

Environment—Initiatives for the Environment

		Unit	FY2022	FY2023	FY2024
CO2 emissions	Scope 1	tCO2	154	184	235
	Scope 2		5,398	5,399	5,484
	Total		5,552	5,583	5,719

*Note 1: Scope 1 emissions include CO2 emissions from gasoline. Scope 2 emissions include CO2 emissions from electricity.

*Note 2: Scope 1 emissions are calculated by estimating the amount of gasoline consumption (from data on costs of fuel purchased within the Company and the average of gasoline prices during each period) and applying the emission coefficient.

Scope 2 emissions are calculated using the location-based method, taking the electricity consumption and applying the emission coefficient (alternative value set forth by the Ministry of the Environment).

*Note 3: Scope 2 emissions are calculated excluding some locations where power consumption data could not be obtained.

		Unit	FY2022	FY2023	FY2024
CO2 emissions per unit (per sales of one million yen)		tCO2/million yen	0.308	0.253	0.217

		Unit	FY2022	FY2023	FY2024
Amount of CO2 emissions reduced by reuse business	Four goods subject to home appliance recycling	ton	13,060	14,658	17,719
	Apparel		15,636	19,163	22,134
	Furniture		2,976	3,091	3,114
	Subtotal of major categories		31,672	36,912	42,967

*Note 1: The four goods subject to home appliance recycling are washing machines, refrigerators, TVs, and air conditioners. Amounts for the four goods and furniture are calculated based on the Ministry of the Environment's FY2010 Report by the Study Committee on the Promotion of Reuse of Used Products, etc.

*Note 2: Amounts for apparel are calculated based on the Ministry of the Environment's Visualization Tool for 3R Initiatives.

Social—Initiatives for Society

		Unit	FY2022	FY2023	FY2024
Number of new recruits	Number of people		61	89	115
Number of mid-career recruits			62	41	113
Total number of recruits			123	130	228
Number of full-time employees	Number of people		690	776	902
Number of part-time employees			1,679	2,083	2,403
Total number of employees			2,369	2,859	3,305
Number of female full-time employees	Number of people		97	128	155
Number of female part-time employees			1,061	1,274	1,452
Total number of female employees			1,158	1,402	1,607
Percentage of female full-time employees	—		14.1%	16.5%	17.2%
Percentage of female part-time employees	—		63.2%	61.2%	60.4%
Percentage of female employees	—		48.9%	49.0%	48.6%
Number of in-house training sessions	Sessions		128	167	175
Percentage of paid leave used	—		61.6%	66.6%	65.9%
Number of employees taking child care leave	—		27	24	22

Governance—Initiatives for Governance

		Unit	FY2022	FY2023	FY2024
Internal Directors	Male	Number of people	4	4	4
External Directors	Male	Number of people	1	1	1
	Female		1	1	1
Percentage of External Directors	—		33.3%	33.3%	33.3%
Percentage of female Directors	—		16.7%	16.7%	16.7%
External Auditors	Male	Number of people	3	3	3