

ESGデータ 環境編
ESG Data Environment



項目 Item	内訳 Breakdown	単位 Unit	セコムグループ SECOM Group			
			2020年度 FY2020	2021年度 FY2021	2022年度 FY2022	2023年度 FY2023
温室効果ガス (GHG) 排出量※ Greenhouse Gas Emissions*	GHG総排出量(スコープ1+2+3) Total GHG emissions (Scope 1+2+3)	t-CO ₂ e	1,242,261.94	1,196,608.53	1,190,775.16	1,182,353.33
	GHG排出量(スコープ1+2) GHG emissions (Scope 1+2)	t-CO ₂ e	182,238.22	180,448.57	171,417.05	138,344.05
	GHG排出量スコープ1 GHG emissions: Scope 1	t-CO ₂ e	60,908.80	58,832.48	56,405.30	53,870.46
	うち二酸化炭素(CO ₂) Direct CO ₂	t-CO ₂	58,472.85	56,628.36	54,420.88	52,326.16
	うちメタン(CH ₄) Methane (CH ₄)	t-CO ₂ e	55.94	48.23	53.18	58.70
	うち一酸化二窒素(N ₂ O)=亜酸化窒素 Nitrous monoxide (N ₂ O) = Nitrous oxide	t-CO ₂ e	1,191.77	1,080.43	1,147.29	1,005.58
	うちハイドロフルオロカーボン類(HFCs) Hydrofluorocarbons (HFCs)	t-CO ₂ e	1,077.33	964.56	682.69	378.87
	うちパーフルオロカーボン類(PFCs) Perfluorocarbon (PFCs)	t-CO ₂ e	0.00	0.00	0.00	0.00
	うち六フッ化硫黄(SF ₆) Sulfur hexafluoride (SF ₆)	t-CO ₂ e	110.90	110.90	101.26	101.16
	うち三フッ化窒素(NF ₃) Nitrogen trifluoride (NF ₃)	t-CO ₂ e	0.00	0.00	0.00	0.00
	GHG排出量スコープ2 GHG emissions: Scope 2	t-CO ₂ e	121,329.42	121,616.09	115,011.74	84,473.59
	うち二酸化炭素(CO ₂) Indirect CO ₂	t-CO ₂	121,329.42	121,616.09	115,011.74	84,473.59
	GHG排出量スコープ3 GHG emissions: Scope 3	t-CO ₂ e	1,060,023.72	1,016,159.96	1,019,358.11	1,044,009.28
	うちカテゴリ1 購入した製品・サービス Category 1 Purchased goods and services	t-CO ₂ e	665,946.78	640,503.07	658,109.27	680,879.98
	うちカテゴリ2 資本財 Category 2 Capital goods	t-CO ₂ e	89,519.34	78,049.72	88,107.63	85,408.50
	うちカテゴリ3 燃料・エネルギー関連活動 Category 3 Fuel- and energy-related activities	t-CO ₂ e	29,667.86	29,132.67	28,334.00	24,670.36
	うちカテゴリ4 上流の輸送・流通 Category 4 Upstream transportation and distribution	t-CO ₂ e	5,839.87	6,051.11	6,058.81	7,249.04
	うちカテゴリ5 事業活動で発生する廃棄物 Category 5 Waste generated in operations	t-CO ₂ e	3,719.04	3,492.81	3,546.06	4,233.20
	うちカテゴリ6 移動・出張 Category 6 Business travel	t-CO ₂ e	7,696.35	7,742.15	8,896.13	10,012.54
	うちカテゴリ7 従業員の通勤 Category 7 Employee commuting	t-CO ₂ e	14,534.46	14,837.56	14,905.02	15,051.29
	うちカテゴリ8 上流のリース資産 Category 8 Upstream leased assets	t-CO ₂ e	131.00	128.29	158.48	145.28
	うちカテゴリ9 下流の輸送・流通 Category 9 Downstream transportation and distribution	t-CO ₂ e	770.34	959.00	821.78	67.15
	うちカテゴリ10 販売製品の加工 Category 10 Processing of sold products	t-CO ₂ e	0.00	0.00	0.00	0.00
	うちカテゴリ11 販売製品の使用 Category 11 Use of sold products	t-CO ₂ e	141,423.09	134,608.96	119,938.55	119,810.46
	うちカテゴリ12 販売製品の廃棄処理 Category 12 End-of-life treatment of sold products	t-CO ₂ e	840.92	883.61	927.98	528.65
	うちカテゴリ13 下流のリース資産 Category 13 Downstream leased assets	t-CO ₂ e	74,215.72	80,507.35	71,173.01	77,875.12
	うちカテゴリ14 フランチャイズ Category 14 Franchises	t-CO ₂ e	0.00	0.00	0.00	0.00
	うちカテゴリ15 投資 Category 15 Investments	t-CO ₂ e	25,718.95	19,263.66	18,381.40	18,077.72
大気 Atmosphere	窒素酸化物(NO _x) 排出量 Nitrogen oxide (NO _x) emissions	t-NO _x	12.19	11.37	10.69	6.44
	粒子状物質(PM) 排出量 Particulate matter (PM) emissions	t	0.29	0.29	0.28	0.15
エネルギー Energy	エネルギー消費量合計(熱量換算) Total energy consumption (gigajoule conversion)	GJ	3,672,725.75	3,740,068.24	3,736,328.66	3,689,632.15
電力・熱※ Electricity/Heat*	電力 Electricity	MWh	282,930.57	291,883.63	294,755.43	293,099.06
	うち再生可能エネルギー Renewable energy	MWh	9,258.85	21,228.33	39,405.37	84,535.56
	うち太陽光自社発電量 Solar power generated	MWh	121.12	136.55	136.89	147.84
	冷温水 Cold/hot water	GJ	1,390.74	5,000.49	5,127.82	5,264.29

