

Data Pertaining to ESG at the Funai Soken Consulting Group

As of Oct. 25, 2024

ESG Category	Item	Unit	2020	2021	2022	2023	Target
Social (Human Capital)							
Funai Soken Consulting Group Officers & Employees							
	Total employees	People	1,303	1,317	1,382	1,535	1,800 by 2025
	Male employees	People	830	824	856	957	
	Female employees	People	473	493	526	578	
	Avg. no. of temporary employees (not incl. above)	People	68	52	63	90	
	Women as %age of workforce	%	36.3	37.4	38.1	37.7	40% by 2030
	Non-regular employees as %age of workforce	%	5.2	3.9	4.5	5.8	
	By category						
	Consultants	People	859	873	862	982	1,150 by 2025
	Non-consultant employees	People	444	444	-	-	
	Business staff*	People	-	-	305	325	400 by 2025
	Workforce admin	People	-	-	215	228	
	*“Business staff” are those that work in consulting departments with a direct bearing on sales but who are not consultants; roles include development engineering, product sales, new business, management workshod operations staff, etc.						
	Management employees	People	270	243	269	304	
	Male management employees	People	215	186	205	235	
	Female management employees	People	55	57	64	69	
	%age of management positions held by women	%	20.4	23.5	23.8	22.7	30% by 2030
	%age held by female consultants & business staff	%	-	-	20.3	19.1	
	Level 1* management employees	People	-	-	139	162	
	Men	People	-	-	96	121	
	Women	People	-	-	43	41	
	%age of level 1* management positions held by women	%	-	-	30.9	25.3	
	*Level 1 management position: At Funai Soken Holdings: ranked manager; at Funai Consulting: ranked team leader						
	Senior* management employees	People	-	-	-	27	
	Male senior management employees	People	-	-	-	23	
	Female senior management employees	People	-	-	-	4	
	%age of senior management positions held by women	%	-	-	-	14.8	
	*Senior managment is the level of management below the executive team.						
	Executive officers & other corporate officers	People	-	-	33	35	
	Men	People	-	-	30	30	
	Women	People	-	-	3	5	
	%age of executive officer or other corporate officer positions held by women	%	-	-	9.1	14.3	
	%age of management positions held by mid-career hires	%	-	-	48.3	49.3	50% by 2030
Hiring							
	Hires	People	242	226	299	336	
	Recent graduates	People	185	182	162	177	
	Mid-career	People	57	44	137	159	
	%age of mid-career hires among total hires	%	23.6	19.5	45.8	47.3	
	Consultants Hired	People	194	174	183	225	
	Recent graduates	People	168	144	140	152	
	Mid-career	People	26	30	43	73	
	Employees with disabilities	People	21	23	22	26	
	Turnover rate	%	13.6	16.1	16.8	12.1	
Diversity & Inclusion							
	Childcare leave uptake						
	Men	%	4.8	17.2	20.0	68.6	
	Women	%	100	100	100	100	
	Return from childcare leave						
	Women	%	90.0	84.2	82.6	100	
	Male/female pay gap						
	Group Wide	%	-	-	63.6	64.4	
	Among regular employees	%	-	-	66.3	67.0	
	Among non-regular employees	%	-	-	68.2	60.0	
	Funai Soken Holdings						
	Among all employees	%	-	-	-	56.4	
	Among regular employees	%	-	-	-	60.6	
	Among non-regular employees	%	-	-	-	9.3	
	Funai Consulting						
	Among all employees	%	-	-	63.9	65.9	
	Among regular employees	%	-	-	65.4	66.7	
	Among non-regular employees	%	-	-	40	36.7	
	Women as %age of total hires (Japan only)	%	-	-	37.7	33.9	
	Avg. years of employment (Japan only)						
	Men	Years	-	-	6.08	5.35	
	Women	Years	-	-	6.14	5.72	
	Male/female difference in avg. length of employment (Japan only)	Years	-	-	0.06	5.5	

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	Workforce Development							
	Skill development training for employees							
		Total *1	Hours	-	-	84,754	122,814	
		Avg. per employee *1	Hours	-	-	92.1	110.7	
		Avg. years until promotion to "chief"	Years	4 yr 1 mth	4 yr 1 mth	4 yr 1 mth	5yr	

*1. Definition revised in 2023. Figures now include hours spent on all-in meetings and daily reporting (activities that help ingrain policies and share knowledge). Figures for 2022 have been amended retroactively to reflect the new definition.

Occupational Health and Safety

%age of employees taking health check-up	%	97.6	95.6	98.4	98.4	100%
Workplace accidents	Accidents	-	-	2	3	0
Accidents resulting in fatalities	Accidents	0	0	0	0	0
Lost Time Incident Rate						
Funai Soken Holdings	LTIR	0	0	0	0	
Funai Consulting	LTIR	0	0	0	0	
Funai Soken Digital	LTIR	0	0	0	0	

Environment

GHG Emissions

Scope 1	t-CO ₂	3.7	7.0	4.2	2.9	50% of 2019 figures by 2025
Scope 2 (market-based)	t-CO ₂	531.2	506.1	444.1	376.4	50% of 2019 figures by 2025

Governance

Preventing Corruption

Total political donations	Yen	0	0	0	0	
Officers and employees dismissed or otherwise subjected to disciplinary action under the group's anti-corruption policy	Cases	0	0	0	0	
Disciplinary action, fines, or regulation breaches relating to bribery	Cases	0	0	0	0	