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# Data



## Environmental Performance Data

### Material Balance (FY2024 Actual Results)

#### INPUT

##### R&D/Procurement/Manufacturing

Energy		491,583	GJ
	Electric power	93,967	MWh
	Electricity derived from renewable energy sources	32,503	MWh
	City gas	481	thousand m <sup>3</sup>
	LNG	0	thousand m <sup>3</sup>
	LPG	1,468	t
	Petrol	689	kL
	Light oil	929	kL
	Kerosene	37	kL
	Heavy oil-A	8	kL
Raw Material		112,954	t
	Metal	83,789	t
	Plastics	17,633	t
	Packing material	8,671	t
	Other Subsidiaries	2,861	t
Water		408	thousand m <sup>3</sup>
Chemical substance <sup>*1</sup>		43	t

<sup>\*1</sup> Aggregation of handling amounts for PRTR Law subject substances, with an annual handling threshold of 100 kg or more per facility.



For details of the scope subject to reporting, please refer to the Company's website.  
List of Report Target Organizations  
<https://www.fujitsu-general.com/global/environment/data/organization.html>

#### OUTPUT

##### R&D/Procurement/Manufacturing

Atmospheric emissions	Greenhouse gas	45,434	t-CO <sub>2e</sub>
	CO <sub>2</sub>	41,518	t-CO <sub>2</sub>
	Fluorocarbons	3,916	t-CO <sub>2e</sub>
	NOx	52.5	t
	SOx	4.2	t
	VOC	13.6	t
Waste		11,801	t
	Final disposal amount	971	t
	Effective utilization/Others	2,463	t
	Valuable quantity	8,367	t
Water discharge	Water discharge	351	thousand m <sup>3</sup>
	BOD	7.7	t
	COD	29.1	t
Chemical substance emissions • Volume of movement <sup>*2</sup>		41	t

<sup>\*2</sup> Emission and transfer amounts for PRTR Law subject substances, with an annual handling threshold of 100 kg or more per facility.

## Environmental Performance Data

### Material Balance (FY2024 Actual Results)

#### INPUT

##### Logistics

		24,504	GJ
Energy*1	Vehicle fuel	23,913	GJ
	Procurement	2,432	GJ
	Shipment	21,481	GJ
	Marine transportation fuel	591	GJ
	Shipment	591	GJ

#### Usage

Energy	Electric power*2	58,381	thousand MWh
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#### Recycling

		456,526	Units
Product recycling disposed quantity	CRT type TV	1,276	Units
	LCD/Plasma type TV	88	Units
	Air-conditioner	404,907	Units
	Refrigerator/Freezer	47,988	Units
	Washing machine/Cloth dryer	2,267	Units

#### OUTPUT

##### Logistics

	CO <sub>2</sub>	34,738	t-CO <sub>2</sub>
Atmospheric Emissions	Procurement	1,639	t-CO <sub>2</sub>
	of which in Japan	168	t-CO <sub>2</sub>
	Shipment	33,099	t-CO <sub>2</sub>
	of which in Japan	1,525	t-CO <sub>2</sub>

#### Usage

Atmospheric emissions	CO <sub>2</sub> *3	27,090,919	t-CO <sub>2</sub>
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#### Recycling

		37,473	t
Product recycled amount	Disposal amount	19,278	t
	Fluorocarbons regeneration amount	257	t
	Other reuse	17,938	t

\*1 Scope of coverage is within Japan

\*2 The total amount of electricity consumed by air conditioners sold during their total operating hours over their estimated product life

\*3 CO<sub>2</sub> emission during product use: Total of emission during operating period of our products

## Environmental Performance Data



We have received third-party assurances for Scope 1, 2, and 3 (Category 11) emissions. For details, please refer to the Company's website.  
Environmental Performance Data  
<https://www.fujitsu-general.com/global/environment/data/performance.html>

