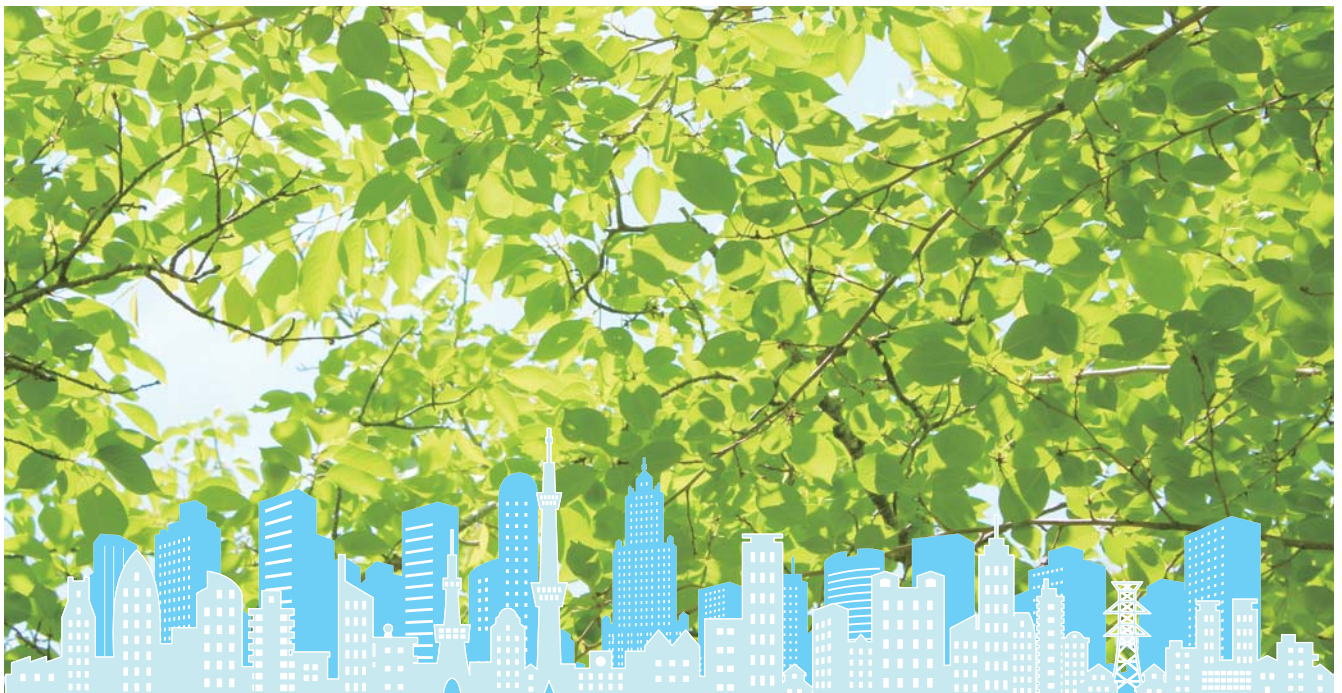




# CSR Report 2024

**Yoshida Group**



Date of issue: September 1, 2025

Issued by: Yoshida Industries Co., Ltd. NY-IS Promotion Department

		FY2022	FY2023	FY2024
●1-1.Human Rights, Labor and Diversity				
Number of human rights issues(child labor, forced labor)	[cases]	0	0	0
Number of incidents of discrimination and harassment	[cases]	0	0	0
Percentage of female employees	[%]	64.6	67.4	67.4
Percentage of female managers	[%]	12.6	22.0	22.2
●1-2.Working conditions and social dialogue				
Percentage of employees with social insurance	[%]	100	100	100
Percentage of employees covered by working conditions as defined by employment regulations, collective labor agreements, and individual contracts.	[%]	100	100	100
Percentage of employees covered by unions and representative committees that bargain collectively	[%]	82	83	73
●1-3.Career Management and Education				
Percentage of employees receiving regular performance and career development reviews	[%]	82	83	73
Average hours of training per employee	[h]	11.93	8.26	5.21
●1-4.Health and Safety				
Number of work-related accidents	[cases]	14	10	7
Percentage of employees receiving training on occupational health and safety	[%]	100	100	100
Occupational injury frequency rate	[－]	3.11	3.32	0.97
Work accident severity rate	[－]	0.01	0.01	0.00
●1-5.Ethics				
Number of employees trained on ethical issues.	[people]	1,054	1,577	974
Number of reports through the whistleblower system	[cases]	0	0	0
Number of confirmed corrupt practices	[cases]	0	0	0
●1-6.Sustainable Procurement				
Status of obtaining supplier code of conduct agreement	[%]	100	100	100
●1-7.Information Security				
Number of Information Security Incidents	[cases]	0	0	0

『Sedex (Supplier Ethical Data Exchange) 』



Member

Yoshida Group has registered as a supplier member of Sedex and is actively working to build a sustainable supply chain.

