

Progress towards our targets for the fiscal year ending February 2025

Materiality	KPI	FY'22/2 Actual	FY'23/2 Actual	FY'25/2 Target
Creation of diverse employment opportunities	Number of high-quality* ¹ job offerings that meet the needs of diverse human resources and workstyles	1.16 million offerings ¹¹ (No. 1 in the industry)	1.33 million offerings ¹¹	Remain No. 1 in the industry
Elimination of employment mismatch	Number of job offerings in the medical, nursing care, and childcare fields that support the social infrastructure	0.5 million ¹¹ (No. 1 in the industry)	0.51 million ¹¹	Remain No. 1 in the industry
Improvement of human resources and economic productivity	Number of job offerings that have realized improved working conditions, including increased hourly wages* ²	0.85 million ¹¹	0.99 million ¹¹	1 million ¹¹
Promotion of DEI Respect for human rights	Enhancement of "Campaign to Support the Employment of People with Disabilities"	One-time activity	One-time activity	Year-round activity
	Increase in the number of job offerings that welcome senior citizens (age 60+)	0.21 million ¹¹	0.31 million ¹¹	0.4 million
	Certificate of Good Recruitment/Candidate Information Provider	Prior to the start of the system	Certificate received	Certificate received/maintained
	Number of incidents violating labor laws and regulations	0	0	Maintain 0
	Prohibition of the posting of offerings that are thought to be in violation of human rights	Implemented	Implemented	Continue implementation
Response to the climate crisis	GHG emissions of all offices and data centers	567.7 t-CO ₂ e/year ¹²	334.2 t-CO ₂ e/year ¹²	Effectively 0
Strengthening human capital connected with philosophy	Engagement indexes* ³	3.82	3.84	4.0 (maximum 5)
	Percentage of women among employees hired as new graduates and later promoted to managerial positions	41.3%	43.5%	50%
	Percentage of female managers	33.2%	34.4%	40%
	Percentage of women who take childcare leave	100%	98.3%	100%
	Percentage of women who return to work after childcare leave	100%	100%	100%
	Percentage of men who take childcare leave	-	92.5% ¹³	100%
	Percentage of people with disabilities employed	2.6% ¹⁴	3.0% ¹⁴	Statutory employment rate ¹⁴ or higher
	Percentage of paid holidays taken	56.6%	59.4%	80%
	Average extra hours worked	25.4 hours/month	23.0 hours/month	Not more than 20 hours/month
	Turnover rate	15.2%	12.6%	10.0%
	Training time	New graduate training	326 hours	Continue to expand
		New manager training	36 hours	
		Development Training for next generation leaders	143 hours	
Strengthening governance	Percentage of independent officers	50% ¹⁵	2/3 ¹⁶	Not less than 2/3
	Percentage of female Board Directors	1/3 ¹⁵	55.6% ¹⁶	50%
	Number of serious violation of laws and regulations	0	0	Maintain 0
	Percentage of employees who completed compliance training and testing	100%	100%	Maintain 100%
	Number of investor interviews	245	367	500

*1: Videos, work experience functions, posting of "Message from dip-san." Measures will be taken to further increase quality in the future

*2: Increased hourly wages, bonus for continued service, gift payment for joining company *3: Indexes in our ES surveys

¹¹: As of end of February ¹²: Scope 1 and Scope 2 (city gas and electricity in all offices. Recreation facilities and data centers are included in the scope of calculation for Scope 1 and 2 from the FY'23/2.) ¹³: Based on the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members, the percentage of employees taking childcare leave, etc. and leave for childcare purposes as stipulated in Article 71-4, Item 2 of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members is calculated.

¹⁴: As of June 1 (time of the Ministry of Health, Labour and Welfare's report on the status of employment of people with disabilities), the statutory employment rate for private companies is 2.3% (revised in March 2021) ¹⁵: As of May 31, 2022 ¹⁶: As of May 31, 2023