

Sustainability Data

Environment						
		Unit	Boundary	FY2021	FY2022	FY2023
■Energy consumption	Fuel	MWh	Consolidated	1,642	1,827	1,697
	Electric power	MWh	Consolidated	3,934	3,591	3,568
	Heat	MWh	Consolidated	8	7	22
	Steam	MWh	Consolidated	115	122	0.2
	Hot water/cold water	MWh	Consolidated	44	54	33
	Total	MWh	Consolidated	5,743	5,601	5,321
	Renewable Energy	MWh	Consolidated	312	398	419
	Ratio of renewable energy to electricity consumption	%	Consolidated	7.9	11.1	11.7
■Greenhouse gas emissions	Scope 1	t - CO2	Consolidated*	883	902	928
	Scope2 (Location-Based)	t - CO2	Consolidated*	2,003	1,852	1,844
	Scope2 (Market-Based)	t - CO2	Consolidated*	1,628	1,638	1,574
	Scope 1・2 (Market-Based)	t - CO2	Consolidated*	2,512	2,540	2,501
	Scope 3	t - CO2	Consolidated	32,270	36,422	37,295
	Total	t - CO2	Consolidated*	34,781	38,962	39,796
■Water consumption	Water Resources Consumption	1,000 m3	Head Office	7.5	8.0	8.1
■Resources and wastes	Packaging material plastic consumption	t	Consolidated	10.7	14.5	18.3
	Plastic consumption of logistics materials	t	Consolidated	30.5	34.9	32.2
	Plastic recycling rate of logistics materials	%	Consolidated	3.9	6.3	11.5
	Amount of product disposal	t	Consolidated	3.25	7.20	2.07
	Breakdown of disposal (Amount of thermal recycling)	t	Consolidated	3.23	7.08	2.03
	Breakdown of disposal (Amount of product waste)	t	Consolidated	0.02	0.12	0.04
	Thermal recycling rate for product disposal	%	Consolidated	99.4	98.3	98.1
	Product disposal rate in total production	%	Consolidated	0.359	0.736	0.216
	Thermal recycling rate in total production	%	Consolidated	0.357	0.725	0.210
	Product waste rate in total production	%	Consolidated	0.002	0.012	0.004
	Plant waste volume	t	Head Office	119.9	126.3	134.1
	Waste recycled at business sites	t	Head Office	80.1	79.4	88.4
	Waste recycling rate at business sites	%	Head Office	66.8	62.9	65.9
■Promotion System	Number of Sustainability Committee meetings	times	consolidated	8	11	11
■Policies	Environmental policy	<a href="https://www.sanyo-shokai.co.jp/sustainability/environment/">https://www.sanyo-shokai.co.jp/sustainability/environment/</a>				
	Disclosure Based on TCFD Recommendations	<a href="https://www.sanyo-shokai.co.jp/sustainability/environment/tcfd/">https://www.sanyo-shokai.co.jp/sustainability/environment/tcfd/</a>				

\*Greenhouse gas emissions Scope 1 and 2: Includes Sanyo Sewing, a non-consolidated subsidiary

