

ESG Data - Environment

Field	Item	Breakdown	Unit	SECOM Group		
				Fiscal 2018	Fiscal 2019	Fiscal 2020
Environment	Greenhouse gas (GHG) emissions	Total GHG emissions (Scope 1+2+3)	t-CO ₂ e	1,332,838.97	1,406,724.43	1,155,118.84
		GHG emissions (Scope 1+2)	t-CO ₂ e	188,324.12	183,920.15	180,607.94
		GHG emissions: Scope 1 (direct emission)	t-CO ₂ e	63,294.04	62,841.13	58,052.25
		Direct CO ₂	t-CO ₂ e	61,664.13	60,744.18	55,733.21
		Methane (CH ₄)	t-CO ₂ e	52.76	57.37	55.70
		Nitrous monoxide (N ₂ O) =Nitrous oxide	t-CO ₂ e	1,218.17	1,226.14	1,186.01
		Hydrofluorocarbons (HFCs)	t-CO ₂ e	358.98	813.44	1,077.33
		Perfluorocarbon (PFCs)	t-CO ₂ e	0.00	0.00	0.00
		Sulfur hexafluoride (SF ₆)	t-CO ₂ e	0.00	0.00	0.00
		Nitrogen trifluoride (NF ₃)	t-CO ₂ e	0.00	0.00	0.00
		GHG emissions: Scope 2 (indirect emission)	t-CO ₂ e	125,030.08	121,079.03	122,555.68
		Indirect CO ₂	t-CO ₂ e	125,030.08	121,079.03	122,555.68
		GHG emissions: Scope 3 (indirect emission outside the company)	t-CO ₂ e	1,144,514.85	1,222,804.27	974,510.90
		Category 1 Purchased goods and services	t-CO ₂ e	746,664.11	816,171.66	590,415.09
		Category 2 Capital goods	t-CO ₂ e	80,030.13	105,913.66	89,519.34
		Category 3 Fuel- and energy-related activities	t-CO ₂ e	16,189.03	22,491.30	29,667.86
		Category 4 Upstream transportation & distribution	t-CO ₂ e	5,564.72	6,008.28	5,839.87
		Category 5 Waste generated in operations	t-CO ₂ e	3,503.86	3,626.28	3,719.04
		Category 6 Business travel	t-CO ₂ e	8,468.44	10,824.31	7,696.35
		Category 7 Employee commuting	t-CO ₂ e	12,091.96	13,829.48	14,534.46
	Category 8 Upstream leased assets	t-CO ₂ e	0.00	0.00	131.00	
	Category 9 Downstream transportation & distribution	t-CO ₂ e	823.93	743.95	770.34	
	Category 10 Processing of sold products	t-CO ₂ e	0.00	0.00	0.00	
	Category 11 Use of sold products	t-CO ₂ e	160,296.06	136,938.85	131,441.96	
	Category 12 End-of-life treatment of sold products	t-CO ₂ e	1,025.81	982.73	840.92	
	Category 13 Downstream leased assets	t-CO ₂ e	86,582.05	81,639.62	74,215.72	
	Category 14 Franchises	t-CO ₂ e	0.00	0.00	0.00	
	Category 15 Investments	t-CO ₂ e	23,274.75	23,634.16	25,718.95	
	Atmosphere	Carbon dioxide (CO ₂) emissions	t-CO ₂	186,694.21	181,823.20	178,288.89
		Methane (CH ₄) emissions	t-CH ₄	2.11	2.29	2.23
		Nitrous monoxide (N ₂ O) =Nitrous oxide emissions	t-N ₂ O	4.09	4.11	3.98
		Sulfur hexafluoride (SF ₆) emissions	t-SF ₆	0.00	0.00	0.00
		Nitrogen oxide (NO _x) emissions	t-NO _x	14.94	13.40	12.19
Sulfur oxide (SO _x) emissions		t-SO _x	0.00	0.00	0.00	
Volatile organic compound (VOC) emissions		t-VOC	0.00	0.00	0.00	
Carbon monoxide (CO) emissions		t-CO	0.00	0.00	0.00	
Ozone depleting substances (ODS) emissions		t-ODS	0.00	0.00	0.00	
Particulate matter (PM) emissions		t	0.34	0.30	0.29	
Energy	Total energy consumption (gigajoule conversion)	GJ	3,591,512.06	3,593,129.89	3,642,632.64	
Electricity	Power used	MWh	267,445.01	269,128.64	281,449.22	
	Renewable energy used	MWh	6,876.60	9,372.73	9,206.89	
	Self-generated power used	MWh	114.30	126.85	120.26	
	Cold/Hot water, Steam	GJ	1,027.66	1,090.45	1,390.74	
Fuel	Coal/lignite used	1,000 t	0.00	0.00	0.00	
	City gas used	1,000 m ³	943.49	837.23	850.76	
	LPG used	1,000 m ³	84.19	81.37	74.62	
	Kerosene used	1,000 L	377.64	369.87	319.33	
	Heavy oil A used	1,000 L	259.60	494.00	193.25	
	Gasoline/petrol used	1,000 L	13,916.22	13,447.06	12,416.32	
	Diesel used	1,000 L	9,619.89	9,554.69	8,894.51	
	Autogas used	1,000 L	6.55	2.25	0.07	
	Jet kerosene used	1,000 L	101.04	94.44	111.62	

