

# Kewpie Group ESG Data

## Environment

Last updated : March 13 2025

Environment Investments								
	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes	
Environmental conservation costs (investment)	1,000,000 JPY	177	172	404	85	105	Kewpie only	
Environmental conservation costs (cost)	1,000,000 JPY	622	611	682	636	640	Kewpie only	
Economic effect of environmental conservation measures	1,000,000 JPY	589	811	821	1,163	1,150	Kewpie Group domestic production plants	
Environmental Management								
	Unit	FY2024					Notes	
Third-Party Certification (ISO14001)	NO. of aquired plants	-	15 of the 68 plans					Kewpie Group domestic production plants
	Aquired rate of plants	%	22.1%					Kewpie Group domestic production plants
No. of environmental law violations	No.	0	0	0	0	0	Kewpie Group domestic production plants	
Number of fines for violations of environmental laws and regulations	No.	0	0	0	0	0	Kewpie Group domestic production plants	
Number of serious environmental accidents	No.	0	0	0	0	0	Kewpie Group domestic production plants	

Environmental data covers Kewpie Corporation and its consolidated subsidiaries unless otherwise stated, and results cover the Kewpie fiscal year (December to November of the following year).

**ESGData**  
**Environment**

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Effective Use and Recycling of Resources								
		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Material Waste Produced	Total	1,000 tons	45.9	41.6	39.8	33.5	34.0	Kewpie Group domestic production plants
	Intensity	kg/production tons	59.4	54.0	52.4	48.1	48.3	
Total material waste, etc. produced		1,000 tons	69.2	66.4	65.1	57.2	56.0	Kewpie Group domestic production plants
Final amount of material waste, etc. disposed (landfill)		1,000 tons	2.0	1.7	1.6	1.6	1.7	Kewpie Group domestic production plants
Recycling rate		%	97.0	97.4	97.5	97.2	96.9	Kewpie Group domestic production plants
Food waste reduction rate (compared to FY2015)		%	30.9	39.0	46.6	59.6	60.6	Kewpie Group domestic production plants
Effective utilization rate of unused portions of vegetables Main vegetables: Cabbage, etc.		%	40.0	62.1	77.5	82.7	85.3	Kewpie Group domestic production plants
Reduction rate in volume of product waste (compared to FY2015)		%	11.6	61.3	74.8	75.5	65.9	Sales department of Kewpie Corporation, Aohata Corporation
Reduction rate in volume of plastic waste (compared to FY2018)		%	-	10.8	13.8	20.9	22.3	Kewpie Group domestic production plants and offices
Sustainable Procurement								
		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Sustainable palm oil procurement	Percentage switching to certified palm oil	%	60	95	100	100	100	Switchover to RSPO Book & Claim system completed, while switchover to mass balance in progress
Biodiversity								
100% sustainable paper procurement by 2025 (Containers and packaging, booklets, promotional products, office supplies)	Percentage switching to certified palm oil	%	-	-	-	-	98.4	Kewpie Group domestic
Existence of a Biodiversity Protection Policy			Yes: Kewpie Group Biodiversity Policy (Formulated in December 2022)					
Existence of land managed, owned, or rented by the group inside a biodiversity protection area or area connected to such land			None					
Emission into the atmosphere								
		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
NOx emissions		tons	40.9	39.8	37.9	33.7*	33.1	Kewpie Group production plants
SOx emissions		tons	8.5	8.3	8.1	6.7	6.1	Kewpie Group production plants

