



ESG Data

*Fiscal year ended January 31

As of April 26, 2024

Category	ID	Item	Related SDGs	KPI	Target	Recent result	FY2023	FY2022
Environmental	1	Improve energy efficiency and reduce energy usage		Greenhouse gas (GHG) emissions (Scope 1 and Scope 2)	Net zero (FY2051)	98.2 tCO2 (FY2024)	91.3 tCO2 (FY2023)	97.3 tCO2 (FY2022)
				Greenhouse gas (GHG) emissions (Scope 1 and Scope 2) per unit of net sales	—	0.0097 (tCO2 / million yen) (FY2024)	0.0101 (tCO2 / million yen) (FY2023)	0.0120 (tCO2 / million yen) (FY2022)
				Energy consumption (crude oil equivalent)	Reduction on an ongoing basis	48.2 (kl / yaer) (FY2024)	49.9 (kl / yaer) (FY2023)	48.7 (kl / yaer) (FY2022)
				Energy consumption (crude oil equivalent) per unit of net sales	—	0.0048 (kl / million yen) (FY2024)	0.0054 (kl / million yen) (FY2023)	0.0060 (kl / million yen) (FY2022)
				Reduction rate of copy paper used	Reduction on an ongoing basis	6.2% reduction (FY2024)	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)	48.3% (FY2024)	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)	54.9% (FY2024)	46.1% (FY2023)
Share of carbon neutrality recruitment targets for career hires					55.0% (FY2025)	25.9% (FY2024)	62.0% (FY2023)	48.6% (FY2022)
4		Respect human rights	 	Number of serious human rights issues	None	None (FY2024)	None (FY2023)	None (FY2022)
				Number of discrimination incidents	None	None (FY2024)	None (FY2023)	None (FY2022)
				Percentage of employees who have received harassment training	100.0%	100.0% (FY2024)	100.0% (FY2023)	100.0% (FY2022)
				Number of inquiries to harassment helpline	Appropriate response to inquiries	1 (FY2024)	None (FY2023)	None (FY2022)
5		Promote diversity and inclusion	 	Share of female employees (engineers)	Increase on an ongoing basis	3.7% (FY2024)	4.1% (FY2023)	3.7% (FY2022)
				Share of female employees (administration)	Increase on an ongoing basis	33.8% (FY2024)	27.6% (FY2023)	31.4% (FY2022)
				Share of female employees (engineers) among new employees	Increase on an ongoing basis	5.2% (FY2024)	6.4% (FY2023)	3.0% (FY2022)
				Share of female employees (administration) among new employees	Increase on an ongoing basis	47.1% (FY2024)	27.3% (FY2023)	66.7% (FY2022)
				Appointment of female employees (engineers) to managerial positions	3 or more	2 (FY2024)	2 (FY2023)	2 (FY2022)
				Appointment of female employees to managerial positions	10 or more	10 (FY2024)	10 (FY2023)	6 (FY2022)
				Share of female employees in managerial positions	Increase on an ongoing basis	3.1% (FY2024)	3.4% (FY2023)	3.7% (FY2022)
				Share of female executive officers	30.0% or more (FY2031)	0.0% (FY2024)	0.0% (FY2023)	0.0% (FY2022)
				Additional appointment of female employees to managerial or higher positions	1 or more (FY2029)	1 (FY2024)	1 (FY2023)	1 (FY2022)
				Additional appointment of females in positions one rank below managerial positions as executives	1 or more (FY2029)	3 (FY2024)	1 (FY2023)	None (FY2022)
				Wage difference between male and female employees (overall)	—	Male 100.0% : Female 89.2% (FY2024)	Male 100.0% : Female 94.5% (FY2023)	Male 100.0% : Female 92.8% (FY2022)
				Wage difference between male and female employees (engineers)	—	Male 100.0% : Female 95.8% (FY2024)	Male 100.0% : Female 96.5% (FY2023)	Male 100.0% : Female 99.2% (FY2022)
				Wage difference between male and female employees (administration)	—	Male 100.0% : Female 71.9% (FY2024)	Male 100.0% : Female 71.0% (FY2023)	Male 100.0% : Female 71.0% (FY2022)
				Number of childcare leave days taken by male employees (average)	—	42.5 days (FY2024)	79.5 days (FY2023)	44.0 days (FY2022)
Average years of service of male employees (engineers)	Increase on an ongoing basis	6.50 years (FY2024)	6.15 years (FY2023)	5.91 years (FY2022)				
Average years of service of male employees (administration)	Increase on an ongoing basis	10.95 years (FY2024)	10.60 years (FY2023)	10.69 years (FY2022)				
Average years of service of female employees (engineers)	Increase on an ongoing basis	4.03 years (FY2024)	3.37 years (FY2023)	3.41 years (FY2022)				
Average years of service of female employees (administration)	Increase on an ongoing basis	7.12 years (FY2024)	8.34 years (FY2023)	7.56 years (FY2022)				
Usage rate of childcare leave (male employees)	30.0% or more (FY2029)	50.0% (FY2024)	30.8% (FY2023)	12.5% (FY2022)				
Usage rate of childcare leave (female employees)	80.0% or more (FY2029)	66.7% (FY2024)	100.0% (FY2023)	100.0% (FY2022)				
Usage rate of nursing care leave (male and female employees)	15.0% or more (FY2029)	13.7% (FY2024)	7.4% (FY2023)	1.2% (FY2022)				
Share of non-Japanese talents	Recruitment on an ongoing basis	1.4% (FY2024)	1.0% (FY2023)	1.4% (FY2022)				
Share of elderly employees (60 years of age and older)	Recruitment on an ongoing basis	1.3% (FY2024)	1.4% (FY2023)	1.4% (FY2022)				
Employment rate of employees with disabilities	2.30% or more (legally required employment rate)	2.67% (as of June 1, 2023)	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)	2.3% (FY2024)	1.7% (FY2023)	0.8% (FY2022)				
Share of regular employees hired mid-career	—	7.7% (FY2024)	4.8% (FY2023)	2.0% (FY2022)				
Number of employees	—	1,321 (as of January 31, 2024)	1,276 (as of January 31, 2023)	1,180 (as of January 31, 2022)				
Number of temporary employees (average)	—	24 (FY2024)	16 (FY2023)	10 (FY2022)				

