

ESG Data

Scope of Data

Non-consolidated: Taiheiyo Cement Corporation (non-consolidated)	
Group 1:	Domestic cement plants (9 plants) and group companies (quarry group companies, power generation group companies)
Group 2:	Group companies that are business sites required to submit accident reports under the Taiheiyo Cement Group's Health and Safety Management Regulations
Group 3:	Taiheiyo Cement Corporation, 184 subsidiaries and 104 affiliates
Group 4:	Group companies subject to risk management by the Risk Management & Compliance Committee
GCCA:	Cement plants (9 domestic plants, 7 overseas plants) and quarries owned by group companies that own cement plants

E Environment					
	Scope of Data	Unit	FY2022	FY2023	FY2024
Cement Production	GCCA	(thousand t)	32,041	27,228	25,939
Cementitious Product Production in Japan		(thousand t)	19,096	17,229	16,150
Cementitious Product Production Overseas		(thousand t)	12,945	9,999	9,789
CO ₂ emissions	GCCA				
Annual CO ₂ emissions					
Scope 1 emissions (raw material-derived and fuel-derived direct emissions)		(thousand t)	23,679	20,065	19,007
Japan		(thousand t)	14,362	13,036	12,127
Overseas		(thousand t)	9,318	7,029	6,880
⦿ Gross Emissions (raw material-derived and fuel-derived direct emissions (excluding on-site power generation))		(thousand t)	22,525	19,017	18,277
Japan		(thousand t)	13,207	11,989	11,397
Overseas		(thousand t)	9,318	7,028	6,880
⦿ Net emissions (raw material-derived and fuel-derived direct emissions (excluding alternative fuels and on-site power generation))		(thousand t)	21,626	17,997	17,228
Japan		(thousand t)	12,338	10,983	10,391
Overseas		(thousand t)	9,288	7,014	6,837
CO ₂ emissions per tonne of cement produced					
⦿ Specific gross emissions		kg-CO ₂ /t-cementitious	703	698	705
⦿ Specific net emissions		kg-CO ₂ /t-cementitious	675	661	664
Scope 2 Emissions (indirect emissions from purchased electricity)		(thousand t)	983	868	854
Japan		(thousand t)	371	373	397
Overseas		(thousand t)	612	495	457
Scope 3 Emissions (indirect emissions other than Scope 1 and 2)		(thousand t)	1,596	1,700	1,578
Category 1 (purchased goods and services)		(thousand t)	592	827	880
Category 3 (fuel- and energy-related activities not included in Scope 1 and 2)		(thousand t)	1,004	873	698
Reduction rate of specific net CO ₂ emissions (compared with FY2001) <i>CSR Objectives for 2025: 10% or more</i>		%	8.3	10.2	9.8
Reduction rate of specific CO ₂ emissions across the supply chain (compared with 2000)*1		%	9.7	10.5	11.6
Reduction rate of total (domestic) CO ₂ emissions (compared with 2000)*1		%	36.0	42.7	46.8
⦿ Clinker/cement ratio		%	83.0	83.0	83.3
Total heat consumption for clinker production	GCCA				
Heat consumption		T/J	88,414	76,291	74,459
Fossil energy		T/J	74,866	61,111	59,056
Alternative fuels		T/J	11,741	13,393	13,758
Biomass fuels		T/J	1,807	1,787	1,645
⦿ Specific heat consumption		MJ/t-clinker	3,291	3,375	3,443
Rate of alternative fuel use		%	15.3	19.9	20.7
⦿ Alternative energy rate		%	13.3	17.6	18.5
⦿ Biomass energy rate		%	2.0	2.3	2.2
Use of alternative raw materials	GCCA				
⦿ Alternative raw materials rate		%	15.7	15.5	15.1
Main air pollutant emissions	GCCA				
⦿ Ratio of clinker produced in kilns with monitoring systems for all air pollutants		%	55	57	53
⦿ Ratio of clinker produced in kilns with continuous measuring equipment for NOx, SOx and dust		%	94	93	93
⦿ Ratio of clinker produced in kilns with monitoring systems		%			
NOx		%	100	100	100
SOx		%	100	100	100
Dust		%	100	100	100
VOC (Volatile Organic Compounds)		%	74	77	77
Dioxins		%	80	91	92
Mercury		%	100	100	100
HM1*2		%	58	78	77
HM2*3		%	55	74	71

