

Sustainability Data Book

Environment

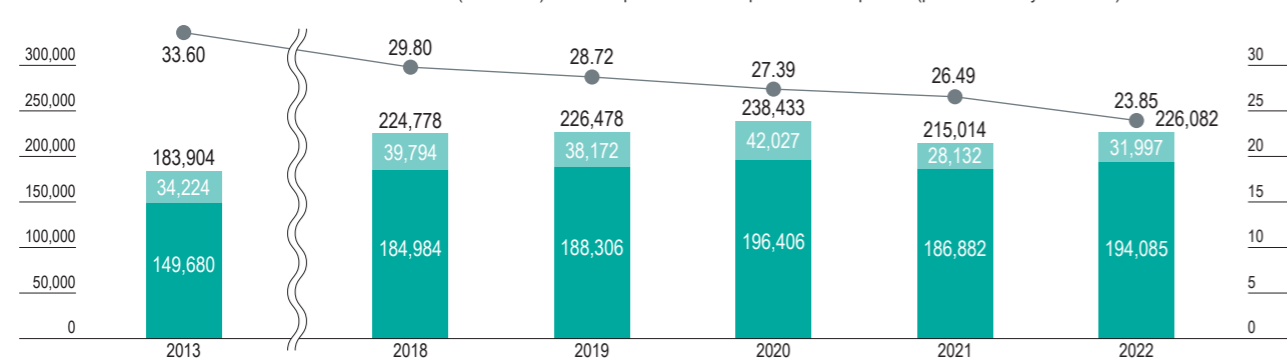
Greenhouse gas emissions from NITORI Group

- Interim target: 50% reduction in FY2030 compared with FY2013 (emissions per 100 million yen of net sales)
- Progress in FY2022: 29.0% reduction compared to FY2013 (33.60 t-CO₂ per 100 million yen in sales)

Greenhouse gas emissions	Unit	FY2013 (Reference year)	FY2018	FY2019	FY2020	FY2021	FY2022	
NITORI Group	t-CO ₂	183,904	224,778	226,478	238,433	215,014	226,082	
Scope 1	Japan	t-CO ₂	33,980	36,014	35,389	39,925	23,660	26,166
	Overseas	t-CO ₂	244	3,780	2,783	2,102	4,472	5,831
Scope 2	Japan	t-CO ₂	143,533	151,347	149,736	154,000	138,454	141,133
	Overseas	t-CO ₂	6,147	33,637	38,570	42,406	48,428	52,952
per unit	t-CO ₂ per 100 million yen	33.60	29.80	28.72	27.39	26.49	23.85	

*Japan: Stores (NITORI, Deco Home, N+, SHIMACHU, Everyone's Grill), Home Logistics, Head Office and Headquarters (Sapporo, Tokyo, Osaka, Omiya), and HOME DECO
 *Overseas: Stores (Mainland China, Taiwan, Malaysia, etc.), Offices (NTI, NTL), warehouses, and factories (NITORI FURNITURE, SIAM NITORI)
 *NITORI Group's greenhouse gas emissions: Total of Scope 1 + Scope 2 emissions (including overseas operations)
 *Greenhouse gas emissions associated with electricity consumption in Japan are calculated using the adjusted emission factor for each electric utility as stipulated in the Act on Promotion of Global Warming Countermeasures.
 *Greenhouse gas emissions in FY2022 from overseas electricity use are calculated using the latest (2020) emission factors for each country in IEA Emission Factors 2022 published by the International Energy Agency (IEA).
 *Emissions have been recalculated since FY2016 due to a review of target sites and revisions to energy types.

Greenhouse Gas Emissions Transition (Unit: t-CO₂)



	FY2013	FY2018	FY2019	FY2020	FY2021	FY2022
Reduction rate per unit of sales (compared to FY2013)	-	-11.3%	-14.5%	-18.5%	-21.2%	-29.0%
Total emission reduction rate (compared to FY2013)	-	+22.2%	+23.2%	+29.7%	+16.9%	+22.9%

