

	Unit	FY2022	FY2023	FY2024	FY202
rironment					
ergy consumption					
fuel consumption from coal and coal products	MWh	4,573.2	4,534.1		
fuel consumption from crude oil and petroleum products	MWh	933.6	899.4		
fuel consumption from natural gas consumption of purchased or acquired electricity, heat, steam, and cooling from non-	MWh	123.3	137.8		
renewable sources	MWh	3,516.3	3,496.9		
total energy consumption from renewable sources, broken down	MWh	396.2	397.3		
consumption of self-generated non-fuel renewable energy	MWh	396.2	397.3		
ope 1	1 kt = 1000 metric ton				
the gross Scope 1 GHG emissions in metric tons of CO ₂ equivalent	CO ₂ equivalent kt	0.4	0.4		
ope 2	1 kt = 1000 metric ton				
the gross Scope 2 GHG emissions in metric tons of CO ₂ equivalent	CO ₂ equivalent kt	1.9	1.4		
ope 3	1 kt = 1000 metric ton				
the gross Scope 3 GHG emissions in metric tons of CO ₂ equivalent	CO ₂ equivalent kt	2,974.7	1,835.3		
Category 1	CO ₂ equivalent kt	50.7	56.6		
Category 2	CO ₂ equivalent kt	0.3	0.4		
Category 3	CO ₂ equivalent kt	0.3	0.3		
Category 4	CO ₂ equivalent kt	0.6	0.6		
Category 5	CO ₂ equivalent kt	0.6	0.6		
Category 6	CO ₂ equivalent kt	0.1	0.1		
Category 7	CO ₂ equivalent kt	0.7	0.7		
Category 8	CO ₂ equivalent kt	0.7	0.7		
	CO ₂ equivalent kt	0.4	0.0		
Category 9	- '	0.0	0.0		
Category 10	CO ₂ equivalent kt	-	-		
Category 11	CO ₂ equivalent kt	2,921.0	1,775.7		
Category 12	CO ₂ equivalent kt	0.0	0.0		
Category 13	CO ₂ equivalent kt	-	-		
Category 14	CO ₂ equivalent kt	-	-		
Category 15	CO ₂ equivalent kt	-	-		
tal GHG emissions	1 kt = 1000 metric ton				
Total GHG emissions	CO ₂ equivalent kt	2,976	1,837		
nter performance					
total water withdrawals	km ³	16.5	17.3		
					•
ter supply, Access, Sanitation and Hygiene (WASH) the percentage of employees who have access to safely managed WASH services in					
company facilities	%	100	100		
the percentage of suppliers which have access to safely managed WASH services for their employees as a condition in their contract	%	100	100		
iste and emissions For non-hazardous solid waste, the amount by weight diverted from disposal by					
recovery operation	t	123	102		
source use					
the amount in both absolute and percentage terms, of reused, recycled and renewable					
input materials used to manufacture the undertaking's primary products and services	t	387	335		
the ratio in both absolute and percentage terms, of reused, recycled and renewable	0/	25.5	25.5		
input materials used to manufacture the undertaking's primary products and services	%	35.5	35.5		

