



Showa Sangyo Group

Sustainability Data Book

2025

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Scope of Data

Target Organization

Mainly, Showa Sangyo Co., Ltd. only (Showa Sangyo Group: As of March 31, 2025)

Target Period

FY2020-2024 (April 1, 2020 - March 31, 2025)

Reporting Cycle

Annually

Month of Publication (Month of Previous Publication)

December 2025 (previous December 2024)

Environmental Data

Environment Management (Non-consolidated Basis)

		Units	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
No. of environment committee meetings	Kashima Plant	Cases	4	4	4	4	4	
	Kobe Plant	Cases	4	4	4	4	4	
	Funabashi Plant	Cases	4	4	4	4	4	
Internal audits	Improvement suggestions	Cases	7	0	8	3	16	Showa Sangyo 3 plants
	Improvement proposals	Cases	74	37	45	32	9	

Material Balance through Business Activities

<List of 27 companies subject to calculation>

Showa Sangyo Co., Ltd., Shosan Shoji Co., Ltd., Shikishima Starch MFG. Co., Ltd., Okumoto Flour Milling Co., Ltd., Kida Flour Mills Co., Ltd., Naigai Flour Milling Co., Ltd., Showa Frozen Foods Co., Ltd., Swing Bakery Co., Ltd., Grandsolu bakery Co., Ltd., Oban Co., Ltd., Kyushu Showa Sangyo Co., Ltd., Showa Keiran Co., Ltd., Shourei Co., Ltd., Shosan Kaihatsu Co., Ltd., Shosan Business Services Co., Ltd., Shosan Transportation Co., Ltd.

Companies subject to calculation starting in FY2018: Central Flour Milling Co., Ltd., Garden Bakery Inc., Tower Bakery Co., Ltd., Star Bakery Co., Ltd.

Companies subject to calculation starting in FY2020: Boso oil and fat Co., Ltd., Nagaokayuryo Co., Ltd., Musashiyushi Co., Ltd., Minaminihonkomeabura Co., Ltd., Tokyoyushikogyo Co., Ltd., Kumiaiushi Co., Ltd., San-ei Sucrochemical Co., Ltd.

*Saikado Co., Ltd. is removed from the calculation starting in FY2021, and Family-foods Inc. is removed starting in FY2022.

		Units	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
INPUT	Raw materials		2,539	2,275	2,193	2,131	2,288	
	Grains		2,507	2,239	2,154	2,084	2,249	
	Vegetable oils and fats		32	36	39	47	39	
	Other raw materials	Thousand t	74	63	73	59	68	
	Packaging materials		19	19	19	17	19	
	Plastics		4	4	4	4	3	
	Paper / cardboard		11	11	10	9	11	
	Metal		5	5	4	4	5	
	Total energy		7,387	7,412	7,256	7,220	7,065	
	Petroleum oil		297	267	243	264	238	
	Gas		1,855	2,665	3,251	3,167	2,884	
	Coal	TJ	1,479	595	0	0	0	
	Biomass		328	416	373	355	292	
	Purchased electricity		2,660	2,719	2,639	2,691	2,799	
	Purchased steam power		768	751	749	743	851	
OUT PUT	Water intake		14,992	14,782	13,980	13,255	12,450	
	Water supply		565	532	488	471	477	
	Water for industrial use	Thousand m³	7,326	7,144	6,701	6,668	6,662	
	Well water		2,491	2,388	2,403	1,443	2,246	
	Sea water		4,610	4,719	4,388	4,673	3,065	
	Sale quantity		2,188	2,249	2,037	2,077	2,061	
	Flour milling business	Thousand t	597	565	574	618	597	
	Vegetable oils and household foods business		347	346	328	373	395	
	Starches and sweeteners business		543	644	520	523	488	
	Animal feed business		655	647	570	522	538	
	Group food businesses		46	47	45	42	42	
	GHG emissions (Scope 1+2)		412	367	339	345	324	
	Scope 1		250	211	184	184	171	
	CO₂	Thousand t - CO₂e	247	205	179	176	165	Including R22 in calculation
	HFC		1.0	1.3	0.8	2.4	0.8	
	CH₄		1.7	3.3	3.7	4.5	4.6	
	N₂O		0.8	0.8	0.7	0.7	0.8	
	Scope 2		162	157	154	161	153	Calculated using adjusted emission factor
	Scope 3		2,300	2,252	2,196	2,185	2,269	
	Food circulation resources		735	896	904	883	928	
	Wheat-derived	Thousand t	183	182	182	179	172	Only offices and plants with at least 100t/year production are included
	Soy / canola-derived		369	352	308	323	345	
	Corn-derived		124	299	350	309	308	
	Other		59	63	65	73	102	
	Food recycling rate	%	99.9	99.9	99.9	99.9	99.8	Showa Sangyo (non-consolidated)
	Amount of unnecessary products		96	100	86	107	88	
	Amount sold as valuable	Thousand t	6.9	7.3	7.3	7.6	8.4	
	Amount recycled		87	91	77	98	75	
	Amount for landfills / incineration		1.9	1.7	1.2	0.9	4.8	
	Waste recycling rate	%	98.1	98.3	98.6	99.1	94.6	
	Amount of wastewater		12,282	11,846	11,635	10,820	10,234	
	Amount of wastewater (public sewage)	Thousand t	2,258	2,091	2,112	2,292	2,298	
	Amount of wastewater (public water)	Thousand t	10,024	9,755	9,523	8,529	7,936	
	Amount of COD burden (public water)	t	99	119	144	133	133	Only specified places of business are included
	Amount of pollution / chemical substance emission							
	NOx	t	284	179	120	123	114	
	SOx		29	27	10	11	10	
	Soot and dust		32	27	4	9	6	
	PRTR-subject substances		473	367	369	429	328	

