

Data Summary

As of December 31, 2024 (Data with different aggregation periods are described in the notes.)

Environment

Detail figures may not add up to the totals because of rounding.

Data on CO₂

Total GHG Emissions by Scope

	2022	2023	2024
Scope 1	206,984	202,977	197,992
Scope 2	861,428	754,873	732,929

* Data for 2024 has been third-party assured. In addition, some of the data for 2022 and 2023 has been recalculated in line with the 2024 calculation method.

Data on Energy

Energy Consumption by Region in 2024

	Electricity (MWh)	Gas (km ³)	Oil (KL)	Other (steam, wide area heating and air conditioning) (TJ)
Japan	1,255,954	27,826	7,242,523	258
Americas	110,689	5,004	5,253,887	0
Europe	88,243	3,396	10,395,066	64
Asia and Oceania (except Japan)	410,509	1,752	1,394,250	86
Total	1,865,395	37,978	24,285,727	408

* Electricity includes the amount generated by renewable energy sources.

* Figures have been third-party assured.

Use of Renewable Energy by Region in 2024

	Electric power	Geothermal power
Japan	31,008	0
Americas	10,141	0
Europe	72,250	970
Asia and Oceania (except Japan)	193,477	0
Total	306,876	970

Data on Waste

Recovery Volume by Type of Waste in 2024

Type of Waste	Type of Recovery Treatment	Recovery Amount
Paper	Cardboard, paper used by office equipment, toilet paper, raw material for paper products, building board, roadbed materials, etc.	17,885
Plastics	Raw materials for plastic products and other applications, roadbed materials, cement materials, fuels, blast furnace reducing agents, soil improvement agents, etc.	18,391
Metals	Raw materials for metals, roadbed materials, etc.	22,903
Oils, acids and alkalis	Cement materials, fuels, roadbed materials, reuse of oils, chemicals and solvents, etc.	12,196
Sludge	Cement materials, construction materials, aggregates, metal materials, organic fertilizers, compost, etc.	4,625
Wood	Construction boards, bedding for plants, pulp materials, fuels, fertilizers, etc.	5,486
Glass and ceramics	Glass materials, roadbed materials, cement, metal materials, etc.	315
Others	Combustion aid, roadbed materials, soil improvement agents, iron-making materials, metal materials, etc.	10,429
Total		92,229

* It shows the amount of recycled waste out of the total amount of waste generated.

Landfill Amount of General Waste Generated by Business Activities in 2024

	2020	2021	2022	2023	2024
General landfill waste generated by business activities	2,506	2,710	2,365	1,926	1,713

Atmospheric Emissions

SOx and NOx Emissions

	2020	2021	2022	2023	2024
SOx	0.8	0.7	0.6	0.7	0.4
NOx	47.9	44.3	41.4	41.1	41.7

(t)

Data on Water Resources

Total Wastewater Discharge

	2020	2021	2022	2023	2024
Japan	4,083	4,204	4,053	4,443	4,539
Outside Japan	2,671	2,669	2,444	2,400	2,369
Total	6,755	6,873	6,497	6,843	6,907

(1,000m³)

Wastewater Amount by Discharge Route in 2024

	Rivers	Sewerage System	Total
Japan	825	3,714	4,539
Outside Japan	407	1,962	2,369
Total	1,231	5,676	6,907

(1,000m³)

2024 Water Quality Data

	2024
SS	147
BOD	223

(t)

Water Consumption in 2024 by Type

	Public Water	Industrial Water	Groundwater	Total
Japan	1,832	2,539	1,308	5,679
Outside Japan	1,612	1,154	248	3,014
Total	3,443	3,693	1,556	8,693

(1,000m³)

Use of Recycled Water and Recycling Rate in 2024

	Recycled Water (1,000m ³)	Recycling Rate (%)
Japan	1,413	24.9
Outside Japan	31	1.0
Total	1,445	16.6

* Figures have been third-party assured.

Data on Chemical Substances

Amount of Chemical Substances in 2024

	2024
Japan	8,978
Outside Japan	727
Total	9,705

(t)

VOC Emissions in 2024

	2024
Japan	131
Outside Japan	162
Total	293

(t)

Environmental Accounting

We quantitatively ascertain the costs of environmental conservation in our business activities, the outcomes of such activities, and the economic effect associated with environmental conservation measures.

