

Environment

			FY2021	FY2022	FY2023	FY2024
CO₂ emission	Scope1	t-CO ₂	—	—	—	—
	Scope2	t-CO ₂	124	133	162	969
	Scope 1, 2 CO ₂ emissions intensity (per revenue)	t-CO ₂ /100 million yen	0.49	0.39	0.40	1.90
	Scope3	t-CO ₂	48,525	56,939	71,491	112,439
	Total CO ₂ emission	t-CO ₂	48,649	57,072	71,653	113,408
Electricity consumption	Electricity consumption	kwh	347,779	368,167	382,624	2417750.0

*Scope1,2 Data covers RAKSUL INC.and its consolidated subsidiaries

*Scope1 measures the carbon dioxide emission of gas consumption in the office

*Scope2 measures the carbon dioxide emission of electricity consumption in the office

*CO₂ emission coefficient is calculated using the latest emission coefficients published by each electric power company.

*Calculation method: CO₂ emission / revenue (JPY 100MM)

*Scope3 measures greenhouse gas emissions from corporate activities in the supply chain

*Scope3 Data covers RAKSUL INC.

Social

Employees

			FY2022	FY2023	FY2024
number of employees	Overall	Persons	526	533	929
	Male	Persons	306	295	436
		%	58.2%	55.3%	46.9%
	Female	Persons	220	238	493
		%	41.8%	44.7%	53.1%
	Non-Japanese	Persons	65	92	85
		%	12.4%	17.3%	9.1%
	Engineers and designers	Persons	174	181	221
		%	33.1%	34.0%	23.8%
	Non-Japanese	Persons	-	-	75
		%	-	-	33.9%
	Regular employees	Persons	432	449	643
%		82.1%	84.2%	69.2%	
Non-regular employees <small>(Number of contractual employees and part-time workers)</small>	Persons	94	84	286	
	%	17.9%	15.8%	30.8%	
Number of new employees hired (Regular employees)	Overall	Persons	163	132	173
	Male	Persons	100	79	107
		%	61.3%	59.8%	61.8%
	Female	Persons	63	53	66
		%	38.7%	40.2%	38.2%
	中途Overall	Persons	154	114	155
	中途Male	Persons	93	64	96
		%	60.4%	56.1%	61.9%
	中途Female	Persons	61	50	59
		%	39.6%	43.9%	38.1%
Average age	Overall	years old	34	32.9	36.03
	Male	years old	34.1	33.6	36.12
	Female	years old	33.1	33.4	35.90
Employee age status (Regular employees)	Under 30 years old	Persons	127	135	141
		%	29.4%	30.1%	21.9%
	30 - 39 years old	Persons	215	225	298
		%	49.8%	50.1%	46.3%
	40 - 49 years old	Persons	85	78	165
		%	19.7%	17.4%	25.7%
	50 - 59 years old	Persons	3	8	38
		%	0.7%	1.8%	5.9%
	60 years old or older	Persons	2	3	1
		%	0.4%	0.7%	0.2%
Average years of service		years	2.42	2.5	4.0
	Male	years	2.13	2.3	3.6
	Female	years	2.95	3.2	4.6
Number of managers	Overall	Persons	86	82	93
	Male	Persons	70	63	73
		%	81.4%	76.8%	78.5%
	Female	Persons	16	19	20
		%	18.6%	23.2%	21.5%
Percentage of female employees above a certain grade	%	13.4%	16.3%	18.2%	
Percentage of female directors	%	25.0%	37.5%	37.5%	
Annual paid leave utilization rate	%	61.0%	70.6%	68.5%	
Gender pay gap	Overall	%	51.1%	49.2%	49.2%
	Regular employees	%	55.0%	52.3%	54.3%
	Non-regular employees	%	95.9%	80.2%	42.1%
Average annual salary	Overall	yen	6,310,506	7,030,103	6,945,533
	Male	yen	-	-	9,195,552
	Female	yen	-	-	4,691,908
Childcare leave usage rate	Overall	%	88.5	77.3%	74.1%
	Male	%	72.7%	71.4%	41.7%
	Female	%	100.0%	87.5%	100.0%
Turnover ratio		%	15.7%	14.1%	17.4%
	Voluntary Turnover	%	100%	100%	100%
Ratio of employees with disabilities	%	1.22%	1.52%	2.52%	

*Data covers consolidated companies and overseas development bases

*Data covers RAKSUL INC., and NOVASELL INC. for "Number of managers", "Percentage of female employees at a certain grade", "Annual paid leave utilization rate", and "Gender pay gap"

*Data covers RAKSUL INC. for “Percentage of female directors”, “Average annual salary”, “Childcare leave usage rate”, and “Turnover ratio”

**Employment rate of persons with disabilities is a figure from RAKSUL INC.’s Report on Employment Status of Persons with Disabilities

*Gender pay gap: A ratio of the average salary of female employees to the average salary of male employees, based on the calculation of the average annual salary (total salary divided by headcount) for each employee category

*The main reasons for wage gaps for regular employees:

- High proportion of female employees in customer support positions, which have different remuneration structure

- High proportion of male employees in engineering positions, which have relatively high wage levels

*“-” indicates that the data is not disclosed due to the difficulty of collecting historical data as a result of a change in the data acquisition category

