Pacific Engineering Corporation

ESG Data

Coverage period: FY2023–FY2025 (April of each year to March of the following year) / Published: September 2026

How to read the Scope column: “Non-consol. (PEC)” = Pacific Engineering Corporation (Head Office Plant and Ogaki Plant) / “Non-consol. (PHD)” = the holding company / “Group” = including Group companies in Japan and overseas / “–” = not applicable or not covered. Figures are as of the time of compilation, and figures for previous fiscal years may be revised due to changes in calculation methods or other reasons. This data book has not received third-party assurance.

Environment

CO_2 Emissions (Scope 1 and 2)

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
CO_2 emissions	t-CO_2	Group	11,339	9,750	9,202	Total of Scope 1 and 2
Of which, Scope 1	t-CO_2	Group	989	1,164	1,241	
Of which, Scope 2	t-CO_2	Group	10,350	8,586	7,961	
CO_2 emissions: Japan	t-CO_2	Non-consol.	7,637	5,355	4,829	
Overseas	t-CO_2	Overseas subsidiaries	3,702	4,395	4,373	
Intensity per net sales (Japan)	t/¥100 million	Non-consol.	30.4	20	18	

Energy Use

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Total energy use	GJ	Group	249,934	185,416	179,316	
Of which, electricity	GJ	Group	230,497	162,544	154,938	
Of which, fuel and other	GJ	Group	19,437	22,872	24,378	
Intensity per net sales	GJ/¥100 million	Group	995.7	691.8	669.1	
Total renewable energy use	GWh	Group	2	12	13.4	Solar self-consumption, solar PPA, CO_2-free electricity
Renewable energy ratio	%	Group	7	39	42	

CO_2 Emissions (Scope 3)

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Category 1: Purchased goods and services	t-CO_2	Non-consol.	66,089	88,679	98,486	
Category 2: Capital goods	t-CO_2	Non-consol.	3,783	6,325	6,662	
Category 3: Fuel- and energy-related activities not included in Scope 1 or 2	t-CO_2	Non-consol.	1,294	1,381	1,414	
Category 4: Upstream transportation and distribution	t-CO_2	Non-consol.	4,045	4,576	4,941	
Category 5: Waste generated in operations	t-CO_2	Non-consol.	70	117	109	
Category 6: Business travel	t-CO_2	Non-consol.	188	214	0.07	
Category 7: Employee commuting	t-CO_2	Non-consol.	52	60	211	
Category 9: Downstream transportation and distribution	t-CO_2	Non-consol.	0	0	0	

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Category 12: End-of-life treatment of sold products	t-CO_2	Non-consol.	0	0	0	
Total Scope 3	t-CO_2	Non-consol.	75,522	101,315	111,823	

Raw Material Input

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Metal materials	t	Group	49,940	8,001	8,144	
Organic and inorganic materials	t	Group	1,470	22,279	25,721	
Of which, solvents	t	Group	0	0	0	

Waste

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Waste generated (Japan)	t	Non-consol.	137	166	159	
Industrial waste sent to landfill	t	Non-consol.	0	0	0	
Recycling rate	%	Non-consol.	95	95	95	
Amount recycled	t	Non-consol.	3,104	3,450	3,586	
Hazardous waste, total weight	t	Non-consol.	0	1	0	
Non-hazardous waste, total weight	t	Non-consol.	137	165	159	
Waste recovered and reused, total weight	t	Non-consol.	112	145	140	
Percentage of waste diverted from landfill	%	Non-consol.	0	0	0	

Water Use

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Water use (Japan)	thousand m^3	Non-consol.	726.93	679.78	477.03	
Water recycled and reused	thousand m^3	Non-consol.	16	16	18	

Releases and Transfers of PRTR-Listed Chemical Substances

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Lead and its compounds	t	Japan	0.2	0.2	0.2	

VOC Emissions

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
VOC emissions	t	Group	0	0	0	No emissions
Japan	t	Non-consol.	0	0	0	
Overseas	t	Overseas subsidiaries	0	0	0	

