

Environment

Amount of electricity, gas, and gasoline consumption, and CO₂ emissions

Changes in disclosure from the previous fiscal year: Added Scope 3 for fiscal years from the fiscal year ended March 31, 2022 onward, and changed to a market-based calculation of Scope 2 from the fiscal year ended March 31, 2024 onward. Also, in the fiscal year ended March 31, 2021, we added one location, the product returned center of ELECOM, that had been inadvertently omitted.

	Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023	
Electricity consumption	ELECOM Group (Japan) *2	MWh	4,493	4,793	5,106	4,662	
Gasoline consumption	ELECOM Group (Japan) *2	kL	302	319	293	278	
Gas consumption	ELECOM Group (Japan)	Thousand m ³	38	29	30	37	
CO ₂ emissions							
Scope 1	ELECOM Group (Japan) *2	t-CO ₂	786	805	748	727	
Scope 2	Location-based	ELECOM Group (Japan) *2	t-CO ₂	1,999	2,045	2,153	1,972
	Market-based	ELECOM Group (Japan) *2	t-CO ₂	—	—	—	1,545
Scope 1/Scope 2 total *1	ELECOM Group (Japan) *2	t-CO ₂	2,785	2,850	2,901	2,272	
Emissions intensity compared to the base fiscal year	ELECOM Group (Japan)	t-CO ₂ /Sales (Millions of yen)	1.00	1.04	1.08	0.80	
Scope 3	ELECOM	t-CO ₂	—	248,108	255,707	255,355	

*1. For the calculation of the Scope 1/Scope 2 total, Scope 2 has been calculated on a location basis until FY2022 and on a market basis from FY2023.

*2. The figures for groxi, Tescom and Tescom Denki, which joined the Group during FY2023, are not included in the table above. The figures will be added as applicable data for the full year beginning in the next fiscal year.

Targeted companies *We intend to make adjustments in terms of applicable data for ELECOM Group companies outside of Japan beginning in the next fiscal year	Scope 1, Scope 2	ELECOM and ELECOM Group companies in Japan (Coverage *1: 98.5%)
	Scope 3	ELECOM (Coverage *1: 75.2%)
Calculation method	Electricity CO ₂ conversion coefficient	Calculated based on emissions factors after public electric utility operator adjustment given in the "list of emissions factors for electric utilities (for the use of greenhouse gas emission calculations by specified emitters)," of the Ministry of the Environment
	Fuel CO ₂ conversion coefficient	Calculated based on the coefficients in the Ministry of the Environment's list of calculation methods and emissions factors for the calculation, reporting and public disclosure system

*1. Coverage is calculated based on net sales.

<Breakdown of Scope 3>

	Targeted companies	Unit	FY2023		Calculation method
			Emissions	Percentage of Scope 3	
Scope 3 total	ELECOM	t-CO ₂	255,355	100.0%	
1 Purchased goods and services	ELECOM	t-CO ₂	236,104	92.5%	Σ (Value supplied and value of purchased goods and services by product category × Emissions intensity) Value supplied is calculated by linking to the nearest industry code for each L2 category in our own products
2 Capital goods	ELECOM	t-CO ₂	6,750	2.6%	Σ (Capital goods purchased in the fiscal year under review × Emissions intensity)
3 Fuel and energy-related activities	ELECOM	t-CO ₂	304	0.1%	Σ (Gas/gasoline consumption × Emissions intensity (IDEA V2.3) + Electricity consumption × Emissions intensity) Calculated based on amounts consumed for Scope 1 and 2 respectively
4 Upstream transportation and distribution	ELECOM	t-CO ₂	10,872	4.3%	Σ (Storage expenses associated with supply and delivery and transportation costs by transportation method × Emissions intensity)
5 Waste generated in operations	ELECOM	t-CO ₂	140	0.1%	Σ (Disposal expenses by waste disposal method × Emissions intensity)
6 Business travels	ELECOM	t-CO ₂	99	0.0%	Σ (Number of regular employees × Emissions intensity)
7 Employees commuting	ELECOM	t-CO ₂	248	0.1%	Σ (Total value of commuting allowances × Emissions intensity) (assumed to be all railway travel)
8 Upstream leased assets	ELECOM	t-CO ₂	Out of scope	—	
9 Downstream transportation and distribution	ELECOM	t-CO ₂	Calculation not possible	—	
10 Processing of sold products	ELECOM	t-CO ₂	Out of scope	—	
11 Use of sold products	ELECOM	t-CO ₂	Not yet calculated	—	
12 End-of-life treatment of sold products	ELECOM	t-CO ₂	Not yet calculated	—	
13 Downstream leased assets	ELECOM	t-CO ₂	837	0.3%	Σ (Floor space of assets leased by ELECOM to third parties × Emissions intensity)
14 Franchise	ELECOM	t-CO ₂	Out of scope	—	
15 Investments	ELECOM	t-CO ₂	Out of scope	—	

