

We have prepared a report under Sustainability Accounting Standards Board (SASB) guidance for the Professional & Commercial Services sector, which most closely aligns with the business of SECOM. This report can be accessed from the IR section of our corporate website.

SECOM's SASB Index

Professional & Commercial Services Sector Sustainability Indicators

Topic	Code	Accounting Metric
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information
	SV-PS-230a.3	(1) Number of data breaches, (2) Percentage involving customers' confidential business information or personally identifiable information, (3) Number of customers affected
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees
	SV-PS-330a.3	Employee engagement as a percentage
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity

Topic	Code	Activity Metric	Data*
Activity metrics	SV-PS-000.A	Number of employees by:	(1) Full-time employees: 13,767
		(1) full-time and part-time	
		(2) temporary	(2) Temporary employees: 1,159
	SV-PS-000.B	(3) contract	(3) Contract employees: 1,905
		Employee hours worked, percentage billable	Employee hours worked: 31,940,073 Percentage billable: N/A

* Data for "Activity metrics" is for SECOM CO., LTD., and is as of March 31, 2024, or for the fiscal year ended March 31, 2024. Because billing for electronic security services, our principal business, is based on fixed monthly fees, "percentage billable" is not applicable.