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			2020年度 FY2020	2021年度 FY2021	2022年度 FY2022	2023年度 FY2023
燃料※ Fuel*	都市ガス City gas	千m ³ 1,000 m ³	893.98	919.01	889.07	826.14
	LPG	千m ³ 1,000 m ³	75.18	75.22	63.28	53.36
	灯油 Kerosene	千ℓ 1,000 ℓ	337.84	329.93	386.26	373.20
	A重油 Heavy oil A	千ℓ 1,000 ℓ	193.25	244.97	167.97	209.15
	ガソリン Gasoline/petrol	千ℓ 1,000 ℓ	13,531.93	12,860.14	12,156.36	11,380.50
	軽油 Diesel	千ℓ 1,000 ℓ	8,896.56	8,737.46	8,605.56	8,628.94
	オートガス Autogas	千ℓ 1,000 ℓ	0.07	0.00	0.00	0.00
	水素 Hydrogen	千ℓ 1,000 ℓ	0.00	0.52	0.81	1.00
	ケロシン系ジェット燃料 Jet kerosene	千ℓ 1,000 ℓ	111.62	90.55	82.00	43.06
水※ Water*	水資源投入量 Total water used	千m ³ 1,000 m ³	1,058.78	1,073.84	1,113.29	1,144.27
	うち地方自治体水 Municipal water	千m ³ 1,000 m ³	998.68	1,010.84	1,052.17	1,073.29
	うち地下水 Groundwater	千m ³ 1,000 m ³	56.66	59.44	57.86	67.70
	うち雨水 Rainwater	千m ³ 1,000 m ³	3.44	3.57	3.26	3.29
資源・廃棄物※ Resources and Waste*	資源・廃棄物排出量 Total resources and waste amount	t	13,163.37	12,000.92	11,829.23	13,075.96
	うち有価物量 Valuables	t	1,721.25	1,898.74	1,854.87	1,788.90
	うちリサイクル量 Waste recycled	t	1,703.69	1,745.80	1,726.93	1,688.29
	うち金属リサイクル量 Metal recycled	t	981.15	993.06	1,132.75	1,086.47
	うちプラスチックリサイクル量 Plastic recycled	t	14.86	23.28	63.01	82.41
	うち紙リサイクル量 Paper recycled	t	707.69	729.46	531.16	519.41
	うち産業廃棄物量 Industrial waste	t	9,738.42	8,356.38	8,247.43	9,598.77
原単位 Intensity	売上高(百万円)あたりのGHG排出量(スコープ1+2) GHG emissions amount per unit of net sales (million yen) (Scope 1+2)	t-CO ₂ e/百万円 t-CO ₂ e/million yen	0.172	0.169	0.156	0.120
	従業員1人あたりのGHG排出量(スコープ1+2) GHG emissions amount per employee (Scope 1+2)	t-CO ₂ e/人 t-CO ₂ e/person	3.006	2.967	2.634	2.137
	売上高(百万円)あたりのエネルギー消費量 Energy usage amount per unit of net sales (million yen)	GJ/百万円 GJ/million yen	3.488	3.510	3.393	3.195
	売上高(百万円)あたりの水資源投入量 Water usage amount per unit of net sales (million yen)	m ³ /百万円 m ³ /million yen	1.335	1.345	1.011	0.991
	売上高(百万円)あたりの資源・廃棄物排出量 Total resources and waste amount per unit of net sales (million yen)	kg/百万円 kg/million yen	12.707	10.853	10.741	11.324