### Reporting of Greenhouse Gas Emissions Based on GHG Protocol

Unit: t-CO<sub>2e</sub>

Scope and Category				FY2020	FY2021	FY2022	FY2023	FY2024	FY2024 Rate
Emissions from corporate activities (Scope 1 + Scope 2 (Market-based)) *1				64,885	43,188	20,895	12,736	45,434	0.14%
Scope1	Direct emissions from fuels and fluorocarbons consumed by the company			24,497	30,651	20,895	12,736	13,453	0.04%
Scope2	Indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the company		Market-based *2	40,388	12,536	0	0	31,981	0.10%
			Location-based *3	33,078	44,132	44,405	40,510	45,449	-
All other indirect emissions that occur in a company's value chain (Scope 3)				27,948,148	38,399,925	49,558,288	29,520,801	31,800,252	99.86%
Up-stream	Category 1	Purchased goods and services *4		897,591	1,092,068	2,195,575	1,339,424	1,107,446	3.48%
	Category 2	Capital goods		26,973	25,341	25,391	36,459	23,657	0.07%
	Category 3	Fuel- and energy-related activities not included in Scope 1 or Scope 2		2,863	3,101	3,125	2,846	3,258	0.01%
	Category 4	Upstream transportation and distribution *5		70,669	75,608	91,135	20,780	25,309	0.08%
	Category 5	Waste generated in operations		2,927	2,441	2,536	2,242	1,816	0.01%
	Category 6	Business travel *6		576	969	1,057	1,131	1,138	0.00%
	Category 7	Employee commuting *6		312	284	311	297	293	0.00%
	Category 8	Upstream leased assets *7		N/A	N/A	N/A	N/A	N/A	-
Down-stream	Category 9	Downstream transportation and distribution *5		38,806	44,655	54,139	9,182	10,179	0.03%
	Category 10	Processing of sold products		28	37	44	36	23	0.00%
	Category 11	Use of sold products *8		26,898,531	31,844,316	40,906,853	24,734,031	27,090,919	85.07%
	Category 12	End-of-life treatment of sold products *9		8,873	5,311,103	6,278,123	3,374,372	3,536,214	11.10%
	Category 13	Downstream leased assets		N/A	N/A	N/A	N/A	N/A	-
	Category 14	Franchises		N/A	N/A	N/A	N/A	N/A	-
	Category 15	Investments		N/A	N/A	N/A	N/A	N/A	-
Emissions from entire value chain (Scope 1 + Scope2 (Market-based) + Scope 3)				28,013,033	38,443,113	49,579,183	29,533,537	31,845,686	100.00%

\*Figures may not add up due to rounding.

\* Please refer to the following page for notes.

\* GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainty inherent in the Global Warming Potentials.

## Environmental Performance Data

### Reporting of Greenhouse Gas Emissions Based on GHG Protocol

#### Annotations

- \*1 Until FY2021, as for the amount of fluorocarbon emissions from repair processes at factories, the amount filled into products was regarded as the amount of fluorocarbons emissions, but from FY2022, the amount filled into products minus the amount recovered is calculated as the amount of fluorocarbons emissions.
- \*2 Domestic: Calculated with emission factors for electricity contractually purchased. Overseas: Calculated with emission factors by country based on IEA "Emissions Factors." Note that the CO<sub>2</sub> emissions of Scope 2 are zero in FY2022 and FY2023 because of the contract for renewable energy electricity and the purchase of renewable energy electricity certificates.
- \*3 Calculated based on average electricity generation emission factors for defined locations  
Before FY2020  
Domestic: Calculated with emission factors of 2002 listed on the public documents by The Federation of Electric Power Companies of Japan.  
Overseas: Calculated with emission factors of 2006 listed on the public documents by The Federation of Electric Power Companies of Japan.  
From FY2021 onward  
Domestic: Calculated with the national average factor in the Ministry of the Environment's "Emission Factors by Electric Utility Company."  
Overseas: Calculated with emission factors by country based on IEA "Emissions Factors."
- \*4 Note that the figures for FY2021 through FY2023 have been retroactively adjusted to improve the accuracy of the tabulation.
- \*5 We revised the calculation method for overseas transportation starting in FY2023.
- \*6 Scope of aggregation is within Japan.
- \*7 Included in Scope 1 and 2.
- \*8 Products included in the calculation and refrigerant leakage during air conditioner operation Before FY2020  
Targeting air conditioners, information and communication systems, and in-vehicle cameras. Does not include refrigerant leakage during air conditioner operation.  
From FY2021 onward  
Targeting air conditioners. Note that the figures for FY2021 through FY2023 regarding emissions and refrigerant leakage during air conditioner operation have been retroactively adjusted due to improved accuracy of the tabulation.  
Includes refrigerant leakage during air conditioner operation. Calculated using the following formula and the leakage rate from the Ministry of the Environment's "Greenhouse Gas Inventory."  
Formula: Amount of refrigerant contained (kg) x Global warming potential x Leakage rate x Estimated product life (\*8-2) x Number of units sold/1,000  
Residential air-conditioners: Leakage rate during operation of residential air conditioners (current value)  
Commercial air-conditioners: Leakage rate during operation of commercial refrigeration and air conditioning equipment (after review)  
Global warming potential: IPCC "Intergovernmental Panel on Climate Change (4th Report)"  
\*8-2 Residential equipment: 10 years; Commercial equipment: 13 years
- \*9 Refrigerant leakage during disposal of air-conditioners  
Before FY2020  
Does not include refrigerant leakage during disposal of air-conditioners.  
From FY2021 onward  
Calculated assuming a 0% recovery rate of the charged refrigerant. Note that the figures for FY2021 through FY2023 have been retroactively adjusted due to improved accuracy of the tabulation.  
Global warming potential: IPCC "Intergovernmental Panel on Climate Change (4th Report)" was used.



