

●Environment

- Environmental policy

<https://www.onward-hd.co.jp/en/sustainability/environment/>
- Supplier CSR Audit Guidelines (in Japanese)

<https://www.onward-hd.co.jp/sustainability/partnership/supplier.pdf>
- Disclosure of information in line with TCFD recommendations

[https://www.onward-hd.co.jp/en/sustainability/environment/tcf2023\\_en.pdf](https://www.onward-hd.co.jp/en/sustainability/environment/tcf2023_en.pdf)

Climate change		Scope	Unit	FY 02/20	FY 02/21	FY 02/22	FY 02/23
Greenhouse gas emissions	GHG Scope1	Domestic consolidated	t-CO2	2,187	1,182	1,553	1,233
	GHG Scope2			11,547	9,841	8,895	6,352
	GHG Scope3			230,687	171,920	177,123	181,250
	TOTAL			244,421	182,943	187,571	188,835

Scope3 By category	cat 1	Domestic consolidated	t-CO2	189,333	150,781	157,232	164,139
	cat 2			26,878	9,007	7,604	4,308
	cat 4			8,745	8,132	8,514	9,062
	cat 5			190	282	252	173
	cat 6			1,072	340	396	393
	cat 7			2,431	1,801	1,611	1,510
	cat 12			2,038	1,577	1,514	1,665

Water and Waste	Scope	Unit	FY 02/20	FY 02/21	FY 02/22	FY 02/23
Total water used	Domestic consolidated	Thousands of m³	205	138	147	127
Total wastewater emitted			200	135	143	127

Total waste	Domestic consolidated	t	1,033	1,221	1,004	1,648
Waste recycled		t	416	564	395	1,139
Ratio of recycled material used		%	40.3	46.2	39.3	69.1

Compliance	Scope	Unit	FY 02/20	FY 02/21	FY 02/22	FY 02/23
Environmental fines and panalties	Domestic consolidated	Violations	0	0	0	0
Total cost of environmental fines and penalties		Yen	0	0	0	0

Participation in Industry group

Japan apparel-fashion industry council

<http://www.jafic.org/members/>

●Social

- Workstyle policy [https://www.onward-hd.co.jp/en/sustainability/work\\_life\\_synergy/](https://www.onward-hd.co.jp/en/sustainability/work_life_synergy/)
- Collective Agreement/Rules of Employment/Legal Compliance [https://www.onward-hd.co.jp/en/sustainability/work\\_life\\_synergy/human\\_rights.html](https://www.onward-hd.co.jp/en/sustainability/work_life_synergy/human_rights.html)
- Supplier CSR Audit Guidelines (in Japanese) <https://www.onward-hd.co.jp/sustainability/partnership/supplier.pdf>

Employees in FY02/23(ONWARD Holdings&ONWARD Kashiyama) 3,518 people

Regular employees 3,209 people                      Fixed-term employees 309 people

Employees	Scope	Unit	FY 02/20	FY 02/21	FY 02/22	FY 02/23
Ratio of female employees	ONWARD*1 in-house employees	%	54.5	52.0	53.4	55.2
Ratio of female managers		%	21.2	21.3	21.2	22.9
Ratio of employees with disabilities	ONWARD Kashiya <span></span> ma	%	2.36	2.25	2.71	2.66
Ratio of employees taking parental leave(Women)	ONWARD*1 in-house employees	%	100.0	97.0	100.0	100.0
Ratio of employees taking parental leave(Men)		%	10.5	20.0	27.3	60.0
Ratio of employees taking parental leave(Total)		%	65.3	79.1	75.0	86.2
Ratio of employees who received health examinations	ONWARD Health insurance union member	%	40.6	46.9	79.7	82.1
Ratio of employees who responded the stress check		%	30.4	27.1	56.4	52.5

\*1 ONWARD HD+ONWARD Kashiyama+ONWARD Digital Labo

●Governance

- Corporate Governance Policy [https://www.onward-hd.co.jp/en/company/policy\\_en.pdf](https://www.onward-hd.co.jp/en/company/policy_en.pdf)
- Corporate Governance Report [https://www.onward-hd.co.jp/en/company/governance\\_report\\_en.pdf](https://www.onward-hd.co.jp/en/company/governance_report_en.pdf)
- Corporate Governance Structure <https://www.onward-hd.co.jp/en/company/governance.html>
- Basic Policy on the Development of Internal Control Systems [https://www.onward-hd.co.jp/en/company/internal\\_control.html](https://www.onward-hd.co.jp/en/company/internal_control.html)

Compliance	Scope	Unit	FY 02/20	FY 02/21	FY 02/22	FY 02/23
Fines and penalties for corruption	Domestic consolidated	Incidents	0	0	0	0
Total cost of fines and penalties for corruption		Yen	0	0	0	0
Non-compliance incidents		Incidents	0	0	0	0
Total cost of non-compliance incidents		Yen	0	0	0	0
Political contributions		Yen	0	0	0	0