		Unit	FY2	022	FY2	.023	FY2	2024	FY2	2025
ciety	•									
fety of products and services										
total number of incidents of non-compliance with regulation concerning the health and safety impacts of products and se reporting period		Q'ty		0		0				
oduct recalls										
The number of product recalls issued		Q'ty		0		0				
The number of services discontinued or amended on accour laws and regulations or due to stakeholder concerns	nt of noncompliance with	Q'ty		0		0				
rruption incidents										
the number of confirmed incidents		Q'ty		0		0				
ti competitive behaviour										
ti-competitive behaviour number of legal action	pow.	O'ty		0		0				
number of legal action	new continuing	Q'ty Q'ty		0		0				
	finalised	Q'ty		0		0				
	ilitaliseu	Q ty		- 0		- 0				
nations and sponsorships										
charitable donations and sponsorships										
charitable donations		k JPY		3,000		2,000				
sponsorships		k JPY		1,030		30				
the contract of										
itical contributions										
monetary value of financial and in-kind political contributions	S	k JPY		0		0				
a <u>racteristics of the employees</u>										
a total number		nereon		176		102				
a. total number b. permanent employees		person		476 433		492 448				
a. total number b. permanent employees		person	male	433	male	448	male	female	male	fe
	breakdown by gender		male 379		male 393		male	female	male	fe
		person	379 Japanese	433 female 54 foreign	393 Japanese	448 female 55 foreign	Japanese	foreign	Japanese	f
	breakdown by gender	person	379 Japanese nationality	433 female 54 foreign national employees	393 Japanese nationality	female 55 foreign national employees				f
b. permanent employees		person person person	379 Japanese	433 female 54 foreign national employees 3	393 Japanese	448 female 55 foreign national employees 3	Japanese	foreign national	Japanese	fi
		person person	379 Japanese nationality 430	433 female 54 foreign national employees 3 15	Japanese nationality 445	female 55 foreign national employees 3	Japanese nationality	foreign national employees	Japanese nationality	f n em
b. permanent employees		person person person	Japanese nationality 430 male	433 female 54 foreign national employees 3 15 female	Japanese nationality 445 male	female 55 foreign national employees 3 14 female	Japanese	foreign national	Japanese	fi ni em
b. permanent employees	breakdown by country	person person person person	379 Japanese nationality 430 male 8	female 54 foreign national employees 3 15 female 7	Japanese nationality 445 male 7	female 55 foreign national employees 3 14 female 7 foreign	Japanese nationality male	foreign national employees	Japanese nationality male	f n em
b. permanent employees	breakdown by country	person person person person	Japanese nationality 430 male 8 Japanese nationality	female 54 foreign national employees 3 15 female 7 foreign national employees	393 Japanese nationality 445 male 7 Japanese nationality	female 55 foreign national employees 3 14 female 7 foreign national employees	Japanese nationality	foreign national employees	Japanese nationality	fer fe
b. permanent employees c. temporary employees	breakdown by country	person person person person person person	379 Japanese nationality 430 male 8	433 female 54 foreign national employees 3 15 female 7 foreign national employees 0	Japanese nationality 445 male 7 Japanese	female 55 foreign national employees 3 14 female 7 foreign national employees 0	Japanese nationality male	foreign national employees female foreign national	Japanese nationality male	fe
b. permanent employees	breakdown by country breakdown by gender breakdown by country	person person person person person	379 Japanese nationality 430 male 8 Japanese nationality 15	433 female 54 foreign national employees 3 15 female 7 foreign national employees 0 0	Japanese nationality 445 male 7 Japanese nationality 14	female 55 foreign national employees 3 14 female 7 foreign national employees 0 0	Japanese nationality Male Japanese nationality	foreign national employees female foreign national employees	Japanese nationality Male Japanese nationality	fen
b. permanent employees c. temporary employees	breakdown by country	person person person person person person	Japanese nationality 430 male 8 Japanese nationality	433 female 54 foreign national employees 3 15 female 7 foreign national employees 0	393 Japanese nationality 445 male 7 Japanese nationality	female 55 foreign national employees 3 14 female 7 foreign national employees 0 female	Japanese nationality male	foreign national employees female foreign national	Japanese nationality male	fennem fe
b. permanent employees c. temporary employees	breakdown by country breakdown by gender breakdown by country	person person person person person person person	379 Japanese nationality 430 male 8 Japanese nationality 15 male 0 Japanese	female 54 foreign national employees 3 15 female 7 foreign national employees 0 female 0 foreign 0 foreign 0 foreign	393 Japanese nationality 445 Male 7 Japanese nationality 14 male 0 Japanese	female 55 foreign national employees 3 14 female 7 foreign national employees 0 female 0 foreign national employees	Japanese nationality male Japanese nationality male Japanese Japanese Japanese	foreign national employees female foreign national employees female	Japanese nationality male Japanese nationality male Japanese Japanese	fer
b. permanent employees c. temporary employees	breakdown by country breakdown by gender breakdown by country	person person person person person person person	379 Japanese nationality 430 Male 8 Japanese nationality 15 male 0 Japanese nationality	female 54 foreign national employees 3 15 female 7 foreign national employees 0 0 female	393 Japanese nationality 445 Male 7 Japanese nationality 14 Male 0 Japanese nationality	female 55 foreign national employees 3 14 female 7 foreign national employees 0 female 0 foreign national employees	Japanese nationality male Japanese nationality male	foreign national employees female foreign national employees female	Japanese nationality male Japanese nationality male	fee fee
b. permanent employees c. temporary employees d. non-guaranteed hours employees	breakdown by country breakdown by gender breakdown by country breakdown by gender	person	379 Japanese nationality 430 male 8 Japanese nationality 15 male 0 Japanese	female 54 foreign national employees 3 15 female 7 foreign national employees 0 0 female 0 foreign national employees 0 0 0 0 foreign national employees	393 Japanese nationality 445 Male 7 Japanese nationality 14 male 0 Japanese	448 female 55 foreign national employees 14 female 7 foreign national employees 0 female 0 foreign national employees	Japanese nationality male Japanese nationality male Japanese Japanese Japanese	foreign national employees female foreign national employees	Japanese nationality male Japanese nationality male Japanese Japanese	fee fee
b. permanent employees c. temporary employees	breakdown by country breakdown by gender breakdown by country breakdown by gender	person person person person person person person person person	Japanese nationality 430 male 8 Japanese nationality 15 male 0 Japanese nationality 0 0	433 female 54 foreign national employees 3 15 female 7 foreign netional employees 0 female 0 foreign foreign 14	393 Japanese nationality 445 Male 7 Japanese nationality 14 Male 0 Japanese nationality 0	448 female 55 foreign national employees 14 female 7 foreign national employees 0 female 0 foreign national employees 14 14 15 16 16 17 17 17 18 18 18 18 18 18 18 18 18 18 18 18 18	Japanese nationality male Japanese nationality male Japanese nationality	foreign national employees female foreign national employees female foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality	fee fee
b. permanent employees c. temporary employees d. non-guaranteed hours employees	breakdown by country breakdown by gender breakdown by country breakdown by gender	person	379 Japanese nationality 430 Male 8 Japanese nationality 15 Male 0 Japanese nationality 0 male	433 female 54 foreign national employees 7 foreign national employees 0 0 female 0 foreign national employees 1 female 1 female 0 foreign national employees	393 Japanese nationality 445 Male 7 Japanese nationality 14 Male 0 Japanese nationality 0 male male	female 55 foreign national employees 7 foreign national 0 female 0 foreign national employees 0 female 1 female	Japanese nationality male Japanese nationality male Japanese Japanese Japanese	foreign national employees female foreign national employees	Japanese nationality male Japanese nationality male Japanese Japanese	fe fe