We have received third-party assurances for Scope 1, 2, and 3 (Category 11) emissions. For details, please refer to the Company's website.

Environmental Performance Data

<https://www.fujitsu-general.com/global/environment/data/performance.html>

## Environmental Performance Data

### Energy Usage

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Electric power	MWh	82,173	89,306	89,113	81,973	93,967
Electricity derived from renewable energy sources	MWh	1,304	3,245	28,951	30,767	32,503
Light oil	kL	970	839	906	881	929
Petrol	kL	822	759	759	742	689
Kerosene	kL	54	42	34	36	37
Heavy oil-A	kL	40	27	32	32	8
LPG	t	2,509	2,567	2,491	1,332	1,468
City gas	thousand m3	142	511	431	579	481
LNG	thousand m3	280	-	-	-	-

### Raw Material Usage

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Metal	t	101,452	102,637	107,720	64,879	83,789
Other than metal (plastic, etc.)	t	38,259	37,118	36,041	23,360	29,165

### Chemical Substance

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Chemical substance*	t	40	50	54	30	43

\* Aggregation of handling amounts for PRTR Law subject substances, with an annual handling threshold of 100 kg or more per facility.

## Environmental Performance Data



We have received third-party assurances for Scope 1, 2, and 3 (Category 11) emissions. For details, please refer to the Company's website.

Environmental activities: Environmental Performance Data

<https://www.fujitsu-general.com/global/environment/data/performance.html>

### Atmospheric Emissions

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Emissions of CO <sub>2</sub> associated with business activities	t-CO <sub>2</sub>	46,217	25,482	12,611	9,400	41,518
Emissions of greenhouse gases other than CO <sub>2</sub> * <sup>1</sup> (CO <sub>2</sub> equivalent)	t-CO <sub>2</sub>	11,358	17,706	8,284	3,336	3,916
Nitrogen oxides (NOx)	kg	33,715	30,502	31,539	33,784	52,529
Sulfur oxide (SOx)	kg	3,031	7,418	1,280	1,511	4,224
Chemical substance emission • Volume of movement * <sup>2</sup>	t	37	47	50	29	41
Volatile organic compounds (VOC) * <sup>3</sup>	kg	0	0	5,858	6,653	13,602

### Water

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Water usage	thousand m <sup>3</sup>	382	417	409	391	408
Water server/Tap water	thousand m <sup>3</sup>	382	416	408	390	406
Rain water	thousand m <sup>3</sup>	0	1	1	1	2
Water discharge	thousand m <sup>3</sup>	331	364	355	338	351
Sewage	thousand m <sup>3</sup>	331	364	354	337	351
Released into river/ocean	thousand m <sup>3</sup>	1	1	1	1	0
Water quality (BOD)	t	12.1	15.9	10.0	10.2	7.7
Water quality (COD)	t	50.3	45.3	31.2	29.6	29.1

\*1 Until FY2021, as for the amount of fluorocarbon emissions from repair processes at factories, the amount filled into products was regarded as the amount of fluorocarbons emissions, but from FY2022, the amount filled into products minus the amount recovered is calculated as the amount of fluorocarbons emissions.

\*2 Emission and transfer amounts for PRTR Law subject substances, with an annual handling threshold of 100 kg or more per facility.

\*3 The increase in volatile organic compounds (VOC) in FY2024 is due to the revision of calculation standards.

