

Environment

Item		Boundary	Unit	FY2019	FY2023	FY2024
CO2 Emissions	Scope1	Group	t-CO2	22,900	22,600	19,400
	Scope2	Group	t-CO2	86,500	73,800	70,500
	Scope3	C1	Group	t-CO2	1,054,762	954,216
		C2	Group	t-CO2	29,774	53,973
		C3	Group	t-CO2	15,816	15,147
		C4	Group	t-CO2	21,009	22,510
		C5	Group	t-CO2	3,847	4,213
		C6	Group	t-CO2	696	752
		C7	Group	t-CO2	2,736	2,967
		C8	Group	t-CO2	414	700
		C9	Group	t-CO2	N/A※1	N/A※1
		C10	Group	t-CO2	N/A※1	N/A※1
		C11	Group	t-CO2	N/A※2	N/A※2
		C12	Group	t-CO2	5,016	4,639
		C13	Group	t-CO2	N/A※1	N/A※1
		C14	Group	t-CO2	N/A※1	N/A※1
		C15	Group	t-CO2	N/A※1	N/A※1
	Total : Scope3	Group	t-CO2	1,134,070	1,059,117	995,817
	Total : Scope1+2+3	Group	t-CO2	1,243,470	1,155,517	1,085,717

※1 Excluded from the scope of calculation because the Company has no applicable business activities.

※2 Excluded from the scope of calculation because the Company's influence on emission reduction is slight.

Item		Boundary	Unit	FY2022	FY2023	FY2024
HR	Number of employees	PK	Persons	1,811	1,768	1,766
		Group	Persons	5,628	5,602	5,438
	% of female workers for career-track and clerical positions	PK	-	31.6%	17.1%	12.9%
	% of female workers in management positions	PK	-	1.7%	1.7%	1.2%
	% of women among officers	PK	-	7.7%	7.7%	8.0%
	% of workers with disabilities	PK	-	2.6%	2.6%	2.9%
	Days of annual paid leave taken	PK	Days	14.2	15.0	15.2
	% of employees taking childcare leave	Female	PK	-	100%	100%
		Male	PK	-	11.9%	18.9%
	課題解決力育成プログラムの受講	PK	-	-	18.8%	98.5%
	国家技能検定保有者数	PK	-	9.2%	9.0%	5.8%
	PKSDの受講率	PK	-	8.1%	13.2%	19.4%
	多能工化計画実施率	PK	-	-	99.0%	98.0%
Occupational Safety	Occupational injury frequency rate ※ ¹	PK	-	0	0.21	0.66
	% of regular medical checkups	PK	-	100.0%	100.0%	99.9%
	% of full medical examination	PK	-	67.7%	73.4%	72.4%
	% of abnormal findings in regular medical checkups	PK	-	53.1%	52.9%	53.0%
	% of specific health guidance implemented	PK	-	76.8%	59.5%	in progress
	% of stress check respondents	PK	-	99.5%	99.4%	99.9%
	% of workers with high stress	PK	-	13.3%	13.8%	13.8%
	Number of days absent from work per employee/year	PK	Days	2.58	2.29	2.33
	Total number of days absent due to injury or illness	PK	Days	4,742	4,134	3,826
	% of decline in labor productivity	PK	-	-	20.3%	21.4%
	Individual activity rate	PK	-	2.26	2.25	2.33
	health and productiviyy management excellent cooperation total score ※ ¹	PK	-	49.1	-	52.0

※¹ Includes non-lost-time incidents up tp FY2022; lost time incidents only from FY2023 onward.

※² There are no achievements for the FY2023 as we returned the Certified Health & Productivity Management Outstanding Organizations 2024 recognition.

Item		Boundary	Unit	FY2022	FY2023	FY2024
Board of Directors	Number of directors	-	Persons	12	12	12
	Number of independent directors	-	Persons	4	4	4
	% of independent directors	-	-	33.3%	33.3%	33.3%
	Number of female directors	-	Persons	2	2	3
	% of female directors	-	-	16.7%	16.7%	25.0%
	Number of board meetings	-	Times	17	17	17
Management Meeting	Number of directors	-	Persons	8	7	8
	Number of executive officers	-	Persons	14	16	18
	Number of female directors / executive officers	-	Persons	1	2	2
	% of female directors	-	-	4.5%	8.7%	7.7%
	Number of board meetings	-	Times	25	25	25
Audit & Supervisory Committee	Number of directors	-	Persons	5	5	5
	Number of independent directors	-	Persons	4	4	4
	% of independent directors	-	-	80.0%	80.0%	80.0%
	Number of female directors	-	Persons	2	2	2
	% of female directors	-	-	40.0%	40.0%	40.0%
	Number of board meetings	-	Times	12	12	12
Nomination & Remuneration Committee	Number of directors	-	Persons	7	7	7
	Number of independent directors	-	Persons	4	4	4
	% of independent directors	-	-	57.1%	57.1%	57.1%
	Number of female directors	-	Persons	1	2	2
	% of female directors	-	-	14.3%	28.6%	28.6%
	Number of board meetings	-	Times	3	3	5
Internal Control Committee	Number of directors	-	Persons	12	12	12
	Number of independent directors	-	Persons	4	4	4
	% of independent directors	-	-	33.3%	33.3%	33.3%
	Number of female directors	-	Persons	1	2	3
	% of female directors	-	-	8.3%	16.7%	25.0%
	Number of board meetings	-	Times	4	4	4

Risk Management Committee※2	Number of directors	-	Persons	-	-	7
	Number of executive officers	-	Persons	-	-	4
	Number of female directors	-	Persons	-	-	1
	% of female directors	-	-	-	-	9.1%
	Number of board meetings	-	Times	-	-	6

※¹ Information as of September 30 , 2025.
※² The risk management committee was established in August 2025.