Water withdrawal/discharge

	Targeted companies	Unit	FY2021	FY2022	FY2023
Water withdrawals total		m ³	5,487	3,996	7,834
Fresh surface water (including rain, water from wetlands, rivers, and lakes)		m ³	0	0	0
Brackish surface water/seawater	· DX ANTENNA PHILIPPINES, INC.	m ³	0	0	0
Groundwater (renewable)	· Logitec INA Solutions, Ina Factory	m ³	0	0	0
Groundwater (not renewable)	· Tescom Denki Matsumoto Factory	m ³	0	0	0
Produced water	· ELECOM Hyogo Logistics Center	m ³	5,487	3,996	7,834
Water supply	· ELECOM Kanagawa Logistics Center	m ³	5,487	3,996	7,834
Water discharges total		m ³	0	0	0
Fresh surface water		m ³	0	0	0
Brackish surface water/seawater	(Coverage *1: 14.7%)	m ³	0	0	0
Groundwater		m ³	0	0	0
Sewage		m ³	5,487	3,996	7,834

*1. Coverage is calculated based on the number of employees.

Control of substances subject to the PRTR system at production sites

PRTR Act Management Number	Name of substance	Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023	Application
448	4,4'-diphenylmethane diisocyanate	ELECOM Group	kg	490	70	70	0	Not currently used

Waste

	Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023
Amount of waste generated		t	188	329	1,557	1,509
Hazardous waste *1		t	11	9	5	5
Final disposal amount	· ELECOM	t	188	237	314	340
Recycled amount	· Logitec INA Solutions, Ina Factory	t	—	92	1,243	1,169
Materials recycling	· DX ANTENNA PHILIPPINES, INC.	t	—	92	65	71
Materials recycling (logistics materials)		t	—	—	1,163	1,083
Thermal recycling *2		t	—	—	15	16
Recycling ratio		%	—	28.0%	79.8%	77.5%

*1. Solder scrap, fluorescent lamps, and printed circuit boards in the DX ANTENNA PHILIPPINES, INC. (Philippines) are considered hazardous waste.

*2. This recycling process produces high-grade solid fuel primarily from waste paper and plastics, which are not suitable for material recycling.

Environmentally related fines

	Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023
Number of environmentally related fines	ELECOM	Fines	0	0	0	0
Total monetary amount of environmentally related fines	ELECOM	Yen	0	0	0	0

Employee composition

	Targeted companies		Unit	End of March 2020	End of March 2021	End of March 2022	End of March 2023	End of March 2024
Executive Directors	ELECOM	Male	Persons	9	9	11	9	7
	ELECOM	Female	Persons	0	0	1	1	1
Full-time employees	ELECOM Group	Male	Persons	1,037	1,063	1,059	1,099	1,321
	ELECOM Group	Female	Persons	372	389	403	434	584
	ELECOM Group	Total	Persons	1,409	1,452	1,462	1,533	1,905
Average age	ELECOM Group	Male	Years old	40.8	41.4	40.7	40.8	39.8
	ELECOM Group	Female	Years old	33.9	34.7	34.8	35.5	33.7
Average length of service	ELECOM Group	Male	Years	10.4	10.4	10.6	10.9	10.3
	ELECOM Group	Female	Years	6.4	6.8	7.3	7.8	7.2

*1. Executive Directors include external Directors.

