








ESG	SDGs	Details	Results			Target
			FY 2021	FY 2022	FY 2023	
E	  	GHG emissions results (Scope1 and 2) (*1, 2, 3)	63.62 t-CO <sub>2</sub>	55.22 t-CO <sub>2</sub>	85.68 t-CO <sub>2</sub>	Reduce GHG emissions by 50% by 2030 compared to 2019 (76.91 t-CO <sub>2</sub> )
		GHG emissions results (Scope3) (*4)				
		Category 4 - Upstream transportation and distribution (*5)	-	-	1,634.33 t-CO <sub>2</sub>	
		Category 6 - Business travel (*6)	-	39.99 t-CO <sub>2</sub>	115.4 t-CO <sub>2</sub>	
		Category 7 - Employee commuting (*7)	-	10.01 t-CO <sub>2</sub>	21.99 t-CO <sub>2</sub>	
		Management System Certification (non-consolidated basis)	Quality Management System (ISO 9001) Environmental Management System (ISO 14001)			
S	  	Number of employees (regular employees)	108	108	103	
		Of which, ratio of female employees (%)	22.2	23.1	24.3	
		Number of employees in managerial positions	41	43	42	
		Of which, ratio of women in managerial positions (%)	0.0	0.0	0.0	Ratio of women in managerial positions of approximately 10% by FY2030
		Of which, ratio of foreign nationals in managerial positions (%)	12.1	11.6	16.7	Keep ratio around the results of FY2021, at approximately 11%
		Of which, ratio of midcareer hired in managerial positions (%)	70.7	67.4	71.4	Keep ratio around the results of FY2021, at approximately 60%
		Ratio of female employees in career-track positions hired	0.0	0.0	0.0	Ratio of female employees (career-track positions) of all worker hired of 20% or more by FY2025
		Ratio of paid leave taken (%)	66.8	72.3	83.9	Average across all employees of 70% or more
		Ratio of childcare leave taken by male employees (%)	0.0	0.0	100.0	Ratio of childcare leave taken by male employees of 50% or more by FY2025
		Ratio of employment of persons with disabilities (%)	1.9	1.9	1.7	
		(number of persons with disabilities under statutory employment)	[2]	[2]	[2]	
(number of persons with disabilities employment)	[2]	[2]	[2]			
Average training hours per employee per year	-	-	14h 14 min	More than 20 hours per employee per year by FY2025		
G		Number of Directors	8	8	9	
		Of which, female Directors	1	1	1	
		Of which, independent external Directors	2	2	4	
		Ratio of independent external Directors (%)	25.0	25.0	44.4	
		Ratio of female Directors (%)	12.5	12.5	11.1	
		Number of Audit & Supervisory Board Members	3	3	3	
		Of which, independent external Audit & Supervisory Board Members	2	2	2	
		Ratio of independent external Audit & Supervisory Board Members (%)	66.7	66.7	66.7	
		Average age of Directors	58.0	58.9	58.9	
		Term of office as Director (year/years)	1	1	1	
		Number of Board of Directors meetings held	12	12	12	
		Attendance rate to the Board of Directors meetings (%)	98.6	99.3	99.5	
		Number of Board of Audit & Supervisory Board meetings held	12	12	12	
		Attendance rate to the Audit & Supervisory Board meetings	100	100	100	
		Number of Executive Appointment Committee members	0	3	6	
		Of which, independent external Directors	0	2	4	
		Number of Executive Appointment Committee meetings held	0	3	4	
		Number of Executive Compensation Committee members	0	3	6	
		Of which, independent external Directors	0	2	4	
		Number of Executive Compensation Committee meetings held	0	1	2	
Number of Special Committee members	0	4	6			
Of which, independent external officers	0	4	6			
Number of Special Committee meetings held	0	2	4			

(\*1) The increase in emissions during 2022/3 and 2023/3 is attributed to the Company beginning to operate its own warehouses in January 2022.

(\*2) For Scope 1 and 2 only, the calculation period is from January to December. (Example: Fiscal year ending March 31, 2023 (FY2023) → Calculation period is from January 2022 to December 2022)

(\*3) Scope 1 and 2 : total of the Company and its consolidated subsidiaries

(\*4) Scope 3 of the Company: only of the Company(non-consolidated)

(\*5) Category 4 Scope of calculation: Greenhouse gas emissions associated with air transportation for Tomen Devices' imports from outside Japan and its exports to countries outside Japan, and greenhouse gas emissions associated with domestic transportation (truck transportation) where Tomen Devices is the cargo owner  
Calculation standard: Calculated in accordance with Ministry of the Environment "Greenhouse Gas Emissions Calculation and Reporting Manual" (version 4.9). Scope 3, category 4 emissions in FY2022 were excluded from the scope of calculation because it was difficult to collect data needed for their calculation.

(\*6) Category 6 Scope of calculation: Greenhouse gas emissions associated with business trips made by Tomen Devices employees in Japan  
Calculation standard: Calculated by multiplying the amount of the travel allowances paid by the mode of transportation by emission intensity.

Emission intensities from the Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (ver. 3.3) were used in accordance with the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain Ver. 2.4.

(\*7) Category 7 Scope of calculation: Greenhouse gas emissions associated with the commutes of Tomen Devices employees in Japan  
Calculation standard: Calculation standard: Calculated by multiplying the amount of the travel allowances paid by the mode of transportation by emission intensity.

Emission intensities from the Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (ver. 3.3) were used in accordance with the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain Ver. 2.4.