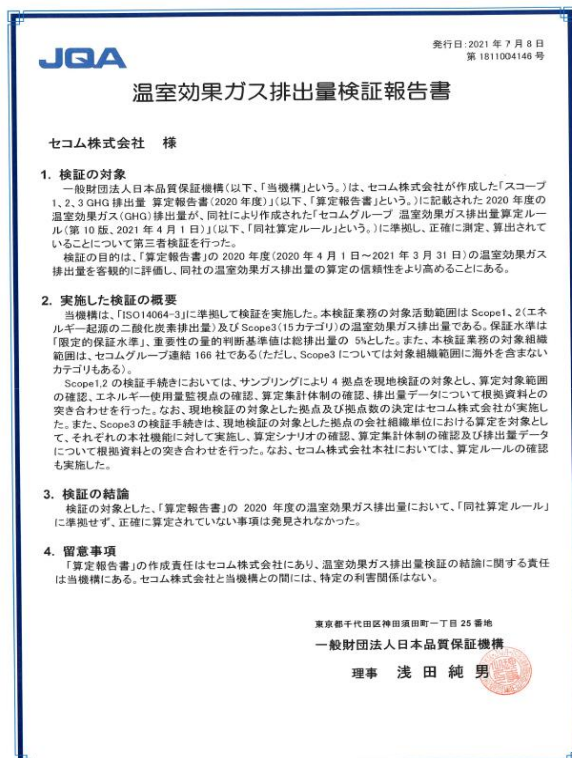
ESG Data - Environment

Field	Item	Breakdown	Unit	SECOM Group		
				Fiscal 2018	Fiscal 2019	Fiscal 2020
Environment	Water	Total water resource input (acquired amount) *1	1,000 m ³	1,294.52	1,325.22	1,383.26
		Municipal water	1,000 m ³	1,230.67	1,257.84	1,325.35
		Surface water	1,000 m ³	0.00	0.00	0.00
		Ground water	1,000 m ³	35.60	31.37	25.02
		Salt water	1,000 m ³	0.00	0.00	0.00
		Rain water	1,000 m ³	28.25	36.02	32.89
		Manufacturing process water	1,000 m ³	0.00	0.00	0.00
		Recycled water	1,000 m ³	0.00	0.00	0.00
		Recycle rate	%	0.00	0.00	0.00
		Water consumption	1,000 m ³	0.00	0.00	0.00
		Drainage water	1,000 m ³	1,294.52	1,325.22	1,383.26
		Liquid waste	1,000 m ³	0.00	0.00	0.00
		Vehicles	Implementation rate of low emission and fuel-efficient vehicles	%	85.74	91.66
	Waste	Total waste	t	12,444.89	12,286.05	13,166.79
		General waste	t	1,499.12	2,139.19	1,724.67
		Recycled amount	t	3,208.17	1,628.47	1,703.69
		Metal recycling	t	788.25	956.16	981.15
		Plastic recycling	t	14.83	19.37	14.86
		Paper recycling	t	2,405.09	652.94	707.69
		Industrial waste	t	7,737.59	8,518.40	9,738.42
		Final disposal	t	0.07	0.04	0.07
		Hazardous waste (electric devices containing PCBs)	t	0.00	0.00	0.00
		Pollution	Number of hazardous substance leaks	No. of times	0	0
	Hazardous substance leakage amount		t	0	0	0
	Compliance	Number of fines paid for violation of environmental law	No. of times	0	0	0
		Amount of fines paid for violation of environmental law	Yen	0	0	0
	Management	ISO14001 accredited sites	Locations	133	135	134
	Governance	Third-party inspection of GHG emission: (Scope 1, 2, 3) *		Acquired	Acquired	Acquired
Intensity	GHG emissions amount per unit of net sales (million yen) (Scope 1+2)	t-CO ₂ e/million yen	0.186	0.173	0.174	
	CO ₂ emissions amount per unit of net sales (million yen) (Scope 1+2)	t-CO ₂ /million yen	0.184	0.172	0.172	
	Energy usage amount per unit of net sales (million yen)	GJ/million yen	3.543	3.390	3.516	
	Water resource input amount per unit of net sales (million yen)	m ³ /million yen	1.277	1.250	1.335	
	Total waste amount per unit of net sales (million yen)	kg/million yen	12.275	11.590	12.711	
	CO ₂ emissions amount per employee (Scope 1+2)	t-CO ₂ /people	3.280	3.113	3.000	
	CO ₂ emissions amount per four-wheel vehicle	t-CO ₂ /vehicle	5.476	5.220	4.930	
	GHG emissions amount per 1 gigajoule (Scope 1+2)	t-CO ₂ e/GJ	0.052	0.051	0.050	

