Kanadevia
Technology for people and planet

Kanadevia Corporation

ESG Databook 2025

October 2025

[Environmental data annual report (FY2024)]

Items marked with ★ are assured by an independent third party. (1-1 Energy input, 1-2 Scope1,2, 1-3 Greenhouse Gases Emissions)

1 Environmental Load from Operations GRI302-1,302-4

1-1 Energy input

		Unit		FY2013 (base year)		FY2021		FY2022		FY2023		FY2024	
Energy input Note 2,3			**(GJ)**	**(6,170,903)**		**(5,357,461)**		**(4,441,664)**		**(4,771,582)**		**(5,136,906 ★)**	
Electricity (Note 2)	Electricity (total)	MWh	(GJ)	63,560	(628,302)	63,837	(629,642)	61,026	(598,717)	71,134	(592,012)	81,146	(696,921)
	(Self-generated solar power consumption) *	MWh	(GJ)	-	(-)	282	(1,015)	283	(2,760)	596	(2,147)	829	(2,985)
	(Purchases)	MWh	(GJ)	63,560	(628,302)	63,555	(628,627)	60,743	(595,957)	70,538	(589,866)	80,317	(693,936)
Fuel oil	Fuel oil (total)	kl	(GJ)	73,047	(2,849,812)	10,006	(383,229)	9,580	(365,124)	5,949	(225,887)	-	(452,788)
	(Gasoline)	kl	(GJ)	304	(10,514)	326	(11,286)	313	(10,845)	439	(14,650)	439	(14,673)
	(Kerosine)	kl	(GJ)	149	(5,452)	76	(2,777)	238	(8,746)	470	(17,157)	929	(33,925)
	(Diesel)	kl	(GJ)	3,559	(134,157)	4,540	(171,143)	5,328	(200,855)	2,198	(83,528)	4,766	(181,122)
	(Heavy oil A)	kl	(GJ)	68,902	(2,694,074)	5,065	(198,023)	3,700	(144,678)	2,842	(110,552)	5,279	(205,340)
	(Heavy oil B)	kl	(GJ)	134	(5,615)	0	(0)	0	(0)	0	(0)	0	(0)
	(Methanol)	tonne	(GJ)	-	(-)	-	(-)	-	(-)	-	(-)	781	(17,729)
Fuel gas	Fuel gas (total)		(GJ)	-	(2,692,789)	-	(4,342,461)	-	(3,475,873)	-	(3,455,597)	-	(3,482,903)
	(LPG)	tonne	(GJ)	815	(41,421)	468	(23,782)	379	(19,276)	368	(18,415)	396	(19,850)
	(LNG)	tonne	(GJ)	48,267	(2,635,386)	78,716	(4,297,867)	62,916	(3,435,219)	62,273	(3,406,333)	62,442	(3,415,591)
	(Other natural gas)	thousand ㎥	(GJ)	-	(-)	-	(-)	-	(-)	-	(-)	724	(27,814)
	(City gas)	thousand ㎥	(GJ)	341	(15,255)	449	(20,131)	465	(20,811)	756	(30,306)	491	(19,649)
	(Acetylene)	thousand ㎥	(GJ)	15	(728)	11	(538)	11	(493)	9	(543)	-	(-)
	(Combustion gas)	thousand ㎥	(GJ)	0	(0)	3	(144)	2	(74)	0	(0)	0	(0)
Biomass	Biomass fuel (total)	tonne	(GJ)	-	(-)	-	(-)	-	(-)	34,386	(495,164)	37,978	(501,313)
	(Wood)	tonne	(GJ)	-	(-)	-	(-)	-	(-)	34,386	(495,164)	37,978	(501,313)
Steam	Steam (total)	tonne	(GJ)	-	(-)	1,565	(2,129)	1,054	(1,950)	2,148	(2,922)	2,192	(2,981)
	(for heating)	tonne	(GJ)	-	(-)	1,565	(2,129)	1,054	(1,950)	2,148	(2,922)	2,192	(2,981)

* This value is the total amount of solar power generated in-house (2,717 MWh in FY2024) minus the amount of solar power sold to external parties (1,887 MWh in FY2024).

1-2 Greenhouse Gases Emissions through value chain

GRI302-2,305-1,305-2,305-3,305-5

		Unit	FY2013 (base year)	FY2021	FY2022	FY2023	FY2024
GHGs Emissions Note 2,4							
Scope1＋Scope2 (BM ratio)		kt-CO_2e (%)	369.9 (-)	265.6 (-28.2%)	214.6 (-42.0%)	212.3 (-42.6%)	232.0 (-37.3%)
Scope1	Direct emissions from in-house fuel use and manufacturing processes	kt-CO_2e (%)	336.9 (-)	251.0 (-25.5%)	198.0 (-41.2%)	193.1 (-42.7%)	211.1 ★ (-37.3%)
Scope2	Indirect emissions associated with the use of electricity and heat purchased by the company	kt-CO_2e (%)	33.0 (-)	14.6 (-55.9%)	16.6 (-49.7%)	19.2 (-41.8%)	20.9 ★ (-36.6%)
Carbon credit offset amount (Scope1)		kt-CO_2e (%)	- (-)	- (-)	- (-)	- (-)	0.2 (-)

		Unit	FY2013 (base year)	FY2021	FY2022	FY2023	FY2024
Scope3	Emissions of other companies related to the business activities	kt-CO_2e (%)	- (-)	2.6 (-)	7.2 (-)	26,255.5 (-)	22,671.6 (-13.7%)
Category 1	Purchased goods and services	kt-CO_2e (%)	- (-)	- (-)	- (-)	1,321.6 (-)	1,457.1 (10.3%)
Category 2	Capital goods	kt-CO_2e (%)	- (-)	- (-)	- (-)	18.5 (-)	38.7 (108.5%)
Category 3	Fuel and Energy	kt-CO_2e (%)	- (-)	- (-)	- (-)	49.7 (-)	56.9 (14.6%)
Category 4	Upstream transportation	kt-CO_2e (%)	- (-)	2.6 (-)	7.2 (-)	31.0 (-)	22.8 (-26.5%)
Category 5	Waste generated in operations	kt-CO_2e (%)	- (-)	- (-)	- (-)	0.9 (-)	0.9 (1.8%)
Category 6	Business Trip	kt-CO_2e (%)	- (-)	- (-)	- (-)	1.6 (-)	1.7 (2.6%)
Category 7	Employee's commuting	kt-CO_2e (%)	- (-)	- (-)	- (-)	3.8 (-)	3.9 (4.3%)
Category 8	Upstream leased assets	kt-CO_2e (%)	- (-)	- (-)	- (-)	N/A (-)	N/A (-)
Category 9	Downstream transportation	kt-CO_2e (%)	- (-)	- (-)	- (-)	1.6 (-)	2.8 (77.0%)
Category 10	Processing of sold products	kt-CO_2e (%)	- (-)	- (-)	- (-)	N/A (-)	N/A (-)
Category 11	Use of sold products	kt-CO_2e (%)	- (-)	- (-)	- (-)	24,812.9 (-)	21,073.9 (-15.1%)
Category 12	End of life treatment of products	kt-CO_2e (%)	- (-)	- (-)	- (-)	3.3 (-)	4.2 (30.0%)
Category 13	Downstream leased assets	kt-CO_2e (%)	- (-)	- (-)	- (-)	3.0 (-)	0.6 (-78.4%)
Category 14	Franchise	kt-CO_2e (%)	- (-)	- (-)	- (-)	N/A (-)	N/A (-)
Category 15	Investment	kt-CO_2e (%)	- (-)	- (-)	- (-)	7.6 (-)	8.1 (6.3%)