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Sustainable Use of Water Resources									
		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes	
Water intake by area	Japan	1,000m <sup>3</sup>	8,301	8,091	8,075	7,367	7,012		
	Basic unit in Japan	m <sup>3</sup> /Production ton	10.8	10.5	10.6	10.6	10.0		
	Global	1,000m <sup>3</sup>	815*	451*	690*	694	731	Actual results from October to September of the following year	
	Basic unit in global	m <sup>3</sup> /Production ton	4.2*	2.4*	3.8	3.9*	3.7	Actual results from October to September of the following year	
	China	1,000m <sup>3</sup>	225	237	190	185	213	Actual results from October to September of the following year	
	Asia(Excluding China)	1,000m <sup>3</sup>	195*	173*	458	464	475	Actual results from October to September of the following year	
	North America·Europe	1,000m <sup>3</sup>	395	41	42	44	43	Actual results from October to September of the following year	
Wastewater by area	Japan	1,000m <sup>3</sup>	6,002	6,269	6,241	5,879	5,644		
	Basic unit in Japan	m <sup>3</sup> /Production ton	7.8	8.2	8.2	8.4	8		
	Global	1,000m <sup>3</sup>	837	269	167	193	233	Actual results from October to September of the following year	
	Basic unit in global	m <sup>3</sup> /Production ton	4.4	1.5	0.9	1.1	1.2	Actual results from October to September of the following year	
	China	1,000m <sup>3</sup>	161	180	99	120	151	Actual results from October to September of the following year	
	Asia(Excluding China)	1,000m <sup>3</sup>	308	57	56	58	64	Actual results from October to September of the following year	
	North America·Europe	1,000m <sup>3</sup>	368	32	12	15	19	Actual results from October to September of the following year	
Water intake by source	Fresh Water	1,000m <sup>3</sup>	9116*	8,542	8,765	8,061	7,743		
		%	100	100	100	100	100		
	Tap water	1,000m <sup>3</sup>	1,369	1,258	1,288	1,110	1,091		
		%	15.0*	14.7	14.7	13.8	14.1		
	Industrial water	1,000m <sup>3</sup>	1,161	922	912	822	924		
		%	12.7*	10.8	10.4	10.2	11.9		
	Rivers	1,000m <sup>3</sup>	127*	95	366	366	358		
		%	1.4*	1.1	4.2	4.5	4.6		
	Groundwater	1,000m <sup>3</sup>	6,459	6,268	6,199	5,763	5,370		
		%	70.9*	73.4	70.7	71.5	69.3		
	Rain Water	1,000m <sup>3</sup>	0	0	0	0	0		
		%	0	0	0	0	0		
	Wastewater by source	Wastewater total	1,000m <sup>3</sup>	6,839	6,537	6,407	6,009	5,877	
			%	100	100	100	100	100	
Sewer		1,000m <sup>3</sup>	3,313	3,084	2,987	2,711	2,624		
		%	48.4	47.2	46.6	46.6	44.7		
River outflow		1,000m <sup>3</sup>	3,460	3,273	3,246	3,106	3,069		
		%	50.6	50	50.8	51.7	52.2		
Ocean outflow		1,000m <sup>3</sup>	67	185	175	191	184		
		%	1	2.8	2.7	3.2	3.1		
Water usage (basic unit) reduction rate (compared to FY2020)		%	—	2.5	1.7	2.1	7.8	Kewpie Group domestic production plants	

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## Kewpie Group ESG Data Environment

Last updated : March 13 2025

CO <sub>2</sub> Emissions Reductions									
		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes	
CO <sub>2</sub> Emissions	Inside Japan	Scope 1	1,000 tons-CO <sub>2</sub>	65.5	64.5	63.6	53.6	Preparing for disclosure	Kewpie Group production plants and offices
		Scope 2	1,000 tons-CO <sub>2</sub>	100.3	97.5	93.6	85.2	Preparing for disclosure	
		Scope 1+2	1,000 tons-CO <sub>2</sub>	165.8	162.0	157.2	138.7	Preparing for disclosure	
		Intensity	Kg-CO <sub>2</sub> / production tons	210.2	205.2	206.7	196.2	Preparing for disclosure	
	Overseas	Scope 1	1,000 tons-CO <sub>2</sub>	14.1	1.3	5.0	4.9	Preparing for disclosure	Kewpie Group production plants
		Scope 2	1,000 tons-CO <sub>2</sub>	32.3	29.6	30.8	23.1	Preparing for disclosure	
		Scope 1+2	1,000 tons-CO <sub>2</sub>	46.4	30.9	35.8	28	Preparing for disclosure	
		Intensity	Kg-CO <sub>2</sub> / production tons	241.5	167.6	201.9	150.9	Preparing for disclosure	
Energy-related									
		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes	
Electricity purchased	Inside Japan	Mwh	226,292	221,861	219,987	210,105	206,180	Kewpie Group production plants and offices	
	Overseas	Mwh	40,342	33,668	31,404	28,410	34,806	Kewpie Group production plants	
Renewable energy	Inside Japan	Mwh	4,155	4,461	4,749	6,445	7,094	Kewpie Group production plants and offices	
	Overseas	Mwh	2,362	2,668	3,539	5,515	5,661	Kewpie Group production plants	