	Scope of Data	Unit	FY2022	FY2023	FY2024
⦿ Air pollutant emissions					
NOx		t	34,330	32,425	32,126
SOx		t	1,091	930	1,014
Dust		t	439	423	367
VOC (Volatile Organic Compounds)		t	1,822	1,469	643
Dioxins		mg	2,270	2,652	1,214
Mercury		kg	1,041	741	818
HM1*2		kg	164	135	131
HM2*3		kg	2,862	1,553	1,890
⦿ Specific emissions of clinker produced in kilns with monitoring systems					
NOx		g/t-clinker	1,277	1,434	1,485
SOx		g/t-clinker	41	41	47
Dust		g/t-clinker	16	19	17
VOC (Volatile Organic Compounds)		g/t-clinker	92	84	38
Dioxins		ng/t-clinker	105	129	61
Mercury		mg/t-clinker	39	33	38
HM1*2		mg/t-clinker	10	7	7
HM2*3		mg/t-clinker	156	80	102
Water Consumption	GCCA				
Total water withdrawal		(thousand m³)	173,235	170,125	169,161
Total water discharge		(thousand m³)	160,308	158,431	158,948
⦿ Total fresh water used		(thousand m³)	13,095	11,857	10,382
⦿ Fresh water withdrawal per unit of production		m³/t-cementitious	0.409	0.435	0.400
Conserving and Restoring biodiversity	GCCA				
⦿ Ratio of operating quarries with rehabilitation plans		%	94	95	95
Number of quarries located in or near areas of high biodiversity value			3	2	2
⦿ Ratio of quarries with high biodiversity value that have biodiversity management plans in place		%	33	50	50
Amount and intensity of waste and by-products used	Non-consolidated				
Amount of waste and by-products used		(thousand t)	6,244	5,771	5,476
Intensity of waste and by-products		kg/t-cement	405.2	409.6	421.9
Volume of waste to landfill	Group 1	t	1.3	1.9	2.0
Total investment amount	Non-consolidated	million yen	37,785	25,386	18,784
Environmental conservation cost	Non-consolidated				
Environmental conservation investment		million yen	7,592	10,707	5,829
Business area costs		million yen	3,249	7,998	4,822
Details					
Pollution prevention		million yen	1,599	2,068	997
Environmental conservation cost		million yen	1,351	5,861	3,673
Resource recycling		million yen	299	69	153
Upstream and downstream		million yen	2,594	2,176	974
Administrative		million yen	36	221	30
R&D		million yen	1,707	310	344
Social activity		million yen	0	0	0
Environmental remediation		million yen	6	2	2
Environmental conservation expenses		million yen	14,406	17,394	18,631
Business area costs		million yen	8,309	9,909	10,886
Details					
Pollution prevention		million yen	3,645	5,111	4,781
Environmental conservation cost		million yen	4,186	4,282	5,571
Resource recycling		million yen	478	516	534
Upstream and downstream		million yen	4,991	6,102	6,318
Administrative		million yen	12	311	158
R&D		million yen	949	912	1,127
Social activity		million yen	28	58	67
Environmental remediation		million yen	117	102	75
Total R&D amount	Non-consolidated	million yen	1,402	1,305	1,538