Energy consumption in the NITORI Group

Energy consumption	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
NITORI Group	(Crude oil equivalent) TJ	4,692.5	4,742.1	5,088.9	4,404.8	4,727.6
Japan	(Crude oil equivalent) TJ	3,951.5	3,986.3	4,321.5	3,542.1	3,735.1
	Electricity Mwh	303,004	307,138	327,597	310,297	325,640
	Gas 1,000m ³	11,750	11,583	13,063	7,876	8,383
	Gasoline / diesel oil kℓ	575	588	552	507	623
	Fuel oil (kerosene, etc.) kℓ	139	170	211	336	366
Overseas	(Crude oil equivalent) TJ	741.0	755.8	767.4	862.7	992.5
per unit	(Crude oil equivalent) TJ per 100 million yen	0.62	0.60	0.58	0.54	0.50

*Japan: Stores (NITORI, Deco Home, N+, SHIMACHU, Everyone's Grill), Home Logistics, Head Office and Headquarters (Sapporo, Tokyo, Osaka, Omiya), and HOME DECO
 *Overseas: Stores (Mainland China, Taiwan, Malaysia, etc.), Offices (NTI, NTL), warehouses, and factories (NITORI FURNITURE, SIAM NITORI)

Amount of waste from NITORI Group's domestic operations

- Target (1): FY2030 Amount of waste discharged (general waste and industrial waste) 30% reduction compared with FY2018 (amount of waste per 100 million yen of net sales in Japan)
- Target (2): FY2030 At least 95% recycling of industrial waste
- Progress in FY2022: Target (1) 32.0% reduction compared with FY2018 (amount of waste per 100 million yen of net sales: 7.6 t)
Target (2): 88.8% recycling of industrial waste

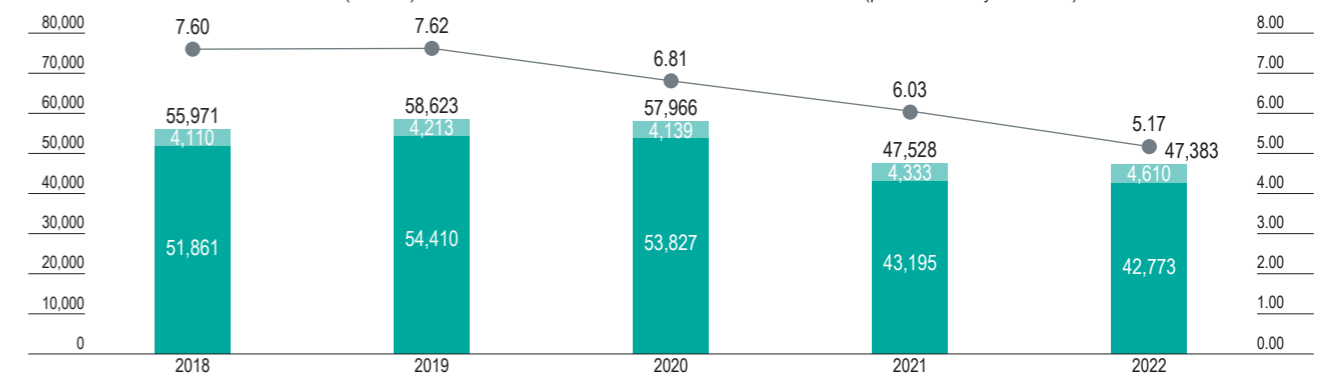
*(1) and (2) are for domestic operations

*This target was achieved ahead of schedule due to ongoing efforts to reduce waste. We will work on further reduction to maintain this level in the future.

Amount of waste discharged	Unit	FY2018 (Reference year)	FY2019	FY2020	FY2021	FY2022
NITORI Group	t	103,061	106,686	107,825	94,193	96,599
Waste with value and other	t	47,090	48,063	49,859	46,665	49,216
Total amount of general waste and industrial waste	t	55,971	58,623	57,966	47,528	47,383
General waste	t	4,110	4,213	4,139	4,333	4,610
Industrial waste	t	51,861	54,410	53,827	43,195	42,773
*Simple incineration and landfill disposal	t	-	-	-	5,010	4,778
*Recycling rate	%	-	-	-	88.4	88.8
General waste and industrial waste per unit	t per 100 million yen	7.60	7.62	6.81	6.03	5.17

*Japan: Stores (NITORI, Deco Home, N+, SHIMACHU, Everyone's Grill), Home Logistics, Head Office and Headquarters (Sapporo, Tokyo, Osaka, Omiya), and HOME DECO
 *Waste for which the Company is a waste generator is covered.
 *Industrial waste includes mixed waste including sofas, chests of drawers, cabinets, etc., waste plastics, and Styrofoam.
 *Waste with value and other includes corrugated cardboard, metals (with value), mixed paper, etc. Corrugated cardboard is 100% recycled.

