

Data on relationships with stakeholders

| | Coverage | unit | FY2021 | FY2022 | FY2023 | |
|------------------------------------------------------|--------------------------------------------------------------|--------------------------------------------|--------|--------|--------|------|
| Number of employees at end of term | domestic and international *Excluding temporary employees | people | 1,211 | 1,135 | 1,213 | |
| male | | people | 251 | 229 | 280 | |
| female | | people | 960 | 910 | 933 | |
| female ratio | | % | 79.3 | 79.9 | 76.9 | |
| new graduates | | people | 250 | 248 | 251 | |
| career | | people | 961 | 891 | 962 | |
| career rate | | % | 79.4 | 78.2 | 79.3 | |
| Japanese | | people | 1,032 | 955 | 1,026 | |
| Non-Japanese | | people | 179 | 184 | 187 | |
| Non-Japanese rate | | % | 14.8 | 16.2 | 15.4 | |
| Number of new adopters Female rate | | Domestic *Excluding temporary employees | % | 81.2 | 65.5 | 59.4 |
| Percentage of women in management positions | | | % | 31.9 | 30.0 | 26.7 |
| Ratio of employees with disabilities | % | | 2.2 | 2.2 | 2.3 | |
| Average age of employees | age | | 39.7 | 40.4 | 40.8 | |
| Average years of employee service | years | | 6.0 | 7.0 | 6.6 | |
| Percentage of Employees Receiving Health Checkups | % | | 100.0 | 100.0 | 100.0 | |
| Employee stress check implementation rate | % | | 73.1 | 72.2 | 72.0 | |
| Acquisition rate of paid leave | % | | 60.0 | 75.0 | 72.5 | |
| Acquisition rate of childcare leave (female) | % | | 100.0 | 100.0 | 100.0 | |
| Acquisition rate of childbirth leave (male) | % | | 0 | 0 | 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 | FY2021 | FY2022 | FY2023 |
|-------------------------------------------------------------------------|---------------------|----------|---------|---------|--------|
| 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 | 3 |
| in-house | | people | 1 | 1 | 1 |
| outside the company | | people | 2 | 2 | 2 |
| external Ratio | | % | 66.7 | 66.7 | 66.7 |
| male | | people | 3 | 3 | 3 |
| female | | people | 0 | 0 | 0 |
| female ratio | | % | 0 | 0 | 0 |
| Number of independent directors | | people | 2 | 4 | 4 |
| Average age of directors | | age | 61 | 62 | 63 |
| Age of youngest board member | | age | 49 | 50 | 51 |
| Age of oldest board member | | age | 73 | 74 | 75 |
| Average term of office of directors | | years | 17 | 18 | 19 |
| Number of Board of Directors meetings | | times | 14 | 15 | 14 |
| Board Meeting Attendance Rate | | % | 96.4 | 97.5 | 97.3 |
| Number of Audit Committee meetings | | times | 14 | 12 | 12 |
| Attendance rate of supervisory and other committees | | % | 95.2 | 94.4 | 97.2 |
| Conducting board evaluations | | Yes / No | Yes | Yes | Yes |
| Compensation of Directors and Corporate Auditors (total) | thousand yen | 132,376 | 133,011 | 137,424 | |
| fixed remuneration | thousand yen | 132,376 | 133,011 | 137,424 | |
| performance-linked remuneration | thousand yen | 0 | 0 | 0 | |
| Compensation to Accounting Auditor | thousand yen | 32,800 | 32,000 | 32,600 | |
| 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 | 36 | 43 | 41 | |
| Existence of Compensation Committee | presence or absence | No | No | No | |