⦿ KPI based on GCCA Sustainability Guidelines

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S Society					
	Scope of Data	Unit	FY2022	FY2023	FY2024
Occupational Health and Safety	Group 2				
Fatalities	CSR Objectives for 2025: Zero fatalities	Cases	2	2	1
Lost-time injuries		Cases	36	49	53
Total occupational accidents		Cases	103	120	133
Absence rate		%	0.604	0.935	0.689
Number of employees (consolidated)	Group 3	Persons	12,542	12,720	12,540
Our employees	Non-consolidated				
Number of employees (excl. seconded employees, etc.)		Persons	1,874	1,841	1,821
Number of female employees		Persons	213	210	214
Ratio of female employees		%	11.4	11.4	11.8
Ratio of women in management positions		%	1.5	2.4	3.4
Average age		Years old	40.4	40.1	39.7
Number of employees (Total)		Persons	2,337	2,284	2,263
Number of female employees		Persons	218	219	223
Ratio of female employees	CSR Objectives for 2025: 10% or more	%	9.3	9.6	9.9
Ratio of women in management positions	26 Medium-Term Management Plan Sustainability Targets (2030) 5% or more	%	1.3	2.0	2.5
Ratio of women in new management positions	CSR Objectives for 2025: 10% or more	%	6.3	13.6	11.4
Average years of service (overall)		Years	18.1	17.8	17.3
Average years of service - men		Years	18.8	18.4	17.8
Average years of service - women		Years	12.8	13.3	13.3
Number of graduates hired (non-area specific positions)		Persons	63	49	59
Number of women		Persons	11	7	13
Ratio of women	CSR Objectives for 2025: 30% or more	%	17.5	14.3	22.0
Number of graduates hired (area specific positions)		Persons	42	33	30
Number of women		Persons	3	4	4
Number of experienced hires		Persons	9	11	20
Number of women		Persons	0	2	1
Turnover rate within 3 years of employment		%	FY2020 recruits 8.3	FY2021 recruits 9.2	FY2022 recruits 7.6
Number of non-Japanese employees		Persons	8	6	5
Ratio of employees with disabilities		%	2.55	2.58	2.84
Total annual hours worked		Hours	1,911	1,891	1,895
Overtime and holiday work hours (monthly average)		Hours	17.9	17.6	17.9
Ratio of annual paid leave taken		%	73.2	77.5	83.6
Days of annual paid leave taken		Days	13.9	14.7	15.8
Ratio of male employees taking childcare leave or leave for childcare purposes		%	91	89	93
Ratio of male employees taking childcare leave		%	18	60	54
Average number of days of childcare leave taken by male employees		Days	18.4	28.9	23.4
Number of employees taking nursing care leave		Persons	2	2	0
Education and training expenditure per employee		Yen	41,974	60,192	73,971
Education and training hours per employee		Hours	—	14.8	23.3
Average annual salary		Yen	7,298,681	7,298,214	7,221,167
Ratio of women's wages to men's wages - All permanent employees*4		%	67.2	68.2	69.8
Full-time employees		%	67.4	68.5	59.2
Part-time and fixed-term employees		%	61.9	54.4	69.8
Health and Productivity Management (H&PM) initiatives	Non-consolidated				
Health examinations					
Ratio of employees receiving periodic health examinations		%	99.9	99.9	99.9
Ratio of employees receiving secondary examination after periodic health examinations		%	64.6	72.0	96.2

	Scope of Data	Unit	FY2022	FY2023	FY2024
Preventive measures against lifestyle-related diseases					
Ratio of smokers among employees 40 years and older		%	30.1	29.3	28.1
Ratio of employees 40 years and older that drink alcohol (occasionally or daily)		%	73.1	74.4	75.3
Ratio of employees 40 years and older that exercise regularly (30 minutes or more of exercise)		%	26.9	27.9	30.1
Ratio of employees 40 years and older that eat breakfast		%	80.8	80.5	81.8
Ratio of employees receiving specific health guidance		%	19.1	20.7	24.9
Walking event participation rate		%	4.44	6.79	42.5
Ratio of employees with BMI greater than 25		%	33.0	31.9	30.8
Mental health support					
Ratio of employees taking stress checks		%	97.5	96.4	97.3
Ratio of employees with high stress		%	8.2	9.3	9.9
Ratio of employees taking e-learning on education		%	—	83.4	87.9
Efforts to protect human rights	Non-consolidated				
Number of reports to the internal harassment hotline					
Sexual harassment		Cases	1	0	0
Power harassment		Cases	5	6	4
Other forms of harassment		Cases	0	3	1
Number of reports to the external harassment hotline					
Sexual harassment		Cases	0	1	0
Power harassment		Cases	3	2	3
Other forms of harassment		Cases	0	2	1
Number of human rights slogan submissions		Submissions	1,650	1,670	1,752
IR activities	Non-consolidated	Cases	174	168	219

*1 2030 Interim Target
*2 Total of cadmium and thallium and their compounds
*3 Total of antimony, arsenic, lead, chromium, cobalt, copper, manganese, nickel, vanadium and their compounds
*4 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.

G Governance					
	Scope of Data	Unit	FY2022	FY2023	FY2024
Governance structure	Non-consolidated				
Directors		Persons	9	9	9
Independent Directors		Persons	3	3	3
Female directors		Persons	1	1	1
Ratio of female directors		%	11.1	11.1	11.1
Corporate Auditors		Persons	4	4	4
Independent Corporate Auditor		Persons	2	2	2
Female corporate auditors		Persons	1	1	1
Ratio of female corporate auditors		%	25.0	25.0	25.0
Ratio of female board members		%	15.4	15.4	15.4
Annual Remuneration of Board Members					
Directors (persons)		million yen	512(9)	510(11)	393(10)
Corporate auditors (persons)		million yen	72(5)	72(5)	72(5)
Internal carbon pricing	Non-consolidated	Yen/t-CO ₂	1,500	1,500	5,000
Ratio of employees taking e-learning	Non-consolidated	%	87.8	91.7	97.3
Number of reports to the internal whistleblowing hotline	Group 4	Cases	7	5	4
Intellectual property	Non-consolidated				
Number of new patent registrations in Japan		Cases	136	156	129
Number of patents held in Japan		Cases	1,335	1,439	1,509