

サステナビリティ重要課題とKGI・KPI

KGIs and KPIs for Material Sustainability Issues

対象範囲：①セコム（株）、②セコム（株）および国内連結子会社、③セコム（株）および連結子会社（海外含む）

Scope of Targets: ①SECOM CO., LTD., ②SECOM CO., LTD. and domestic consolidated subsidiaries, ③SECOM CO., LTD. and consolidated subsidiaries (including those overseas)

重要課題 Materiality Themes	KGIs(目指す数) Key Goal Indicators	KPIs(KGIに向けた指標) Key Performance Indicators	目標値 Targets	目標年 Target Years	2022年度実績 FY2022 Results	2023年度実績 FY2023 Results	2024年度実績 FY2024 Results	2024年度の主な取り組み (進捗状況など) FY2024 Main Initiatives (progress, etc.)	対象範囲 Scope of Targets
お客様視点のサービス Customer-oriented services	人命・財産被害ゼロを目指す Aim for zero loss of life or property								
		侵入・窃盗の「防犯率」 ^{※1} Crime prevention rate ^{※1} for intrusions and thefts	100%	2030	99.98%	99.98%	99.98%	社内において実績を適切に管理、目標に向けた取り組みを継続 Appropriately managed results internally and continued to implement initiatives to achieve our targets	①
	お客様の不安ゼロを目指す Aim for zero customer concerns								
		お客様からの電話連絡への「応答率」 ^{※2} Response rate ^{※2} to telephone calls from customers セコム・ホームセキュリティお客様アンケートの「安心感」スコア "Peace of mind" score in surveys of SECOM Home Security subscribers	96% 100%	2026 2030	91.3% 96.3%	89.8% 96.4%	93.0% 96.9%	デジタル技術を活用した施策の効果により、応答率は改善 Due to the effectiveness of measures utilizing digital technology, the response rate has improved 営業社員向けに体感型研修を企画・実施 Planned and conducted experiential training for sales employees	① ①
先端技術の活用と パートナーシップ Leveraging advanced technologies and partnerships	日本初の“安全・安心”サービスを創出する企業であり続ける Continue to create Japan's first services that innovatively offer "safety and peace of mind"								
		社会の安心に貢献する研究成果のニュース発信件数 News reports on research achievements that contribute to peace of mind for society	30件/年 30 reports/year	2030	10件 10 reports	20件 20 reports	24件 24 reports	研究成果をセコムIS研究所サイトにて積極的に発信 Actively published results of our research through the SECOM Intelligent Systems Laboratory website	①
		国内初の新システム・新サービス開発の公表件数 ^{※3} Development/announcement of new systems and services that are firsts in Japan ^{※3}	計10件 10 in total	2030	2件 2 services	計5件 (当期3件) 5 services	計6件 (当期1件) 6 Services	「SECOMあんしんガラスSG」を発売 Released the SECOM Anshin Glass SG	①
		企業・自治体・教育機関等との実証実験件数 ^{※3} Number of verification tests conducted together with other companies, local governments, educational institutions and others ^{※3}	計100件 (10件/年) 100 in total (10/year)	2030	12件 12 tests	計19件 (当期7件) 19 tests	計27件 (当期8件) 27 tests	企業とは6件、自治体とは2件の実証実験を開始 Conducted six verification tests with other companies and two with local governments	①
社員の自己実現と ダイバーシティ Employee self-realization and diversity		設置工事不要のセキュリティ機器・システムの割合 ^{※4} Percentage of security equipment and systems requiring no installation ^{※4}	10%	2030	6.8%	8.2%	8.8%	アプリ、クラウドサービスの増加などが寄与 The increase in apps and cloud services contributed to the improvement	①
	「働きがいも、働きやすさも」実現する Realize job satisfaction for employees and create employee-friendly workplaces								
		一人当たりの研修時間 Training hours per person	50時間/年 50 hours/year	2030	28.3時間 28.3 hours	28.1時間 28.1 hours	28.8時間 28.8 hours	責任者教育やハラスメント研修、1on1強化、女性社員向け教育など、研修メニューを拡充 Expanded our selection of training offerings, including management training, harassment prevention workshops, enhanced one-on-one sessions, and educational programs for female employees	①
		有給休暇取得率 Paid leave usage rate	80%	2030	72.9%	66.4%	68.8%	フレックス休暇（年間最大10日間の連続休暇）の促進等、継続的に有給休暇取得を働きかけ Promoted the use of flexible leave (up to 10 consecutive days per year) and continuously encouraged employees to take paid vacation	①