Environmental Conservation Costs

(Billions of yen)

Category		Details of Key Activities	2024	
			Investment* ¹	Cost* ²
(1) Business Area Cost			4.41	10.76
Details	1. Pollution Prevention Cost	Air, water and soil pollution prevention, etc.	1.23	4.87
	2. Global Environmental Conservation Cost	Prevention of global warming, energy conservation, efficient logistics, etc.	2.93	2.76
	3. Resource Efficiency Cost	Efficient resource use, waste reduction, sorting, recycling, etc.	0.25	3.12
(2) Upstream / Downstream Cost		Green procurement initiatives, product recycling* ³ , etc.	0.07	15.56
(3) Administration Cost		Environmental education, environmental management system, tree planting, information disclosure, environmental advertising, personnel, etc.	0.03	4.45
(4) R&D Cost* ⁴		R&D for reducing environmental impact	0.00	0.03
(5) Social Activity Cost		Contributions to organizations, sponsorships, memberships, etc.	0.00	0.29
(6) Environmental Remediation Cost		Soil remediation	0.00	0.04
(7) Other		Other environmental protection-related costs	0.01	0.10
Total			4.52	31.22

*1 Of total investment in depreciable assets, the amount spent for the purpose of environmental conservation

*2 Of total costs, the amount incurred for the purpose of environmental conservation

*3 In connection with the recycling of used products, expenses for product collection, storage, sorting, shipment, etc.

*4 Expenses for basic research on environmental technologies.

Environmental Conservation Benefit

Details of Benefit		Environmental Protection Indices	
		Index	Index Value (2024)
Benefit Related to Business Area Cost	Benefit related to resources input into business activities	Energy conservation (t-CO ₂)	37,660
	Benefit related to waste or environmental impact originating from business activities	Recycled resources volume (t)	92,229
Benefit Related to Upstream / Downstream Cost	Benefit related to goods and services produced from business activities	Product energy conservation amount (1,000 t-CO ₂)* ⁵	141.2
		Recovery of used products (t)* ⁶	54,564

*5 CO₂ reduction resulting from energy-conservation technologies in electrographic multifunction devices and laser printers.

*6 Amount of recovered copying machines, cartridges, etc. (including outsourced material recycling and thermal recovery).

Economic Benefit Associated with Environmental Conservation Activities

(Billions of yen)

Details of Benefit		2024
Revenue	Sales revenue from waste recycling	3.10
Cost Reduction	Reduction in energy costs from energy conservation* ⁷	2.35
	Reduction from green procurement	0.00
	Reduction in waste handling costs from resource conservation and recycling* ⁸	1.67
Total		7.12

*7 Reduction in power purchasing costs, etc., due to introduction of new equipment and energy conservation measures.

*8 Reduction in external waste handling consignment costs due to introduction of new equipment and measures contributing to resource conservation, as well as gains on sales due to conversion of waste into recyclable materials, etc.

Benefit of Upstream / Downstream Costs

(Billions of yen)

Details of Benefit	2024
Lower energy costs from reduced product energy consumption* ⁹	4.20
Profit from used product recycling	8.85

*9 Calculated as the reduction in energy consumption of electrographic multifunction devices and laser printers (excluding production printers) × 12 yen/kWh (economic effect for the customer).

List of ISO14001 Certified Sites and Subsidiaries (Canon Group Consolidated)