※ 一般社団法人日本品質保証機構の検証を受けた項目(2023年度)

* 温室効果ガス排出量は、マーケット基準を用いて算出しています。

* 一部算出方法を変更し、過年度分も遡及修正しています。

*Items for FY2023 verified by the Japan Quality Assurance Organization (JQA)

Notes:

GHG emissions are calculated using marketing criteria.

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

Verification Report on Environmental Information

To: SECOM CO., LTD.

1. Scope

Japan Quality Assurance Organization (hereafter “JQA”) was engaged by SECOM CO., LTD. (hereafter “the Company”) to provide an independent verification on “FY2023 SECOM Group Environmental Information Report” (hereafter “the Report”). The content of our verification was to express our conclusion, based on our verification procedures, on whether the statement of information in the Report was correctly measured and calculated, in accordance with the “SECOM Group Calculation Rule for Environmental Information, ver.13, April 1, 2024” (hereafter “the Rule”). The purpose of the verification was to evaluate the Report objectively and to enhance the credibility of the calculation by the Company for the GHG emissions, the energy consumption, the total water used, and the total resources and waste amount.

*The fiscal year 2023 of the Company ended on March 31, 2024.

2. Outline of the Procedures Performed

JQA conducted verification in accordance with “ISO14064-3” for Scope 1, 2 & 3 of the GHG emissions and the energy consumption, and with “ISAE3000” for the total water used, the total resources and waste amount, respectively. The scope of this verification assignment covers the GHG emissions (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃ emissions) from Scope 1 & 2; the energy consumption; the GHG emissions from Scope 3 (Category 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14 and 15); the total water used (municipal water, groundwater and rainwater); and the total resources and waste amount (valuables, waste recycled and industrial waste). The verification was conducted to a limited level of assurance and quantitative materiality was set at 5 percent of each environmental total data in the Report. The organizational boundaries of this verification covers Company’s consolidated 152 companies for GHG emissions*, and 98 domestic consolidated companies for the total water used and the total resources and waste amount.

*Overseas organizations are not included in the boundaries of some Scope 3 categories.