Note: GHG emissions are calculated using marketing criteria.

The calculation method has been partially changed and figures have been revised retrospectively for prior years.

* Inspection report on the amount of GHG emissions, issued by Japan Quality Assurance Organization



ESG Data - Environment

Fiscal 2020 Environmental Accounting

— Security Business Group —

SECOM performs environmental accounting to quantitatively ascertain the investment amount/expenses required for environmental conservation and the effect of environmental conservation, and to engage in more appropriate environmental conservational activities.

- Created in compliance with the Environmental Accounting Guidelines 2005 issued by the Ministry of the Environment.
- The effect of environmental conservation is the total of direct input and output at the 27 companies in the Security Business Group. It does not include the "effect of reductions forecasted for the future" or "the effect of reductions at the time of use by the customer due to energy conservation of products."

Environmental conservation cost

(unit: 1,000 yen)

Category	Main Activity Contents	Environmental Conservation Cost		
		Investment	Expenses*	
Cost in business areas	(1) Prevent Pollution — Prevent air pollution, noise, vibration, etc.	0	15,563	
	(2) Conserve global environment — Prevent global warming, destruction of the ozone layer, etc.	Renewable energy used	0	11,885
		Reduce amount of heating/lighting used	167,398	18,075
(3) Recycle resources — Efficient usage of resource, recycling, etc.	Save resources, go paperless	0	63,902	
	Process/dispose waste	0	246,494	
Upstream/downstream cost	Green procurement, green purchasing	0	53,268	
	Encourage action in the supply chain	0	165	
	Collect, repair, and recycle devices	0	238,851	
Management activities	Advertising, education, office greening, etc.	0	18,419	
R&D activities	R&D for projects contributing to environmental conservation, etc.	0	0	
Social activity cost	Support, greening, donations, etc., to the local environment	0	330	
Environmental damage response cost	Restoration of nature, damage compensation, etc.	0	0	
Other cost	Emissions trading (Tokyo Cap & Trade), etc.	0	1,358	
Total		167,398	668,309	

Environmental conservation effect

Category	Environmental Performance (Unit)	Fiscal 2018	Fiscal 2019	Fiscal 2020
Resources input in business activities	Total energy input amount (GJ)	1,285,209	1,241,446	1,213,574
	Water resource input amount (1,000 m ³)	217	214	189
	Paper consumption amount (t)	514	520	473
Environmental load and waste products emitted from business activities	Greenhouse gas emission amount (t-CO ₂ e)	74,947	69,939	66,729
	Nitrogen oxide emission amount (kg)	13,684	12,117	10,959
	Particulate (PM) emission amount (kg)	311	280	265
	Drainage amount (1,000 m ³)	217	214	189
	Total amount of waste (t)	5,335	5,773	6,660

Main activities and results for reducing greenhouse gases

(amount of CO₂ reduction estimated by SECOM)

(unit: ton)

