

Daiei Kankyo Group

Non-financial Data Compilation

(Fiscal year ended March 31, 2025)

Scope of the report

Daiei Kankyo Co., Ltd. and consolidated subsidiaries (as of March 31, 2025)

Any material outside of this scope is clearly indicated as such

Daiei Kankyo Group

Scope			
Daiei Kankyo Co., Ltd.			
Consolidated subsidiaries			
Mie Chuo Kaihatsu Co., Ltd.	Clean Stage Co., Ltd.	DINS Environmental Analysis Center Co., Ltd.	Eiwa Recycle Co., Ltd.
DINS Kansai Co., Ltd.	Plafactory Co., Ltd.	D-design Co., Ltd.	Urayasu Seiun, Inc.
Kyodoh Doboku Co., Ltd.	Create Navi Co., Ltd.	Daiei Kankyo Research Institute Co., Ltd.	Aia, Inc.
Geo-Re Japan Inc.	Tohoku Eco Clean Co., Ltd.	Resource Circulation Systems Co., Ltd.	GLOBAL ENVIRONMENTAL TECHNOLOGY Co., Ltd.
Safety Island Co., Ltd.	Omihachiman Eco Service Co., Ltd.	DINS Mirai Co., Ltd.	Aioi Eco Service Co., Ltd.
Settsu Seiun Co., Ltd.	Sanki Kaihatsu Co., Ltd.	ISV Japan, Limited	Kaisei Co., Ltd.
Kyoto Kankyo Co., Ltd.	Green Arrows Kansai Co., Ltd.	Ashiya Josui Co., Ltd.	Negibozu Agricultural Producers’ Cooperative Corporation
Kobe Port Recycle Co., Ltd.	Software Total Service Co., Ltd.	INAC Football Club Co., Ltd.	Makinosato Agricultural Producers’ Cooperative Corporation
Daiei Amet Co., Ltd.	Maruyo Inc.	DINS Hokkaido Co., Ltd.	
Settsu Co., Ltd.	General Agriculture & Forestry Co., Ltd.	Tadaoka Eco Service Co., Ltd.	

Non-consolidated subsidiaries

Fukuchiyama Golf Co., Ltd.	Satoyama Agricultural Producers’ Cooperative Corporation
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Affiliates accounted for by the equity method

Major Venous Japan Co., Ltd.	Symfives Co., Ltd.	Asahikouseki Co., Ltd.	Kitaguchi Kensetsu Kogyo Co., Ltd.
Re-enermie Co., Ltd.	KOBE-Bio-Sewage Co., Ltd.		

Affiliates not accounted for by the equity method

KOUKI CORP.	Green Arrows Holdings, Inc.	KAKEGAWA HOTOKU POWER Co., Ltd.
Eco Clean Yamatokoriyama Co. Ltd.	NEW ENERGY SUPPLY CORPORATION	

Major organizations to which we hold membership

Name	Position in Organization	Name of Appointee	Corporate Name
Resource Recycling Council	Director	Fumio Kaneko	Daiei Kankyo Co., Ltd.
Japan Disaster Treatment Systems	Director	Nariyuki Ohta	Daiei Kankyo Co., Ltd.
Japan Soil Treatment Association	Director	Nariyuki Ohta	Daiei Kankyo Co., Ltd.
Sakai Coastal Eco Factories Council	Director	Nariyuki Ohta	Daiei Kankyo Co., Ltd.
Osaka Circular Resource Association	Director	Morihiko Shimoda	Daiei Kankyo Co., Ltd.
Hyogo Circular Resource Association	Director	Hiroaki Shimoji	Daiei Kankyo Co., Ltd.
Mie Industrial Waste Association	Director	Yasuhiko Maeyama	Mie Chuo Kaihatsu Co., Ltd.
Kyoto Industrial Waste Association	Director	Seiji Hokari	Mie Chuo Kaihatsu Co., Ltd.
Sustainable Plastics Initiative	Director	Morihiko Shimoda	Daiei Kankyo Co., Ltd.