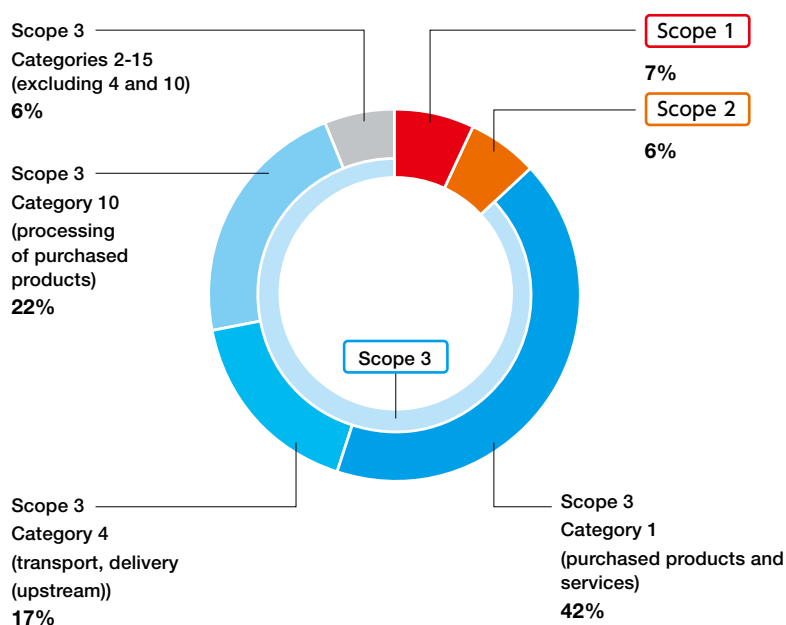
Initiatives for Reducing Emissions of Nitrogen Oxides (NOx), Sulfur Oxides (SOx) and Other Important Atmospheric Emissions

Toward proper management of pollution prevention and chemical substances, our Group is moving forward by switching fuel to town gas and LNG, which do not include sulfur, as we strive to reduce emission of atmospheric pollutants. The PRTR-subject substance* our Company handles is hexane used for manufacturing vegetable oils and fats. We assess the amount emitted and amount moved and manage it properly.

* A "Class 1 Designated Chemical Substance" according to the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof

Percentage of Supply Chain Emissions (FY2024)

Scope 3 constituted a rate of 85% or more of the total. In particular, emissions derived from grains (production and transport), one of our main ingredients, amounts to a large percentage of roughly 60% of the total.



Consumer Issue Data

Food Safety and Quality Management

		Units	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
On-site audits / investigations								
Showa Sangyo internal audits	Improvement suggestions	Cases	8	24	16	15	21	
	Improvement proposals		40	38	46	65	67	
Group company audits *1	Domestic bases	Cases	2	18	18	13	16	FY2020: 14 cases cancelled to avoid risks of infection with COVID-19
	Overseas bases		0	1	1	2	1	
Vendor plant investigations	Secondary raw materials	Cases	23	100	53	29	39	
	Container / packaging materials		4	12	51	11	12	
	Outsourced companies		10	9	9	10	14	
Warehouse investigations	In-house warehouses	Cases	18	17	17	17	1	
	Commercial warehouses		19	19	16	22	21	
Activities for improving the abilities of those in quality management								
Qualifications	No. of those taking taste and smell tests	People	430	473	517	545	534	
	No. of those who passed the labeling test*2		23	39	15	16	14	
Group quality management technology training*3	No. of participating companies	Companies	17	17	15	10	13	
	Total No. of participating people	People	75	429	240	36	26	

*1 The aggregation range for FY2024 includes 17 companies: Shikishima Starch MFG. Co., Ltd., Okumoto Flour Milling Co., Ltd., Kida Flour Mills Co., Ltd., Naigai Flour Milling Co., Ltd., Swing Bakery Co., Ltd., Grandsolu bakery Co., Ltd., Central Flour Milling Co., Ltd., Garden Bakery Inc., Tower Bakery Co., Ltd., Boso oil and fat Co., Ltd., Tokyoyushikogyo Co., Ltd., San-ei Sucrochemical Co., Ltd., Showa Keiran Co., Ltd., Showa Frozen Foods Co., Ltd., Toukatsu Foods Co., Ltd., Tanaka Seian Co., Ltd., and Dachan Showa Foods Tianjin Co.,Ltd

*2 The test that evaluates the ability to create and verify food labeling, held by the Food Labeling Test Association

*3 Due to the COVID-19 pandemic, online seminars were held from FY2020 to FY2022.

