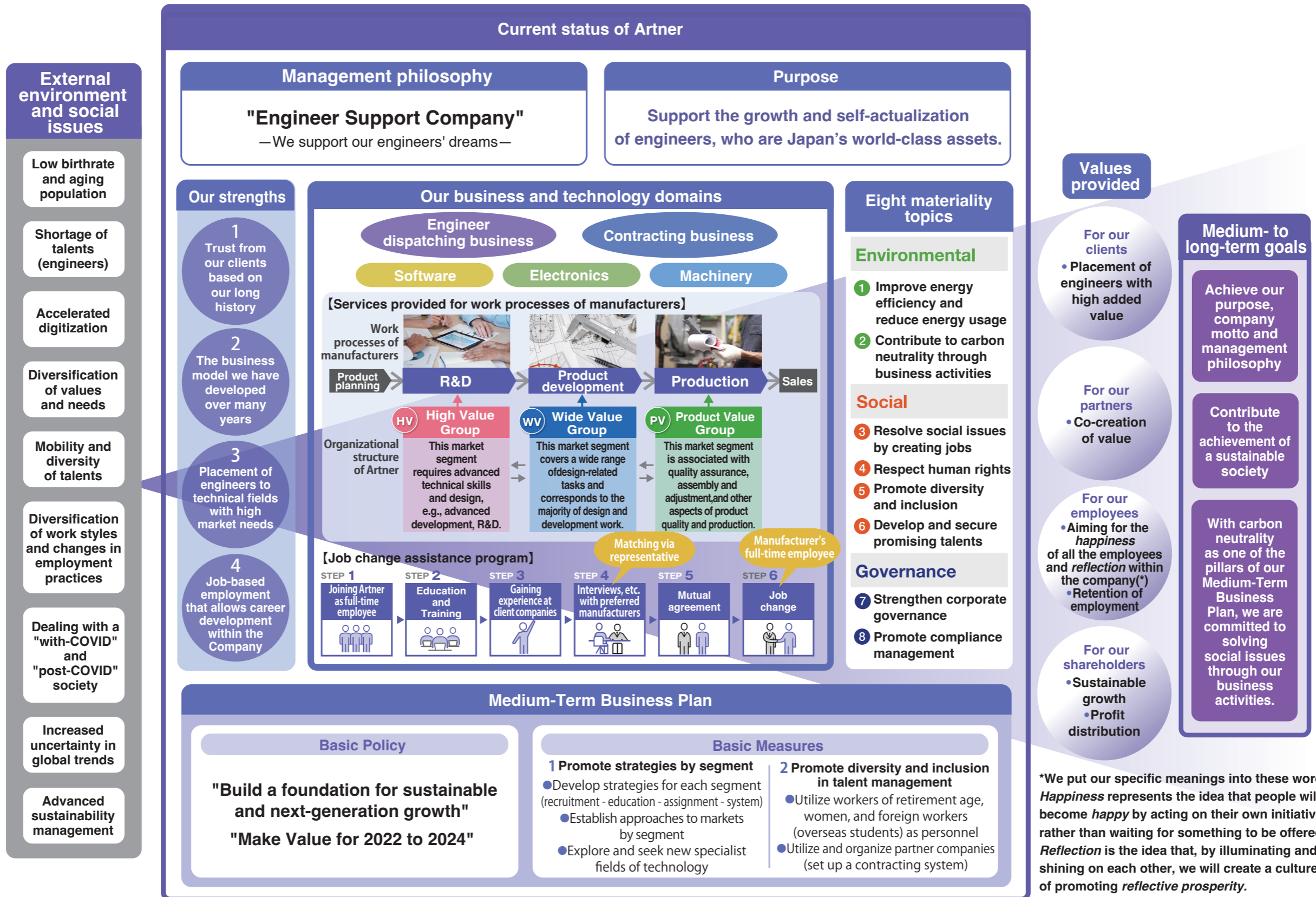
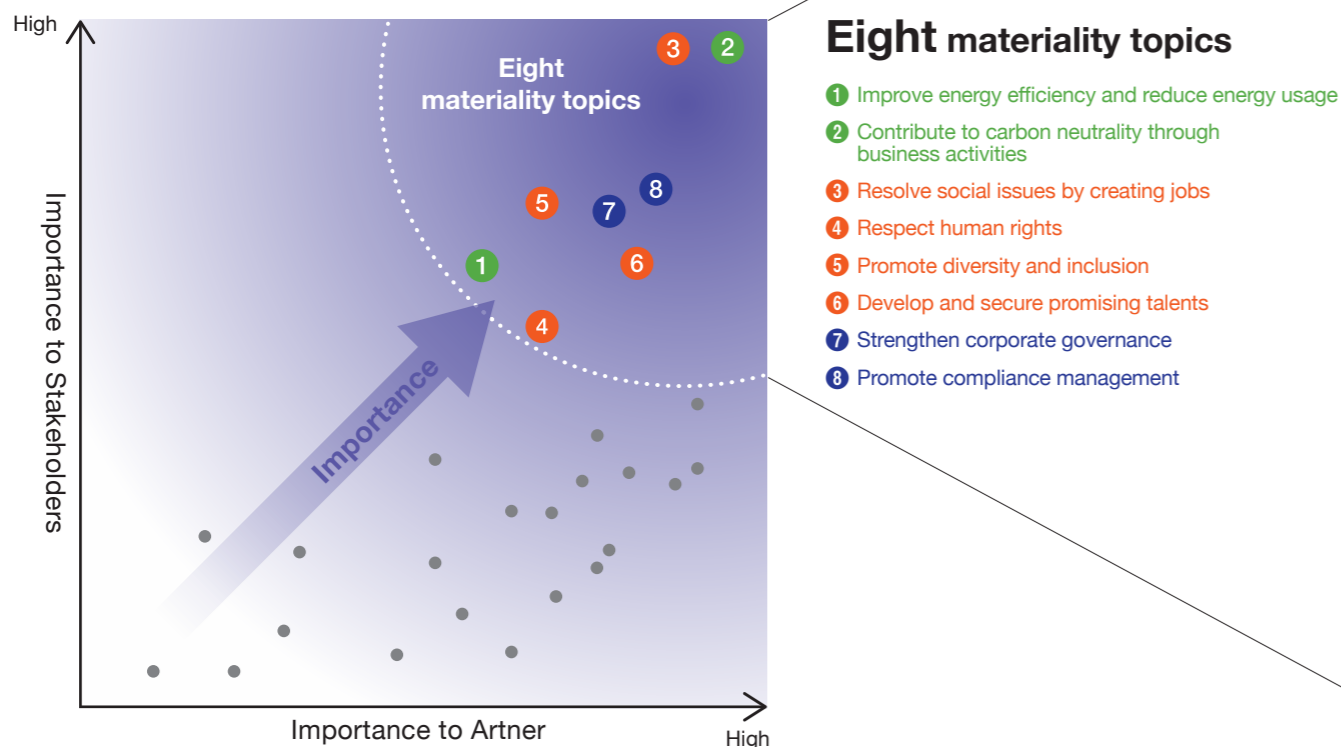
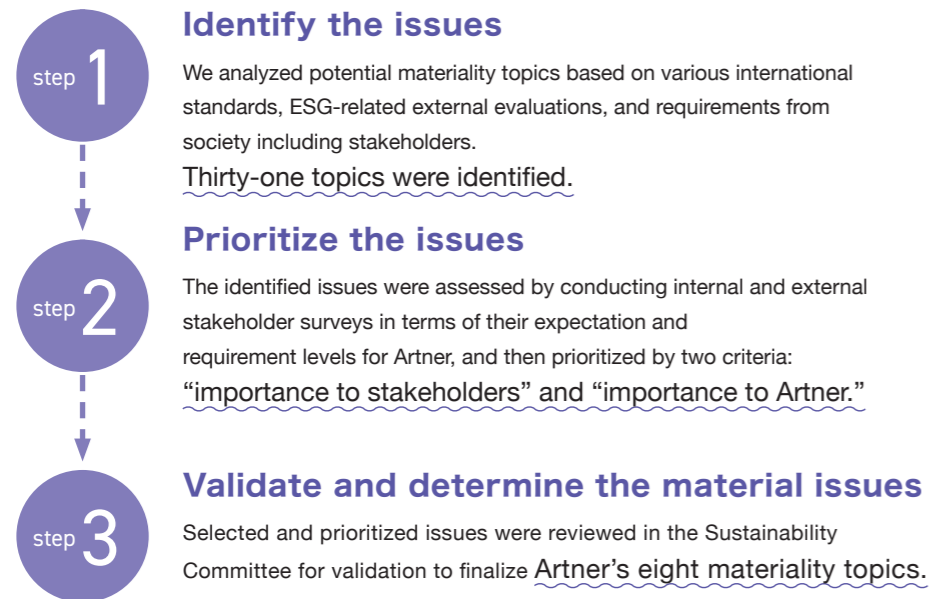


