

Environment

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

	Targeted companies	Unit	FY2020*3	FY2023	FY2024	FY2025
Electricity consumption	ELECOM Group (Japan) *2	MWh	5,213	4,662	5,421	5,145
Gasoline consumption	ELECOM Group (Japan) *2	kL	318	278	270	268
Gas consumption	ELECOM Group (Japan)	Thousand m ³	38	37	36	12
CO ₂ emissions						
Scope 1	ELECOM Group (Japan) *2	t-CO ₂	823	727	693	637
Scope 2	Location-based	ELECOM Group (Japan) *2	2,320	1,972	2,226	2,184
	Market-based	ELECOM Group (Japan) *2	2,248	1,545	1,493	1,041
Scope 1/Scope 2 total *1	ELECOM Group (Japan) *2	t-CO ₂	3,071	2,272	2,186	1,678
Emissions intensity compared to the base fiscal year	ELECOM Group (Japan)	t-CO ₂ /Sales (Millions of yen)	1.00	0.80	0.65	0.45
Scope 3	ELECOM	t-CO ₂	—	369,996	500,802	525,876

*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 Figures for groxi and the Tescom Denki Group, which joined the Group during FY2023, are added as applicable data from FY2024.

*3 Base year for Scope 1/Scope 2 emissions reduction targets (includes groxi and the Tescom Denki Group, which joined the Group during FY2023).

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: 92.8%)
	Scope 3	ELECOM (Coverage *1: 76.0%)
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

< Breakdown of Scope 3 >

	Targeted companies	Unit	Calculation method	FY2023		FY2024		FY2025	
				Emissions	Percentage of Scope3	Emissions	Percentage of Scope3	Emissions	Percentage of Scope3
Scope 3 total	ELECOM	tCO ₂		369,996	100.0%	500,802	100.0%	525,876	100.0%
1 Purchased goods and services	ELECOM	tCO ₂	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 L3 category in our own products	236,104	63.8%	245,235	49.0%	267,114	50.8%
2 Capital goods	ELECOM	tCO ₂	Σ (Capital goods purchased in the fiscal year under review × Emissions intensity)	6,750	1.8%	6,846	1.4%	11,039	2.1%
3 Fuel and energy-related activities	ELECOM	tCO ₂	Σ (Gas/gasoline consumption × Emissions intensity (IDEA V2.3) + Electricity consumption × Emissions intensity) Calculated based on amounts consumed for Scope 1 and 2 respectively	304	0.1%	241	0.0%	214	0.0%
4 Upstream transportation and distribution	ELECOM	tCO ₂	Σ (Storage expenses associated with supply and delivery and transportation costs by transportation method × Emissions intensity)	10,872	2.9%	10,193	2.0%	9,196	1.7%
5 Waste generated in operations	ELECOM	tCO ₂	Σ (Disposal expenses by waste disposal method × Emissions intensity)	140	0.0%	113	0.0%	115	0.0%
6 Business travels	ELECOM	tCO ₂	Σ (Number of regular employees × Emissions intensity)	99	0.0%	108	0.0%	114	0.0%
7 Employees commuting	ELECOM	tCO ₂	Σ (Total value of commuting allowances × Emissions intensity) (assumed to be all railway travel)	248	0.1%	224	0.0%	235	0.0%
8 Upstream leased assets	ELECOM	tCO ₂	—	Out of scope	—	Out of scope	—	Out of scope	—
9 Downstream transportation and distribution	ELECOM	tCO ₂	—	Calculation not possible	—	Calculation not possible	—	Calculation not possible	—
10 Processing of sold products	ELECOM	tCO ₂	—	Out of scope	—	Out of scope	—	Out of scope	—
11 Use of sold products	ELECOM	tCO ₂	Σ (Annual sales volumes for each product category × electricity consumption of representative model × useful life × number of days used per year × number of hours used per day × emissions intensity)	110,751	29.9%	233,007	46.5%	232,790	44.3%
12 End-of-life treatment of sold products	ELECOM	tCO ₂	Σ (Weight of each type of waste product × emissions intensity)	3,891	1.1%	3,999	0.8%	4,220	0.8%
13 Downstream leased assets	ELECOM	tCO ₂	Σ (Floor space of assets leased by ELECOM to third parties × Emissions intensity)	837	0.2%	837	0.2%	837	0.2%
14 Franchise	ELECOM	tCO ₂	—	Out of scope	—	Out of scope	—	Out of scope	—
15 Investments	ELECOM	tCO ₂	—	Out of scope	—	Out of scope	—	Out of scope	—