Waste Emissions Transition (Unit: ton)



	FY2018	FY2019	FY2020	FY2021	FY2022
Reduction rate per unit of sales (compared to FY2018)	-	+0.3%	-10.4%	-20.7%	-32.0%
Percentage of total waste reduced (compared to FY 2018)	-	+4.7%	+3.6%	-15.1%	-15.3%

Water consumption in the NITORI Group

Amount of water used	Unit	FY2019	FY2020	FY2021	FY2022
NITORI Group	m ³	1,369,647	1,341,571	1,399,167	1,393,469
Japan	m ³	911,642	923,444	857,824	712,861
Overseas	m ³	458,005	418,127	541,343	680,608
per unit	m ³ per 100 million yen	173.67	154.13	172.40	146.98

*Japan: Stores (NITORI, Deco Home, N+, SHIMACHU, Everyone's Grill), Home Logistics, Head Office and Headquarters (Sapporo, Tokyo, Osaka, Omiya), and HOME DECO
 *Overseas: Stores (Taiwan, Malaysia, etc.), Offices (NTI, NTL), warehouses, and factories (NITORI FURNITURE, SIAM NITORI)

Sustainability Data Book

Social

Employee data

	FY2021	FY2022	Target scope
Total number of employees *Based on actual number of persons	52,695	53,400	NITORI Group as a whole
Total number of employees *Number of non-regular employees on an hourly basis	37,229	37,329	
Number of regular employees	18,984	18,909	
Number of non-regular employees			
*Annual average (calculated on the basis that one day is eight hours)	18,245	18,420	

Diversity & Inclusion

	FY2021	FY2022	Target scope
Percentage of female employees (%)	65.3	65.9	NITORI Holdings, NITORI, Home Logistics, Home Cargo, Nitori Facility, N+, and SHIMACHU
Number of new graduates hired	635	461	Full-time employees of NITORI, Home Logistics, Nitori Public, and SHIMACHU
Percentage of female new graduates hired	47.7	46.2	
Percentage of employment of persons with disabilities (%)	2.75	2.99	NITORI Holdings, NITORI, Home Logistics, Nitori Facility, N+, and SHIMACHU
Number of women in management positions *1	395	481	Full-time employees of NITORI Holdings, NITORI, Home Logistics, Home Cargo, Nitori Facility, N+, and SHIMACHU
Percentage of women in management positions (%)	15.0	16.8	
Number of non-Japanese nationals in management positions	41	58	
Number of employees taking childcare leave	165	226	
Number of male employees taking childcare leave	43	105	
Male childcare leave utilization rate *2*4*7	–	46.3	
Number of employees taking spousal maternity leave	50	105	
Number of employees taking nursing care leave	5	5	
Number of employees working shorter working hours (pregnancy, childcare, nursing care)	258	294	
Average days of paid leave taken	9.6	12.3	
Average percentage of paid leave taken	57.7	71.9	
Average overtime hours (hours per month)	9.5	12.4	
Difference in wages between male and female workers*1*3*7 Total *5	–	61.8	NITORI Holdings, NITORI, Home Logistics, Home Cargo, Nitori Facility, and N+
Difference in wages between male and female workers*1*3*7 Regular employment *6	–	73.6	
Difference in wages between male and female workers*1*3*7 Part-time employment	–	93.3	
Difference in wages between male and female workers*1*3*7 Total*5	–	51.3	SHIMACHU
Difference in wages between male and female workers*1*3*7 Regular employment*6	–	73.0	
Difference in wages between male and female workers*1*3*7 Part-time employment	–	105.2	

*1 Calculated in accordance with the provisions of the "Law Concerning the Promotion of Active Roles for Women in Their Professional Lives" (Law No. 64, 2015).

*2 Based on the provisions of the "Law Concerning the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave (hereinafter referred to as "Child Care and Family Care Leave Law")" (Law No. 76, 1991), the percentage of employees who took child care leave, etc. as per Article 71-4-1 of the "Enforcement Regulations of the Law Concerning the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave (Ministry of Labor Ordinance No. 25, 1991)" was calculated.

