

## Environment

### Amount of electricity, gas, and gasoline consumption, and CO<sub>2</sub> emissions

A change in disclosure from the previous fiscal year: The change in figures for FY2020, which is the base fiscal year, is due to the addition of groxi and the Tescom Denki Group, which joined the Group during FY2023. Additionally, the revision of Scope 3 figures for past years is due to revisions to targeted categories, targeted companies, and calculation method. Going forward, we will work to enhance the precision of calculations.

	Targeted companies	Unit	FY2021*3	FY2022	FY2023	FY2024	
Electricity consumption	ELECOM Group (Japan) *2	MWh	5,213	5,106	4,662	5,421	
Gasoline consumption	ELECOM Group (Japan) *2	kL	318	293	278	270	
Gas consumption	ELECOM Group (Japan)	Thousand m <sup>3</sup>	38	30	37	36	
CO <sub>2</sub> emissions							
Scope 1	ELECOM Group (Japan) *2	t-CO <sub>2</sub>	823	748	727	693	
Scope 2	Location-based	ELECOM Group (Japan) *2	t-CO <sub>2</sub>	2,320	2,153	1,972	2,226
	Market-based	ELECOM Group (Japan) *2	t-CO <sub>2</sub>	2,248	—	1,545	1,493
Scope 1/Scope 2 total *1	ELECOM Group (Japan) *2	t-CO <sub>2</sub>	3,071	2,901	2,272	2,186	
Emissions intensity compared to the base fiscal year	ELECOM Group (Japan)	t-CO <sub>2</sub> /Sales (Millions of yen)	1.00	1.08	0.80	0.65	
Scope 3	ELECOM	t-CO <sub>2</sub>	—	254,721	369,996	500,802	

\*1. For the calculation of the Scope 1/Scope 2 total, Scope 2 has been calculated on a location basis until FY2022 and on a market basis from FY2023.

\*2 Figures for groxi and the Tescom Denki Group, which joined the Group during FY2023, are added as applicable data from FY2024.

\*3 Base year for Scope 1/Scope 2 emissions reduction targets (includes groxi and the Tescom Denki Group, which joined the Group during FY2023).

Targeted companies *We intend to make adjustments in terms of applicable data for ELECOM Group companies outside of Japan beginning in the next fiscal year	Scope 1, Scope 2	ELECOM and ELECOM Group companies in Japan (Coverage *1: 97.4%)
	Scope 3	ELECOM (Coverage *1: 78.9%)
Calculation method	Electricity CO <sub>2</sub> conversion coefficient	Calculated based on emissions factors after public electric utility operator adjustment given in the "list of emissions factors for electric utilities (for the use of greenhouse gas emission calculations by specified emitters)," of the Ministry of the Environment
	Fuel CO <sub>2</sub> conversion coefficient	Calculated based on the coefficients in the Ministry of the Environment's list of calculation methods and emissions factors for the calculation, reporting and public disclosure system

\*1. Coverage is calculated based on net sales.

