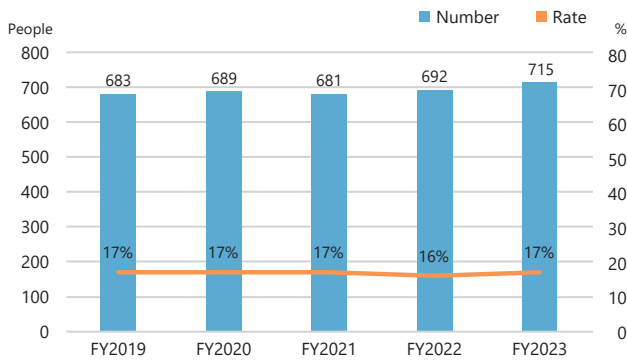


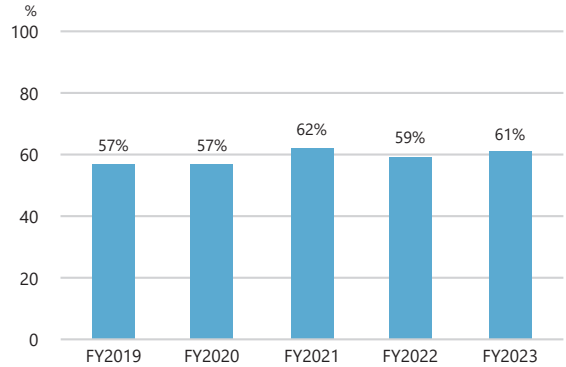
# Non-Financial Highlights

## Number of Employees / Rate of Female Employees



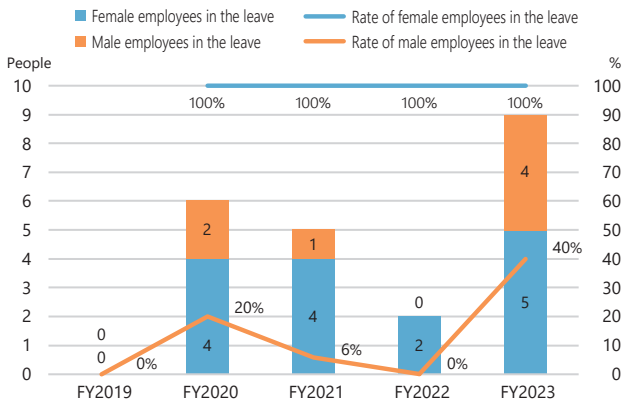
We are growing our workforce by aggressively investing in human resources around the world.

## Annual Paid Leave Acquisition Rate (Employees in Japan)



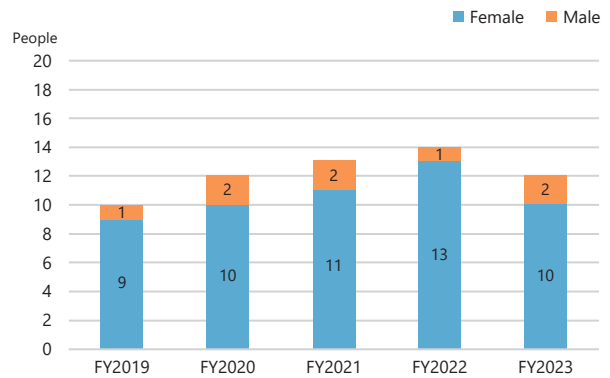
Since 2021, we have been working to create an environment that makes it easier for employees to take paid holidays, such as by establishing days on which employees are encouraged to take paid holidays.

## The Number of Employees in Childcare Leave, Rate of Taking Childcare Leave



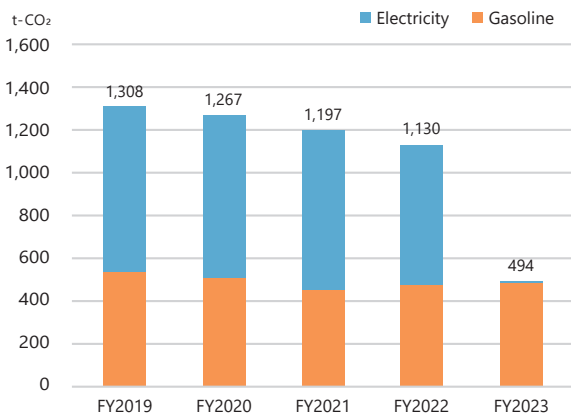
In addition to helping female employees take childcare leave and return to work, we are proactively taking measures to support all employees who are raising children, such as publicizing the contents of the system through lectures and roundtable discussions, sharing experiences with employees who have taken the leave, and preparing and distributing pamphlets to deepen the understanding of the system. In FY2023, both of male employees in the leave and rate of male employees in the leave increased.

## The Number of Employees Who Take Shortened Working Hours System



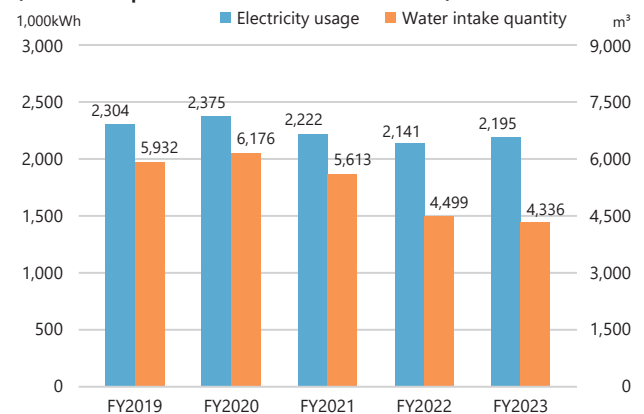
Shortened working hours is available for our employees until their children move up to the fourth grade in the elementary school while it is up to three years old in legal requirement. In recent years, the number of male employees using the system has increased. Over the past few years, all eligible female employees have used this system and attained to balance work and childcare, and they are getting understanding and support of the other employees. We will continue to strive to improve the workplace environment according to the life stages of our employees.

## CO<sub>2</sub> Emissions in Japan



In FY2023, we will switch to electricity derived from renewable energy sources, resulting in a significant reduction in CO<sub>2</sub> emissions from electricity use. In addition, solar panels have been installed on the roof of the headquarters plant to reduce CO<sub>2</sub> emissions through in-house consumption of solar-generated electricity.

## Electricity Usage (in Japan), Water Intake Quantity (the Headquarters and Technical Center)



We use electricity as the main energy source at our headquarters plant, and although electricity consumption increased in FY2023 due to higher production output, we are continuing efforts to reduce energy consumption by implementing rational production plans, setting light-off times, and reducing power consumption through the use of LED lighting installed at the headquarters.