

ESG Highlights

Environment

Item		2018	2019	2020	2021	2022
Energy consumption (GJ)	In Japan	684,085	632,217	623,618	641,173	567,187
	Outside Japan	854,898	831,180	758,685	745,515	750,264
	Total	1,538,983	1,463,397	1,382,303	1,386,688	1,317,451
	Intensity (GJ/¥100 million)	381	362	369	356	289
Renewable energy (MWh)		131	112	175	2,594	10,730
Greenhouse gas (GHG) emissions (t-CO ₂ e)	In Japan	34,447	30,745	29,850	28,331	25,127
	Outside Japan	49,439	48,025	42,966	42,155	41,958
	Total	83,886	78,770	72,816	70,486	67,085
	Intensity (t-CO ₂ e/¥100 million)	20.78	19.48	19.46	18.08	14.70
	Scope1	15,015	14,000	11,727	12,015	15,390
	Scope2	68,871	64,770	61,089	58,471	51,695

Item	Classification	Category	2020	2021	2022
Supply chain GHG emissions Scope 3 (t-CO ₂ e) A dash (—) indicates “not applicable.”	Upstream	1 Purchased goods & services	197,858	225,275	272,104
		2 Capital goods	26,154	24,926	25,997
		3 Fuel- and energy-related activities not included in Scope 1 or 2	10,734	10,722	11,033
		4 Transportation & logistics	17,660	15,055	16,032
		5 Waste generated in operations	1,012	1,055	1,119
		6 Business travel	4,294	5,460	20,217
		7 Employee commuting	3,523	3,448	4,208
	Downstream	8 Leased assets	—	—	—
		9 Transportation & deliveries	—	—	—
		10 Processing of sold products	—	—	—
		11 Use of sold products	529,700	492,060	513,699
		12 End-of-life treatment of sold products	1,026	1,003	1,015
		13 Leased assets	—	—	—
		14 Franchises	—	—	—
		15 Investments	—	—	—
	Total		791,961	779,004	865,424

Item		2018	2019	2020	2021	2022
Water withdrawals (m ³)	In Japan	315,766	246,539	240,379	187,040	203,373
	Outside Japan	244,876	266,087	248,092	237,927	298,307
	Total	560,642	512,626	488,471	424,967	501,680
	Intensity (m ³ /¥100 million)	139	127	130	109	110
Water discharges (m ³)	In Japan	266,833	246,248	235,432	184,289	197,012
	Outside Japan	232,110	228,154	227,369	218,831	242,676
	Total	498,943	474,402	462,801	403,120	439,688
Waste generated (t)	In Japan	2,566	2,414	1,977	2,530	2,203
	Outside Japan	2,624	2,499	2,406	2,162	2,310
	Total	5,190	4,913	4,383	4,692	4,513
	Intensity (t/¥100 million)	1.29	1.22	1.17	1.20	0.99
Non-hazardous waste (t)	Recycled	3,528	3,333	2,851	3,142	2,877
	Incinerated	126	393	481	434	393
	Landfilled	784	613	524	333	489
	Total	4,438	4,339	3,856	3,909	3,759
Hazardous waste (t)	Recycled	—	—	—	708	546
	Incinerated	—	—	—	75	207
	Landfilled	—	—	—	0	1
	Total	752	574	527	783	754