*3 Number of workers is calculated based on working hours.

*4 Of the employees who confirmed their intention to take childcare leave in accordance with the revision of the Child Care and Family Care Leave Law in April 2022, all employees who wished to take such leave (excluding those who had not yet reached the desired time to take leave) have taken childcare leave.

*5 The percentage of non-regular workers is high among all workers, and the percentage of women among them is also high.

*6 The regular employees include employees who converted from fixed-term labor contracts to permanent contracts, and the percentage of women among them is high. The regular employees include those who chose various work styles such as shorter working hours, and a higher percentage of them are women.

*7 Disclosure began in fiscal year 2022.

Human Resources Development

	FY2021	FY2022	Target scope
Total training hours	348,508	745,802	Full-time employees of NITORI Holdings, NITORI, Home Logistics, Home Cargo, Nitori Facility, N+, and SHIMACHU
Average hours of education per employee	50.7	115.4	
Average days of education per employee	6.3	14.4	

*Types of training programs applicable to the above hours: training programs for first to third year employees, training programs for visionary leaders, global training programs, U.S. seminar, chain store theory training programs, coordination training programs, digital literacy training programs, etc.

→ Details: P52 Education System

Occupational Health & Safety

	FY2021	FY2022	Target scope
Number of qualified health managers	1,656	1,768	NITORI Holdings, NITORI, Home Logistics, Home Cargo, Nitori Facility, N+, and SHIMACHU
Number of staff trained in health and safety standards during the previous year	420	354	

	FY2020	FY2021	FY2022	Target scope
Frequency rate of lost time injuries (%) *Absence from work for 4 days or more	2.20	2.62	3.18	NITORI Holdings, NITORI, Home Logistics, Home Cargo, Nitori Facility, N+, and SHIMACHU

*Calculation formula: Frequency rate = Cumulative number of births per year ÷ Total number of person-hours per year × 1,000,000

Status of Performance of Audits of New Overseas Suppliers (*Including quality assurance items and response to environmental and social issues)

	Number of cases	Accepted	Conditional Acceptance (Improvement Request)	Rejected (no transactions permitted)
FY2021	99	12	76	11
Composition ratio	100.0%	12.1%	76.8%	11.1%
FY2022	234	18	189	27
Composition ratio	100.0%	7.7%	80.8%	11.5%

Audit items for potential new overseas suppliers (*selected items)

- Pollution prevention measures (including compliance with laws and regulations regarding air, water, and soil pollution)
- Compliance with Laws and Regulations for Hazardous Substance Disposal ● Promotion of resource reuse
- Periodic safety training as required by law ● Installation of fire extinguishing equipment
- Hazardous materials handling training ● Safety measures when working with hazards
- First Aid System for Accidents ● Improved working environment ● Leave/break time beyond what is required by law
- Ensure minimum wages as required by law
- Overtime hours within the stipulated hours / payment of overtime as stipulated by law
- Installation, maintenance and management of cafeteria/restroom facilities ● Enrollment in legally mandated benefits
- Establishment of labor unions ● Prohibit child labor/forced labor/discrimination
- Acquisition of Environmental/Labor Certifications

Status of evaluation of existing overseas suppliers

	First half of FY2021	Second half of FY2021	First half of FY2022	Second half of FY2022
Number of cases	441	460	415	431

Existing overseas suppliers evaluation factors (*Some of the 46 items in the five categories of "Development," "Quality," "Logistics/Trade," "Corporate Stance," and "Sustainability (items addressing environmental and social issues)" are excerpted from a total of 46 items.)

- Risk of factory shutdown ● Status of secondary supplier management ● Respect for Human Rights
- Creating a Safe Working Environment
- Compliance with international standards for assessment of working environment (prohibition of child labor, forced labor, and discrimination; assurance of health and safety; observance of appropriate working hours; fair compensation; freedom of association and possession of the right to collective bargaining, etc.) ● Sustainable forest utilization and conservation
- Understanding CO₂ emissions ● Amount (percentage) of recycled materials used
- Visualization of Chemical Substances ● Acquisition of Environmental Certifications
- Acquisition of other international certifications