

# ESG Data

## E (Environment)

(Fiscal year 2023)

### GHG emissions

	Classification	Energy use/ non-energy GHG	Emissions (tCO <sub>2</sub> e)	
Scope 1	Total		620	
	City gas	23,659m <sup>3</sup>	49	
	LP gas	84m <sup>3</sup>	1	
	Gasoline	207,571L	475	
	Fuel oil	0L	0	
	Diesel oil	3,895L	10	
	HFC	60kg	86	
Scope 2	Electricity	13,403MWh	Market-based	3,389
			Location-based	5,871
Scope 3	Total		16,480,774	
	Category 1	Purchased products and services	19,757	
	Category 2	Capital goods	2,349	
	Category 3	Other fuel energy	1,018	
	Category 4	Transportation (upstream)	272	
	Category 5	Wastes	68	
	Category 6	Business travel	131	
	Category 7	Commuting	878	
	Category 15	Investment and financing	16,456,300	
Scope 1-3 total			Market-based	16,484,783
			Location-based	16,487,264

### Scope 3 Category 15 Details

Emissions by industry (carbon-related sectors based on TCFD recommendations)

Industry	Total of "Listed shares & Corporate bonds" and "Business loans & Unlisted shares"		
	Emissions (tCO <sub>2</sub> e)	Carbon intensity (tCO <sub>2</sub> e/million yen)	Weighted average DQ (value-weighted)
Energy	2,064,070	13.8	2.3
Transportation	3,377,692	12.0	2.1
Materials and Building	6,580,705	6.2	3.0
Agriculture, Food and Forest Products	1,428,257	12.6	2.9
Other	3,005,576	2.2	3.5
<b>Total</b>	<b>16,456,300</b>	<b>5.5</b>	<b>3.1</b>

Breakdown of business loans	Emissions (tCO <sub>2</sub> e)	Carbon intensity (tCO <sub>2</sub> e/million yen)	Weighted average DQ (value-weighted)
Energy	1,785,366	13.3	2.3
Coal	1,678	3.3	4.0
Oil and Gas	645,842	16.5	2.7
Electric power companies	1,137,847	12.0	2.2
Transportation	1,205,165	6.2	2.6
Trucking service	128,287	1.9	3.9
Marine transportation	194,104	6.4	1.6
Air freight forwarding	17,238	13.5	4.0
Air passenger transportation	11,005	3.4	1.0
Automotive and Parts	804,507	17.7	1.9
Rail transportation	50,022	1.0	2.0
Materials and Building	5,231,008	5.9	3.2
Chemicals	676,588	5.6	2.8
Metals and Mining	287,759	8.5	2.8
Construction materials	852,752	34.7	3.4
Capital goods (buildings, etc.)	3,322,464	10.6	2.7
Real estate management and development	91,445	0.2	3.8
Agriculture, Food and Forest Products	1,382,668	14.4	3.1
Beverages	52,333	1.5	2.4
Paper and Forest products	171,600	8.0	2.6
Agriculture	16,083	1.7	4.0
Packaged foods and Meat	1,142,652	39.3	3.9
Other	2,522,972	2.4	3.7
Other	2,522,972	2.4	3.7
<b>Total</b>	<b>12,127,178</b>	<b>5.1</b>	<b>3.3</b>

\*The numbers in the total column for carbon intensity and weighted average DQ are the carbon intensity and the weighted average DQ for the total emissions of the relevant portfolio.

\*The weighted average DQ is the weighted average of the DQs for the individual investments.

\*Totals are the aggregate results for each industry, including decimals, and do not necessarily correspond to the apparently rounded aggregate results for each industry.

## S (Social)

Employees (consolidated) (As of March 31, 2024)	
Number of employees	2,154 persons
Employees (non-consolidated) (As of March 31, 2024)	
Number of employees	1,875 persons
Average age	38.16 years old
Average years of service	15.25 years
Average annual salary	¥6,793 thousand

(Results of fiscal year 2023)

Percentage of female managers	17.6%	
Percentage of male employees taking childcare leave	95.4%	
Wage difference between male and female employees	All workers	48.5%
	Full-time workers	68.2%
	Non full-time workers	43.2%
Number of mid-career hires in management positions	21 persons	
Employment of people with disabilities	2.348%	
Average number of days of paid leave taken	17 days	
Employee engagement	84.1%	

(Results of fiscal year 2023)

Human resource development	
Investment amounts for human resources development per person	¥165 thousand
Number of employees seconded to outside companies	20 persons per fiscal year
Number of employees with Financial Planning Grade 1 certification	231 persons
Dispatch to external trainings	23 persons
Management score of managers (evaluation by others)	3.76 (graded on a 5-point scale)

Activities of diversified human resources	
Retention rate within 3 years of recruiting new graduates	85.7%
Number of mid-career hires	11 persons
Number of persons utilizing human resources recruitment system	50 persons

Job satisfaction and ease of working	
Percentage of retests received for regular health checkups (including medical checkups)	90.2%
Engagement score	69
Percentage of participants in trainings on human rights, etc.	(First half) 92.4% (Second half) 92.6%

## G (Governance)

(Results of fiscal year 2023)

Compliance	
Comprehension of compliance training	(First half) 97.4% (Second half) 98.6%

\*Total of "Understood well" and "Understood" responses.

Corporate Governance	
Percentage of compliance with the Corporate Governance Code	100%
Attendance ratio of Directors and Audit & Supervisory Board Members at meetings of the Board of Directors	100%
Number of Directors	9 persons
Number of Outside Directors	4 persons
Percentage of Outside Directors	33.3%
Number of female Directors	1 person
Percentage of female Directors	11.1%