Social

Item		2018	2019	2020	2021	2022
Number of employees (persons)	Yokogawa Group	17,848	18,107	17,715	17,258	17,084
	Yokogawa Electric Co.	2,574	2,496	2,536	2,503	2,342
Ratio of foreign nationals among employees (%)	Yokogawa Group	61.4	64.4	64.5	64.0	64.0
	Yokogawa Electric Co.	2.6	3.5	3.7	4.1	4.7
Ratio of women employees (%)	Yokogawa Group	21.9	21.7	21.9	22.5	23.1
	Yokogawa Electric Co.	15.5	16.5	17.4	18.1	18.8
Ratio of women managers (%)	Yokogawa Group	9.4	10.2	11.7	12.6	13.3
	Yokogawa Electric Co. *Yokogawa Electric on a non-consolidated basis	5.4	6.3	7.7	8.6	8.7
Ratio of women new graduates joining the Company (%)	Yokogawa Electric Co.	34.5 (2019/4)	41.3 (2020/4)	52.5 (2021/4)	26.7 (2022/4)	46.7 (2023/4)
Employment rate of disabled persons (%)	In Japan *Data for the 6 Group companies in Japan	2.27 (2019/6)	2.27 (2020/6)	2.40 (2021/6)	2.46 (2022/6)	2.52 (2023/6)
	Mean gender pay gap	—	—	—	—	73.4
Gender pay gap (%)	Yokogawa Group	—	—	—	—	68.4
	Yokogawa Electric Co. Mean bonus gap	—	—	—	—	77.1
Collective agreement coverage (%)	In Japan *Data for Yokogawa Electric Co. on a non-consolidated basis until FY2021; data for the 4 Group companies in Japan for FY2022	73.7	73.1	73.7	72.7	77.7
Average hours per FTE for training and development (hours/FTE)	Yokogawa Group	—	—	—	—	41.3
Total employee turnover rate (%)	In Japan *Data for the 4 Group companies in Japan	—	—	—	6.7	6.2
Employee engagement (%)	Yokogawa Group	77	78	79	80	76

Item		2018	2019	2020	2021	2022
Annual actual total working hours (hours/person)	Yokogawa Electric Co.	1,906	1,888	1,948	1,975	1,967
Average annual paid leave uptake rate (%/person)	Yokogawa Electric Co.	65.2	66.8	58.7	67.6	76.9
Average days of annual paid leave taken (days/person)	Yokogawa Electric Co.	14.0	14.3	12.6	17.4	20.4
Childcare leave uptake rate among male workers (%)	Yokogawa Electric Co.	3.9	7.9	16.2	36.8	49.2
Frequency rate of occupational accidents (Number of accidents resulting in lost workdays ÷ Aggregate number of work-hours × 1,000,000)	Employees (Yokogawa Group)	0.28	0.34	0.11	0.41	0.34
	Temporary and contract employees (Yokogawa Group)	0.46	0.28	0.00	0.23	0.32
Fatal accidents (cases)	Employees (Yokogawa Group)	0	0	0	0	0
	Temporary and contract employees (Yokogawa Group)	0	0	0	0	0

Item		2018	2019	2020	2021	2022	
Donations and community investments (million yen)	Activities	Cash contributions	194.3	184.4	229.7	199.5	177.8
		Employee participation and dispatch	1.7	1.0	0.6	0.7	0.5
		In-kind giving and use of company facilities	7.4	45.9	4.1	12.7	3.5
		Management overheads	18.0	18.0	18.0	18.0	18.0
		Total	221.4	249.3	252.4	230.9	199.8
	In and outside Japan	In Japan	178.9	175.6	180.7	191.3	178.2
		Outside Japan	42.5	73.7	71.7	39.6	21.6
		Total	221.4	249.3	252.4	230.9	199.8

Governance

Item		2018	2019	2020	2021	2022
Ratio of women on the Board of Directors (%)		0	0	11	11	13
	*Upon conclusion of the Annual General Meeting of Shareholders in June each year	(2019/6)	(2020/6)	(2021/6)	(2022/6)	(2023/6)
Ratio of foreign nationals on the Board of Directors (%)		11	11	11	11	13
	*Upon conclusion of the Annual General Meeting of Shareholders in June each year	(2019/6)	(2020/6)	(2021/6)	(2022/6)	(2023/6)
Ratio of independent outside directors on the Board of Directors (%)		50	50	56	56	63
	*Upon conclusion of the Annual General Meeting of Shareholders in June each year	(2019/6)	(2020/6)	(2021/6)	(2022/6)	(2023/6)
Ratio of independent outside directors on the Nomination Advisory Committee (%)		66	66	71	71	83
	*Parentheses () indicate the number of outside directors	(4)	(4)	(5)	(5)	(5)
Ratio of independent outside directors on the Compensation Advisory Committee (%)		66	66	71	71	83
	*Parentheses () indicate the number of outside directors	(4)	(4)	(5)	(5)	(5)

For sustainability data, please refer to our website.

<https://www.yokogawa.com/about/sustainability/sustainabilityinfo/sustainability-data/>