



| Reporting Scope | Japan Domestic | Japan Domestic | Japan Domestic | Japan Domestic | Japan Domestic/<br>Major Overseas subsidiaries | All companies within the group |
|-----------------|----------------|----------------|----------------|----------------|--|--------------------------------|
| Fiscal Year     | FY2022         | FY2023         | FY2024         | FY2025         | FY2024   | FY2025                         |

**Political contributions**

|   |              |   |   |   |   |   |   |
|---|--------------|---|---|---|---|---|---|
| Monetary value of financial and in-kind political contributions | JPY thousand | 0 | 0 | 0 | 0 | 0 | 0 |
|---|--------------|---|---|---|---|---|---|

**Characteristics of the employees**

|                                   |                     |     |     |     |     |       |       |
|-----------------------------------|---------------------|-----|-----|-----|-----|-------|-------|
| a. Total number                   | person              | 476 | 492 | 489 | 492 | 1,732 | 2,080 |
| b. Permanent employees            | person              | 433 | 448 | 447 | 446 | 1,654 | 1,884 |
|                                   | breakdown by gender |     |     |     |     |       |       |
|                                   | male                | 379 | 393 | 386 | 381 | 1,384 | 1,548 |
|                                   | female              | 54  | 55  | 61  | 65  | 270   | 336   |
| c. Temporary employees            | person              | 15  | 14  | 42  | 46  | 76    | 193   |
|                                   | breakdown by gender |     |     |     |     |       |       |
|                                   | male                | 8   | 7   | 16  | 20  | 41    | 136   |
|                                   | female              | 7   | 7   | 26  | 26  | 35    | 58    |
| d. Non-guaranteed hours employees | person              | 0   | 0   | 0   | 0   | 2     | 3     |
|                                   | breakdown by gender |     |     |     |     |       |       |
|                                   | male                | 0   | 0   | 0   | 0   | 2     | 3     |
|                                   | female              | 0   | 0   | 0   | 0   | 0     | 0     |
| e. Full-time employees            | person              | 14  | 14  | 459 | 462 | 1,543 | 1,840 |
|                                   | breakdown by gender |     |     |     |     |       |       |
|                                   | male                | 14  | 3   | 392 | 388 | 1,339 | 1,573 |
|                                   | female              | 0   | 11  | 67  | 74  | 204   | 267   |
| f. Part-time employees            | person              | 14  | 16  | 30  | 30  | 189   | 240   |
|                                   | breakdown by gender |     |     |     |     |       |       |
|                                   | male                | 6   | 6   | 10  | 13  | 88    | 123   |
|                                   | female              | 8   | 10  | 20  | 17  | 101   | 117   |

**Total number of non-employee workers**

|   |        |    |    |    |    |    |    |
|---|--------|----|----|----|----|----|----|
| the total number of workers who are not employees but are engaged in the undertaking's core business, i.e. persons who are not in an employment relationship with the undertaking, but whose work is controlled by it and perform roles that are the same as or similar to those of its employees or are otherwise engaged in the company's core business | person | 27 | 27 | 29 | 27 | 39 | 69 |
|---|--------|----|----|----|----|----|----|

