

## E Environment

### Environmental management

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Number of ISO 14001 Certifications <sup>*1</sup>	Consolidated	Cases	4	4	<b>4</b>
Number of Green Management Certifications <sup>*2</sup>		Cases	3	3	<b>3</b>

\*1 Headquarters and Chiyoda Factory of Nankai Electric Railway Co., Ltd./Chiyoda Factory of Nankai Vehicles Service Engineering Co., Ltd.; SEMBOKU RAPID RAILWAY CO., LTD. (entire company); Architectural, Civil Engineering and Railway Divisions of Nankai Tatsumura Construction Co., Ltd.; Tokyo Branch of Nankai Building Service Co., Ltd.

\*2 Itakano Branch of Nankai Bus Co., Ltd.; Sakai Branch and Rinku Branch of Southern Transport Services Co., Ltd.

### Greenhouse gas (GHG) emissions<sup>\*1</sup>

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
GHG emissions	Consolidated	t-CO <sub>2</sub>	234,679	202,632	<b>207,696</b>
Scope 1 <sup>*2</sup>		t-CO <sub>2</sub>	100,129	80,547	<b>79,202</b>
Scope 2 <sup>*3</sup>		t-CO <sub>2</sub>	134,550	122,084	<b>128,494</b>
GHG emissions intensity <sup>*4</sup>		t-CO <sub>2</sub> /million yen	1.02	1.06	<b>1.03</b>

\*1 Calculated based on the Act on Promotion of Global Warming Countermeasures. (Electricity was calculated based on the basic emission factor by electric power company, and city gas was calculated based on the emission factor published by city gas companies.)

\*2 CO<sub>2</sub> emissions from energy use

\*3 Emissions based on market standards

\*4 GHG emissions intensity = GHG emissions /Operating revenue

### Energy consumption

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Electricity	Consolidated	Thousand kWh	377,488	341,936	<b>345,915</b>
City gas <sup>*</sup>		Thousand m <sup>3</sup>	6,203	6,314	<b>6,550</b>
Vapor		GJ	3,557	3,822	<b>3,626</b>
Cold water		GJ	7,406	4,998	<b>5,490</b>
Propane gas		kg	145	119	<b>111</b>
Gasoline		kl	444	589	<b>441</b>
Diesel		kl	21,875	15,268	<b>14,655</b>
Kerosene		kl	47	62	<b>60</b>
A heavy oil		kl	2,339	4,588	<b>4,758</b>
BC heavy oil		kl	7,155	3,991	<b>3,886</b>

\*Includes GNG

### Water intake

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Water intake <sup>*</sup>	Consolidated	Thousand m <sup>3</sup>	1,345	1,116	<b>1,221</b>
Water supply		Thousand m <sup>3</sup>	—	—	<b>867</b>
Industrial water		Thousand m <sup>3</sup>	—	—	<b>233</b>
Groundwater, rainwater, etc.		Thousand m <sup>3</sup>	—	—	<b>121</b>

\*The amount includes not only water supply, but also industrial water of some Group companies and measurable amount of treated water and groundwater

### Paper use

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Paper use <sup>*</sup>	Non-consolidated	Thousand sheets	3,183	1,940	<b>1,393</b>

\*Paper used at the head office

## Waste

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
General waste emissions	Non-consolidated	t	3,051	3,247	<b>3,890</b>
Industrial waste emissions <sup>*1</sup>		t	2,560	1,590	<b>1,232</b>
Plastic waste volume <sup>*2</sup> (figure in the parenthesis)		t	(398)	(315)	<b>(325)</b>
General waste emissions	Consolidated	t	—	—	<b>10,314</b>
Industrial waste emissions <sup>*1*</sup>		t	—	—	<b>66,630</b>
Hazardous waste <sup>*4</sup> emissions (figure in the parenthesis)		—	—	—	<b>(59)</b>
Total general waste and industrial waste emissions		t	—	—	<b>76,944</b>
Recycle ratio <sup>*5</sup>		%	—	—	<b>88.3</b>
Final amount disposed		t	—	—	<b>9,024</b>

\*1 Emissions based on the industrial waste management sheet

\*2 Emissions of industrial waste from plastic products as defined in the Law for Recycling Plastic Materials

\*3 For the construction business, the calculation includes all industrial waste that our Group disposed of as the main contractor.

\*4 Specially controlled wastes (wastes with explosive, toxic, infectious, or other properties that may cause damage to human health or the living environment) as defined in the Law Concerning Waste Disposal and Scavenging (Waste Disposal Law)

\*5 Thermal recycling is included in recycling.

