

ESG Data

This section presents ESG-related data for the Astemo Group.

Environment

	Unit	FY2022	FY2023	FY2024	Notes
Environmental action target indicators					
Number of violations of environmental laws and regulations	Cases	1	1	1	
Number of environmental accidents and complaints		0	6	2	
Development of environmental human capital	% 	Education of environmental experts, enhancement of statutory qualified persons, etc.			
Total CO ₂ reduction rate		17.8	30.6	49.9	Scope: Factories and offices • Total CO ₂ reduction rate: For FY2022 and FY2023 results, compared to FY2010; for FY2024 results, compared to FY2021 Scope: Astemo Group • Improvement rate of transportation energy per basic unit: Year-on-year comparison Scope: Astemo (non-consolidated)
Improvement rate of transportation energy per basic unit		-19.1	15.1	5.6	
Eco-design implementation rate		—	—	100	
Landfill waste rate		5.2	4.1	1.9	
Improvement rate of waste and valuables generation per basic unit (compared to BAU)		27.4	30.2	31.9	
Improvement rate of water use per basic unit (compared to BAU)		30.0	33.7	34.9	
Effective utilization rate of plastic waste		81.2	91.9	93.4	
Improvement rate of atmospheric chemical substance emission per basic unit (compared to BAU)		20.0	28.0	28.2	
Energy					
Direct energy consumption	GJ	—	—	2,876,551	
Indirect energy consumption		—	—	14,410,732	
Amount of renewable energy adoption	GWh	—	—	955	
Greenhouse gases (GHG)					
GHG emissions	1,000 t-CO ₂ e 	1,268	931	557*	
CO ₂ emissions from energy use		1,031	895	508	
Total		199	184	146	
Scope 1		832	711	362	
Scope 2 (market-based)		906	889	771	
Scope 2 (location-based)		—	—	49	
Non-energy-related CO ₂ and other GHG emissions		—	—	41	
Total		—	—	0	
Sulfur hexafluoride (SF ₆)		—	—	2	
Perfluorocarbons (PFCs)		—	—	5	
Hydrofluorocarbons (HFCs)		—	—	0.5	
Nitrous oxide (N ₂ O), nitrogen trifluoride (NF ₃), methane (CH ₄)		—	—		
Non-energy-related CO ₂		—	—		

* From FY2024, the Cikarang Plant #2 and Karawang Plant #2 (both in Indonesia) were excluded from the scope of consolidation.

Environment

	Unit	FY2022	FY2023	FY2024	Notes
Greenhouse gases (GHG)					
Other indirect CO ₂ emissions (Scope 3)	Total	18,976	20,878	22,778	
	1 Purchased goods and services	12,442	13,646	14,854	
	2 Capital goods	229	314	319	
	3 Fuel- and energy-related activities not included in Scope 1 or Scope 2	80	70	52	
	4 Upstream transportation and distribution	99	114	129	
	5 Waste generated in operations	21	19	18	
	6 Business travel	11	11	10	
	7 Employee commuting	30	30	27	
	8 Upstream leased assets	No holdings	No holdings	No holdings	
	9 Downstream transportation and distribution	Excluded due to low ratio	Excluded due to low ratio	Excluded due to low ratio	
	10 Processing of sold products	Excluded due to low ratio	Excluded due to low ratio	Excluded due to low ratio	
	11 Use of sold products	6,064	6,674	7,369	
	12 End-of-life treatment of sold products	Excluded due to low ratio	Excluded due to low ratio	Excluded due to low ratio	
	13 Downstream leased assets	No holdings	No holdings	No holdings	
	14 Franchises	No holdings	No holdings	No holdings	
	15 Investments	Excluded due to low ratio	Excluded due to low ratio	Excluded due to low ratio	
Waste / Water					
Total waste generated	1,000 t	193	181	177	
Plastic waste amount		6.4	6.4	6.7	
Total water usage (total input volume)	1,000 m ³	8,548	7,859	7,387	

Social

	Unit	FY2022	FY2023	FY2024	Notes
Employees					
Number of group employees (Male/female ratio)	Total	88,113	87,100	78,449	Astemo Group
	Male	75.8	74.1	74.3	
	Female	24.2	25.9	25.7	