Main Activity Contents	Fiscal 2018	Fiscal 2019	Fiscal 2020
Change to fuel-efficient vehicles	396	828	480
Installation of multipurpose office machines	22	29	15
Switching to thin client computers	8	10	12
Replacement of air conditioning equipment	251	728	263
Installation of LED lighting	218	67	45
Total	895	1,661	816

Economic effects of environmental conservation measures

(unit: 1,000 yen)

Category	Main Activity Contents	Fiscal 2018	Fiscal 2019	Fiscal 2020
Earnings	Gain on the sale of valuables	9,310	8,350	9,811
Reduction in expenses	Amount of reduction in expenses by saving energy	46,508	91,412	40,486
	Amount of reduction in expenses by procuring equipment via recycling	304,533	305,000	356,619
	Amount of reduction in expenses by digitization	247,023	281,196	295,112
Total		607,374	685,958	702,028

ESG Data - Social

Field	Item	Breakdown	Unit	SECOM CO., LTD. (non-consolidated)			
				Fiscal 2018	Fiscal 2019	Fiscal 2020	
Human rights and labor practices	Employment and employment-related	Number of employees	Persons	15,986	16,153	16,290	
		Male	Persons	13,334	13,403	13,503	
		Male ratio	%	83.4	83.0	82.9	
		Female	Persons	2,652	2,750	2,787	
		Female ratio	%	16.6	17.0	17.1	
		Number of new employees	Persons	1,169	1,052	992	
		Male	Persons	927	849	853	
		Male ratio	%	79.3	80.7	86.0	
		Female	Persons	242	203	139	
		Female ratio	%	20.7	19.3	14.0	
		New graduates	Persons	292	283	388	
		Mid-career entrants	Persons	877	1,149	604	
		Number of resigned employees	Persons	845	832	802	
		Male	Persons	751	732	705	
		Male ratio	%	88.9	88.0	87.9	
		Female	Persons	94	100	97	
		Female ratio	%	11.1	12.0	12.1	
		Turnover rate *2	%	5.4	5.2	5.0	
		Male	%	5.7	5.5	5.3	
		Female	%	3.7	3.8	3.5	
		Within 3 years of employment (university graduates)	%	21.9	20.6	22.2	
		Average age of employees	Years	42.8	43.0	43.2	
		Male	Years	43.9	44.2	44.3	
		Female	Years	37.2	37.5	37.8	
		Average length of service	Years	16.3	16.5	16.8	
		Male	Years	17.1	17.4	17.6	
		Female	Years	11.9	12.2	12.6	
		Management composition	Number of managers	Persons	5,321	5,333	5,255
			Male	Persons	4,889	4,864	4,743
			Male ratio (overall)	%	91.9	91.2	90.3
			Female	Persons	432	469	512
			Female ratio (overall)	%	8.1	8.8	9.7
Employment of persons with disabilities *3	Employment rate of persons with disabilities	%	2.29	2.25	2.27		
	Employee training hours	Hours	243,993	289,364	201,640		
Employee education	Number of participants in training programs	Persons	11,461	15,884	6,190		
	Employee satisfaction survey	Response rate for employee satisfaction survey	%	84.2	85.5	77.9	

