

Sustainability Data

Environment						
		Unit	Boundary	FY2023	FY2024	FY2025
■Energy consumption	Fuel	MWh	Consolidated*	4,071	3,884	3,646
	Electric power	MWh	Consolidated*	4,171	4,141	4,015
	Heat	MWh	Consolidated*	22	6	15
	Steam	MWh	Consolidated*	0.2	66	37
	Cold heat	MWh	Consolidated*	59	59	62
	Total	MWh	Consolidated*	8,323	8,157	7,775
	Renewable Energy	MWh	Consolidated*	452	1,114	2,394
	Ratio of renewable energy to electricity consumption	%	Consolidated*	10.8	26.9	59.6
■Greenhouse gas emissions	Scope1	t - CO2	Consolidated*	928	872	810
	Scope2 (Location-Based)	t - CO2	Consolidated*	1,844	1,778	1,721
	Scope2 (Market-Based)	t - CO2	Consolidated*	1,574	1,329	755
	Scope1・2 (Market-Based)	t - CO2	Consolidated*	2,501	2,202	1,565
	Scope3	t - CO2	Consolidated	37,295	36,984	38,296
	Total	t - CO2	Consolidated*	39,796	39,186	39,861
	Scope1・2 (Own factories/Market-Based)	t - CO2	a non-consolidated subsidiary	859	632	463
	Sales	M Yen	Consolidated	61,353	60,526	58,448
	GHG emissions per sales unit (Scope1・2)	t-CO2/ M Yen	Consolidated	0.027	0.026	0.019
■Water consumption	Water Resources Consumption at business sites	K m ³	Head Office	8.1	8.6	9.0
	Water Resources Consumption at own factories	K m ³	a non-consolidated subsidiary	6.9	5.9	6.0
■Resources and wastes	Packaging material plastic consumption	t	Consolidated	18.3	14.1	11.9
	Number of Eco-Point Participations (Number of Packaging Reduction)	times	Consolidated	12,600	16,900	26,100
	Plastic consumption of logistics materials	t	Consolidated	32.2	35.8	32.6
	Plastic recycling rate of logistics materials	%	Consolidated	11.5	11.9	22.2
	Number of pieces collected	pieces	Consolidated	-	57,119	91,769
	Total reuse rate	%	Consolidated	-	99	99
	Amount of product disposal	t	Consolidated	2.07	1.72	1.34
	Breakdown of disposal (Amount of thermal recovery)	t	Consolidated	2.03	1.71	1.34
	Breakdown of disposal (Amount of product waste)	t	Consolidated	0.04	0.01	0
	Product waste rate in total production	%	Consolidated	0.004	0.001	0.000
	Waste amount from business sites	t	Head Office	134.9	121.0	102.0
	Waste recycled at business sites	t	Head Office	89.2	81.9	71.0
	Waste recycling rate at business sites	%	Head Office	63.7	67.7	69.6
	Total amount of waste discharged	t	Consolidated	136.9	122.7	103.3
■Environment-friendly design	Usage rate of environmental friendly materials in total production volume	%	Consolidated	19.4	23.3	25.3
■Promotion System	Number of Sustainability Committee meetings	times	Consolidated	11	9	11
■Evaluation by Society	CDP Questionnaire (the climate-change category)	score	Consolidated	B-	B	A-
■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				
	JCI (Japan Climate Initiative)	https://www.sanyo-shokai.co.jp/en/sustainability/management/initiative/#jci				
■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	FY2023	FY2024	FY2025
■ Employees	Total number of employees	people	Non-consolidated	1,143	1,142	1,125
	Men	people	Non-consolidated	459	458	452
	Women	people	Non-consolidated	684	684	673
	Total Average number of years of employment	year	Non-consolidated	15.2	15.2	15.6
	Men	year	Non-consolidated	17.0	16.9	17.3
	Women	year	Non-consolidated	14.0	14.1	14.5
	Average Age Total	age	Non-consolidated	43.0	43.0	43.4
	Men	age	Non-consolidated	44.9	44.9	45.1
	Women	age	Non-consolidated	41.7	41.7	42.2
■ Diversity & Inclusion	Percentage of female employees	%	Non-consolidated	59.8	59.9	59.8
	Ratio of women in manageria positions	%	Non-consolidated	9.4	9.3	14.9
	Ratio of female employees hired	%	Non-consolidated	65.9	60.0	63.0
	Employment ratio of the disabled	%	Non-consolidated	2.05	2.36	2.70
	Foreign employment rate	%	Non-consolidated	0.96	1.05	0.97
■ Personnel infrastructure	Ratio of men taking childcare leave	%	Non-consolidated	25.0	100	100
	Ratio of women taking childcare leave	%	Non-consolidated	100	100	100
	Number of employees taking nursing care leave	people	Non-consolidated	1	0	1
	Gender wage gap (all job types)	%	Non-consolidated	68.9	69.9	72.2
	Full-time employees	%	Non-consolidated	68.3	69.1	71.8
	Non-regular employees	%	Non-consolidated	82.2	83.3	82.9
	Main career-track employees	%	Non-consolidated	79.8	77.4	77.4
	Specialists	%	Non-consolidated	84.1	85.7	85.7
	General employees	%	Non-consolidated	101.5	100.0	100.7
	Full-time sales staff	%	Non-consolidated	87.9	85.1	87.6
	3-year retention rate for new graduates	%	Non-consolidated	80.0	-	-
	Employee engagement score	score	Non-consolidated	50.8	51.9	48.1
■ Human Resource Development	Number of trainees	people	Consolidated	2,378	2,392	2,704
	Number of participants in self-development courses	people	Consolidated	64	92	73
	Number of qualified employees Consolidated	people	Consolidated	2	3	3
■ Health and safety	Average number of hours worked per year	hours	Non-consolidated	1,931	1,923	1,764
	Regular health checkup rate	%	Consolidated	94.0	98.1	99.4
	Stress check participation rate	%	Consolidated	92.7	98.5	99.1
■ Respect for human rights	Percentage offactories subject to Audit in accordance with Sanyo Code of Conduct	%	Consolidated	89	92	92.5
	Percentage of factories Audit by third-party	%	Consolidated	89	92	92.5
	Ratio of CSR factories ranked by Audit A	%	Consolidated	84.9	86.7	87
■ 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	FY2023	FY2024	FY2025
■ Director	Number of Directors	people	Consolidated	7	7	7
	Men	people	Consolidated	6	6	6
	Women	people	Consolidated	1	1	1
	Number of Independent Outside Directors	people	Consolidated	5	5	4
	Men	people	Consolidated	4	4	3
	Women	people	Consolidated	1	1	1
	Ratio of independent outside directors	%	Consolidated	71.4	71.4	57.1
	Percentage of Female Directors	%	Consolidated	14.3	14.3	14.3
	Number of Board of Directors meetings	times	Consolidated	15	14	16
■ 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/				