

Data on relationships with stakeholders

	Coverage	unit	FY2022	FY2023	FY2024
Number of employees at end of term	Domestic and international *Excluding temporary employees	people	1,139	1,210	1,132
male		people	229	278	270
female		people	910	932	862
female ratio		%	79.9	77.0	76.1
new graduates		people	248	251	255
career		people	891	959	877
career rate		%	78.2	79.3	77.5
Japanese		people	955	1,026	937
Non-Japanese		people	184	184	195
Non-Japanese rate		%	16.2	15.2	17.2
Number of new adopters female rate		%	65.5	59.4	63.9
Percentage of female in management positions		%	38.7	38.0	38.0
Percentage of mid-career in management positions		%	-	49.1	54.4
Ratio of employees with disabilities	Domestic	%	2.2	2.3	2.5
Ratio of female salary to male salary	WDB	%	-	74.0	81.0
Average age of employees	Domestic *Excluding temporary employees	age	40.4	40.8	41.5
Average years of employee service		years	7.0	6.6	6.8
Percentage of Employees Receiving Health Checkups		%	100.0	100.0	100.0
Employee stress check implementation rate		%	72.2	72.0	27.0
Acquisition rate of paid leave		%	75.0	72.5	73.0
Acquisition rate of childcare leave (female)		%	100.0	100.0	100.0
Obtaining 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	FY2022	FY2023	FY2024
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	4	4	4
Average age of directors		age	62	63	65
Age of youngest board member		age	50	51	54
Age of oldest board member		age	74	75	76
Average term of office of directors		years	18	19	18
Number of Board of Directors meetings		times	15	14	14
Board Meeting Attendance Rate		%	97.5	97.3	100.0
Number of Audit Committee meetings		times	12	12	12
Attendance rate of supervisory and other committees		%	94.4	97.2	100.0
Conducting board evaluations		Yes / No	Yes	Yes	Yes
Compensation of Directors and Corporate Auditors (total)		thousand yen	133,011	137,424	156,865
fixed remuneration		thousand yen	133,011	137,424	156,865
performance-linked remuneration		thousand yen	0	0	0
Compensation to Accounting Auditor		thousand yen	32,000	32,600	33,770
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	43	41	31
Existence of Compensation Committee		Yes / No	No	No	No