Name	Location
Canon Inc. (1 company, 14 operational sites)	
Headquarters (Shimomaruko)	Tokyo
Yako Office	Kanagawa
Kawasaki Office	Kanagawa
Tamagawa Office	Kanagawa
Kosugi Office	Kanagawa
Hiratsuka Plant	Kanagawa
Ayase Plant	Kanagawa
Fuji-Susono Research Park	Shizuoka
Utsunomiya Plant	Tochigi
Toride Plant	Ibaraki
Ami Plant	Ibaraki
Utsunomiya Optical Products Plant	Tochigi
Optics R&D Center	Tochigi
Oita Plant	Oita
Marketing Headquarters in Japan (1 company)	
Canon Marketing Japan Inc.	Tokyo
Manufacturing Subsidiaries in Japan (22 companies)	
Canon Electronics Inc.	Saitama
Canon Finetech Nisca Inc.	Saitama
Fukui Canon Materials Inc.	Fukui
Canon Precision Inc.	Aomori
Canon Chemicals Inc.	Ibaraki
Oita Canon Inc.	Oita
Miyazaki Canon Inc.	Miyazaki
Canon Optron, Inc.	Ibaraki
Canon Components, Inc.	Saitama
Nagahama Canon Inc.	Shiga
Oita Canon Materials Inc.	Oita
Canon Semiconductor Equipment Inc.	Ibaraki
Canon Ecology Industry Inc.	Ibaraki
Ueno Canon Materials Inc.	Mie
Fukushima Canon Inc.	Fukushima
Canon Mold Co., Ltd.	Ibaraki
Canon ANELVA Corporation	Kanagawa
Canon Machinery Inc.	Shiga
Canon Tokki Corporation	Niigata
Nagasaki Canon Inc.	Nagasaki
Canon Medical Systems Corporation	Tochigi
Canon Electron Tubes & Devices Co., Ltd.	Tochigi

Name	Location
Manufacturing Subsidiaries Outside Japan (22 companies)	
Canon Virginia, Inc.	U.S.A.
Canon Environmental Technologies, Inc.	U.S.A.
Canon Giessen GmbH	Germany
Canon Bretagne S.A.S.	France
Canon Inc., Taiwan	Taiwan
Canon Opto (Malaysia) Sdn. Bhd.	Malaysia
Canon Electronics (Malaysia) Sdn. Bhd.	Malaysia
Canon Hi-Tech (Thailand) Ltd.	Thailand
Canon Dalian Business Machines, Inc.	PRC
Canon Medical Equipment (Dalian) Co., Ltd.	PRC
Canon Machinery (Dalian) Co., Ltd.	PRC
Canon Vietnam Co., Ltd.	Vietnam
Canon Zhongshan Business Machines Co., Ltd.	PRC
Canon (Suzhou) Inc.	PRC
Canon Finetech Nisca (Shenzhen) Inc.	PRC
Canon Machinery (Malaysia) Sdn. Bhd.	Malaysia
Canon Prachinburi (Thailand) Ltd.	Thailand
Canon Business Machines (Philippines), Inc.	Philippines
Canon Production Printing Netherlands B.V.	The Netherlands
Canon Production Printing Germany G.m.b.H. & Co. KG	Germany
Canon Electronics Vietnam Co., Ltd.	Vietnam
Canon Electronic Business Machines (H.K.) Co., Ltd.	Hongkong
Marketing Headquarters Outside Japan (6 companies)	
Canon U.S.A., Inc.	U.S.A.
Canon Europe Ltd.	United Kingdom
Canon Europa N.V.	The Netherlands
Canon (China) Co., Ltd.	PRC
Canon Singapore Pte. Ltd.	Singapore
Canon Australia Pty. Ltd.	Australia
Other companies with ISO 14001 certification (65 companies)	
In Japan (16)	
Outside Japan (49)	

* Environmental data (except CO₂ emissions) refer to 117 ISO14001-certified companies and one non-certified company (Axis Communications AB). However, environmental accounting excludes some sites whose impact on the total is small.

Hiring and Treatment of Human Resources

Number of Employees (Canon Group)

	2020	2021	2022	2023	2024
Japan	72,338	70,924	69,455	68,532	70,126
Male	-	-	55,454	54,463	54,051
Female	-	-	14,001	14,069	16,075
Other	-	-	0	0	0
Americas	15,307	15,066	15,771	15,945	14,606
Male	-	-	10,633	10,762	9,423
Female	-	-	5,131	5,166	5,167
Other	-	-	7	17	16
Europe	22,578	22,363	22,214	22,651	22,569
Male	-	-	15,591	15,959	15,842
Female	-	-	6,553	6,674	6,672
Other	-	-	70	18	55
Asia and Oceania	71,674	75,681	73,335	62,023	63,039
Male	-	-	32,391	25,587	27,051
Female	-	-	40,944	36,428	35,944
Other	-	-	0	8	44
Total	181,897	184,034	180,775	169,151	170,340
Male	-	-	114,069 (63.1%)	106,771 (63.1%)	106,367 (62.4%)
Female	-	-	66,629 (36.9%)	62,337 (36.9%)	63,858 (37.5%)
Other	-	-	77 (0.0%)	43 (0.0%)	115 (0.1%)

* () Percentage of total employees.