Social

		Unit	FY2022	FY2023	FY2024	Notes	
Employees							
Number of group employees (Breakdown by region)	Japan		25,005	24,872	24,435	Astemo Group	
	Americas		15,414	15,748	15,599		
	Europe		3,666	3,847	3,820		
	Asia		33,780	33,544	26,575		
	China		10,248	9,090	8,020		
Male/female ratio of domestic employees (regular staff)	Male	%	87.5	86.9	86.5	Astemo (non-consolidated)	
	Female		12.5	13.1	13.5		
Employment							
Number of new graduates hired	Total		255	265	255	Astemo (non-consolidated)	
	Male		207	208	198		
	Female		48	57	57		
Number of mid-career (experienced) hires	Total		243	326	675		
	Male		211	273	550		
	Female		32	53	125		
Contract employee rate		%	8.9	9.5	9.8		
Turnover rate			11.2	11.8	6.9	Scope: Voluntary resignations Astemo Group	
Employment rate of persons with disabilities			2.08	2.11	2.19		
Number of re-employed retirees			345	414	466		
Gender pay gap	All employees		—	—	77.2	Astemo (non-consolidated)	
	Regular employees		—	—	77.0		
	Part-time and fixed-term employees		—	—	73.1		
Engagement							
Engagement survey results		%	66.7	67.2	66.1	Positive response rate in global engagement survey	
Employee development							
Total training expenses		Millions of yen	1,394	1,391	1,592	Astemo Group	
Work-life balance							
Average annual overtime hours per employee		Hours	238	227	216	Astemo (non-consolidated)	
Annual paid leave utilization rate		%	85.2	88.7	86.2		
Male childcare leave uptake rate			—	—	78		
Number of employees using shortened working hours for childcare			134	147	143		
Number of employees taking caregiving leave			241	277	295		

Social

	Unit	FY2022	FY2023	FY2024	Notes
Occupational health and safety					
Total recordable injury frequency rate (TRIFR)	%	0.21	0.14	0.11	Total recordable work-related incidents per 200,000 actual working hours Astemo Group
Lost time injury frequency rate (LTIFR)		0.05	0.05	0.04	Lost-time work-related incidents per 200,000 actual working hours Astemo Group
Number of fatalities from work-related accidents		0	0	0	Astemo Group
ISO 45001 certification rate	%	—	—	35	Scope: Production sites
Social contribution activities					
Amount contributed to social contribution activities (CSR activities)	Millions of yen	97.70	98.31	71.34	Astemo (non-consolidated)
Number of participants in social contribution activities (CSR activities)		90.87	42.31	16.93	

Governance

	Unit	FY2022	FY2023	FY2024	Notes
Corporate governance					
Number of directors	Total		6	8	8
	Of which, outside directors		0	4	4
	Of which, women		0	1	1
Composition of the Board of Directors	Executive directors		3	3	3
	Non-executive directors (Of which, directors who are Audit and Supervisory Committee members)		3 (—)	5 (3)	5 (3)
	Number of directors who are Audit and Supervisory Committee members		—	3	3
Number of Board of Directors meetings held		12	14	13	
Attendance rate at Board of Directors meetings	%	100.0	96.7	99.0	
Number of Audit and Supervisory Committee meetings held		—	7	18	From October 2023, the company transitioned from a company with auditors to a company with an Audit and Supervisory Committee.
Attendance rate of Audit and Supervisory Committee members	%	—	95.2	100.0	
Number of Nomination Meetings held		6	10	10	
Number of Compensation Meetings held		6	10	10	Prior to June 2024, meetings were held as the Nomination and Remuneration Committee.
Compliance					
Number of reports to the Compliance Hotline	Cases	312	407	396	
		0	0	0	
Number of significant violations of laws and regulations, etc.	Cases/Persons	0	0	0	
Number of corruption incidents and individuals involved	Cases/Persons	0	0	0	
Fines and settlement amounts related to corruption cases	Yen	0	0	0	