Dialogue with Customers

		Units	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
No. of claims at customer support center	Total	Cases	5,059	4,301	3,900	3,690	3,231	
	Inquiries		4,647	3,921	3,564	3,417	2,918	
	Suggestions		277	226	218	180	210	
	Opinions / requests		135	154	118	93	103	
Details of inquiries	Total	Cases	4,647	3,921	3,564	3,417	2,918	
	About sales stores		1,734	1,319	1,327	1,134	879	
	About best-before date		629	590	554	499	412	
	Other		2,284	2,012	1,683	1,784	1,627	

Social Data

Employment Data

		Units	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Employees	No. at our Company	People	1,244	1,269	1,276	1,270	1,303	Group consolidated companies
	No. at consolidated companies	People	2,899	2,870	2,863	2,858	2,861	
	Average age	Years old	39.4	39.7	40.1	40.8	40.4	
	Male	Years old	39.6	39.8	40.3	41.0	40.6	
	Female	Years old	39.0	39.3	39.7	40.4	40.3	
	No. of mid-career hires	People	18	19	19	19	18	
	Male	People	9	13	12	10	9	
	Female	People	9	6	7	9	9	
	Percentage of mid-career hires	%	26.5	25.3	32.2	29.0	26.5	
	No. of mid-career hires in management positions	People	20	25	25	37	35	
	Percentage of mid-career hires in management positions	%	7.9	9.4	8.4	13.0	12.2	
Average employment duration	Overall		15.9	16.1	16.4	16.5	15.8	
	Male	Years	16.7	16.9	17.3	17.4	16.7	
	Female		13.7	14.1	14.2	14.2	13.7	
Full-time employee turnover	Total number of employees leaving work	People	35	53	55	63	47	
	Voluntary separation rate	%	48.6	79.2	74.5	57.1	51.1	
Leaving work within three years	No. of people	People	4	7	11	9	9	
	Percentage of people in Company	%	6.9	11.1	16.4	13.2	12.0	
Wage disparity between men and women	All workers		-	-	74.7	75.2	76.4	Calculated starting in FY2022 based on the regulations in the "Act on the Promotion of Women's Active Engagement in Professional Life"
	Regular workers	%	-	-	77.7	78.9	80.1	
	Part-time / temporary workers		-	-	52.1	48.5	44.9	

Workplace Environment

		Units	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Working environment	Total hours worked (annually)	Hours	1,929	1,905	1,906	1,890	1,895	
	Average overtime hours worked (monthly)	Hours	12	12	12	12	12	
	Percentage of yearly paid leave taken	%	58.8	64.3	71.1	73.8	71.0	
	Average no. of days of yearly paid leave taken	Days	11	12	13	12	12	
System utilization	No. of people using the nursing care leave system	People	0	1	0	0	1	
	No. of people using the shortened time working system	People	77	81	87	66	79	
	No. of people using the childcare leave system	People	28	45	40	37	30	
	Male	People	14	29	22	19	21	
	Percentage taken	%	50.0	87.9	95.7	61.2	70.0	
	Female	People	14	16	18	18	9	
	Percentage taken	%	100.0	100.0	100.0	100.0	100.0	
	Percentage of women who return after childcare leave	%	89.5	87.5	87.5	88.8	94.4	
Employee activity	Retention rate of women who return after childcare leave	%	100.0	100.0	100.0	100.0	100.0	Percentage employed one year after returning
	Training cost per employee	Thousand yen	59	64	50	55	58	

Diversity

		Units	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Participation by women	Percentage of employees who are women		27.8	28.0	27.7	28.7	29.3	
	Percentage of managers who are women		6.3	7.2	7.9	9.2	9.8	
	Percentage of leaders who are women	%	21.8	22.8	25.9	27.5	28.7	
	Percentage of graduate hires who are women		35.1	44.8	56.3	51.7	41.9	
	Technology		30.4	41.2	68.4	50.0	31.3	
	Office		42.9	50.0	38.5	53.3	53.3	
Participation by seniors	No. of retirement age rehires	People	60	66	73	78	90	
	Percentage of retirement age rehires	%	93.8	100.0	100.0	90.9	100.0	
Participation by disabled persons	Percentage of disabled person hires	%	2.1	2.6	2.7	2.9	2.6	

Occupational Health and Safety

		Units	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Work accidents*	Accidents without lost time	Cases	4	8	14	6	14	
	Accidents with lost time	Cases	1	4	3	4	6	
	Work accident frequency rate	-	0.4	1.6	1.2	1.6	2.5	
	(Average for manufacturing business)	-	(1.2)	(1.3)	(1.3)	(1.3)	(1.3)	
	Work accident severity rate	-	0.00	0.09	0.00	0.04	0.04	
	(Average for manufacturing business)	-	(0.07)	(0.06)	(0.08)	(0.08)	(0.06)	

* Calculated based on the standards of the Ministry of Health, Labour and Welfare's Survey on Industrial Accidents.