

KPI	FY2021	FY2022	Target for FY2025
Sustainability, TCFD			
Percentage of revenue from essential business fields	60%	69%	75%
GHG emissions intensity	Intensity: 0.6 metric tons	Intensity: 0.5 metric tons	Intensity: 0.5 metric tons
Resin material wastage rate	4.7%	3.6%	4.0%
Investment in improving organizational capabilities (amount of investment in training/events to improve engagement)	34,000 yen/year per employee	61,000 yen/year per employee	100,000 yen/year per employee

*Scope 1 and 2 GHG emissions ÷ net sales (ton/millions of yen)

*resin material waste ÷ resin material input

*Includes labor costs associated with participation in training

KPI	FY2022
Human capital	
Ratio of female in management positions (Enplas Corporation)	7.7%
Rate of participation in childcare leave	
Enplas Corporation	20% (5 eligible persons, 1 recipient)
Enplas Semiconductor Peripheral	0% (1 eligible persons, 0 recipient)
Gender wage gap	
Regular employees (Enplas Corporation)	77.6%
Non-regular employees (Enplas Corporation)	27.8%

KPI	FY2019	FY2020	FY2021	FY2022	Target for FY2025
Diversity					
Female ratio within the number of hires	24.4%	36.4%	32.1%	30.0%	40% or more
Female ratio within the number of new graduate hires (entering the company in April)	31.6%	27.3%	45.0%	36.0%	-
Ratio of non-Japanese in management positions at overseas locations	-	60.2%	60.4%	66.3%	approx. 50%.
Ratio of mid-career hires in management positions	-	40.6%	37.6%	36.5%	approx. 40%

KPI	FY2019	FY2020	FY2021	FY2022
Environment				
Energy use inside organizational boundary *Fiscal Year 2019: Enplas Headquarters only; Fiscal Year 2020: Including Enplas group companies in Japan; Fiscal Year 2021: Including overseas offices				
Electricity	Enplas Headquarters only: 6,860Mwh	Enplas group companies in Japan: 9,968Mwh	Global: 35,319Mwh	Global: 35,532Mwh
(portion that is renewable energy)	Enplas Headquarters only: 205Mwh	Enplas group companies in Japan: 299Mwh	Enplas group companies in Japan: 297Mwh	Enplas group companies in Japan: 294Mwh
Gas	Enplas Headquarters only: 1,449 m ³	Enplas group companies in Japan: 27,968m ³	Global: 66,359m ³	Global: 90,685m ³
Gasoline	Enplas Headquarters only: 24,009 ℓ	Enplas group companies in Japan: 16,104.26 ℓ	Global: 104,863 ℓ	Global: 60,878 ℓ
Energy use outside organizational boundary	Not accounted for	Not accounted for	Not accounted for	Not accounted for
Energy reduced through energy efficiency	Enplas group companies in Japan: 40,040kw	Enplas group companies in Japan: 1.533t-CO ₂	Enplas group companies in Japan: 19.98t-CO ₂	Not accounted for
Total direct (Scope 1) GHG emissions (converted to CO ₂ e)	Kanuma Plant: 21.59t-CO ₂	Enplas group companies in Japan: 148.88t-CO ₂	Global: 411.72t-CO ₂	Global: 407.43t-CO ₂
Total indirect (Scope 2) GHG emissions (converted to CO ₂ e)	Enplas Headquarters only: 3,121.38t-CO ₂	Enplas group companies in Japan: 4,283.84t-CO ₂	Global: 20,791.50t-CO ₂	Global: 20,829.31t-CO ₂
Total other indirect (Scope 3) GHG emissions (converted to CO ₂ e)	Not accounted for	Not accounted for	Not accounted for	Not accounted for
Production, import and export of ODS	-	-	-	-
NO _x , SO _x and other significant atmospheric emissions	Not accounted for	Not accounted for	Not accounted for	Not accounted for
Total water withdrawal (unit: 1,000 kL)	Enplas Headquarters only: 8,669 m ³	Enplas group companies in Japan: 9,297m ³	Global: 34,623m ³	Global: 35,154m ³

