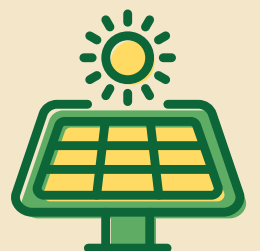
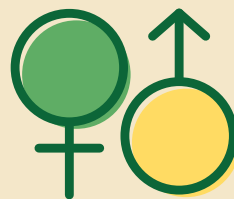


Kyokuyo Group
Sustainability Databook

2024



Environment

Performance Data (Environment)

Kyokuyo Group's Environmental Targets and Performance (Fiscal 2023)

The Kyokuyo Group has established the following group targets and is promoting sustainability activities, especially at food plants, where environmental impacts are large, with the aim of realizing a sustainable society.

Scope of environmental data aggregation

Site	Included in aggregation
Food plants	Shiogama Plant, Hachinohe Plant, and Hitachinaka Plant of Kyokuyo Shokuhin Co., Ltd.; Oigawa Plant and Souemon Plant of Kyokuyo Suisan Co., Ltd.; Kyokuyo Foods Co., Ltd.; Kyokuyo Fresh Co., Ltd.; Kaiyo Foods Co., Ltd.; Ibusuki Shokuhin Co., Ltd.; Apex Kyokuyo Co., Ltd.; Jokki Co., Ltd.; and Kyokuyo Research and Development Division Laboratory
Cold storage	Jonanjima cold storage, Tokyo cold storage, and Fukuoka cold storage of Kyokuyo Akitsu Reizo Co., Ltd.; and Cold Storage Section of Kyokuyo Suisan Co., Ltd.
Offices	Headquarters and branch offices of Kyokuyo Co., Ltd.; Kyokuyo Sougou Service Co., Ltd.; Kyokuyo Shoji Co., Ltd.; Integrate System Service Co., Ltd.

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Kyokuyo Group's Environmental Targets and Performance (Fiscal 2023)

Activity	Objective	FY2023 target	FY2022 actual value	FY2023 actual value	Achievement	Site
Saving energy	Reduce CO ₂ emissions (t-CO ₂)	1% or more reduction from FY2022 actual value	20,148.7	21,311.1	(5.8%)	All sites
	Reduce electricity consumption (Thousand kWh)	1% or more reduction from FY2022 actual value	35,867.0	38,364.9	(7.0%)	All sites
	Reduce heavy oil A consumption (kl)	1% or more reduction from FY2022 actual value	591.8	589.5	0.4%	Food plants
	Reduce CO ₂ emission intensity (production volume) (kg-CO ₂ /t)	1% or more reduction from FY2022 actual value	387.3	385.4	0.5%	Food plants
Saving resources	Reduce water consumption (Thousand m ³)	1% or more reduction from FY2022 actual value	472.6	547.9	(15.9%)	Food plants
	Reduce food waste intensity (production volume) (kg/t)	1% or more reduction from FY2022 actual value	100.8	103.4	(2.6%)	Food plants
	Reduce the amount of plastic usage intensity in packaging (production volume) (kg/t)	7.7% reduction from FY2019 actual value	50.0* ¹	45.9	8.1%	Food plants
Recycling	Increase waste recycling rate (%)	Aim for a waste recycling rate of 91.2%	92.3	94.4	3.2p	Food plants
Biodiversity	Develop new products (products)	Develop 19 environmentally friendly products* ² (in three segments)	19.0	18.0	(5.3%)	Office sites (Headquarters departments)

*1 Actual value for FY2019 (base year)

*2 Environmentally friendly products include those developed from previously unused parts, and products that have been commercialized with MSC and ASC certification.

Environment

Evaluation of Compliance with Environmental Legislation (Fiscal 2023)

In FY2023, in the category of compliance with environmental laws and regulations, one warning was received from government authorities in relation to the quality of plant wastewater. However, we have resolved this issue by completing corrective measures and filing a report.

Environmental Accounting

The Kyokuyo Group monitors cost-effectiveness by quantitatively managing environmental conservation initiatives from the viewpoint of cost, in the belief that this helps in making more efficient and rational decisions. When disclosing environmental conservation costs, we take the needs of various stakeholders into consideration and report the information in accordance with the Environmental Guidelines issued by Japan's Ministry of the Environment so that it can be compared with other companies.

