

1. ESG Data

■ Environmental

[Electricity Consumption and CO2 Emissions]

Rounded up to first decimal place

| | FY March 2021 | FY March 2022 | FY March 2023 |
|----------------------------------|---------------|---------------|---------------|
| SCOPE1 (t-CO ₂) | 109 | 257 | 672 |
| SCOPE2 (t-CO ₂) | 1,443 | 2,757 | 2,766 |
| SCOPE1,2 合計 (t-CO ₂) | 1,551 | 3,015 | 3,438 |
| Electricity Consumption (kWh) | 3,241 | 6,368 | 6,298 |

■ Social

[Employees and Work-Life Balance]

Figures as of March 31 of each fiscal year

| | | FY March 2021 | FY March 2022 | FY March 2023 |
|-----------|-------------------|---------------|---------------|---------------|
| Employees | Total | 707 | 1,081 | 1,747 |
| | Male | 249 | 369 | 597 |
| | Female | 458 | 712 | 1,150 人 |
| | Female Percentage | 64.8% | 65.9% | 65.8 % |

| | | | |
|---------------------------------|-------|-------|--------|
| Turnover Rate ※1 | 10.0% | 15.4% | 11.3 % |
| Annual Hires | 300 | 532 | 902 |
| Annual Paid Vacation Usage Rate | 61.1% | 63.3% | 61.2% |

※1.Excludes employees who retired or were hired during the FY, as well as those who retired due to completion of outsourcing contracts

2. ESG Data

■ Governance

[Board of Directors]

| | | |
|------------------------------------|-----------------------------|--|
| Organizational Structure | | Company with Audit and Supervisory Committee |
| Chairman of the Board of Directors | | Ryotatsu Nawashiro, President & CEO |
| Directors | Total Number | 8 |
| | Number of Outside Directors | 3 |
| | Female Percentage | 12.5% (1/8) |
| | Ratio of Outside Directors | 37.5% (3/8) |

Figures are as of March 31 each fiscal year

| | | FY March 2021 | FY March 2022 | FY March 2023 |
|---------------------------------|--------------------------|---------------|---------------|---------------|
| Board of Directors | Meetings Held | 16 | 16 | 18 |
| | Director Attendance Rate | 100% | 100% | 100% |
| Audit and Supervisory Committee | Meetings Held | 14 | 12 | 12 |
| | Attendance Rate | 100% | 100% | 100% |