**Training and skills development**

|  |                                |        |     |     |     |     |      |      |      |
|--|--------------------------------|--------|-----|-----|-----|-----|------|------|------|
| The percentage of own workers covered by the undertaking's training programmes for each employee category              |                                |        |     |     |     |     |      |      |      |
|  | Permanent employees            | %      | 100 | 100 | 100 | 100 | 100  |      |      |
|  | Temporary employees            | %      | 100 | 100 | 100 | 100 | 100  |      |      |
|  | Non-guaranteed hours employees | %      | 0   | 0   | 0   | 0   | 0    |      |      |
|  | Full-time employees            | %      | 100 | 100 | 100 | 100 | 100  |      |      |
|  | Part-time employees            | %      | 100 | 100 | 100 | 100 | 100  |      |      |
| The percentage of own workers covered by regular performance and career development reviews for each employee category |                                |        |     |     |     |     |      |      |      |
|  | Permanent employees            | %      | 100 | 100 | 100 | 100 | 90.4 |      |      |
|  | Temporary employees            | %      | 100 | 100 | 100 | 100 | 59.2 |      |      |
|  | Non-guaranteed hours employees | %      | 0   | 0   | 0   | 0   | 0    |      |      |
|  | Full-time employees            | %      | 0   | 0   | 100 | 100 | 92.4 |      |      |
|  | Part-time employees            | %      | 0   | 0   | 100 | 100 | 72.2 |      |      |
| The average number of training hours per person in own workforce by employee category and gender                       |                                |        |     |     |     |     |      |      |      |
|  | Permanent employees            | Male   | h   | 2.4 | 2.9 | 2.8 | 9.8  | 11.7 | 23.9 |
|  |                                | Female | h   | 2.4 | 2.9 | 2.8 | 7.9  | 11.4 | 24.0 |
|  | Temporary employees            | Male   | h   | 2.3 | 2.9 | 2.8 | 6.4  | 18.8 | 22.4 |
|  |                                | Female | h   | 2.4 | 2.9 | 2.8 | 1.3  | 13.0 | 21.0 |
|  | Non-guaranteed hours employees | Male   | h   | 0   | 0   | 0   | 0    | -    | -    |
|  |                                | Female | h   | 0   | 0   | 0   | 0    | -    | -    |
|  | Full-time employees            | Male   | h   | 2.4 | 2.9 | 2.8 | 9.8  | 12.8 | 23.6 |
|  |                                | Female | h   | 2.4 | 2.9 | 2.8 | 7.9  | 32.7 | 25.0 |
|  | Part-time employees            | Male   | h   | 2.4 | 2.9 | 2.8 | 0    | 8.6  | 8.1  |
|  |                                | Female | h   | 2.5 | 2.9 | 2.8 | 0    | 9.3  | 16.8 |

**Health and safety management system**

|   |        |     |     |     |     |       |      |
|---|--------|-----|-----|-----|-----|-------|------|
| The number of fatalities as a result of work-related injuries   | person | 0   | 0   | 0   | 0   | 0     | 0    |
| The rate of fatalities as a result of work-related injuries   | %      | 0   | 0   | 0   | 0   | 0     | 0    |
| The number of recordable work-related injuries  | Qty    | 5   | 7   | 4   | 5   | 23    | 39   |
| The rate of recordable work-related injuries  | %      | 5.6 | 7.6 | 4.6 | 5.5 | 8.0   | 10.1 |
| The number of fatalities as a result of work-related ill health   | person | 0   | 0   | 0   | 0   | 0     | 0    |
| The number of cases of recordable work-related ill health *1  | Qty    | 0   | 0   | 0   | 0   | 0     | 1    |
| The number of days lost to work-related injuries and fatalities from work-related accidents   | day    | 0   | 0   | 0.5 | 0   | 197.5 | 391  |
| The number of days lost to work-related ill health *1   | day    | 0   | 0   | 0   | 0   | 0     | 53   |
| The number of fatalities from ill health  | person | 0   | 0   | 0   | 0   | 0     | 0    |
| The percentage of own workers that are not eligible for health care benefits either through the undertaking or a government programme | %      | 0   | 0   | 0   | 0   | 0     | 0    |

\*1 In Germany, the data could not be collected due to personal data protection laws.

**Working hours**

|  |   |     |     |     |     |     |     |
|--|---|-----|-----|-----|-----|-----|-----|
| The percentage of its own workers that exceed 48 hours per week over the applicable reference period | % | 0.8 | 0.6 | 0.0 | 8.3 | 0.3 | 2.3 |
|--|---|-----|-----|-----|-----|-----|-----|

