

## Non-financial Information

### Environment

|                                                                   |                                     | FY2021  | FY2022  | FY2023    | FY2024    | FY2025                      |
|-------------------------------------------------------------------|-------------------------------------|---------|---------|-----------|-----------|-----------------------------|
| Total energy usage (GJ) (consolidated)                            |                                     | 200,441 | 186,017 | 180,385   | 177,464   | 134,305                     |
| GHG emissions<br>(t-CO <sub>2</sub> e)<br>(consolidated)          | Scope 1                             | 3,449   | 3,211   | 3,092     | 3,093     | 2,127* <sup>1</sup>         |
|                                                                   | Scope 2<br>(location basis)         | 7,880   | 6,786   | 5,777     | 4,930     | 3,732* <sup>1</sup>         |
|                                                                   | Scope 2<br>(market basis)           | 6,606   | 4,546   | 3,482     | 1,365     | 1,053* <sup>1</sup>         |
|                                                                   | Scope 1 + 2 total<br>(market basis) | 10,055  | 7,757   | 6,574     | 4,457     | 3,180                       |
|                                                                   | Scope 3 total                       | 18,565  | 18,302  | 6,644,227 | 8,057,896 | <sup>**1*2</sup> 13,353,062 |
| Output of renewable<br>energy in operation<br>(MW) (consolidated) | Total                               | 1,205   | 1,366   | 1,293     | 1,638     | 1,760                       |
|                                                                   | Solar power<br>generation           | 907     | 1,020   | 920       | 1,102     | 1,217                       |
|                                                                   | Wind power<br>generation            | 298     | 340     | 343       | 507       | 503                         |

1. Actual figures assured by a third party.

2. Started calculating categories 13 and 15 from FY2023.

### Society

|                                                                                                             |              | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|-------------------------------------------------------------------------------------------------------------|--------------|--------|--------|--------|--------|--------|
| Number of<br>employees<br>(non-consolidated)                                                                | Total        | 2,235  | 2,182  | 2,140  | 2,102  | 2,111  |
|                                                                                                             | Male         | 1,361  | 1,307  | 1,261  | 1,240  | 1,247  |
|                                                                                                             | Female       | 874    | 875    | 879    | 862    | 864    |
| Composition of<br>employees<br>(by country or<br>region) (people)<br>(non-consolidated)                     | Total        | 2,235  | 2,182  | 2,140  | 2,102  | 2,111  |
|                                                                                                             | Japan        | 2,229  | 2,174  | 2,130  | 2,086  | 2,093  |
|                                                                                                             | Europe       | 0      | 0      | 0      | 0      | 0      |
|                                                                                                             | The Americas | 4      | 5      | 7      | 15     | 16     |
|                                                                                                             | China        | 0      | 0      | 0      | 0      | 0      |
|                                                                                                             | ASEAN        | 2      | 3      | 3      | 1      | 2      |
| Percentage of female managers (%)<br>(non-consolidated)                                                     |              | 14.0   | 14.0   | 16.0   | 18.3   | 22.1   |
| Average annual salary (all employees,<br>¥ in millions) (non-consolidated)                                  |              | 8.7    | 9.2    | 9.8    | 10.1   | 10.3   |
| Gender wage gap of regular employees<br>(female average wage / male average wage)<br>(%) (non-consolidated) |              | -      | 64.9   | 64.6   | 64.2   | 66.3   |

|                                                                                              | FY2021 | FY2022  | FY2023  | FY2024  | FY2025  |
|----------------------------------------------------------------------------------------------|--------|---------|---------|---------|---------|
| Number of new graduates hired<br>(non-consolidated)                                          | 58     | 30      | 46      | 73      | 84      |
| Percentage of mid-career hires (%)<br>(non-consolidated)                                     | 37.0   | 49.2    | 56.6    | 56.3    | 47.5    |
| Percentage of people with disabilities<br>employed (annual average, %)<br>(non-consolidated) | 2.4    | 2.5     | 2.7     | 2.8     | 2.7     |
| Turnover rate (voluntary) (%)<br>(non-consolidated)                                          | 3.4    | 2.4     | 2.4     | 2.1     | 1.7     |
| Percentage of employees who took child-<br>care leave (male) (%) (non-consolidated)          | 82.3   | 97.1    | 113.0   | 81.7    | 81.7    |
| Percentage of employees who took child-<br>care leave (female) (%) (non-consolidated)        | 103.3  | 97.4    | 103.0   | 105.9   | 92.3    |
| Annual total working hours per employee<br>(non-consolidated)                                | -      | 1,945.5 | 1,962.6 | 1,909.3 | 1,865.1 |
| Annual working hours exceeding the statu-<br>tory limit per employee (non-consolidated)      | -      | 232.6   | 225.6   | 189.4   | 169.3   |
| Monthly average overtime hours<br>per employee (non-consolidated)                            | -      | 19      | 19      | 16      | 14      |
| Percentage of annual paid holidays taken<br>(%) (non-consolidated)                           | 63.7   | 68.7    | 74.4    | 76.9    | 78.0    |
| Annual average hours of training per<br>employee (non-consolidated)                          | -      | 30.1    | 29.4    | 49.6    | 46.2    |
| Annual average cost of training per<br>employee (¥) (non-consolidated)                       | -      | 99,407  | 180,230 | 135,721 | 128,127 |

### Governance<sup>3</sup>

|                             | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|-----------------------------|--------|--------|--------|--------|--------|
| Number of directors         | 15     | 14     | 12     | 12     | 12     |
| Number of outside directors | 7      | 7      | 6      | 6      | 6      |
| Number of female directors  | 2      | 2      | 2      | 3      | 3      |

3. As of June 30 for each fiscal year.