

Environment—Initiatives for the Environment

		Unit	FY2023	FY2024	FY2025
CO2 emissions	Scope 1	tCO2	184	235	273
	Scope 2		5,399	5,484	6,705
	Total		5,583	5,719	6,978

*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	FY2023	FY2024	FY2025
CO2 emissions per unit (per sales of one million yen)	tCO2/million yen	0.253	0.217	0.222

		Unit	FY2023	FY2024	FY2025
Amount of CO2 emissions reduced by reuse business	Four goods subject to home appliance recycling	ton	14,658	17,719	18,058
	Apparel		19,163	22,134	24,746
	Furniture		3,091	3,114	3,038
	Subtotal of major categories		36,912	42,967	45,842

*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	FY2023	FY2024	FY2025
Number of new recruits	Number of people	89	115	107
Number of mid-career recruits		41	113	126
Total number of recruits		130	228	233
Number of full-time employees	Number of people	776	902	1,009
Number of part-time employees		2,083	2,403	2,953
Total number of employees		2,859	3,305	3,962
Number of female full-time employees	Number of people	128	155	184
Number of female part-time employees		1,274	1,452	1,725
Total number of female employees		1,402	1,607	1,909
Percentage of female full-time employees	—	16.5%	17.2%	18.2%
Percentage of female part-time employees	—	61.2%	60.4%	58.4%
Percentage of female employees	—	49.0%	48.6%	48.2%
Number of in-house training sessions	Sessions	167	175	176
Percentage of paid leave used	—	66.6%	65.9%	64.0%
Number of employees taking child care leave	—	24	22	23

Governance—Initiatives for Governance

	Unit	FY2023	FY2024	FY2025
Internal Directors	Male	Number of people	4	4
External Directors	Male		1	1
	Female	Number of people	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