

## Midori Auto Leather's KPI Initiative Items

Electricity (non-renewable)
Electricity (renewable)
Gasoline
LPG (propane gas)
City gas
Kerosine
Diesel
JIS class-A heavy oil
Energy use through power companies
Wastewater
Gross weight of generated waste
Gross weight of general waste
Gross weight of industrial waste
Weight of reused waste (such as 1-ton chemical containers)
Weight of recycled waste (such as blue chemical drums)
Weight of waste collected (not disposed of) by other methods
Weight of incinerated waste (with energy recycling)
Weight of incinerated waste (without energy recycling)
Weight of landfilled waste
Weight of waste disposed of by other methods
Rate of proper handling of controlled chemical substances (excluding grace periods)
Minimum standards for the quality of discharged wastewater, description of how the standards were set, and compliance rate
Transport volume (by ship) to Japanese ports
Transport volume (by plane) to Japanese ports
Transport volume (by truck) to factories
Transport volume (by train) to factories
Transport volume (by truck) from factories to customers
Transport volume (by truck) from warehouses to customers
Rate of execution of education and training plans, rate of participation in education and training
Ratio of standard entry-level salary to local minimum wage (by gender)
Rate of implementation of disaster response training

Total number and percentage of new-employee hires in the reporting period (breakdown by age group: a. under 30, b. 30 to 50, c. over 50)
Total number and percentage of new-employee hires in the reporting period (breakdown by gender: male, female)
Total number of employees entitled to parental leave (by gender) and total number of employees who took parental leave (by gender)
Percentages of employees in each gender category
Percentages of employees in each age group: under 30, 30 to 50, over 50
Total number of cases of leaking, theft, or loss of customer data
Annual audits
Number of cases of legal action against the company for anti-competitive, anti-trust, and monopolistic practices
Supplier certification rate
Auditing rate for direct suppliers
Percentage of new suppliers selected based on environmental standards
a. Number of suppliers assessed on environmental impact
b. Number of suppliers identified as having significant (existing and potential) negative environmental impact
c. Significant (existing and potential) environmental impact identified in the supply chain
d. Among suppliers identified as having significant (existing and potential) negative environmental impact, percentage of suppliers who have consented to improvement measures based on assessment results
e. Among suppliers identified as having significant (existing and potential) negative environmental impact, percentage of suppliers the company dissolved relationships with based on assessment results, and reasons why
Percentage of new suppliers selected based on social standards
a. Number of suppliers assessed on social impact
b. Suppliers identified as having significant (existing and potential) negative social impact
c. Significant (existing and potential) negative social impact identified in the supply chain
d. Among suppliers identified as having significant (existing and potential) negative social impact, percentage of suppliers who have consented to improvement measures based on assessment results
e. Among suppliers identified as having significant (existing and potential) negative social impact, percentage of suppliers the company dissolved relationships with based on assessment results, and reasons why
Measures taken by the organization to effectively eradicate child labor in the reporting period
Measures taken by the organization to eliminate all forms of forced labor in the reporting period
i. Number and percentage of deaths caused by work-related injuries
ii. Number and percentage of work-related injuries (excluding deaths) leading to serious consequences
iii. Number and percentage of work-related injuries that must be recorded
iv. Main types of work-related injuries
v. Working hours
i. Number of deaths caused by work-related illnesses or health conditions
ii. Number of cases of work-related illnesses and health conditions to be recorded