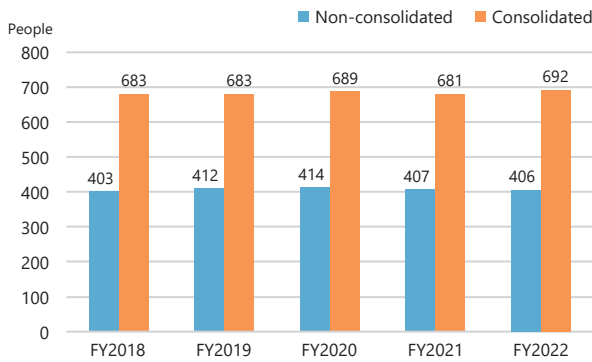


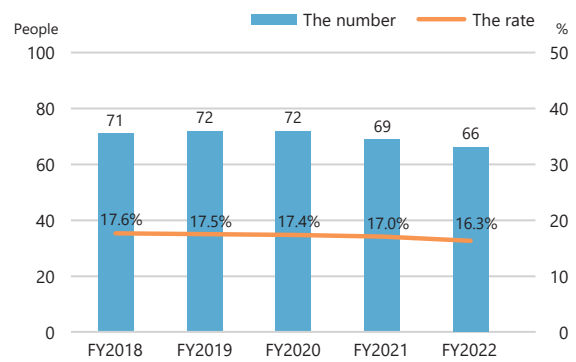
Non-Financial Highlights

Number of Full-Time Employees



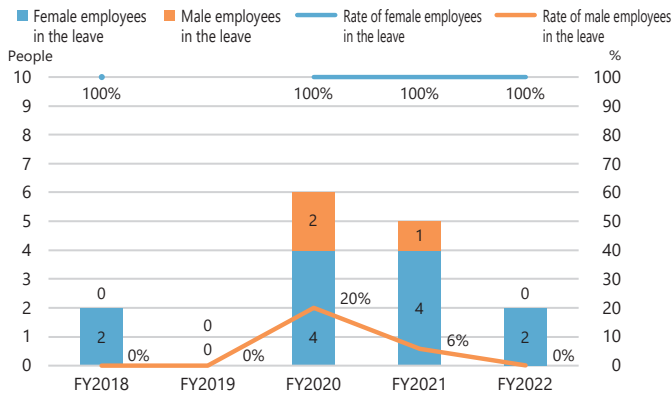
The number of employees has remained almost the same for the past few years.

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



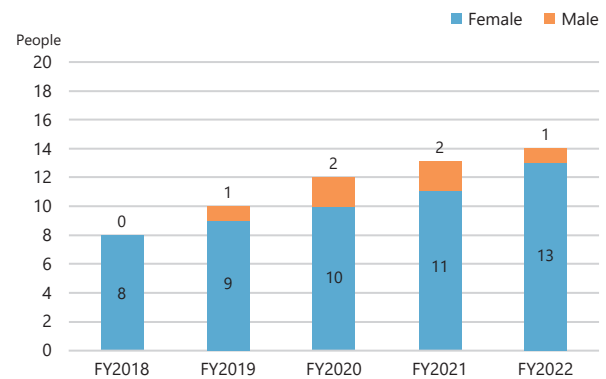
The percentage of women among regular employees is close to the average value of women in the manufacturing industry (approximately 16%*). In recent years, we have actively promoting female mid-career recruitment. The ratio of women to all mid-career hires has steadily increased from 0% in FY2020, 16.7% in FY2021, and 28.6% in FY2022. (*From the FY2022 Basic Survey of Gender Equality in Employment Management)

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



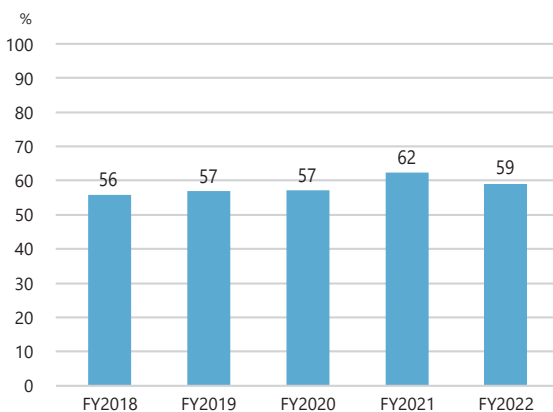
In addition to helping female employees take childcare leave and return to work, we are proactively taking measures to support all employees who are raising children, such as publicizing the contents of the system through lectures and roundtable discussions, sharing experiences with employees who have taken the leave, and preparing and distributing pamphlets to deepen the understanding of the system. In FY2022, no male employees took childcare leave due to the small number of eligible male employees, but in FY2023, more than 3 male employees are going to take the leave.

The Number of Employees Who Take Shortened Working Hours System



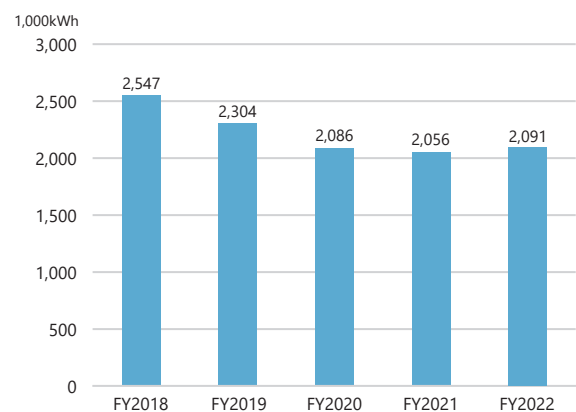
Shortened working hours is available for our employees until their children move up to the fourth grade in the elementary school while it is up to three years old in legal requirement. It is the flexible system for the male employees which enables them to take for short period of time when needed. Over 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.

Paid Vacation Utilization Rate of Full-Time Employees



The percentage of employees taking paid holidays decreased by 3pt from the previous fiscal year to 59% because the year was transition period after the unification of paid holidays granted and the increase of the special holidays including congratulation and condolence leave. 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.

Power Usage (Non-Consolidated)



As operation transfer from old headquarters are progressing, the energy-saving equipment in the new headquarters are creating its effect.