

ESG Data

*Fiscal year ended January 31

As of November 12, 2025

Category	ID	Item	Related SDGs	KPI	Target	FY2022	FY2023	FY2024	FY2025
Environmental	1	Improve energy efficiency and reduce energy usage		Greenhouse gas (GHG) emissions (Scope 1 and Scope 2)	Net zero (FY2051)	97.3 tCO2	91.3tCO2	98.7 tCO2	154.1tCO2
				Greenhouse gas (GHG) emissions (Scope 1 and Scope 2) per unit of net sales	—	0.0120 (tCO2 / million yen)	0.0101 (tCO2 / million yen)	0.0097 (tCO2 / million yen)	0.0139 (tCO2 / million yen)
				Greenhouse gas (GHG) emissions (Scope 3)	Net zero (FY2051)	—	1,002.8 tCO2	1,147.7 tCO2	1,471.8 tCO2
				Energy consumption (crude oil equivalent)	Reduction on an ongoing basis	48.7 (kl / year)	49.9 (kl / year)	48.2 (kl / year)	62.0 (kl / year)
				Energy consumption (crude oil equivalent) per unit of net sales	—	0.0060 (kl / million yen)	0.0054 (kl / million yen)	0.0048 (kl / million yen)	0.0056 (kl / million yen)
				Reduction rate of copy paper used	Reduction on an ongoing basis	14.5% reduction	5.9% reduction	6.2% reduction	6.3% increase
Social	2	Contribute to carbon neutrality through business activities		Share of engineers placed in carbon neutrality projects among all engineers	50.00%	41.3%	46.1%	48.3%	51.3%
	3	Resolve social issues by creating jobs		Share of carbon neutrality recruitment targets for new graduates and career hires	55.00%	40.1%	50.0%	46.1%	47.9%
	4	Respect human rights		Number of serious human rights issues	None	None	None	None	None
				Number of discrimination incidents	None	None	None	None	None
				Percentage of employees who have received harassment training	100.0%	100.0%	100.0%	100.0%	100.0%
				Number of inquiries to harassment helpline	Appropriate response to inquiries	None	None	1	None
	5	Promote diversity and inclusion		Share of female employees (engineers)	10.0% or more	3.7%	4.1%	3.7%	4.1%
				Share of female employees (administration)	Increase on an ongoing basis	31.4%	27.6%	33.8%	38.3%
				Number of female employees (engineers)	—	39	47	44	51
				Number of female employees (administration)	—	32	35	45	57
				Share of female employees (engineers) among new employees	Increase on an ongoing basis	3.0%	6.4%	5.2%	6.3%
				Share of female employees (administration) among new employees	Increase on an ongoing basis	66.7%	27.3%	47.1%	73.3%
				Appointment of female employees (engineers) to managerial positions	3 or more	2	2	2	2
				Appointment of female employees to managerial positions	10 or more	6	10	10	13
				Share of female employees in managerial positions	Increase on an ongoing basis	3.7%	3.4%	3.1%	5.1%
				Share of female directors*1	30.0% or more (FY2031)	0.0%	0.0%	0.0%	0.0%
				Wage difference between male and female employees (overall)	Narrow the difference	Male 100.0% : Female 92.8%	Male 100.0% : Female 94.5%	Male 100.0% : Female 89.2%	Male 100.0% : Female 89.5%
				Wage difference between male and female employees (engineers)	Narrow the difference	Male 100.0% : Female 99.2%	Male 100.0% : Female 96.5%	Male 100.0% : Female 95.8%	Male 100.0% : Female 94.4%
				Wage difference between male and female employees (administration)	Narrow the difference	Male 100.0% : Female 71.0%	Male 100.0% : Female 71.0%	Male 100.0% : Female 71.9%	Male 100.0% : Female 71.9%
				Average years of service of male employees (engineers)	Increase on an ongoing basis	5.91 years	6.15 years	6.50 years	6.3 years
				Average years of service of male employees (administration)	Increase on an ongoing basis	10.69 years	10.60 years	10.95 years	11.3 years
				Average years of service of female employees (engineers)	Increase on an ongoing basis	3.41 years	3.37 years	4.03 years	3.9 years
				Average years of service of female employees (administration)	Increase on an ongoing basis	7.56 years	8.34 years	7.12 years	6.3 years
				Average overtime hours (engineers)	—	16.9 hours	17.9 hours	18.1 hours	17.7 hours
				Number of childcare leave days taken by male employees (average)	—	44.0 days	79.5 days	42.5 days	48 days
				Usage rate of childcare leave (male employees)	30.0% or more (FY2029)	12.5%	23.1%	50.0%	46.7%
				Usage rate of childcare leave (female employees)*2	80.0% or more (FY2029)	100.0%	100.0%	66.7%	200.0%
				Usage rate of nursing care leave (male and female employees)	15.0% or more (FY2029)	1.2%	7.4%	13.7%	8.4%
				Share of non-Japanese talents	Recruitment on an ongoing basis	1.4%	1.0%	1.4%	1.9%
				Share of elderly employees (60 years of age and older)	Recruitment on an ongoing basis	1.4%	1.4%	1.3%	1.3%
				Employment rate of employees with disabilities	2.30% or more (legally required employment rate)	2.40% (as of June 1, 2021)	2.42% (as of June 1, 2022)	2.67% (as of June 1, 2023)	2.43% (as of June 1, 2024)
				Percentage of the Company's former employees who used job change assistance program	—	0.8%	1.7%	2.3%	1.9%
				Share of regular employees hired mid-career	—	2.0%	4.8%	7.7%	4.0%
				Number of employees	—	1,180	1,276	1,321	1,397
				Number of temporary employees (average)	—	10	16	24	30