2024 Number of Employees by Employment Type (Gender) (Canon Group)

		Male	Female	Other	Total
Regular Employees	Full time	100,047	55,947	88	156,082 (91.6%)
	Part time	1,317	1,962	3	3,282 (1.9%)
Non-regular Employees	Full time	4,847	4,551	10	9,408 (5.5%)
	Part time	156	1,398	14	1,568 (0.9%)

* () Percentage of total employees.

2024 Number of Employees by Employment Type (Region) (Canon Group)

		Japan	Americas	Europe	Asia and Oceania	Total
Regular Employees	Full time	67,430	14,429	19,742	54,481	156,082
	Part time	798	126	2,231	127	3,282
Non-regular Employees	Full time	483	45	463	8,417	9,408
	Part time	1,415	6	133	14	1,568

Breakdown of Employees (Canon Inc.)

		2020	2021	2022	2023	2024
Total number of employees		25,713	25,377	24,717	23,931	23,457
By gender	Male	21,534	21,215	20,573	19,899	19,429
	Female	4,179	4,162	4,144	4,032	4,028
By age group	Under 30	3,116	3,072	2,897	2,617	2,489
	30s	5,507	5,021	4,658	4,225	3,995
	40s	7,243	7,196	7,120	6,968	6,819
	50s	8,158	8,153	7,769	7,532	7,405
	60 and over	1,689	1,935	2,273	2,589	2,749

Number of New Hires and Employees Leaving the Company (Canon Inc.)

		2020	2021	2022	2023	2024
Newly hired employees	Male	548	305	271	257	367
	Percentage of male	76.4	83.1	74.2	71.2	77.3
	Female	169	62	94	104	108
	Percentage of female	23.6	16.9	25.8	28.8	22.7
	Total	717	367	365	361	475
Employees voluntarily leaving the company/ Voluntary turnover rate	Employees voluntarily leaving the company	462	448	474	485	424
	Voluntary turnover rate	1.9	1.9	2.0	2.1	1.9

Results of Employee Opinion Survey (Canon Inc.)

	2018	2021	2023
Percentage of positive responses*	47	49	50

* Percentage of positive responses for categories related to engagement, such as a sense of fulfillment, personal growth, and a comfortable working environment.

2024 Ratio of Internationalization (Canon Group Companies Outside Japan)

	Americas	Europe	Asia (excluding Japan)
Presidents	39	86	36
Managers	87	93	92

* Share of non-Japanese appointed as presidents and managers.

* Survey targeting major marketing companies in each region

Average service years (Canon Inc.)

	2020	2021	2022	2023	2024
Male	19.5	19.8	19.9	20.0	20.0
Female	19.3	19.6	19.6	19.3	19.1
Percentage difference in average employment years for female to male employees	-1.0	-1.0	-1.5	-3.5	-4.5

2024 Comparison of Canon's Minimum Wage to Local Minimum Wage

		Japan	U.S.	China
Local minimum monthly wage		174,000 yen	2,080 dollars	2,163 renminbi
Canon	Standard minimum monthly wage	192,000 yen	2,340 dollars	2,784 renminbi
	Ratio compared to local minimum wage	110	113	129

* Figures represent wages for leading manufacturing companies in each region, not average wages.

2024 Base Salary and Total Salary per Employee by Gender (Canon Inc.)

		Female : Male
Base pay	Management	100 : 105
	Non-management employees	100 : 115
Total pay	Management	100 : 106
	Non-management employees	100 : 123

* Compensation scheme is identical between male and female. Differences between male and female are due to roles, positions, and age distribution.

