

Non-financial Information

Environment

		FY2021	FY2022	FY2023	FY2024
Total energy usage (GJ) (consolidated)		200,441	186,017	180,385	177,464
GHG emissions (t-CO ₂ e) (consolidated)	Scope 1	3,449	3,211	3,092	3,093 ¹
	Scope 2 (location basis)	7,880	6,786	5,777	4,930 ¹
	Scope 2 (market basis)	6,606	4,546	3,482	1,365 ¹
	Scope 1 + 2 total (market basis)	10,055	7,757	6,574	4,457
	Scope 3 total	18,565	18,302	6,644,227	8,057,896 ^{1,2}
Output of renewable energy in operation (MW) (consolidated)	Total	1,205	1,366	1,293	1,638
	Solar power generation	907	1,020	920	1,102
	Wind power generation	298	340	343	507

1. Preliminary figures prior to obtaining third-party assurance. Actual figures after obtaining third-party assurance will be disclosed on our website at a later date.

2. Started calculating categories 13 and 15 from FY2023.

Society

		FY2021	FY2022	FY2023	FY2024
Number of employees (non-consolidated)	Total	2,235	2,182	2,140	2,102
	Male	1,361	1,307	1,261	1,240
	Female	874	875	879	862
Composition of employees (by country or region) (people) (non-consolidated)	Total	2,235	2,182	2,140	2,102
	Japan	2,229	2,174	2,130	2,086
	Europe	0	0	0	0
	The Americas	4	5	7	15
	China	0	0	0	0
	ASEAN	2	3	3	1
Percentage of female managers (%) (non-consolidated)		14.0	14.0	16.0	18.3
Average annual salary (all employees, ¥ in millions) (non-consolidated)		8.7	9.2	9.8	10.1
Gender wage gap of regular employees (female average wage / male average wage) (%) (non-consolidated)		-	64.9	64.6	64.2

Number of new graduates hired (non-consolidated)	58	30	46	73
Percentage of mid-career hires (%) (non-consolidated)	37.0	49.2	56.6	56.3
Percentage of people with disabilities employed (annual average, %) (non-consolidated)	2.4	2.5	2.7	2.8
Turnover rate (voluntary) (%) (non-consolidated)	3.4	2.4	2.4	2.1
Percentage of employees who took childcare leave (male) (%) (non-consolidated)	82.3	97.1	113.0	81.7
Percentage of employees who took childcare leave (female) (%) (non-consolidated)	103.3	97.4	103.0	105.9
Annual total working hours per employee (non-consolidated)	-	1,945.5	1,962.6	1,909.3
Annual working hours exceeding the statutory limit per employee (non-consolidated)	-	232.6	225.6	189.4
Monthly average overtime working hours per employee (non-consolidated)	-	19.4	18.8	15.8
Percentage of annual paid holidays taken (%) (non-consolidated)	63.7	68.7	74.4	76.9
Annual average hours of training per employee (non-consolidated)	-	30.1	29.4	49.6
Annual average cost of training per employee (¥) (non-consolidated)	-	99,407	180,230	135,721

Governance³

	FY2021	FY2022	FY2023	FY2024
Number of Directors	15	14	12	12
Number of Outside Directors	7	7	6	6
Number of female Directors	2	2	2	3

3. As of June 30 for each fiscal year.