1-3 Greenhouse Gases Emissions GRI305-1,305-5

		Unit	FY2013 (base year)	FY2021	FY2022	FY2023	FY2024
GHGs Emissions (Scope1,2) (Total) Note 2,4		**kt-CO_2e**	**369.9**	**265.6**	**214.6**	**212.3**	**232.0**
CO_2 from energy	Total	kt-CO_2e	369.9	265.6	214.0	211.3	229.2
	Scope1	kt-CO_2e	336.9	251.0	197.4	192.0	209.1
	Scope2	kt-CO_2e	33.0	14.6	16.5	19.2	20.9
GHGs other than CO_2 from energy (Scope1)	Total	kt-CO_2e	-	-	0.6	1.1	2.0
	Carbon dioxide (CO_2)	kt-CO_2e	-	-	0.6	0.8	0.9
	Methane (CH_4)	kt-CO_2e	-	-	-	0.0	0.1
	Nitrous oxide (N_2O)	kt-CO_2e	-	-	-	0.0	0.8
	Hydrofluorocarbon (HFCs)	kt-CO_2e	-	-	-	0.2	0.2
	Perfluorocarbon (PFCs)	kt-CO_2e	-	-	-	-	-
	Sulfur hexafluoride (SF_6)	kt-CO_2e	-	-	-	-	-
	Nitrogen trifluoride (NF_3)	kt-CO_2e	-	-	-	-	-

1-4 Raw Material Inputs GRI301-1,301-2

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Raw materials Note 2	Steel material	tonne	24,362	19,962	21,878	32,321	26,078
	(Virgin material)	tonne	-	-	-	-	24,761
	(Recycled material)	tonne	-	-	-	-	1,318
	Paints	tonne	336	207	279	422	409
	Welding materials	tonne	790	323	47	149	435
	Plastics, resins	tonne	-	-	-	376	375
	Others	tonne	-	-	-	207	129
Paper usage Note 5	Paper usage	tonne	95	21	53	24	100
	Intensity (Paper consumption per employee)	kg	21.3	4.9	12.0	5.5	17.3

* Figures before FY2021 are reference values.

1-5 Waste and Valuables Generated GRI306-1,306-2,306-3,306-4,306-5

1-5-1 Waste generated by Kanadevia Corporation (formerly Hitachi Zosen Corporation) and manufacturing subsidiaries

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Generated volume (total amount) Note 2,6		**tonne**	**9,154**	**9,431**	**8,091**	**11,042**	**10,419**
Volume reduction		tonne	-	-	500	1,046	736
Amount recycled	Reuse	tonne	-	-	-	-	-
	Material recycle	tonne	-	-	7,500	9,626	8,932
	Thermal recycle	tonne	-	-	500	1,046	738
	(Material recycle rate)	%	-	-	92.7	87.2	85.7
Final disposal volume		tonne	-	-	192	392	306
(Landfill rate)		%	-	-	2.4	3.5	2.9
Hazardous waste		tonne	-	-	113.4	147.7	26.1

1-5-2 Waste generated by non-manufacturing subsidiaries

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Generated volume (total amount) Note 2,6	**tonne**	**-**	**-**	**-**	**422**	**524**
Municipal waste	tonne	-	-	-	343	497
Industrial waste	tonne	-	-	-	16	27
Hazardous waste	tonne	-	-	-	64	0

1-5-3 Waste related to on-site construction

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Generated volume (total amount) Note 2,6	**tonne**	**-**	**-**	**-**	**33,470**	**20,899**
Municipal waste	tonne	-	-	-	52	566
Industrial waste	tonne	-	-	-	33,102	20,109
Hazardous waste	tonne	-	-	-	316	224

1-6 Water Resource Input GRI303-1,303-3,303-5

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Water (total amount) Note 2,7		**thousand m^3**	**1,050**	**1,040**	**1,426**	**1,493**	**2,088**
Surface water	Tap water	thousand m^3	130	120	198	429	834
	Industrial water	thousand m^3	920	920	1,228	1,063	1,254

1-7 Water Effluents Discharged GRI303-1,303-2,303-4,303-5

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Water effluents discharged (total amount) Note 2,7	**thousand m^3**	**571**	**560**	**1,426**	**1,493**	**2,088**
Public water bodies (rivers, seas)	thousand m^3	-	-	704	913	773
Sewerage	thousand m^3	-	-	69	83	159
Evaporation, underground seepage, etc.	thousand m^3	-	-	653	496	1,156
COD	kg	-	-	-	772	526
BOD	kg	-	-	-	915	1,375

1-8 Chemical Substances Handled GRI305-1,305-6,305-7

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Chemicals handled (total amount) Note 2,8		**tonne**	**128.7**	**101.5**	**91.4**	**141.2**	**145.9**
Chemical Substances Handled	PRTR substances	tonne	121.6	94.4	84.0	131.6	141.0
	Ozone-depleting substances	tonne	1.8	1.7	1.7	1.0	0.4
	Greenhouse gas substances	tonne	5.3	5.4	5.7	8.6	4.5

* Figures before FY2021 are reference values.

1-9 Chemical Substances Discharged or Transferred GRI305-1,305-6,305-7

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Discharges and Transfers (total amount) Note 2,8		**tonne**	**262.8**	**268.0**	**239.6**	**232.4**	**257.4**
Chemical Substances Discharged or Transferred	PRTR substances	tonne	63.0	52.3	57.1	58.2	65.7
	Sulfer oxides (SOx)	tonne	5.7	3.8	6.6	4.8	4.8
	Nitrogen oxides (NOx)	tonne	194.1	212.0	175.9	169.3	186.9

* Figures before FY2021 are reference values.

1-10 Environmental Accounting

		Unit	FY2020		FY2021		FY2022		FY2023		FY2024	
Environmental accounting Note 2			**Invest**	**Cost**	**Invest**	**Cost**	**Invest**	**Cost**	**Invest**	**Cost**	**Invest**	**Cost**
Environmental conservation costs	Business area costs	Million JPY	402	376	290	184	7	162	44	106	275	1,787
	Upstream/downstream costs	Million JPY	0	0	0	36	0	0	0	0	0	234
	Management activity costs	Million JPY	0	5	1	15	30	12	0	153	0	155
	R&D costs	Million JPY	58	3,012	347	2,316	5,389	1,923	7,558	1,671	7,751	2,912
	Social activity costs	Million JPY	0	1	0	3	36	1	0	3	0	7
	Environmental damage response costs	Million JPY	0	6	0	59	0	0	0	5	0	0

2 Environment Management Data

2-1 Number of ISO 14001 Certified Companies

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of ISO14001 certified companies (total) Note 9	**Companies**	**-**	**12**	**11**	**12**	**20**
Japan	Companies	-	9	8	9	9
Others	Companies	-	3 (One of them is companies accounted for using the equity method)	3 (One of them is companies accounted for using the equity method)	3 (One of them is companies accounted for using the equity method)	11 (One of them is companies accounted for using the equity method)

2-2-1 Number of Regulatory Violations and Complaints Note 10

GRI2-27

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Regulatory violations	Water quality	Cases	-	0	0	2	Note 10
	Air quality	Cases	-	0	0	2	Note 10
	Waste materials	Cases	-	0	0	0	0
	Other (equipment registration, etc.)	Cases	-	0	0	0	0
Complaints		Cases	-	2	1	0	0

2-2-2 Envionment-related fines and penalties Note 11

GRI2-27

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of cases paid over 1 million JPY	Japan	Cases	-	-	-	0	0
	Others	Cases	-	-	-	0	0

(Notes)

1 Calculation methods for environmental load data

The standards, guidelines, etc. below are used for determining the scope, base year data, calculation methods, etc.