*2. Number of employees does not include temporary or part-time employees.

*3. D-CLUE Technologies Co., Ltd., which was a Group company from March 31, 2018 to March 31, 2021, is included.

*4. Force Media, Inc. became a member of the Group in the fiscal year ended March 31, 2022, and groxi Inc., Tescom Denki Co., Ltd., and Tescom Co., Ltd. became members of the Group in the fiscal year ended March 31, 2024.

Composition of employees by age

	Targeted companies		Unit	End of March 2022		End of March 2023		End of March 2024	
Up to 19	ELECOM Group	Male	Persons	0	0.0%	1	0.1%	1	0.1%
	ELECOM Group	Female	Persons	0	0.0%	0	0.0%	3	0.2%
Up to 29	ELECOM Group	Male	Persons	224	15.3%	223	14.5%	266	14.3%
	ELECOM Group	Female	Persons	152	10.4%	140	9.1%	176	9.5%
Up to 39	ELECOM Group	Male	Persons	250	17.1%	269	17.5%	333	18.0%
	ELECOM Group	Female	Persons	132	9.0%	158	10.3%	198	10.7%
Up to 49	ELECOM Group	Male	Persons	308	21.1%	324	21.1%	382	20.6%
	ELECOM Group	Female	Persons	81	5.5%	93	6.1%	118	6.4%
Up to 59	ELECOM Group	Male	Persons	273	18.7%	275	17.9%	306	16.5%
	ELECOM Group	Female	Persons	38	2.6%	43	2.8%	60	3.2%
Up to 69	ELECOM Group	Male	Persons	4	0.3%	7	0.5%	11	0.6%
	ELECOM Group	Female	Persons	0	0.0%	0	0.0%	0	0.0%

*Number of employees does not include temporary or part-time employees.

Composition of employees by area

	Targeted companies		Unit	End of March 2022		End of March 2023		End of March 2024	
Japan	ELECOM Group	Male	Persons	977	76.7%	1,009	75.6%	1,244	73.3%
	ELECOM Group	Female	Persons	297	23.3%	326	24.4%	446	26.7%
Outside of Japan	ELECOM Group	Male	Persons	82	43.6%	90	45.5%	97	41.3%
	ELECOM Group	Female	Persons	106	56.4%	108	54.5%	138	58.7%

Composition of employees by type of employment

	Targeted companies		Unit	End of March 2022		End of March 2023		End of March 2024	
Full-time employees	ELECOM Group	Male	Persons	1,059	72.4%	1,099	71.7%	1,321	69.3%
	ELECOM Group	Female	Persons	403	27.6%	434	28.3%	584	30.7%
Contract employees Part-time employees	ELECOM Group	Male	Persons	187	36.6%	173	34.3%	155	33.0%
	ELECOM Group	Female	Persons	324	63.4%	331	65.7%	315	67.0%
Temporary employees	ELECOM Group	Male	Persons	—	—	13	16.5%	18	18.4%
	ELECOM Group	Female	Persons	—	—	66	83.5%	80	81.6%

*In the columns for numerical data, "--" indicates fiscal years before the company started collecting data.

Composition of non-Japanese national employees

	Targeted companies	Unit	End of March 2020	End of March 2021	End of March 2022	End of March 2023	End of March 2024		
Recruitment of non-Japanese nationals in Japan	Managers	ELECOM Group (Japan)	Male	Persons	0	0	1	0	2
		ELECOM Group (Japan)	Female	Persons	0	0	0	0	0
	Non-managerial positions	ELECOM Group (Japan)	Male	Persons	9	10	12	15	23
		ELECOM Group (Japan)	Female	Persons	1	2	3	8	7
	Full-time employees	ELECOM Group (Japan)	Male	Persons	9	10	13	15	25
		ELECOM Group (Japan)	Female	Persons	1	2	3	8	7
	Temporary or part-time employees	ELECOM Group (Japan)	Male	Persons	5	4	0	1	1
		ELECOM Group (Japan)	Female	Persons	1	1	2	6	10
	Total (Full-time + temporary or part-time employees)	ELECOM Group (Japan)	Male	Persons	14	14	13	16	26
		ELECOM Group (Japan)	Female	Persons	2	3	5	14	17
Local recruitment of managers overseas	ELECOM Group (overseas)		Persons	—	—	—	—	18	
	ELECOM Group (overseas)		%	—	—	—	—	81.8%	

*In the columns for numerical data, "--" indicates fiscal years before the company started collecting data.