SO_x and NO_x Emissions

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
SO_x (Head Office Plant and Ogaki Plant)	Nm^3	Non-consol.	–	–	–	No applicable facilities

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
NO_x (Head Office Plant and Ogaki Plant)	Nm^3	Non-consol.	–	–	–	No applicable facilities

Environmental Incidents and Legal Compliance

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Number of environmental pollution incidents	incidents	Group	0	0	0	
Number of violations of environmental laws and regulations	cases	Group	0	0	0	

Scope of Environmental Management

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
ISO 14001 certification coverage	%	Non-consol.	100	100	100	Head Office Plant and Ogaki Plant
Percentage of employees who received environmental training	%	Non-consol.	100	100	100	
Percentage of sold electrical and electronic equipment recovered as waste	%	Group	–	–	–	Not applicable to our products

Social (Labor and Human Rights)

Basic Data

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Group total						
Number of employees (regular)	persons	Group	995	1,054	1,070	Excludes non-regular employees
Pacific Engineering Corporation (Non-consol., PEC)						
Number of employees (regular)	persons	Non-consol. (PEC)	343	358	365	
Of which, percentage of men	%	Non-consol. (PEC)	84.5	85.8	86	
Of which, percentage of women	%	Non-consol. (PEC)	15.5	14.2	14	
Number of employees (contract, staff and crew)	persons	Non-consol. (PEC)	45	48	58	
Number of employees (agency workers)	persons	Non-consol. (PEC)	156	185	170	
Total employees (regular + contract, etc.)	persons	Non-consol. (PEC)	388	406	423	
Number of new hires	persons	Non-consol. (PEC)	46	37	27	
Of which, women	persons	Non-consol. (PEC)	5	2	4	
Average age	years	Non-consol. (PEC)	39.8	39.6	40	
Average length of service	years	Non-consol. (PEC)	13.9	13.6	13.8	
Holding company (PHD)						
Number of employees (regular)	persons	Non-consol. (PHD)	31	36	34	
Of which, percentage of men	%	Non-consol. (PHD)	58.1	58.3	55.9	
Of which, percentage of women	%	Non-consol. (PHD)	41.9	41.7	44.1	
Number of employees (contract, staff and crew)	persons	Non-consol. (PHD)	11	15	13	
Number of employees (agency workers)	persons	Non-consol. (PHD)	0	0	1	
Total employees (contract, etc. + agency)	persons	Non-consol. (PHD)	11	15	14	
Number of new hires	persons	Non-consol. (PHD)	4	11	6	
Of which, women	persons	Non-consol. (PHD)	3	3	4	

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Average age	years	Non-consol. (PHD)	45.7	46.1	46.4	
Average length of service	years	Non-consol. (PHD)	2.4	2.6	3.3	

Respect for Human Rights

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Human rights survey (SAQ) implementation rate	%	Group	0	100	100	
Number of policy and legal violations (human rights-related)	cases	Group	0	0	0	

Employee Engagement

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Engagement score	points	Group	2.41	2.39	2.46	Out of 4 points

Stable Employment and a Comfortable Workplace

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Turnover rate	%	Non-consol.	3.5	2.9	3.6	
Number of employees taking childcare leave (men)	persons	Non-consol.	8	14	20	
Number of employees taking childcare leave (women)	persons	Non-consol.	2	0	2	
Childcare leave uptake rate (men)	%	Non-consol.	70	86.6	100	Calculated under the Ordinance for Enforcement of the Child Care and Family Care Leave Act
Childcare leave uptake rate (women)	%	Non-consol.	100	0	50	
Return-to-work rate after childcare leave	%	Non-consol.	100	100	100	
Paid leave utilization rate	%	Non-consol.	82.6	86.9	87.1	
Average number of paid leave days taken	days	Non-consol.	13.7	14.3	14.5	
Average monthly overtime per employee	hours	Non-consol.	22.3	21.1	21	
Number of flextime users	persons	Non-consol.	153	162	168	
Number of employees covered by health insurance	persons	Non-consol.	440	439	456	