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# Kewpie Group ESG Data

## Environment

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CO <sub>2</sub> Emissions Reductions										
		Calculation method	Target emission intensity,	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
CO <sub>2</sub> Emissions	Inside Japan	Scope 3 Total			1,000 tons-CO <sub>2</sub>	314.3	293.9	1,229.1	1,485.0	Preparing for disclosure
		1. Purchased goods and services	Standard quantity per weight	Raw material / material purchase weight	1,000 tons-CO <sub>2</sub>	215.4	167.8	987.2	1,126.2	Preparing for disclosure
		2. Capital goods	Intensity per investment cost	Amount of capital investment	1,000 tons-CO <sub>2</sub>	20.3	22.4	96.7	46.6	Preparing for disclosure
		3. Initiatives related to fuel and energy consumption (not included in Scope 1 & 2)	CFP-DB, SC-DB	Usage by energy type	1,000 tons-CO <sub>2</sub>	4.4	8.1	5.8	24.2	Preparing for disclosure
		4. Transportation and delivery (upstream)	Ton-Kilo method / emission intensity during transportation	Shipper transportation / transportation scenario activities for each procurement item	1,000 tons-CO <sub>2</sub>	37.8	33.4	45.1	127.7	Preparing for disclosure
		5. Material waste produced from business activities	Standard quantity per weight	Weight of wasted material	1,000 tons-CO <sub>2</sub>	2.3	0.5	10.2	21.8	Preparing for disclosure
		6. Business trips	Consumption per no. of employees	No. of employees	1,000 tons-CO <sub>2</sub>	0.3	0.3	1.4	1.4	Preparing for disclosure
		7. Employee commuting	Consumption per no. of employees and working days	No. of employees and no. of business days	1,000 tons-CO <sub>2</sub>	1.1	1.1	4.9	2.4	Preparing for disclosure
		8. Lease assets (upstream)	Included in Scope 1 & 2	Included in Scope 1 & 2	1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Preparing for disclosure
		9. Transportation and delivery (downstream)	Emission intensity during transport	The scenario is shipment weight and product transportation	1,000 tons-CO <sub>2</sub>	4.2	9.9	20.7	22.4	Preparing for disclosure
		10. Manufacturing products sold	Energy consumed indirectly by each product	Sales volume for each product family	1,000 tons-CO <sub>2</sub>	1.7	0.0	35.8	72.6	Preparing for disclosure
		11. Use of products sold	Energy consumed indirectly by each product	Sales volume for each product family	1,000 tons-CO <sub>2</sub>	9.8	1.8	Not applicable	Not applicable	Preparing for disclosure
		12. Disposal of products sold	Standard quantity per weight	Weight of packaging materials used for products	1,000 tons-CO <sub>2</sub>	16.8	14.0	21.2	39.8	Preparing for disclosure
		13. Lease assets (downstream)	Not applicable	Not applicable	1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Preparing for disclosure
		14. Franchises	Not applicable	Not applicable	1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Preparing for disclosure
15. Investments	Not applicable	Not applicable	1,000 tons-CO <sub>2</sub>	Not applicable	Not applicable	Not applicable	Not applicable	Preparing for disclosure		