Our verification procedures included:


- Holding on-site verification at the Company’s 4 domestic sites selected by the Company for the Scope 1,2, the total water used and the total resources and waste amount.
- On-site assessment to check the calculation boundaries and system; GHG monitoring points; water usage; waste disposal conditions; and activity and emission data.
- For Scope 3, checking calculation scenario and allocation method; monitoring and calculation system; and emission data against evidence at each of the four corporate organizational units targeted for on-site verification.
- Confirming of the Rule at the Company’s environmental supervising division.

3. Conclusion

Based on the procedures described above, nothing has come to our attention that caused us to believe that the statement of the information regarding the Company’s FY2023 GHG emissions, energy consumption, total water used and total resources and waste amount in the Report, is not materially correct, or has not been prepared in accordance with the Rule.

4. Consideration

The Company was responsible for preparing the Report, and JQA’s responsibility was to conduct verification of the GHG emissions, the energy consumption, the total water used and the total resources and waste amount in the Report only. There is no conflict of interest between the Company and JQA.



Sumio Asada, Board Director

For and on behalf of Japan Quality Assurance Organization

1-25, Kandasudacho, Chiyoda-ku, Tokyo, Japan

July 29, 2024

項目 Item	内訳 Breakdown	単位 Unit	セコム単体(セコムグループの場合は付記) SECOM CO., LTD. (unless otherwise noted)			
			2020年度 FY2020	2021年度 FY2021	2022年度 FY2022	2023年度 FY2023
社員の状況 ^{※1} Employee Information ^{*1}	従業員人数(セコムグループ) ^{※2} Number of SECOM Group employees ^{*2}	人 Persons	59,436	59,745	65,087	64,744
	従業員人数 ^{※2} Number of employees ^{*2}	人 Persons	16,290	16,279	15,923	15,672
	うち男性 Male	人 Persons	13,503	13,483	13,164	12,981
	男性比率 Male ratio	%	82.9	82.8	82.7	82.8
	うち女性 Female	人 Persons	2,787	2,796	2,759	2,691
	女性比率 Female ratio	%	17.1	17.2	17.3	17.2
	採用者数 Number of new employees	人 Persons	992	909	781	770
	うち男性 Male	人 Persons	853	784	685	699
	男性比率 Male ratio	%	86.0	86.2	87.7	90.8
	うち女性 Female	人 Persons	139	125	96	71
	女性比率 Female ratio	%	14.0	13.8	12.3	9.2
	うち新卒採用 New graduates	人 Persons	388	423	344	305
	新卒採用比率 New graduates ratio	%	39.1	46.5	44.0	39.6
	うちキャリア採用 Mid-career entrants	人 Persons	604	486	437	465
	キャリア採用比率 Mid-career entrants ratio	%	60.9	53.5	56.0	60.4
	離職者数 Number of resigned employees	人 Persons	802	899	1,066	982
	うち男性 Male	人 Persons	705	810	937	844
	男性比率 Male ratio	%	87.9	90.1	87.9	85.9
	うち女性 Female	人 Persons	97	89	129	138
	女性比率 Female ratio	%	12.1	9.9	12.1	14.1
	離職率 ^{※3} Turnover rate ^{*3}	%	5.0	5.5	6.5	6.2
	男性 Male	%	5.3	6.0	6.9	6.4
	女性 Female	%	3.5	3.2	4.6	5.0
	入社3年以内離職率(大卒・総合職) Within three years of employment (university graduates)	%	27.2	20.8	23.4	31.3
	平均年齢 Average age of employees	歳 Years	43.2	43.5	44.0	44.4
	うち男性 Male	歳 Years	44.3	44.6	45.0	45.4
	うち女性 Female	歳 Years	37.8	38.4	39.0	39.7
	平均勤続年数 Average length of service	年 Years	16.8	17.1	17.6	18.0
	うち男性 Male	年 Years	17.6	17.9	18.4	18.7
	うち女性 Female	年 Years	12.6	13.2	13.9	14.6
	障がい者雇用率 ^{※4} Employment rate of persons with disabilities ^{*4}	%	2.27	2.30	2.49	2.56