Promotion of female participation

		Targeted companies	Unit	End of March 2020	End of March 2021	End of March 2022	End of March 2023	End of March 2024
Ratio of women in managerial positions	ELECOM	%	0.0	0.0	0.0	2.2	2.0	
	Other than ELECOM	%	5.6	5.5	7.4	9.8	9.7	
	ELECOM Group	%	2.4	2.3	4.0	6.3	5.9	
Ratio of women in supervisory positions ^{*1}	ELECOM	%	3.6	4.4	6.3	11.4	16.1	
	Other than ELECOM	%	—	—	—	10.7	12.2	
	ELECOM Group	%	—	—	—	11.1	14.5	
Male/female wage difference ^{*2}	Full-time employees	ELECOM	%	—	—	—	78.3	79.7
		DX Antenna	%	—	—	—	72.9	74.6
	Temporary or part-time employees	ELECOM	%	—	—	—	77.5	80.8
		DX Antenna	%	—	—	—	59.8	64.0

*1. Supervisory positions consist of the company's leadership roles and sales managers.

*2. Male/female wage difference percentage = the average annual salary of female employees ÷ the average annual salary of male employees

*3. In the columns for numerical data, "-" indicates fiscal years before the company started collecting data.

Annual paid leave: average number of days taken and usage ratio

	Targeted companies	Unit	FY2019*1	FY2020*2	FY2021	FY2022	FY2023
Annual paid leave: average number of days taken	ELECOM Group	Days	12.1	10.1	10.1	9.1	9.7
Annual paid leave: average usage ratio	ELECOM Group	%	67.1	50.5	56.8	57.6	62.5

*1. Because the increase in public holidays caused by the "Act to make a public holiday of the day of the enthronement of the Emperor and on which the enthronement was proclaimed and congratulated" resulted in some days of leave designated by the company becoming designated planned days for annual paid leave, the number of days taken increased.

*2. Because the revision to the Labor Standards Act resulted in the obligation to take at least five days of paid leave per year, the number of days taken has increased.

Use of childcare leave system

	Targeted companies		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees who start using childcare leave system ^{*1}	ELECOM Group	Male	Persons	4	2	3	12	16
	ELECOM Group	Female	Persons	18	28	26	30	28
Employees who qualify to take childcare leave	ELECOM Group	Male	Persons	—	—	—	29	45
	ELECOM Group	Female	Persons	—	—	—	30	28
Childcare leave usage ratio ^{*2}	ELECOM Group	Male	%	—	—	—	41.4	35.6
	ELECOM Group	Female	%	—	—	—	100.0	100.0
Return-to-work ratio from childcare leave ^{*3}	ELECOM Group	Male	%	100.0	100.0	100.0	100.0	100.0
	ELECOM Group	Female	%	94.7	88.2	100.0	93.9	95.0
Remain-in-work ratio from childcare leave ^{*4}	ELECOM Group	Male	%	—	100.0	100.0	100.0	90.9
	ELECOM Group	Female	%	87.5	100.0	100.0	94.4	85.7
Number of users of system of reduced working hours for childcare	ELECOM Group	Male	Persons	0	0	1	1	1
	ELECOM Group	Female	Persons	21	33	39	57	67

*1. For the number of employees who start using childcare leave system, in cases where the leave taken for a single child covers more than one fiscal year, the leave is counted as one person only for the fiscal year in which the leave started.

*2. Usage ratio: number of employees who start using childcare leave system divided by employees who qualify to take childcare leave

*3. Return-to-work ratio = the number of people who returned to work from childcare leave in the fiscal year under review ÷ the number of people who were scheduled to return to work from childcare leave in the fiscal year under review × 100.