Kyokuyo Group's environmental conservation costs (Fiscal 2023)

(Thousand yen)
Top figure: FY2023 data Bottom figure: FY2022 data

Category	Group total		Breakdown: Food plants		Breakdown: Cold storage		Breakdown: Offices		
	Investment	Expense	Investment	Expense	Investment	Expense	Investment	Expense	
Costs in business areas	87,662	382,884	41,333	320,279	46,329	54,172	0	8,433	
	107,628	316,782	89,708	260,496	17,920	51,477	0	4,809	
Breakdown	Pollution prevention costs		23,877	95,315	23,877	95,315	0	0	0
			27,958	70,412	27,958	70,412	0	0	0
	Global environmental conservation costs		55,505	143,152	9,176	86,850	46,329	53,459	0
		79,045	130,963	61,125	77,761	17,920	50,797	0	2,405
Resource recycling costs		8,280	144,417	8,280	138,114	0	713	0	5,590
		625	115,407	625	112,323	0	680	0	2,404
Upstream and downstream costs		0	2,851	0	25	0	0	0	2,826
		0	1,768	0	23	0	0	0	1,745
Management activity costs		240	6,542	240	6,542	0	0	0	0
		0	6,699	0	6,699	0	0	0	0
R&D costs		0	4,770	0	4,770	0	0	0	0
		0	4,770	0	4,770	0	0	0	0
Social activity costs		0	34	0	34	0	0	0	0
		0	156	0	156	0	0	0	0
Environmental damage remediation costs		0	18,425	0	8,923	0	9,489	0	13
		0	15,083	0	5,595	0	9,475	0	13
Total		87,902	415,506	41,573	340,573	46,329	63,661	0	11,272
		107,628	345,258	89,708	277,739	17,920	60,952	0	6,567
Change (FY2023 – FY2022)		(19,726)	70,248	(48,135)	62,834	28,409	2,709	0	4,705

[Costs in business areas]

Environmental conservation costs to reduce the environmental impact of our main business activities in our business areas are classified into the following three categories.

Pollution prevention costs: Costs of initiatives related to pollution prevention

Global environmental conservation costs: Costs for global warming prevention, ozone layer protection, and other global environmental conservation

Resource recycling costs: Includes the cost of reducing and recycling waste, as well as the appropriate disposal costs for industrial waste

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Environment

Gain on sale of valuables – Food plants –

(Thousand yen)

FY2019	FY2020	FY2021	FY2022	FY2023
19,439	19,247	16,646	19,083	22,312

Some waste and crushed products generated in business activities are profitable as they can be sold as goods with recyclable value. Sorting is an important activity that helps to reduce waste and improve recycling rates, and leads to reductions in expenses and product costs.

* From FY2021, the data includes Ibusuki Shokuhin Co., Ltd.

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Energy costs and business activities – Food plants –

(Thousand yen)

Energy costs	FY2022 performances	FY2023 performances	Variance (FY2023 – FY2022)
Electricity	509,632	619,769	110,137
Heavy oil	17,906	56,080	38,174
Gasoline	736	2,610	1,874
Diesel	940	795	(145)
Kerosene	1,786	1,918	132
LPG	19,421	96,562	77,141
City gas	55,886	50,598	(5,288)
Total	606,307	828,332	222,025

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Costs related to resources and business activities

– Food plants –

(Thousand yen)

Cost of resource-saving activities	FY2022 performances	FY2023 performances	Variance (FY2023 – FY2022)
City water	78,280	115,297	37,017
OA paper	942	880	(62)
Waste disposal consignment	101,837	118,224	16,387
Wastewater treatment	67,008	76,673	9,665
Use of detergents and sanitizer	36,496	46,981	10,485
Total	284,563	358,055	73,492

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Business activities and environmental impact (FY2023) – Group total –

INPUT

Raw materials*

Primary and secondary raw materials (t)	46,877
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* Raw materials are actual figures for food plants.

Energy

Purchased electricity (Thousand kWh)	38,194
Heavy oil A (kl)	589
Gasoline (kl)	94
Diesel (kl)	9
Kerosene (kl)	14
LPG (Thousand m ³)	198
City gas (Thousand m ³)	605
Total energy (GJ)	457,611
Crude oil equivalent (kl)	11,806

Water resources

Water supply (Thousand m ³)	279
Industrial water (Thousand m ³)	133
Groundwater (well water) (Thousand m ³)	136
Total water resources (Thousand m ³)	548

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

OUTPUT

Emissions to the atmosphere

CO ₂ emissions (t-CO ₂)	21,218
------------------------------------------------	--------

Waste

Food waste (t)	4,452
Other waste* (t)	5,098
Total waste (t)	9,550

* Other waste includes general waste that can be measured at all sites.