## Environmental Performance Data

### Recycling

Indicator		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Product recycling disposed quantity		thousand units	451	418	429	435	457
Product recycling rate	Air-conditioner	%	94	95	95	95	95
	CRT type TV	%	74	74	74	74	74
	LCD/Plasma type TV	%	86	86	87	86	86
	Refrigerator/Freezer	%	81	80	80	80	80
	Washing machine/Cloth dryer	%	94	94	94	94	94
Estimated collection volume of plastic (foamed styrol)		kg	5,271	6,073	5,247	4,039	4,049
Estimated collection volume of plastic (Other plastics)		kg	9,533	10,091	8,869	6,667	7,197



## ■ Environmental Performance Data

### Waste (Japan: Business Offices/Group Companies)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Effective utilization/others	t	310	412	423	386	385
Valuable quantity	t	907	1,025	974	878	949
Final disposal amount	t	186	103	109	115	104
Recycling rate	%	86.7	93.3	92.8	91.6	92.7

### Waste (Overseas: Production Group Companies)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Effective utilization/others	t	1,357	1,602	1,400	1,210	2,051
Valuable quantity	t	7,118	7,689	9,683	6,179	7,418
Final disposal amount	t	399	536	744	459	788
Recycling rate	%	95.5	94.5	93.7	94.1	92.3

## Social Data

### Employees (Basic Information)

Indicator	Reporting Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Regular employees	Consolidated	People	8,066	8,398	8,335	8,765	8,503
	Male	People	-	-	5,737	6,048	5,965
	Female	People	-	-	2,598	2,717	2,538
	Percentage of female	%	-	-	31.2	31.0	29.8
	Consolidated	People	8,066	8,398	8,335	8,765	8,503
	Japan	People	-	-	2,216	2,257	2,275
	Americas	People	-	-	166	168	185
	Europe	People	-	-	98	275	264
	Middle East and Africa	People	-	-	17	15	14
	Oceania	People	-	-	519	584	612
	Asia	People	-	-	2,873	3,207	3,180
	Greater China	People	-	-	2,446	2,259	1,973

## Social Data

### Employees (Basic Information)

Indicator	Reporting Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Regular employees	Standalone	People	1,679	1,710	1,729	1,734	1,716
	Male	People	1,441	1,458	1,467	1,464	1,457
	Female	People	238	252	262	270	259
	Percentage of female	%	14.2	14.7	15.2	15.6	15.1
	<30 years old	People	373	356	342	329	349
	30-50 years old	People	775	803	790	780	733
	>50 years old	People	482	551	597	625	634
Average age (Regular employees)	Standalone	Age	41.0	42.3	42.6	42.9	42.8
Number of foreign employees	Standalone	People	19	16	16	11	11
	Male	People	-	-	9	6	9
	Female	People	-	-	7	5	2
Non-regular employees	Standalone	People	-	197	190	187	208
Percentage of non-regular employees	Standalone	%	-	10.3	9.9	9.7	10.8
Number of employees with disabilities	Standalone and affiliates*	People	65.0	71.5	78.5	81.0	76.0
Percentage of employees with disabilities	Standalone and affiliates*	%	2.69	2.90	3.14	3.16	3.05

\* The data compiled includes Fujitsu General Limited, Fujitsu General Field Sales Limited, Fujitsu General OS Technology Limited, and Fujitsu General Hardware Limited.

## Social Data

### Employees (Number of Employees in Management and Percentage of Female Employees)

Indicator	Reporting Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees in management	Standalone	People	-	432	443	447	450
	Male	People	-	423	434	436	437
	Female	People	6	9	9	11	13
	Newly appointed female employees in management	People	3	3	0	1	1
Number of newly appointed managerial and leadership positions (Grade L)	Standalone	People	-	3	5	3	6
Percentage of female employees in junior management positions (Grade M and E)*	Standalone	%	-	-	-	3.3	3.4
Percentage of female employees in management	Consolidated	%	-	-	10.2	11.5	11.4
	Standalone	%	-	-	2.0	2.6	3.0
	Fujitsu General Electronics Limited	%	-	-	0.0	0.0	0.0
	Fujitsu General Field Sales Limited	%	-	-	0.0	0.0	0.0
	Fujitsu General OS Technology Limited	%	-	-	4.8	4.5	3.7
Share of women in management positions in revenue-generating functions	Standalone	%	-	-	1.54	1.76	1.84
Share of women in STEM-related positions (as % of total STEM positions)	Standalone	%	-	-	7.79	10.14	8.25

