

# Non-Financial Data File

## Fiscal year 2019

(Data is for the respective years ended March 31 or as of March 31.)

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**TAIYO NIPPON SANSO**  
The Gas Professionals

Environmental Data

Greenhouse Gas Emissions

- ☐ Scope 1: Direct greenhouse gas emissions from sources that are owned or managed by a company
- ☐ Scope 2: Indirect greenhouse gas emissions resulting from the use of electric power, steam and heat
- ☐ Scope 3: Indirect greenhouse gas emissions other than those included in Scope 2

Reporting boundary: Taiyo Nippon Sanso, directly owned consolidated subsidiaries in Japan and principal consolidated subsidiaries overseas  
Greenhouse gas emissions in Japan are calculated using emissions factors provided in Japan’s Act on Promotion of Global Warming Countermeasures.  
For greenhouse gas emissions overseas, Scope 1 emissions are calculated using emissions factors set forth in Japan’s Act on Promotion of Global Warming Countermeasures, while Scope 2 emissions are calculated using country-specific emissions published by the International Energy Agency (IEA) in 2016. While not indicated below, Scope 3 emissions in categories 1, 2, 3, 4, 6, 7, 11 and 15 are also included. (Years ended March 31)

Thousands of tonnes of CO2	2017	2018	2019
Scope 1	9	19	14
Scope 2	3,363	3,838	4,056
Scope 3	–	3,671	3,634

Contributions to Environmental Protection through Products\*

Reporting boundary: Taiyo Nippon Sanso, directly owned consolidated subsidiaries in Japan  
Contributions to the reduction of greenhouse gas emissions are calculated in accordance with the Japanese Ministry of Economy, Trade and Industry’s Guidelines for Quantifying GHG Emissions Reduction Contribution (formulated in March 2018).  
\*I.e., by increasing sales of environment-friendly products such as hydrogen refueling stations, Scope-JET®, MG Shield®, SF<sub>6</sub> Recovery Service and Thermos products (Years ended March 31)

Thousands of tonnes	2017	2018	2019
Contribution to reduction in CO2 emissions	–	1,734	1,779

Energy Consumption

Reporting boundary: Taiyo Nippon Sanso, directly owned consolidated subsidiaries in Japan and principal consolidated subsidiaries overseas (except for fiscal year 2017, when the reporting boundary for fuel and heat was Taiyo Nippon Sanso and directly owned consolidated subsidiaries in Japan)  
The unit calorific values for fuel used are calculated based of values provided in Japan’s Act on the Rational Use of Energy. (Years ended March 31)

Thousands of GJ	2017	2018	2019
Energy consumption	62,516	67,613	72,014
Electric power	62,117	66,875	70,890
Fuel	189	398	418
Heat	210	340	706

Environmental Data

■Environmental Impact

Reporting boundary: Taiyo Nippon Sanso and directly owned consolidated subsidiaries in Japan

(Years ended March 31)

Tonnes of CO2	2017	2018	2019
NOx emissions	—	—	3
SOx emissions	—	—	1
Particulate emissions	—	—	1
VOC emissions	13	14	10
COD emissions	—	—	10
Nitrogen emissions in wastewater	—	—	11
Phosphorus emissions	—	—	1
Pollutant Release and Transfer Register (PRTR)	35	29	29

■Fresh Water Withdrawn (Excludes seawater)

Reporting boundary: Gas production facilities of Taiyo Nippon Sanso and subsidiaries in Japan and principal consolidated subsidiaries overseas

(Years ended March 31)

Thousands of m3	2017	2018	2019
Fresh water withdrawn	10,145	10,921	13,623

■Waste

Reporting boundary: Taiyo Nippon Sanso and directly owned consolidated subsidiaries in Japan

(Years ended March 31)

Tonnes	2017	2018	2019
Waste discharged	2,917	2,910	3,023
Waste disposed of (landfilled)	385	379	362
Toxic waste discharged	149	240	156

■Environmental Accounting

Reporting boundary: Taiyo Nippon Sanso and four directly owned consolidated subsidiaries in Japan (Japan Fine Products Co., Ltd.; Taiyo Nippon Sanso Engineering Corporation; Nissan Unyu K.K. and Thermos K.K.)

