ESG Data

Category	ID	Item	Related SDGs	KPI	Target	Recent result	FY2022
Environmental	1	Improve energy efficiency and reduce energy usage		Greenhouse gas (GHG) emissions (Scope 1 and Scope 2)	Net zero (FY2051)	93.3 tCO2 (FY2023)	97.3 tCO2 (FY2022)
				Greenhouse gas (GHG) emissions per net sales of 1 million yen (Scope 1 and Scope 2)	—	0.0101 tCO2 (FY2023)	0.0120 tCO2 (FY2022)
				Reduction rate of copy paper used	Reduction on an ongoing basis	5.9% reduction (FY2023)	14.5% reduction (FY2022)
	2	Contribute to carbon neutrality through business activities		Share of engineers placed in carbon neutrality projects among all engineers	50.0% (FY2025)	46.1% (FY2023)	41.3% (FY2022)
Social	3	Resolve social issues by creating jobs		Share of carbon neutrality recruitment targets for new graduates	55.0% (FY2025)	46.1% (FY2023)	47.9% (FY2022)
				Share of carbon neutrality recruitment targets for career hires	55.0% (FY2025)	62.0% (FY2023)	48.6% (FY2022)
	4	Respect human rights		Percentage of employees who have received harassment training	100%	100% (FY2023)	100% (FY2022)
				Number of inquiries to harassment helpline	Appropriate response to inquiries	None (FY2023)	None (FY2022)
	5	Promote diversity and inclusion		Share of female employees (engineers)	—	4.1% (FY2023)	3.7% (FY2022)
				Share of female employees (administration)	—	27.6% (FY2023)	31.4% (FY2022)
				Share of female employees (engineers) among new employees	—	6.4% (FY2023)	3.0% (FY2022)
				Share of female employees (administration) among new employees	—	27.3% (FY2023)	66.7% (FY2022)
				Appointment of female employees (engineers) to managerial positions	Three or more (FY2024)	Two (as of January 31, 2023)	Two (as of January 31, 2022)
				Appointment of female employees to managerial positions	Ten or more (FY2024)	Ten (as of January 31, 2023)	Six (as of January 31, 2022)
				Share of female employees in managerial positions	Increase on an ongoing basis	3.4% (FY2023)	3.7% (FY2022)
				Wage difference between male and female employees (overall)	—	Male 100%: Female 94% (FY2023)	Male 100%: Female 93% (FY2022)
				Wage difference between male and female employees (engineers)	—	Male 100%: Female 96% (FY2023)	Male 100%: Female 99% (FY2022)
				Wage difference between male and female employees (administration)	—	Male 100%: Female 71% (FY2023)	Male 100%: Female 71% (FY2022)
				Number of childcare leave days taken by male employees (average)	—	79.5 days (FY2023)	44 days (FY2022)
				Average years of service of male employees (engineers)	—	6.15 years (FY2023)	5.91 years (FY2022)
				Average years of service of male employees (administration)	—	10.60 years (FY2023)	10.69 years (FY2022)
				Average years of service of female employees (engineers)	—	3.37 years (FY2023)	3.41 years (FY2022)
				Average years of service of female employees (administration)	—	8.34 years (FY2023)	7.56 years (FY2022)
				Usage rate of childcare leave (male employees)	30% or more (FY2024)	30.8% (FY2023)	12.5% (FY2022)
				Usage rate of childcare leave (female employees)	80% or more (FY2024)	100% (FY2023)	100% (FY2022)
				Usage rate of nursing care leave (male and female employees)	50% or more (FY2024)	7.4% (FY2023)	1.2% (FY2022)
				Share of non-Japanese talents	Recruitment on an ongoing basis	1.0% (FY2023)	1.4% (FY2022)
				Share of elderly employees (60 years of age and older)	Recruitment on an ongoing basis	1.4% (FY2023)	1.4% (FY2022)
				Employment rate of employees with disabilities	2.3% or more (legally required employment rate)	2.42% (as of June 1, 2022)	2.40% (as of June 1, 2021)
				Percentage of the Company's former employees who used job change assistance program	1.7% (FY2025)	1.7% (FY2023)	0.8% (FY2022)
				Number of temporary employees (average)	—	16 people (FY2023)	10 people (FY2022)
	6	Develop and secure promising talents		Average hours of annual training per employee (engineer)	Same level each year	8.2 hours (FY2023)	7.5 hours (FY2022)
				Average cost of annual training per employee (engineer)	Same level each year	62,000 yen (FY2023)	63,000 yen (FY2022)
				Turnover rate (engineers) *Excluding retirement and turnover via the Company's assistance program to change jobs	7.1% (FY2025)	7.7% (FY2023)	10.3% (FY2022)
				Turnover rate (engineers)	8.8% (FY2025)	9.6% (FY2023)	11.3% (FY2022)
				Periodic health checkup, consultation rate	100%	100.0% (FY2023)	100.0% (FY2022)
				Stress check, consultation rate	90%	82.6% (FY2024)	82.8% (FY2022)
				Annual paid leave, acquisition rate	70%	85.0% (FY2023)	76.5% (FY2022)
				Improving health literacy (through training), attendance rate	100%	100.0% (FY2023)	100.0% (FY2022)
				BMI below 25, ratio	75%	69.9% (FY2023)	—
				Improving productivity (eliminating presenteeism): Assessment of work-related functionality*1	100%	92.1% (FY2023)	—
				Absenteeism: Absence rate	0%	1.17% (FY2023)	0.68% (FY2022)
				Number of occupational accidents	None	10 (FY2023)	3 (FY2022)
				Downtime due to occupational accidents	0 hours	34.17 hours (FY2023)	76.00 hours (FY2022)
				Percentage that received health and safety training, attendance rate	100%	100% (FY2023)	100% (FY2022)
				Percentage of employees who have received training on diseases unique to women	100%	87.84% (FY2024)	—
				Work engagement score*2	2.7	2.6 (FY2024)	—
				Payment related to regional and social contribution	—	2,000,000円 (FY2023)	2,000,000円 (FY2022)
Governance	7	Strengthen corporate governance	—	Appointment ratio of Independent Directors	One-third or more	37.5% (FY2023)	37.5% (FY2022)
				Number of Outside Directors	—	Three (FY2023)	Three (FY2022)
				Ratio of Outside Directors in the Nomination and Remuneration Committee	Majority	75.0% (FY2023)	75.0% (FY2022)
				Evaluation of the effectiveness of the Board of Directors	Once	Once	Once
	8	Promote compliance management		Percentage of employees who have received compliance training	100%	100% (FY2023)	100% (FY2022)
				Percentage of employees who have received information security training	100%	100% (FY2023)	100% (FY2022)
				Number of major compliance violations	None	None (FY2023)	None (FY2022)
				Number of major information security incidents	None	None (FY2023)	None (FY2022)
				Number of inquiries to whistleblowing helpline	Appropriate response to inquiries	None (FY2023)	None (FY2022)
				Number of major dispositions related to corruption	None	None (FY2023)	None (FY2022)
				Number of instances where employees were fined for corruption, etc.	None	None (FY2023)	None (FY2022)

*1 Measurement method: WFun (a survey developed by University of Occupational and Environmental Health, Japan to measure the extent of work-related functional impairment caused by health issues)
*2 Measurement method: New Brief Job Stress Questionnaire (work engagement is a state where employees feel vigor, dedication, and absorption toward their work)