6	Develop and secure promising talents		Average hours of annual training per employee (engineer)	Same level each year	73.2 hours (FY2024)	81.2 hours (FY2023)	163.9 hours (FY2022)				
			Average cost of annual training per employee (engineer)	Same level each year	54,000 yen (FY2024)	62,000 yen (FY2023)	63,000 yen (FY2022)				
			Percentage of employees who have received talent development training	Same level each year	87.4% (FY2024)	84.8% (FY2023)	89.1% (FY2022)				
			Turnover rate (engineers) *Excluding retirement and turnover via the Company's assistance program to change jobs	7.1% (FY2025)	8.3% (FY2024)	7.7% (FY2023)	10.3% (FY2022)				
			Turnover rate (engineers)	8.8% (FY2025)	10.9% (FY2024)	9.6% (FY2023)	11.3% (FY2022)				
			Periodic health checkup, consultation rate	100.0%	100.0% (FY2024)	100.0% (FY2023)	100.0% (FY2022)				
			Stress check, consultation rate	100.0%	82.6% (FY2024)	78.9% (FY2023)	82.8% (FY2022)				
			Annual paid leave, acquisition rate (overall)	80.0% or more	84.9% (FY2024)	85.0% (FY2023)	76.5% (FY2022)				
			Annual paid leave, acquisition rate (engineers)	80.0% or more	85.7% (FY2024)	85.2% (FY2023)	76.5% (FY2022)				
			Improving health literacy (through training), attendance rate	100.0%	100.0% (FY2024)	100.0% (FY2023)	100.0% (FY2022)				
			BMI below 25, ratio	75.0%	71.1% (FY2024)	69.9% (FY2023)	—				
			Improving productivity (eliminating presenteeism): Assessment of work-related functionality*1	100.0%	92.1% (FY2024)	92.3% (FY2023)	—				
			Average age	—	30.4 years old (FY2024)	30.3 years old (FY2023)	30.2 years old (FY2022)				
			Average years of service	—	6.6 years (FY2024)	6.5 years (FY2023)	6.3 years (FY2022)				
			Absenteeism: Absence rate	0.00%	0.98% (FY2024)	1.17% (FY2023)	0.68% (FY2022)				
			Number of occupational accidents	None	6 (FY2024)	10 (FY2023)	3 (FY2022)				
			Occupational accident-related fatality rate	0.0%	0.0% (FY2024)	0.0% (FY2023)	0.0% (FY2022)				
			Downtime due to occupational accidents	0.00 hours	52.50 hours (FY2024)	34.17 hours (FY2023)	76.00 hours (FY2022)				
			Percentage that received health and safety training, attendance rate	100.0%	100.0% (FY2024)	100.0% (FY2023)	100.0% (FY2022)				
			Percentage of employees who have received training on diseases unique to women	100.0%	87.8% (FY2024)	—	—				
			Work engagement score*2	2.7	2.6 (FY2024)	—	—				
			Payment related to regional and social contribution	—	2,000,000 yen (FY2024)	2,000,000 yen (FY2023)	2,000,000 yen (FY2022)				
			7	Strengthen corporate governance	—	Appointment ratio of Independent Directors	One-third or more	37.5% (as of January 31, 2024)	37.5% (as of January 31, 2023)	37.5% (as of January 31, 2022)	
