

KPI	FY2021	FY2022	FY2023	FY2024	Target for FY2030
<b>Sustainability, TCFD</b>					
New product ratio	56%	58%	58%	55%	50% or more
GHG emissions intensity(Scope1,2)	21,203 t-CO2	21,236 t-CO2	18,515t-CO2	16,396t-CO2	Reduction from 40% in 2023 (target 2032)
Resin material wastage rate	4.7%	3.6%	6.0%	3.6%	3% *resin material waste + resin material input
<b>KPI</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>	<b>FY2024</b>	<b>Target for FY2030</b>
<b>Human capital</b>					
Ratio of female in management positions (FY2022~:Enplas Corporation,FY2024:domestic)		7.7%	6.6%	5.3%	15%(domestic)
Rate of participation in childcare leave					-
Enplas Corporation		20% (5 eligible persons, 1 recipient)	17% (6 eligible persons, 1 recipient)	100% (3 eligible persons, 3 recipient)	100%
Enplas Semiconductor Peripheral		0% (1 eligible persons, 0 recipient)	0% (1 eligible persons, 0 recipient)	100% (3 eligible persons, 3 recipient)	
Gender wage gap					
Regular employees (Enplas Corporation)		77.6%	77.5%	79.1%	-
Non-regular employees (Enplas Corporation)		27.8%	35.1%	37.2%	-
<b>Diversity</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>	<b>FY2024</b>	<b>Target for FY2030</b>
Female ratio within the number of hires	32.1%	30.0%	25.5%	27.5%	-
Female ratio within the number of new graduate hires (entering the company in April)	45.0%	36.0%	31.8%	35.3%	-
Ratio of non-Japanese in management positions at overseas locations	60.4%	66.3%	64.1%	64.4%	75%
Ratio of mid-career hires in management positions	37.6%	36.5%	31.9%	47.9%	-
<b>Environment</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>	<b>FY2024</b>	
Energy use inside organizational boundary					
Electricity (portion that is renewable energy)	Global: 35,319Mwh Enplas group companies in Japan: 297Mwh	Global: 35,532Mwh Enplas group companies in Japan: 294Mwh	Global: 35,713Mwh Enplas group companies in Japan: 456Mwh	Global: 31,892Mwh Enplas group companies in Japan: 1,599Mwh	
Gas Gasoline	Global: 66,359m <sup>3</sup> Global: 104,863L	Global: 90,685m <sup>3</sup> Global: 60,878L	Global: 66,276m <sup>3</sup> Global: 66,541L	Global: 52,617m <sup>3</sup> Global: 38,858L	
Energy use outside organizational boundary	Not accounted for	Not accounted for	Not accounted for	Not accounted for	
Energy reduced through energy efficiency	Enplas group companies in Japan: 19,98t-CO2	Not accounted for	Not accounted for	Not accounted for	
Total direct (Scope 1) GHG emissions (converted to CO2e)	Global: 411.72t-CO2	Global: 407.43t-CO2	Global: 533.73t-CO2	Global: 492.65t-CO2	
Total indirect (Scope 2) GHG emissions (converted to CO2e)	Global: 20,791.50t-CO2	Global: 20,829.31t-CO2	Global: 18,036.72t-CO2	Global: 15,903.53t-CO2	
Total other indirect (Scope 3) GHG emissions (converted to CO2e)	Not accounted for	Not accounted for	Not accounted for	Not accounted for	
Production, import and export of ODS	-	-	-	-	
NOx, SOx and other significant atmospheric emissions	Not accounted for	Not accounted for	Not accounted for	Not accounted for	
Total water withdrawal (unit: 1,000 kL)	Global: 34,623m <sup>3</sup>	Global: 35,154m <sup>3</sup>	Global: 43,114m <sup>3</sup>	Global: 39,093m <sup>3</sup>	
Total water discharge (unit: 1,000 kL)	Global: 24,665m <sup>3</sup>	Global: 35,263m <sup>3</sup>	Global: 38,564m <sup>3</sup>	Global: 28,619m <sup>3</sup>	
Plastic material usage at respective production sites	Global: 5,360t	Global: 4,591t	Global: 4,867t	Global: 4,174t	
Plastic recycled and recycling rate by production site					
Recycled	Global: 478t	Global: 435t	Global: 545t	Global: 515t	
Recycling rate	Global: 65%	Global: 72%	Global: 68%	Global: 73%	
Number of improvements requested	Enplas group companies in Japan: 2	Enplas group companies in Japan: 1	Enplas group companies in Japan: 2	Enplas group companies in Japan: 1	
Manufacturing sites certified to ISO 9001, ISO 13485, or IATF 16949	10 companies	10 companies	10 companies	9 companies	
Percentage of products and services for which a health and safety impact evaluation is	Global: 95%	Global: 96%	Global: 94%	Global: 95%	
Number of cases of product or service violations of regulations or voluntary rules on health	Global: 0	Global: 0	Global: 0	Global: 0	