Item	Guidelines, etc.
General	・GRI (Global Reporting Initiative) Sustainability Reporting Standards
Energy	・The Greenhouse Gas Protocol (GHG Protocol) developed by the World Business Council for Sustainable Development ・Manual for Calculating and Reporting Greenhouse Gas Emissions, Ver. 4.8 (Ministry of the Environment, Japan)
Waste	・Japanese Act on Waste Management and Public Cleaning (Act No. 1375, 1970)
VOCs and other chemical substances	・Japanese Act on the Assessment of Releases of Specified Chemical Substances in the Environment and the Promotion of Management Improvement (hereinafter referred to "PRTR Law") (Act No. 86, 1999)

2 Report boundary and coverage ratios (calculated based on consolidated sales) for each item are as follows.

1) Energy input / GHG emissions (Scope1,2)

FY	Report boundary*1	Coverage ratio*2	Remarks
2024	Kanadevia, 70 Japanese subsidiaries, 59 foreign subsidiaries (total 130 companies)	99%	The number of consolidated subsidiaries in FY2024 will be 158. Scope 1 and 2 emissions from Kanadevia and its subsidiaries in Japan and abroad are subject to third-party assurance.
2023	Hitz, 69 Japanese subsidiaries, 28 foreign subsidiaries (total 98 companies)	95%	The number of consolidated subsidiaries in FY2023 is 131.
2022	Hitz, 13 Japanese subsidiaries, 6 foreign subsidiaries (total 20 companies)	83%	-
2021	Hitz, 15 Japanese subsidiaries, 4 foreign subsidiaries (total 20 companies)	82%	-
2013	Hitz, 15 Japanese subsidiaries, 1 foreign subsidiaries (total 17 companies)	88%	To set the benchmark value, the results of interviews on actual results for fiscal 2018 and 2021 were used as a basis, and for subsidiaries for which data was unavailable, estimates were made based on the ratio of sales.

*1 "Subsidiaries" refer to consolidated subsidiaries unless otherwise specified.

*2 Coverage ratio is calculated as a percentage of consolidated sales.

2) GHG emissions (Scope3)

FY	Report boundary	Coverage ratio*	Remarks
2024	Kanadevia, 67 Japanese subsidiaries, 68 foreign subsidiaries (total 136 companies)	99.8%	Categories 1,2,3,4,5,6,7,9,11,12,13,15 are calculated.
2023	Hitz, 65 Japanese subsidiaries, 46 foreign subsidiaries (total 112 companies)	99%	Categories 1,2,3,4,5,6,7,9,11,12,13,15 are calculated.
2022	Hitz, 4 Japanese subsidiaries (total 5 companies)	48%	Category 4 is calculated.
2021	Hitz, 1 Japanese subsidiaries (total 2 companies)	47%	Category 4 is calculated.

* Coverage ratio is calculated as a percentage of consolidated sales.

3) Raw Material Inputs

The input amount of raw materials is tallied for companies with manufacturing processes. The coverage ratio is calculated based on the number of companies. The total numbers of companies with manufacturing processes in the relevant fiscal year in the remarks column are entered.

FY	Report boundary	Coverage ratio*	Remarks
2024	Kanadevia, manufacturing subsidiaries, 5 Japanese and 3 foreogn (total 9 companies)	53%	17 companies with manufacturing processes
2023	Hitz, 6 manufacturing subsidiaries (total 7 companies)	37%	19 companies with manufacturing processes
2022	Hitz, 1 manufacturing subsidiaries (total 2 companies)	13%	16 companies with manufacturing processes
2021	Hitz, 1 manufacturing subsidiaries (total 2 companies)	11%	18 companies with manufacturing processes
2020	Hitz, 1 manufacturing subsidiaries (total 2 companies)	12%	17 companies with manufacturing processes

* The coverage ratio is calculated based on the number of companies. In the remarks column, enter the total number of companies that have manufacturing processes in the relevant fiscal year.

4) Waste and Valuables Generated

The amount of waste and valuables generated is calculated by dividing it into waste generated by companies with manufacturing processes and other waste. The coverage rate is calculated based on the number of companies. The denominator is entered in the remarks column.

FY	Report boundary	Coverage ratio	Remarks
2024	(1) Waste generated by Kanadevia and its manufacturing subsidiaries: Kanadevia and 10 manufacturing subsidiaries (5 Japanese and 45 foreign) (total of 11 companies)	65%	Total number of companies with manufacturing processes: 17
	(2) Waste generated by non-manufacturing subsidiaries: 48 Japanese subsidiaries, 22 foreign subsidiaries (total 70 companies)	51%	Total number of non-manufacturing subsidiaries (excluding (1) and (3)): 137 companies
	(3) Waste related to on-site construction: Kanadevia, 3 Japanese subsidiaries, and 1 foreign subsidiary (total of 5 companies)	-	Waste related to on-site construction includes waste from JVs, so the coverage ratio is not been calculated.
2023	(1) Waste generated by Hitz and its manufacturing subsidiaries: Hitz and 10 manufacturing subsidiaries (6 Japanese and 4 foreign) (total of 11 companies)	58%	Total number of companies with manufacturing processes: 19
	(2) Waste generated by non-manufacturing subsidiaries: 48 Japanese subsidiaries, 12 foreign subsidiaries (total 60 companies)	54%	Total number of non-manufacturing subsidiaries (excluding (1) and (3)): 112 companies
	(3) Waste related to on-site construction: Hitz, 3 Japanese subsidiaries, and 1 foreign subsidiary (total of 5 companies)	-	Waste related to on-site construction includes waste from JVs, so the coverage ratio is not been calculated.
2022	Hitz, 1 manufacturing subsidiary (total 2 companies)	13%	Total number of companies with manufacturing processes: 16
2021	Hitz, 1 manufacturing subsidiary (total 2 companies)	11%	Total number of companies with manufacturing processes: 18
2020	Hitz, 1 manufacturing subsidiary (total 2 companies)	12%	Total number of companies with manufacturing processes: 17

* Coverage ratio iscalculated based on the number of companies. The denominator is listed in the remarks column.

5) Water Resource Input, Water Effluents Discharged

FY	Report boundary	Coverage ratio	Remarks
2024	Kanadevia, 66 Japanese subsidiaries, 43 foreign subsidiaries (total 110 companies)	95%	-
2023	Hitz, 60 Japanese subsidiaries, 23 foreign subsidiaries (total 84 companies)	94%	-
2022	Hitz, 13 Japanese subsidiaries, 5 foreign subsidiaries (total 19 companies)	81%	-
2021	Hitz, 1 Japanese subsidiary (total 2 companies)	47%	-
2020	Hitz, 1 Japanese subsidiary (total 2 companies)	51%	-

* Coverage ratio is calculated as a percentage of consolidated sales.

6) Chemical Substances Handled

FY	Report boundary *		Coverage ratio	Remarks
2024	[PRTR]	Kanadevia and 4 Japanese subsidiaries (total 5 companies)	-	-
	[other]	Kanadevia	-	-
2023	[PRTR]	Hitz and 4 Japanese subsidiaries (total 5 companies)	-	-
	[other]	Hitz	-	-
2022	[PRTR]	Hitz and 3 Japanese subsidiaries (total 4 companies)	-	-
	[other]	Hitz	-	-
2021	Hitz		-	-
2020	Hitz		-	-

* This applies to companies (domestic) that handle chemical substances and are required to manage them in accordance with the PRTR Law, etc.

