

SDGs & ESG KPI Targets & Result Chart

	SDGs Goals	Scope	Details	Number of Unit	2020 Result	2021 Result	2022 Result	Numerical Target (FY2024)	Remarks	
S	9	Construction-related products business (Japan)	R&D expenses	Million yen	647	593	668	-		
			New launched products	Products	12	15	10	10 per year		
			Total headcount in R&D division	People	24	24	28	28		
			Acquired patent number	Patents	Patent: 7 Design: 3	Patent: 16 Design: 10	Patent: 10 Design: 0 Trademark: 3	30 per year	Target breakdown: 20 patents, 5 designs and 5 trademarks	
			Announcements at conferences, etc.	Announcements	7	8	5	-	Including joint announcements with universities	
			Article announcement number	People	13	10	6	5	Including joint announcements with universities	
			Employees with PhD	People	3	4	4	5		
			Female researchers	People	1	1	1	3		
			University number of joint research	Universities	Contractual relationship: 6 Cooperative relationship: 6	Contractual relationship: 6 Cooperative relationship: 6	Contractual relationship: 6 Cooperative relationship: 7	Total of contractual and cooperative relationships: 10		
E	11	Construction-related products business (Japan)	Product sales for earthquake proofing and seismic isolation (building structural materials)	Million yen	10,423	10,127	11,668	12,070		
			Sales of products that contribute to the reinforcement of slopes, etc. (civil engineering products)	Million yen	3,543	3,212	3,395	3,670		
E	14	Marine business	Amount of CO2 absorbed by seaweed bed banks	t-CO2e	6.0	6.8	7.9	10.0	Contribution to ocean acidity reduction by CO2 absorption.	
			Refer to (note) for the calculation method.							
			Area by using seaweed bed banks against shore denudation	m	14,478	20,847	8,046	20,000		
			Projects with large-scale cultivation technology	Projects	3	2	2	5		
			Number of uses of unused seaweed materials dug up that have active components	Materials	1	0	0	2		
			Number of universities participating in joint research	Projects	8	3	3	8		
			Announcement number at conferences, etc.	Announcements	1	3	0	5		
			Other external announcement number	Announcements	3	1	1	4		
			Recycled marine resources	Tons	13.4	1.7	21.0	15.0		
E	12	Construction-related products business Principal plants in Japan (Kuki, Ibaraki and Kyoto)	(i) Total CO2 equivalent emissions	t-CO2e	2,155	1,886	1,826	1,700	Using the coefficient announced by the Ministry of the Environment Location criteria	
			Total energy consumption	GJ	43,781	39,716	39,499	35,000	Green power is excluded.	
			Purchased power	MWh	3,920	3,583	3,652	3,100	Green power is excluded.	
			Total waste volume	Tons	137	121	112	109		
			Total recycled waste volume	Tons	3,228	2,927	2,935	3,080		
			Amount of capital investment (related to manufacturing)	Million yen	145	29	59	-		
E	12	Automotive products business (Water Gremlin Company U.S. Factory)	(ii) Total CO2 equivalent emissions	t-CO2e	11,684	10,898	10,104	9,300	Using the coefficient announced by the U.S. Environmental Protection Agency (Location criteria)	
			Volatile organic compound emissions	Tons	31.4	32.0	30.2	0		
			Total waste volume	Tons	No data	No data	No data	-		
			Toxic waste volume	Tons	436.8	322.4	197.7	160.0	Reduction by around 10% from the 2022 level each year is planned.	
			Scandals involving run-off or pollution	Scandals	2	2	1	0		
			Capital investment amount (related to manufacturing)	K\$	\$14,528	\$7,242	\$5,955	\$7,500		
			Capital investment amount (related to Decarbonization)	K\$	-	-	-	\$2,700		
Reference		Total amount of CO2 emissions	(iii) Total amount of CO2 equivalent emissions in corporate activities without emissions from production activities	t-CO2e	4,904	5,365	8,011	Reduce 50% from the 2022 level including OCMM's emissions by 2030	OCMM's emissions are included in the actual emission figures from 2021 onwards given that it became consolidated in October 2021.	
			Total amount of CO2 equivalent emissions in corporate activities	t-CO2e	18,743	18,149	19,941	Reduce 50% from the 2022 level including OCMM's emissions by 2030	OCMM's emissions are included in the actual emission figures from 2021 onwards given that it became consolidated in October 2021.	
			Calculation Formula : ((i) + (ii) + (iii) - (iv))							
S	8	Okabe Co., Ltd. non-consolidated	Employee turnover rate	%	3.4	2.0	3.3	3 or less per year		
			Labor union participation rate	%	70.3	73.6	73.0	-		
			Number of employees injured	People	1	4	5	0 per year		
			Total accident number involving employees	Accidents	9	9	5	0 per year		
			Total injury number caused by contractors	Accidents	4	2	2	0 per year		
			Total training expenses	Million yen	24	37	37	42 per year		
			Number of female employees	People	132	139	145	150 or more		
			Number of female managers	People	6	9	10	13 or more	15 or more in 2025	
			Number of employees with disabilities	People	7	12	12	15 or more		
			Employment ratio of persons with disabilities	%	1.49	2.35	2.33	2.50	Legal employment ratio of disabled employees: 2.30%	
			Total donation amount	Million yen	19	17	18	20 per year		
			Number of scandals related to health and safety	Scandals	0	0	0	0 per year		
			Ratio of employees taking full childcare leave	%	13.3	29.6	41.7	40 or more per year		
			Percentage of female salespeople	%	0.9	0	0	-		
			Increasing rate of female employees / growth rate of female employees	%	0	5.3	4.3	5 or more per year		
			Female employee promotion rate	%	6.3	10.4	10.1	8 or more per year		
			Any strategies to hire female employees	None	None	None	None	Formulation		
			Amount of investment in activities to contribute to society and the community	Million yen	16	15	15	16 per year		
			Average monthly overtime	Hours	14.6	12.0	13.3	13 or less		
			G		Okabe Co., Ltd. non-consolidated	Independence of Outside Directors	%	100	100	100
Ratio of Outside Directors of the board of directors	%	33.3				38.5	41.7	1/3 or more		
Ratio of Outside Directors in the Audit and Supervisory Committee	%	80.0				80.0	80.0	50 or more		
Ratio of Outside Directors in the nomination committee and the compensation committee	%	57.1				57.1	57.1	50 or more		
Ratio of stock-based remuneration for Directors	%	0				15.4	15.6	-	Implemented stock-based remuneration ratio of 15% equivalent as a guide in 2021	
Attendance rate of Board of Directors' meetings	%	99.4				98.6	100.0	100		
Ratio of female Directors	%	16.7				15.4	16.7	16.7		
Existence of scandals involving remuneration	Scandals	0				0	0	0		
Age range of Directors (The age gap between the oldest member and the youngest)	Age difference	18 years				18 years	18 years	-		
Terms of office of Directors (excluding Directors in charge of Audit and Supervisory Committee Members)	Years	1				1	1	-		
Number of Board of Directors' meetings held	Times	13				15	15	12 times per year or more		
Number of Audit and Supervisory Committee meetings held	Times	14				14	14	12 times per year or more		
Attendance rate of Audit committee and Supervisory Committee meetings	%	98.6				100	100	100		

(note) Calculated by multiplying the fixed annual carbon dioxide amount of 94.34 grams per strain of Ecklonia kurome and Eisenia bicyclis by the delivery record of seeds and seedlings of Ecklonia kurome and Eisenia bicyclis.