

Non-Financial Data

Natural Capital

	Scope	FY2023
CO₂ emissions		
Scope1 (t-CO ₂)		781
Scope2 (t-CO ₂)		10,371
Scope3 (Category1)(t-CO ₂)		167,513
Scope3 (Category2)(t-CO ₂)		12,710
Scope3 (Category3)(t-CO ₂)		15,556
Scope3 (Category4)(t-CO ₂)		15,418
Scope3 (Category5)(t-CO ₂)		204
Scope3 (Category6)(t-CO ₂)		553
Scope3 (Category7)(t-CO ₂)		1,971
Scope3 (Category8)(t-CO ₂)	Consolidated	0
Scope3 (Category9)(t-CO ₂)		725
Scope3 (Category10)(t-CO ₂)		0
Scope3 (Category11)(t-CO ₂)		846,560
Scope3 (Category12)(t-CO ₂)		23,409
Scope3 (Category13)(t-CO ₂)		0
Scope3 (Category14)(t-CO ₂)		0
Scope3 (Category15)(t-CO ₂)		0
In-house CO ₂ emissions (t-CO ₂)/ intensity per sales (kg-CO ₂ /million yen)		11,152/ 133
ROC (million yen/1,000t-CO ₂)		1,261
Electric power		
Power consumption (1,000kWh)		26,824
Solar power generated in-house: total (1,000 kWh)		25,624
Solar power generated in-house: portion self-consumed (1,000 kWh)	Consolidated	1,147
Renewable energy purchases (1,000 kWh)		1,143
Renewable energy usage		8.2%
Waste generation & resource recycling		
General waste generated (t)/ General waste intensity (kg/million yen)		290/ 3.46
Industrial waste generated (t)/ Industrial waste intensity (kg/million yen)		414/ 4.94
Material recycled (t)/ Recycling intensity (kg/million yen)	Consolidated	1,057/ 12.61
Paper consumption (t)/ Paper use intensity (kg/million yen)		17/ 0.20
Water use		
Water consumption (m ³)/ Water use intensity (m ³ /million yen)		64,534/ 0.77
Industrial water consumption (m ³)	Consolidated	3,413
Groundwater consumption (m ³)		0

Human Capital

	Scope	FY2023
Human resource development		
Average per capita training costs (yen)	Unconsolidated	40,000
Engagement		
Overall employer attractiveness	Japan	3.12 (+0.11 from previous rating)
Overall workplace attractiveness		3.16 (+0.04 from previous rating)
Diversity & inclusion		
Number of employees		
Male	Consolidated	3,186
Female		1,837
Female		1,349
Number of managers		
Male		401
Female	Consolidated	308
Female		93
Ratio female managers		23.2%
Ratio of employees with disabilities	Japan	3.0%
Gender pay gap (full-time employees)	Unconsolidated	79.0%
Average length of service (full-time employees)		
Average length of service		17.1
Male (years)	Unconsolidated	18.0
Female (years)		12.3
Utilization of childcare leave (full-time employees)		
Utilization of childcare leave		68.8%
Male	Unconsolidated	58.3%
Female		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		95.9%
Compliance		
Number of serious legal violations		0
Number of internal reports	Consolidated	6
Violations of human rights policy (incidents)		0

Governance

	Scope	FY2023
Board of Directors		
Number of directors		9
Number of outside directors		6
Ratio of outside directors		67%
Ratio of female directors		33%
Ratio with less than 3 years of service		44%
Number of meetings held	Unconsolidated	7
Attendance rate		98%
Outside director attendance rate		98%
Number of items with below average scores in the Board of Directors' effectiveness assessment		18%
Audit & Supervisory Committee		
Number of members		3
Ratio of outside directors	Unconsolidated	100%
Number of meetings held		9
Attendance rate		100%
Nominating Committee		
Number of members		4
Ratio of outside directors	Unconsolidated	75%
Number of meetings held		3
Attendance rate		100%
Remuneration Committee		
Number of members		5
Ratio of outside directors	Unconsolidated	80%
Number of meetings held		3
Attendance rate		100%
Corruption prevention		
Bribery-related fines, penalties, or settlements (yen)		0
Political contributions (yen)	Consolidated	0
Employees disciplined or terminated for violations of anti-corruption policy		0