*Emissions factors not given in the above table are calculated using the Ministry of the Environment's Database on Emissions Unit Values for Calculation of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain Ver 3.6

Water withdrawal/discharge

	Targeted companies	Unit	FY2023	FY2024	FY2025
Water withdrawals total	• DX ANTENNA PHILIPPINES, INC. • DX Antenna Seishin Technical Center • Logitec INA Solutions, Ina Factory • Tescom Denki Matsumoto Factory • ELECOM Hyogo Logistics Center • ELECOM Kanagawa Logistics Center • NIPPON ANTENNA Kawasato Factory	m ³	7,834	7,657	8,994
Fresh surface water (including rain, water from wetlands, rivers, and lakes)		m ³	0	0	0
Brackish surface water/seawater		m ³	0	0	0
Groundwater (renewable)		m ³	0	0	0
Groundwater (not renewable)		m ³	0	0	0
Industrial water		m ³	0	0	0
Municipal water		m ³	7,834	7,657	8,994
Water discharges total		m ³	7,834	7,657	8,994
Fresh surface water (including rivers, and lakes)		m ³	0	0	0
Sea		m ³	0	0	0
Groundwater / groundwater infiltration		m ³	0	0	0
Sewer systems (Public/Industrial sewer)		m ³	7,834	7,657	8,994

*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	FY2021	FY2022	FY2023	FY2024	FY2025	Application
448	4,4'-diphenylmethane diisocyanate	ELECOM Group	kg	70	70	0	0	0	Not currently used

Waste

	Targeted companies	Unit	FY2022	FY2023	FY2024	FY2025
Amount of waste generated	• ELECOM • Logitec INA Solutions, Ina Factory • HAGIWARA Solutions head office • Tescom Denki Matsumoto Factory • DX Antenna Seishin Technical Center • DX ANTENNA PHILIPPINES, INC. • NIPPON ANTENNA Kawasato Factory (coverage: 57.0% of the entire group)	t	1,557	1,509	1,517	1,525
Hazardous waste *1		t	0	0	0	0
Final disposal amount		t	314	340	323	320
Recycled amount		t	1,243	1,169	1,194	1,206
Materials recycling		t	65	71	60	59
Materials recycling (logistics materials)		t	1,163	1,083	1,129	1,143
Thermal recycling *2		t	15	16	5	3
Recycling ratio		%	79.8	77.5	78.7	79.0

*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	FY2022*	FY2023*	FY2024*	FY2025
Number of environmentally related fines	ELECOM Group	Fines	0	0	0	0
Total monetary amount of environmentally related fines	ELECOM Group	Yen	0	0	0	0

Social

Employee composition

	Targeted companies		Unit	End of March 2022	End of March 2023	End of March 2024	End of March 2025	End of March 2026
Executive Directors	ELECOM	Male	Persons	11	9	7	7	7
	ELECOM	Female	Persons	1	1	1	1	1
Full-time employees	ELECOM Group	Male	Persons	1,059	1,099	1,321	1,308	1,401
	ELECOM Group	Female	Persons	403	434	584	628	676
	ELECOM Group	Total	Persons	1,462	1,533	1,905	1,936	2,077
Average age	ELECOM Group	Male	Years old	40.7	40.8	39.8	39.1	40.1
	ELECOM Group	Female	Years old	34.8	35.5	33.7	33.5	34.3
Average length of service	ELECOM Group	Male	Years	10.6	10.9	10.3	9.3	11.9
	ELECOM Group	Female	Years	7.3	7.8	7.2	6.9	7.5

*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 FY2021, and groxi Inc. and the Tescom Denki group became members of the Group in FY2023.