項目 Item	内訳 Breakdown	単位 Unit	セコム(株)単体(セコムグループの場合は付記) SECOM CO., LTD. (unless otherwise noted)			
			2020年度 FY2020	2021年度 FY2021	2022年度 FY2022	2023年度 FY2023
管理職の構成 Management Composition	管理職人数(役職者全体) Number of all managers	人 Persons	5,234	5,220	5,188	5,218
	うち男性 Male	人 Persons	4,722	4,676	4,614	4,606
	男性比率(全体) Male ratio (overall)	%	90.2	89.6	88.9	88.3
	うち女性 Female	人 Persons	512	544	574	612
	女性比率(全体) Female ratio (overall)	%	9.8	10.4	11.1	11.7
	女性比率(警備業分野以外) Female ratio (other than security services)	%	13.2	14.1	15.0	15.9
	管理職人数(課長級以上) Number of senior managers	人 Persons	3,169	3,129	3,104	3,091
	うち男性 Male	人 Persons	3,012	2,966	2,923	2,899
	男性比率(全体) Male ratio (overall)	%	95.1	94.8	94.2	93.8
	うち女性 Female	人 Persons	157	163	181	192
	女性比率(全体) Female ratio (overall)	%	5.0	5.2	5.8	6.2
	女性比率(警備業分野以外) Female ratio (other than security services)	%	6.1	6.4	7.2	7.7
社員教育 Employee Education	従業員研修時間 ^{※5} Employee training hours ^{*5}	時間 Hours	165,174	174,472	170,161	158,420
	従業員研修受講延べ人数 ^{※5} Number of participants in training programs ^{*5}	人 Persons	5,107	6,950	5,709	5,663
	通信教育講座開設数 Number of correspondence courses	講座 Courses	151	139	166	184
	通信教育講座受講延べ人数 Number of participants in correspondence courses	人 Persons	277	662	786	1,219
社員満足度調査 Employee Satisfaction Survey	社員満足度調査 回答率 Response rate for employee satisfaction survey	%	77.9	82.1	78.5	74.2
育児休業 Childcare Leave	育児休業取得者数 Number of employees taking childcare leave	人 Persons	154	183	197	235
	うち男性 Male	人 Persons	22	31	84	115
	うち女性 Female	人 Persons	132	152	113	120
	育児休業を取得する権利を有していた従業員数 Number of employees entitled to take childcare leave	人 Persons	474	482	443	369
	うち男性 Male	人 Persons	335	330	334	251
	うち女性 Female	人 Persons	139	152	109	118
	育児休業取得率 Ratio of employees taking childcare leave	%	32.5	38.0	44.5	63.7
	男性 Male	%	6.6	9.4	25.2	45.8
	女性 Female	%	95	100.0	104	101.7
	育児休業復職者数 Number of employees returning after childcare leave	人 Persons	123	147	210	252
	うち男性 Male	人 Persons	14	31	75	135
	うち女性 Female	人 Persons	109	116	135	117

