

## Environment

### ■Greenhouse Gas Emissions (Non-consolidated)\*1

	Unit	FY2021	FY2022	FY2023	FY2024
Scope1	t-CO2e	313.7	312.3	307.2	301.5
Scope2	t-CO2e	352.0	307.3	288.7	258.8
Scope1+Scope2					
CO2 emissions reduction	t-CO2e	▲26.8	46.1	23.7	35.6
Reduction rate compared to FY2020 (Progress toward SDA*2 target)*3	%	▲4.2	2.9	6.7	12.3
Scope3					
Total	t-CO2e	477,135.9	530,729.1	455,811.5	416,511.8
1 Purchased goods and services	t-CO2e	470,665.7	523,576.6	449,632.4	409,437.4
3 Fuel- and energy-related activities (excluding Scope 1 and 2)	t-CO2e	127.4	121.8	117.6	116.7
4 Upstream transportation and distribution	t-CO2e	5,258.6	5,578.1	4,364.0	5,759.2
5 Waste generated in operations	t-CO2e	19.8	2.3	45.8	31.9
6 Business travel	t-CO2e	843.5	1,231.5	1,419.7	917.6
7 Employee commuting	t-CO2e	220.9	219.0	232.0	249.0

\*1 GHG emissions data are only for ISO-certified sites.

\*2 Activities to achieve "Preserving the global environment" one of our sustainability priorities:

"Approach to a decarbonized society (SDA:SUN-WA Decarbonized society Approach)".

\*3 Progress toward one of our two SDA (SUN-WA Decarbonized Society Approach) goals: "20% reduction by FY2030 (compared with FY2020)".

### ■Energy Use (Non-consolidated)\*1

	Unit	FY2021	FY2022	FY2023	FY2024
City gas	km <sup>3</sup>	45	44	39	38
Gasoline	kℓ	103	104	114	114
Non-renewable electricity	kwh	767,248	697,943	900,023	873,045
Renewable electricity*2	kwh	4,655	65,346	125,931	162,603

\*1 Includes energy use at non-ISO-certified sites starting in FY2023.

\*2 Includes the use of non-fossil fuel certificates.

### ■Environmental Contribution Through Sales Activities(Non-consolidated)

	unit	FY2021	FY2022	FY2023	FY2024
SDA Environmental Contribution	t-CO2e	320,346	561,199	722,598	834,010
Progress toward SDA Environmental Contribution target*1	Times	0.86	1.50	1.94	2.23

\*1 Progress toward one of our two SDA (SUN-WA Decarbonized Society Approach) goals by FY2050" (Environmental Contribution)

: "Achieve a reduction our greenhouse gas emissions (Scope 1, 2, 3) by more than 100 times compared with FY2020."

### ■Other (Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Amount of paper used	t	15	14	11	11
Total waste generated	t	3	3	82	71
Total waste reduced	t	0	0	0	11
Number of fuel-efficient vehicles introduced	Units	-	-	128	142
Rate of fuel-efficient vehicle Introduction	%	-	-	85.0	91.6
ISO 14001-Certified Sites	Sites	24	24	24	24

## Social

### ■Number of Employees

	Unit	FY2021	FY2022	FY2023	FY2024
Number of employees(consolidated)	Persons	1,039	1,060	1,071	1,085
Number of employees (non-consolidated)					
Total	Persons	568	577	599	615
Male	Persons	361	355	366	378
Female	Persons	207	222	233	237

#### ■Employee Data (Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Average years of service					
Overall	Years	13.0	13.4	12.9	13.3
Male	Years	14.6	14.8	14.7	14.6
Female	Years	10.2	10.3	10.0	10.7
Average age					
Overall	Years	39.3	39.2	38.7	39.3
Male	Years	39.4	39.5	39.5	39.6
Female	Years	33.7	33.8	33.7	34.5
Average annual salary					
Overall	Thousands of yen	6,713	7,467	7,222	6,763
Male	Thousands of yen	-	8,802	8,484	7,950
Female	Thousands of yen	-	5,359	5,261	4,904
Number of new graduate hires					
Total	Persons	22	41	41	30
Male	Persons	14	16	19	23
Female	Persons	8	25	22	7
Number of mid-career hires					
Total	Persons	10	14	23	19
Male	Persons	2	7	20	15
Female	Persons	8	7	3	4
Turnover rate*1	%	9.0	6.1	5.8	5.4
Retention rate of new graduate hires (within 3 years of employment)	%	75.7	69.4	85.7	85.4
Total annual working hours per person	Hours	1,892	1,758	1,842	1,623
Average monthly overtime hours per person	Hours	17.8	17.9	17.2	16.7

\*1 Excluding mandatory retirement and appointment to Directors.

