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ESG Data

Environment (E) ^{*1}

Greenhouse gases

Item	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Greenhouse gas (GHG) emissions (Scopes 1 & 2)	t-CO ₂	Non-consolidated	4,104	3,640	2,804	2,956	3,328
		Consolidated	4,196	3,735	2,901	3,038	3,416
Scope 1 ^{*2}	t-CO ₂	Non-consolidated	1,858	1,726	1,698	1,618	1,739
		Consolidated	1,858	1,726	1,698	1,618	1,739
Scope 2 ^{*3}	t-CO ₂	Non-consolidated	2,247	1,914	1,106	1,338	1,589
		Consolidated	2,338	2,009	1,203	1,420	1,677
Scope 3 ^{*4}	t-CO ₂	Non-consolidated	2,104,473	1,708,291	2,081,394	2,296,865	1,829,925
		Consolidated	2,205,115	1,838,182	2,323,836	2,584,006	1,992,696
GHG emissions intensity (Scopes 1 & 2) (Emissions per million yen in net sales)	kg-CO ₂ / million yen	Non-consolidated	27.3	24.0	16.8	16.8	13.8
		Consolidated	26.6	22.9	15.6	15.4	13.0
Contribution to CO ₂ reduction during building operation phase by adopting Scope 3 Category 11 ^{*5} emissions reduction design proposals (15-year operation period)	t-CO ₂	Non-consolidated	307,406	224,127	224,640	324,464	263,174
GHG emissions from offices	t-CO ₂	Non-consolidated	1,132	941	387	370	388
Introduction of environmentally friendly vehicles such as hybrid cars	%	Non-consolidated	94.1	97.5	98.6	99.5	99.7
Number of environmentally friendly vehicles owned (plug-in hybrids, BEVs, hydrogen (fuel cells) vehicles)	Units	Non-consolidated	5	7	12	12	17
Power consumption	kWh	Consolidated	5,559,147	5,476,289	5,430,157	6,149,602	6,970,531
Of which, from renewables	kWh	Consolidated	115,045	801,988	2,611,297	2,829,545	2,935,903

Waste

Item	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Total industrial waste	ton	Non-consolidated	6,493	10,037	10,452	7,592	10,004
Final disposal	ton	Non-consolidated	885	901	1,134	1,298	1,282
Proportion of mixed waste (mixed waste volume/total waste)	%	Non-consolidated	13.6	9.0	10.8	17.1	16.7
Hazardous waste	ton	Non-consolidated	16.0	37.3	50.2	69.3	56.5
General waste from offices	ton	Non-consolidated	103	96	110	95	95

Water resources

Item	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Water consumption	m ³	Non-consolidated	58,690	63,432	83,560	65,120	97,178
Water consumption at worksites	m ³	Non-consolidated	46,403	50,691	70,946	51,994	83,673
Water consumption at offices	m ³	Non-consolidated	12,287	12,742	12,614	13,126	13,505
Wastewater at offices	m ³	Non-consolidated	12,287	12,742	12,614	13,126	13,505
Water consumption (intensity) (Consumption per million yen in net sales)	m ³ / million yen	Non-consolidated	0.390	0.419	0.502	0.371	0.403
No. of violations of water quality/consumption standards/ regulations	Cases	Non-consolidated	0	0	0	0	0

Other

Item	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Green purchasing rate for equipment used at job sites	%	Non-consolidated	48.9	46.5	51.1	56.3	58.0
Consumption of copy paper at offices ^{*6}	ton	Non-consolidated	51.7	48.4	46.7	40.9	37.1
Proportion of offices with ISO 14001 certification	%	Non-consolidated	100	100	100	100	100
Money used to pay environmental fines, etc.	Yen	Non-consolidated	0	0	0	0	0

Society (S)

*1 Non-consolidated figures exclude Singapore Branch
*2 CO₂ emissions from gas, kerosene, or gasoline consumption
*3 CO₂ emissions from secondary energy (electric power) consumption
*4 Scope 3: Greenhouse gas emissions across the entire supply chain, excluding Scope 1 and 2
*5 Scope 3 Category 11: CO₂ emissions from operating installed equipment
*6 FY2025 target: 35 tons or less for office copy paper usage
*7 Industry standard frequency and severity rates: Based on the MHLW's Survey on Industrial Accidents ("equipment installation work (1,000+ employees)")
*8 For the industry standard value (0.00) of the frequency rate for FY2024, values are rounded to the second decimal place for disclosure

