

Data regarding Periodic Review (JPX-Nikkei Index Human Capital 100)

1. Distribution of human capital scores (No. of issues)

Range of scores	JPX-Nikkei HC100	JPX-Nikkei 400
90 or above	0	0
80 or above, less than 90	7	7
70 or above, less than 80	40	40
60 or above, less than 70	52	112
50 or above, less than 60	1	91
40 or above, less than 50	0	63
30 or above, less than 40	0	45
20 or above, less than 30	0	34
10 or above, less than 20	0	4
No score	0	4

*Human capital scores are as of 2025 selection year.

2. Distribution of extra points (No. of issues)

Selection year	Ratio of female managers	Growth rate of the average annual salary of employees	Growth rate of operating profit per employee
FY 2025	7	14	12

*Based on JPX-Nikkei Index Human Capital 100 constituent stocks for each selection year.

(Reference) Distribution of extra points at Periodic Review for Historical Calculation

Selection year	Ratio of female managers	Growth rate of the average annual salary of employees	Growth rate of operating profit per employee
FY 2017	3	8	10
FY 2018	3	12	10
FY 2019	3	10	15
FY 2020	5	12	8
FY 2021	5	10	7
FY 2022	4	4	10
FY2023	6	7	19
FY2024	3	14	12