Employee training

			FY2022	FY2023	FY2024	Eligible employees
Total training hours	hours		4,709	3,845	5,551	Full-time employees, contract employees, part-time employees, outsourced workers, temporary staff
Annual training hours per employee	hours		-	-	11.9	Full-time employees, contract employees, part-time employees, outsourced workers, temporary staff
Percentage of total employees receiving training	%		-	-	100%	Full-time employees, contract employees, part-time employees, outsourced workers, temporary staff
Training & Development Expenditure	JPY MM		-	-	15.3	
New employee training (midcareer and new graduates)	Number of participants	Persons	171	125	157	Full-time employees, contract employees, part-time employees
	Attendance rate	%	100%	100%	100%	
	Total training hours	hours	171	125	1,273	
Language training	Number of participants	Persons	35	59	34	Managerial positions / Applicants
	Total training hours	hours	3,926	2,938	2,652	
	Average annual training hours per employee	hours	112	50	78	
	Average annual training days per employee	days	144	95	127	
Management training	Number of participants	Persons	8	16	85	Managerial positions
	Attendance rate	%	100%	100%	93.4%	
	Total training hours	hours	48	112	170	
Diversity training	Number of participants	Persons	295	0	0	Full-time employees, contract employees, part-time employees
	Attendance rate	%	56%	0	0	
	Total training hours	hours	295	0	0	
Unconscious bias training	Number of participants	Persons	18	58	0	Full-time employees, contract employees, part-time employees
	Attendance rate	%	100%	100%	0	
	Total training hours	hours	27	87	0	
Information security training	Number of participants ^①	Persons	484	539	643	Full-time employees, contract employees, part-time employees, outsourced workers, temporary staff
	Attendance rate	%	100%	100%	100%	
	Total training hours	hours	242	269.50	321.50	
	Number of participants ^②	Persons	0	627	740	Full-time employees, contract employees, part-time employees, outsourced workers, temporary staff
	Attendance rate	%	0	100%	100%	
	Total training hours	hours	0	314	370	
Ethics and Compliance Training	Total training hours	hours	2 times in total	8 times in total	765	
Insider trading prevention	Number of participants	Persons	0	0	432	Full-time employees, contract employees, part-time employees
	Attendance rate	%	0	0	100%	
	Total training hours	hours	0	0	216	
Harassment	Number of participants	Persons	0	0	472	Full-time employees, contract employees, part-time employees
	Attendance rate	%	0	0	100%	
	Total training hours	hours	0	0	236	
Healthy ways of working	Number of participants	Persons	0	0	441	Full-time employees, contract employees, part-time employees
	Attendance rate	%	0	0	100%	
	Total training hours	hours	0	0	221	
Labor management	Number of participants	Persons	0	0	92	Managerial positions
	Attendance rate	hours	0	0	100%	
	Total training hours	%	0	0	92	

*Data covers RAKSUL INC., and NOVASELL INC

*Training hours per person are calculated by dividing the total number of training hours per year by the number of employees, including temporary staff, as of the end of July 2024

*Language training and Data security training covers RAKSUL INC., DANBALL ONE INC., NOVASELL INC., India/Vietnam entities

*Management training and Unconscious Bias training will be sequentially taken from upper management

* "-" indicates that the data is not disclosed due to the difficulty of collecting historical data as a result of a change in the data acquisition category

Governance

		FY2021	FY2022	FY2023	FY2024
Number of female directors	Number of directors	11	12	8	8
	Number of female directors (%)	2 18.2%	3 25.0%	3 37.5%	3 37.5%
Number of attendance at meetings of the Board of Directors	Number of meetings held	14	15	13	13
	Matsumoto Number in attendance (%)	14 100%	15 100%	13 100%	13 100%
	Nagami Number in attendance (%)	14 100%	15 100%	13 100%	13 100%
	Miyauchi Number in attendance (%)	14 100%	14 93%	12 92%	13 100%
	Kobayashi Number in attendance (%)	11 100%	15 100%	13 100%	13 100%
	Murakami Number in attendance (%)	– –	12 100%	13 100%	13 100%
	Mori Number in attendance (%)	14 100%	15 100%	13 100%	13 100%
	Kotosaka Number in attendance (%)	14 100%	14 93%	13 100%	13 100%
	Utsunomiya Number in attendance (%)	14 100%	15 100%	13 100%	13 100%
	Number of attendance at meetings of the Audit & Supervisory Committee	Number of meetings held	14	14	14
Mori Number in attendance (%)		14 100%	14 100%	14 100%	14 100%
Kotosaka Number in attendance (%)		14 100%	14 100%	14 100%	14 100%
Utsunomiya Number in attendance (%)		14 100%	14 100%	14 100%	14 100%
Number of attendance at meetings of the Nomination Committee	Number of meetings held	–	–	–	9
	Kobayashi Number in attendance (%)	– –	– –	– –	9 100%
	Kotosaka Number in attendance (%)	– –	– –	– –	9 100%
	Utsunomiya Number in attendance (%)	– –	– –	– –	9 100%
	Matsumoto Number in attendance (%)	– –	– –	– –	7 78%

Number of attendance at meetings of the Remuneration Committee (voluntary committee)	Number of meetings held		-	-	-	7
	Kobayashi	Number in attendance	-	-	-	7
		(%)	-	-	-	100%
	Kotosaka	Number in attendance	-	-	-	7
		(%)	-	-	-	100%
	Utsunomiya	Number in attendance	-	-	-	7
(%)		-	-	-	100%	
Nagami	Number in attendance	-	-	-	7	
	(%)	-	-	-	100%	
Matsumoto	Number in attendance	-	-	-	4	
	(%)	-	-	-	57%	

*For directors who were appointed during the fiscal year, the number in attendance (%) shown are after the appointment