

Sustainability Data

Environment		Unit	Boundary	FY2022	FY2023	FY2024
■Energy consumption	Fuel	MWh	Consolidated*	3,911	4,071	3,884
	Electric power	MWh	Consolidated*	4,183	4,171	4,141
	Heat	MWh	Consolidated*	7	22	6
	Steam	MWh	Consolidated*	122	0.2	66
	Cold heat	MWh	Consolidated*	54	59	59
	Total	MWh	Consolidated*	8,277	8,323	8,157
	Renewable Energy	MWh	Consolidated*	398	452	1,114
	Ratio of renewable energy to electricity consumption	%	Consolidated*	9.5	10.8	26.9
■Greenhouse gas emissions	Scope1	t - CO2	Consolidated*	902	928	872
	Scope2 (Location-Based)	t - CO2	Consolidated*	1,852	1,844	1,778
	Scope2 (Market-Based)	t - CO2	Consolidated*	1,638	1,574	1,329
	Scope1・2 (Market-Based)	t - CO2	Consolidated*	2,540	2,501	2,202
	Scope3	t - CO2	Consolidated	36,422	37,295	36,984
	Total	t - CO2	Consolidated*	38,962	39,796	39,186
	Scope1・2 (Own factories/Market-Based)	t - CO2	a non-consolidated subsidiary	877	859	632
	Sales	M Yen	Consolidated	58,273	61,353	60,526
	GHG emissions per sales unit (Scope1・2)	t-CO2/ M Yen	Consolidated	0.029	0.027	0.026
■Water consumption	Water Resources Consumption at business sites	K m ³	Head Office	8.0	8.1	8.6
	Water Resources Consumption at own factories	K m ³	a non-consolidated subsidiary	4.2	6.9	5.9
■Resources and wastes	Packaging material plastic consumption	t	Consolidated	14.5	18.3	14.1
	Number of Eco-Point Participations (Number of Packaging Reduction)	times	Consolidated	7,100	12,600	16,900
	Plastic consumption of logistics materials	t	Consolidated	34.9	32.2	35.8
	Plastic recycling rate of logistics materials	%	Consolidated	6.3	11.5	11.9
	Number of pieces collected	pieces	Consolidated	-	-	57,119
	Total reuse rate	%	Consolidated	-	-	99
	Amount of product disposal	t	Consolidated	7.20	2.07	1.72
	Breakdown of disposal (Amount of thermal recycling)	t	Consolidated	7.08	2.03	1.71
	Breakdown of disposal (Amount of product waste)	t	Consolidated	0.12	0.04	0.01
	Product waste rate in total production	%	Consolidated	0.012	0.004	0.001
	Waste amount from business sites	t	Head Office	127.1	134.9	121.0
	Waste recycled at business sites	t	Head Office	80.2	89.2	81.9
	Waste recycling rate at business sites	%	Head Office	63.1	63.7	67.7
	Total amount of waste discharged	t	Consolidated	134.3	136.9	122.7
■Environment-friendly design	Usage rate of environmental friendly materials in total production volume	%	Consolidated	-	19.4	23.3
■Promotion System	Number of Sustainability Committee meetings	times	Consolidated	11	11	9
■Evaluation by Society	CDP Questionnaire (the climate-change category)	score	Consolidated	B	B-	B
■Endorsement of the Initiative	Disclosure Based on TCFD Recommendations	https://www.sanyo-shokai.co.jp/en/sustainability/environment/tcfd/				
	SBTi (The Science Based Targets initiative)	https://www.sanyo-shokai.co.jp/en/sustainability/management/initiative/#sbti				
■Policies	Basic Policy on Sustainability	https://www.sanyo-shokai.co.jp/en/sustainability/management/policy/				
	Environmental Policy	https://www.sanyo-shokai.co.jp/en/sustainability/environment/				