As a member of Sedex, we focus on labor and human rights, environmental impact, and ethical business practices, helping to establish transparent and sustainable business partnerships.

### 『Ecovadis』 Bronze Medal

Yoshida Group has been assessed by Ecovadis, an institution that evaluates sustainability activities.

We have been working on environmental load reduction activities such as energy consumption reduction, waste management and reduction, and other sustainability activities such as labor and human rights and ethics, and in April 2025 we were awarded the Bronze Medal.

We will continue our activities for further improvement.

CDP2024 『Climate change』 『Water security』 "B" Score

Yoshida Group is a member of CDP, an international non-governmental organization (NGO) that evaluates and discloses the environmental efforts of companies and other entities.

CDP2024 "Climate Change" and "Water security ", and received a score of "B" for each.  
(February 2025)



"B" score in the CDP is considered to be at the management level and indicates that the company "has taken action to address environmental risks and impacts, and is prepared to eliminate environmental risks.

We will continue to promote climate change countermeasures, including the reduction of water risks, and contribute to the realization of a sustainable society.

● 2-1. Environment-related data (FY2024)

INPUT

Energy consumption

 **20,904 MWh**

Renewable energy generation

 **276 MWh**

Resin Raw Material Consumption

 **4,522 t**

Recycled Resin Raw Material Consumption

 **442 t**

Water consumption

 **72 Mℓ**

OUTPUT

GHG (CO<sub>2</sub>) emissions from energy use

**12,059 t-CO<sub>2</sub>**

(Scope1 **151 t-CO<sub>2</sub>**)

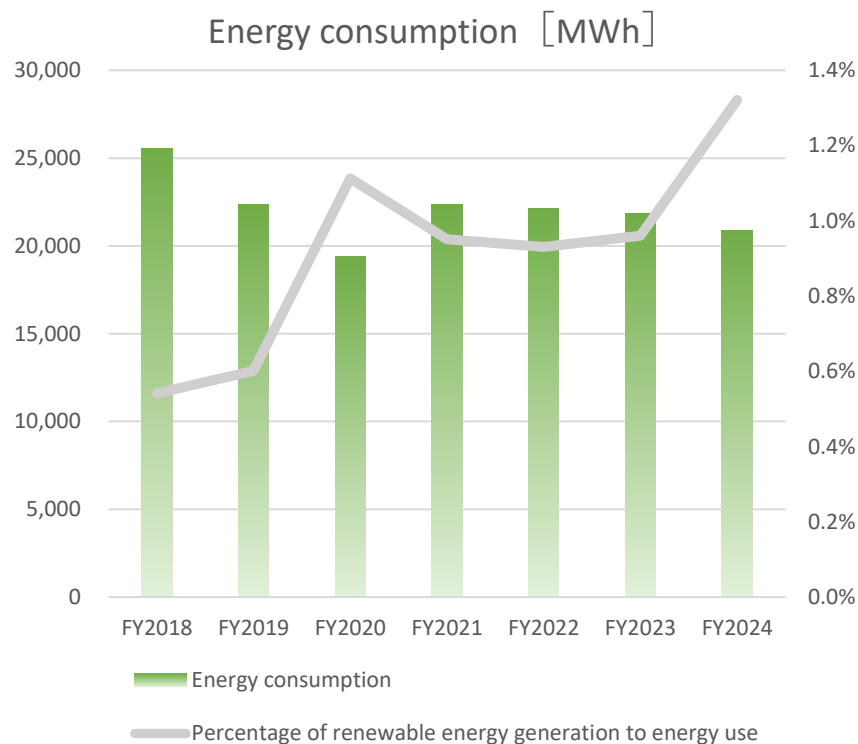
(Scope2 **11,908 t-CO<sub>2</sub>**)