#### <Breakdown of Scope 3>

	Targeted companies	Unit	Calculation method	FY2022		FY2023		FY2024	
				Emissions	Percentage of Scope 3	Emissions	Percentage of Scope 3	Emissions	Percentage of Scope 3
Scope 3 total	ELECOM	t-CO <sub>2</sub>		254,721	100.0%	369,996	100.0%	500,802	100.0%
1 Purchased goods and services	ELECOM	t-CO <sub>2</sub>	Σ (Value supplied and value of purchased goods and services by product category × Emissions intensity) Value supplied is calculated by linking to the nearest industry code for each L2 category in our own products	231,057	90.71%	236,104	63.81%	245,235	48.97%
2 Capital goods	ELECOM	t-CO <sub>2</sub>	Σ (Capital goods purchased in the fiscal year under review × Emissions intensity)	11,161	4.38%	6,750	1.82%	6,846	1.37%
3 Fuel and energy-related activities	ELECOM	t-CO <sub>2</sub>	Σ (Gas/gasoline consumption × Emissions intensity (IDEA V2.3) + Electricity consumption × Emissions intensity) Calculated based on amounts consumed for Scope 1 and 2 respectively	323	0.13%	304	0.08%	241	0.05%
4 Upstream transportation and distribution	ELECOM	t-CO <sub>2</sub>	Σ (Storage expenses associated with supply and delivery and transportation costs by transportation method × Emissions intensity)	11,280	4.43%	10,872	2.94%	10,193	2.04%
5 Waste generated in operations	ELECOM	t-CO <sub>2</sub>	Σ (Disposal expenses by waste disposal method × Emissions intensity)	199	0.08%	140	0.04%	113	0.02%
6 Business travels	ELECOM	t-CO <sub>2</sub>	Σ (Number of regular employees × Emissions intensity)	93	0.04%	99	0.03%	108	0.02%
7 Employees commuting	ELECOM	t-CO <sub>2</sub>	Σ (Total value of commuting allowances × Emissions intensity) (assumed to be all railway travel)	260	0.10%	248	0.07%	224	0.04%
8 Upstream leased assets	ELECOM	t-CO <sub>2</sub>	—	Out of scope	—	Out of scope	—	Out of scope	—
9 Downstream transportation and distribution	ELECOM	t-CO <sub>2</sub>	—	Calculation not possible	—	Calculation not possible	—	Calculation not possible	—
10 Processing of sold products	ELECOM	t-CO <sub>2</sub>	—	Out of scope	—	Out of scope	—	Out of scope	—
11 Use of sold products	ELECOM	t-CO <sub>2</sub>	Σ (Annual sales volumes for each product category × electricity consumption of representative model × useful life × number of days used per year × number of hours used per day × emissions intensity)	Not yet calculated	—	110,751	29.93%	233,007	46.53%
12 End-of-life treatment of sold products	ELECOM	t-CO <sub>2</sub>	Σ (Weight of each type of waste product × emissions intensity)	Not yet calculated	—	3,891	1.05%	3,999	0.80%
13 Downstream leased assets	ELECOM	t-CO <sub>2</sub>	Σ (Floor space of assets leased by ELECOM to third parties × Emissions intensity)	349	0.14%	837	0.23%	837	0.17%
14 Franchise	ELECOM	t-CO <sub>2</sub>	—	Out of scope	—	Out of scope	—	Out of scope	—
15 Investments	ELECOM	t-CO <sub>2</sub>	—	Out of scope	—	Out of scope	—	Out of scope	—

## Water withdrawal/discharge

	Targeted companies	Unit	FY2022	FY2023	FY2024
<b>Water withdrawals total</b>		m <sup>3</sup>	3,996	7,834	8,187
Fresh surface water (including rain, water from wetlands, rivers, and lakes)	· DX ANTENNA PHILIPPINES, INC.	m <sup>3</sup>	0	0	0
Brackish surface water/seawater	· DX Antenna Seishin Technical Center	m <sup>3</sup>	0	0	0
Groundwater (renewable)	· Logitec INA Solutions, Ina Factory	m <sup>3</sup>	0	0	0
Groundwater (not renewable)	· Tescom Denki Matsumoto Factory	m <sup>3</sup>	0	0	0
Produced water	· ELECOM Hyogo Logistics Center	m <sup>3</sup>	3,996	7,834	8,187
Water supply	· ELECOM Kanagawa Logistics Center	m <sup>3</sup>	3,996	7,834	8,187
<b>Water discharges total</b>		m <sup>3</sup>	3,996	7,834	8,187
Fresh surface water	(coverage*1: 17.9% of the entire group)	m <sup>3</sup>	0	0	0
Brackish surface water/seawater		m <sup>3</sup>	0	0	0
Groundwater		m <sup>3</sup>	0	0	0
Sewage		m <sup>3</sup>	3,996	7,834	8,187

\*1. Coverage is calculated based on the number of employees.

## Control of substances subject to the PRTR system at production sites

PRTR Act Management Number	Name of substance	Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Application
448	4,4'-diphenylmethane diisocyanate	ELECOM Group	kg	490	70	70	0	0	Not currently used

## Waste

A change in disclosure from the previous fiscal year: The amount of hazardous waste has been recalculated, including for past fiscal years, due to the erroneous inclusion of packaging materials in hazardous waste.

	Targeted companies	Unit	FY2021	FY2022	FY2023	FY2024
<b>Amount of waste generated</b>		t	329	1,557	1,509	1,517
Hazardous waste *1	· ELECOM · Logitec INA Solutions, Ina Factory	t	0.04	0.29	0.03	0.36
Final disposal amount	· HAGIWARA Solutions head office · Tescom Denki Matsumoto Factory	t	237	314	340	323
Recycled amount	· DX Antenna Seishin Technical Center · DX ANTENNA PHILIPPINES, INC.	t	92	1,243	1,169	1,194
Materials recycling		t	92	65	71	60
Materials recycling (logistics materials)		t	—	1,163	1,083	1,129
Thermal recycling *2	(coverage: 60.6% of the entire group)	t	—	15	16	5
Recycling ratio		%	28.0	79.8	77.5	78.7

\*1. Solder scrap, fluorescent lamps, and printed circuit boards in the DX ANTENNA PHILIPPINES, INC. (Philippines) are considered hazardous waste.

