

# Data Pertaining to ESG at the Funai Soken Consulting Group

As of Apr. 24, 2024

ESG Category	Item	Unit	2020	2021	2022	2023	Target
<b>Social (Human Capital)</b>							
<b>Group Workforce</b>							
	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	
<b>By category</b>							
	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 workshop 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 of management positions held by mid-career hires	%	-	-	48.3	49.3	50% by 2030
<b>Hiring</b>							
	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	%	11.6	16.1	16.8	12.1	
<b>Diversity &amp; Inclusion</b>							
	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						
	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	
<b>Workforce Development</b>							
	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 knowledge). Figures for 2022 have been amended retroactively to reflect the new definition.							
<b>Occupational Health and Safety</b>							
	%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	

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## Environment

### GHG emissions

Scope 1	t-CO <sub>2</sub>	3.7	7.0	4.2	2.9	50% of 2019 figures by 2025
Scope 2 (market-based)	t-CO <sub>2</sub>	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