Data (Environment)

Daiei Kankyo Group material balance (FY2025/3 results)

Input	Volume of waste and contaminated soil received	2,532,000 t/year
Resource inputs	Gas	2,236,000 m3
	Liquefied gas (LPG and LNG)	18 t
	Purchased electricity	50,986 MWh
	Electricity self-consumption	71,512 MWh
	Various kinds of oil	22,608 kL (5,401 kL of which consists of recycled oil and biofuels)
	Water resources	785,000 m3
	Company-owned forests	8,170 ha
●Total volume of energy input (converted to GJ): 2,029 TJ		
Output	Recycling	1,032,200 t/year
	CO2 emissions	272,000 t-CO2 (Scope 1: 252,000 t-CO2, Scope 2: 20,000 t-CO2)
	Power generated from waste	132,978 MWh (including self-consumption)
	Discharged water	310,000 m3
	Solar power generated	6,194 MWh
	CO2 absorbed by Company-owned forests	44,000 t-CO2

Data (Environment)

Climate change * Performance figures for the four main companies (Daiei Kankyo Co., Ltd.; Mie Chuo Kaihatsu Co., Ltd.; DINS Kansai Co., Ltd.; and Geo-Re Japan Inc.)

Category			Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
GHG emissions	Scope 1 (direct emissions from fuel combustion)		t-CO2	244,247	249,361	252,540	261,601	252,315
	Scope 2 (indirect emissions from electric power use)		t-CO2	25,173	22,666	18,714	25,013	19,766
	Scope 3 (indirect emissions other than the above)		t-CO2	-	-	142,889*	223,306	184,299
	Scope 3 emissions	1 Purchased products and services	t-CO2	-	-	-	47,356	57,163
		2 Capital goods	t-CO2	-	-	-	93,202	37,657
		3 Fuel and energy activities not included in Scope 1 and 2	t-CO2	-	-	-	12,573	12,505
		4 Transportation and delivery (upstream)	t-CO2	-	-	-	23,654	27,222
		5 Waste from business activities	t-CO2	-	-	-	4,524	12,718
		6 Business trip	t-CO2	-	-	-	275	444
		7 Employee commuting	t-CO2	-	-	-	4,560	1,599
		9 Transportation and delivery (downstream)	t-CO2	-	-	-	1,933	3,481
		10 Processing of sold products	t-CO2	-	-	-	1,530	1,475
		11 Use of sold products	t-CO2	-	-	-	33,274	29,541
12 Disposal of sold products		t-CO2	-	-	-	425	495	
GHG emissions reduced as a direct result of reduction initiatives			10,000 t-CO2	3.0	2.8	2.7	3.8	4.0
Avoided emissions			10,000 t-CO2	10.0	11.1	11.2	13.5	14.5
	Thermal recycling		10,000 t-CO2	0.1	0.2	0.2	1.9	2.6
	Resource recycling		10,000 t-CO2	9.7	10.7	10.8	11.4	11.7
	Solar power		10,000 t-CO2	0.2	0.2	0.2	0.2	0.2
Other emissions into the atomosphere	Ozone depleting substances (ODS)		t	-	-	-	-	-
	NOx		t	-	-	-	392.4	469.3
	SOx		t	-	-	-	59.2	56.9
	Persistent organic pollutants (POP)		t	-	-	-	-	-
	Volatile organic compounds (VOC)		t	-	-	-	-	-
	Hazardous air pollutants (HAP)		t	-	-	-	-	-
	Particulate matter (PM)		t	-	-	-	-	-
	Soot and ash		t	-	-	-	9.86	9.96
CO2 absorbed by Company-owned forests			t-CO2	42,000	44,000	44,000	44,000	44,000
Energy consumption	Energy consumption within the organization		kL	41,287	43,350	42,076	45,768	43,676
	Breakdown of energy usage	Electric power purchased	kL	13,134	13,679	13,191	13,127	11,315
		Non-fossil energy (Waste power generation	kL	12,196	12,627	12,060	14,680	15,860
		Electricity from renewable energy sources	kL	-	-	27	47	55
		Heavy oil A	kL	3,264	3,100	2,578	3,465	4,222
		Kerosene	kL	11	12	12	15	10
		Light oil	kL	3,709	2,922	3,611	4,103	4,134
		Gasoline	kL	17	13	15	27	31
		Liquefied petroleum gas (LPG)	kL	15	14	15	23	24
		Liquefied natural gas (LNG)	kL	1,002	1,505	0	0	0
		Town gas	kL	3,189	3,731	5,017	5,283	2,596
		Gas to liquids (GTL)	kL	532	1,208	537	81	92
	Reclaimed oil	kL	4,218	4,539	5,015	4,916	5,337	
Energy used per base unit		L/t	21.9	19.2	18.1	20.6	19.5	
Reduction in energy used from energy conservation			kL	2,396	2,559	2,694	2,801	2,974
Power generation	Thermal recycling		MWh	57,831	58,194	59,533	109,213	132,978
	Solar power		MWh	5,253	5,740	6,281	6,328	6,194

