

# ESG Data

## Environment

Energy consumption				
Item	Unit	FY2022	FY2023	FY2024
City gas	Thousand <sup>m</sup> 3	76	104	105
Liquefied petroleum gas (LPG)	t	10	17	18
Kerosene	KL	11	13	9
Gasoline	KL	493	458	441
Electricity	Thousand KWh	17,322	16,708	16,103
of which, consumption of CO2-free electricity	Thousand KWh	1,762	3,254	9,040

GHG (greenhouse gas) emission				
Item	Unit	FY2022	FY2023	FY2024
Scope 1 (Direct emissions)	t-CO <sub>2</sub>	1,488	1,347	1,301
Scope 2 (Indirect emissions)	t-CO <sub>2</sub>	6,020	6,153	1,685
Total emissions (Scope 1 and 2)	t-CO <sub>2</sub>	7,508	7,500	2,986
Scope 3				
Category 1 Purchased goods and services	t-CO <sub>2</sub>	14,234	14,761	14,454
Category 2 Capital goods	t-CO <sub>2</sub>	3,976	7,199	6,251
Category 3 Fuel- and energy-related activities not included in Scope 1 and 2	t-CO <sub>2</sub>	1,536	1,467	1,338
Category 4 Upstream transportation and distribution	t-CO <sub>2</sub>	1,839	1,857	1,833
Category 5 Waste generated in operations	t-CO <sub>2</sub>	64	50	74
Category 6 Business travel	t-CO <sub>2</sub>	192	236	174
Category 7 Employee commuting	t-CO <sub>2</sub>	3,193	2,940	2,441
Category 8 Upstream leased assets	t-CO <sub>2</sub>	—	—	—
Category 9 Downstream transportation and distribution	t-CO <sub>2</sub>	—	—	—
Category 10 Processing of sold products	t-CO <sub>2</sub>	—	—	—
Category 11 Use of sold products	t-CO <sub>2</sub>	—	—	—
Category 12 End-of-life treatment of sold products	t-CO <sub>2</sub>	—	—	—
Category 13 Downstream leased assets	t-CO <sub>2</sub>	426	428	457
Category 14 Franchises	t-CO <sub>2</sub>	—	—	—
Investments (listed stock/corporate bonds)	t-CO <sub>2</sub>	—	353,201	1,812,047
Category 15 Investments (business finance)	t-CO <sub>2</sub>	9,011,285	3,153,964	9,631,369
Total of Scope 3	t-CO <sub>2</sub>	9,036,745	3,536,103	11,470,438

\*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	FY2022	FY2023	FY2024
Direct	Billions of yen	234.8	224.5	225.7
electricity	Billions of yen	85.9	84.4	84.3
Direct	Cases	91	79	135
Direct	Cases	43	109	76

## Social

Human capital (such as diversity)				
Item	Unit	FY2022	FY2023	FY2024
Number of employees	Persons	2,375	2,278	2,202
Age range: 20–29	Persons	335	369	410
Age range: 30–39	Persons	638	544	480
Age range: 40–49	Persons	551	551	536
Age range: 50 or over	Persons	851	814	776
of which, number of female employees	Persons	875	858	848
Ratio of female employees	%	36.8	37.7	38.5
Number of contract and temporary employees and those overseas locally employed	Persons	816	721	659
Average age	Years old	44.2	43.1	42.7
Average years of service	Years	19.1	20.4	20.1
of which, average years of employment of male employees	Years	20.5	21.7	21.3
of which, average years of employment of female employees	Years	16.7	18.3	18.2
Average annual salary	Thousands of yen	6,976	7,132	7,446
Average monthly salary	Thousands of yen	412	415	431
Gender pay gap (all types of workers)	%	43.6	46.0	48.7
of which, for full-time workers	%	66.1	67.2	69.9
of which, for part-time and fixed-term workers	%	62.2	60.1	56.5
Number of new graduates	Persons	72	108	126
of which, number of female recruits	Persons	40	50	56
Ratio of voluntary resignation	%	6.9	5.8	5.4
Ratio of employees with disabilities	%	2.6	2.7	2.8
Number of senior managers	Persons	477	493	488
of which, number of female senior managers	Persons	37	45	55

Item	Unit	FY2022	FY2023	FY2024
Ratio of female senior managers	%	7.7	9.1	11.2
Total number of managers	Persons	1,117	1,100	1,081
of which, number of female managers	Persons	130	130	148
Ratio of female managers	%	11.6	11.8	13.7
Number of days of paid leave claimed	Days	10.5	10.5	14.1
Ratio of paid leave claimed	%	54.0	54.7	59.6
Ratio of employees taking childcare leave (male)	%	100.0	92.3	104.3
Ratio of employees taking childcare leave (female)	%	100.0	100.0	100.0
Ratio of employees taking childcare leave (male and female)	%	100.0	95.1	102.1
Number of employees taking nursing care leave	Persons	5	2	0
Number of employees utilizing reduced working hour system	Persons	89	110	117

Human capital (human resources/talent development)				
Item	Unit	FY2022	FY2023	FY2024
Number of employees utilizing in-house open recruitment (career challenge) system	Persons	—	128	86
Annual training expenses	Thousands of yen	52,086	72,924	76,966
Total number of employees attending training	Persons	9,617	12,158	12,666
Total number of hours of training received annually	Hours	66,680	78,820	89,066
Average number of hours of training received per person	Hours	28	35	40
Human resources development training*1	Total number of attendees	Persons	4,986	8,029
	Total number of hours of training received	Hours	33,830	56,096
	Average number of hours of training received per person	Hours	14	25
Number of employees qualified for IT Passport	Persons	726	1,031	1,010
Number of employees who successfully passed examination for advanced digital-related qualifications*2	Persons	94	147	216

\*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	FY2022	FY2023	FY2024
Number of industrial accidents	Cases	16	17	15
Ratio of employees receiving stress check	%	99.0	99.1	99.9
Number of employees utilizing company subsidy toward overall medical checkup cost	Persons	2,747	2,556	2,936

Other				
Item	Unit	FY2022	FY2023	FY2024
Total amount of SDGs private placement bonds handled	Millions of yen	12,720	8,630	8,190
of which, total amount of donation	Millions of yen	13.9	7.5	8.1

## Governance

Board of Directors				
Item	Unit	FY2022	FY2023	FY2024
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	3
Number of the Board of Directors' meetings held	Times	11	11	11
Average attendance ratio	%	100	100	99

Management Advisory Board (Personnel Affairs Committee, Compensation Committee)				
Item	Unit	FY2022	FY2023	FY2024
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	1	2	2
Average attendance ratio	%	100	100	100

Audit & Supervisory Committee				
Item	Unit	FY2022	FY2023	FY2024
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	11	11	11
Average attendance ratio	%	100	100	100

Compliance and prevention of corruption				
Item	Unit	FY2022	FY2023	FY2024
Number of compliance training sessions held (training session organized by the Company for the Group's employees)	Times	16	19	26
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 and amount of fine and settlement payment over US\$100 million	Cases/Yen	0/0	0/0	0/0
Number of whistleblowing cases received	Cases	5	3	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