(Years ended March 31)

Millions of yen	2017	2018	2019
Environmental protection costs			
Investments	5,323	11,740	9,655
Costs	807	732	844
Environment protection benefits	14	1,375	15

Social Data

■Employees (Consolidated)

Persons	(Years ended March 31)		
	2017	2018	2019
Employees (consolidated)	15,860	16,746	19,229
Japan	5,827	6,172	6,461
Overseas	10,033	10,574	12,768

■Employees (Registered Employees of Taiyo Nippon Sanso)

Number of people	(Years ended March 31)		
	2017	2018	2019
Employees (registered employees of Taiyo Nippon Sanso)	1,890	1,940	1,983
Employees overseas	70	79	76
Employees overseas as a percentage of total labor force	3.7%	4.1%	3.8%
Employees by gender			
Male	1,716	1,746	1,758
Female	174	194	225
Employees by age group			
20s and below	312	330	355
30s	358	379	393
40s	721	664	631
50s	499	567	604
Years of consecutive service	18.7	18.5	18.1
Male	18.9	18.8	18.6
Female	17.0	15.5	14.4
Average age	42.8	43.5	42.6
New hires	70	90	108
Separations (including retirees)	42	44	55
Union members (Taiyo Nippon Sanso is a union shop.)	995	1,048	1,106
Union members as a percentage of total labor force	52.6%	54.0%	55.8%
Layoffs	0	0	0

## Social Data

## ■ Diversity (Registered Employees of Taiyo Nippon Sanso)

	(Years ended March 31)		
	2017	2018	2019
Female employees as a percentage of total labor force	9.2%	10.0%	11.3%
Female employees in management positions as a percentage of the management team	1.2%	1.5%	1.4%
Individuals with disabilities as a percentage of total labor force	2.0%	2.0%	2.2%
Number of individuals reemployed after retirement	46	51	57

## ■ Work-Life Balance (Registered employees of Taiyo Nippon Sanso)

	(Years ended March 31)		
Number of people	2017	2018	2019
Employees using childcare leave systems	9	7	7
Male	2	0	2
Female	7	7	5
Employees using nursing care leave or long-term nursing care leave	0	0	0
Usage rate for annual paid leave	56.7%	60.0%	61.3%

## ■ Other (Registered employees of Taiyo Nippon Sanso)

	(Years ended March 31)		
	2017	2018	2019
Employees using volunteer leave system	2	0	4
Contributions to social contribution initiatives (thousands of yen )	49,021	57,623	40,396
Employee job satisfaction (scale of 1–5) (calculated based on in-house research)	3.79	4.00	3.74

## ■ Occupational Health and Safety

Reporting boundary: Taiyo Nippon Sanso, consolidated subsidiaries in Japan and overseas (principal production departments) (Data used in fiscal year 2019 includes data for Europe for the three months ended March 31, 2019.)

	(Years ended March 31)		
	2017	2018	2019
accidents per million work hours)			
Japan	0.71	0.45	0.71
Overseas	4.09	4.15	3.20

Governance Data

■ Management Configuration

	(Years ended March 31)		
	2017	2018	2019
Directors (number of people)	10	7	6
Inside directors	8	5	4
Independent outside directors	2	2	2
Directors serving concurrently as executive officers	5	2	3
Percentage of directors serving concurrently as executive officers	50.0%	28.6%	50.0%
Independent outside directors as a percentage of total Board of Directors members	20.0%	28.6%	33.3%
Female directors as a percentage of total Board members	0.0%	0.0%	0.0%
Term of appointment (years)	1	1	1
Frequency of Board of Directors' meetings (meetings/year)	13	11	15
Attendance at Board of Directors' meetings	97.7%	98.9%	97.8%
Attendance of independent outside directors at Board of Directors' meetings (percentage of directors)	100.0%	95.5%	96.7%
Number of directors attending less than 75% of Board of Directors' meetings	0	0	0
Audit & Supervisory Board members	4	4	4
Inside Board members	1	1	1
Independent outside Board members	3	3	3
Independent outside Board members as a percentage of total Audit & Supervisory Board members	75.0%	75.0%	75.0%
Female Board members as a percentage of total Audit & Supervisory Board members	0.0%	0.0%	0.0%
Attendance at Audit & Supervisory Board meetings	17	13	18
Attendance at Audit & Supervisory Board meetings	100.0%	100.0%	100.0%
Attendance of independent outside Board members at Audit & Supervisory Board meetings (percentage of directors)	100.0%	100.0%	100.0%
Number of Board members attending less than 75% of Audit & Supervisory Board meetings	0	0	0
Average age of directors and Audit & Supervisory Board members	66.6	67.1	65.5
Number of executive officers	28	25	23
Female executive officers as a percentage of total executive officers	0.0%	0.0%	0.0%