General and industrial waste generated

 **559 t**

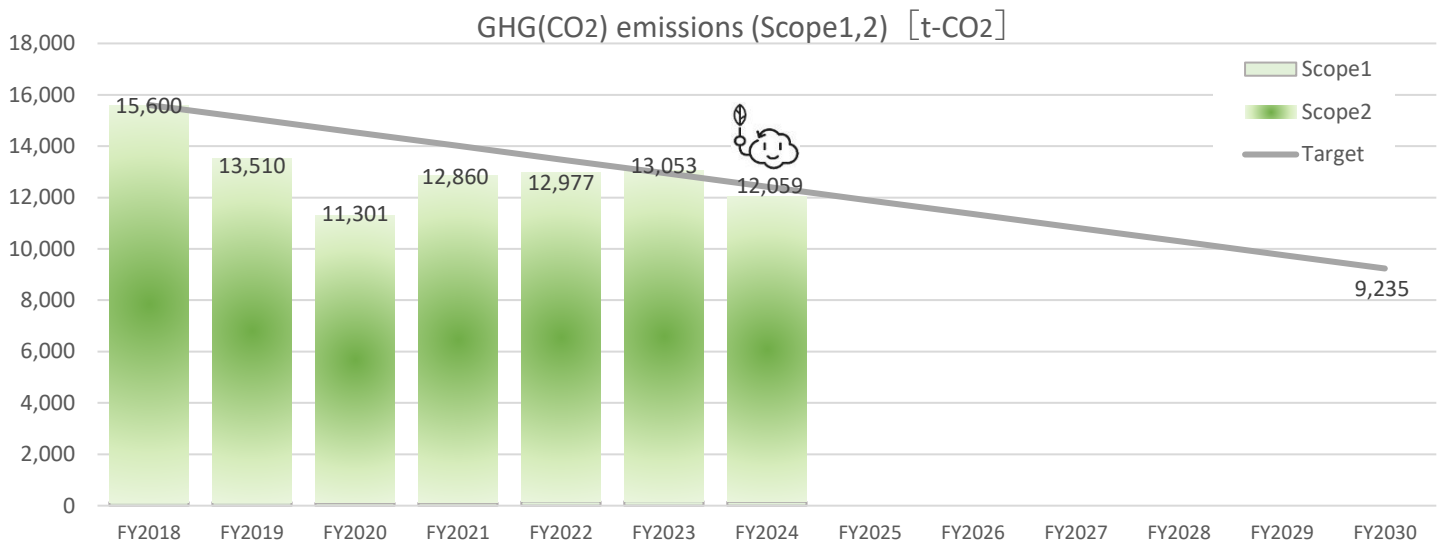
Total weight of waste plastic recycled

 **1,087 t**

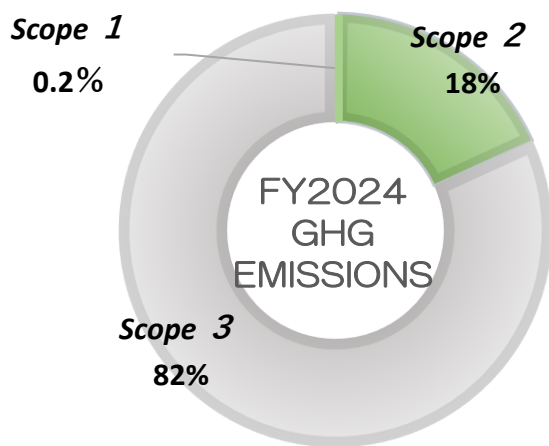


## ● 2-2. GHG (CO<sub>2</sub>) emissions (Scope1 + 2) Reduction target

Target value: 40% reduction by FY2030 (compared to FY2018)



## ● 2-3. Supply chain GHG (CO<sub>2</sub>) emissions



« details »

Yoshida group's supply chain GHG emissions are composed of the largest share of Scope 3 emissions (82%), with the majority of emissions (about 72%) associated with Category 1 purchased products and services.

GHG emissions Scope1,2,3			[t-CO <sub>2</sub> ]					
			FY2018	FY2020	FY2021	FY2022	FY2023	FY2024
Scope 1			138	107	109	162	173	151
Scope 2			15,462	11,194	12,750	12,814	12,881	11,908
Scope 3			90,981	51,199	59,076	65,363	61,091	54,197
	cat. 1	Purchased goods and services	82,247	44,163	50,881	56,621	54,974	46,635
	cat. 2	Capital goods	3,616	3,611	4,215	4,563	1,637	2,424
	cat. 3	Fuel- and energyrelated activities (not included in scope 1 or scope 2)	1,737	1,245	1,521	1,506	1,513	1,443
	cat. 4	Upstream transportation and distribution	1,890	855	1,272	1,514	1,749	2,586
	cat. 5	Waste generated in operations	370	344	287	245	257	220
	cat. 6	Business travel	245	218	201	205	214	197
	cat. 7	Employee commuting	868	755	693	704	742	683
	cat.12	End-of-Life Treatment of Sold Products	8	8	6	5	6	8



### 3. Other activities (example)

\* Periodic health checkup



\* Safe operation



\* Diversity promotion



\* Various training programs



\* Emergency drill

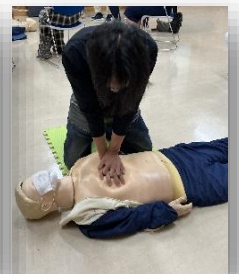


\* Community

contribution activities



\* General lifesaving training



\* Internal environmental audits



\* Audits by third party  
certifiers