Ever since a design firm was started by our founder, we have made continual changes in our mindset to cater to the evolving trends of the times, eventually developing our current business model as a technical service provider and creating value for engineers.



Considering stakeholder interests and social issues, as well as their impact on our business management, Artner has identified eight materiality topics that should be prioritized. Based on our understanding of the importance of the materiality topics we have identified, we are committed to engaging in effective management practices and business activities to resolve these issues.

Identification Process of Materiality



Eight Materiality Topics ESG Categories, Related SDGs

Through its business activities, Artner aims to help resolve social problems, thereby contributing to the realization of the UN’s Sustainable Development Goals (SDGs) for the world.



The Member States of the United Nations adopted the Sustainable Development Goals (SDGs) in September 2015. The aim of the SDGs is to achieve 17 goals by 2030 with a view towards ending all forms of poverty, fighting inequalities, and tackling climate change while ensuring that no one is left behind.

Category	ID	Item	Related SDGs
Environmental	1	Improve energy efficiency and reduce energy usage	13 CLIMATE ACTION
	2	Contribute to carbon neutrality through business activities	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 13 CLIMATE ACTION
Social	3	Resolve social issues by creating jobs	8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 13 CLIMATE ACTION
	4	Respect human rights	8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
	5	Promote diversity and inclusion	5 GENDER EQUALITY, 10 REDUCED INEQUALITIES
	6	Develop and secure promising talents	4 QUALITY EDUCATION, 17 PARTNERSHIPS FOR THE GOALS
Governance	7	Strengthen corporate governance	-
	8	Promote compliance management	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Category	ID	Item	KPI	Target	Recent result (FY2023)	Result (FY2022)	Related SDGs	Related Pages
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 t of CO2 (FY2022)		P.23-24
			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)		P.17-18
			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)		P.27
			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)		P.27-28
			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)		
			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)					
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)		P.25-26	
		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)			
Governance	7	Strengthen corporate governance	Appointment ratio of Independent Directors	One-third or more	37.5% (FY2023)	37.5% (FY2022)	-	P.29-34 P.37-42
			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)		P.35-36
			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)			