7) Chemical Substances Discharged or Transferred

FY	Report boundary *		Coverage ratio	Remarks
2024	[PRTR]	Kanadevia and 4 Japanese subsidiaries (total 5 companies)	-	-
	[SOx]	Kanadevia	-	-
	[NOx]	As same as Energy input/GHG emissions (Scope 1,2)	99%	-
2023	[PRTR]	Hitz and 4 Japanese subsidiaries (total 5 companies)	-	-
	[SOx]	Hitz	-	-
	[NOx]	As same as Energy input/GHG emissions (Scope 1,2)	95%	-
2022	[PRTR]	Hitz and 3 Japanese subsidiaries (total 4 companies)	-	-
	[SOx]	Hitz	-	-
	[NOx]	As same as Energy input/GHG emissions (Scope 1,2)	83%	-
2021	[PRTR]	Hitz and 1 Japanese subsidiary (total 2 companies)	-	-
	[SOx]	Hitz	-	-
	[NOx]	As same as Energy input/GHG emissions (Scope 1,2)	82%	-
2020	[PRTR]	Hitz and 1 Japanese subsidiary (total 2 companies)	-	-
	[SOx]	Hitz	-	-
	[NOx]	Hitz and 1 Japanese subsidiary (total 2 companies)	51%	-

* This applies to companies (domestic) that handle chemical substances and are required to manage them in accordance with the PRTR Law, etc.

8) Environmental Accounting

FY	Report boundary	Coverage ratio	Remarks
2024	Kanadevia and 5 Japanese subsidiaries (total 6 companies)	43%	-
2023	Hitz and 5 Japanese subsidiaries (total 6 companies)	42%	-
2022	Hitz and 4 Japanese subsidiaries (total 5 companies)	48%	-
2021	Hitz and 1 Japanese subsidiary (total 2 companies)	47%	-
2020	Hitz and 1 Japanese subsidiary (total 2 companies)	51%	-

* Coverage ratio is calculated as a percentage of consolidated sales.

3 Energy input

1) Energy inputs are calculated based on Japanese Act on Rationalization of Energy Use and Shift to Non-fossil Energy (Act No. 49, 1979).
2) For the electricity calorific value conversion, the Japanese leveled hourly calorific value (8.64 GJ/MWh) is used for purchased electricity, and the primary energy conversion coefficient (3.6 GJ/MWh) is applied for consumption of self-generated solar power.
3) The figures for energy input data for FY2023 have been revised due to a revision of an error in the accounting items and the start of calculation of biomass fuel input for FY2023.
4) Energy input in FY2024 is expected to increase by 365,877 GJ (8% increase from the previous fiscal year). This is due to an increase in the use of kerosene and diesel fuel due to an increase in trial runs of waste incineration power plants both in Japan and overseas, and an increase in fuel oil input due to an increase in trial runs of marine engines.
5) Regarding Mixed Gases that were previously classified as Combustion Gases, from FY2023 they will be included in the calculation of LPG and LNG separately based on the composition ratio.
6) Acetylene gas was counted as energy until FY2023, but the calculation method has been revised so that it will be counted as greenhouse gas emissions other than energy-related CO_2 (Scope 1) from FY2024.
7) Regarding solar power generation, from FY2024, the table is updated to include the self-generated solar power consumption, while the total amount of self-generated solar power and the amount of sold externally are listed outside the table.

4 Greenhouse Gases Emissions

1) Main Criteria and Factors for Scope 1,2 and 3 Calculations
   - Calculations were made with reference to the GHG Protocol Financial Standards, GHG Protocol "Emission Factors from Cross-Sector Tools (March 2017)," Japanese Act on Promotion of Global Warming Countermeasures (Act No. 117, 1998), and Japanese Act on Rationalization of Energy Use and Conversion to Non-Fossil Energy (Act No. 49, 1979), etc.
   - Emission factors for fuel oil and fuel gas are based on the "List of calculation methods and emission factors in the calculation, reporting and disclosure system" (July 11, 2024 edition) published by the Ministry of the Environment Japan.
   - For city gas and heat emission factors in Japan, the "Basic Emission Factors by Gas Supplier" (July 28, 2025 edition) and "Basic Emission Factors by Heat Supply Supplier" (July 28, 2025 edition) based on the Japanese Act on Promotion of Global Warming Countermeasures (Act No. 117, 1998) are used. Overseas, the emission factors used are those of the contracted supplier at each business location, or the country-specific emission factors from IEA Emission Factors 2024.
   - CO_2 emissions from electricity consumption were calculated using market standards. For Japan, the CO_2 emission coefficient was the "Basic Emission Coefficients by Electric Power Company" (July 28, 2025 edition) based on the Act on Promotion of Global Warming Countermeasures (Act No. 117, 1998) (however, adjusted emission coefficients will be used until FY2023), and for overseas, the emission coefficients for the contracted electricity at each business location or the country-specific emission coefficients from the IEA Emission Factors 2024 were used.
   - The coefficients used in the calculation of Scope 3 emissions were taken from the Ministry of the Environment Japan "Emissions Unit Database for Calculating Organizations' Greenhouse Gas Emissions Throughout the Supply Chain (Ver 3.5)" and IDEA (Inventory Database for Environmental Analysis, Japan) v3.5 developed by the National Institute of Advanced Industrial Science and Technology.
2) In addition to CO_2, Scope 1 also includes CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3. Note that there are no emissions of perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), or nitrogen trifluoride (NF_3). Non-energy-related GHG emissions (Scope 1) from activities subject to calculation were calculated in accordance with Japanese current Act on Promotion of Global Warming Countermeasures. (Activities subject to calculation of non-energy-related GHG emissions (Scope 1) before FY2023 are calculated in accordance with the former Act on Promotion of Global Warming Countermeasures.)
3) The "Carbon credit offset amount (Scope1)" in "1-2 Greenhouse Gases Emissions through value chain" corresponds to Scope 1. Furthermore, the emissions listed in Scope 1 are values without deducting the credits. The breakdown of the credits is 60t-CO_2 in J-Credit and 162t-CO_2 in voluntary credits.
4) The calculation scope for overseas greenhouse gas emissions other than energy-related CO_2 (Scope 1) includes 3 companies, V TEX Korea Co., Ltd. (GHG from septic tanks and factory wastewater BOD), TANGENT Kanadevia CO., LTD. (CO_2-gas, dry ice), and NIAGARA ENERGY PRODUCTS, Inc. (CO_2-gas).
5) The data for FY2023 for "1-2 Greenhouse Gases Emissions through value chain" and "1-3 Greenhouse Gases Emissions" has been revised due to an error in the calculation.
6) Scope3
   - Category 8 is excluded as it is included in Scope 1 and 2.
   - Category 10 is excluded because the processing method is unknown.
   - The calculation method for Category 11 is scheduled to be revised from FY2025, and the calculation method and estimated results are shown below.