Data (Environment)

Waste

Category			Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
Cumulative weight of intermediate treatment			kilotons	1,825	2,213	2,269	2,169	2,188
Input	Total volume		kilotons	-	-	-	2,614	2,532
		Waste (general waste and industrial waste)	kilotons	-	-	-	2,208	2,196
		Contaminated soil□	kilotons	-	-	-	406	336
Output	Total volume□		kilotons	-	-	-	2,579	2,643
		Recycling	kilotons	-	-	-	958	1,032
		Unrecyclable waste	kilotons	-	-	-	1,621	1,611

Water

Category			Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
Water	Water intake	Public water	thousand m3	203	296	257	329	328
		Industrial water	thousand m3	259	275	275	273	260
		Groundwater	thousand m3	159	132	185	183	170
		Lake water	thousand m3	0	0	0	0	0
	Water discharge	River water	thousand m3	283	244	294	282	310
		Sea water	thousand m3	0	0	0	0	0
		Others	thousand m3	0	0	0	0	0
	Water consumption		thousand m3	622	702	717	785	758
	Amount of environmentally hazardous substances discharged into water bodies	BOD	tons	—	—	—	0.9	1.9
		COD	tons	—	—	—	1.3	1.2
		Nitrogen	tons	—	—	—	3.2	3.5
		SS	tons	—	—	—	1.1	2.6

Chemical substances

Category			Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
Emissions into the atmosphere	Nitrogen oxide (NOx)		tons	-	-	-	392.4	469.3
	Sulfur oxide (SOx)		tons	-	-	-	59.2	56.9
	Soot and ash		tons	-	-	-	9.86	9.96
Chemical substances subject to the PRTR Law	Released amouont		tons	-	-	-	2	2
	Transferred amount		tons	-	-	-	0	0
	Released amouont (dioxins)		mg-TEQ	—	2,311.4	5,176.4	15,279.2	16,123.8
	Transferred amount (dioxins)		mg-TEQ	—	3,243.0	3,346.9	2,898.1	2,730.0

Data (Environment)

Air and water quality measurements

Results of air pollutant measurements at heat treatment facilities

Category measured	Unit	Regulatory limit	Furnace	Measurement		
		Air Pollution Control Act		Maximum	Average	Measurement frequency
Nishinomiya Recycle Center, Daiei Kankyo						
Soot and ash	g/m³	0.15	-	0.004	0.004	6 times/year
Nitrogen oxide	ppm	250		65	46	
Hydrogen chloride	mg/m³	700		21	9	
Sulfur oxide	K-value	1.17		0.026	0.006	
Dioxins (gas emissions)	ng-TEQ/m³	5		0.23	0.12	2 times/year
Miki Recycle Center (Existing incinerator), Daiei Kankyo						
Soot and ash	g/m³	0.15	No. 1	0.003	0.001	6 times/year
			No. 2	0.011	0.003	
Nitrogen oxide	ppm	250	No. 1	130	94	
			No. 2	120	97	
Hydrogen chloride	mg/m³	700	No. 1	7	3	
			No. 2	10	5	
Sulfur oxide	K-value	14.5	No. 1	0.01	0.01	2 times/year
			No. 2	0.01	0.01	
Dioxins (gas emissions)	ng-TEQ/m³	5	No. 1	0.02	0.02	1 time/year
			No. 2	0.03	0.03	
Miki Recycle Center (Biomass factory), Daiei Kankyo						
Soot and ash	g/m³	0.04	No. 1	0.002	0.001	6 times/year
			No. 2	0.001	0.001	
Nitrogen oxide	ppm	250	No. 1	140	120	
			No. 2	130	110	
Hydrogen chloride	mg/m³	700	No. 1	9	6	
			No. 2	16	9	
Sulfur oxide	K-value	14.5	No. 1	0.25	0.14	2 times/year
			No. 2	0.26	0.14	
Dioxins (gas emissions)	ng-TEQ/m³	0.1	No. 1	0.002	0.002	1 time/year
			No. 2	0.004	0.004	