#### ■Diversity Data (Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Ratio of female employees	%	36.4	38.5	38.9	38.5
Ratio of female managers	%	-	7.1	8.3	11.2
Gender pay gap	%	-	59.8	61.0	63.1
Number of reemployed retirees	Persons	5	6	3	4
Ratio of employees with disabilities	%	1.83	2.13	2.66	3.01

#### ■Utilization of Work-Life Balance Programs (Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Childcare leave utilization rate					
Male	%	-	-	19.0	63.6
Female	%	100.0	100.0	100.0	100.0
Rate of reinstatement following childcare leave	%	100.0	100.0	100.0	100.0
Number of employees using reduced working hours for childcare	Persons	20	22	23	23
Annual paid leave utilization rate	%	64.7	76.7	74.0	72.0

#### ■Human Capital Development Data (Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Employee training costs	Thousands of yen	12,124	12,721	27,324	31,459

#### ■Contribution to Community (Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
CSR expenses	Thousands of yen	1,620	3,173	13,241	7,950

## Governance

### ■Board of Directors (Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Composition of the Board of Directors (Including Audit & Supervisory Committee Members)					
Total	Persons	11	10	10	10
External	Persons	4	4	4	4
Ratio of external	%	36.4	40.0	40.0	40.0
Female	Persons	0	1	2	2
Ratio of female	%	0.0	10.0	20.0	20.0
Average age of Directors	Years	64.9	63.2	61.4	62.4
Number of meetings	Times	16	13	11	11
Attendance rate	%	100.0	98.0	99.0	99.0
Term of office for Directors	Years	1	1	1	1
Term of office for Directors serving as Audit & Supervisory Committee Members	Years	2	2	2	2

### ■Audit & Supervisory Committee (Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Composition of the Audit & Supervisory Committee					
Total	Persons	3	3	3	3
External	Persons	2	2	2	2
Ratio of external	%	66.6	66.6	66.6	66.6
Number of meetings	Times	9	12	12	11
Attendance rates	%	100.0	100.0	100.0	100.0

### ■Nomination Committee(Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Composition of the Nomination Committee					
Total	Persons	3	3	3	3
External	Persons	2	2	2	2
Ratio of external	%	66.6	66.6	66.6	66.6
Number of meetings	Times	3	3	2	4
Attendance rates	%	100.0	100.0	100.0	100.0
Committee chairperson	Position	Representative Director	Representative Director	External Director	External Director

### ■Compensation Committee(Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Composition of the Compensation Committee					
Total	Persons	3	3	3	3
External	Persons	2	2	2	2
Ratio of external	%	66.6	66.6	66.6	66.6
Number of meetings	Times	3	3	2	4
Attendance rates	%	100.0	100.0	100.0	100.0
Committee chairperson	Position	External Director	External Director	External Director	External Director

### ■Compensation(Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Total compensation of Directors*1	Million yen	317	260	321	350
Total compensation of Director (Audit & Supervisory Committee Member) *2	Million yen	13	18	19	20
Total compensation of External Directors/External Audit & Supervisory Committee Members	Million yen	24	29	30	27

\*1 Excluding External Directors and Directors serving as Audit & Supervisory Committee Members.

\*2 Excluding External Audit & Supervisory Committee Members.

■ Compliance(Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Number of compliance committee meetings	Times	2	2	2	2
Compliance training completion rate	%	100.0	100.0	100.0	100.0

■ Sustainability(Non-consolidated)

	Unit	FY2021	FY2022	FY2023	FY2024
Number of sustainability committee meetings	Times	-	3	3	3

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SUN-WA TECHNOS CORPORATION  
Corporate Planning Dept.