\*2. This recycling process produces high-grade solid fuel primarily from waste paper and plastics, which are not suitable for material recycling.

## Environmentally related fines

	Targeted companies	Unit	FY2021	FY2022	FY2023	FY2024
Number of environmentally related fines	ELECOM Group (Japan)	Fines	0	0	0	0
Total monetary amount of environmentally related fines	ELECOM Group (Japan)	Yen	0	0	0	0

Employee composition

	Targeted companies		Unit	End of March 2021	End of March 2022	End of March 2023	End of March 2024	End of March 2025
Executive Directors	ELECOM	Male	Persons	9	11	9	7	7
	ELECOM	Female	Persons	0	1	1	1	1
Full-time employees	ELECOM Group	Male	Persons	1,063	1,059	1,099	1,321	1,308
	ELECOM Group	Female	Persons	389	403	434	584	628
	ELECOM Group	Total	Persons	1,452	1,462	1,533	1,905	1,936
Average age	ELECOM Group	Male	Years old	41.4	40.7	40.8	39.8	39.1
	ELECOM Group	Female	Years old	34.7	34.8	35.5	33.7	33.5
Average length of service	ELECOM Group	Male	Years	10.4	10.6	10.9	10.3	9.3
	ELECOM Group	Female	Years	6.8	7.3	7.8	7.2	6.9

\*1. Executive Directors include external Directors.

\*2. Number of employees does not include temporary or part-time employees.

\*3. D-CLUE Technologies Co., Ltd., which was a Group company from March 31, 2018 to March 31, 2021, is included.

\*4 Force Media, Inc. became a member of the Group in FY2021, and groxi Inc. and the Tescom Denki group became members of the Group in FY2023.

Composition of employees by age

	Targeted companies		Unit	End of March 2021	End of March 2022	End of March 2023	End of March 2024	End of March 2025
Up to 19	ELECOM Group	Male	%	0.3	0.0	0.1	0.1	0.2
	ELECOM Group	Female	%	1.6	0.0	0.0	0.2	0.3
Up to 29	ELECOM Group	Male	%	16.9	15.3	14.5	14.3	14.4
	ELECOM Group	Female	%	10.1	10.4	9.1	9.5	10.6
Up to 39	ELECOM Group	Male	%	16.7	17.1	17.5	18.0	17.5
	ELECOM Group	Female	%	8.1	9.0	10.3	10.7	10.8
Up to 49	ELECOM Group	Male	%	21.1	21.1	21.1	20.6	18.3
	ELECOM Group	Female	%	5.0	5.5	6.1	6.4	6.7
Up to 59	ELECOM Group	Male	%	18.0	18.7	17.9	16.5	14.8
	ELECOM Group	Female	%	1.9	2.6	2.8	3.2	3.4
Up to 69	ELECOM Group	Male	%	0.2	0.3	0.5	0.6	2.7
	ELECOM Group	Female	%	0.0	0.0	0.0	0.0	0.3

\*Number of employees does not include temporary or part-time employees.

### Composition of employees by area

	Targeted companies		Unit	End of March 2023		End of March 2024		End of March 2025	
Japan	ELECOM Group	Male	Persons	1,009	75.6%	1,244	73.3%	1,230	71.9%
	ELECOM Group	Female	Persons	326	24.4%	446	26.7%	481	28.1%
Outside of Japan	ELECOM Group	Male	Persons	90	45.5%	97	41.3%	78	34.7%
	ELECOM Group	Female	Persons	108	54.5%	138	58.7%	147	65.3%

### Composition of employees by type of employment

	Targeted companies		Unit	End of March 2023		End of March 2024		End of March 2025	
Full-time employees	ELECOM Group	Male	Persons	1,099	71.7%	1,321	69.3%	1,308	67.6%
	ELECOM Group	Female	Persons	434	28.3%	584	30.7%	628	32.4%
Contract employees Part-time employees	ELECOM Group	Male	Persons	173	34.3%	155	33.0%	111	28.4%
	ELECOM Group	Female	Persons	331	65.7%	315	67.0%	280	71.6%
Temporary employees	ELECOM Group	Male	Persons	13	16.5%	18	18.4%	10	15.2%
	ELECOM Group	Female	Persons	66	83.5%	80	81.6%	56	84.8%