Data (Environment)

Air and water quality measurements

Results of air pollutant measurements at heat treatment facilities

Category measured	Unit	Regulatory limit	Furnace	Measurement		
		Air Pollution Control Act		Maximum	Average	Measurement frequency
Mie Recycle Center, Mie Chuo Kaihatsu						
Soot and ash	g/m ³	0.15	No. 1	0.001	0.001	2 times/year
			No. 2	0.001	0.001	
Nitrogen oxide	ppm	250	No. 1	72	66	
			No. 2	63	63	
Hydrogen chloride	mg/m ³	700	No. 1	11	11	
			No. 2	8	8	
Sulfur oxide	K-value	17.5	No. 1	0.005	0.005	
			No. 2	0.007	0.007	
Dioxins (gas emissions)	ng-TEQ/m ³	5	No. 1	0.072	0.057	
			No. 2	0.037	0.029	
Mie Recycle Center (Energy Plaza), Mie Chuo Kaihatsu						
Soot and ash	g/m ³	0.04	No. 1	0.005	0.003	6 times/year
			No. 2	0.005	0.002	
Nitrogen oxide	ppm	250	No. 1	44	38	
			No. 2	49	35	
Hydrogen chloride	mg/m ³	700	No. 1	9	4	
			No. 2	39	11	
Sulfur oxide	K-value	17.5	No. 1	0.17	0.054	
			No. 2	0.42	0.19	
Dioxins (gas emissions)	ng-TEQ/m ³	0.1	No. 1	0.0023	0.0017	2 times/year
			No. 2	0.0032	0.0019	
GE Recycle Center, DINS Kansai						
Soot and ash	g/m ³	0.08	No. 1	0.006	0.004	6 times/year
		0.04	No. 2	0.021	0.009	
Nitrogen oxide	ppm	250	No. 1	18	12	
			No. 2	20	11	
Hydrogen chloride	mg/m ³	700	No. 1	28	14	
			No. 2	31	16	
Sulfur oxide	K-value	1.17	No. 1	0.031	0.015	
			No. 2	0.024	0.010	
Dioxins (gas emissions)	ng-TEQ/m ³	1	No. 1	0.0054	0.0054	1 time/year
		0.1	No. 2	0.011	0.011	
Bioethanol Recycle Center, DINS Kansai						
Soot and ash	g/m ³	0.08	-	0.005	0.005	2 times/year
Nitrogen oxide	ppm	250		76	66	
Hydrogen chloride	mg/m ³	700		30	19	
Sulfur oxide	K-value	1.17		0.35	0.20	
Dioxins (gas emissions)	ng-TEQ/m ³	1		0.0089	0.0089	1 time/year

Data (Environment)

Air and water quality measurements

Results of water quality measurements at water treatment facilities for final disposal sites

Disposal site	Category measured	Unit	Regulatory limit	Measurement		
			Waste Management Act	Maximum	Average	Measurement frequency
Izumi Recycle Center, Daiei Kankyo						
Hirai Section 5	pH	-	5.8–8.6	7.8	6.9	1 time/month
	BOD	mg/L	60	0.9	0.6	
	COD	mg/L	90	0.5	0.5	
	SS	mg/L	60	1	1	
Hirai Section 8*	pH	-	5.8–8.6			-
	BOD	mg/L	60			
	COD	mg/L	90			
	SS	mg/L	60			
Miki Recycle Center, Daiei Kankyo						
Makitani	pH	-	5.8–8.6	8.0	7.5	1 time/month
	BOD	mg/L	60	6.3	2.3	
	COD	mg/L	90	7.4	5.1	
	SS	mg/L	60	4	2	
Mie Recycle Center, Mie Chuo Kaihatsu						
7th period	pH	-	5.8–8.6	8.4	7.2	1 time/month
	BOD	mg/L	60	1.1	0.6	
	COD	mg/L	90	2.0	1.2	
	SS	mg/L	60	4	1	
8th period	pH	-	5.8–8.6	8.0	6.8	1 time/month
	BOD	mg/L	60	1.2	0.6	
	COD	mg/L	90	3.8	2.6	
	SS	mg/L	60	7	2	
Gobo Recycle Center, Daiei Kankyo						
Gobo	pH	-	5.8–8.6	7.3	7.6	1 time/month
	BOD	mg/L	60	0.9	2.4	
	COD	mg/L	90	2.6	7.1	
	SS	mg/L	60	2	15	
Tohoku Eco Clean						
Tohoku	pH	-	5.8–8.6	8.0	7.8	1 time/month
	BOD	mg/L	60	0.5	0.5	
	COD	mg/L	90	7.0	7.0	
	SS	mg/L	60	1	1	

* Hirai Section 8 leachate treatment facility operation temporarily suspended from April 2017. Hirai Section 8 leachate is sent to Section 5 leachate treatment facility.