b. permanent employees c. temporary employees d. non-guaranteed hours employees	breakdown by country breakdown by gender breakdown by country breakdown by gender breakdown by country	person	Japanese nationality 430 Male 8 Japanese nationality 15 male 0 Japanese nationality 0 male 14	433 female 54 foreign national employees 3 15 female 7 foreign national employees 0 female 0 foreign national employees 0 female 0 foreign national 14 female 0	393 Japanese nationality 445 Male 7 Japanese nationality 14 Male 0 Japanese nationality 0 male 3	female 55 foreign national employees 14 female 7 foreign national employees 0 female 0 foreign national employees 14 female 11	Japanese nationality male Japanese nationality male Japanese nationality male	foreign national employees female foreign national employees female foreign national employees female	Japanese nationality male Japanese nationality male Japanese nationality male	fe fe fe
b. permanent employees c. temporary employees d. non-guaranteed hours employees	breakdown by country breakdown by gender breakdown by country breakdown by gender breakdown by country	person	379 Japanese nationality 430 Male 8 Japanese nationality 15 Male 0 Japanese nationality 0 male	433 female 544 foreign national employees 7 foreign national employees 0 0 female 0 foreign national employees 14 female 0 foreign national foreign national employees	393 Japanese nationality 445 Male 7 Japanese nationality 14 Male 0 Japanese nationality 0 male male	448 female 55 foreign national employees 14 female 7 foreign national employees 0 female 0 foreign national employees 14 female 11 foreign national	Japanese nationality male Japanese nationality male Japanese nationality	foreign national employees female foreign national employees female foreign national employees female foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality	fer
b. permanent employees c. temporary employees d. non-guaranteed hours employees	breakdown by country breakdown by gender breakdown by country breakdown by gender breakdown by country	person	379 Japanese nationality 430 male 8 Japanese nationality 15 male 0 Japanese nationality 0 male 14 Japanese	433 female 54 foreign national employees 0 female 0 foreign national employees 1 female 0 foreign national employees 0 female 0 foreign 14 female 0 foreign 15 foreign 16 foreign 17 foreign 17 foreign 18 foreign 18 foreign 19 foreign	Japanese nationality 445 male 7 Japanese nationality male 0 Japanese nationality 0 male 3 Japanese	female 55 foreign national employees 0 female 7 foreign national employees 0 female 1 female 1 foreign national employees 1 foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality	foreign national employees female foreign national employees female foreign national employees female foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality	fer
b. permanent employees c. temporary employees d. non-guaranteed hours employees	breakdown by country breakdown by gender breakdown by country breakdown by gender breakdown by country	person	Japanese nationality Male Ma	433 female 54 foreign national employees 3 15 female 7 foreign national employees 0 female 0 foreign national employees 0 female foreign national employees	393 Japanese nationality Male 7 Japanese nationality male 0 Japanese nationality male 0 Japanese nationality male 3 Japanese nationality	female 55 foreign national employees 0 female 7 foreign national employees 0 female 1 female 1 foreign national employees 1 foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality	foreign national employees female foreign national employees female foreign national employees female foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality	fe fe finemen fe
b. permanent employees c. temporary employees d. non-guaranteed hours employees e. full-time employees	breakdown by country breakdown by gender breakdown by country breakdown by country breakdown by country breakdown by country	person	Japanese nationality Male 8 Japanese nationality 15 Male 0 Japanese nationality 0 Male 14 Japanese nationality 14	433 female 54 foreign national employees 7 foreign national employees 0 foreign national employees 0 14 female 0 17 foreign national employees 0 10 10 10 10 10 10 10 10 10 10 10 10 1	393 Japanese nationality Male 7 Japanese nationality male 0 Japanese nationality male 0 Japanese nationality male 3 Japanese nationality	448 female 555 foreign national employees 3 14 female 7 foreign national employees 0 foreign national employees 14 female 11 foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality	foreign national employees female foreign national employees female foreign national employees female foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality	fe f
b. permanent employees c. temporary employees d. non-guaranteed hours employees e. full-time employees	breakdown by country breakdown by gender breakdown by country breakdown by gender breakdown by country	person	Japanese nationality Male 8 Japanese nationality 15 Male 0 Japanese nationality 0 Male 14 Japanese nationality 14	433 female 54 foreign national employees 0 foreign national employees 0 foreign national employees 0 foreign 14 female 0 foreign national employees 14 female 14 female 14 female 8	393 Japanese nationality 445 Male 7 Japanese nationality 14 Male 0 Japanese nationality 0 Male 3 Japanese nationality 14	448 female 55 foreign national employees 3 14 female 7 foreign national employees 0 female 0 foreign national employees 14 female 15 foreign national employees 16 female 16 female	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality	foreign national employees female foreign national employees female foreign national employees female foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality	fe f
b. permanent employees c. temporary employees d. non-guaranteed hours employees e. full-time employees	breakdown by country breakdown by gender breakdown by country breakdown by country breakdown by country breakdown by country breakdown by gender breakdown by gender	person	Japanese nationality 430 Male 8 Japanese nationality 15 Male 0 Japanese nationality 0 Male 14 Japanese nationality 14 Japanese nationality 14 Male Male 14 Japanese nationality 14	433 female 54 foreign national employees 7 foreign national employees 0 0 female 0 foreign national employees 14 female 0 foreign national employees 14 female 0 foreign national employees 14 female 8 foreign 14 female 8	393 Japanese nationality 445 Male 7 Japanese nationality 0 Japanese nationality 0 Male 3 Japanese nationality 14 Male 6 Japanese nationality	female 55 foreign national employees 14 female 7 foreign national employees 0 female 0 foreign national employees 14 female 11 foreign national employees 14 female 11 foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality	foreign national employees female foreign national employees female foreign national employees female foreign national employees female foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality	fel
b. permanent employees c. temporary employees d. non-guaranteed hours employees e. full-time employees	breakdown by country breakdown by gender breakdown by country breakdown by country breakdown by country breakdown by country	person	Japanese nationality Male	433 female 54 foreign national employees 0 foreign national employees 0 foreign national employees 0 foreign 14 female 0 foreign national employees 14 female 14 female 14 female 8	393 Japanese nationality 445 Male 7 Japanese nationality 14 Male 0 Japanese nationality 0 Male 3 Japanese nationality 14 Male 6	448 female 55 foreign national employees 14 female 7 foreign national employees 0 female 0 foreign national employees 14 female 11 foreign national employees 16 female 11 foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality male	foreign national employees female foreign national employees female foreign national employees female foreign national employees female foreign national employees	Japanese nationality male Japanese nationality male Japanese nationality male Japanese nationality male	fer