## Emissions and transfers of chemical substances<sup>\*1</sup>

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Ethyl benzene	Non-consolidated	kg	117.9	85.3	<b>131.8</b>
Xylene		kg	465.7	413.0	<b>528.5</b>
Styrene		kg	304.5	172.6	<b>0.0</b>
Toluene		kg	1,160.9	999.8	<b>1,102.0</b>
Other <sup>*2</sup>		kg	188.1	178.3	<b>880.3</b>

\*1 Emissions and transfers of Class I Designated Chemical Substances from locations that have notified the government in accordance with the Law concerning Pollutant Release and Transfer Register (PRTR) (applicable locations: Chiyoda Factory only)

\*2 Included 19 substances until the fiscal year ended March 31, 2021, and added 15 substances for the fiscal year ended March 31, 2022, for a total of 34 substances.

## Other types of waste

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Estimated leakage of fluorocarbons <sup>*1</sup>	Non-consolidated	t-CO <sub>2</sub>	122.2	114.7	<b>319.0</b>
NOx emissions <sup>*2</sup>		kg	36.4	38.5	<b>36.2</b>

\*1 Leakage of fluorocarbons from Class I Specified Products calculated based on the Law Concerning the Discharge and Control of Fluorocarbons

\*2 NOx emissions in vehicle exhaust gas calculated as defined in the Automobile NOx PM Control Law and reported to the Osaka Prefectural Government

## S Society

### Sales performance of the Railway Business

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Operating kilometers	Non-consolidated	km	154.8	154.8	<b>154.8</b>
Kilometers covered by passenger trains		Thousand km	100,212	96,245	<b>95,192</b>
Passengers carried		Thousand people	239,454	178,164	<b>182,851</b>
Car-load factor		%	31.3	22.5	<b>23.3</b>
Number of stations		Stations	100	100	<b>100</b>
Number of cars		Cars	696	696	<b>696</b>

## Data Section

### Safety

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Investment for safety by the railway business	Non-consolidated	Millions of yen	13,775	8,176	<b>9,799</b>
Number of major accidents* <sup>1</sup>		Cases	0	0	<b>0</b>
Number of railroad crossing accidents* <sup>2</sup>		Cases	10	9	<b>7</b>
Number of personal injury accidents* <sup>3</sup>		Cases	10	9	<b>12</b>
Number of transportation failures* <sup>4</sup>		Cases	21	14	<b>14</b>
Incidents* <sup>5</sup>		Cases	2	0	<b>2</b>
Number of disasters		Cases	5	7	<b>6</b>
Last time incident rate		—	0.18	0.73	<b>0.55</b>

\*1 Total of train collision, train derailment, and train fire accidents.

\*2 Accidents where a train or vehicle collided with or came into contact with a person or vehicle passing a railroad crossing.

\*3 Accidents that resulted in the death or injury of a person due to train or vehicle operation.

\*4 A situation in which trains are suspended or delayed (for 30 minutes or more) for reasons other than a railroad operation accident.

\*5 A situation that has not caused an accident yet, but is recognized as having the potential to cause a railroad operation accident.

### Employees

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Number of employees	Consolidated	Persons	9,205	9,133	<b>8,887</b>
Female		Persons	1,326	1,361	<b>1,307</b>
Male		Persons	7,879	7,772	<b>7,580</b>
Ratio of female employees		%	14.4	14.9	<b>14.7</b>
Number of newly hired employees* <sup>1</sup>		Persons	531	418	<b>316</b>
Female		Persons	103	88	<b>61</b>
Male		Persons	428	330	<b>255</b>
Ratio of women among newly hired employees* <sup>1</sup>		%	19.4	21.1	<b>19.3</b>
Number of employees in management positions* <sup>2</sup>		Persons	807	798	<b>791</b>
Female		Persons	25	28	<b>35</b>
Male		Persons	782	770	<b>756</b>
Ratio of female employees in management positions		%	3.1	3.5	<b>4.4</b>
Average years of service* <sup>1</sup>		Years	15.9	16.5	<b>17.2</b>
Female		Years	9.6	9.7	<b>10.5</b>
Male		Years	16.5	17.2	<b>18.0</b>
Average age		Years old	43.0	43.6	<b>44.1</b>
Average annual salary		Yen	6,229,295	6,118,137	<b>5,872,700</b>
Average overtime per month		Hours	25.6	25.0	<b>23.7</b>
Average acquisition rate of annual paid leave	%	92.6	90.9	<b>90.1</b>	
Turnover rate	%	1.0	1.4	<b>1.9</b>	
Number of employees who acquire childcare leave	Non-consolidated	Persons	18	30	<b>24</b>
Female		Persons	5	12	<b>4</b>
Male		Persons	13	18	<b>20</b>
Acquisition rate of childcare leave		%	21.4	43.5	<b>49.0</b>
Female		%	100	100	<b>100</b>
Male		%	16.5	31.5	<b>44.4</b>
Number of non-regular employees		Persons	25	27	<b>25</b>
Total training hours		Hours	—	—	<b>19,276</b>
Training hours per employee	Hours	—	—	<b>6.6</b>	
Number of rehired employees	Persons	25	27	<b>11</b>	
Employment rate of disabled people	* <sup>3</sup>	%	2.39	2.46	<b>2.47</b>

\*1 Refers to the number of full-time employees (total of new graduate hires, mid-career hires, and part-time employees hired as full-time employees).