	Current calculation method	Revised calculation method
Calculation method for marine engine	Emissions from the use of marine engines sold in the fiscal year in question are calculated using the following formula: The fuel efficiency rate of marine engines sold is assumed to be 160.0 to 179.0 g/kWh. Category 11 for marine engine = Fuel Efficiency Rate x Rated Output x Annual Operating Hours x Operating Load x Product Life (20 years) x Number of Units Delivered in the Current Fiscal Year	Calculated based on GHG emissions from marine engines during the fiscal year are used, taking into account the weight ratio of the engine to the entire ship. Category 11 for marine engine = Fuel Efficiency Rate x Rated Output x Annual Operating Hours x Operation load x Product Use Period (20 years) x Number of Units Delivered in the Current Fiscal Year x (Engine Weight / Ship Weight)
Calculation method for waste incineration power generation plants	Emissions based on the specifications of waste incineration energy facilities sold in the fiscal year in question were calculated by adding up the fuel, etc. necessary to operate the facility. The amount of CO_2 generated from waste incineration was not included in the calculation, as no methodology has been specified in the GHG Protocol.	The CO_2 emissions associated with the use of waste incineration power plants sold in the fiscal year in question are calculated taking into account the facility's processing volume, the carbon content of the waste, and the fossil CO_2 emission coefficient when municipal waste is burned. The carbon content is assumed to be 0.5, assuming that all waste is general waste and 50% is from biomass, making it carbon neutral, and the remaining 50% is from chemical sources. The fossil CO_2 emission coefficient when municipal waste is burned is also assumed to be 0.5 as conservative value, based on research into the amount of waste processed in Tokyo 23 Wards ("Research Report 2023: Towards Local Production and Consumption of CO_2 in Special Wards" (Special Ward Mayors' Association Research Organization)), and the waste sector inventory of each country on the United Nations Framework Convention on Climate Change Website (https://unfccc.int/). Note that this value will be revised as appropriate if new findings are obtained through future surveys. Category 11 for Waste-to-Energy Plants = (CO_2 from energy, etc. required to operate the facility) + (Facility treatment volume x Carbon content x Emission coefficient)

	Current calculation method		Revised calculation method		
	Current calculation	FY2023	FY2024	Revised calculation	FY2023	FY2024
	Scope3 Category11	($kt\text{-}CO_2e$)	($kt\text{-}CO_2e$)	Scope3 Category11	($kt\text{-}CO_2e$)	($kt\text{-}CO_2e$)
	Marine engine	24,019	19,895	Marine engine	767	514
	Waste-to-Energy Plants	18	271	Waste-to-Energy Plants	6,862	39,345
	Others	776	908	Others	776	908
	Sub-total	**24,813**	**21,074**	Sub-total	**8,405**	**40,767**
	Scope3 other categories	1,443	1,598	Scope3 other categories	1,443	1,598
	Total	**26,256**	**22,672**	**Total**	**9,848**	**42,365**

- Category 14 is outside the business scope of Kanadevia-Consolidated Group.
- Category 15 covers 2 equity method affiliates (Naikai Zosen Corporation and Ohnami Corporation).

7) From FY2023, GHG emissions are shown separately for energy-related and non-energy-related emissions. Up until FY2022, emissions are shown including Scope1 from energy sources.

8) Acetylene gas was counted as energy-related CO_2 until FY2023, but from FY2024 it will be counted as non-energy-related CO_2.

9) Quantifying greenhouse gas emissions is subject to uncertainties in measuring activity data and determining emission factors, as well as scientific uncertainties in determining global warming potentials.

5 Raw Materials Inputs

- The amount of paper used is calculated as the amount of waste paper generated as municipal waste.

6 Waste and Valuables Generated

1) The amount generated is the sum of municipal waste and industrial waste generated. And septic tank sludge is included from FY2024.
2) The volume reduction is the amount of thermal recycling in Japan, which is the amount of intermediate treatment minus the amount of residual intermediate treatment.
3) The amount of recycled material is handled as follows:
   Reuse: Not investigated
   Material recycling: The sum of valuable materials and recycled amount
   Thermal recycling: Difference between intermediate processing volume and intermediate processing residue volume
4) Final disposal volume is the amount disposed of in landfills.
5) Hazardous waste refers to waste designated as "specially controlled municipal waste" in Article 2, Paragraph 3 and "specially controlled industrial waste" in Paragraph 5 of Japanese Act on Waste Management and Public Cleansing Act (Act No. 137, 1970), and as "Hazardous waste" in the laws and regulations of each foreingn country. The total amount of these is shown in the table as "Hazardous waste".
6) In the following cases, the recycling rate is not known, so the recycled and final disposal amounts are not tallied.
   - Waste generated by non-manufacturing subsidiaries (1-5-2)
   - Waste from on-site construction by Kanadevia, and by its subsidiaries that carry out on-site engineering (1-5-3)

7 Water Resource Input, Water Effluents Discharged

1) When the amount of discharged water is unknown, the amount of water withdrawn is considered to be the amount of discharged water.
2) The amount of evaporation is calculated assuming that evaporation occurs at the following rate relative to the amount of water taken:
   Factory = 10%, Power Plant = 30%, On-site construction = 100%.
   The evaporation rate of the Power Plant is based on a survey conducted at our Ibaraki Works. The on-site construction also assumes evaporation from water sprinkling on-site and underground seepage.
3) COD and BOD indicate emissions from Kanadevia factories in Japan, and 1 foreign subsidiary.

8 Chemical Substances Handled, Discharged or Transferred

1) Kanadevia-Consolidated Group does not produce, consume, or emit ozone-depleting substances or CFC alternatives, and uses them only in air conditioning equipment.
2) The above ozone-depleting substances and chlorofluorocarbon substitutes are used as the amount of greenhouse gas substances handled, but they are not included in GHG emissions because they are not released. In addition, the amount of carbon dioxide purchased is included in Scope 1 of 1-2.
3) The conversion factor used is Japanese Ministry of the Environment's "Ozone Depletion Potential and Global Warming Potential of Each Gas."
4) Nitrogen oxides (NOx) were calculated using coefficients from the Center for Global Environmental Research's stationary source NOx, SOx, and PM emission coefficient database (EF-JASS, Japan) (https://www.cger.nies.go.jp/db/ef-jass/efjass_index_j.html).

9 Number of ISO 14001 Certified Companies

1) This includes companies that have only obtained certification at some of their business locations.
2) Includes 2 companies (in Japan) that has obtained standards equivalent to ISO14001 (Kyoto Environmental Management System standard, Eco Action 21).

10 Number of Regulatory Violations and Complaints

1) The scope (FY2024) covers Kanadevia and 5 subsidiaries.
2) Refer to "Notice of Inappropriate Conduct in the Marine Engine Business of Kanadevia Group" (https://www.kanadevia.com/english/newsroom/news/assets/pdf/FY2024-92.pdf), and "Notice of Inappropriate Conduct in Businesses Other than the Marine Engine Business of Kanadevia Group" (https://www.kanadevia.com/english/newsroom/news/assets/pdf/FY2025-33.pdf).

11 Environment-related fines and penalties

1) In FY2023, there was one case in which an foreign business establishment paid a fine of less than 1 million JPY.

【Social data annual report (FY2024)】

Items marked with ★ are assured by an independent third party.

(1-4 Turnover rate, 2-2 Ratio of female managers, 2-3 Wage Ratio of Women to Men, 2-4 Number and Ratio of new employees hired,
2-6 The percentage of male employees taking childcare leave, etc. or short-term leave for childcare, 5-1 Occupational accident severity rate)