Sustainability Data

Society		Unit	Boundary	FY2021	FY2022	FY2023
■ Employees	Total number of employees	people	Non-consolidated	1,228	1,172	1,143
	Men	people	Non-consolidated	486	463	459
	Women	people	Non-consolidated	742	709	684
	Total Average number of years of employment	year	Non-consolidated	13.6	14.4	15.2
	Men	year	Non-consolidated	15.2	16.1	17.0
	Women	year	Non-consolidated	12.6	13.3	14.0
	Average Age Total	age	Non-consolidated	40.6	41.9	43.0
	Men	age	Non-consolidated	42.5	43.9	44.9
	Women	age	Non-consolidated	39.4	40.5	41.7
■ Diversity & Inclusion	Percentage of female employee	%	Non-consolidated	60.4	60.5	59.8
	Ratio of women in managerial positions	%	Non-consolidated	7.5	7.8	9.4
	Ratio of female employees hired	%	Non-consolidated	65.1	60.4	65.9
	Employment ratio of the disabled	%	Non-consolidated	2.06	2.15	2.05
	Foreign employment rate	%	Non-consolidated	0.65	0.85	0.96
■ Personnel infrastructure	Ratio of men taking childcare leave	%	Non-consolidated	12.5	30.0	25.0
	Ratio of women taking childcare leave	%	Non-consolidated	100	100	100
	Gender wage gap (all job types)	%	Non-consolidated	71.0	69.8	68.9
	Full-time employees	%	Non-consolidated	70.3	69.3	68.3
	Non-regular employees	%	Non-consolidated	81.5	78.8	82.2
	Main career-track employees	%	Non-consolidated	77.2	79.0	79.9
	Specialists	%	Non-consolidated	86.3	83.6	84.1
	General employees	%	Non-consolidated	102.9	104.6	101.5
	Full-time sales staff	%	Non-consolidated	88.4	87.2	87.9
	3-year retention rate for new graduates	%	Non-consolidated	-	76.5	80.0
	Employee engagement score	score	Non-consolidated	-	43.0	50.8
■ Human Resource Development	Number of trainees	people	Consolidated	188	807	2,378
	Number of participants in self-development courses/people	people	Consolidated	68	46	64
	Number of qualified employees Consolidated	people	Consolidated	3	4	2
■ Health and safety	Average number of hours worked per year	hour	Non-consolidated	1,910	1,911	1,931
	Regular health checkup rate	%	Consolidated	90.0	91.0	94.0
	Stress check participation rate	%	Consolidated	92.3	92.3	92.7
■ Respect for human rights	Percentage of plants subject to Audit in accordance with the Code of Conduct	%	Consolidated	88	91	89
	Percentage of plants Audit by third-party	%	Consolidated	88	91	89
	Ratio of plants ranked Audit A at CSR plants	%	Consolidated	75.9	79.4	84.9
■ Policies	Human capital policy	<a href="https://www.sanyo-shokai.co.jp/sustainability/social/diversity-inclusion/#policy">https://www.sanyo-shokai.co.jp/sustainability/social/diversity-inclusion/#policy</a>				
	Human rights policy	<a href="https://www.sanyo-shokai.co.jp/sustainability/social/">https://www.sanyo-shokai.co.jp/sustainability/social/</a>				
	Sanyo Code of Conduct	<a href="https://www.sanyo-shokai.co.jp/sustainability/social/csr-procurement/">https://www.sanyo-shokai.co.jp/sustainability/social/csr-procurement/</a>				

Sustainability Data

Governance		Unit	Boundary	FY2021	FY2022	FY2023
■ Director	Number of Directors Total/people	people	Consolidated	9	6	7
	Men	people	Consolidated	8	5	6
	Women	people	Consolidated	1	1	1
	Number of Independent Outside Directors	people	Consolidated	6	4	5
	Men	people	Consolidated	5	3	4
	Women	people	Consolidated	1	1	1
	Ratio of independent outside directors	%	Consolidated	66.7	66.7	71.4
	Percentage of Female Directors	%	Consolidated	11.1	16.7	14.3
	Number of Board of Directors meetings	times	Consolidated	16	17	15
■ Nomination and compensation	Nominating and Compensation committee member Board Number of committee member	people	Consolidated	3	3	3
	Internal consolidation	people	Consolidated	1	1	1
	Independent Outside Members	people		2	2	2
■ Corporate Auditors	Number of Corporate Auditors	people	Consolidated	3	3	3
※As of the end of the fiscal year	Men	people	Consolidated	3	3	3
	Women	people	Consolidated	0	0	0
	Number of Independent Outside Corporate Auditors in Corporate Auditors	people	Consolidated	2	2	2
	Men	people	Consolidated	2	2	2
	Women	people	Consolidated	0	0	0
	Independent outside Corporate Auditors ratio	%	Consolidated	66.7	66.7	66.7
	Women's Corporate Auditors ratio	%	Consolidated	0	0	0
	Number of Corporate Auditors meetings	times	Consolidated	13	13	13
■ Compliance	Number of Compliance Committee meetings	times	Consolidated	4	4	4
■ Policies	Corporate governance policy	<a href="https://www.sanyo-shokai.co.jp/sustainability/governance/corporate-governance/">https://www.sanyo-shokai.co.jp/sustainability/governance/corporate-governance/</a>				
	Corporate Governance Report	<a href="https://www.sanyo-shokai.co.jp/sustainability/governance/corporate-governance/">https://www.sanyo-shokai.co.jp/sustainability/governance/corporate-governance/</a>				
	Corporate Code of Conduct	<a href="https://www.sanyo-shokai.co.jp/sustainability/governance/compliance/">https://www.sanyo-shokai.co.jp/sustainability/governance/compliance/</a>				