

# Sustainability Data Book Environment

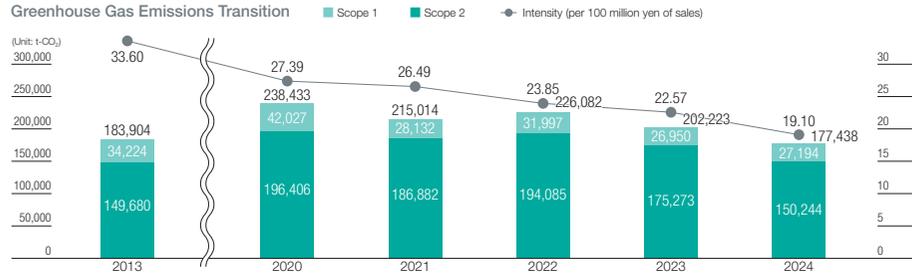
## Greenhouse Gas Emissions from Nitori Group

Nitori Group Green Vision 2050							
Item	Goal for FY2030 (mid-term goal)			Goal for FY2050 (long-term goal)			
<b>Reduction of greenhouse gas emissions and positive contribution to climate change mitigation.</b>	● Aim to reduce greenhouse gas emissions by <b>50%</b> . (Emissions per 100 million yen in sales compared to FY2013) (Scope 1 and 2) ▶ Result of FY2024: 43.2%			● <b>Carbon Neutrality</b> (Scope 1 and 2)			

Greenhouse Gas Emissions (Scope 1 and 2)	Unit	FY2013 (Reference year)	FY2020	FY2021	FY2022	FY2023	FY2024
<b>Nitori Group</b>	t-CO <sub>2</sub>	183,904	238,433	215,014	226,082	202,223	177,438
Scope 1	Japan t-CO <sub>2</sub>	33,980	39,925	23,660	26,166	22,451	21,566
	Overseas t-CO <sub>2</sub>	244	2,102	4,472	5,831	4,499	5,628
Scope 2	Japan t-CO <sub>2</sub>	143,533	154,000	138,454	141,133	128,942	101,365
	Overseas t-CO <sub>2</sub>	6,147	42,406	48,428	52,952	46,331	48,879
<b>Intensity</b>	t-CO <sub>2</sub> per 100 million yen	33.60	27.39	26.49	23.85	22.57	19.10

\* Nitori and its consolidated subsidiaries are in the scope of coverage.  
 Japan: Stores, logistic centers, headquarters, factories, and other facilities managed by Nitori  
 Overseas: Stores, logistic centers, offices, and factories  
 \* Emission factors for greenhouse gas: City gas and electricity use in Japan use values in the "List of emission factors by business operator" (Ministry of the Environment); fuel "Calculation methods and list of emission factors" (Ministry of the Environment); and overseas electricity use the latest emission factors for each country in "IEA Emission Factors."



	FY2013	FY2020	FY2021	FY2022	FY2023	FY2024
<b>Intensity reduction rate (compared to FY2013)</b>	—	-18.5%	-21.2%	-29.0%	-32.8%	-43.2%
<b>Total emission reduction rate (compared to FY2013)</b>	—	+29.7%	+16.9%	+22.9%	+10.0%	-3.5%

Greenhouse Gas Emissions (including Scope 3)	Unit	FY2024 results	Ratio	Unit	FY2024 results	Ratio
1. Purchased goods and services	t-CO <sub>2</sub>	3,865,579	69.3%	8. Upstream leased assets	t-CO <sub>2</sub>	—
2. Capital goods	t-CO <sub>2</sub>	14,085	0.3%	9. Downstream transportation and distribution	t-CO <sub>2</sub>	16,973
3. Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	t-CO <sub>2</sub>	32,467	0.6%	10. Processing of sold products	t-CO <sub>2</sub>	—
4. Upstream transportation and distribution	t-CO <sub>2</sub>	226,881	4.1%	11. Use of sold products	t-CO <sub>2</sub>	888,188
5. Waste generated in operations	t-CO <sub>2</sub>	23,185	0.4%	12. End-of-life treatment of sold products	t-CO <sub>2</sub>	309,297
6. Business travel	t-CO <sub>2</sub>	11,545	0.2%	13. Downstream leased assets	t-CO <sub>2</sub>	—
7. Employee commuting	t-CO <sub>2</sub>	9,901	0.2%	14. Franchises	t-CO <sub>2</sub>	—
15. Investments	t-CO <sub>2</sub>	—	—			
<b>Scope 1</b>	t-CO <sub>2</sub>	27,194	0.5%			
<b>Scope 2</b>	t-CO <sub>2</sub>	150,244	2.7%			
<b>Group total</b>	t-CO <sub>2</sub>	5,575,539	100.0%			