**Work life balance**

|  |                      |        |     |     |     |     |       |       |
|--|----------------------|--------|-----|-----|-----|-----|-------|-------|
| The total number of employees entitled to take family-related leave disaggregated by gender  | male                 | person | 396 | 409 | 402 | 401 | 1,348 | 1,433 |
|  | female               | person | 80  | 83  | 87  | 91  | 285   | 329   |
| The total number of employees entitled to take family-related leave disaggregated type of family-related leave                                       | parental leave       | person | 443 | 492 | 489 | 492 | 1,448 | 1,529 |
|  | care leave           | person | 443 | 492 | 489 | 492 | 1,633 | 1,741 |
| The total number of employees that took family-related leave disaggregated by gender   | male                 | person | 7   | 4   | 5   | 11  | 39    | 120   |
|  | female               | person | 1   | 3   | 0   | 1   | 20    | 43    |
| The total number of employees that took family-related leave disaggregated type of family-related leave  | parental leave       | person | 8   | 7   | 5   | 12  | 60    | 85    |
|  | care leave           | person | 0   | 0   | 0   | 0   | 16    | 93    |
| Return to work of employees that took parental leave, disaggregated by gender  | male                 | %      | 100 | 100 | 100 | 100 | 100   | 99    |
|  | female               | %      | -   | -   | -   | -   | 100   | 100   |
| Retention rates of employees that took parental leave, disaggregated by gender   | male                 | %      | 100 | 100 | 100 | 100 | 98.3  | 100.0 |
|  | female               | %      | 100 | 100 | 100 | 100 | 96.4  | 97.1  |
| The total number of employees entitled to take advantage of flexible work arrangements for caring purposes, disaggregated by gender                  | male                 | person | 396 | 409 | 402 | 401 | 1,276 | 1,377 |
|  | female               | person | 80  | 83  | 87  | 91  | 269   | 322   |
| The total number of employees that took advantage of flexible work arrangements for caring purposes, disaggregated by gender                         | male                 | person | 1   | 6   | 5   | 4   | 51    | 101   |
|  | female               | person | 1   | 2   | 4   | 6   | 15    | 37    |
| The total number of employees that took advantage of flexible work arrangements for caring purposes, disaggregated type of flexible work arrangement | shortened work hours | person | 0   | 0   | 0   | 2   | 57    | 9     |
|  | telework             | person | 2   | 8   | 9   | 8   | 9     | 75    |

**Social security eligibility coverage**

|  |   |     |     |     |     |      |      |
|--|---|-----|-----|-----|-----|------|------|
| the percentage of its own workers eligible for social security | % | 100 | 100 | 100 | 100 | 97.7 | 97.3 |
|--|---|-----|-----|-----|-----|------|------|

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|-----------------|----------------|----------------|----------------|----------------|--|--------------------------------|
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#### Annual total compensation ratio

|   |       |      |      |      |      |      |
|---|-------|------|------|------|------|------|
| The ratio of the basic salary and remuneration of women to men for each employee category, (by country in HMG / Companies can ignore it.)   |       |      |      |      |      |      |
| permanent employees   | ratio | 0.12 | 0.11 | 0.18 | 0.22 | 0.10 |
| temporary employees   | ratio | 0.11 | 0.19 | 0.33 | 0.01 | 0.17 |
| non-guaranteed hours employees  | ratio | -    | -    | -    | -    | -    |
| full-time employees   | ratio | 0.11 | 0.19 | 0.19 | 0.18 | 0.11 |
| part-time employees   | ratio | 0.32 | 0.26 | 0.37 | 0.49 | 0.08 |
| The ratio of the annual total compensation ratio of the highest paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) | ratio | 1.85 | 1.89 | 2.27 | 2.10 | 2.88 |
| The ratio of the percentage increase in annual total compensation for the undertaking's highest-paid individual to the median percentage increase in annual total compensation    | ratio | 0.99 | 0.95 | 1.2  | 0.90 | 0.89 |

#### Discrimination incidents

|  |      |   |   |   |   |   |
|--|------|---|---|---|---|---|
| The total number of incidents of discrimination, including harassment, during the reporting  | Q'ty | 0 | 0 | 0 | 0 | 1 |
| The total number of incidents reviewed by the undertaking  | Q'ty | 0 | 0 | 0 | 0 | 1 |
| The total number of remediation plans being implemented  | Q'ty | 0 | 0 | 0 | 0 | 0 |
| The total number of remediation plans that have been implemented, with results reviewed through routine internal management review processes | Q'ty | 0 | 0 | 0 | 0 | 1 |
| The total number of incidents no longer subject to action  | Q'ty | 0 | 0 | 0 | 0 | 1 |