*4. Remain-in-work ratio = the number of people who returned to work from childcare leave during the previous fiscal year and were still employed at the end of March in the fiscal year under review ÷ the number of people return to work from childcare leave during the previous fiscal year × 100

*5. In the columns for numerical data, "-" indicates fiscal years before the company started collecting data.

Occurrences of occupational accidents

		Targeted companies	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of incidents	Japan	ELECOM Group	Incidents	0	1	0	0	2
	Outside of Japan	ELECOM Group	Incidents	0	0	0	0	1
Lost time injury frequency rate (LTIFR)* ¹		ELECOM Group	%	0.00	0.56	0.00	0.00	0.63
Occupational accident severity rate* ²		ELECOM Group	%	0.00	0.02	0.00	0.00	0.04
No. of fatal accidents		ELECOM Group	Accidents	0	0	0	0	0

*1. The lost time injury frequency rate (LTIFR) expresses the frequency of occupational accidents in terms of the number of fatalities and injuries culminating in at least one day leave of absence attributable to occupational accidents occurring per 1,000,000 total working hours³.

*2. The occupational accident severity rate expresses the severity of accidents in terms of total number of working days lost per 1,000 total working hours³.

*3. Total working hours are based on the number of Group employees (full-time employees) as of March 31, 2023, with the annual working hours per person calculated by multiplying the number of business days by eight hours.

Number of hires/employee turnover

Changes in disclosure from the previous fiscal year: Revised the number of employees recruited in the fiscal year ended March 31, 2023 (prior to revision: 206); the number of mid-career hires (prior to revision: 142); the mid-career hire ratio (prior to revision: 68.9).

	Targeted companies	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of hires	ELECOM Group	Persons	—	153	166	200	219
Number of mid-career hires	ELECOM Group	Persons	—	80	112	136	139
Mid-career hiring ratio* ²	ELECOM Group	%	—	52.3	67.5	68.0	63.5
Employee turnover for those leaving voluntarily	ELECOM	%	—	—	—	—	6.2

*1. Number of hires does not include temporary or part-time employees.

*2. Mid-career hiring ratio is the number of mid-career hires divided by the number of hires

*3. In the columns for numerical data, "-" indicates fiscal years before the company started collecting data.

Results of training

	Targeted companies		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total annual training time	ELECOM	Male	Hours	11,144	5,586	7,109	8,689	10,086
	ELECOM	Female	Hours	3,105	3,344	2,545	3,806	4,522
	ELECOM	Total	Hours	14,249	8,930	9,654	12,494	14,608
Average annual training time per employee	ELECOM	Male	Hours	22.9	11.0	13.9	15.5	17.8
	ELECOM	Female	Hours	20.4	22.0	14.9	18.0	16.3
	ELECOM	Total	Hours	22.3	13.5	14.4	16.7	17.1
Training expenses	ELECOM		Thousands of yen	—	45,435	46,663	83,746	113,170
	ELECOM Group (Japan)		Thousands of yen	—	57,610	59,638	112,450	163,417

Design and trademark applications and acquisitions of intellectual property rights

			Targeted companies	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of design applications and number of rights acquired	Japan	Filing	ELECOM	Applications/ rights	110	108	106	31	21
		Registration	ELECOM	Applications/ rights	99	68	115	77	16
	Excluding Japan	Filing	ELECOM	Applications/ rights	11	3	19	7	7
		Registration	ELECOM	Applications/ rights	9	6	2	7	3
Number of trademark right applications and number of rights acquired	Japan	Filing	ELECOM	Applications/ rights	31	39	29	26	20
		Registration	ELECOM	Applications/ rights	39	17	39	29	28
	Excluding Japan	Filing	ELECOM	Applications/ rights	5	11	12	19	19
		Registration	ELECOM	Applications/ rights	6	4	9	10	8

Responsible procurement initiatives

	Targeted companies	Unit	FY2022	FY2023
Ratio of conclusion of CSR procurement MOUs	ELECOM	%	99.6	100.0
	ELECOM Group (Japan)	%	77.2	88.3
Response rate for self-assessment questionnaires (SAQs)	ELECOM	%	100.0	91.3
Number of second-party CSR audits implemented	ELECOM	Companies	—	3 ^{*1}

*1. Carried out online, with a particular focus on key suppliers.