多様性を活かした人財活躍を実現する Achieve active participation for human resources by capitalizing on diversity		健康経営度調査のスコア Score on the Survey on Health and Productivity Management	健康経営銘柄 The Health & Productivity Stock Selection	2027	—	—	健康経営優良法人 Health & Productivity Management Outstanding Organization	健康経営宣言の発出等、健康経営課題に向けた取り組みを継続 Continued efforts to address health and productivity management challenges, including the issuance of a Health and Productivity Management Declaration	①
		女性管理職者比率（役職者全体） Female managers as a percentage of total management team	30%	2030	11.1%	11.7%	12.7%	キャリアデザイン研修等を実施し、今後の増加に向けた基盤を整備 Launched career design training programs and established a foundation to support future expansion	①
		男女の賃金の差異 ^{※5} Gender pay gap ^{※5}	85%	2030	72.9%	74.5%	76.0%	女性の職域拡大施策とリーダー育成を継続 Continued to expand range of positions available to female employees and foster female leaders	①
		男性の育児休業取得率 Percentage of male employees taking childcare leave	50%	2025	25.2%	45.8%	45.9%	・育児取得者の事例を社内報で紹介し、取得促進の雰囲気づくりを推進 ・育児取得に関する社内啓発活動を実施 ・Featured examples of employees taking childcare leave in the company newsletter to foster a culture that encourages its use ・Conducted internal awareness activities to promote parental leave utilization	①
人権尊重と 誠実な企業活動 Fair corporate activities and respect for human rights	「人権を守る」企業として社会に評価される Earn recognition in society as a company that protects human rights								
		人権とハラスメント防止のeラーニング受講率 Percentage of employees completing human rights and harassment prevention e-learning programs	100%	毎年 Annual	97.7%	99.7%	99.8%	全社員を対象に人権に関する啓発活動を継続して実施 Continued to carry out human rights awareness activities for all employees	①
	正しさを追求し、創造な組織風土を醸成する Create an open organization in which employees can act autonomously								
		人命救助・特殊詐欺被害防止等の貢献 (社長表彰・本部長表彰の件数) Contributions to lifesaving, fraud prevention and other initiatives (Commendations received from the president or a division head)	—	毎年 Annual	347件 347 awards	375件 375 awards	305件 305 awards	貢献事例はWeb社内報等で積極的に紹介し、社内のコミュニケーション活性化につなげている Actively introduced examples of contributions through platforms such as our online Company newsletter, and used them to enhance internal communication	①
脱炭素社会・循環型社会 Decarbonization and a recycling-based society		内部監査実施率（対象はセキュリティ事業所） Percentage of internal audit implementation (for security services offices)	100%	毎年 Annual	—	100%	100%	全事業所を対象とした年次監査を継続実施し、コンプライアンス徹底を推進 Carried out annual audits covering all offices to strengthen compliance enforcement	①
	「カーボンゼロ2045」を達成する Achieve carbon neutrality by 2045								
		温室効果ガス排出量の2018年度比削減率 Decrease in greenhouse gas emissions from the fiscal year ended March 31, 2019	45%	2030	10.7%	28.3%	48.2%	2030年目標を達成し、新たな目標を検討中 Successfully met the 2030 objective and are now exploring future targets	③
		再生可能エネルギー導入率 Renewable energy as a percentage of total energy used	100%	2045	13.4%	28.8%	65.0%	グループ会社のアット東京のデータセンターで、実質再生可能エネルギーの使用を標準仕様に Adopted net-zero carbon energy as the standard specification at the data centers operated by group company At Tokyo	③
サーキュラーエコノミーを実現する Realize a circular economy		電動車 ^{※6} 導入率（特殊車両を除く） Evs ^{※6} (excluding special vehicles) as a percentage of total business vehicles	100%	2030	34.8%	39.9%	47.7%	・計画に基づき、電動車への切り替えを推進 ・電動車のない車種については新車情報の収集や代替車両の検討を継続 ・Switched over to EVs in accordance with our plans ・Continued to gather information on new models and considered alternatives for models without EV versions	②