#### Employment of persons with disabilities

|   |        |        |     |     |     |     |
|---|--------|--------|-----|-----|-----|-----|
| The percentage of persons with disabilities amongst its own workforce   | %      | 1.7    | 1.6 | 1.6 | 1.8 | 2.7 |
| The total number of own workers with disabilities broken down by gender | male   | person | 5   | 5   | 6   | 7   |
|   | female | person | 2   | 3   | 3   | 2   |
|   |        |        |     |     |     |     |
|   |        |        |     |     |     |     |

#### Violations of equal opportunities rights

|  |              |   |   |   |   |   |
|--|--------------|---|---|---|---|---|
| The total amount of fines, penalties, and compensation for damages as a result of violations regarding own workers' equal opportunities rights as specified under the objectives section | JPY thousand | 0 | 0 | 0 | 0 | 0 |
|--|--------------|---|---|---|---|---|

#### Grievances and complaints related to workrelated rights

|   |      |   |   |   |   |   |
|---|------|---|---|---|---|---|
| The number of complaints filed through operational-level grievance mechanisms for each of the matters | Q'ty | 0 | 0 | 0 | 0 | 0 |
| The number of complaints resolved through remediation for each of the matter                          | Q'ty | 0 | 0 | 0 | 0 | 0 |

#### Collective bargaining coverage

|   |   |     |     |     |     |      |
|---|---|-----|-----|-----|-----|------|
| The percentage of total employees covered by collective bargaining agreements | % | 100 | 100 | 100 | 100 | 95.3 |
|---|---|-----|-----|-----|-----|------|

#### Work stoppages

|   |        |   |   |   |   |   |
|---|--------|---|---|---|---|---|
| The number of major work stoppages  | Q'ty   | 0 | 0 | 0 | 0 | 0 |
| The number of workers involved  | person | 0 | 0 | 0 | 0 | 0 |
| The length in days of each stoppage   | day    | 0 | 0 | 0 | 0 | 0 |
| Calculation of the total number of idle person-days FTE due to major work stoppages | person | 0 | 0 | 0 | 0 | 0 |

#### Forced labour

|  |      |   |   |   |   |   |
|--|------|---|---|---|---|---|
| The undertaking shall disclose the number of incidents forced labour and/or, the trafficking of persons for the purposes of forced or compulsory labour i.e. human trafficking identified in its own workforce | Q'ty | 0 | 0 | 0 | 0 | 0 |
|--|------|---|---|---|---|---|

#### Child labour

|   |      |   |   |   |   |   |
|---|------|---|---|---|---|---|
| The number of incidents of child labour identified in its own workforce | Q'ty | 0 | 0 | 0 | 0 | 0 |
|---|------|---|---|---|---|---|

#### Violations of workers' rights

|  |              |   |   |   |   |   |
|--|--------------|---|---|---|---|---|
| The total amount of fines, penalties, and compensation for damages as a result of violations | JPY thousand | 0 | 0 | 0 | 0 | 0 |
|--|--------------|---|---|---|---|---|

