

Non-Financial Data

* Some past fiscal year data has been corrected.

Environment

Scope	FY2023	FY2024
CO₂ emissions		
Scope1 (t-CO ₂)	916	609
Scope2 (t-CO ₂)	10,373	8,966
Scope3 (Category1)(t-CO ₂)	167,513	156,523
Scope3 (Category2)(t-CO ₂)	12,724	8,806
Scope3 (Category3)(t-CO ₂)	15,558	13,222
Scope3 (Category4)(t-CO ₂)	15,389	3,442
Scope3 (Category5)(t-CO ₂)	205	179
Scope3 (Category6)(t-CO ₂)	553	532
Scope3 (Category7)(t-CO ₂)	1,971	1,895
Scope3 (Category8)(t-CO ₂)	0	0
Scope3 (Category9)(t-CO ₂)	725	488
Scope3 (Category10)(t-CO ₂)	0	0
Scope3 (Category11)(t-CO ₂)	846,560	615,919
Scope3 (Category12)(t-CO ₂)	23,409	17,917
Scope3 (Category13)(t-CO ₂)	0	0
Scope3 (Category14)(t-CO ₂)	0	0
Scope3 (Category15)(t-CO ₂)	0	0
In-house CO ₂ emissions (t-CO ₂)/intensity (kg-CO ₂ /million yen)	11,289/135	9,575/132
ROC (million yen/1,000 t-CO ₂)	1,245	655
Electric power		
Power consumption (1,000 kWh)	26,827	24,161
Solar power generated in-house: total (1,000 kWh)	25,624	20,464
Solar power generated in-house: portion self-consumed (1,000 kWh)	1,147	963
Renewable energy purchases (1,000 kWh)	1,143	2,534
Renewable energy usage	8.2%	14.5%
Waste generation & resource recycling		
General waste generated (t)/intensity (kg/million yen)	292/3.48	286/3.93
Industrial waste generated (t)/intensity (kg/million yen)	414/4.94	454/6.24
Material recycled (t)/intensity (kg/million yen)	1,057/12.61	790/10.86
Paper consumption (t)/intensity (kg/million yen)	17/0.20	17/0.23
Water use		
Water consumption (m ³)/intensity (m ³ /million yen)	64,534/0.77	58,260/0.80
Industrial water consumption (m ³)	3,413	2,997
Groundwater consumption (m ³)	0	0

Social

Scope	FY2023	FY2024
Human resource development		
Average per capita training costs (yen)	66,000	59,000
Average training hours per person	Unconsolidated	10.4
Engagement		
Total Employer Attractiveness	Japan	3.12 (+0.11 from previous rating)
Total Workplace Attractiveness	Japan	3.16 (+0.04 from previous rating)
Diversity & inclusion		
Number of employees		
Male	Consolidated	3,186
Female	Consolidated	1,837
Ratio of female employees	Consolidated	1,349
Ratio of female employees	Unconsolidated	42.3%
Ratio of female employees	Unconsolidated	19.9%
Number of managers		
Male	Consolidated	401
Female	Consolidated	308
Ratio of female managers	Consolidated	93
Ratio of female managers	Unconsolidated	23.2%
Ratio of female managers	Unconsolidated	7.6%
Ratio of employees with disabilities	Japan	3.0%
Gender pay gap (full-time employees)	Unconsolidated	79.0%
Average length of service (full-time employees)		
Male (years)	Unconsolidated	17.1
Female (years)	Unconsolidated	18.0
Female (years)	Unconsolidated	12.3
Utilization of childcare leave (full-time employees)		
Male	Unconsolidated	68.8%
Female	Unconsolidated	58.3%
Female	Unconsolidated	100%
Occupational health & safety		
Frequency rate of industrial accidents	Unconsolidated	0.58
Fatalities due to occupational accidents	Consolidated	0
Health		
Health checkup rate	Unconsolidated	100%
Stress check participation	Unconsolidated	95.9%
Supply Chain Management		
Ratio of supplier assessment coverage*	Unconsolidated	32.8%

* The assessment applies to major suppliers with annual purchase amounts of over one million yen.

Governance

Scope	FY2023	FY2024
Board of Directors		
Number of directors	9	10
Number of outside directors	6	6
Ratio of outside directors	67%	60%
Ratio of female directors	33%	30%
Ratio with less than 3 years of service	44%	30%
Number of meetings held	7	7
Attendance rate	98%	99%
Outside director attendance rate	98%	98%
Number of items with below average scores in the Board of Directors' effectiveness assessment	18%	26%
Audit & Supervisory Committee		
Number of members	3	3
Ratio of outside directors	100%	100%
Number of meetings held	9	9
Attendance rate	100%	100%
Nominating Committee		
Number of members	4	4
Ratio of outside directors	75%	75%
Number of meetings held	3	3
Attendance rate	100%	100%
Remuneration Committee		
Number of members	5	5
Ratio of outside directors	80%	80%
Number of meetings held	3	4
Attendance rate	100%	95%
Corruption prevention		
Bribery-related fines, penalties, or settlements (yen)	0	0
Political contributions (yen)	0	0
Disciplinary dismissals for involvement in corrupt practices	0	0
Compliance		
Number of serious legal violations	0	0
Number of internal reports	6	4
Number of harassment reports and consultations	2	4
Human rights and compliance training attendance rate	100%	100%