1 Employee Data GRI2-1, 401-1, 405-1

1-1 Number of employees

		Unit	FY2020		FY2021		FY2022		FY2023		FY2024	
Group Note 1,2		**People**	**11,089**		**11,540**		**11,400**		**12,148**		**12,964**	
By region	Japan	People	9,465	85%	9,402	81%	8,968	79%	9,005	74%	9,207	71%
	Europe	People	1,037	9%	1,487	13%	1,650	14%	2,122	17%	2,676	21%
	Asia	People	264	2%	281	2%	366	3%	455	4%	468	4%
	North America	People	144	1%	155	1%	182	2%	309	3%	314	2%
	Australia	People	179	2%	215	2%	234	2%	257	2%	299	2%
	Total	People	11,089	100%	11,540	100%	11,400	100%	12,148	100%	12,964	100%
Kanadevia Note 3		**People**	**4,105**		**4,001**		**4,046**		**3,792** Note 4		**3,964**	
By gender	Male	People	-	-	-	-	3,706	92%	3,459	91%	3,601	91%
	Female	People	-	-	-	-	340	8%	333	9%	363	9%
	Total	People	4,105	100%	4,001	100%	4,046	100%	3,792	100%	3,964	100%
By age Note 5	**18-19 years old**	**People**	**-**	**-**	**-**	**-**	**-**	**-**	**11**	**0.3%**	**17**	**0.4%**
	Japan	People	-	-	-	-	-	-	11	0.3%	17	0.4%
	Outside Japan	People	-	-	-	-	-	-	0	0.0%	0	0.0%
	20-29 years old	**People**	**-**	**-**	**-**	**-**	**-**	**-**	**583**	**15.4%**	**610**	**15.4%**
	Japan	People	-	-	-	-	-	-	582	15.3%	609	15.4%
	Outside Japan	People	-	-	-	-	-	-	1	0.0%	1	0.0%
	30-39 years old	**People**	**-**	**-**	**-**	**-**	**-**	**-**	**1,094**	**28.9%**	**1,172**	**29.6%**
	Japan	People	-	-	-	-	-	-	1,091	28.8%	1,170	29.5%
	Outside Japan	People	-	-	-	-	-	-	3	0.1%	2	0.1%
	40-49 years old	**People**	**-**	**-**	**-**	**-**	**-**	**-**	**692**	**18.2%**	**686**	**17.3%**
	Japan	People	-	-	-	-	-	-	692	18.2%	686	17.3%
	Outside Japan	People	-	-	-	-	-	-	0	0.0%	0	0.0%
	50-59 years old	**People**	**-**	**-**	**-**	**-**	**-**	**-**	**1,017**	**26.8%**	**1,075**	**27.1%**
	Japan	People	-	-	-	-	-	-	1,016	26.8%	1,074	27.1%
	Outside Japan	People	-	-	-	-	-	-	1	0.0%	1	0.0%

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
	60-69 years old	**People (%)**	**- (-)**	**- (-)**	**- (-)**	**361 (9.5%)**	**364 (9.2%)**
	Japan	People (%)	- (-)	- (-)	- (-)	360 (9.5%)	363 (9.2%)
	Otside Japan	People (%)	- (-)	- (-)	- (-)	1 (0.0%)	1 (0.0%)
	Over 70 years old	**People (%)**	**- (-)**	**- (-)**	**- (-)**	**34 (0.9%)**	**40 (1.0%)**
	Japan	People (%)	- (-)	- (-)	- (-)	34 (0.9%)	40 (1.0%)
	Outside Japan	People (%)	- (-)	- (-)	- (-)	0 (0.0%)	0 (0.0%)
	Total	People (%)	4,105 (100%)	4,001 (100%)	4,046 (100%)	3,792 (100%)	3,964 (100%)

1-2 Average age

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia		**Age**	**42.6**	**42.6**	**42.9**	**43.6**	**43.6**
BY gender	Male	Age	-	-	-	43.9	40.0
	Female	Age	-	-	-	40.4	44.0

1-3 Average service (years)

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia		**Years**	**16.1**	**16.1**	**16.2**	**16.3**	**16.0**
By gender	Male	Years	16.3	16.3	16.4	16.6	12.8
	Female	Years	13.0	13.1	13.1	13.5	16.4

1-4 Turnover rate Note 6

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia		**%**	**-**	**-**	**-**	**3.7**	**2.5★**
By gender	Male	%	-	-	-	3.5	2.4
	Female	%	-	-	-	5.7	2.8

2 DE&I

GRI405-1,405-2

2-1 Number and Ratio of registered employees

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia	**People**	**4,105**	**4,001**	**4,046**	**3,792**	**3,964**
Number and Ratio of female employees	People (%)	- (-)	- (-)	340 (8.4%)	333 (8.8%)	363 (9.2%)

2-2 Number and Ratio of managers Note 7

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia							
Number and Ratio of female managers		People (%)	- (-)	- (-)	32 (3.1%)	34 (3.4%)	40 (4.0%★)
By rank	General manager or above	People (%)	- (-)	- (-)	11 (1.1%)	11 (1.1%)	3 (4.5%)
	Section manager	People (%)	- (-)	- (-)	21 (2.0%)	23 (2.3%)	39 (2.7%)

2-3 Wage Ratio of Women to Men Note 8

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia						
All employees (female/male)	%	-	-	80.1	80.2	80.3★
Permanent and full-time employees	%	-	-	79.5	79.4	79.8
Part-time and fixed-term employees	%	-	-	75.7	78.6	78.6
Kanadevia Engineering Corporation						
All employees (female/male)	%	-	-	71.4	72.1	71.4
Permanent and full-time employees	%	-	-	75.6	75.1	73.4
Part-time and fixed-term employees	%	-	-	45.5	52.1	54.2
Kanadevia Environment Service Company Limited						
All employees (female/male)	%	-	-	71.1	76.0	89.4
Permanent and full-time employees	%	-	-	74.1	80.3	90.7
Part-time and fixed-term employees	%	-	-	58.7	76.8	88.0
Ataka Asano Co., Ltd.						
All employees (female/male)	%	-	-	71.0	70.9	73.2
Permanent and full-time employees	%	-	-	84.2	84.6	87.8
Part-time and fixed-term employees	%	-	-	50.5	46.4	52.8

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
IMEX CO., LTD.						
All employees (female/male)	%	-	-	77.5	76.3	77.1
Permanent and full-time employees	%	-	-	77.5	76.3	77.1
Part-time and fixed-term employees	%	-	-	-	-	-
Hitachi Zosen Fukui Corporation（H&F Corporation)						
All employees (female/male)	%	-	-	81.4	82.3	80.9
Permanent and full-time employees	%	-	-	84.4	87.2	86.1
Part-time and fixed-term employees	%	-	-	61.9	63.0	63.9
V TEX corporation						
All employees (female/male)	%	-	-	69.0	74.4	74.0
Permanent and full-time employees	%	-	-	70.5	76.0	76.9
Part-time and fixed-term employees	%	-	-	42.2	52.6	47.9
Hitachi Zosen Marine Engine Co., Ltd.						
All employees (female/male)	%	-	-	-	98.6	86.2
Permanent and full-time employees	%	-	-	-	97.2	84.9
Part-time and fixed-term employees	%	-	-	-	122.3	103.6

2-4 Number and Ratio of new employees hired Note 9

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia	**People**	**121**	**114**	**99**	**89**	**302 ★**
Number and Ratio of female new employees hired	People (%)	- (-)	- (-)	- (-)	- (-)	49 ★ (16.2% ★)
Number of new graduates hired	People	-	-	-	-	126
Male	People (%)	- (-)	- (-)	- (-)	- (-)	102 (81.0%)
Female	People (%)	- (-)	- (-)	- (-)	- (-)	24 (19.0%)
Experienced recruitment	People	-	-	-	-	176
Male	People (%)	- (-)	- (-)	- (-)	- (-)	151 (85.8%)
Female	People (%)	- (-)	- (-)	- (-)	- (-)	25 (14.2%)
Number and ratio of female new graduates hired (university graduates or above)	People (%)	24 (19.8%)	22 (19.3%)	16 (16.2%)	15 (16.9%)	23 (21.7%)
Proportion of women in administrative positions	People (%)	15 (48.4%)	12 (63.2%)	8 (40.0%)	6 (28.6%)	18 (50.0%)
Proportion of women in technical	People (%)	9 (10.0%)	10 (10.5%)	8 (10.1%)	9 (13.2%)	5 (7.1%)

2-5 Number and Ratio of female and non-Japanese Directors

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia	**People**	**10**	**9**	**8**	**8**	**8**
Male	People (%)	9 (90.0%)	8 (88.9%)	7 (87.5%)	6 (75.0%)	5 (62.5%)
Female	People (%)	1 (10.0%)	1 (11.1%)	1 (12.5%)	2 (25.0%)	3 (37.5%)
Japan	People (%)	9 (90.0%)	8 (88.9%)	7 (87.5%)	7 (87.5%)	8 (100.0%)
Outside Japan	People (%)	1 (10.0%)	1 (11.1%)	1 (12.5%)	1 (12.5%)	0 (0.0%)