Percentage of Taking Paid Leave per Employee (Canon Inc.)

(%)

	2020	2021	2022	2023	2024
Percentage of Taking Paid Leave	82.0	82.0	90.5	88.5	88.0

Annual Hours Worked per Employee (Canon Inc.)

(Hrs)

	2020	2021	2022	2023	2024
Total hours worked	1,720	1,745	1,740	1,734	1,730

* Regular/post-retirement employee survey data (Canon Inc.)

* 2020 includes managers' overtime hours

Average Monthly Overtime Hours per Employee (Canon Inc.)

(Hrs)

	2020	2021	2022	2023	2024
Average Monthly Overtime Hours	12.3	15.1	16.5	16.0	16.0

Percentage of Employee Membership in the Canon Workers' Union

(%)

	2020	2021	2022	2023	2024
Canon Inc.	80	79	80	79	79
Key Group companies in Japan*	83	82	83	80	82

* 18 member unions of the Canon Group Workers' Union Conference

Diversity, Equity and Inclusion

Ratio of Female Employees by Position (Canon Inc.)

(%)

	2020	2021	2022	2023	2024
Employees	16.5	16.6	16.8	16.9	17.0
Managers	3.0	3.3	3.6	3.8	4.2
Executives	4.2	4.0	3.8	4.0	5.8

2024 Ratio of Female Employees (Canon Group)

	Japan	Americas	Europe	Asia and Oceania
Employees	16,075	5,167	6,672	35,944
Percentage of employees	22.9	35.4	29.6	57.0
Managers	288	324	242	370
Percentage of managers	4.3	30.8	25.3	31.9

* Managers: global numbers and ratio for principal Group companies

Breakdown of Executives (Canon Inc.)

		2020	2021	2022	2023	2024
By gender	Male	46	48	50	48	49
	Female	2	2	2	2	3

2024 Composition of Executives by Age (Canon Inc.)

		50s	60s	70s	80s
By gender	Male	5	35	7	2
	Female	0	3	0	0

Number of Employees Taking Childcare and Nursing Care Leave (Canon Inc.)

		2020	2021	2022	2023	2024
Taking childcare leave		299	357	388	460	442
Male		178	242	296	361	337
Female		121	115	92	99	105
Percentage of taking childcare leave	Male	27.7	33.4	47.7	65.8	64.6
	Female	100.0	100.0	100.0	100.0	100.0
Using reduced work hours for childcare		120	119	100	106	140
Male		9	18	7	23	37
Female		111	101	93	83	103
Taking maternity leave		21	16	6	7	4
Working reduced hours due to pregnancy		6	0	0	3	1
Taking nursing care leave		18	15	25	29	17
Male		8	7	7	18	6
Female		10	8	18	11	11
Using reduced work hours for nursing care		11	4	13	17	3
Applications for Fertility Treatment Subsidy Program		199	182	132	40	41

* Number of employees in that year using the system for the first time.

Return/Retention Rates and Number of Employees Returning from Childcare/Nursing Care Leave (Canon Inc.)

		2020	2021	2022	2023	2024
Returning from Childcare Leave	Number of returning employees	282	368	383	473	435
	Male	153	242	274	375	337
	Female	129	126	109	98	98
	Return rate	99	99	99	98	98
	Male	97	98	98	97	98
	Female	100	99	97	99	98
	Retention rate*	98	98	98	98	96
Returning from Nursing Care Leave	Number of returning employees	16	11	23	26	21
	Return rate	94	100	100	88	80

* Retention rate: (The total number of employees who are registered as of 12 months after returning from childcare leave)÷ (The total number of employees who returned to work from childcare leave during a previous report period) × 100.

Number and Percentage of Employees with Disabilities (Canon Inc., Key Group Companies in Japan)

	2020	2021	2022	2023	2024
Employees	943	1,063	1,057	1,077	1,041
Percentage of employees	2.34	2.39	2.44	2.53	2.64

* As of June 1 each year

Occupational Safety and Health Management

Numbers and Frequency of Occupational Accidents (Canon Inc., Key Group Companies in Japan)

	2020	2021	2022	2023	2024
Accidents requiring time off work	31	16	21	21	18
Accidents not requiring time off work	112	96	78	100	101
Frequency rate* ¹	0.26	0.13	0.19	0.19	0.16
Severity rate* ²	0.005	0.002	0.003	0.008	0.004
Frequency rate for the manufacturing industry	1.21	1.31	1.25	1.29	* ³
Severity rate for the manufacturing industry	0.07	0.06	0.08	0.08	

*1 The prevalence of occupational fatalities and injuries per 1 million working hours.