Employee Safety

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Lost-time injury frequency rate (LTIFR)	–	Non-consol.	0.9	1.64	0.8	
Reference: national average for manufacturing	–	–	1.29	1.3	1.33	
Lost-time injury severity rate	–	Non-consol.	0	0.01	0.01	
Number of occupational accidents	cases	Non-consol.	1	4	5	
Occupational illnesses	cases	Non-consol.	0	0	0	
Lost workdays	days	Non-consol.	0	15	19	
Number of fatal accidents	cases	Group	0	0	0	
Percentage of sites conducting risk assessments	%	Non-consol.	100	100	100	
Implementation rate of safety and health training for new hires (including agency workers)	%	Non-consol.	100	100	100	

Employee Health

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Health checkup rate	%	Non-consol.	100	100	100	
Follow-up examination rate for employees with abnormal findings	%	Non-consol.	74.5	61.9	73.3	
Specific health guidance rate (initial interview)	%	Non-consol.	100	100	100	
Stress check participation rate	%	Non-consol.	97.8	99	98.4	

Human Resource Development

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Annual training hours per employee	hours	Non-consol.	4.48	7.73	6.5	Excludes OJT
Percentage of employees receiving performance and career development reviews	%	Non-consol.	100	100	100	
Percentage of employees who received career or skills training	%	Non-consol.	16.4	18.7	13.8	
Number of career consulting interviews	cases	Non-consol.	0	28	28	

Diversity & Inclusion

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Percentage of women in management positions	%	Non-consol.	2.9	5.1	4.5	
Percentage of women in supervisory positions	%	Non-consol.	0	0	0	
Percentage of foreign nationals in management positions	%	Non-consol.	2.9	2.5	2.2	
Percentage of mid-career hires in management positions	%	Non-consol.	48	66	61	
Number of non-regular employees converted to regular employees	persons	Non-consol.	0	1	1	
Number of re-employed senior employees	persons	Non-consol.	22	25	31	
Employment rate of persons with disabilities	%	Non-consol. (PEC)	1.6	1.5	0.8	As of June 1 of each year
Actual number of employees with disabilities	persons	Non-consol. (PEC)	5	5	3	
Number of foreign national employees	persons	Non-consol. (PEC)	3	4	5	
Employment rate of persons with disabilities	%	Non-consol. (PHD)	0	5.3	4.4	As of June 1 of each year
Actual number of employees with disabilities	persons	Non-consol. (PHD)	0	2	2	
Number of foreign national employees	persons	Non-consol. (PHD)	0	0	0	
Gender pay gap (all workers)	%	Non-consol.	64.5	69.9	70.5	Calculated using the method under the Act on Promotion of Women's Active Engagement in Professional Life
Regular employees	%	Non-consol.	64.9	70.4	71.9	
Fixed-term workers	%	Non-consol.	60.1	61.9	58.6	
Percentage of minority or vulnerable employees	%	Non-consol.	7	7.4	8.3	Foreign nationals, persons with disabilities and those aged 60 or over
Percentage of minority or vulnerable employees (management positions)	%	Non-consol.	0.3	0.9	1.3	Foreign nationals, persons with disabilities and those aged 60 or over
Number of discrimination or harassment incidents or corrective actions	cases	Non-consol.	0	0	0	
Percentage of women on the Board of Directors	%	Non-consol.	0	0	0	

Labor Unions and Social Dialogue

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Percentage of employees who are labor union members	%	Non-consol.	100	100	100	

Living Wage

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Percentage of directly employed employees covered by living wage benchmark analysis	%	Non-consol.	100	100	100	
Percentage of directly employed employees paid below the living wage	%	Non-consol.	0	0	0	
Percentage of all employees (including non-regular) paid below the living wage	%	Non-consol.	0	0	0	
Average wage gap of employees paid below the living wage	%	Non-consol.	0	0	0	