### G/Governance

#### Governance structure and composition

|   |                    |        |      |      |      |      |      |
|---|--------------------|--------|------|------|------|------|------|
| Tenure of members on the governance body              |                    |        |      |      |      |      |      |
| 1   | Yoshio HOSOKAWA    | year   | 22   | 23   | 24   | -    | 24   |
| 2   | Kohei HOSOKAWA     | year   | 3    | 4    | 5    | 6    | 5    |
| 3   | Tetsuya INOUE      | year   | 21   | 22   | 23   | 24   | 23   |
| 4   | Masahiro INOKI     | year   | 5    | 6    | 7    | 8    | 7    |
| 5   | Hiroyuki TSUJIMOTO | year   | 1    | 2    | 3    | 4    | 3    |
| 6   | Satoshi AKIYAMA    | year   | 3    | 4    | -    | -    | -    |
| 7   | Katsuhiko TAKAGI   | year   | 7    | 8    | 9    | -    | 9    |
| 8   | Tatsuo FUJIOKA     | year   | 7    | 8    | 9    | 10   | 9    |
| 9   | Yukari SATO        | year   | 1    | 2    | 3    | 4    | 3    |
| 10  | Atsuko SHIMOSAKA   | year   | 1    | 2    | 3    | 4    | 3    |
| 11  | Yuji FUKUI         | year   | 4    | -    | -    | -    | -    |
| 12  | Hiroshi KOKUBU     | year   | 12   | 13   | 14   | 15   | 14   |
| 13  | Yoshimitsu KATSUI  | year   | 1    | 2    | 3    | 4    | 3    |
| 14  | Michiko HIRAI      | year   | -    | 1    | 2    | 3    | 2    |
| 15  | Tetsuo HOSHIYA     | year   | -    | -    | 1    | 2    | 1    |
| Percentage of independent shareholder-elected members |                    | %      | 46.2 | 46.2 | 53.8 | 54.5 | 53.8 |
| male  |                    | person | 4    | 4    | 5    | 4    | 5    |
| female  |                    | person | 2    | 2    | 2    | 2    | 2    |
| age group   |                    |        |      |      |      |      |      |
| < 51 years old  |                    | person | 0    | 0    | 0    | 0    | 0    |
| 51-60 years old                                       |                    | person | 2    | 2    | 2    | 2    | 2    |
| 61-70 years old                                       |                    | person | 3    | 2    | 2    | 2    | 2    |
| > 70 years old  |                    | person | 1    | 2    | 3    | 2    | 2    |

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|-----------------|----------------|----------------|----------------|----------------|---|-----------------------------------|
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Governance body meetings and attendance rate

|  |   |        |     |     |     |     |     |     |
|--|---|--------|-----|-----|-----|-----|-----|-----|
| The number of meetings of the undertaking's governance body and committees during the reporting period | Board of directors  | times  | 18  | 19  | 18  | 18  | 18  | 18  |
|  | Nomination and Remuneration Committee (Voluntary advisory body) | times  | 4   | 3   | 4   | 4   | 4   | 4   |
| The number of members who participated in each meetings during the reporting period                    | Board of directors  |        |     |     |     |     |     |     |
|  | October   | person | 10  | 13  | 12  | 13  | 12  | 13  |
|  | November-1  | person | 10  | 13  | 12  | 13  | 12  | 13  |
|  | November-2  | person | 10  | 13  | 12  | 13  | 12  | 13  |
|  | December-1  | person | 10  | 13  | 13  | 11  | 13  | 11  |
|  | December-2  | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | January-1   | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | January-2   | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | February-1  | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | February-2  | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | March-1   | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | March-2   | person | 13  | 13  | -   | -   | -   | -   |
|  | April   | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | May-1   | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | May-2   | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | June  | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | July  | person | 13  | 13  | 13  | 11  | 13  | 11  |
|  | August-1  | person | 13  | 12  | 13  | 11  | 13  | 11  |
|  | August-2  | person | 13  | 12  | 13  | 11  | 13  | 11  |
|  | September   | person | 13  | 12  | 13  | 11  | 13  | 11  |
|  | Nomination and Remuneration Committee (Voluntary advisory body) |        |     |     |     |     |     |     |
|  | 1)  | person | 4   | 6   | 5   | 7   | 5   | 7   |
|  | 2)  | person | 4   | 6   | 6   | 6   | 6   | 6   |
|  | 3)  | person | 4   | 6   | 6   | 6   | 6   | 6   |
|  | 4)  | person | 6   |     | 6   | 6   | 6   | 6   |
| The highest attendance rate of members   |   | %      | 100 | 100 | 100 | 100 | 100 | 100 |
| The lowest attendance rate of members  |   | %      | 100 | 100 | 100 | 100 | 100 | 100 |

Reporting Scope :

(Japan domestic)

Hosokawa Micron Corporation / Hosokawa Powders Corporation / Hosokawa Micron Cosmetics Corporation

\*Hosokawa Micron Cosmetics Corporation was dissolved on October 1, 2024, due to a merger with Hosokawa Micron Corporation.

(Major overseas subsidiaries)

Hosokawa Alpine AG (Germany) / Hosokawa Micron B.V. (Netherlands) / Hosokawa Micron Ltd. (U.K.) / Hosokawa Micron International Inc. (U.S.A.)