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Scope of coverage; 2019-2021:Kewpie only, 2022: Major domestic group companies (Kewpie Corporation,Aohata Corporation,Kewpie Egg Corporation,Salad Club, Inc.,Kewpie Jyozo Co., Ltd.,Deria Foods Co., Ltd.,Kpack Co., Ltd.,Co-op Foods Co., Ltd.) , 2023 Kewpie Group (Domestic and overseas combined)

# Kewpie Group ESG Data

## Social

Last updated : March 13 2025

Employee								
	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes	
No. of group employees	People	25,271	15,885	15,785	15,453	14,830	Kewpie Group *Figures have been revised due to K.R.S. Corporation being changed to an equity-method affiliate. (From 2021)	
No. of permanent employees	Total	People	16,003	10,719	10,696	10,642	10,517	Kewpie Group
	Male	People	9,838	5,348	5,280	5,299	5,253	
	Female	People	6,165	5,371	5,416	5,343	5,264	
Average no. of temporary employees	People	9,268	5,166	5,089	4,811	4,313	Kewpie Group	
NO. of foreign employees	Total		38	39	39	40	40	Employees at Kewpie group only
No. of employees	Total	People	2,995	2,931	2,946	2,831	2,766	Employees at Kewpie only
No. of permanent employees	Total	People	2,426	2,394	2,408	2,332	2,327	Kewpie only
	Male	People	1,308	1,296	1,271	1,232	1,232	
	Female	People	1,118	1,098	1,137	1,100	1,095	
Average no. of temporary employees	Total	People	569	537	538	499	439	Kewpie only
	Male	People	179	169	176	182	179	
	Female	People	390	368	362	317	260	
NO. of foreign employees	Total		18	18	19	21	19	Employees at Kewpie group only
No. of new employees	Total	People	53	24	24	34	46	Only for new graduates in general positions who are registered at Kewpie
	Male	People	35	13	14	21	26	
	Female	People	18	11	10	13	20	
Turnover rate (for new graduates working for less than three years)	%		20.4	10.2	6.0	15.1	16.7	Only for new graduates in general positions at Kewpie
Average no. of years employed	average	Year	15.3	16	16.2	16.2	16.1	Employees at Kewpie only
	Male	Year	18	18.6	18.8	18.4	17.9	
	Female	Year	12.2	13	13.4	13.7	14.0	
Average age	average	Age	40.5	41.2	41.6	41.7	42.0	Kewpie employees
	Male	Age	43.3	43.9	44.3	44.1	43.9	
	Female	Age	37.1	38	38.6	39.1	39.8	
Average salary	average	JPY	5,875,527	6,131,534	6,131,717	6,393,356	6,878,377	Kewpie employees
	Male	JPY	7,151,609	7,473,442	7,519,575	7,697,220	8,238,994	
	Female	JPY	4,382,580	4,547,641	4,580,294	4,933,028	5,347,528	
Ratio of mid-career recruitment	People		126	62	98	118	143	Registered Kewpie employees *Including those transitioning from temporary employees to full-time employees
	%		24.6	30.6	35.7	42.4	54.5	
No. of employees hoping to work beyond retirement age	People		25	27	36	33	34	Registered Kewpie employees *Retirement age was extended in FY2016 from 60 to 63 (in FY2017, two employees chose a full retirement and became senior employees at the age of 60)
Rate of reemployment after retirement	% (%)		78 (100)	73 (100)	86 (100)	72 (100)	83 (100)	Registered Kewpie employees ( ) is the re-employment rate of employees who wanted to continue working *The retirement age was extended in FY2016 (from 60 to 63) Only those who wanted to retire did so