項目 Item	内訳 Breakdown	単位 Unit	セコム㈱単体(セコムグループの場合は付記) SECOM CO., LTD. (unless otherwise noted)			
			2020年度 FY2020	2021年度 FY2021	2022年度 FY2022	2023年度 FY2023
育児休業 Childcare Leave	育児休業復職率 Return-to-work rate after childcare leave	%	92.5	96.1	95.9	97.7
	うち男性 Male	%	100	100	100	99.3
	うち女性 Female	%	91.6	95.1	93.8	95.9
	12カ月後定着率 Retention rate after 12 months	%	93.5	96.6	93.3	—
介護休業 Nursing Care Leave	介護休業取得者数 Number of employees taking nursing care leave	人 Persons	6	5	13	8
	うち男性 Male	人 Persons	3	4	7	3
	うち女性 Female	人 Persons	3	1	6	5
有給休暇 Paid Leave	有給休暇取得率 Paid-leave usage rate	%	58.8	62.0	72.9	66.4
労働時間 Working Hours	月平均残業時間 Average overtime hours (monthly)	時間 Hours	18.2	20.3	20.6	21.1
労働災害 Industrial Accidents	労働災害強度率 ^{※6} Severity rate of industrial accidents ^{*6}	—	0.05	0.06	0.07	0.06
	休業災害度数率 ^{※7} Lost Time Injury Frequency Rate (LTIFR) (resulting in at least one day of absence from work) ^{*7}	—	1.97	1.93	1.84	1.82
	職業性疾病度数率 ^{※8} Occupational Illness Frequency Rate (OIFR) ^{*8}	—	0.135	0.428	0.461	0.304
	労働災害防止研修受講者数(セコム㈱と一部グループ会社) Number of participants in Training Aimed at Preventing Occupational Accidents(SECOM CO., LTD., and certain SECOM Group companies)	人 Persons	3,090	2,690	3,215	2,582
健康管理 Health Care	健康診断受診者数 Number of employees taking health checkups	人 Persons	5,597	5,223	5,268	4,919
	健康診断受診率 Health checkup rate	%	87.7	81.9	85.7	85.3
	成人健診受診者数 Number of employees taking health checkups for adulthood diseases (targeting 40–74 years old)	人 Persons	9,459	9,559	9,742	9,773
	成人健診受診率 Health checkup rate for adulthood diseases	%	94.2	93.9	94.1	94.5
	特定保健指導対象者数 Number of employees receiving specific health guidance	人 Persons	2,690	2,631	2,520	2,513
	特定保健指導該当者比率 Ratio of employees receiving specific health guidance	%	27.2	25.9	24.4	24.3
	ストレスチェック受検率 Stress checkup rate	%	68.0	68.2	67.4	58.0
給与 Salary	平均年間給与 Average annual salary	円 Yen	5,915,188	5,946,288	6,010,737	6,212,414
	男女の賃金の差異 ^{※9} Gender pay gap ^{*9}	%	71.0	70.5	72.9	74.5
地域社会活動 Community Activities	社会貢献活動費(セコムグループ) SECOM Group social contribution activity expenses	百万円 Millions of yen	1,306.58	1,331.41	867.52	822.22

※1 各事業年度(4月1日～3月31日)の末日時点の数値

※2 就業人員を指し、臨時従業員(パートタイマー・嘱託契約)および派遣社員を除く

※3 当年度中の退職者(定年退職者を含む)÷前年度末の従業員人数

※4 各事業年度の翌年度の6月1日時点の数値。セコム㈱、特例子会社、およびグループ適用会社の合算

※5 全国の研修センターで実施された研修時間(部門別・職能別研修を除く)

※6 労働災害強度率＝延べ労働損失日数÷延べ実労働時間数×1,000

※7 休業災害度数率(休業1日以上を伴う災害発生率)＝休業災害発生件数÷延べ実労働時間数×1,000,000

※8 職業性疾病度数率＝職業性疾病休業件数÷延べ実労働時間数×1,000,000

※9 女性活躍推進法における算出方法を使用。対象者は全労働者(産休・育休を反映。当社から他社への出向者および派遣社員は除く)

*1 Figures are for the final day of each fiscal year ended March 31.

*2 Figures refer to full-time employees, excluding temporary employees and dispatched employees.

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

*4 Figures are as of June 1 of the following fiscal year. The total of SECOM CO., LTD., a special subsidiary, and a company applicable to the group.

*5 Training hours provided at the human resource development centers in Japan (excluding department- and job-specific training)

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

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

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

*9 The calculation method of the Women's Participation Promotion Act was used.