2-6 The percentage of employees taking childcare leave, etc. or short-term leave for childcare GRI401-3

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia							
The percentage of employees taking childcare leave, etc. or short-term leave for childcare Note 10	Male	%	-	-	90.3	92.6	94.8★
	Female	%	-	-	90.0	94.4	90.9

2-7 Employment of people with disabilities

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia						
Number and Ratio of Employees with Disabilities Note 11	People (%)	101 (2.39)	101 (2.37)	97 (2.28)	101 (2.35)	112 (2.68)

3 Employee Engagement

3-1 Percentage of positive responses to employee engagement questions Note 12

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia						
Percentage of positive responses to employee engagement questions	%	-	55.9	-	42.0	44.0

4 Talent Development

4-1 Investment in training for employee development Note 13 GRI404-1

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia Note 13						
Annual training hours	Hours	-	-	-	75,279	79,474
Average training hours per employee	Hours	-	-	-	22.8	20.0
Average amount invested in training per employee	JPY	35,300	36,200	57,800	52,400	69,879

4-2 Digital Human Resources [Note 14]

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia						
Number of digital human resources	People	-	-	56	115	127

5 Occupational Health and Safety

5-1 Occupational Accidents GRI403-9,403-10

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia							
Number of occupational accidents		Cases	39	33	49	63	53
Number of fatal accidents		Cases	0	1	2	0	0
Number of deaths		People	0	1	2	0	0
Lost-time accidents		Cases	8	11	10	12	14
Occupational accident severity rate (Degree of accident severity) [Note 18]	Factory [Note 15]		0.005	0.072	0.024	1.940	0.068
	On-site construction [Note 16]		0.016	2.034	2.473	0.040	0.057
	Facilities operated and managed under contract [Note 17]		-	0.010	1.958	0.001	0.025
Occpational accident frequency rate (Frequency of accident occurrence) [Note 19]	Factory [Note 15]		0.69	1.26	0.76	0.97	0.63
	On-site construction [Note 16]		1.04	1.28	1.60	1.82	1.75
	Facilities operated and managed under contract [Note 17]		-	0.66	1.10	0.27	1.06
	Total		0.87 (excluding O&M)	1.10	1.10	1.03	1.09★
(Reference) Occupational accident frequency rate for all industries (Japan)			1.95	2.09	2.06	2.14	2.10
(Reference) Occupational accident frequency rate for manufacturing (Japan)			1.21	1.31	1.25	1.29	1.30

5-2 Health Management Promotion

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia							
Average days of annual paid leave taken by employees		Days	16.1	16.2	17.2	16.7	16.8
Overtime and holiday work hours	> 80 hours per month	Total number of people	223	238	188	241	109
	≧ 60 hours per month (Average)	Total number of people	9	1	6	3	2
Smoking Rate		%	25.6	24.3	24.0	23.8	22.3
Absenteeism (absence from work due to injury or illness) Note 20		Days	0.9	1.3	1.1	1.4	1.2
Presenteeism (inability to work at full potential due to health-related issues despite coming to work) Note 21		%	94	93.9	93.9	93.8	94.1
Work engagement (having a positive and satisfied attitude toward work) Note 22		Points	3	2.5	2.5	2.5	2.5

6 Sustainable procurement

6-1 Supplier sustainability survey

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Kanadevia						
Number and ratio of companies responding to SAQ Note 23	Companies (%)	525 (82.9)	523 (81.5)	588 (84.2)	517 (82.9)	526 (83.9)
V TEX corporation						
Number and ratio of companies responding to SAQ Note 23	Companies (%)	- (-)	- (-)	- (-)	154 (80.6)	- (-)

(Notes)

1 Report boundary

The consolidated group refers to Kanadevia and its subsidiaries that are subject to Kanadevia-Consolidated accounts.

158 subsidiaries were subject to Kanadevia-Consolidated accounts in FY2024.

Number of consolidated subsidiaries:	FY2023	131 companies
	FY2022	124 companies
	FY2021	120 companies
	FY2020	115 companies

2 The number of consolidated employees indicates the number of full-time employees.

3 The number of employees of Kanadevia is the number of full-time employees and includes employees on secondment.

4 The main reason for the decrease in the number of employees in FY2023 is the transfer of employees to Hitachi Zosen Marine Engine Co., Ltd.

5 Kanadevia and its consolidated subsidiaries do not employ children aged 0 to 14 years or young people aged 15 to 17 years.

6 The method for calculating the turnover rate is as follows:

$$\text{Turnover rate} = \frac{\text{Number of voluntary resignations}}{\text{Number of enrolled employees (average value at the beginning and end of the fiscal year)}} \times 100$$

Both the numerator and denominator include employees on leave and mid-career hires, but do not include employees seconded to other companies, employees seconded from other companies, or re-employed employees. Please note that calculations up to fiscal 2023 did not include mid-career hires, but included employees seconded to other companies.

7 1) The number and ratio of female managers were calculated based on the annual average number in accordance with the provisions of "Japanese Act on the Promotion of Women's Active Engagement in Professional Life (Act No. 64, 2015)". Please note that the breakdown by position for FY2024 was calculated based on the actual numbers as of the end of March 2025.

2) The target group for "management positions" in FY2024 has been changed as follows:
Change in the scope of calculation for "management staff"
In July 2024, the management personnel system was revised and the functional management system for managerial positions was abolished, resulting in the abolition of the previously applicable qualifications of "Senior Manager", "Manager", and "Senior Chief Engineer". The applicable positions are now "Associate Executive Officer" and "Manager" (Positions equivalent to or higher than department manager are grade 3 or higher, and positions equivalent to section manager are grades 1 and 2). Note that for the fiscal year ending March 2025, the previous functional qualification system was in operation from April to June 2024 before the system was revised, so the targets for the calculation for April to June only were "Associate Executive Officer", "Senior Chief Engineer", "Senior Manager", and "Manager".

8 Regarding part-time and fixed-term employees of Kanadevia, the calculation from FY2023 includes non-regular contract employees.

The following employees were not included in the calculations.

1) Employees on maternity leave, childcare leave, etc. who are not receiving salary
2) Overseas expatriates who are not paid a standard monthly salary
3) Employees who were absent all day in the previous month and have not received the base monthly salary for that month
4) Employees seconded to other companies and employees seconded from other companies
5) Dispatch recipients

The wage gap between men and women among all workers is not due to the personnel system, but rather to the low ratio of female managers and the short number of days of childcare leave taken by men. The wage gap between men and women by rank is low at about 85% for those at the level of section chief or below (generally in their 20s and 30s), but is about 105% for those at the level of department or section manager. In order to eliminate the wage gap, we are actively recruiting women, training and promoting female managers, and encouraging men to take childcare leave. All non-regular employees at our company are contract employees.

9 From FY2024, calculations include new high school graduates and experienced hires. However, the percentage of women in administrative positions and the percentage of women in technical positions do not include new high school graduates or experienced hires.

10 Utilization rate of childcare leave and childcare-related leave
The percentage of employees taking childcare leave, etc. or short-term leave for childcare is calculated based on "Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and other measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance of Japanese Ministry of Labor No. 25 of 1991)", Article 71-4, Paragraph 2, based on the provisions of the "Act on the Welfare of Workers Who Take Childcare Leave, Family Care Leave, etc., for Children or Other Family Members" (Act No. 76 of 1991).
The specific calculation method is as follows:

$$\text{Childcare leave utilization rate} = \frac{\text{Number of employees who took maternity leave, childcare leave or childbirth leave for the first time during the fiscal year}}{\text{Number of employees who had a child born during the fiscal year}} \times 100$$

Note that the population includes seconded employees (limited to those whose salaries are paid by Kanadevia), but does not include accepted seconded employees.