ESG Data - Social

Field	Item	Breakdown	Unit	SECOM CO., LTD. (non-consolidated)			
				Fiscal 2018	Fiscal 2019	Fiscal 2020	
Human rights and labor practices	Work-life balance	Number of employees taking childcare leave	Persons	138	127	154	
		Male	Persons	9	10	22	
		Female	Persons	129	117	132	
		Number of employees entitled to take childcare leave	Persons	531	476	474	
		Male	Persons	397	359	335	
		Female	Persons	134	117	139	
		Ratio of employees taking childcare leave	%	26.0	26.7	32.5	
		Male	%	2.3	2.8	6.6	
		Female	%	96.3	100	95.0	
		Number of employees returning after childcare leave	Persons	121	137	123	
		Male	Persons	9	12	14	
		Female	Persons	112	125	109	
		Return-to-work rate after childcare leave	%	96.0	95.1	92.5	
		Male	%	100	100	100	
	Female	%	95.7	94.7	91.6		
	Retention rate after 12 months	%	98.3	96.4	-		
	Nursing care leave	Number of employees taking nursing care leave	Persons	7	6	6	
		Male	Persons	4	4	3	
		Female	Persons	3	2	3	
	Paid leave	Paid leave usage rate	%	53.3	53.2	58.8	
	Working hours	Average overtime hours (monthly)	Hours	22.5	21.8	18.2	
	Occupational health and safety	Industrial accidents	Frequency rate of industrial accidents (resulting in four or more days of lost work time) *4	-	1.12	1.37	1.56
			Severity rate of industrial accidents *5	-	0.25	0.05	0.05
			Lost Time Injury Frequency Rate (LTIFR) (resulting in at least one day of absence from work) *6	-	1.36	1.75	1.97
			Occupational Illness Frequency Rate (OIFR) *7	-	0.054	0.050	0.080
			Number of employees participating in training for prevention of industrial accidents	Persons	2,610	2,348	2,739
		Health care	Number of employees taking health checkups	Persons	7,567	7,921	8,140
Health checkup rate			%	82.8	84.4	85.7	
Number of employees taking health checkups for adulthood diseases (Targeting 40-74 years old)			Persons	9,146	9,359	9,392	
Health checkup rate for adulthood diseases			%	96.0	95.1	92.9	
Number of employees receiving specific health guidance			Persons	2,609	2,525	2,690	
Ratio of employees receiving specific health guidance			%	26.7	25.2	27.2	
Number of employees tested for sleep apnea syndrome			Persons	302	658	601	
Community activities			Cost of social contribution activities *8	Millions of yen	1,800.80	2,027.06	1,306.58

Note: Figures for previous years have been partially revised.

*1 Figures are for the final day of each fiscal year.

*2 (Employees retired during each fiscal year, including retirement upon reaching mandatory retirement age) / (Number of employees at the end of the previous fiscal year)

*3 Figures are current as of June 1 of the following fiscal year.

*4 (Number of work-related casualties) / (Total hours worked) × 1,000,000

*5 (Total number of workdays lost) / (Total hours worked) × 1,000

*6 (Number of lost time injuries) / (Total hours worked) × 1,000,000

*7 (Number of employees suffering from lost time incidents due to illness) / (Total hours worked) × 1,000,000

*8 Figures for the SECOM Group

ESG Data - Governance

Field	Item	Breakdown	Unit	SECOM CO., LTD. (non-consolidated)		
				Fiscal 2018	Fiscal 2019	Fiscal 2020
Governance	Composition of Board of Directors *1	Number of Directors	Persons	10	11	11
		Male	Persons	10	10	10
		Female	Persons	0	1	1
		Female ratio	%	0	9.0	9.0
		Number of Outside Directors (Independent officers)	Persons	3	4	4
		Ratio of Outside Directors (Independent officers)	%	30.0	36.3	36.3
	Number of Board of Directors meetings held / Attendance status	Number of Board of Directors meetings held	Times	12	11	10
		Attendance rate of Outside Directors (Independent officers) *2	%	100	100	100
	Composition of Audit & Supervisory Board *1	Number of members of the Audit & Supervisory Board	Persons	5	5	5
		Number of members of the Outside Audit & Supervisory Board (Independent officers)	Persons	3	3	3
		Ratio of members of the Outside Audit & Supervisory Board (Independent officers)	%	60.0	60.0	60.0
	Number of Audit & Supervisory Board meetings held / Attendance status	Number of Audit & Supervisory Board meetings held	Times	13	11	11
		Attendance rate for members of the Outside Audit & Supervisory Board (Independent officers) *2	%	100	96.9	100
	Composition of Executive Officers *1	Number of Executive Officers (including Directors and Executive Officers)	Persons	29	30	31
		Male	Persons	29	30	31
		Female	Persons	0	0	0
		Female ratio	%	0	0	0
		Directors with the role of Executive Officers	Persons	6	6	6
	Whistle-blowing system	Number of reports *3	Times	48	56	74
	Harassment prevention	Ratio of employees completing e-learning	%	96.8	97.2	98.0
	Information security	Ratio of self-audits conducted	%	100	100	100
		Ratio of employees completing e-learning	%	100	100	100
		Number of accidents	Times	0	0	0
Dividends *4	Dividends per share	Yen	165	170	170	

*1 Figures at the time of the Ordinary General Meeting of Shareholders (in June) for each fiscal year

*2 Attendance rate during period of tenure

*3 Figures for the SECOM Group

*4 Annual dividends for each fiscal year