

Environment—Initiatives for the Environment

		Unit	FY2024	FY2025	FY2026
CO2 emissions	Scope 1	t-CO2	235	273	311
	Scope 2		5,484	6,705	7,291
	Total		5,719	6,978	7,602

*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	FY2024	FY2025	FY2026
CO2 emissions per unit (per sales of one million yen)		t-CO2/million yen	0.217	0.222	0.214

		Unit	FY2024	FY2025	FY2026
CO2 Avoided Emissions through reuse business	Four major home appliances	ton	17,719	18,058	20,195
	Apparel		22,134	24,746	27,881
	Furniture		3,114	3,038	3,062
	Subtotal of major categories		42,967	45,842	51,138

*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	FY2024	FY2025	FY2026
Number of new recruits		Number of people	115	107	132
Number of mid-career recruits			113	126	119
Total number of recruits			228	233	251
Number of full-time employees		Number of people	902	1,009	1,179
Number of part-time employees			2,403	2,953	3,136
Total number of employees			3,305	3,962	4,315
Number of female full-time employees		Number of people	155	184	225
Number of female part-time employees			1,452	1,725	1,861
Total number of female employees			1,607	1,909	2,086
Percentage of female full-time employees		—	17.2%	18.2%	19.1%
Percentage of female part-time employees		—	60.4%	58.4%	59.3%
Percentage of female employees		—	48.6%	48.2%	48.3%
Number of in-house training sessions		Sessions	175	176	228
Percentage of paid leave used		—	65.9%	64.0%	64.2%
Number of employees taking child care leave		—	22	23	30

Governance—Initiatives for Governance

		Unit	FY2024	FY2025	FY2026
Executive Directors	Male	Number of people	4	4	3
External Directors	Male	Number of people	1	1	1
	Female		1	1	1
Percentage of External Directors		—	33.3%	33.3%	40.0%
Percentage of female Directors		—	16.7%	16.7%	20.0%
External Auditors	Male	Number of people	3	3	3