Recycling

Amount recycled (t)	9,079
Final disposal amount (t)	471

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Environment

Electricity consumption – Group total –

Site	FY2019	FY2020	FY2021	FY2022	FY2023
Food plants (Thousand kWh)	19,017	19,374	20,570	20,877	28,059
Cold storage (Thousand kWh)	9,070	8,857	8,925	9,258	9,040
Offices (Thousand kWh)	1,285	1,359	1,314	1,302	1,266
Total (Thousand kWh)	29,372	29,590	30,809	31,437	38,365
Electricity consumption intensity* (Thousand kWh/t)	0.53	0.53	0.54	0.56	0.65

* The scope of electricity consumption intensity is only for food plants.

* From FY2021, the data includes Ibusuki Shokuhin Co., Ltd.

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Electricity generated by solar power (Thousand kWh)

Site	FY2022	FY2023
Food plants	373	309

*Confirmation of electricity generated by solar power has been started since FY2022.

CO₂ emissions – Group total –

Site	FY2019	FY2020	FY2021	FY2022	FY2023
Food plants (t-CO ₂)	12,699	12,764	12,904	13,136	16,600
Cold storage (t-CO ₂)	4,274	3,700	3,757	3,988	4,026
Offices (t-CO ₂)	841	762	744	729	685
Total (t-CO ₂)	17,814	17,226	17,405	17,853	21,311
CO ₂ emissions intensity* (t-CO ₂ /t)	0.36	0.35	0.34	0.36	0.39

* The scope of CO₂ emissions intensity is only for food plants.

* From FY2021, the data includes Ibusuki Shokuhin Co., Ltd.

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Total energy input (kl)

Site	FY2019	FY2020	FY2021	FY2022	FY2023
Food plants	6,931	6,999	6,698	6,727	9,079
Cold storage	2,334	2,279	2,296	2,382	2,325
Offices	382	405	396	399	402
Total	9,647	9,682	9,390	9,508	11,806

* From FY2021, the data includes Ibusuki Shokuhin Co., Ltd.

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Energy intensity (MJ/t)

Site	FY2019	FY2020	FY2021	FY2022	FY2023
Food plants	7,405	7,275	6,848	7,055	8,169
Cold storage	162	156	98	94	93

* Total production for food plants, and income tons for cold storage

* From FY2021, the data includes Ibusuki Shokuhin Co., Ltd.

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Environment

CO₂ emissions from transportation

(t-CO₂)

FY2019	FY2020	FY2021	FY2022	FY2023
7,929	8,130	7,310	6,747	8,388

* Uses a deemed value, in accordance with the Ministry of Economy, Trade and Industry's notice "Method of calculating the energy consumption in freight transportation consigned to freight carriers of energy use in such freight transportation"

Fluorocarbon emissions (leakage)

(kg)

FY2019	FY2020	FY2021	FY2022	FY2023
245	116	370	281	289

* From FY2021, the data includes Ibusuki Shokuhin Co., Ltd.

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Water consumption – Food plants –

	FY2019	FY2020	FY2021	FY2022	FY2023
Water usage (m ³)	355,442	355,983	390,620	398,126	547,920
Water usage intensity (m ³ /t)	9.96	9.69	10.30	10.77	12.72

* From FY2021, the data includes Ibusuki Shokuhin Co., Ltd.

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Water consumption (by water consumption source) – Food plants – (FY2023)

(m³)

	Kyokuyo Shokuhin (Shiogama Plant)	Kyokuyo Shokuhin (Hachinohe Plant)	Kyokuyo Shokuhin (Hitachinaka Plant)	Kyokuyo Fresh	Kaiyo Foods	Kyokuyo Foods	Kyokuyo Suisan (Oigawa Plant)	Kyokuyo Suisan (Souemon Plant)	Ibusuki Shokuhin	Apex Kyokuyo	Jokki	Total
Water supply	13,731	24,513	16,431	44,476	369	66,123	206	52	18,715	38,229	56,018	278,863
Industrial water	132,567	–	–	–	–	–	–	–	–	–	–	132,567
Well water	–	39,017	17,265	–	29,721	–	35,653	14,834	–	–	–	136,490
Total	146,298	63,530	33,696	44,476	30,090	66,123	35,859	14,886	18,715	38,229	56,018	547,920