*2 The degree of the disaster with the labor loss days per 1,000 total of working hours.

*3 The data for the year ended December 2024 not published as of April 2025.

Health checkups (Canon Inc.)

	2020	2021	2022	2023	2024
Rate of regular health checkup participation	100	100	100	100	100
Rate of detailed examination after health checkups	92.1	94.6	95.6	98.9	95.2

(%)

Stress Check Results (Canon Inc.)

	2020	2021	2022	2023	2024
Rate of employees undergo stress check tests	96.1	96.6	96.5	95.4	96.2
Rate of people who have high stress	10.4	10.6	11.4	10.9	10.5

(%)

Various health support measure (Canon Inc.)

	2020	2021	2022	2023	2024
Percentage of people who undergo cancer screening * ¹	37.2	44.4	48.7	51.6	-
Percentage of people with Normal BMI	74.7	67.9	67.6	67.7	67.7
Percentage of smokers	15.7	15.0	14.5	14.0	13.8
Percentage of people who have breakfast	83.2	82.8	82.2	81.5	81.7
Percentage of people who drink alcohol properly * ²	78.5	79.0	79.4	80.0	80.5
Percentage of people who have the habit of regular exercise	26.5	25.6	26.4	27.9	28.7
Percentage of people who feel rested after sleep	65.9	69.5	68.5	67.4	67.0
Percentage of people who have stress release and relaxation methods	84.3	84.5	85.1	86.0	84.7
Employee Performance (Presenteeism) * ³ (%)	-	89.7	89.3	88.7	88.1
Absence from Work Due to Health Problems (Sick Leave) (Absenteeism) * ⁴ (day)	-	3.40	3.15	4.31	4.50
Work Engagement * ⁵ (point)	-	2.52	2.52	2.52	3.08

*1 Subjects 40 years of age or older. From April to March in each fiscal year.

*2 Percentage of occasional drinkers and hardly drinkers.

*3 Average of the results to the SPQ (Single-Item Presenteeism Question). Question is "On a scale to 100%, where 100% is the best job performance you could have at your job if unimpeded by sickness or injury, how would you rate your overall job performance over the past four weeks?". This measurement started from FYE 3/2023 to assess presenteeism.

*4 Average number of days of leave due to injury or illness (including temporary leave of absence and absenteeism) for employees based in Japan.

*5 Average of the results to health diagnostic interview program "(1) Do you feel energized when you work? (2) Are you enthusiastic about your work?

(3) Are you absorbed in your work?". NO:0, hardly ever, several times a year or less: 1, rarely, once a month or less: 2, sometimes, several times a month: 3, often, once a week: 4, very often, several times a week: 5, always, every day: 6.

Since the options have changed since 2024, data before 2023 are used as reference values.

Human Resource Development and Personal Growth

Average Training Hours per Employee (Canon Inc.)

	2020	2021	2022	2023	2024
Training Hours	14.9	19.1	21.9	22.6	26.7

(Hrs)

Average Training Costs per Employee

	2020	2021	2022	2023	2024
Canon Inc.	Approx. 167,000	Approx. 161,000	Approx. 162,000	Approx. 165,000	Approx. 173,000
Key Group Companies in Japan and Overseas Marketing Companies	Approx. 84,000	Approx. 83,000	Approx. 89,000	Approx. 93,000	Approx. 93,000

(yen)

Sociocultural Support Activities

Expenditure on Social Contribution Activities (Canon Inc. and Key Group Companies)

	2024
Humanitarian Aid and Disaster Relief	28
Art, Culture, and Sports	141
Education and Science	406
Policy Research	1,030
Local Communities	134
Other	98
Total	1,837

(Millions of yen)