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# Kewpie Group ESG Data

## Social

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Diversity							
	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
NO. of Female leaders	People (People)	65	72	82	94	104	Kewpie only
	People (People)	121	132	145	164	181	Domestic food business
Ratio of female directors	%	18.8	21.4	28.6	21.4	20.0	Kewpie only Including outside directors, outside corporate auditors, and audit & supervisory board members
Ratio of female managers	%	10.2	10.9	12.5	14.5	15.9	Kewpie only
	%	8.5	9.1	10.0	11.4	12.6	Domestic food business
Rate of employment of persons with disabilities	%	3.34	3.39	3.37	3.26	3.05	Domestic Food Business *As of June 1, 2024
Training							
	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Employee training costs(Total)	1,000,000 JPY	189	172	144	82	91	Kewpie Group employees
Employee training costs (Per emoloyee)	JPY	-	-	-	12,000	13,000	Kewpie Group employees
Participants in human rights training	People	7,964	14,463	14,793	14,913	Preparing for disclosure	
Total training Time	Time	-	-	-	18,662	23,750	Kewpie Group employees
Labor							
	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Total working hours (per employee)	Hours/Year	1,912.9	1,937.6	1,895.7	1,879.3	1,837.7	Kewpie general office workers
	Hours/Year	1,992.5	1,995.9	1,967.6	1,967.0	1,908.7	Domestic food business general office workers
Average overtime working hours (per employee)	Hours/Month	16.1	16.6	16.2	16.9	17.0	Kewpie general office workers
	Hours/Month	18.9	18.7	18.7	17.9	19.6	Domestic food business general office workers
No. of annual paid leave days used	Day	11.1	12.2	14.1	14.4	13.3	Kewpie only Lists the average number of days taken
	Day	9.5	10.6	11.9	13.8	12.7	Domestic food business Lists the average number of days taken
Employees who took parental leave	Total	People	221	223	188	158	Kewpie employees
	Male	People	70	73	66	34	
	Female	People	151	150	122	124	
Employees who work for reduced hours for childcare	Total	People	187	195	192	213	Kewpie employees
	Male	People	0	1	0	1	
	Female	People	187	194	192	212	
Percentage of employees who returned from childcare leave	%	100	100	100	100	100	Kewpie only
Employees who took short-term nursing care leave	People	78	87	118	112	141	Kewpie Group
Employees who took nursing care leave	People	13	11	12	7	15	Kewpie Group
Employees who took paid leave for volunteer activities	People	0	1	0	25	41	Kewpie only
No. of work-related accidents resulting in injury leave	No.	12	17	9	13	Preparing for disclosure	71 Kewpie Group locations in Japan *April 30, 2025
Ratio of work-related accidents resulting in injury leave	%	0.60	0.90	0.46	0.69	Preparing for disclosure	71 Kewpie Group locations in Japan *Ratio = number of work-related deaths and injuries / total actual working hours × 1,000,000 *April 30, 2025
Severity rate of accidents resulting in injury leave	%	0.020	0.031	0.027	0.036	Preparing for disclosure	Kewpie Group domestic plants (Japan) *Severity rate = number of working days lost due to accidents / total actual working hours *April 30, 2025