Covering all workers (reflecting maternity/childcare leave, excluding employees transferred to affiliated companies and dispatched employees)

項目 Item	内訳 Breakdown	単位 Unit	セコム(株)単体(セコムグループの場合はその旨を付記) SECOM CO., LTD. (unless otherwise noted)			
			2020年度 FY2020	2021年度 FY2021	2022年度 FY2022	2023年度 FY2023
取締役会の構成※1 Composition of Board of Directors※1	取締役人数 Number of Directors	人 Persons	11	10	8	11
	うち男性 Male	人 Persons	10	9	7	9
	うち女性 Female	人 Persons	1	1	1	2
	女性比率 Female ratio	%	9.0	10.0	12.5	18.1
	社外取締役(独立役員)人数 Number of Outside Directors (independent officers)	人 Persons	4	4	3	5
	社外取締役(独立役員)比率 Ratio of Outside Directors (independent officers)	%	36.3	40.0	37.5	45.4
取締役会の開催 Meetings of Board of Directors	取締役会開催数 Number of Board of Directors meetings held	回 Times	10	13	12	12
	社外取締役(独立役員)出席率※2 Attendance rate of Outside Directors (independent officers)*2	%	100	100	90.6	100
監査役会の構成※1 Composition of Audit & Supervisory Board※1	監査役人数 Number of Audit & Supervisory Board members	人 Persons	5	5	5	5
	社外監査役(独立役員)人数 Number of Outside Audit & Supervisory Board members (independent officers)	人 Persons	3	3	3	3
	社外監査役(独立役員)比率 Ratio of Outside Audit & Supervisory Board members (independent officers)	%	60.0	60.0	60.0	60.0
監査役会の開催 Meetings of Audit & Supervisory Board	監査役会開催数 Number of Audit & Supervisory Board meetings held	回 Times	11	12	12	12
	社外監査役(独立役員)出席率※2 Attendance ratio of Outside Audit & Supervisory Board members (independent officers)*2	%	100	100	97.2	100
執行役員の構成※1 Composition of Executive Officers※1	執行役員数(取締役兼執行役員を含む) Number of Executive Officers (including Directors and Executive Officers)	人 Persons	31	28	32	32
	うち男性 Male	人 Persons	31	28	32	32
	うち女性 Female	人 Persons	0	0	0	0
	女性比率 Female ratio	%	0	0	0	0
	取締役兼執行役員数 Directors with the role of Executive Officer	人 Persons	6	6	5	6
人権とハラスメント防止 Human Rights/ Harassment Prevention	eラーニング受講率 Ratio of employees completing e-learning	%	98.0	97.0	97.7	99.7
個人情報保護・ 情報セキュリティ Personal Information Protection/Information Security	自主監査実施率 Ratio of self-audits conducted	%	100	100	100	100
	eラーニング受講率 Ratio of employees completing e-learning	%	100	100	100	100
	重大事故件数※4 Number of major accidents※4	件 Incidents	0	0	0	0
コンプライアンス Compliance	内部通報システムの利用回数(セコムグループ)※3 Number of times the whistle-blowing system has been used (SECOM Group)*3	回 Times	74	92	153	171
	リコール件数 Number of recalls	件 Incidents	0	0	0	0
	汚職・贈収賄件数 Number of corruption and bribery cases	件 Incidents	0	0	0	0
配当金※5 Dividends※5	1株当たりの配当金 Dividends per share	円 Yen	170	180	185	190

※1 各事業年度に係る株主総会開催日(6月末)時点の数値

※2 在任期間中の出席率

※3 2021年度より「ほっとヘルプライン」「グループ本社ヘルプライン」に加え、「ハラスメント相談窓口」の利用件数を含めた

※4 顧客プライバシーの侵害、顧客データの漏洩、窃盗、紛失など

※5 各事業年度の配当金

*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 Beginning in FY2021, this includes reports received through the Hot Helpline, the Group Head Office Helpline and the Harassment Help Desk

*4 Accidents concerning breaches of customer privacy, and leakage, theft, loss, etc., of customer data

*5 Annual dividends for each fiscal year