

| KPI | FY2021 | FY2022 | FY2023 | FY2024 | Target for FY2030 |
|-----------------------------------|--------------|--------------|-------------|-------------|--|
| Sustainability, TCFD | | | | | |
| 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% <small>*resin material waste + resin material input</small> |

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|--|--------|--|--|---|-------------------|
| Human capital | | | | | |
| 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% | - |

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|--|--------|--------|--------|--------|-------------------|
| Diversity | | | | | |
| 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% | - |

| KPI | FY2021 | FY2022 | FY2023 | FY2024 |
|--|---|---|---|---|
| Environment | | | | |
| Energy use inside organizational boundary | | | | |
| Electricity | Global: 35,319Mwh | Global: 35,532Mwh | Global: 35,713Mwh | Global: 31,892Mwh |
| (portion that is renewable energy) | Enplas group companies in Japan: 297Mwh | Enplas group companies in Japan: 294Mwh | Enplas group companies in Japan: 456Mwh | Enplas group companies in Japan: 1,599Mwh |
| Gas | Global: 66,359m³ | Global: 90,685m³ | Global: 66,276m³ | Global: 52,617m³ |
| Gasoline | Global: 104,863L | Global: 60,878L | Global: 66,541L | 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: 34,623m³ | Global: 35,154m³ | Global: 43,114m³ | Global: 39,093m³ |
| Total water discharge (unit: 1,000 kL) | Global: 24,665m³ | Global: 35,263m³ | Global: 38,564m³ | Global: 28,619m³ |
| 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 |
|--|----------------------------|----------------------------|----------------------------|----------------------------|
| Social | | | | |
| 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 | 34hours | 17.2hours |
| 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 |
|---------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Social | | | | |
| 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 |
|---|-----------------|-----------------|-----------------|-----------------|
| Governance | | | | |
| 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 |