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

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Society		Unit	Boundary	FY2022	FY2023	FY2024
■ Employees	Total number of employees	people	Non-consolidated	1,172	1,143	1,142
	Men	people	Non-consolidated	463	459	458
	Women	people	Non-consolidated	709	684	684
	Total Average number of years of employment	year	Non-consolidated	14.4	15.2	15.2
	Men	year	Non-consolidated	16.1	17.0	16.9
	Women	year	Non-consolidated	13.3	14.0	14.1
	Average Age Total	age	Non-consolidated	41.9	43.0	43.0
	Men	age	Non-consolidated	43.9	44.9	44.9
	Women	age	Non-consolidated	40.5	41.7	41.7
■ Diversity & Inclusion	Percentage of female employees	%	Non-consolidated	60.5	59.8	59.9
	Ratio of women in manageria positions	%	Non-consolidated	7.8	9.4	9.3
	Ratio of female employees hired	%	Non-consolidated	60.4	65.9	60.0
	Employment ratio of the disabled	%	Non-consolidated	2.15	2.05	2.36
	Foreign employment rate	%	Non-consolidated	0.85	0.96	1.05
■ Personnel infrastructure	Ratio of men taking childcare leave	%	Non-consolidated	30.0	25.0	100
	Ratio of women taking childcare leave	%	Non-consolidated	100	100	100
	Number of employees taking nursing care leave	people	Non-consolidated	2	1	0
	Gender wage gap (all job types)	%	Non-consolidated	69.8	68.9	69.9
	Full-time employees	%	Non-consolidated	69.3	68.3	69.1
	Non-regular employees	%	Non-consolidated	78.8	82.2	83.3
	Main career-track employees	%	Non-consolidated	79.0	79.8	77.4
	Specialists	%	Non-consolidated	83.6	84.1	85.7
	General employees	%	Non-consolidated	104.6	101.5	100.0
	Full-time sales staff	%	Non-consolidated	87.2	87.9	85.1
	3-year retention rate for new graduates	%	Non-consolidated	76.5	80.0	-
	Employee engagement score	score	Non-consolidated	43.0	50.8	51.9
■ Human Resource Development	Number of trainees	people	Consolidated	807	2,378	2,392
	Number of participants in self-development courses	people	Consolidated	46	64	92
	Number of qualified employees Consolidated	people	Consolidated	4	2	3
■ Health and safety	Average number of hours worked per year	hours	Non-consolidated	1,911	1,931	1,923
	Regular health checkup rate	%	Consolidated	91.0	94.0	98.1
	Stress check participation rate	%	Consolidated	92.3	92.7	98.5
■ Respect for human rights	Percentage offactories subject to Audit in accordance with Sanyo Code of Conduct	%	Consolidated	91	89	92
	Percentage of factories Audit by third-party	%	Consolidated	91	89	92
	Ratio of CSR factories ranked by Audit A	%	Consolidated	79.4	84.9	86.7
■ Customer Privacy	Privacy Policy	https://www.sanyo-shokai.co.jp/en/privacy/				
■ Endorsement of the Initiative	UNGC (The United Nations Global Compact)	https://www.sanyo-shokai.co.jp/en/sustainability/management/initiative/#ungc				
■ Policies	Human Capital Policy	https://www.sanyo-shokai.co.jp/en/sustainability/social/diversity-inclusion/#policy				
	Human Rights Policy	https://www.sanyo-shokai.co.jp/en/sustainability/social/				
	Sanyo Code of Conduct	https://www.sanyo-shokai.co.jp/en/sustainability/social/csr-procurement/				

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Governance						
		Unit	Boundary	FY2022	FY2023	FY2024
■ Director	Number of Directors	people	Consolidated	6	7	7
	Men	people	Consolidated	5	6	6
	Women	people	Consolidated	1	1	1
	Number of Independent Outside Directors	people	Consolidated	4	5	5
	Men	people	Consolidated	3	4	4
	Women	people	Consolidated	1	1	1
	Ratio of independent outside directors	%	Consolidated	66.7	71.4	71.4
	Percentage of Female Directors	%	Consolidated	16.7	14.3	14.3
	Number of Board of Directors meetings	times	Consolidated	17	15	14
■ Nomination and Compensation	Total number of members in the Nomination and Compensation Committee	people	Consolidated	3	3	3
	Internal consolidation	people	Consolidated	1	1	1
	Independent Outside Members	people	Consolidated	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
■ Risk Management	Number of Compliance Committee meetings	times	Consolidated	4	4	4
	Number of Internal Control Committee meetings	times	Consolidated	3	3	3
■ Policies	Corporate Governance Policy	https://www.sanyo-shokai.co.jp/en/sustainability/governance/corporate-governance/				
	Corporate Governance Report	https://www.sanyo-shokai.co.jp/en/sustainability/governance/corporate-governance/				
	Corporate Code of Conduct	https://www.sanyo-shokai.co.jp/en/sustainability/governance/compliance/				