\* Refers to junior management positions, i.e., first level of management

## Social Data

### Employees (Number of New Employee Hires, etc.)

Indicator	Reporting Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of new employee hires (including new graduates in the below)	Standalone	People	-	109	100	110	104
	Male	People	-	83	76	83	87
	Female	People	-	26	24	27	17
	Percentage of female	%	-	23.9	24.0	24.5	16.3
Number of new graduate hires	Standalone	People	88	74	61	69	90
	Male	People	62	51	45	51	73
	Female	People	26	23	16	18	17
	Percentage of female	%	29.5	31.1	26.2	26.1	18.9
Turnover employees	Standalone	People	28	49	55	63	90
	Male	People	25	37	47	55	65
	Female	People	3	12	8	8	25
Turnover rate	Standalone	%	1.67	3.10	3.22	3.64	5.24
	Male	%	1.76	2.78	3.22	3.75	4.46
	<30 years old	%	4.15	5.12	3.76	7.87	6.02
	30-50 years old	%	1.52	2.86	3.75	3.97	5.95
	>50 years old	%	0.44	1.24	2.20	1.50	2.11
	Female	%	1.38	5.04	3.17	3.05	10.00
	<30 years old	%	2.90	6.25	4.49	4.55	13.25
	30-50 years old	%	0.96	5.45	2.73	2.73	11.71
	>50 years old	%	0.00	2.08	1.89	1.56	1.54
Average years of employment	Standalone	Year	17.3	17.4	17.6	17.7	17.8
	Male	Year	17.9	18.0	18.2	18.4	18.4
	Female	Year	13.8	14.0	14.2	14.0	14.7

## Social Data

### Employees (Childcare)

Indicator	Reporting Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of people taking parental leave	Standalone	People	21	25	25	26	37
	Male	People	7	13	16	19	25
	Female	People	14	12	9	7	12
Number of regular employees who returned to work after parental leave of absence	Standalone	People	8	12	31	27	29
	Male	People	5	10	17	19	22
	Female	People	3	2	14	8	7
Number of shortened working hours for childcare	Standalone	People	29	28	38	50	40
	Male	People	0	0	1	1	1
	Female	People	29	28	37	49	39
Percentage of parental leave taken by males	Standalone	%	-	-	47.0	55.9	67.6
	Fujitsu General Electronics Limited	%	-	-	40.0	60.0	100.0
	Fujitsu General Field Sales Limited	%	-	-	*_	*_	*_
	Fujitsu General OS Technology Limited	%	-	-	0.0	33.3	33.3
Percentage of male employees (regular employees) utilizing childcare leave or maternity support leave for spouses	Standalone	%	-	-	-	79.4	91.9
Average duration of parental leave taken by males	Standalone	Days	-	-	65	50	82

\* The figure is not calculated as there are no male employees eligible for parental leave.

## Social Data

### Employees (Gender Pay Gap)

Indicator	Reporting Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Gender pay gap	Standalone	%	-	-	70.0	70.7	73.6
	Regular employees	%	-	-	69.5	70.3	73.0
	Part-time or fixed-term employees	%	-	-	55.3	53.7	61.2
	Fujitsu General Electronics Limited	%	-	-	53.2	53.3	52.7
	Regular employees	%	-	-	55.6	57.2	59.1
	Part-time or fixed-term employees	%	-	-	72.4	70.4	65.2
	Fujitsu General Field Sales Limited	%	-	-	87.0	88.1	86.6
	Regular employees	%	-	-	*_	*_	*_
	Part-time or fixed-term employees	%	-	-	89.6	92.0	89.2
	Fujitsu General OS Technology Limited	%	-	-	75.8	77.4	73.0
	Regular employees	%	-	-	76.8	78.3	73.6
	Part-time or fixed-term employees	%	-	-	52.9	57.2	62.3

\* The data has not been computed due to the lack of female regular employees.

