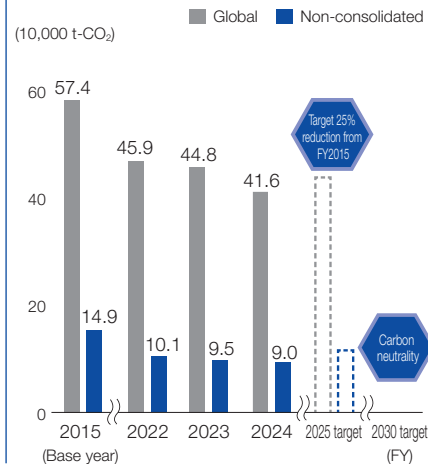


Non-Financial Highlights

Environment

CO₂ emissions (Scopes 1 and 2)

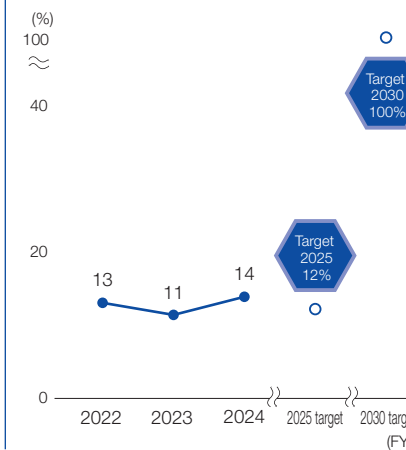


CO₂ emissions by Scope 3 Category (FY2024 Results) (Global)

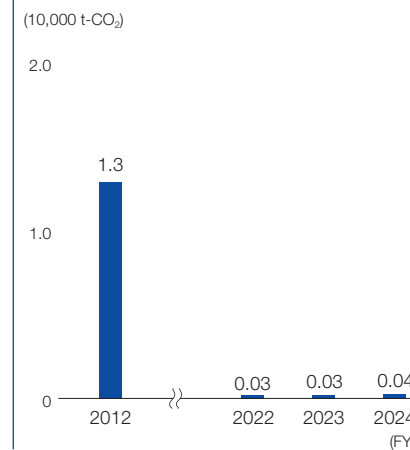
Emissions (10,000 tons)		Total: 277.3			
FY2024 Result	CO ₂ emissions (by Scope 3 Category)				
Category 1	Products and services purchased	217.3	Category 9	Downstream logistics	0.1
Category 2	Capital goods	18.8	Category 10	Processing of sold products	6.1
Category 3	Fuel and energy related activities (Not included in Scopes 1 and 2)	6.5	Category 11	Usage of sold products	0.0
Category 4	Upstream logistics	16.2	Category 12	Disposal of sold products	1.2
Category 5	Waste generated from business activities	3.3	Category 13	Downstream leased assets	(See note)
Category 6	Business travel	1.2	Category 14	Franchise	(See note)
Category 7	Employee commuting	4.6	Category 15	Investments	1.1
Category 8	Upstream leased assets	0.3			
2030 target	27.5% reduction*				

Note: Not applicable *1 27.5% reduction from FY2019 (Category 1)

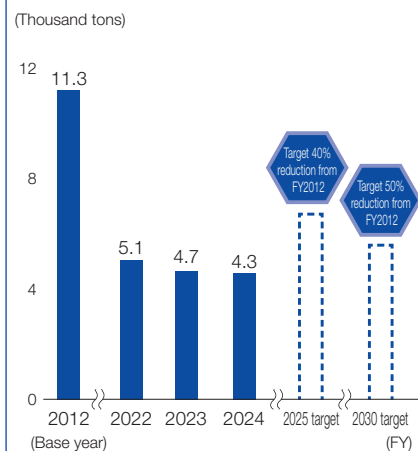
Renewable energy adoption rate (Global)



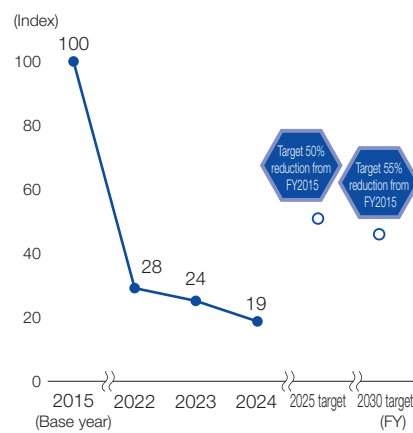
Greenhouse gas (6 gases) emissions (CO₂ equivalent) (Non-consolidated)



Industrial waste volume (Non-consolidated)

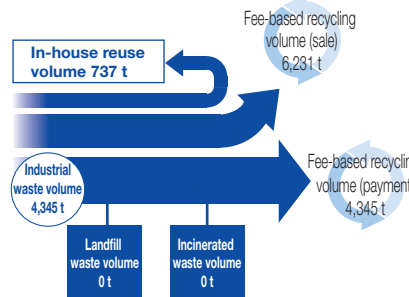


Waste volume per unit sales (index*2) (Overseas affiliates)

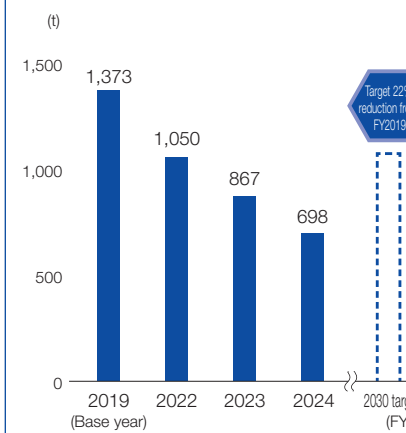


*2 Figures based on the base year as 100

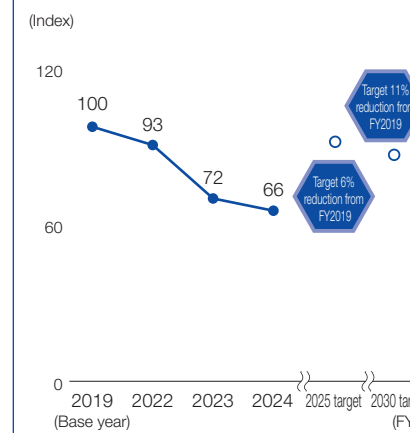
Waste generation and disposal (FY2024) (Non-consolidated)



