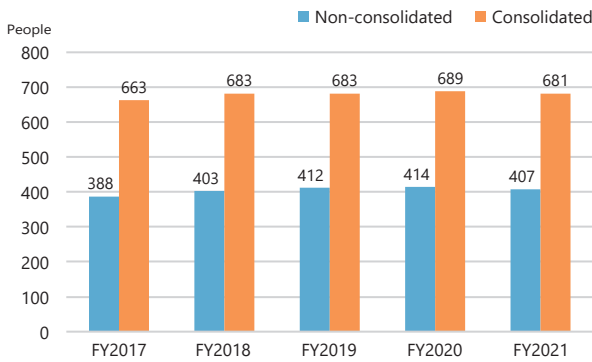


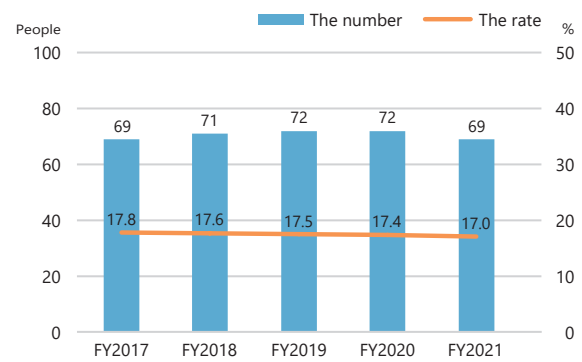
Non-financial Highlights

Number of Full-time Employees



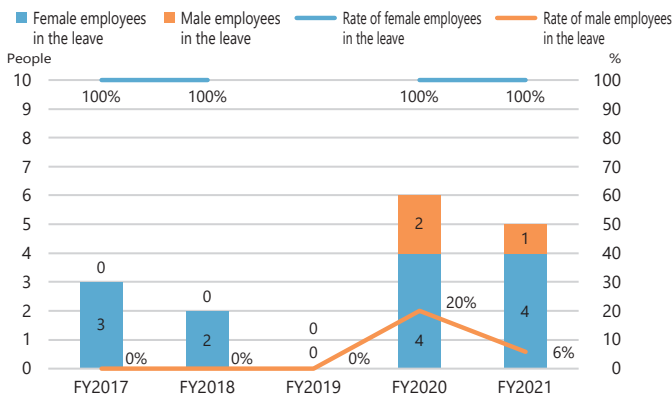
The number of employees has remained almost the same for the past few years.

The Number and Rate of Female Full-time Employee (Non-consolidated)



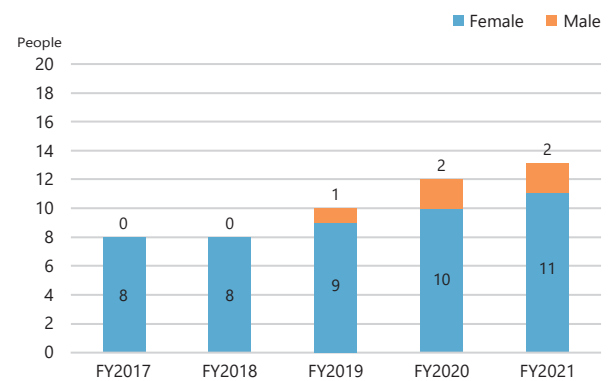
The number of full-time female employees has remained almost unchanged for the past several years. We have established a system for childcare leave and shorter working hours that exceeds legal requirements, and the return rate of employees who took childcare leave in the last five years was 100%. We will further promote reforms in the way we work and create a pleasant working environment.

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



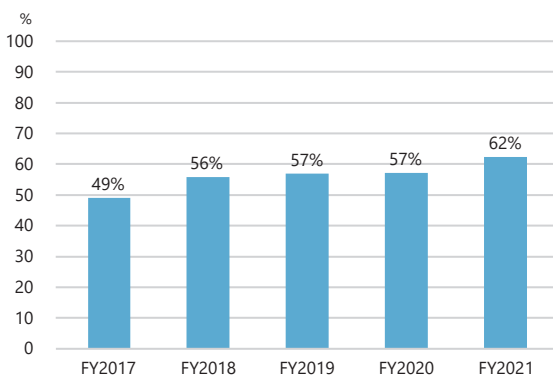
In order to promote female employees to take childcare leave and return to work, as well as male employees to take the leave, we are preparing and distributing booklets to deepen their understanding of the leave. We will continue our efforts to raise awareness of the need to achieve a diversified work-life balance.

The Number of Employees who take Shortened Working Hours System



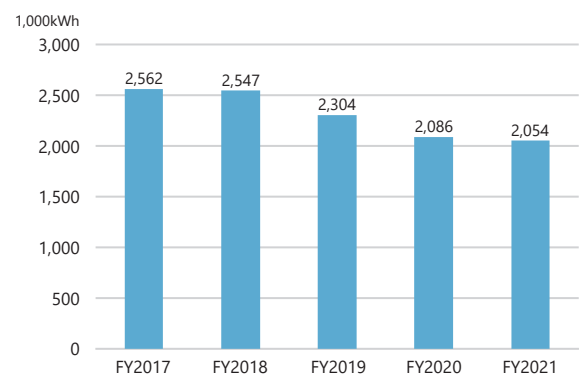
Shortened working hours can be used until the eligible child is in the third grade of elementary school while legal requirement is until the child is under three years old. Most of the eligible female employees are using this system to balance work and childcare. We will continue to make efforts to improve the workplace environment in accordance with the life stages of our employees.

Paid Vacation Utilisation Rate of Full-time Employees



In the fiscal year ended March 2021, the paid leave utilization rate was 62%, up 5 points from the previous year. We are working to create a pleasant working environment through operational efficiency improvement and work style reform. We believe that an increase in the number of paid vacations taken will contribute to higher employee satisfaction and a better work-life balance. We will continue to promote the creation of a pleasant working environment.

Power Usage(Non-consolidated)



The new headquarters and factory have been in operation since December 2016. As operations are transferred from the old headquarters, the effects of the energy-saving equipment in the new factory are becoming apparent.