## Governance Data

## ■Activities of Committees

	(Years ended March 31)		
	2017	2018	2019
<b>Advisory Committee on Appointments and Remuneration members</b>	4	3	3
Inside Committee members	2	1	1
Independent outside Committee members	2	2	2
<b>Frequency of Advisory Committee on Appointments and Remuneration meetings (meetings/year)</b>	2	6	8
<b>Attendance at Advisory Committee on Appointments and Remuneration meetings</b>	100.0%	100.0%	100.0%
<b>Frequency of Management Committee meetings (meetings/year)</b>	12	16	21
<b>Attendance at Management Committee meetings</b>	98.3%	99.6%	99.1%
<b>Frequency of KAITEKI Promotion Committee meetings (meetings/year)</b>	2	2	2
<b>Attendance at KAITEKI Promotion Committee meetings</b>	100.0%	100.0%	100.0%
<b>Frequency of Technological Development Committee meetings (meetings/year)</b>	2	2	2
<b>Attendance at Technological Development Committee meetings</b>	100.0%	100.0%	100.0%
<b>Frequency of Investment Committee meetings (meetings/year)</b>	1	2	2
<b>Attendance at Investment Committee meetings</b>	100.0%	100.0%	97.3%
<b>Compliance Committee members</b>	33	33	33
<b>Frequency of Compliance Committee meetings (meetings/year)</b>	2	2	2
<b>Attendance at Compliance Committee meetings</b>	100.0%	100.0%	100.0%
<b>Global Compliance Committee members</b>	—	14	20
<b>Frequency of Global Compliance Committee meetings (meetings/year)</b>	—	1	1
<b>Attendance at Global Compliance Committee meetings</b>	—	100.0%	100.0%
<b>Risk Assessment Committee members</b>	15	18	21
<b>Frequency of Risk Assessment Committee meetings (meetings/year)</b>	1	1	1
<b>Attendance at Risk Assessment Committee meetings</b>	100.0%	100.0%	100.0%
<b>Technological Risk Management Committee members</b>	18	19	19
<b>Frequency of Technological Risk Management Committee meetings (meetings/year)</b>	2	2	2
<b>Attendance at Technological Risk Management Committee meetings</b>	100.0%	97.6%	100.0%

## Governance Data

## ■ Remuneration for Officers

Millions of yen	(Years ended March 31)		
	2017	2018	2019
Remuneration for directors (excluding independent outside directors)	455	331	249
Basic remuneration*	455	331	151
Performance-linked bonuses	–	–	97
Remuneration for Audit & Supervisory Board members (excluding independent outside members)	25	25	25
Basic remuneration	25	25	25
Remuneration for independent outside officers	103	102	102
Basic remuneration	103	102	102
Remuneration for independent auditors	160	162	212
Remuneration for audit services	157	161	209
Other remuneration for independent auditors	3	1	3

\* In fiscal years 2017 and 2018, basic remuneration for directors included performance-linked bonuses.

## ■ Other Data

	(Years ended March 31)		
	2017	2018	2019
Anti-takeover measures	Not adopted	Not adopted	Not adopted
Code of ethics	Adopted	Adopted	Adopted
Policy on transparency of tax affairs	Adopted (internal)	Adopted (internal)	Adopted (internal)
Taiyo Nippon Sanso Group Code of Conduct, Code of Conduct Guidebook (rules for the prevention of corruption, bribery, conflict of interest transactions and leaks of trade secrets, etc.)	Adopted (internal)	Adopted (internal)	Adopted (internal)
Corporate political contributions (yen)	0	0	0
Violations of rules for the prevention of corruption	0	0	0
Monetary penalties incurred as a result of violations of guidelines for the prevention of corruption (yen)	0	0	0



Intellectual Property and Research and Development Data

■Intellectual Property

Registered patents as of December 31

(Years ended March 31)

Patents	2017	2018	2019
Registered patents	1,029	1,094	1,147
Japan	701	738	774
Overseas	328	356	373

■R&D

(Years ended March 31)

Millions of yen	2017	2018	2019
Research and development expenses	3,323	3,255	3,494
Gas business in Japan	2,660	2,612	2,846
Gas business in the United States	600	593	614
Thermos business	62	48	34



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