Drainage destinations (FY2023)

Kyokuyo Shokuhin (Shiogama Plant)	Kyokuyo Shokuhin (Hachinohe Plant)	Kyokuyo Shokuhin (Hitachinaka Plant)	Kyokuyo Fresh	Kaiyo Foods	Kyokuyo Foods	Kyokuyo Suisan (Oigawa Plant)	Kyokuyo Suisan (Souemon Plant)	Ibusuki Shokuhin	Apex Kyokuyo	Jokki
Sewer	River	River	Sewer	Sewer	River	River	River	Wastewater (facilities belonging to a cooperative)	Sewer	River/Sewer

Production volume, food waste output and intensity – Food plants –

	FY2019	FY2020	FY2021	FY2022	FY2023
Production volume (t)	35,687	36,726	37,909	36,962	43,077
Food waste output (t)	2,533	2,803	3,639	3,726	4,452
Food waste intensity (kg/t)	71	76	96	101	103

* From FY2021, the data includes Ibusuki Shokuhin Co., Ltd.

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Environment

Waste recycling rate – Food plants –

(%)

FY2019	FY2020	FY2021	FY2022	FY2023
91.7	92.5	93.2	92.3	94.4

* All wastes, including food waste

* From FY2021, the data includes Ibusuki Shokuhin Co., Ltd.

* From FY2023, the data includes Apex Kyokuyo Co., Ltd. and Jokki Co., Ltd.

Plastic usage intensity in packaging

(kg/t)

FY2019	FY2020	FY2021	FY2022	FY2023
50.0	49.6	49.1	49.4	45.9

Base year: FY2019

Reference: 50 kg/t

Target: 30% reduction by FY2030 compared to FY2019 (35.0 kg/t)

Social

Employee Data

Employees

	FY	Total	Men	Women
Number of employees	2019	664	500	164
	2020	682	510	172
	2021	695	513	182
	2022	704	510	194
	2023	711	506	205
Average age	2019	40.2	41.9	35.9
	2020	40.4	42.3	36.1
	2021	40.6	42.4	36.4
	2022	40.8	42.9	36.3
	2023	41.3	43.4	35.8
Length of service (years)	2019	15.9	17.6	10.8
	2020	16.1	17.8	10.9
	2021	16.3	18.2	11.2
	2022	16.4	18.6	10.7
	2023	16.6	19.0	10.6
Average annual salary (yen)	2019	6,971,941	—	—
	2020	6,974,126	—	—
	2021	7,134,548	—	—
	2022	7,252,138	—	—
	2023	8,460,725	—	—
Average number of temporary employees	2019	75	—	—
	2020	85	—	—
	2021	84	—	—
	2022	80	—	—
	2023	75	—	—
Number of consolidated employees	2019	2,307	—	—
	2020	2,313	—	—
	2021	2,208	—	—
	2022	2,112	—	—
	2023	2,089	—	—

Recruitment of new graduates

(Persons)

	Total	Men	Women
Joined in April 2020	30	19	11
Joined in April 2021	31	19	12
Joined in April 2022	33	16	17
Joined in April 2023	34	18	16
Joined in April 2024	36	19	17

Mid-career recruitment

(Persons)

	Total	Men	Women
FY2019	4	3	1
FY2020	2	1	1
FY2021	1	0	1
FY2022	11	4	7
FY2023	8	2	6

Employee age distribution (as of March 31, 2024)

(Persons)

	Total	Men	Women
Under 30 y.o.	183	108	75
30 – 39 y.o.	157	98	59
40 – 49 y.o.	148	92	56
50 – 59 y.o.	205	191	14
60 y.o. or over	18	17	1
Total	711	506	205

* Number of employees hired (not including contract employees)

Status of promotion to managerial positions (as of March 31, 2024)

(Persons)

	Total	Men	Women	Non-Japanese
Managers	153	148	5 (3.3%)	0
Of which, general managers and higher	34	33	1 (2.9%)	0
Directors	15	13	2 (13.3%)	0

* "Managers" means managers and higher ranks

* "General managers and higher" means branch managers, laboratory directors, chiefs of divisions, and general managers

* "Directors" means the number of Directors of the Board and Supervisory Board Members

* Figure in parentheses is percentage of women

Social

Number of employees who left the company (from April 1, 2023 to March 31, 2024)

(Persons)

