

Sustainability Roadmap Toward 2030

Environment and Occupational Health & Safety

At Shiono Koryo Kaisha, Ltd., reducing environmental impact and creating a safe and comfortable workplace are key priorities for 2030. We have established specific targets and annual action plans to achieve these goals. This section outlines our progress to date and the initiatives we will continue to pursue.

I. Environmental Initiatives

By 2030, we aim to reduce greenhouse gas (CO₂ equivalent) emissions by 20% compared with the FY2018 baseline and achieve a 100% industrial waste recycling rate. This roadmap visualizes our targets and annual plans through company-wide KPIs and GHG emissions (Scope 1–3). Progress is reviewed, updated, and disclosed annually.

Annual Plan and Performance for CO₂ Emissions (FY2018 Baseline: 1,843 t-CO₂)

- FY2030 Target: 1,474 t-CO₂ (–20%)
- FY2024 Performance: 1,748 t-CO₂ (90.0% achievement rate)

Theme	V. Environment		Issue		Climate Change Mitigation and Adaptation								7 2018年～2019年度に 1,843トン削減 	11 削減目標の50%を 達成予定 	13 削減目標の100%を 達成予定 
Initiative	We are working to reduce greenhouse gas emissions that contribute to climate change.														
Details	By 2030, reduce greenhouse gas emissions in CO ₂ equivalent by 20% from the base year.														
Base Year	2018 FY		Emissions		1,843		FY2030 Target Emissions			1,474		Reduction		369	
FY	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030			
Planned Reduction	60	50	50	40	40	30	30	20	20	10	10	9			
Target Emissions	1,783	1,733	1,683	1,643	1,603	1,573	1,543	1,523	1,503	1,493	1,483	1,474			
Revised Target		Reduction from the Base Year to FY2024 (Actual)					95	46	46	46	46	45	45		
Actual							1,702	1,656	1,610	1,564	1,519	1,474			
Achievement	1,684	1,643	1,772	1,863	1,811	1,748									
Achievement %	105.9%	105.5%	95.0%	88.2%	88.5%	90.0%									

[Unit: t-CO₂]

2. Industrial Waste Recycling Rate

- FY2030 Target: 100%
- FY2024 Performance: 99.5% (Plan: 99.1%)

Theme	V. Environment		Issue		Pollution Prevention				3 3 サステイナブルな成長を推進する  12 12 つくる責任 つかう責任  14 14 海の豊かさ を守ろう  15 15 陸の豊かさ を守ろう 				
Initiative	We continuously operate our environmental management system to prevent environmental pollution.												
Details	Aim to achieve a 100% industrial waste recycling rate by 2030.												
FY	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	
Plan	98.4	98.5	98.7	98.8	99.0	99.1	99.3	99.4	99.6	99.7	99.9	100.0	
Actual	98.4	98.6	98.5	99.6	99.6	99.5							

[Unit: %]

3. Greenhouse Gas Emissions (Scope 1–3): Annual Reduction Plan

- Scope 1 and 2: Annual reduction target of 2.5%
- Scope 3: Annual reduction target of 0.8–1.0%, with a particular focus on collaborative emissions reduction across the supply chain

FY	Scope 1 (kg-CO ₂)	Scope 2 (kg-CO ₂)	Scope 3 (kg-CO ₂)
2024	2,680,874	4,194,656	30,908,358
2025	2,613,852	4,089,789	30,599,274
2026	2,548,506	3,987,544	30,323,881
2027	2,484,793	3,887,856	30,050,966
2028	2,422,673	3,790,659	29,810,558
2029	2,362,106	3,695,893	29,572,074
2030	2,303,054	3,603,496	29,335,497

Notes

Calculation methodology: Based on the GHG Protocol. The corporate inventory is updated annually.

Organizational boundary: Covers all domestic and overseas group companies.

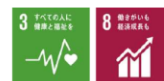
Scope 3 baseline year: As FY2018 baseline data were not available, FY2024 was established as the baseline year, with a reduction target equivalent to 15% by 2030 (0.8–1.0% per year).

Annual reduction pathway: Scope 1 and 2 = –2.5% per year; Scope 3 = –0.8% to –1.0% per year.

II. Labor Practices: Creating a Safe and Healthy Workplace

In FY2024, we continued to promote a workplace environment that supports employee safety and physical and mental well-being. The paid leave utilization rate reached 72.4%, maintaining a high level of employee engagement and well-being.

Theme	IV. Labor Practices		Issue		Occupational Health and Safety				3 中・小企業に 健康意識を		8 働き手にも 経済成長を	
Initiative	We create a workplace environment that supports employees' safety and physical and mental well-being.											
Details	By 2030, raise the paid leave utilization rate to 70% or higher.											
FY	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Plan	61.6	62.4	63.1	63.9	64.6	65.4	66.2	66.9	67.7	68.4	69.2	70.0
Actual	61.2	60.6	67.7	68.9	77.0	72.4						



FY2024 Summary and Key Priorities Toward 2030

In FY2024, we continued to strengthen the foundation for achieving our 2030 goals in both environmental performance and labor practices. Strong progress was made in greenhouse gas reduction, recycling performance, and workplace improvement initiatives. Going forward, accelerating Scope 3 emissions reduction will be a key area of focus.