WDB Holdings

Data on relationships with stakeholders

		Coverage	unit	FY2023	FY2024	FY2025
Number of employees at end of term		Domestic and international *Excluding temporary employees	people	1,132	1,015	1,045
	female		people	862	767	801
	female ratio		%	76.1	75.6	76.7
	new graduates		people	255	243	247
	career		people	877	772	798
	career rate		%	77.5	76.1	76.4
	Japanese		people	937	897	928
	Non-Japanese		people	195	118	117
	Non-Japanese rate		%	17.2	11.6	11.2
Number of new adopters female rate			%	63.9	72.2	85.1
Percentage of female in management positions			%	37.5	31.7	42.5
Percentage of mid-career in management positions			%	53.8	57.1	43.8
Ratio of employees with disabilities		Domestic	%	2.5	2.6	2.6
Ratio of female salary to male salary		WDB	%	81.0	81.0	79.0
Average age of employees		Domestic *Excluding temporary employees	age	41.5	42.4	42.7
Average years of employee service			years	6.8	7.6	7.7
Percentage of Employees Receiving Health Checkups			%	100.0	100.0	100.0
Employee stress check implementation rate			%	27.0	43.0	43.0
Acquisition rate of paid leave			%	73.0	68.0	69.0
Acquisition rate of childcare leave (female)			%	100.0	100.0	100.0
Obtaining rate of childbirth leave (male)			%	0.0	0.0	50.0
Number of pieces utilized for internal communication			times	0	0	0
Total political contributions			thousand yen	0	0	0

Data on corporate governance

		Coverage	unit	FY2023	FY2024	FY2025
Number of directors (excluding Audit and Supervisory Committee members)		WDB Holdings	people	5	5	5
	in-house		people	3	3	3
	outside the company		people	2	2	2
	external ratio		%	40.0	40.0	40.0
	male		people	4	4	4
	female		people	1	1	1
	female ratio		%	20.0	20.0	20.0
Number of Audit Committee Members			people	3	3	4
	in-house		people	1	1	1
	outside the company		people	2	2	3
	external ratio		%	66.7	66.7	75.0
	male		people	3	3	4
	female		people	0	0	0
	female ratio		%	0.0	0.0	0.0
Number of independent directors			people	4	4	4
Average age of directors			age	65	67	67
Age of youngest board member			age	54	55	56
Age of oldest board member			age	76	77	78
Average term of office of directors			years	18	19	18
Number of Board of Directors meetings			times	14	14	15
Board Meeting Attendance Rate			%	100.0	92.0	98.5
Number of Audit Committee meetings			times	12	13	14
Attendance rate of supervisory and other committees			%	100.0	97.4	100.0
Conducting board evaluations			Yes / No	Yes	Yes	Yes
Compensation of Directors and Corporate Auditors (total)			thousand yen	180,461	173,650	185,728
	fixed remuneration		thousand yen	156,684	147,984	159,092
	Reserve for directors' retirement benefits		thousand yen	23,776	25,666	26,636
Compensation to Accounting Auditor			thousand yen	33,700	34,640	35,330
Existence of anti-takeover measures			Yes / No	No	No	No
Number of Shareholders' Meetings			times	1	1	1
Number of financial results briefings held			times	0	0	0
Number of individual IR meetings held			times	31	37	30
Existence of Compensation Committee			Yes / No	No	No	No

環境関連指標

		Coverage	unit	FY2023	FY2024	FY2025
CO2 emissions (total)		Domestic	t	-	899	1,039
	Scope1		t	-	20	17
	Scope2		t	-	879	1,022
Water consumption			m^3	-	3,030	3,916
Paper consumption			thousand pieces	-	1,490	1,633