)**6		20	16	19
NOx (g/t-clinker)**6		1,282	1,277	1,434
SOx (g/t-clinker)**6		42	41	41
VOC (Volatile Organic Compounds) (g/t-clinker)		59	92	84
Dioxins (ng/t-clinker)		265	105	129
Mercury (mg/t-clinker)		43	39	33
HM1 (mg/t-clinker)**3		13	10	7
HM2 (mg/t-clinker)**4		102	156	80
Water use (thousand m ³)	GCCA			
Total water withdrawal		173,424	173,235	170,125
Total water discharge		159,815	160,308	158,431
Total fresh water used**1		13,745	13,095	11,857
Amount of Fresh Water consumption per unit of production (m ³ /t-cementitious)**1		0.421	0.409	0.387
Conserving and Restoring biodiversity	GCCA			
Ratio of operating quarries with rehabilitation plans (%)**1		94	94	95
Number of quarries located in or near areas of high biodiversity value		3	3	2
Ratio of quarries with high biodiversity value that have biodiversity management plans in place (%)**1		33	33	50
Amount and intensity of waste and by-products used	Non-consolidated			
Amount of waste and by-products used (thousand t)		6,108	6,244	5,771
Intensity of waste and by-products (kg/t-cement)		402.7	405.2	409.6
Volume of waste to landfill (t)	Non-consolidated	0.6	1.3	1.9
Environmental conservation expenditure (million yen)	Non-consolidated			
Environmental conservation investment		6,006	7,592	10,707
Business area costs		3,964	3,249	7,998
Details				
Pollution prevention		1,904	1,599	2,068
Global environmental conservation		1,667	1,351	5,861
Resource recycling		393	299	69
Upstream and downstream		1,255	2,594	2,176
Administrative		78	36	221
R&D		537	1,707	310
Social activity		0	0	0
Environmental remediation		172	6	2
Environmental conservation expenses		16,793	14,406	17,394
Business area costs		9,456	8,309	9,909
Details				
Pollution prevention		3,980	3,645	5,111
Global environmental conservation		4,907	4,186	4,282
Resource recycling		569	478	516
Upstream and downstream		6,189	4,991	6,102
Administrative		151	12	311
R&D		867	949	912
Social activity		43	28	58
Environmental remediation		87	117	102
Total R&D expenses (million yen)	Non-consolidated	1,246	1,402	1,305

S Social				
	Scope	FY2021	FY2022	FY2023
Occupational Health and Safety				
Group 1				
Fatalities (cases)	CSR Objectives for 2025: Zero fatalities	0	2	2
Lost time-injuries (cases)		42	36	49
Total number of work-related accidents (cases)		121	103	120
Absence rate (%)		0.337	0.604	0.935
Group 2				
Non-consolidated				
Number of employees (consolidated)		12,586	12,542	12,720
Permanent employees				
Non-consolidated				
Number of employees (excl. seconded employees, etc.)		1,838	1,874	1,841
Number of female employees		205	213	210
Ratio of female employees (%)		11.2	11.4	11.4
Ratio of women in management positions (%)		1.1	1.5	2.4
Average age (years)		40.7	40.4	40.1
Number of employees (total)				
2,339				
2,337				
2,284				
Number of female employees		216	218	219
Ratio of female employees (%)	CSR Objectives for 2025: 10% or more	9.2	9.3	9.6
Ratio of women in management positions (%)		1.0	1.3	2.0
Ratio of women in new management positions (%)	CSR Objectives for 2025: 10% or more	10.7	6.3	13.6
Average years of service (overall) (years)				
18.5				
18.1				
17.8				
Average years of service - men		19.2	18.8	18.4
Average years of service - women		12.3	12.8	13.3
Number of graduates hired (non-area specific positions)				
67				
63				
49				
Number of females		14	11	7
Ratio of females (%)	CSR Objectives for 2025: 30% or more	20.9	17.5	14.3
Number of graduates hired (area specific positions)				
42				
42				
33				
Number of females		4	3	4
Number of mid-career hires				
11				
9				
11				
Number of females		0	0	2
Turnover rate within 3 years of employment (%)				
FY2019 recruits				
7.6				
FY2020 recruits				
8.3				
FY2021 recruits				
9.2				
Number of non-Japanese employees				
7				
8				
8				
Ratio of employees with disabilities (%)		2.50	2.55	2.58
Total annual hours worked (hours)				
1,921				
1,911				
1,891				
Overtime and holiday work (monthly average) (hours)				
17.5				
17.9				
17.6				
Ratio of annual paid leave taken (%)		74.5	73.2	77.5
Days of annual paid leave taken (days)				
14.2				
13.9				
14.7				
Ratio of male employees taking childcare leave or leave for childcare purposes (%)		79	91	89
Ratio of male employees taking childcare leave (%)		19	18	60
Average number of days of childcare leave taken by male employees (days)		7.1	18.4	28.9
Number of employees taking nursing care leave		1	2	2
Education and training expenditure per employee (yen)				
33,893				
41,974				
60,192				
Education and training hours per employee (hours)				
—				
—				
14.8				
Average annual salary (yen)				
7,280,071				
7,298,681				
7,298,214				
Ratio of women's wages to men's wages (%) All employees*5				
65.6				
67.2				
68.2				
Full-time employees		65.9	67.4	68.5
Part-time and fixed-term employees		60.6	61.9	54.4
Health management initiatives				
Non-consolidated				
Health examinations				
Non-consolidated				
Ratio of employees receiving periodic health examinations (%)		100	99.9	99.9
Ratio of employees receiving secondary examination after periodic health examinations (%)		84.0	64.6	63.6