	Total	Early	Voluntary	Involuntary	Transfer	Other
Men	26	0	24	0	0	2
Women	12	0	12	0	0	0
Total	38	0	36	0	0	2

Employees who left the company within three years after having joined as new graduates (entered in FY2019–FY2023)

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees joining the company	20	30	31	33	34
Number of employees leaving the company	2	2	3	3	6
Employee turnover rate (%)	10.0	6.7	9.7	9.1	17.6

Number of re-employed employees

(Persons)

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of re-employed employees	0	0	1	5	1
Of which, employees who were re-employed after retirement	—	—	1	3	0
Of which, employees who were re-employed using the Career Return system	—	—	—	2	1

Employment of persons with disabilities

	FY2019	FY2020	FY2021	FY2022	FY2023
Actual number of people	9	10	11	9	9
Employment rate of persons with disabilities (%)	1.89	1.99	2.13	1.72	1.42

* Statutory employment rate: 2.3%

Paid leave

	FY2019	FY2020	FY2021	FY2022	FY2023
Days granted	12,515	12,976	13,100	13,316	13,509
Days taken	6,527	5,995	6,401	7,950	8,672
Utilization rate (%)	52.2	46.2	48.9	59.7	64.2

Childbirth and parental leave

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees taking maternity leave	12	11	8	7	5
Number of employees taking parental leave	9	11	14	11	6
Of which, number of men	0	2	4	2	2
(Number of employees taking leave of up to one week)	0	2	3	1	0
Rate of employees returning to work from parental leave (%)	100	100	100	100	100

* Employees taking maternity and parental leave are counted in the fiscal year in which the leave begins.

Rate of male employees taking parental leave (from April 1, 2023 to March 31, 2024)

	*1	*2
Number of male employees taking parental leave	15	13
Percentage taking parental leave (%)	86.7	

*1 Number of male employees whose spouse was giving birth

*2 Number of male employees who took parental leave or otherwise made use of the leave system for childcare purposes

Number of employees using the Shorter Working Hours for Childcare System

(Persons)

FY2019	FY2020	FY2021	FY2022	FY2023
23	23	33	35	40

Labor union enrollment rate

(%)

FY2019	FY2020	FY2021	FY2022	FY2023
47.32	46.57	45.97	47.59	66.93

* Number of labor union members ÷ (number of full-time employees + number of part-time and contract employees)

* From FY2023, role grades have changed due to the introduction of the new personnel system

Number of occupational accidents

FY2019	FY2020	FY2021	FY2022	FY2023
4	4	2	4	7

Number of employees taking mental health leave

(Persons)

FY2019	FY2020	FY2021	FY2022	FY2023
0	1	0	1	3

Number of distance learning seminars held, and cost of holding them

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of seminars held	128	121	135	201	280
Cost (thousand yen)	2,473	2,800	2,870	3,672	5,256

Governance

Board of Directors, Board of Auditors

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of directors	12	11	12	11	12
Of which, number of outside directors	2	2	4	4	4
Of which, number of female directors	1	2	2	2	2
Proportion of independent directors (%)	16.7	18.2	33.3	36.4	33.3
Proportion of female directors (%)	8.3	18.2	16.7	18.2	16.7
Number of Auditors	4	4	4	4	4
Number of Board of Directors meetings	16	16	17	16	17
Number of Board of Auditors meetings	13	14	13	13	14
Attendance rate at Board of Directors meetings (%)	99.6	98.8	99.6	99.2	99.5
Attendance rate at Board of Auditors meetings (%)	100	100	100	98.1	100

Nomination and Remuneration Committee

	FY2019	FY2020	FY2021	FY2022	FY2023
Number of company personnel	—	—	1	1	1
Number of external personnel	—	—	2	2	2
Total	—	—	3	3	3
Number of meetings	—	—	2	2	3
Attendance rate (%)	—	—	100	100	100

* The Nomination and Remuneration Committee has been established since FY2021.

* The committee debated remuneration at April and June 2023 meetings and nomination at a January 2024 meeting.

Number of IR briefing meetings

FY2019	FY2020	FY2021	FY2022	FY2023
2	2	2	2	2

Number of meetings of various committees

	FY2019	FY2020	FY2021	FY2022	FY2023
Sustainability Committee*	2	2	2	2	2
Internal Audit Committee	8	5	6	9	11

* Environmental Conservation Committee changed its name to Sustainability Committee in FY2022.