\* The scope covers all businesses of the Nitori Group.  
 \* Emission factors use values in the "Database on Emission Factor for Calculating GHG Emissions through Supply Chains Ver. 3.4" (Ministry of the Environment, Government of Japan) and the "LCI Database AIST-HIDEA Ver. 3.4" (National Institute of Advanced Industrial Science and Technology)  
 \* Please refer to our website for the calculating methods and the details of emission factors of each category. (<https://www.nitorihd.co.jp/sustainability/materialty03/#materialty03-4>)

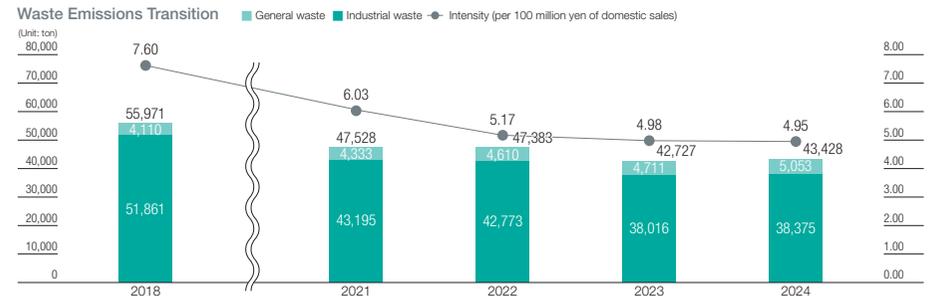
## Amount of Waste from Nitori Group's Domestic Operations

Nitori Group Green Vision 2050			
Item	Goal for FY2030 (mid-term goal)		Goal for FY2050 (long-term goal)
<b>Reduction and recycling of waste</b>	Before discharge (sorted for resources)	● Aim to reduce waste emissions by <b>50%</b> or more. (Emissions per 100 million yen in sales compared to FY2018) (Japan) ▶ Result of FY2024: 34.9%	● Aim to reduce waste emissions by <b>50%</b> or more. (Emissions per 100 million yen in sales compared to FY2018) (Global)
	After discharge (recycled instead of sent to landfill)	● Aim to achieve a recycling rate of at least <b>95%</b> for industrial waste. (Japan) ▶ Result of FY2024: 87.5%	● Aim to achieve a <b>100%</b> recycling rate of waste. (Global)

\* We had set a goal of reducing waste by 30% by FY2030, and we achieved this goal for two consecutive years in FY2022 and FY2023. We have therefore revised our goal to a 50% reduction starting in FY2024 with the aim of further reducing our environmental impact.

Amount of Waste Discharged	Unit	FY2018 (Reference year)	FY2021	FY2022	FY2023	FY2024
<b>Nitori Group</b>	t	103,061	94,193	96,599	85,852	86,520
Waste with value and other	t	47,090	46,665	49,216	43,125	43,092
Total amount of general waste and industrial waste	t	55,971	47,528	47,383	42,727	43,428
General waste	t	4,110	4,333	4,610	4,711	5,053
Industrial waste	t	51,861	43,195	42,773	38,016	38,375
* Simple incineration and landfill disposal	t	—	5,010	4,778	3,966	4,800
* Recycling rate	%	—	88.4	88.8	89.6	87.5
<b>General and industrial waste intensity</b>	t per 100 million yen	7.60	6.03	5.17	4.98	4.95

\* Japan: Stores, logistic centers, headquarters, factories, and other facilities managed by Nitori  
 \* The data covers wastes for which the company is the generator of the waste.  
 \* 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.



	FY2018	FY2021	FY2022	FY2023	FY2024
<b>Intensity reduction rate (compared to FY2018)</b>	—	-20.7%	-32.0%	-34.5%	-34.9%
<b>Percentage of total waste reduced (compared to FY2018)</b>	—	-15.1%	-15.3%	-23.7%	-22.4%

## Water Consumption in the Nitori Group

Amount of Water Used	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
<b>Nitori Group</b>	m <sup>3</sup>	1,341,571	1,399,167	1,393,469	1,462,854	1,631,306
Japan	m <sup>3</sup>	923,444	857,824	712,861	816,674	856,853
Overseas	m <sup>3</sup>	418,127	541,343	680,608	646,180	774,453
<b>Intensity</b>	m <sup>3</sup> per 100 million yen	154.13	172.40	146.98	163.30	175.61

\* Nitori and its consolidated subsidiaries are in the scope of coverage.  
 Japan: Stores, logistic centers, headquarters, factories, and other facilities managed by Nitori  
 Overseas: Stores, logistic centers, offices, and factories

# Sustainability Data Book

Environment

Social

## Energy Consumption in the Nitori Group

Energy Consumption		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Nitori Group	(Crude oil equivalent)	TJ	5,088.9	4,404.8	4,727.6	3,782.9	3,965.3	
	Japan	(Crude oil equivalent)	TJ	4,321.5	3,542.1	3,735.1	2,984.4	3,057.7
		Electricity	Mwh	327,597	310,297	325,640	300,509	310,512
		Gas	1,000 m <sup>3</sup>	13,063	7,876	8,383	7,259	7,530
		Gasoline/diesel oil	kℓ	552	507	623	516	560
		Fuel oil (kerosene, etc.)	kℓ	211	336	366	260	231
	Overseas	(Crude oil equivalent)	TJ	767.4	862.7	992.5	798.5	907.6
	Intensity	(Crude oil equivalent)	TJ per 100 million yen	0.58	0.54	0.50	0.42	0.43