Data (Social)

Employment/Diversity

Category		Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
No. of employees*1	Regular employee (male)	People	1,597	1,702	1,735	1,817	1,895
	Regular employee (female)	People	296	333	354	377	414
	Temporary employee (male)	People	265	272	278	269	278
	Temporary employee (female)	People	139	93	89	126	77
Percentage of female managers		%	-	3.4	3.6	3.7	4.3
Age group of employees	Under 30 years old	%	17.6	16.2	15.2	14.2	13.7
	30-50 years old	%	56.0	57.0	55.8	54.5	54.9
	Over 50 years old	%	26.4	26.8	29.0	31.3	31.4
Average years of service*2	Male	Years	7.1	7.4	7.9	8.4	8.5
	Female	Years	5.1	5.9	6.2	5.8	6.5
No. of new employee hires	Male	People	78	164	113	147	125
	Female	People	30	24	34	50	41
Percentage of new hires	Male	%	72.2	87.2	76.9	74.6	75.3
	Female	%	27.8	12.8	23.1	25.4	24.7
No. of resignations	Male	People	84	85	100	94	101
	Female	People	28	15	21	34	23
Employee turnover rate	Male	%	4.7	4.4	4.9	4.5	4.6
	Female	%	8.8	3.4	4.8	6.7	4.8
Percentage of employees with disabilities*3		%	-	-	3.8	3.5	3.5

*1 No. of employees: Combined total of regular employees and temporary employees as of March 31

*2 Average years of service: Total number of continuous years of service in the Daiei Kankyo Group

*3 Data as of June 1 each year

Work-life balance

Category		Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
Percentage of employees who take paid leave		%			72.2	77.7	74.9
No. of employees who take childcare leave	Male	People	-	4	24	41	40
	Female	People	-	6	12	5	7
Percentage of employees who take childcare leave	Male	%	-	10.0	45.3	93.2	90.9
	Female	%	-	100	100	100	100
No. of employees returning from childcare leave	Male	People	-	2	23	37	30
	Female	People	-	N/A	3	N/A	N/A
Percentage of employees returning from childcare leave	Male	%	-	50	95.8	90.2	75
	Female	%	-	-	25	-	-
No. of employees enrolled at the end of 12 months after returning from childcare leave	Male	People	-	2	23	37	30
	Female	People	-	N/A	2	N/A	N/A

Data (Social)

Health-Conscious Management

Category	Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
Percentage of employees who undergo health exams	%	100	100	100	100	100

Human resources development

Category		Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
No. of participants in education and training	Male	People	-	-	1,125	1,312	1,036
	Female	People	-	-	130	181	141

Wage gap

Category		Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
Wage gap between men and women	Average annual income of women ÷ Average annual income of men	%	-	-	71.8	73.8	74.6

Occupational health and safety

Category		Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
Occupational accidents	Lost-worktime injury rate	-	3.52	3.49	5.51	3.68	2.89
	Severity rate	-	0.13	1.27	0.14	0.10	0.03
No. of employees covered by the occupational health and safety management system (including temporary employees)□		People	2,297	2,400	2,456	2,589	2,664
Percentage of employees covered by the occupational health and safety management system□		%	100	100	100	100	100

Patents

Category	Unit	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
No. of patent applications	Cases	1	0	0	0	1
No. of patents held	Cases	18	18	14	12	13

Data (Governance)

Corporate governance structure at a glance

Form of institutional design	Company with an audit and supervisory committee
Chair of the board of directors	President and Representative Director / Executive Officer
No. of directors	4
Of which, outside directors	1
No. of outside directors designated as independent officers	1
No. of directors (audit and supervisory committee members)	3
Of which, outside directors (audit and supervisory committee members)	2
No. of directors (audit and supervisory committee members) designated as independent officers	2
Term of office of directors	1 year
Term of office of directors (audit and supervisory committee members)	2 years
Adoption of executive officer system	Adopted
Establishment of voluntary advisory committee	Nomination & Compensation Advisory Committee
Adoption of performance-linked remuneration system	Adopted
Accounting auditor	GYOSEI & Co.

