



ESG Data

Environment

Energy consumption				
Item	Unit	FY2021	FY2022	FY2023
City gas	Thousand m ³	74	76	104
Liquefied petroleum gas (LPG)	t	10	10	17
Kerosene	KL	10	11	13
Gasoline	KL	497	493	458
Electricity	Thousand kWh	17,899	17,322	16,708
of which, consumption of CO ₂ -free electricity	Thousand kWh	725	1,762	3,254

GHG (greenhouse gas) emission				
Item	Unit	FY2021	FY2022	FY2023
Scope 1 (Direct emissions)	t-CO ₂	1,375	1,488	1,347
Scope 2 (Indirect emissions)	t-CO ₂	6,504	6,020	6,153
Total emissions (Scope 1 and 2)	t-CO ₂	7,879	7,508	7,500
Scope 3				
Category 1 Purchased goods and services	t-CO ₂	12,992	14,234	14,761
Category 2 Capital goods	t-CO ₂	5,005	3,976	7,199
Category 3 Fuel- and energy-related activities not included in Scope 1 and 2	t-CO ₂	1,548	1,536	1,467
Category 4 Upstream transportation and distribution	t-CO ₂	1,695	1,839	1,857
Category 5 Waste generated in operations	t-CO ₂	50	64	50
Category 6 Business travel	t-CO ₂	146	192	236
Category 7 Employee commuting	t-CO ₂	3,106	3,193	2,940
Category 8 Upstream leased assets	t-CO ₂	—	—	—
Category 9 Downstream transportation and distribution	t-CO ₂	—	—	—
Category 10 Processing of sold products	t-CO ₂	—	—	—
Category 11 Use of sold products	t-CO ₂	—	—	—
Category 12 End-of-life treatment of sold products	t-CO ₂	—	—	—
Category 13 Downstream leased assets	t-CO ₂	383	426	428
Category 14 Franchises	t-CO ₂	—	—	—
Category 15 Investments (listed stock/corporate bonds)	t-CO ₂	—	—	353,201
Investments (business finance)	t-CO ₂	—	9,011,285	3,153,964
Total of Scope 3	t-CO ₂	24,925	9,036,745	3,536,103

*Categories 8 to 12 and 14 in Scope 3 are not applicable due to the nature of business of the Company.

Environmental finance				
Item	Unit	FY2021	FY2022	FY2023
Sustainable finances provided	Billions of yen	193.0	234.8	224.5
of which, environment-related finances	Billions of yen	73.0	85.9	84.4
Decarbonization consulting	Cases	47	91	79
SBT certification support	Cases	2	43	109

Social

Human capital (such as diversity)				
Item	Unit	FY2021	FY2022	FY2023
Number of employees	Persons	2,548	2,375	2,278
Age range: 20–29	Persons	353	335	369
Age range: 30–39	Persons	728	638	544
Age range: 40–49	Persons	611	551	551
Age range: 50 or over	Persons	856	851	814
of which, number of female employees	Persons	930	875	858
Ratio of female employees	%	36.5	36.8	37.7
Number of contract and temporary employees and those overseas locally employed	Persons	916	816	721
Average age	Years old	43.0	44.2	43.1
Average years of service	Years	20.1	19.1	20.4
of which, average years of employment of male employees	Years	21.4	20.5	21.7
of which, average years of employment of female employees	Years	17.9	16.7	18.3
Average annual salary	Thousands of yen	6,870	6,976	7,132
Average monthly salary	Thousands of yen	404	412	415
Gender pay gap (all types of workers)	%	40.2	43.6	46.0
of which, for full-time workers	%	64.8	66.1	67.2
of which, for part-time and fixed-term workers	%	63.8	62.2	60.1
Number of new graduates	Persons	75	72	108
of which, number of female recruits	Persons	36	40	50
Ratio of employees with disabilities	%	2.4	2.6	2.7
Number of senior managers	Persons	496	477	493
of which, number of female senior managers	Persons	33	37	45