Composition of employees by age

	Targeted companies		Unit	End of March 2022	End of March 2023	End of March 2024	End of March 2025	End of March 2026
Up to 19	ELECOM Group	Male	%	0.0	0.1	0.1	0.2	0.2
	ELECOM Group	Female	%	0.0	0.0	0.2	0.3	0.0
Up to 29	ELECOM Group	Male	%	15.3	14.5	14.3	14.4	13.3
	ELECOM Group	Female	%	10.4	9.1	9.5	10.6	11.0
Up to 39	ELECOM Group	Male	%	17.1	17.5	18.0	17.5	15.5
	ELECOM Group	Female	%	9.0	10.3	10.7	10.8	10.7
Up to 49	ELECOM Group	Male	%	21.1	21.1	20.6	18.3	18.3
	ELECOM Group	Female	%	5.5	6.1	6.4	6.7	6.5
Up to 59	ELECOM Group	Male	%	18.7	17.9	16.5	14.8	20.1
	ELECOM Group	Female	%	2.6	2.8	3.2	3.4	3.9
Up to 69	ELECOM Group	Male	%	0.3	0.5	0.6	2.7	0.5
	ELECOM Group	Female	%	0.0	0.0	0.0	0.3	0.1

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

Composition of employees by area

	Targeted companies		Unit	End of March 2024		End of March 2025		End of March 2026	
Japan	ELECOM Group	Male	Persons	1,244	73.3%	1,230	71.9%	1,323	71.1%
	ELECOM Group	Female	Persons	446	26.7%	481	28.1%	540	28.9%
Outside of Japan	ELECOM Group	Male	Persons	97	41.3%	78	34.7%	74	35.2%
	ELECOM Group	Female	Persons	138	58.7%	147	65.3%	136	64.8%

Composition of employees by type of employment

	Targeted companies		Unit	End of March 2024		End of March 2025		End of March 2026	
Full-time employees	ELECOM Group	Male	Persons	1,321	69.3%	1,308	67.6%	1,401	67.5%
	ELECOM Group	Female	Persons	584	30.7%	628	32.4%	676	32.5%
Contract employees Part-time employees	ELECOM Group	Male	Persons	155	33.0%	111	28.4%	182	38.6%
	ELECOM Group	Female	Persons	315	67.0%	280	71.6%	290	61.4%
Temporary employees	ELECOM Group	Male	Persons	18	18.4%	10	15.2%	19	22.9%
	ELECOM Group	Female	Persons	80	81.6%	56	84.8%	64	77.1%

Composition of non-Japanese national employees

		Targeted companies		Unit	End of March 2022	End of March 2023	End of March 2024	End of March 2025	End of March 2026
Recruitment of non-Japanese nationals	Managers	ELECOM Group	Male	Persons	1	0	2	2	1
		ELECOM Group	Female	Persons	0	0	0	0	0
	Non-managerial positions	ELECOM Group	Male	Persons	12	15	23	24	25
		ELECOM Group	Female	Persons	3	8	7	11	18
	Full-time employees	ELECOM Group	Male	Persons	13	15	25	26	26
		ELECOM Group	Female	Persons	3	8	7	11	18
	Temporary or part-time employees	ELECOM Group	Male	Persons	0	1	1	2	0
		ELECOM Group	Female	Persons	2	6	10	9	10
	Total (Full-time + temporary or part-time employees)	ELECOM Group	Male	Persons	13	16	26	28	26
		ELECOM Group	Female	Persons	5	14	17	20	28
Local recruitment of managers overseas	Managers	ELECOM Group (overseas)		Persons	—	—	18	13	14
		ELECOM Group (overseas)		%	—	—	81.8	76.5	77.8