	Scope	FY2021	FY2022	FY2023
Preventive measures against lifestyle-related diseases				
Non-consolidated				
Ratio of smokers among employees 40 years and older (%)		29.7	30.1	29.3
Ratio of employees 40 years and older that drink (occasionally or daily) (%)		73.9	73.1	74.4
Ratio of employees 40 years and older that exercise regularly (30 minutes or more of exercise) (%)		25.9	26.9	27.9
Ratio of employees 40 years and older that eat breakfast (%)		82.3	80.8	80.5
Ratio of employees receiving specific health guidance (%)		29.9	19.1	20.7
Walking event participation rate (%)		3.47	4.44	6.79
Ratio of employees with BMI greater than 25 (%)		33.0	33.0	31.9
Mental health support				
Non-consolidated				
Ratio of employees taking stress checks (%)		98.1	97.5	96.4
Ratio of employees with high stress (%)		7.1	8.2	9.3
Ratio of employees taking e-learning on education (%)		—	—	83.4
Efforts to protect human rights				
Non-consolidated				
Number of reports to the internal harassment hotline				
Non-consolidated				
Sexual harassment (cases)		1	1	0
Power harassment (cases)		2	5	6
Other (cases)		0	0	3
Number of reports to the external harassment hotline				
Non-consolidated				
Sexual harassment (cases)		0	0	1
Power harassment (cases)		1	3	2
Other (cases)		0	0	2
Number of human rights slogan submissions (number)				
1,637				
1,650				
1,670				
IR Activities (cases)	Non-consolidated	143	179	164

G Governance				
	Scope	FY2021	FY2022	FY2023
Governance structure				
Non-consolidated				
Directors				
Non-consolidated				
Independent directors		7	9	9
Female directors		2	3	3
Ratio of female directors (%)		14.3	11.1	11.1
Corporate Auditors				
Non-consolidated				
Independent corporate auditors		4	4	4
Female corporate auditors		2	2	2
Ratio of female corporate auditors (%)		25.0	25.0	25.0
Ratio of female board members (%)		18.2	15.4	15.4
Annual remuneration of board members (million yen)				
Non-consolidated				
Directors		552(15)	512(9)	510(11)
Corporate Auditors		72(4)	72(5)	72(5)
Internal carbon pricing (yen/t-CO ₂)	Non-consolidated	—	1,500	1,500
Ratio of employees taking e-learning self-check on Standards of Conduct (%)	Non-consolidated	77.4	87.8	91.7
Number of reports to the internal whistleblowing hotline	Group 3	7	7	5
Intellectual property (Number)				
Non-consolidated				
Number of new patent registrations in Japan		158	136	156
Number of patents held in Japan		1,273	1,335	1,439

*1 KPI based on GCCA Sustainability Guidelines

*2 2030 Interim Target

*3 Total of cadmium and thallium, and their compounds

*4 Total of antimony, arsenic, lead, chromium, cobalt, copper, manganese, nickel, vanadium and their compounds

*5 Calculated based on the "Calculation Method of the Gender Pay Gap" in the "General Employer Action Plan (July 2022 Revision)" based on the Act for Promotion of Women's Participation and Advancement in the Workplace.

*6 Calculation results were reviewed and retroactively revised.