Item	Unit	FY2021	FY2022	FY2023
Ratio of female senior managers	%	6.7	7.7	9.1
Total number of managers	Persons	1,168	1,117	1,100
of which, number of female managers	Persons	126	130	130
Ratio of female managers	%	10.8	11.6	11.8
Number of days of paid leave claimed	Days	9.6	10.5	10.5
Ratio of paid leave claimed	%	48.6	54.1	54.7
Ratio of employees taking childcare leave (male)	%	89.8	100.0	92.3
Ratio of employees taking childcare leave (female)	%	100.0	100.0	100.0
Ratio of employees taking childcare leave (male and female)	%	93.8	100.0	95.1
Number of employees taking nursing care leave	Persons	3	5	2
Number of employees utilizing reduced working hour system	Persons	107	89	110

Human capital (human resources/talent development)				
Item	Unit	FY2021	FY2022	FY2023
Number of employees utilizing in-house open recruitment (career challenge) system	Persons	150	—	128
Annual training expenses	Thousands of yen	32,827	52,086	70,545
Total number of employees attending training	Persons	7,695	9,617	12,158
Total number of hours of training received annually	Hours	52,362	66,680	78,820
Average number of hours of training received per person	Hours	21	28	35
Human resources development training* ¹	Total number of attendees	5,305	4,986	8,029
	Total number of hours of training received	37,387	33,830	56,096
		15	14	25
Number of employees qualified for IT Passport	Persons	130	726	1,031
Number of employees who successfully passed examination for advanced digital-related qualifications* ²	Persons	76	94	147

*¹ Position-specific training such as "newly appointed branch manager training," "newly appointed senior manager training," "newly appointed manager training," and "new employee training"

*² Including "Registered Information Security Specialist," "Applied Information Technology Engineer Examination (AP)," and "Fundamental Information Technology Engineer Examination"

Healthy management				
Item	Unit	FY2021	FY2022	FY2023
Ratio of employees receiving stress check	%	98.5	99.0	99.1
Number of employees utilizing company subsidy toward overall medical checkup cost	Persons	2,861	2,747	2,556

Other				
Item	Unit	FY2021	FY2022	FY2023
Total amount of SDGs private placement bonds handled	Millions of yen	11,780	12,720	8,630
of which, total amount of donation	Millions of yen	14.6	13.9	7.5

Governance

Board of Directors				
Item	Unit	FY2021	FY2022	FY2023
Total number of Directors	Persons	11	11	11
of which, number of Outside Directors	Persons	4	4	4
of which, number of female Directors	Persons	2	2	2
Number of the Board of Directors' meetings held	Times	7	11	11
Average attendance ratio	%	100	100	100

Management Advisory Board (Personnel Affairs Committee, Compensation Committee)				
Item	Unit	FY2021	FY2022	FY2023
Number of members of each committee	Persons	5	5	5
of which, number of outside members	Persons	3	3	3
Chairperson of each committee	—	Outside Director	Outside Director	Outside Director
Number of meetings of each committee held	Times	2	1	2
Average attendance ratio	%	100	100	100

Audit & Supervisory Committee				
Item	Unit	FY2021	FY2022	FY2023
Total number of Audit & Supervisory Committee Members	Persons	3	3	3
of which, number of Outside Directors	Persons	2	2	2
of which, number of female Directors	Persons	1	1	1
Number of meetings of the committee held	Times	7	11	11
Average attendance ratio	%	100	100	100

Compliance and prevention of corruption				
Item	Unit	FY2021	FY2022	FY2023
Number of compliance training sessions held (training session organized by the Company for the Group's employees)	Times	18	16	19
Number of occurrences of compliance violations*	Cases	0	0	0
Number of occurrences of corruptions, expenditure related to fine, punishment and settlement associated with corruption	Cases/Yen	0/0	0/0	0/0
Number of whistleblowing cases received	Cases	4	5	3

* Incidents reported to the authorities pursuant to Article 53 of the Banking Act and Article 35 of the Regulation for Enforcement of the Banking Act