Officer remuneration

Category of officers	Total amount of remuneration, etc. (Millions of yen)	Total amount of remuneration, etc., by type (millions of yen)			No. of eligible officers
		Fixed compensation	Performance-linked remuneration	Non-monetary remuneration, etc.	
Directors (excluding Audit & Supervisory	121	105	15	-	3
Directors (Audit & Supervisory Board	10	8	-	2	1
Auditors (excluding outside auditors)	2	2	-	-	1
Outside Officers	19	15	-	3	6

Notes:

1. Based on a resolution at the 45th Annual General Meeting of Shareholders held on June 26, 2024, the Company transitioned to a company with an Audit & Supervisory Committee on the same day. The above number of members and amount of remuneration include those for one Director (Outside Director) who retired at the conclusion of the same Annual General Meeting of Shareholders, and three Audit & Supervisory Board Members (including two Outside Members). The number of members and amount of remuneration include one individual who, after retiring as a Director (Outside Director), was appointed on the same day as a Director who is a member of the Audit & Supervisory Committee (Outside Director). They also include one individual who, after retiring as an Audit & Supervisory Board Member (Outside Member), was appointed on the same day as a Director who is a member of the Audit & Supervisory Committee (Outside Director). Both are included under Outside Officers.
2. The above Audit & Supervisory Board Members include one member who retired at the conclusion of the 45th Annual General Meeting of Shareholders held on June 26, 2024. After retiring as an Audit & Supervisory Board Member at the conclusion of the same Annual General Meeting of Shareholders, the individual was appointed as a Director (Audit & Supervisory Committee Member). Accordingly, the number of members and amount of remuneration are recorded under Audit & Supervisory Board Members for the period served in that role, and under Directors (Audit & Supervisory Committee Members) for the period served in that role.
3. The total amount of remuneration and other benefits for Directors (excluding Audit & Supervisory Committee Members) does not include employee salaries for Directors concurrently serving as employees.
4. Non-monetary remuneration, etc., is the amount recorded as an expense in the fiscal year under review based on the restricted stock compensation plan.

Audit (FY2025/3)

Results of audit by the Audit & Supervisory Board Members for FY2025/3

Covered	Key items	Result
30 locations (3 companies, 30departments)	Compliance status with relevant laws and regulations, preventing individual risks, construction and operation status of internal control system	No misconduct in the execution of duties by Directors or serious violation of laws and regulations or the Articles of Incorporation was found.

Results of internal audit for FY2025/3

Covered	Key items	Result
52 locations (21companies, 49departments)	Compliance status with relevant laws and regulations, health and safety initiatives and compliance, effectiveness and efficiency of controls and processes, status of site operations, items pointed out in past audits	No serious violations of relevant laws and regulations, such as the Waste Management and Public Cleansing Act and the Industrial Safety and Health Act, were found.

Results of internal audit for FY2025/3

Covered	Result
GYOSEI & Co.	Appropriate in all material respects (unqualified opinion)

Data (Governance)

Status of cross-shareholdings

Category	FY2021/3		FY2022/3		FY2023/3		FY2024/3		FY2025/3	
	No. of stocks	Total amount recorded on balance sheet (millions of yen)	No. of stocks	Total amount recorded on balance sheet (millions of yen)	No. of stocks	Total amount recorded on balance sheet (millions of yen)	No. of stocks	Total amount recorded on balance sheet (millions of yen)	No. of stocks	Total amount recorded on balance sheet (millions of yen)
Unlisted stocks	1	23	1	23	2	30	2	30	2	30
Stocks other than unlisted stocks	7	843	6	832	6	1,115	6	1,846	6	2,351
Total	8	866	7	855	8	1,145	8	1,876	8	2,381

Number of whistleblowing reports

	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
Internal contact	3	14	10	24	25
External contact	2	1	5	5	4
Total	5	15	15	29	29

Overview of whistleblowing cases

	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3
Misconduct, etc.	2	0	1	1	5
Rules/regulations	0	2	4	8	5
Harassment, etc.	1	9	9	15	10
Work improvement, etc.	0	3	1	1	4
Dissatisfaction with personnel affairs	2	1	0	4	5
Total	5	15	15	29	29