

List of Employee Related Indicators

■ Basic information

| | Employee classification Aggregation scope | FY2022 | | FY2023 | | FY2024 | |
|---|--|---------|--------------------------|---------|--------------------------|---------|--------------------------|
| | | Regular | Non Regular ¹ | Regular | Non Regular ¹ | Regular | Non Regular ¹ |
| Number of employees by type of contract (persons) | Shinko (non-consolidated) | 4,848 | 501 | 4,808 | 568 | 4,687 | 608 |
| | Group companies (consolidated companies) | 748 | 51 | 745 | 63 | 708 | 71 |

¹ Including fixed term employees (contracted, part-time, etc.) and excluding dispatched workers.

| | Aggregation scope | Employee classification | FY2022 | FY2023 | FY2024 |
|--|-------------------|-----------------------------|--------|--------|--------|
| Number of employees by region (persons) | Total | Shinko Group (consolidated) | 5,596 | 5,553 | 5,395 |
| | Japan | | 4,884 | 4,845 | 4,717 |
| | Asia | | 674 | 669 | 644 |
| | United States | | 38 | 39 | 34 |
| Number of new graduate recruitment (persons) | Total | Shinko (non-consolidated) | 148 | 205 | 144 |
| | Male | | 116 | 164 | 118 |
| | Female | | 32 | 41 | 26 |
| Number of mid-career recruitment (persons) | Total | Shinko (non-consolidated) | 305 | 38 | 6 |
| | Male | | 257 | 33 | 6 |
| | Female | | 48 | 5 | 0 |
| Turnover headcount (persons) | | | 105 | 130 | 130 |
| Turnover rate (%) | | | 2.2 | 2.7 | 2.8 |

■ Diversity

| | Aggregation scope | Employee classification | FY2022 | FY2023 | FY2024 |
|---|-----------------------|---------------------------|--------|--------|--------|
| Number of employees (persons) | Total | Shinko (non-consolidated) | 4,848 | 4,808 | 4,687 |
| Average age (age) | | | 42.4 | 42.0 | 41.8 |
| Average years of service (years) | Overall average | | 18.8 | 18.4 | 18.2 |
| | Male | | 18.0 | 17.6 | 17.4 |
| | Female | | 22.3 | 21.6 | 21.7 |
| Number of employees by gender (persons) | Male | | 3,868 | 3,835 | 3,734 |
| | Female | | 980 | 973 | 953 |
| Ratio of female employees (%) | | | 20.2 | 20.2 | 20.3 |
| Ratio of female managers (%) | | | 5.9 | 6.0 | 6.9 |
| Number of non-Japanese employees (persons) ² | | | 53 | 46 | 40 |
| Employment ratio of people with disabilities (%) ³ | Shinko Group in Japan | Regular and non regular | 2.31 | 2.56 | 2.55 |

² Including assignees to Group companies

³ Calculated annually in June

■ Creating a Dynamic Corporate Culture

| | Aggregation scope | Employee classification | FY2022 | FY2023 | FY2024 | |
|--|---------------------------|-------------------------|--------|--------|--------|----|
| Average days of paid leave taken (days) | Shinko (non-consolidated) | Regular | 14.4 | 14.1 | 15.4 | |
| Number of employees using child care leave (persons) | | | Total | 33 | 44 | 82 |
| | | | Male | 22 | 36 | 61 |
| | | | Female | 11 | 8 | 21 |
| Number of male employees taking leave for childcare purposes (persons) | | | 108 | 136 | 70 | |
| Percentage of male employees taking childcare-related leave (%) ⁴ | | | 121 | 142 | 120 | |
| Percentage of male employees taking childcare leave (%) | | | 20 | 29 | 55 | |
| Average number of days of childcare leave taken by male employees (days) | | | 29 | 26 | 34 | |
| Return to work ratio after child care leave (%) | | | 100 | 100 | 100 | |
| Continuous work ratio after child care leave (%) ⁵ | | | 100 | 97 | 98 | |
| Number of employees using family care leave (persons) | | | Total | 2 | 2 | 5 |
| | | | Male | 1 | 1 | 4 |
| | | | Female | 1 | 1 | 1 |
| Return to work ratio after family care leave (%) | | | 100 | 75 | 100 | |
| Continuous work ratio after family care leave (%) ⁵ | | | 100 | 100 | 100 | |
| Union participation rate (%) ⁶ | | | 91.3 | 91.7 | 91.8 | |

⁴ Calculation of the percentage taking childcare leave and leave for childcare purposes. Since male employees who had children before the relevant fiscal year and took childcare leave or leave for childcare purposes during the relevant fiscal year are also included, the percentage of employees who took leave may exceed 100%.

⁵ Continuous work ratio after child care leave and family care leave: Ratio of employees still at the company 12 months after returning to work.

⁶ Union participation rate: The percentage of ordinary employees out of all regular employees (including managers)

■ Occupational Safety and Health

| | Aggregation scope | Employee classification | FY2022 | FY2023 | FY2024 |
|--|---------------------------|-------------------------|--------|--------|--------|
| Accidents resulting in death, disability or similar serious outcomes (cases) | Shinko (non-consolidated) | Regular and non regular | 0 | 0 | 0 |
| Frequency rate of industrial accidents (%) | | | 0.31 | 0.42 | 0.53 |
| Specific health guidance implementation rate (%) | | | 75.1 | 82.8 | 75.0 |

⁷ Subjects are Fujitsu Health Insurance Society members.