	İ		E)/0	1000	E) (0	000	E)//	2004		2005
-		Unit	FY2	2022	FY2	.023	FY2	2024	FY2	2025
Total number of non-employee workers										
the total number of workers who are not employees but undertaking's core business, i.e. persons who are not in with the undertaking, but whose work is controlled by it same as or similar to those of its employees or are othe company's core business	n an employment relationship and perform roles that are the	person		27		27				
Training and skills development										
the percentage of own workers covered by the undertaking's training programmes for each employee category										
	ermanent employees	%		100		100				
	emporary employees	%		100		100				
	n-guaranteed hours employees	%		0		0				
	ull-time employees	<u> </u>		100		100				
	art-time employees	%		100		100				
the percentage of own workers covered by regular performance and career development reviews for each employee category										
pe	ermanent employees	%		100		100				
te	emporary employees	%		100		100				
no	n-guaranteed hours employees	%		0		0				
fu	ull-time employees	%		0	0 0					
pa	art-time employees	%		0		0				
the average number of training hours per person in own workforce by employee category and gender			male	female	male	female	male	female	male	female
pe	ermanent employees	h	2.4	2.4	2.9	2.9				
	emporary employees	h	2.3		2.9	2.9				
	on-guaranteed hours	<u>h</u>	0		0	0				
	ull-time employees	<u>h</u>	2.4		2.9	2.9				
[Di	art-time employees	h	2.4	2.5	2.9	2.9				
Health and safety management system										
the number of fatalities as a result of work-related injur	ies	person		0		0				
the rate of fatalities as a result of work-related injuries the number of recordable work-related injuries		% Q'ty		0 5		7				
the rate of recordable work-related injuries		%		1.1		1.4				
the number of fatalities as a result of work-related ill he	,			0		0				
the number of cases of recordable work-related ill healt		person Q'ty		0		0				
the number of days lost to work-related injuries and fate accidents		day		0		0				
the number of days lost to work-related ill health		day		0		0				
the number of fatalities from ill health		person		0		0				
the absentee days for specific categories of own worke	ers	day		0		0				
the percentage of own workers that are not eligible for through the undertaking or a government programme		%		0		0				
Norking hours										
the percentage of its own workers that exceed 48 hours reference period	s per week over the applicable	%		0.8		0.6				