Category	ID	Item	Related SDGs	KPI	Target	FY2022	FY2023	FY2024	FY2025
Governance	6	Develop and secure promising talents	 	Average hours of annual training per employee (engineer)	Same level each year	163.9 hours	81.2 hours	97.0 hours	95.7 hours
				Average cost of annual training per employee (engineer)	Same level each year	63,000 yen	62,000 yen	54,000 yen	59,000 yen
				Percentage of employees who have received talent development training	Same level each year	89.1%	84.8%	87.4%	85.0%
				Turnover rate (engineers) *Excluding retirement and turnover via the Company's assistance program to change jobs	Under 10.0%	10.3%	7.7%	8.3%	9.7%
				Turnover rate (engineers)	—	11.3%	9.6%	10.9%	11.7%
				Turnover rate for new graduates within three years	—	29.5%	37.6%	46.1%	38.6%
				Periodic health checkup, consultation rate	100.0%	100.0%	100.0%	100.0%	100.0%
				Stress check, consultation rate	100.0%	82.8%	78.9%	82.6%	84.0%
				Annual paid leave, acquisition rate (overall)	80.0% or more	76.5%	85.0%	84.9%	85.7%
				Annual paid leave, acquisition rate (engineers)	80.0% or more	76.5%	85.2%	85.7%	87.1%
				Improving health literacy (through training), attendance rate	100.0%	100.0%	100.0%	100.0%	100.0%
				BMI below 25, ratio	75.0%	—	69.9%	71.1%	68.8%
				Presenteeism (Productivity at work decreases due to health issues)*3	100.0%	—	92.3%	92.1%	92.4%
				Absenteeism (Absent from work due to health issues)	Under 5.0%	0.68%	1.17%	0.98%	0.93%
				Average age	—	30.2 years old	30.3 years old	30.4 years old	30.6 years old
				Average years of service	—	6.3 years	6.5 years	6.6 years	6.7 years
				Number of occupational accidents	None	3	10	6	9
				Occupational accident-related fatality rate	0.0%	0.0%	0.0%	0.0%	0.0%
				Downtime due to occupational accidents	0.00 hours	76.00 hours	34.17 hours	52.50 hours	0.00 hours
				Percentage that received health and safety training, attendance rate	100.0%	100.0%	100.0%	100.0%	100.0%
				Percentage of employees who have received training on diseases unique to women	100.0%	—	—	87.8%	45.2%
				Work engagement score*4	2.7	—	—	2.6	2.6
				Payment related to regional and social contribution	—	2,000,000 yen	2,000,000 yen	2,000,000 yen	3,000,000 yen
	7	Strengthen corporate governance	—	Appointment ratio of Independent Directors	One-third or more	37.5%	37.5%	37.5%	37.5%
				Number of Outside Directors	—	3	3	3	3
				Ratio of Outside Directors in the Nomination and Remuneration Committee	Majority	75.0%	75.0%	75.0%	75.0%
				Remuneration of Outside Directors	—	22,000,000 yen	24,000,000 yen	25,000,000 yen	25,000,000 yen
				Number of Directors	—	8	8	8	8
				Board of Directors	Number of meetings held	—	30 times	31 times	30 times
					Attendance rate	—	99.2%	98.8%	100.0%
					Attendance rate of Independent Directors	—	97.8%	96.8%	100.0%
				Compliance and Risk Management Meeting	Number of meetings held	—	12 times	12 times	12 times
					Attendance rate	—	96.9%	99.0%	100.0%
					Attendance rate of Independent Directors	—	91.7%	97.3%	100.0%
				Sustainability Committee	Number of meetings held	—	4 times	4 times	4 times
					Attendance rate	—	93.8%	100.0%	100.0%
					Attendance rate of Independent Directors	—	83.4%	100.0%	100.0%
				Audit and Supervisory Committee	Number of meetings held	—	25 times	26 times	26 times
					Attendance rate	—	100.0%	100.0%	100.0%
					Attendance rate of Independent Directors	—	100.0%	100.0%	100.0%
				Nomination and Remuneration Committee	Number of meetings held	—	4 times	4 times	6 times
					Attendance rate	—	100.0%	100.0%	100.0%
					Attendance rate of Independent Directors	—	100.0%	100.0%	100.0%
				Evaluation of the effectiveness of the Board of Directors	Once	Once	Once	Once	Once
	8	Promote compliance management		Percentage of employees who have received compliance training	100.0%	100.0%	100.0%	100.0%	100.0%
				Percentage of employees who have received information security training	100.0%	100.0%	100.0%	100.0%	100.0%
				Number of major compliance violations	None	None	None	None	None
				Number of major information security incidents	None	None	None	None	None
				Number of inquiries to whistleblowing helpline	Appropriate response to inquiries	None	None	None	None
				Number of major dispositions related to corruption	None	None	None	None	None
				Number of instances where employees were fined for corruption, etc.	None	None	None	None	None

*1 Artnet believes that the appointment of female Directors will be essential going forward. The Nomination and Remuneration Committee is continuing to meet once every three months and discuss the appointment of female Directors.

*2 Usage rate of childcare leave (female employees): FY2025 200.0% = 2 employees who took childcare leave ÷ 1 employee who gave birth

*3 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)

*4 Measurement method: New Brief Job Stress Questionnaire (work engagement is a state where employees feel vigor, dedication, and absorption toward their work). Evaluated on a scale of 0 to 4. The national average is 2.5.