KPI	FY2021 or As of March 2021	FY2022 or As of March 2022	FY2023 or As of March 2023	FY2024 or As of March 2024
<b>Social</b>				
Number of employees	543	565	582	578
male	440	459	470	470
female	103	106	112	111
Average age	42.1	42.2	42.2	42.5
male	43.0	43.3	43.3	43.5
female	38.2	37.5	37.5	38.1
Average years since joining the company	14.6	14.5	14.5	14.8
male	16.0	15.8	15.9	16
female	8.9	8.8	9.0	9.8
Number of employees by category: Officers	23	23	21	20
male	22	22	21	20
female	1	1	0	0
Number of employees by category: Regular employees	486	503	524	523
male	401	412	419	417
female	85	91	105	106
Number of employees by category: Fixed-term employees	34	39	37	35
male	17	25	30	31
female	17	14	7	4
Number of new hires	29	69	51	34
male	20	43	35	26
female	9	26	16	8
Rate of new hires				
male	67.9%	62.3%	68.6%	76.5%
female	32.1%	37.7%	31.4%	23.5%
Rate of new graduate hires				
male	55.0%	64.0%	68.2%	64.7%
female	45.0%	36.0%	31.8%	35.3%
Ratio of mid-career hires (Act on Comprehensively Advancing Labor Measures)	45.0%	67.0%	51.0%	20.7%
Average hours of training	7 hours	15.7 hours	34 hours	17.2 hours
Percentage of employees receiving regular reviews of work performance and career development	100%	100%	100%	100%
Rate of participation in childcare leave				
male	8%	17%	13%	100%
female	100%	100%	100%	100%
Rate of post-leave retention (12 months later)				
male	100%	75%	-	100%
female	100%	100%	75%	33%
Number of cases of discrimination	0 cases	0 cases	0 cases	0 cases
Number of internal complaints reported	0 cases	0 cases	0 cases	0 cases
IP rights	1,200	920	820	635
Types of affiliated suppliers	Four types	Four types	Four types	Four types
Ratio of new suppliers selected based on social standards	0%	0%	0%	0%
Number of suppliers subject to social impact evaluations	0 companies	0 companies	0 companies	0 companies
Ratio of new suppliers selected based on environmental standards	0%	0%	0%	0%
Number of suppliers subject to environmental impact evaluations	0 companies	0 companies	0 companies	0 companies
Existence of suppliers with clear risks related to child labor or forced labor	0 companies	0 companies	0 companies	0 companies

\*Including group companies

KPI	FY2021 or As of March 2021	FY2022 or As of March 2022	FY2023 or As of March 2023	FY2024 or As of March 2024
<b>Social</b>				
Number of employees by country/region	1,420	1,527	1,521	1,478
Japan	475	502	519	521
US	127	144	142	159
Singapore	55	51	50	52
Malaysia	214	239	209	195
Thailand	129	140	142	139
China	195	190	171	128
Vietnam	143	183	209	204
Indonesia	31	32	30	30
Philippines	27	28	31	33
Germany	3	3	4	4
Italy	1	1	1	1
Israel	1	1	1	1
UK	19	13	12	11

KPI	As of June 2022	As of June 2023	As of June 2024	As of June 2025
<b>Governance</b>				
Board of Directors				
Number of directors	6	7	9	8
Number of female directors	0	0	1	1
Number of outside directors (independent)	3	3	4	4
Audit Committee				
Number of audit committee	4	4	4	4
Number of outside directors	3	3	3	3