(Scope)
Hosokawa Micron Corporation
Hosokawa Micron Cosmetics Corporation
Hosokawa Powders Corporation



		Unit	FY2022	FY2023	FY2024	FY2025
rk life balance				1		
the total number of employees entitled to take family-	male	person	396	409		
related leave disaggregated by gender	femail	person	80	83		
the total number of employees entitled to take family-	parental leave	person	443	492		
related leave disaggregated type of family-related leave	care leave	person	443	492		
the total number of employees that took family-related	male	person	/	4		
leave disaggregated by gender	femail	person	1	3		
the total number of employees that took family-related	parental leave	person	8	7		
leave disaggregated type of family-related leave	care leave	person	0	0		
return to work of employees that took parental leave,	male	%	100	100		
disaggregated by gender	femail	%	-	-		
retention rates of employees that took parental leave,	male	%	100	100		
disaggregated by gender	femail	%	100	100		
the total number of employees entitled to take advantage	male	person	396	409		
of flexible work arrangements for caring purposes,	femail	person	80	83		
the total number of employees that took advantage of			1			
flexible work arrangements for caring purposes,	male	person	· ·	6		
disaggregated by gender	femail	person	1	2		
	Torrium	percen	· ·	_		
the total number of employees that took advantage of	shortened work hours	person	0	0		
flexible work arrangements for caring purposes,			_	_		
disaggregated type of flexible work arrangement	telework	person	2	8		
cial security eligibility coverage						
the percentage of its own workers eligible for social security	1	%	100	100		
nual total compensation ratio						
The ratio of the basic salary and remuneration of women to						
·	permanent employees	ratio	100:88	100:89		
	temporary employees	ratio	100:89	100:81		
	non-guaranteed hours					
	employees	ratio	-	-		
	full-time employees	ratio	100:89	100:81		
	part-time employees	ratio	100:68	100:74		
	part time employees	Tutto	100.00	100.7 1		
the ratio of the annual total compensation ratio of the highest paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)		ratio	1.85	1.89		
the ratio of the percentage increase in annual total compensation for the undertaking's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)		%	0.99	0.95		
crimination incidents	roomant during the					
the total number of incidents of discrimination, including ha	rassment, during the	Q'ty	0	0		
reporting period				0		
the total number of incidents reviewed by the undertaking		Q'ty	0	0		
the total number of remediation plans being implemented		Q'ty	0	0		
the total number of remediation plans that have been impler		Q'ty	0	0		
reviewed through routine internal management review proce	esses					
the total number of incidents no longer subject to action		Q'ty	0	0		
ployment of persons with disabilities						
the percentage of persons with disabilities amongst		%	1.7	1.6		
its own workforce		/0	1.7	1.0		
the total number of own workers with disabilities	male	person	5	5		
broken down by gender	female	person	2	3		
, ,		p				
lations of equal opportunities rights						
	amagga aa al+ -f					
the total amount of fines, penalties, and compensation for d violations regarding own workers' equal opportunities rights objectives section		JPY	0	0		

