






Strengthening of Non-financial Capital

The Daiseki Group will strengthen non-financial capital such as human capital, social capital, intellectual capital, manufacturing capital, and natural capital, while inheriting Daiseki's DNA that has been passed down from generation to generation, and link them to its growth strategy.

Non-financial capital	Current status (FY2024)
 <p>Human capital</p>	<p>Rate of Female Managers.....Consolidated 5.0% Non-consolidated 3.8%</p> <p>Paid Leave Acquisition Rate.....Consolidated 63.4% Non-consolidated 70.1%</p> <p>Turnover Rate.....Consolidated 3.9% Non-consolidated 1.9%</p>
 <p>Social capital</p>	<p>Number of plants in Japan doing business with Daiseki (non-consolidated) with 100 or more employees.....5,931 companies</p> <p>Compliance.....Handled by Headquarters of Business Generalization and Headquarters of Planning and Management</p> <p>CDP score.....A</p>
 <p>Intellectual capital</p>	<p>Technology development: Development of environment-related analytical and recycling technologies Collaborative development of ammonia collection technology using MOF (metal-organic frameworks) with a university-launched venture company</p> <p>New business: 16 employees working to commercialize 5 new business projects</p>
 <p>Manufacturing capital</p>	<p>Capital investment.....JPY5,254 million</p> <p>Activated sludge treatment tank size.....18,471 m³</p> <p>BOD* that the activated sludge treatment facility can process in one day.....9,644kg</p> <p>Number of large collection and transportation vehicles.....178 vehicles</p> <p><small>* BOD (biochemical oxygen demand): Indicates the amount of oxygen consumed when organic matter is decomposed by aerobic microorganisms. It is the most widely used pollution indicator, and a higher BOD indicates higher pollution levels</small></p>
 <p>Natural capital</p>	<p>Greenhouse gas emission reduction rate*.....2%</p> <p>Rate of introduction of renewable electricity.....28.3%</p> <p>Environmental load reduction targets other than CO₂.....Not set</p> <p><small>* Reduction rate based on the baseline year of FY2022 for Scope 1 and Scope 2 emissions from our own company</small></p>

Measures to strengthen non-financial capital

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- Promotion of work environment improvement activities
- Promotion of health management and workplace environment improvement activities

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- Expansion of the customer base through the development of the circular economy business
- Strengthening of the compliance system
- Promotion of carbon neutrality

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- Promotion of technology development
- Joint development of new technologies with universities and companies
- Development of new businesses

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- Establishment of new works in underserved areas of Japan
- Enhancement of processing capacity
- Maintenance of disaster recovery support systems, securing equipment and personnel necessary for collection and transportation

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- Promotion of measures to achieve SBTi targets
- Promotion of renewable energy introduction and energy-saving activities
- Reduction of emissions of water resources, air pollutants, chemical substances, and toxic substances

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