*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 2022	End of March 2023	End of March 2024	End of March 2025	End of March 2026
Ratio of women in managerial positions		ELECOM	%	0.0	2.2	2.0	3.2	3.7
		Other than ELECOM	%	7.4	9.8	9.7	13.6	6.1
		ELECOM Group	%	4.0	6.3	5.9	8.3	5.2
Ratio of women in supervisory positions ^{*1}		ELECOM	%	6.3	11.4	16.1	16.4	15.5
		Other than ELECOM	%	—	10.7	12.2	10.5	9.7
		ELECOM Group	%	—	11.1	14.5	14.2	13.4
Male/female wage difference ^{*2}	Full-time employees	ELECOM	%	—	78.3	79.7	79.6	79.1
		DX Antenna	%	—	72.9	74.6	73.2	74.3
	Temporary or part-time employees	ELECOM	%	—	77.5	80.8	75.3	74.1
		DX Antenna	%	—	59.8	64.0	65.6	62.1

*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	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Annual paid leave: average number of days taken	ELECOM Group	Days	10.1	9.1	9.7	9.3	10.4
Annual paid leave: average usage ratio	ELECOM Group	%	56.8	57.6	62.5	62.1	65.5

Use of childcare leave system

	Targeted companies		Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Number of employees who start using childcare leave system ^{*1}	ELECOM Group	Male	Persons	3	12	16	24	23
	ELECOM Group	Female	Persons	26	30	28	33	32
Employees who qualify to take childcare leave	ELECOM Group	Male	Persons	—	29	45	34	34
	ELECOM Group	Female	Persons	—	30	28	33	32
Childcare leave usage ratio ^{*2}	ELECOM Group	Male	%	—	41.4	35.6	70.6	67.6
	ELECOM Group	Female	%	—	100.0	100.0	100.0	100.0
Return-to-work ratio from childcare leave ^{*3}	ELECOM Group	Male	%	100.0	100.0	100.0	100.0	95.0
	ELECOM Group	Female	%	100.0	93.9	95.0	86.7	85.7
Remain-in-work ratio from childcare leave ^{*4}	ELECOM Group	Male	%	100.0	100.0	90.9	68.4	65.2
	ELECOM Group	Female	%	100.0	94.4	85.7	84.2	84.6
Number of users of system of reduced working hours for childcare	ELECOM Group	Male	Persons	1	1	1	2	2
	ELECOM Group	Female	Persons	39	57	67	63	81

*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 who returned 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	FY2021	FY2022	FY2023	FY2024	FY2025
Number of incidents	Japan	ELECOM Group	Incidents	0	0	2	2	0
	Outside of Japan	ELECOM Group	Incidents	0	0	1	0	1
Lost time injury frequency rate (LTIFR)*1		ELECOM Group	%	0.00	0.00	0.63	0.54	0.20
Occupational accident severity rate*2		ELECOM Group	%	0.00	0.00	0.04	2.01	0.00
No. of fatal accidents		ELECOM Group	Accidents	0	0	0	1	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, 2026, with the annual working hours per person calculated by multiplying the number of business days by eight hours.

Number of hires/employee turnover

	Targeted companies	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of hires*1	ELECOM Group	Persons	166	200	219	279	209
Number of mid-career hires	ELECOM Group	Persons	112	136	139	204	132
Mid-career hiring ratio*2	ELECOM Group	%	67.5	68.0	63.5	73.1	63.2
Employee turnover for those leaving voluntarily*1	ELECOM	%	—	—	6.2	10.5	7.1
	ELECOM Group	%	—	—	—	13.3	8.9

*1. Number of hires and Employee turnover for those leaving voluntarily do 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	FY2021	FY2022	FY2023	FY2024	FY2025
Total annual training time	ELECOM	Male	Hours	7,109	8,689	10,086	17,001	10,348
	ELECOM	Female	Hours	2,545	3,806	4,522	6,873	4,242
	ELECOM	Total	Hours	9,654	12,494	14,608	23,874	14,589
Average annual training time per Employee	ELECOM	Male	Hours	13.9	15.5	17.8	28.0	16.6
	ELECOM	Female	Hours	14.9	18.0	16.3	22.5	11.9
	ELECOM	Total	Hours	14.4	16.7	17.1	25.2	14.2
Training expenses	ELECOM		Thousands of yen	46,663	83,746	113,170	121,297	82,644
	ELECOM Group (Japan)		Thousands of yen	59,638	112,450	163,417	169,069	115,924