Plastic industrial waste volume (Non-consolidated)



Water intake per unit sales (index*3) (Non-consolidated)



*3 Figures based on the base year as 100

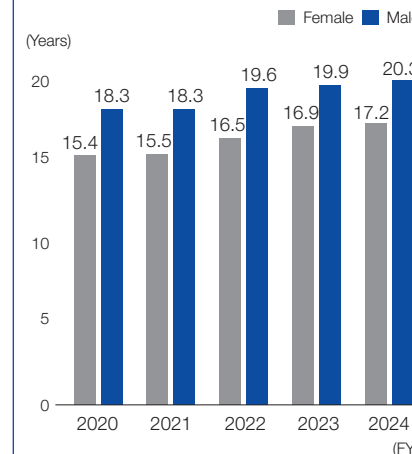
Non-Financial Highlights

Social

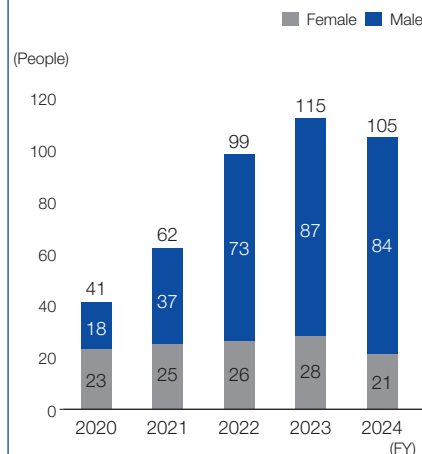
Results of Key Items in FY2024 and Targets for FY2025 and FY2030 (Non-consolidated)

Key Item	FY2024 Result	FY2025 Target	FY2030 Target
Number of DX staff trained	325	270	400
Number of female managers	41 (3.6%)	45 (4.0%)	100 (8.8%)
Ratio of national staff in executive positions (Vice presidents and above at overseas affiliates)	37% (Global)	40% or more (Global)	60%
Ratio of mid-career hires in management positions	33%	30% or more	30% or more
Employment of people with disabilities	2.70% (Domestic affiliates)	Achievement of legally mandated employment ratio (Domestic affiliates)	—
Engagement survey results (Positive evaluation)	59%	70% or more	75% or more
Average overtime hours	15.1 hr/month/person	10.0 hr/month/person or less	—
Percentage of employees taking paid vacations	94%	95% or more	—
Percentage of male employees taking childcare leave	63.6%	75%	100%
Wage difference between men and women	79.1%	77%	82%

Average years of service by gender (Non-consolidated)

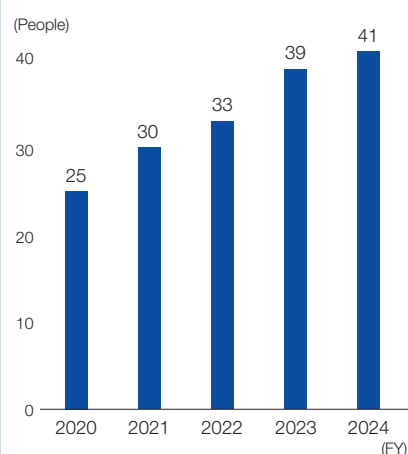


Number of employees taking childcare leave by gender (Non-consolidated)*1

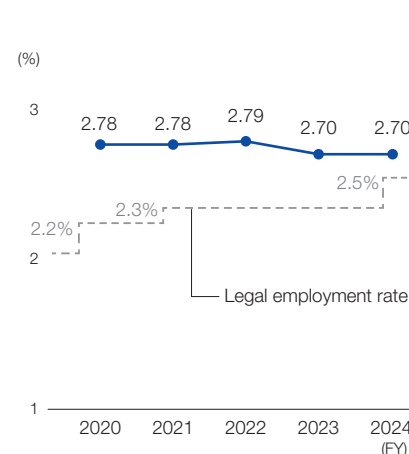


*1 Number of employees who started childcare leave during the fiscal year

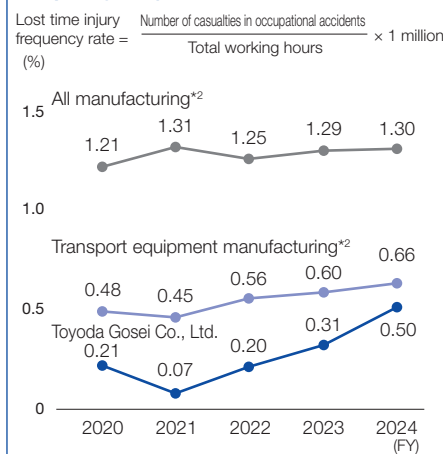
Number of women in management positions (Non-consolidated)



Employment rate of persons with disabilities (Domestic affiliates)



Occupational accident rate (lost time injury frequency rate) (Non-consolidated)



*2 Results from the Ministry of Health, Labour and Welfare's survey on occupational accident trends (Survey period: January to December)

Governance

Number of employees receiving compliance training (Non-consolidated)

