

ESG Data

Sanrio Co., Ltd.
Last updated: 2025/1/14

Environmental Data^{*1}

Disclosure Data	Details	FY3/2019	FY3/2023	FY3/2024	
Greenhouse Gas Emissions (t-CO2eq) ^{*2,3,4}	Scope 1	2764.7	1597.7	1015.2	
	Scope 2	10111.6	9056.6	8269.9	
	Scope 3	95022.8	106713.8	144379.5	
	Upstream	Category 1 Purchased goods and services	82459.5	92573.3	122197.6
		Category 2 Capital goods	4967.0	6141.9	13719.5
		Category 3 Fuel- and energy-related activities not included in Scope 1 and 2	2143.1	1855.1	1561.7
		Category 4 Upstream transportation and distribution	4591.2	5410.8	6178.0
		Category 5 Waste generated in business operations	453.2	337.5	308.6
		Category 6 Business travel	115.9	113.0	119.9
		Category 7 Employee commuting	289.2	281.4	292.6
		Category 8 Upstream leased assets	Not included in calculation	Not included in calculation	Not included in calculation
	Downstream	Category 9 Downstream transportation and distribution	Not included in calculation	Not included in calculation	Not included in calculation
		Category 10 Processing of sold products	Not included in calculation	Not included in calculation	Not included in calculation
		Category 11 Use of sold products	3.7	0.9	1.5
		Category 12 End-of-life treatment of sold products	Not included in calculation	Not included in calculation	Not included in calculation
		Category 13 Downstream leased assets	Not included in calculation	Not included in calculation	Not included in calculation
		Category 14 Franchises	Not included in calculation	Not included in calculation	Not included in calculation
		Category 15 Investments	Not included in calculation	Not included in calculation	Not included in calculation
	Total of Scope 1, 2, 3		107899.1	117368.2	153664.6
Fuel/energy consumption ^{*4}	Gasoline (kL)	-	-	61.6	
	Kerosene (kL)	-	-	0.5	
	Light oil (kL)	-	-	4.0	
	A-type heavy oil (kL)	-	-	1.0	
	Liquefied petroleum gas (LPG) (t)	-	-	19.0	
	City gas (1,000m³)	-	-	296.0	
	Electricity (kWh)	-	-	18490248.8	
	Steam (GJ)	-	-	2332.0	
	Total energy usage (GJ)	-	-	85374.6	

^{*1} Figures compiled by Sanrio Company Ltd., Sanrio Entertainment Co., Ltd., Sanrio Shanghai International Trade Co., Ltd., and Sanrio, Inc.
^{*2} Sanrio Shanghai International Trade Co., Ltd., (location-based in China and Sanrio, Inc. (location-based in North America) calculate and add only Scope 1 and 2 emissions to the total.
^{*3} When the electric power providers are known, Scope 2 emissions are calculated based on the market standard using the residual mix method. When the providers, usage volume, or usage charges cannot be ascertained, Scope 2 emissions are calculated using the national average coefficient for the location standard and total floor area.
^{*4} Some fuel and electricity consumption estimates are derived from full-year usage charges, and some electricity consumption estimates are calculated based on the total floor area of retail stores.

Company Data

Disclosure Data	Details	FY3/2020	FY3/2021	FY3/2022	FY3/2023	FY3/2024
Number of employees ^{*1}	Male	264	244	221	215	231
	Female	408	402	400	415	461
	Total	672	646	621	630	692
Number of employees overseas		302	259	250	273	288
Number of temporary employees		1,555	1,414	1,343	1,286	1,330
Number of newly hired employees	Male	6	4	1	2	7
	Female	8	8	6	16	14
	Total	14	12	7	18	21
Number of mid-career hires	Male	-	0	7	12	29
	Female	-	17	8	9	46
	Total	-	17	15	21	75
Average years of service		19.5	19.7	20.3	18.8	17.8
Average age		44.2	44.4	44.7	44.3	43.4
Percentage of female managers ^{*2}		-	32.9	31.3	39.7	43.2
Number of days of paid leave		-	-	12.6	12.7	12.1
Number of days of leave per year		-	-	120	120	122
Number of people who have taken childcare leave ^{*3}	Male	1	1	2	6	2
	Female	14	8	9	15	10
	Total	15	9	11	21	12
Percentage of employees who have taken childcare leave ^{*3}	Male	50.0	16.7	40.0	66.7	66.7
	Female	100.0	100.0	100.0	100.0	100.0
	Total	93.7	64.2	79.0	87.5	92.3
Percentage of employees who return to work after childcare leave ^{*3}	Male	100.0	100.0	100.0	100.0	100.0
	Female	100.0	100.0	100.0	100.0	100.0
	Total	100.0	100.0	100.0	100.0	100.0
Number of employees who have taken nursing care leave ^{*3}	Male	0	0	0	1	0
	Female	1	0	0	1	1
	Total	1	0	0	2	1
Number of employees with disabilities		30	30	32	31	30
Percentage of employees with disabilities		2.2	2.23	2.46	2.47	2.35

^{*1} Number of registered employees. Figure includes employees seconded from other companies and executive officers. Figure excludes seconded employees, contract employees, and temporary employees.
^{*2} Calculated based on the provisions of the Act on Promotion of Women's Participation and Advancement in the Workplace (Act No. 64 of September 4, 2015)
^{*3} Figures for full-time employees only.

Governance Data

Disclosure Data (Years ended March 31)	Details	FY3/2020	FY3/2021	FY3/2022	FY3/2023	FY3/2024
Directors		14	9	9	9	9
	Internal Directors	12	7	6	6	6
	Of these, directors and members of the Audit Board	0	0	0	0	0
	Of these, directors on the Nomination Advisory Committee	0	0	0	2	2
	Outside Directors	2	2	3	3	3
	Of these, number designated as independent directors	2	2	3	3	3
	Of these, directors on the Audit Board	0	0	0	0	0
	Of these, directors on the Nomination Advisory Committee	0	0	0	3	3
	Female directors (internal and outside)	2	0	1	1	1

Disclosure Data	
Organizational structure of the Board of Directors	Company with Audit Board
Term of office in the governance body (years)	Director 1 year, auditor 4 years
Number of meetings of the Board of Directors	18
Attendance rate of the Board of Directors (%)	98.7
Implementation status of measures for granting incentives	Implementation of restricted stock compensation plan

Disclosure Data (Years ended March 31)	FY3/2020	FY3/2021	FY3/2022	FY3/2023	FY3/2024
Number of cases related to bribery or other criminal act	0	0	0	0	0
Number of incidents related to anti-competitive behavior	0	0	0	0	0
Number of criminal prosecutions in compliance-related accidents and incidents	0	0	0	0	0