Strengths	Overview of Long-Term Vision and Mid-Term Management Plan Phase 2	Strategies and Implementation in Phase 2	Sustainability Initiatives in Phase 2	Data
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Human rights, diversity, and providing workplaces

Item	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
No. of disabled employees	People	Non-consolidated	26	26	29	33	35
		Consolidated	27	27	30	34	35
Ratio of disabled employees	%	Non-consolidated	2.00	1.92	2.02	2.36	2.42
		Consolidated	2.08	2.00	2.10	2.43	2.42
Ratio of female employees	%	Non-consolidated	14.2	15.3	15.7	14.8	18.6
		Consolidated	13.8	14.9	15.1	14.8	18.1
Job turnover rate	%	Non-consolidated	2.2	3.0	3.7	2.6	2.7
		Consolidated	2.6	2.8	4.0	3.9	7.1
Human rights complaints	Cases	Non-consolidated	4	10	7	11	6
Ratio of mid-career hires	%	Non-consolidated	18	10	20	22	38
Ratio of female managers	%	Non-consolidated	0.9	0.9	1.6	2.3	3.4
Childcare leave uptake by male employees	%	Non-consolidated	12.8	11.8	20.9	26.8	33.3
Wage gap between male and female employees	%	Non-consolidated	55.2	55.2	57.2	57.7	58.1

Employee training

Item	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Total training expenses	Million yen	Non-consolidated	76	131	115	115	107
Total training hours	Hours	Non-consolidated	73,516	102,176	108,759	99,476	87,036
Training hours per person	Hours	Non-consolidated	48.02	64.75	66.11	58.97	49.06

Occupational health and safety

Item	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Frequency rate	Result	Non-consolidated	0.250	0.480	0.300	0.430	0.818
	Target	Non-consolidated	(0.300)	(0.250)	(0.250)	(0.250)	(0.250)
	Industry standard ^{*7}	Non-consolidated	(0.49)	(0.36)	(0.52)	(0.47)	0.00 ^{*8}
Severity rate	Result	Non-consolidated	0.004	0.013	0.570	0.012	0.052
	Target	Non-consolidated	(0.020)	(0.010)	(0.010)	(0.010)	(0.010)
	Industry standard ^{*7}	Non-consolidated	(0.01)	(0.04)	(0.03)	(0.00)	0.00
Deaths (regular employees)		Non-consolidated	0	0	0	0	0
Deaths (contract employees)		Non-consolidated	0	0	0	0	0

Contribution to social development

Item	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Donations to NGOs/NPOs and investment in communities	Million yen	Non-consolidated	33	9	23	49	55
Number of violations of labor standards	Cases	Non-consolidated	0	0	0	0	0
		Consolidated	0	0	0	0	0

Corporate Governance (G)

Compliance & risk management

Item	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Total political contributions	Million yen	Non-consolidated	0.4	0.6	1.4	1.2	0.08
No. of employees disciplined or fired for corruption, bribery, etc.		Non-consolidated	0	0	0	4	0
		Consolidated	0	0	0	4	0
Cost of fines/settlements related to corruption, bribery, etc.	Million yen	Non-consolidated	0	0	0	0	0
		Consolidated	0	0	0	0	0
Compliance reports	cases	Non-consolidated	4	11	11	28	16
Compliance seminars	Number of times	Non-consolidated	1	1	1	1	1
Compliance training e-learning	Number of times	Non-consolidated	2	1	4	4	5
Risk sense training	Number of times	Non-consolidated	2	1	4	4	4

Governance

Item	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Board of Directors	No. of meetings	Non-consolidated	16	16	19	19	16
	Participation rate (%)	Non-consolidated	97	99	99	100	100
Board of Auditors	No. of meetings	Non-consolidated	17	17	13	13	13
	Participation rate (%)	Non-consolidated	100	100	100	100	100
Board of Independent Officers	No. of meetings	Non-consolidated	8	14	16	16	16
	Participation rate (%)	Non-consolidated	97	100	98	100	99
Nominating and Remuneration Committee	No. of meetings	Non-consolidated	—	2	7	10	5
	Participation rate (%)	Non-consolidated	—	100	100	100	100