*2. In the columns for numerical data, "-" indicates fiscal years before the company started collecting data.

Social contribution

	Targeted companies	Unit	FY2022	FY2023
Social contribution expenses	ELECOM Group	Millions of yen	108	119

Governance

Please see the report below for data disclosure on governance.

Corporate Governance Report ▶ <https://www.elecom.co.jp/ir/library/material.html> (in Japanese)

Annual Securities Report ▶ <https://www.elecom.co.jp/ir/library/english.html>

Diversity of Executive Directors

	Targeted companies		Unit	End of March 2021		End of March 2022		End of March 2023		End of March 2024	
	ELECOM	Internal		Persons	6	66.7%	7	58.3%	6	60.0%	4
Executive Directors	ELECOM	Internal	Persons	6	66.7%	7	58.3%	6	60.0%	4	50.0%
	ELECOM	External	Persons	3	33.3%	5	41.7%	4	40.0%	4	50.0%
Executive Directors	ELECOM	Male	Persons	9	100.0%	11	91.7%	9	90.0%	7	87.5%
	ELECOM	Female	Persons	0	0.0%	1	8.3%	1	10.0%	1	12.5%
Executive Officers	ELECOM	Male	Persons	—	—	—	—	—	—	9	100.0%
	ELECOM	Female	Persons	—	—	—	—	—	—	0	0.0%

*In the columns for numerical data, "--" indicates fiscal years before the company started collecting data.

Remuneration of Executive Directors and Audit & Supervisory Board Members

	Targeted companies		Unit	FY2021			FY2022			FY2023		
				Executive Directors ^{*1}	Audit & Supervisory Board Members ^{*2}	External Officers	Executive Directors ^{*1}	Audit & Supervisory Board Members ^{*2}	External Officers	Executive Directors ^{*1}	Audit & Supervisory Board Members ^{*2}	External Officers
				Millions of yen	Millions of yen	Millions of yen	Millions of yen	Millions of yen	Millions of yen	Millions of yen	Millions of yen	Millions of yen
Total remuneration	ELECOM	ELECOM	Millions of yen	248	—	61	234	—	56	195	—	55
	Basic remuneration	ELECOM	Millions of yen	227	—	55	197	—	54	163	—	55
	Stock options	ELECOM	Millions of yen	—	—	—	5	—	—	8	—	—
	Restricted share remuneration	ELECOM	Millions of yen	20	—	—	17	—	—	13	—	—
	Retirement benefits	ELECOM	Millions of yen	0	—	5	13	—	2	10	—	—
Number of eligible officers	ELECOM	Persons	8	—	9	7	—	10	6	—	7	

*1. Executive Directors (excluding external Directors)

*2. Audit & Supervisory Board Members (excluding external Audit & Supervisory Board Members)

*3. Rounded down to the nearest million yen

Compliance

	Targeted companies	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Harassment contact point record	ELECOM Group (Japan)	Instances	—	—	—	11	14
Reports received at contact point for whistleblowing	ELECOM Group (Japan)	Instances	—	—	—	0	0
Serious infringements of compliance*1	ELECOM Group (Japan)	Instances	—	—	—	1	1
Anti-corruption-related fines	ELECOM	Yen	—	—	—	0	0
Political contributions	ELECOM	Yen	—	—	—	—	0

*1. Serious violation means a legal violation that is subject to criminal penalties.

*2. In the columns for numerical data, "--" indicates fiscal years before the company started collecting data.

Taxes paid

	Targeted companies	Unit	FY2019	FY2020	FY2021	FY2022	FY2023	
Taxes paid by country	Japan	ELECOM Group	Millions of yen	—	—	—	3,138	3,270
	Excluding Japan	ELECOM Group	Millions of yen	—	—	—	270	280

*In the columns for numerical data, "--" indicates fiscal years before the company started collecting data.