# Kewpie Group ESG Data

## Social

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Social contribution activities								
		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Notes
Food education events	No. of events		62	39	56	106	170	Including online
	Participants		2,938	1,972	4,588	5,617	9,447	Including online
Public lectures	No. of events		56	58	99	100	123	
	Attendees		3,000	2,013	4,013	4,635	5,282	
No. of people joining factory visits and facility tours		People	21,016	24,857	25,417	44,266	64,385	Goka, Fujiyoshida(Until 2021), Koromo, Tosu - Kobe - Mayo-Terrace, Nakagawara, Izumisano, Hashikami Including online
Matching Gift system (Q P e a c e)	No. of groups receiving	Organizations	12	10	11	10	10	Kewpie Corporation・Hashikami Kewpie Co.,Ltd.・Fujiyoshida Kewpie Co., Ltd. (Until November 2021) ・Tosu Kewpie Co., Ltd.・Densai Foods Co., Ltd.・Ishikari Delica Co., Ltd.・Kizakami Delica Co., Ltd.・Shunsai Deli Co., Ltd.・Seto Delica Co., Ltd.・Hanshin Delica Co., Ltd.・Tosu Delica Co., Ltd.・K-System Co., Ltd.・San-ei Provisions Co., Ltd.・Dispen Pak Japan Co., Inc.・Kewpie Jyozo Co., Ltd.・Kewpie Egg Corporation・Salad Club, Inc.・NAKASHIMATO CO., LTD.・TO SOLUTIONS CO.,LTD.・Tosu Kewpie Co., Ltd.・TO AD KEWPIE CO., LTD.・nakato CO., LTD.・TOHKA CO., LTD.・Kpack Co., Ltd.・Co-op Foods Co., Ltd.・Green Message Co., Ltd.nakato CO., LTD
	Total amount of assistance	10,000 JPY	650	649	667	662	656	
Kewpie Miraitamago Foundation	No. of groups receiving funds	Organizations	132	102	131	150	177	
	Total funds	10,000 JPY	3,981	3,800	4,052	4,614	5,088	

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# Kewpie Group ESG Data Governance

Last updated : March 13 2025

Independence of the Board of Directors			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
Directors	Inside directors	Male	People	6	6	7	6	5	As of February 28, 2025
		Female		0	0	0	0	0	
		Total		6	6	7	6	5	
	Independent outside directors	Male		2	1	1	2	2	
		Female		1	2	2	2	2	
		Total		3	3	3	4	4	
	Total			9	9	10	10	9	
Independent outside director ratio			%	33.3	33.3	30.0	40.0	44.4	
No. of sessions			Times	12	12	12	12.0	Preparing for disclosure	
Audit & Supervisory Board Meetings			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
Audit & Supervisory Board Members	Inside Audit & Supervisory Board Members	Male	People	2	2	2	2	2	As of February 28, 2025
		Female		0	0	0	0	0	
		Total		2	2	2	2	2	
	Independent Outside Corporate Auditor	Male		1	1	2	2	2	
		Female		2	2	1	1	1	
		Total		3	3	3	3	3	
	Total			5	5	5	5	5	
No. of sessions			Times	13	13	13	13	Preparing for disclosure	

# Kewpie Group ESG Data

## Governance

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Nomination and Compensation Committee							
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
Nomination and Compensation Committee	People	7	7	7	8	8	As of February 28, 2024
Inside directors		3	3	3	3	3	
Outside directors and corporate auditors		4	4	4	5	5	
Officer Compensation							
		FY2025				Notes	
		No. of people to be paid	Amount paid (in 1,000,000 JPY)	Bonuses	Total amount (in 1,000,000 JPY)		
Director	Inside directors	8	166	108	274	As of February 28, 2025	
	Outside directors	3	37	—	37		
	Total	11	222	74	296		
Audit & Supervisory Board	Inside Audit & Supervisory Board Members	2	42	—	42		
	Independent Outside Corporate Auditor	3	30	—	30		
	Total	5	73	—	73		
Total		18	285	108	393		
Shareholder rights							
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
Existence of measures against takeover bids	-	Yes	Yes	No	No	No	
Informative sessions for shareholders, investors, and analysts							
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
Regular General Meeting of Shareholders	Times / year	1	1	1	1	1	
Financial results briefing for analysts	Times / year	2	2	2	2	Preparing for disclosure	
Compliance							
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
No. of reports and consultations with the helpline (internal reporting system)	No.	20	28	37	33	Preparing for disclosure	
Response rate from awareness survey given to all employees	%	-	84.5	-	78.6	Preparing for disclosure	Held every two years
Corporate taxes paid							
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
Total consolidated amount	1,000,000 JPY	8,329	6,774	5,851	9,083	Preparing for disclosure	
Political contribution expenditures							
	Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Notes
expenditures	1,000,000 JPY	0.25	0.24	0.11	0.00	Preparing for disclosure	