Customers (Quality)

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Number of recalls	cases	Group	0	0	0	

Local Communities

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Number of social contribution activities	activities	Non-consol.	50	47	50	
Donations	¥ thousand	Non-consol.	2,322	2,132	6,283	

Governance (Ethics)

Officers (Holding Company)

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Number of directors	persons	Non-consol. (PHD)	5	7	7	
Of which, women	persons	Non-consol. (PHD)	0	0	0	
Of which, outside directors	persons	Non-consol. (PHD)	0	0	0	
Number of Audit & Supervisory Board Members (of which, outside)	persons	Non-consol. (PHD)	1 (0)	1 (0)	1 (0)	
Number of Executive Officers	persons	Non-consol. (PHD)	0	0	0	
Number of Board of Directors meetings	times	Non-consol. (PHD)	6	6	6	

Officers (Pacific Engineering Corporation)

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Number of directors	persons	Non-consol. (PEC)	4	6	6	
Of which, women	persons	Non-consol. (PEC)	0	0	0	
Of which, outside directors	persons	Non-consol. (PEC)	0	0	0	
Number of Audit & Supervisory Board Members (of which, outside)	persons	Non-consol. (PEC)	1 (0)	1 (0)	1 (0)	
Number of Executive Officers	persons	Non-consol. (PEC)	2	1	2	

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Number of Board of Directors meetings	times	Non-consol. (PEC)	5	5	5	

Ethics and Compliance

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Number of material compliance violations	cases	Group	0	0	0	
Number of legal actions for anti-competitive behavior	cases	Group	0	0	0	
Political contributions	¥	Non-consol.	0	0	0	
Conduct Guidelines self-check implementation rate	%	Non-consol.	88.4	88.2	86.3	Conducted for regular employees
Number of consultations with the whistleblowing hotline	cases	Non-consol.	0	1	0	
Compliance training participation rate	%	Non-consol.	98.5	100	99.2	
Information security training participation rate	%	Non-consol.	100	92	91	
Harassment training participation rate	%	Non-consol.	98.5	100	99.2	
Number of information security incidents	incidents	Non-consol.	1	2	1	
Percentage of business partners subject to anti-corruption and information security due diligence	%	Covered business partners	0	0	0	
Percentage of sites that conducted internal assessments or audits on ethics	%	Non-consol.	0	0	100	
Percentage of sites with ethics-related certification (ISO 27001, ISO 37001)	%	Non-consol.	0	0	0	

Procurement (Supply Chain)

Promoting Sustainability with Suppliers

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
Percentage of suppliers covered by sustainable materials procurement standards	%	Non-consol.	100	100	100	
Average compliance rate with the Supplier Sustainability Guidelines	%	Non-consol.	–	–	–	Method for calculating the compliance rate based on SAQ results is under consideration
Purchasing Policy acknowledgment rate	%	Covered suppliers	0	0	100	
Conflict minerals survey (CMRT) response rate	%	Covered suppliers	70	80	100	
Percentage of contracts including environmental, labor or human rights clauses	%	Covered suppliers	0	0	89	
Percentage of suppliers that underwent sustainability assessments (SAQ, etc.)	%	Covered suppliers	0	0	100	
Percentage of suppliers that underwent on-site audits	%	Covered suppliers	0	0	0	
Percentage of procurement employees trained in sustainable procurement	%	Procurement Dept.	0	100	100	Training on the Subcontract Act, etc.
Percentage or number of suppliers engaged in corrective actions or capacity building	cases	Covered suppliers	3	1	1	FY2025: 1 of 58 suppliers

Scope of Management and Certifications

Promoting Sustainability with Suppliers

Item	Unit	Scope	FY2023	FY2024	FY2025	Remarks
ISO 9001 / IATF 16949 certification coverage	%	Non-consol.	100	100	100	

Contact: General Affairs Group, Pacific Engineering Corporation