11 Ratio of Employees with Disabilities is calculated as follows:

$$\text{Ratio of Employees with Disabilities} = \frac{\text{Number of permanent workers who are eligible employees with disabilities}}{\text{Number of workers as the basis for calculation of legally employed disabled persons}} \times 100$$

In the calculation of the actual employment rate
- In principle, one person is counted as 0.5 persons for short-time workers.
- Persons with severe physical disabilities and persons with severe intellectual disabilities are counted as two persons.
- Persons with severe physical disabilities and persons with severe intellectual disabilities for short-time workers are counted as one person.

12 The positive response rate to employee engagement questions has been measured from the staff awareness survey, which has been conducted biennially since 2009. However, starting in FY2023, the survey was changed to an engagement-specific survey to more deeply explore the factors that influence engagement and lead to more effective actions.

13 Limited to training conducted by Kanadevia alone and the human resources department. The amount of investment in education is calculated based on the expenses incurred for our regular employees and seconded employees.

14 Digital human resources are those who possess the skills and knowledge necessary to promote digital transformation and create new value.

15 Kanadevia factories in Japan, and subsidiaries that conduct business activities on these premises in accordance with the principles of consolidated financial statements.

16 Total of on-site construction in Japan (for projects where Kanadevia was the prime contractor, including subcontractors).

17 Total of operation and management of waste incineration facilities throughout Japan (applies to all subcontractors that fall under Kanadevia safety management system).

18 The occupational accident severity rate is the total number of days of labor lost per 1,000 total actual labor hours and represents the degree of severity of the accidents.
The calculation method is as follows:

$$\text{Occupational accident severity rate} = \frac{\text{Total number of days lost due to labor}}{\text{Total actual labor hours}} \times 1{,}000$$

19 The occupational accident frequency rate is the number of deaths and injuries due to occupational accidents per million total actual working hours and represents the frequency of accidents. The calculation method is as follows:

$$\text{Occpational accident frequency rate} = \frac{\text{Number of fatalities and injuries due to occupational accidents requiring 1 day or more absence from work}}{\text{cumulative hours worked}} \times 1{,}000{,}000$$

Calculation method of total working hours is as follows:

For factories, this is the sum of actual working hours (full-time employees) and 8 hours of planned man-hours (employees of partner companies).

For on-site construction work, the values are estimated as planned labor hours of 8 hours (excluding overtime work) x number of personnel.

For operation and management, scheduled working hours are calculated.

The following locations include temporary staff.

Factories: Maizuru, Chikkou, Innoshima (IMEX Co., Ltd)

On-site construction: Part of management work

20 (Number of days absent from work due to injury or illness) + (Average number of days of absence from work for all employees)

21 Overall job performance rating (productivity) of the employee survey using the WLQ-J. Actual values are averages for all employees.

22 Stress check measurement results. Maximum 4 points (response rate in FY2024: 94.1% (3,751 respondents))

23 The questionnaire (SAQ) was developed by the Global Compact Network Japan (GCNJ) subcommittee. The assessment response rate was calculated as follows:

Note that V TEX Corporation did not conduct a survey FY2024.

$$\text{Assessment response rate} = \frac{\text{Number of companies that responded}}{\text{Number of companies surveyed}} \times 100$$

【Governance data annual report (FY2024)】

1 Corporate Governance GRI405-1

1-1 Governance System

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Directors	**People**	**10**	**9**	**8**	**8**	**8**
Outside Director	People	3	3	3	4	4
Male	People (%)	9 (90.0%)	8 (88.9%)	7 (87.5%)	6 (75.0%)	5 (62.5%)
Female	People (%)	1 (10.0%)	1 (11.1%)	1 (12.5%)	2 (25.0%)	3 (37.5%)
Japan	People (%)	9 (90.0%)	8 (88.9%)	7 (87.5%)	7 (87.5%)	8 (100.0%)
Outside Japan	People (%)	1 (10.0%)	1 (11.1%)	1 (12.5%)	1 (12.5%)	0 (0.0%)
Executive Officer	**People**	**17**	**16**	**20**	**20**	**21**
Male	People (%)	17 (100.0%)	16 (100.0%)	20 (100.0%)	20 (100.0%)	20 (95.2%)
Female	People (%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (4.8%)
Japan	People (%)	17 (100.0%)	16 (100.0%)	20 (100.0%)	20 (100.0%)	21 (100.0%)
Outside Japan	People (%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

2 Ethics and Compliance GRI205-2

2-1 Corporate Ethics and Compliance Training Note 1

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of participants of corporate ethics and compliance training	People	6,383	6,082	6,423	8,440	8,900

2-2 Whistleblower System Note 2

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of compliance reports	Cases	21	23	12	25	29

(Notes)

1 Number of participants in the compliance e-learning training program for all officers and employees of Kanadevia and its subsidiaries. Kanadevia and its subsidiaries hold compliance lectures from time to time.

2 The system is intended for use by executives and employees (including temporary employees, seconded workers, and dispatched workers) of Kanadevia and its subsidiaries (Japan and foreign countries), and workers of business partners of Kanadevia.
Whistleblowers can choose between an internal contact point and an external contact point (law firm) at their discretion.

Independent Practitioner's Limited Assurance Report

To the President of Kanadevia Corporation

Conclusion

We have performed a limited assurance engagement on whether selected environmental and social performance indicators (the "subject matter information" or the "SMI") presented in Kanadevia Corporation's (the "Company") ESG Databook 2025 (the "Report") for the year ended March 31, 2025 have been prepared in accordance with the criteria (the "Criteria"), which are established by the Company and are explained in the Report. The SMI subject to the assurance engagement is indicated in the Report with the symbol "★".

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the Company's SMI for the year ended March 31, 2025 is not prepared, in all material respects, in accordance with the Criteria.

Basis for Conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*, and International Standard on Assurance Engagements (ISAE) 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other information

Our conclusion on the SMI does not extend to any other information that accompanies or contains the SMI (hereafter referred to as "other information"). We have read the other information but have not performed any procedures with respect to the other information.

Responsibilities for the SMI

Management of the Company are responsible for:

- designing, implementing and maintaining internal controls relevant to the preparation of the SMI that is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the SMI and appropriately referring to or describing the criteria used; and
- preparing the SMI in accordance with the Criteria.

Inherent limitations in preparing the SMI

As described in the Report, GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainty inherent in the Global Warming Potentials. Hence, the selection by management of a different but acceptable measurement method, activity data, emission factors, and relevant assumptions or parameters could have resulted in materially different amounts being reported.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the SMI is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the Company's management.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the SMI that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the SMI and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- assessing the suitability of the criteria applied to prepare the SMI;
- conducting interviews with the relevant personnel of the Company to obtain an understanding of the key processes, relevant systems and controls in place over the preparation of the SMI;
- performing analytical procedures including trend analysis;
- identifying and assessing the risks of material misstatements;
- performing site visits at the Company's Ariake Works and the Head Office Factory of Hitachi Zosen Marine Engine Co., Ltd., which were determined through our risk assessment procedures;
- performing, on a sample basis, recalculation of amounts presented as part of the SMI;
- performing other evidence gathering procedures for selected samples; and
- evaluating whether the SMI was presented in accordance with the Criteria.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

/s/ Keisuke Inoue

Keisuke Inoue, Engagement Partner

KPMG AZSA Sustainability Co., Ltd.

Osaka Office, Japan

September 17, 2025