

Environment

Results for the First Half of the Citizen Group Medium-Term Environmental Plan 2018 (Excerpt)

Evaluations ○: Achieved △: Partly achieved ×: Not achieved

| | Target | | | Results | Evaluations |
|----------------------------------|---|---|---|---------|-------------|
| | FY2013 | FY2014 | FY2015 | | |
| Promote environmental management | Consolidate Group environmental management system | <ul style="list-style-type: none"> Obtain consolidated Group environmental certification Strengthen Group environmental management system | <ul style="list-style-type: none"> Acquired consolidated Group environmental certification Implemented internal Group audits and compliance audits Increased precision of overseas environmental data and regularly implemented activities to reduce environmental burden | | ○ |
| | Provide eco-friendly products and services | <ul style="list-style-type: none"> Eco-friendly approach to improving brand value Practice green procurement and expand range of eco-friendly products | <ul style="list-style-type: none"> Received "Eco Mark Award Gold Prize" Acquired third-party certification for carbon footprint Issued Group Green Procurement Guideline | | ○ |
| | Respond to environmental laws and regulations | <ul style="list-style-type: none"> Respond to global environmental laws and regulations, including chemical regulations | <ul style="list-style-type: none"> Responded to RoHS Directive revisions and implemented CE marking Strengthened response to restricted substances of REACH regulation (Ni, Pb, Cr⁶⁺) Bolstered management systems for chemical substances | | ○ |
| | Help create low-carbon society and recycling-oriented society | <ul style="list-style-type: none"> Control greenhouse gas emissions and help prevent global warming Reduce waste and promote recycling Reduce chemical risks | <ul style="list-style-type: none"> Received external recognition for energy-conserving activities Responded to revised Fluorocarbons Law Implemented recycling governance for waste Established targets to reduce handling volumes of chemical substances covered by PRTR Law | | ○ |
| | Protect nature and conduct community activities | <ul style="list-style-type: none"> Conduct nature protection and regional environmental initiatives | <ul style="list-style-type: none"> Implemented environmental activities deeply rooted in local communities Carried out greening initiatives at Group offices, giving consideration to biodiversity | | ○ |

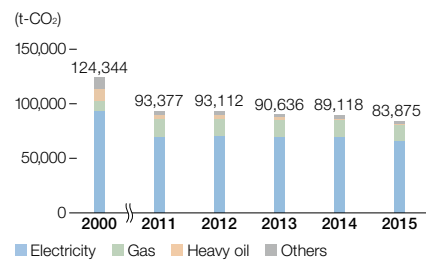
Business Activities and Environmental Impact

| | | Japan | Overseas |
|--------|--|-----------|-----------|
| INPUT | Total energy input (GJ) | 2,136,797 | 1,148,626 |
| | Water resource input (km ³) | 1,757 | 995 |
| | Repeated use of water within the organization (km ³) | 55 | 85 |
| | Chemical substance input (tons) | 141 | 2,239 |
| | Containers and packaging used (tons) | 77 | 1,631 |
| OUTPUT | CO ₂ emissions (tons-CO ₂) | 83,875 | 42,953 |
| | NOx emissions (tons) | 4 | 0 |
| | SOx emissions (tons) | 2 | 0 |
| | Water drainage (km ³) | 1,177 | 574 |
| | BOD emissions (tons) | 15 | 7 |
| | COD emissions (tons) | 8 | 17 |
| | Waste generated (tons) | 6,662 | 7,864 |
| | Waste land-filled (tons) | 17 | 3,875 |

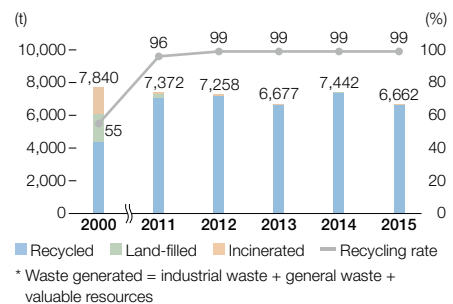
Input and output data does not include environmental impact at the distribution/sales, usage, or procurement stages.
Target period: April 1, 2015, to March 31, 2016, for companies in Japan; January 1, 2015, to December 31, 2015, for companies overseas

Scope of data: 26 companies in Japan; 16 companies overseas

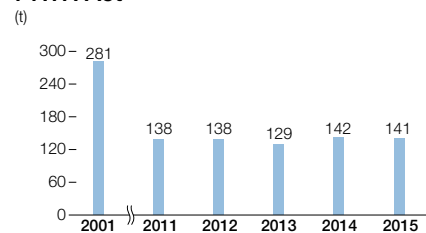
Group-Wide CO₂ Emissions



Group-Wide Waste Generated*



Citizen Group Transaction Volume of Chemical Substances Subject to the PRTR Act*



* Chemical substances Subject to the PRTR Act
2001: 354 substances; 2010: 462 substances

Employees

Recent Graduates Hired

| | FY2013 | FY2014 | FY2015 |
|--------|--------|--------|--------|
| Male | 73 | 38 | 87 |
| Female | 18 | 12 | 35 |

Employees Hired Mid-Career

| | FY2013 | FY2014 | FY2015 |
|--------|--------|--------|--------|
| Male | 61 | 32 | 15 |
| Female | 25 | 4 | 14 |

Average Age

| | FY2015 |
|--------|------------|
| Male | 42.2 years |
| Female | 39.7 years |

Average Years of Service

| | FY2015 |
|--------|------------|
| Male | 17.8 years |
| Female | 16.3 years |

Personnel Information

| | FY2013 | FY2014 | FY2015 |
|---|--------|--------|--------|
| Percentage of female managers | 3.27% | 3.40% | 3.50% |
| Usage of system for nursing care leave | 2 (0) | 2 (1) | 4 (1) |
| Number of people taking childcare leave | 35 (0) | 51 (0) | 53 (3) |
| Percentage of employees with disabilities | 1.88% | 2.03% | 2.14% |

Figures in parentheses are for male employees.

Implementation of Specific Health Checkups and Specific Counseling Guidance (at 32 worksites)

| | FY2013 | FY2014 | FY2015 |
|--|--------|--------|--------|
| Specified medical examination rate (employee & family) | 80.1% | 81.1% | 76.4% |
| Metabolic syndrome rate | 11.9% | 11.8% | 12.0% |
| Pre-metabolic syndrome rate | 12.5% | 11.5% | 12.2% |
| Specific counseling guidance rate | 26.8% | 38.0% | 41.1% |

Occurrence of Accidents

| | FY2013 | FY2014 | FY2015 |
|---|--------|--------|--------|
| Fatal accidents | 0 | 0 | 0 |
| Accidents resulting in employee absence | 8 | 7 | 10 |

Scope: Fiscal 2013: 13 principal Group companies in Japan
Fiscal 2014: 13 principal Group companies in Japan
Fiscal 2015: 12 principal Group companies in Japan
(reflecting the merger of two main Group companies in Japan in April 2015)