ESG Data

	Unit	FY2022	FY2023	FY2024	FY2025
Grievances and complaints related to workrelated rights					
the number of complaints filed through operational-level grievance mechanisms for each of the matters	Q'ty	0	0		
the number of complaints resolved through remediation for each of the matter	Q'ty	0	0		
ollective bargaining coverage					
the percentage of total employees covered by collective bargaining agreements	%	100	100		
/ork stoppages	1	1			l .
the number of major work stoppages	Q'ty	0	0		
the number of workers involved	person	0	0		
the length in days of each stoppage	day	0	0		
a calculation of the total number of idle person-days FTE due to major work stoppages	person	0	0		
orced labour					
The undertaking shall disclose the number of incidents forced labour and/or, the trafficking of persons for the purposes of forced or compulsory labour i.e. human trafficking identified in its own workforce	Q'ty	0	0		
hild labour					
the number of incidents of child labour identified in its own workforce	Q'ty	0	0		
iolations of workers' rights					
the total amount of fines, penalties, and compensation for damages as a result of violations regarding workers' other work-related rights as specified under the objectives section	JPY	0	0		

Unit FY2022 FY2023 FY2024 FY2025 G/Governance Governance structure and composion 1 Yoshio HOSOKAWA 22 23 tenure of members on the governance body year 2 Kohei HOSOKAWA year 3 Tetsuya INOUE 21 22 year year 5 Hiroyuki TSUJIMOTO 2 year 6 Satoshi AKIYAMA year 7 Katsuhiko TAKAGI year 8 8 Tatsuo FUJIOKA year 8 9 Yukari SATO year 2 1 10 Atsuko SHIMOSAKA year 11 Yuji FUKUI year 13 12 12 Hiroshi KOKUBU year 13 Yoshimitsu KATSUI year 14 Michiko Hirai year ercentage of independent shareholder-elected members 46.2 46.2 male person female person < 51 years old 0 age group person 51-60 years old person 61-70 years old person 3 > 70 years old person Governance body meetings and attendance rate 18 19 board of directors times the number of meetings of the undertaking's governance body and committees during the reporting period Nomination and Remuneration Committee (Voluntary advisory body) 4 3 times the number of members who participated at each board of directors meeting during the reporting period October 13 person 10 November -1 13 10 person 13 10 November -2 person 10 13 December -1 person December -2 13 person 13 13 January -1 person January -2 13 person February -1 13 13 person February -2 person 13 13 March person 13 13 13 13 April person May -1 person 13 13 May -2 13 13 person June 13 person 13 13 July person August- 1 person August- 2 person 13 12 September 13 12 person Nomination and Remuneration Committee (Voluntary advisory body) person 4 6

person

person

person

%

%

4

4

6

100

100

6

6

100

100

2)

4)

the highest attendance rate of members

the lowest attendance rate of members