Design and trademark applications and acquisitions of intellectual property rights

			Targeted companies	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of design applications and number of rights acquired	Japan	Filing	ELECOM	Applications/ rights	106	31	21	27	12
		Registration	ELECOM	Applications/ rights	115	77	16	23	26
	Excluding Japan	Filing	ELECOM	Applications/ rights	19	7	7	12	16
		Registration	ELECOM	Applications/ rights	2	7	3	9	14
Number of trademark right applications and number of rights acquired	Japan	Filing	ELECOM	Applications/ rights	29	26	20	20	20
		Registration	ELECOM	Applications/ rights	39	29	28	18	11
	Excluding Japan	Filing	ELECOM	Applications/ rights	12	19	19	11	14
		Registration	ELECOM	Applications/ rights	9	10	8	13	4

Responsible procurement initiatives

	Targeted companies	Unit	FY2022	FY2023	FY2024	FY2025
Ratio of conclusion of CSR procurement MOUs	ELECOM	%	99.6	100.0	100.0	100.0
Response rate for self-assessment questionnaires (SAQs)	ELECOM	%	100.0	91.3	Not implemented*3	88.5
Number of second-party CSR audits implemented	ELECOM	Companies	—	3 ※1	0	0

*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.

*3 SAQs are carried out every other year, so there is no result for FY2024.

Social contribution

	Targeted companies	Unit	FY2022	FY2023	FY2024	FY2025
Social contribution expenses	ELECOM Group	Millions of yen	108	119	105	127

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 2023		End of March 2024		End of March 2025		End of March 2026	
Executive Directors	ELECOM	Internal	Persons	6	60.0%	4	50.0%	4	50.0%	4	50.0%
	ELECOM	External	Persons	4	40.0%	4	50.0%	4	50.0%	4	50.0%
Executive Directors	ELECOM	Male	Persons	9	90.0%	7	87.5%	7	87.5%	7	87.5%
	ELECOM	Female	Persons	1	10.0%	1	12.5%	1	12.5%	1	12.5%
Executive Officers	ELECOM	Male	Persons	—	—	9	100.0%	10	100.0%	8	100.0%
	ELECOM	Female	Persons	—	—	0	0.0%	0	0.0%	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	FY2023			FY2024			FY2025		
				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
Total remuneration		ELECOM	Millions of yen	195	—	55	222	—	58	213	—	63
	Basic remuneration	ELECOM	Millions of yen	163	—	55	189	—	58	196	—	59
	Stock options	ELECOM	Millions of yen	8	—	—	4	—	—	3	—	—
	Restricted share remuneration	ELECOM	Millions of yen	13	—	—	11	—	—	13	—	—
	Retirement benefits	ELECOM	Millions of yen	10	—	—	16	—	—	—	—	3
Number of eligible officers		ELECOM	Persons	6	—	7	5	—	7	4	—	8

*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	FY2021	FY2022	FY2023	FY2024	FY2025
Harassment contact point record	ELECOM Group (Japan)	Instances	—	11	14	8	13
Reports received at contact point for whistleblowing	ELECOM Group (Japan)	Instances	—	0	0	0	3
Serious infringements of compliance*1	ELECOM Group (Japan)	Instances	—	1	1	0	0
Anti-corruption-related fines	ELECOM	Yen	—	0	0	0	0
Political contributions	ELECOM	Yen	—	—	0	0	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	FY2021	FY2022	FY2023	FY2024	FY2025
Taxes paid by country	Japan	ELECOM Group	Millions of yen	—	3,138	3,270	3,199	4,695
	Excluding Japan	ELECOM Group	Millions of yen	—	270	280	322	402

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