\* Nitori and its consolidated subsidiaries are in the scope of coverage.  
 Japan: Stores, logistic centers, headquarters, factories, and other facilities managed by Nitori  
 Overseas: Stores, logistic centers, offices, and factories

## Employee Data

	FY2022	FY2023	FY2024	Target Scope
Total number of employees * Based on actual number of persons	53,400	56,934	58,799	Nitori Group as a whole
Total number of employees * Number of non-regular employees on an hourly basis	37,329	38,540	42,507	
Number of regular employees	18,909	18,934	20,171	
Number of non-regular employees * Annual average (calculated on the basis that one day is eight hours)	18,420	19,606	22,336	

## Human Resources Development

	FY2022	FY2023	FY2024	Target Scope
Total training hours	745,802	889,971	1,218,445	Full-time employees of Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, N+, and Shimachu
Average hours of education per employee	115.4	162.0	167.8	
Average days of education per employee	14.4	20.2	21.0	

\* 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, on-the-job training for each division, etc. (▶ P50 Nitori College Education System)

## Diversity & Inclusion

	FY2022	FY2023	FY2024	Target Scope
Percentage of female employees (%)	65.9	65.8	64.9	Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, N+, and Shimachu
Number of new graduates hired	461	1,045	1,193	Full-time employees of Nitori, Home Logistics, Nitori Public, and Shimachu
Percentage of female new graduates hired	46.2	41.1	46.3	
Percentage of employment of persons with disabilities (%)	2.99	2.95	3.11	Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, N+, and Shimachu
Number of women in management positions	481	534	611	Full-time employees of Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, N+, and Shimachu
Percentage of women in management positions (%)*1	16.8	17.5	18.8	
Number of non-Japanese nationals in management positions	58	70	80	
Number of employees taking childcare leave	226	191	240	
Number of male employees taking childcare leave	105	108	139	
Male childcare leave utilization rate*2,4	46.3	52.7	77.2	
Number of employees taking spousal maternity leave	105	89	70	
Number of employees taking nursing care leave	5	6	12	
Number of employees working shorter working hours (pregnancy, childcare, nursing care)	294	342	332	

	FY2022	FY2023	FY2024	Target Scope
Average days of paid leave taken	12.3	12.1	11.0	Full-time employees of Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, N+, and Shimachu
Average percentage of paid leave taken	71.9	72.3	64.8	
Average overtime hours (hours per month)	12.4	11.0	9.7	
Difference in wages between male and female workers*1 *3 Total (%)*5	61.8	61.9	62.1	Nitori Holdings, Nitori, Home Logistics, Home Cargo, Nitori Facility, and N+
Difference in wages between male and female workers*1 *3 Regular employment (%)*6	73.6	73.3	74.9	
Difference in wages between male and female workers*1 *3 Part-time employment (%)	93.3	94.2	92.3	
Difference in wages between male and female workers*1 *3 Total (%)*5	51.3	50.0	52.3	Shimachu
Difference in wages between male and female workers*1 *3 Regular employment (%)*6	73.0	69.6	72.6	
Difference in wages between male and female workers*1 *3 Part-time employment (%)	105.2	100.7	100.9	

\*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.

## Occupational Health & Safety

	FY2022	FY2023	FY2024	Target Scope
Number of qualified health managers	1,768	1,823	2,804	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	354	315	307	
Frequency rate of lost time injuries (%) * Absence from work for 4 days or more	3.18	2.77	2.92	

\* 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)
FY2022	234	18	189	27
Composition ratio	100.0%	7.7%	80.8%	11.5%
FY2023	297	26	206	65
Composition ratio	100.0%	9.0%	69.0%	22.0%
FY2024	339	31	269	39
Composition ratio	100.0%	9.1%	79.4%	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 ● Enrollment in legally mandated benefits
- Prohibit child labor/forced labor/discrimination ● Acquisition of Environmental/Labor Certifications

## Status of Evaluation of Existing Overseas Suppliers

	First half of FY2022	Second half of FY2022	First half of FY2023	Second half of FY2023	First half of FY2024	Second half of FY2024
Number of cases	415	431	451	443	433	420

Existing overseas suppliers evaluation factors (\* Some in the five categories of "Development," "Quality," "Logistics/Trade," "Corporate Stance," and "Sustainability (items addressing social issues, including environmental issues and human rights violations)" are excerpted from a total of 50 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 CO<sub>2</sub> emissions (Scope 1, 2, 3)
- Visualization of Chemical Substances ● Acquisition of Environmental Certifications ● Acquisition of other international certifications