		電気自動車・燃料電池自動車導入率（二輪含む） BEVs and FCEVs (including motorcycles) as a percentage of total business vehicles	100%	2045	32台 32 vehicles	39台 39 vehicles	91台 91 vehicles	EV・FCVおよび電動バイクの導入を拡大 Expanded the adoption of EVs, FCEVs, and electric motorcycles	②
		容器包装における化石資源由来バージンプラスチック使用率 ^{※4} Virgin plastics derived from fossil resources as a percentage of total materials used in containers and packaging ^{※4}	0%	2030	75.8%	75.6%	70.0%	機器本体や付属品の保護用ポリエチレン袋にバイオマスポリエチレン袋を採用する対象機器を拡大するとともに、バージンプラスチックの使用率改善に向けて、袋以外の部材についても検討を開始 Expanded the range of devices using biomass polyethylene bags as protective packaging for equipment and accessories, while also beginning to evaluate other components to reduce the use of virgin plastic	①
		容器包装における化石資源由来プラスチック使用率 ^{※4} Plastics derived from fossil resources as a percentage of total materials used in containers and packaging ^{※4}	0%	2045	75.8%	75.7%	76.1%	容器包装における化石資源由来プラスチック使用率の削減に向け、プラ系の緩衝材を箱と一体化した段ボール素材に変更することを一部開始 Initiated partial replacement of plastic cushioning with box-integrated cardboard materials to reduce fossil-based plastic usage in packaging	①
地域コミュニティとの共生 Coexistence with local communities	地域の安全に貢献する企業として社会の信頼を得る Earn society's trust as a company that contributes to the safety of local communities								
		「子ども安全教室（教材）」の参加人数 Participants in Child Safety Workshops (DVD teaching materials)	10万人/年 100,000 persons/year	2027	22,515人 22,515 persons	16,771人 16,771 persons	11,573人 11,573 persons	IT環境の変化に対応した新コンテンツを検討 Considering new content to address changes in the IT environment	①
		安全啓発ウェブサイト年間アクセス数 Annual visits to SECOM's safety awareness websites	300万PV 5,000,000 page visits	2027	285万PV 2,850,000 page visits	252万PV 2,500,000 page visits	183万PV 1,830,000 page visits	・アクセス集計方式の変更により目標PVを再設定 ・社会情勢を反映した情報発信の継続 ・Revised the target PV following a change in the access tracking method ・Continued sharing information that reflects current social conditions	①
		地元企業との共創（協業・協働・連携）件数 Partnerships with local enterprises (business collaboration, joint participation, cooperation)	10件/年 10/year	Annual	14	10	15	全国の地域本部で地元企業や自治体との共創活動を継続的に実施 Continued collaborative initiatives with local companies and municipalities at regional offices nationwide	①
		AED講習会の参加人数 Participants in AED training sessions	4万人/年 40,000 persons/year	2030	27,030人 27,030 persons	27,825人 27,825 persons	32,265人 32,265 persons	地域イベントや被災地等で救命講習会を多数実施 Organized numerous lifesaving training sessions at various locations, such as community events and areas impacted by disasters	①

※1 ご契約先への侵入・窃盗被害ゼロを目指すセコムの指標

※2 5秒以内にお客様側から切断した放棄呼を除く、応答呼の割合

※3 2021～2030年の累計

※4 市販品採用機器を除く

※5 男性の賃金の平均に対する女性の賃金の平均の割合を示したもの。同一労働において男女間の賃金の差異は無く、職種や資格級の人数構成等の違いにより差異が生じている

※6 ハイブリッド自動車、プラグインハイブリッド自動車、電気自動車、燃料電池自動車

*1 Crime prevention rate: Indicator SECOM uses to measure progress toward achieving zero intrusions or thefts for subscribers

*2 Response rate: Percentage of calls answered, excluding calls disconnected by the customer within five seconds

*3 Cumulative total from 2021 through 2030

*4 Limited to security equipment developed by SECOM

*5 Average wages for female employees as a percentage of average wages for male employees; while there is no gender-based gap in wages paid, differences arise because of disparities in the composition of the labor force for individual jobs and qualification levels

*6 Electric vehicles: Hybrid electric vehicles (HEVs), plug-in hybrid electric vehicles (PHEVs), battery electric vehicles (BEVs) and fuel-cell/hydrogen electric vehicles (FCEVs)