\*2 Management positions refer to supervisory and managerial positions that are not subject to working hour restrictions, etc.

\*3 Refers to the Company and seven Group companies that have obtained special certification.

### Human rights

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Number of employees who utilized the human rights hotline	Non-consolidated	Persons	2	1	<b>1</b>
Training on human rights		Persons	185	83	<b>71</b>
Training hours		Minutes	120	40	<b>90</b>
Harassment prevention training		Persons	142	83	<b>129</b>
Training hours		Minutes	120	40	<b>90</b>

### Information security

**Basic policy for personal information protection: Yes** Privacy Policy <https://www.nankai.co.jp/policy.html>

## G Governance

### Matters related to Directors

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Number of Directors* <sup>1</sup> (including Directors who are Audit & Supervisory Committee Members)* <sup>2</sup>	Non-consolidated	Persons	8	15	15
Internal		Persons	5	7	7
Female		Persons	0	0	0
Male		Persons	5	7	7
Outside		Persons	3	8	8
Female		Persons	1	3	3
Male		Persons	2	5	5
Ratio of Outside Directors* <sup>1</sup>		%	37.5	53.3	53.3
Ratio of female Directors* <sup>1</sup>		%	12.5	20.0	20.0
Attendance rate of Outside Directors		%	—	—	97.8
Number of Audit & Supervisory Committee Members [Number of Auditors]* <sup>1</sup>		Persons	5	6	6
Internal		Persons	2	2	2
Female		Persons	0	0	0
Male		Persons	2	2	2
Outside		Persons	3	4	4
Female		Persons	0	1	1
Male		Persons	3	3	3
Ratio of Outside Director and Audit & Supervisory Committee Member [Outside Auditors]		%	60.0	66.7	66.7
Ratio of female Outside Director and Audit & Supervisory Committee Member [female Auditors]		%	0.0	16.7	16.7
Attendance rate of Outside Director and Audit & Supervisory Committee Member [Outside Auditors]		%	—	—	98.0
Number of Meetings of the Board of Directors	Meetings	12	12	12	
Number of Meetings of the Audit & Supervisory Committee (Meetings of the Board of Auditors)	Meetings	13	13	13	

\*<sup>1</sup> As of the end of June in the following fiscal year (As of the end of June 2022 for the fiscal year ended March 2022).

\*<sup>2</sup> Transitioned to a Company with an Audit & Supervisory Committee in June 2021.

### Matters related to Corporate Officers (excluding Corporate Officers serving as Directors)

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Number of Corporate Officers*	Non-consolidated	Persons	12	12	15
Female		Persons	0	0	1
Male		Persons	12	12	14
Ratio of female Corporate Officers*		%	0	0	6.7

\*As of the end of June in the following fiscal year (As of the end of June 2022 for the fiscal year ended March 2022).

### Matters related to the Nominating Committee and Compensation Committee

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Number of Nominating Committee Members	Non-consolidated	Persons	4	5	5
Internal		Persons	1	1	1
Outside		Persons	3	4	4
Number of Compensation Committee Members		Persons	4	5	5
Internal		Persons	1	1	1
Outside		Persons	3	4	4

### Compensation

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Directors (excluding Outside Directors)* <sup>1</sup>	Non-consolidated	Million yen	298	191	211
Auditors (excluding Outside Auditors)* <sup>2</sup>		Million yen	47	47	45
Outside Directors		Million yen	25	25	64
Outside Auditors		Million yen	25	25	
Compensation for accounting audits	Consolidated				
Auditing work fees		Million yen	147	148	144
Non-auditing work fees		Million yen	4	5	7

\*<sup>1</sup> Excludes Directors and Outside Directors who are Audit & Supervisory Committee Members for the fiscal year ended March 2022.

\*<sup>2</sup> Includes Directors who are Audit & Supervisory Committee Members (Outside Director and Audit & Supervisory Committee Member) for the fiscal year ended March 2022.

### Compliance

Metrics	Applicable data	Unit	Fiscal year ended March 2020	Fiscal year ended March 2021	Fiscal year ended March 2022
Number of whistleblowing cases	Consolidated	Cases	23	14	27