Total water discharge (unit: 1,000 kL)	Enplas Headquarters only: 8,669 m ³	Enplas group companies in Japan: 9,297m ³	Global: 24,665m ³	Global: 35,263m ³
Plastic material usage at respective production sites	Global: 5,917t	Global: 5,511t	Global: 5,360t	Global: 4,591t
Plastic recycled and recycling rate by production site				
Recycled	Global: 447t	Global: 551t	Global: 478t	Global: 435t
Recycling rate	Global: 65%	Global: 72%	Global: 65%	Global: 72%
Number of improvements requested	Enplas group companies in Japan: 7	Enplas group companies in Japan: 1	Enplas group companies in Japan: 2	Enplas group companies in Japan: 1
Manufacturing sites certified to ISO 9001, ISO 13485, or IATF 16949	10 companies	10 companies	10 companies	10 companies
Percentage of products and services for which a health and safety impact evaluation is conducted for improvement purposes (sales ratio of sites certified to ISO)	Global: 95%	Global: 95%	Global: 95%	Global: 96%
Number of cases of product or service violations of regulations or voluntary rules on health and safety	Global: 0	Global: 0	Global: 0	Global: 0

KPI	FY2019 or As of March 2019	FY2020 or As of March 2020	FY2021 or As of March 2021	FY2022 or As of March 2022
Social				
Number of employees	622	609	543	565
men	510	496	440	459
women	112	113	103	106
Average age	41.4	42.3	42.1	42.2
men	42.4	43.4	43.0	43.3
women	37.1	37.3	38.2	37.5
Average years since joining the company	13.4	14.8	14.6	14.5
men	14.7	16.2	16.0	15.8
women	7.4	8.7	8.9	8.8
Number of employees by category: Officers	26	21	23	23
men	26	21	22	22
women	0	0	1	1
Number of employees by category: Regular employees	559	544	486	503
men	468	449	401	412
women	91	95	85	91
Number of employees by category: Fixed-term employees	37	44	34	39
men	16	26	17	25
women	21	18	17	14
Number of new hires	45	33	29	69
men	34	21	20	43
women	11	12	9	26
Rate of new hires				
men	75.6%	63.6%	67.9%	62.3%
women	24.4%	36.4%	32.1%	37.7%
Rate of new graduate hires				
men	68.4%	72.7%	55.0%	64.0%
women	31.6%	27.3%	45.0%	36.0%
Ratio of mid-career hires (Act on Comprehensively Advancing Labor Measures)	41.0%	30.0%	45.0%	(To be announced)
Average hours of training	12 hours	8 hours	7 hours	15.7 hours
Percentage of employees receiving regular reviews of work performance and career development	100%	100%	100%	100%
Rate of participation in childcare leave				
men	0%	6%	8%	17%
women	100%	100%	100%	100%
Rate of post-leave retention (12 months later)				
men	-	-	100%	75%
women	100%	100%	100%	100%

*Including group companies

Enplas Group's ESG performance

Number of cases of discrimination	0 cases	0 cases	0 cases	0 cases
Number of internal complaints reported	1 case (resolved)	0 cases	0 cases	0 cases
IP rights	1,100	1,200	1,200	920
Types of affiliated suppliers	Four types	Four types	Four types	Four types
Ratio of new suppliers selected based on social standards	0%	0%	0%	0%
Number of suppliers subject to social impact evaluations	0 companies	0 companies	0 companies	0 companies
Ratio of new suppliers selected based on environmental standards	0%	0%	0%	0%
Number of suppliers subject to environmental impact evaluations	0 companies	0 companies	0 companies	0 companies
Existence of suppliers with clear risks related to child labor or forced labor	0 companies	0 companies	0 companies	0 companies

KPI	FY2019 or As of March 2019	FY2020 or As of March 2020	FY2021 or As of March 2021	FY2022 or As of March 2022
Social				
Number of employees by country/region	1,587	1,563	1,420	1,527
Japan	539	531	475	502
US	167	158	127	144
Singapore	87	84	55	51
Malaysia	226	219	214	239
Thailand	157	138	129	140
China	184	203	195	190
Taiwan	23	-	-	-
Hong Kong	4	-	-	-
Vietnam	122	148	143	183
Indonesia	30	31	31	32
Philippines	27	28	27	28
Germany	2	2	3	3
Italy	1	1	1	1
Israel	1	1	1	1
UK	17	19	19	13

KPI	As of June 2020	As of June 2021	As of June 2022	As of June 2023
Governance				
Board of Directors				
Number of directors	7	7	6	7
Number of female directors	0	0	0	0
Number of outside directors (independent)	3	4	3	3
Audit Committee				
Number of audit committee	3	4	4	4
Number of outside directors	2	3	3	3