

ESG Data Collection

Created on September 30, 2025

Item			Scope	Results		
Major item	Sub item	Unit		FY2022	FY2023	FY2024
Environment						
Energy consumption and GHG	CO ₂ emissions (Scope 1)	Tons of CO ₂ equivalent	Japan consolidated	27,281	28,735	27,597
	CO ₂ emissions (Scope 2)	Tons of CO ₂ equivalent	Japan consolidated	33,038	21,810	23,821
	CO ₂ emissions (Scope 3) all	Tons of CO ₂ equivalent	Japan consolidated	212,874	190,722	217,211
	CO ₂ emissions (Scope 3) downstream	Tons of CO ₂ equivalent	Japan consolidated	4,338	4,286	4,091
	CO ₂ emissions (Scope 3) Upstream	Tons of CO ₂ equivalent	Japan consolidated	208,537	186,436	213,120
	Total energy consumption	GJ	Japan consolidated	1,125,460	1,074,488	1,062,734
	Total renewable energy consumption	GJ	Japan consolidated	0	215,955	216,769
Water, Raw materials, Chemical substances, Waste	Total water consumption	1,000 m ³	Japan non-consolidated	1,711	1,782	1,796
	Total air pollutants	tons	Japan non-consolidated	14.2	15.2	14.6
	Total hazardous waste	tons	Japan non-consolidated	4,193	6,141	5,828
	Total non-hazardous waste	tons	Japan non-consolidated	4,863	5,591	5,195
	Total recovered and reused waste	tons	Japan non-consolidated	3,322	3,290	3,780
Environmental contribution products	Ratio of environmental contribution product sales to total sales	%	Group consolidated	8.5	10.3	11.3
Society						
Working conditions	Working hours	Hours	Japan non-consolidated	1,869	1,875	1,869
	Number of health insurance enrollees	Persons	Group consolidated	675	696	710
	Percentage of health insurance enrollees	%	Group consolidated	100	100	100
Social dialogue	Number of employees covered by the employee representative system	Persons	Group consolidated	514	540	552
	Percentage of employees covered by the employee representative system (All employee basis)	%	Group consolidated	82.4	82.8	83.0
Child labor, forced labor, human trafficking	Number of whistleblower reports of child labor, forced labor, and human trafficking	Cases	Japan non-consolidated	0	0	0
	Number of audits of child or forced labor conducted at business sites	Cases	Japan non-consolidated	0	0	0
Percentage of annual total compensation for the highest paid individual	Median annual total compensation of all employees	yen	Japan non-consolidated	6,764,027	6,542,182	6,928,280
	Percentage of annual compensation for the highest paid individual	%	Japan non-consolidated	233	236	228
Female	Percentage of female employees in the organization as a whole	%	Japan non-consolidated	9.60	9.97	10.20
	Percentage of women in top management	%	Japan non-consolidated	8.3	9.1	8.3
	Percentage of women on the Board of Directors	%	Japan non-consolidated	12.5	16.7	16.7
	Percentage of wages of female employees to male employees	%	Japan non-consolidated	80.1	76.9	79.7
Social minorities	Number of employees from social minorities (children, elderly, disabled, refugees, etc.)	Persons	Japan non-consolidated	11	9	10
	Percentage of social minorities (children, elderly, disabled, refugees, etc.)	%	Japan non-consolidated	1.8	1.4	1.5
	Number of employees from social minorities (children, elderly, disabled, refugees, etc.) in senior management positions	Persons	Japan non-consolidated	0	0	0
	Percentage of social minorities (children, elderly, disabled, refugees, etc.) in senior management positions	%	Japan non-consolidated	0	0	0
Governance						
Number of officers	Officers	Persons	Japan non-consolidated	11	10	8
Number of female officers	Female officers	Persons	Japan non-consolidated	1	1	1
Number of female employees in management positions	Female employees in management positions	Persons	Japan non-consolidated	5	4	3
Number of Outside Directors and Corporate Auditors	Outside Directors and Corporate Auditors	Persons	Japan non-consolidated	4	4	4
Diversity, equity, and inclusion	Number of employees trained on discrimination and harassment	Persons	Group consolidated	78	85	97
	Percentage of employees trained on discrimination and harassment	%	Group consolidated	12.5	13.0	14.6