## Social Data

### Employees (Health and Productivity Management)

Indicator	Reporting Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Rate of employees getting necessary follow-up examinations <sup>*1</sup>	Standalone	%	81.9	91.8	81.9	48.1	57.0
Rate of employees visiting medical institutions for follow-up <sup>*2</sup>	Standalone	%	-	-	-	56.3	62.6
Rate of employees undergoing specified health checkups targeting metabolic syndrome (for ages 40 to 74)	Standalone	%	90.0	91.0	91.3	91.0	-
Rate of employees identified as requiring specific health guidance <sup>*3</sup>	Standalone	%	52.0	53.0	53.3	50.3	-
Rate of employees at risk of lifestyle-related diseases <sup>*4</sup>	Standalone	%	47.3	45.1	40.1	41.9	41.2
Percentage of employees maintaining a healthy body weight (defined as no weight gain of more than 10 kg since age 20)	Standalone	%	66.5	62.2	63.2	66.4	-
Smoking rate	Standalone	%	21.2	23.2	22.7	20.0	19.4
Percentage of employees with regular exercise habits (defined as individuals who have been exercising for at least 30 minutes per session, two or more times per week, continuously for over one year)	Standalone	%	22.7	25.7	26.6	24.3	27.8
Percentage of employees who feel adequately rested (based on results from the sleep-related question in the health checkup questionnaire)	Standalone	%	64.3	58.9	59.6	63.5	63.1
Rate of employees who maintain a regular drinking habit <sup>*5</sup>	Standalone	%	12.8	36.0	15.0	20.1	-

<sup>\*1</sup> This figure represents the percentage of employees who were identified as needing necessary follow-up examinations based on the results of general health checkups and specified health checkups, and who actually underwent those examinations.

<sup>\*2</sup> This figure represents the percentage of employees who were identified as requiring necessary follow-up examinations based on the combined results of general health checkups, specified health checkups, and cancer screenings, and who subsequently completed those examinations.

<sup>\*3</sup> The percentage of those who actually received specific health guidance among those who were judged to be at high risk of lifestyle-related diseases and in need of health guidance as a result of the specific health checkups.

<sup>\*4</sup> People who meet at least one of the following criteria, according to our company standards: obesity: BMI 25 or higher, lipid abnormality: triglycerides 150 mg/dL or higher, blood pressure abnormality: 140/90 or higher, and blood glucose abnormality: HbA1c 5.9 or higher.

<sup>\*5</sup> Percentage of individuals who drink alcohol every day and consume about 360 ml or more per day, or those who drink occasionally and consume about 540 ml or more per occasion.



## Social Data

### Employees (Others)

Indicator	Reporting Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of labor union within workplace <sup>*1</sup>	Standalone	%	-	-	99.7	99.7	99.8
Average training cost per person	Standalone	Million yen	69	66	70	58	41
The participation rate in an employee engagement survey	Standalone	%	-	-	87.5	86.4	-
Number of industrial accidents (Target: 0)	Standalone	Cases	-	-	6	6	11
	Overseas <small>* Number of employees posted overseas from the HQ</small>	Cases	-	-	0	0	0
Lost time injury frequency rate [LTIFR] <sup>*2</sup>	Standalone		-	-	0.26	0.78	0.96
Lost time injury severity rate <sup>*3</sup>	Standalone		-	-	0.0013	0.0115	0.0032
Number of fatalities related to workplace accidents	Standalone	People	-	-	0	0	0

<sup>\*1</sup> Pursuant to the terms of the union shop agreement, membership eligibility is non-managerial general employees.

<sup>\*2</sup> Does not include dispatch employees. This shows the frequency of occupational accidents resulting in lost work time, expressed in the number of casualties for every 1,000,000 working hours. Lost time injury frequency rate (LTIFR) = Number of casualties resulting from occupational accidents (absence of 1 day or more) ÷ Total working hours × 1,000,000

<sup>\*3</sup> Does not include dispatch employees. This shows the severity of the calamity, expressed in man-days lost per 1,000 hours worked. Total number of working days lost/Total actual working hours × 1,000

## Governance Data

### Compliance

Indicator	Reporting Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of reports to "Corporate Ethics Helpline" (Number of whistle-blowing reports)	Consolidated	Cases	7	4	6	6	29

### Board of Directors\*

Indicator	Reporting Boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of directors	Total	People	10	11	11	11	9
	Male	People	9	10	10	10	8
	Female	People	1	1	1	1	1
	Percentage of female	%	10.0	9.1	9.1	9.1	11.1
	External directors	People	4	5	5	5	5
	Percentage of external directors	%	40.0	45.5	45.5	45.5	55.6
	Number of non-Japanese directors	People	0	0	0	0	0

\* The data is as of the end of June of each fiscal year.