						Number of Outside Directors	—	3 (as of January 31, 2024)	3 (as of January 31, 2023)	3 (as of January 31, 2022)	
						Ratio of Outside Directors in the Nomination and Remuneration Committee	Majority	75.0% (as of January 31, 2024)	75.0% (as of January 31, 2023)	75.0% (as of January 31, 2022)	
						Remuneration of Outside Directors	—	25,000,000 yen (FY2024)	24,000,000 yen (FY2023)	22,000,000 yen (FY2022)	
						Board of Directors	Number of meetings held	—	30 times (FY2024)	31 times (FY2023)	30 times (FY2022)
							Attendance rate	—	99.6% (FY2024)	98.8% (FY2023)	99.2% (FY2022)
							Attendance rate of Independent Directors	—	100.0% (FY2024)	96.8% (FY2023)	97.8% (FY2022)
						Compliance and Risk Management Meeting	Number of meetings held	—	12 times (FY2024)	12 times (FY2023)	12 times (FY2022)
							Attendance rate	—	100.0% (FY2024)	99.0% (FY2023)	96.9% (FY2022)
							Attendance rate of Independent Directors	—	100.0% (FY2024)	97.3% (FY2023)	91.7% (FY2022)
						Sustainability Committee	Number of meetings held	—	4 times (FY2024)	4 times (FY2023)	4 times (FY2022)
Attendance rate	—	100.0% (FY2024)					100.0% (FY2023)	93.8% (FY2022)			
Attendance rate of Independent Directors	—	100.0% (FY2024)					100.0% (FY2023)	83.4% (FY2022)			
Audit and Supervisory Committee	Number of meetings held	—				26 times (FY2024)	26 times (FY2023)	25 times (FY2022)			
	Attendance rate	—				100.0% (FY2024)	100.0% (FY2023)	100.0% (FY2022)			
	Attendance rate of Independent Directors	—				100.0% (FY2024)	100.0% (FY2023)	100.0% (FY2022)			
Nomination and Remuneration Committee	Number of meetings held	—				4 times (FY2024)	4 times (FY2023)	—			
	Attendance rate	—				100.0% (FY2024)	100.0% (FY2023)	—			
	Attendance rate of Independent Directors	—				100.0% (FY2024)	100.0% (FY2023)	—			
Evaluation of the effectiveness of the Board of Directors	Once	Once				Once	Once				
8	Promote compliance management		Percentage of employees who have received compliance training	100.0%	100.0% (FY2024)	100.0% (FY2023)	100.0% (FY2022)				
			Percentage of employees who have received information security training	100.0%	100.0% (FY2024)	100.0% (FY2023)	100.0% (FY2022)				
			Number of major compliance violations	None	None (FY2024)	None (FY2023)	None (FY2022)				
			Number of major information security incidents	None	None (FY2024)	None (FY2023)	None (FY2022)				
			Number of inquiries to whistleblowing helpline	Appropriate response to inquiries	None (FY2024)	None (FY2023)	None (FY2022)				
			Number of major dispositions related to corruption	None	None (FY2024)	None (FY2023)	None (FY2022)				
			Number of instances where employees were fined for corruption, etc.	None	None (FY2024)	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)