### Composition of non-Japanese national employees

	Targeted companies			Unit	End of	End of	End of	End of	End of
					March 2021	March 2022	March 2023	March 2024	March 2025
Recruitment of non-Japanese nationals in Japan	Managers	ELECOM Group (Japan)	Male	Persons	0	1	0	2	2
		ELECOM Group (Japan)	Female	Persons	0	0	0	0	0
	Non-managerial positions	ELECOM Group (Japan)	Male	Persons	10	12	15	23	24
		ELECOM Group (Japan)	Female	Persons	2	3	8	7	11
	Full-time employees	ELECOM Group (Japan)	Male	Persons	10	13	15	25	26
		ELECOM Group (Japan)	Female	Persons	2	3	8	7	11
	Temporary or part-time employees	ELECOM Group (Japan)	Male	Persons	4	0	1	1	2
		ELECOM Group (Japan)	Female	Persons	1	2	6	10	9
	Total (Full-time + temporary or part-time employees)	ELECOM Group (Japan)	Male	Persons	14	13	16	26	28
		ELECOM Group (Japan)	Female	Persons	3	5	14	17	20
Local recruitment of managers overseas	Managers	ELECOM Group (overseas)		Persons	—	—	—	18	13
		ELECOM Group (overseas)		%	—	—	—	81.8	76.5

\*In the columns for numerical data, "--" indicates fiscal years before the company started collecting data.

## Promotion of female participation

		Targeted companies	Unit	End of March 2021	End of March 2022	End of March 2023	End of March 2024	End of March 2025
Ratio of women in managerial positions	ELECOM	%		0.0	0.0	2.2	2.0	3.2
	Other than ELECOM	%		5.5	7.4	9.8	9.7	13.6
	ELECOM Group	%		2.3	4.0	6.3	5.9	8.3
Ratio of women in supervisory positions <sup>*1</sup>	ELECOM	%		4.4	6.3	11.4	16.1	16.4
	Other than ELECOM	%		—	—	10.7	12.2	10.5
	ELECOM Group	%		—	—	11.1	14.5	14.2
Male/female wage difference <sup>*2</sup>	Full-time employees	ELECOM	%	—	—	78.3	79.7	79.6
		DX Antenna	%	—	—	72.9	74.6	73.2
	Temporary or part-time employees	ELECOM	%	—	—	77.5	80.8	75.3
		DX Antenna	%	—	—	59.8	64.0	65.6

\*1. Supervisory positions consist of the company's leadership roles and sales managers.

\*2. Male/female wage difference percentage = the average annual salary of female employees ÷ the average annual salary of male employees

\*3. In the columns for numerical data, "—" indicates fiscal years before the company started collecting data.

## Annual paid leave: average number of days taken and usage ratio

	Targeted companies	Unit	FY2020*1	FY2021	FY2022	FY2023	FY2024
Annual paid leave: average number of days taken	ELECOM Group	Days	10.1	10.1	9.1	9.7	9.3
Annual paid leave: average usage ratio	ELECOM Group	%	50.5	56.8	57.6	62.5	62.1

\*1 Because the revision to the Labor Standards Act resulted in the obligation to take at least five days of paid leave per year, the number of days taken has increased.

## Use of childcare leave system

	Targeted companies		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees who start using childcare leave system <sup>*1</sup>	ELECOM Group	Male	Persons	2	3	12	16	24
	ELECOM Group	Female	Persons	28	26	30	28	33
Employees who qualify to take childcare leave	ELECOM Group	Male	Persons	—	—	29	45	34
	ELECOM Group	Female	Persons	—	—	30	28	33
Childcare leave usage ratio <sup>*2</sup>	ELECOM Group	Male	%	—	—	41.4	35.6	70.6
	ELECOM Group	Female	%	—	—	100.0	100.0	100.0
Return-to-work ratio from childcare leave <sup>*3</sup>	ELECOM Group	Male	%	100.0	100.0	100.0	100.0	100.0
	ELECOM Group	Female	%	88.2	100.0	93.9	95.0	86.7
Remain-in-work ratio from childcare leave <sup>*4</sup>	ELECOM Group	Male	%	100.0	100.0	100.0	90.9	68.4
	ELECOM Group	Female	%	100.0	100.0	94.4	85.7	84.2
Number of users of system of reduced working hours for childcare	ELECOM Group	Male	Persons	0	1	1	1	2
	ELECOM Group	Female	Persons	33	39	57	67	63

\*1. For the number of employees who start using childcare leave system, in cases where the leave taken for a single child covers more than one fiscal year, the leave is counted as one person only for the fiscal year in which the leave started.

\*2. Usage ratio: number of employees who start using childcare leave system divided by employees who qualify to take childcare leave

\*3. Return-to-work ratio = the number of people who returned to work from childcare leave in the fiscal year under review ÷ the number of people who were scheduled to return to work from childcare leave in the fiscal year under review × 100.

\*4. Remain-in-work ratio = the number of people who returned to work from childcare leave during the previous fiscal year and were still employed at the end of March in the fiscal year under review ÷ the number of people return to work from childcare leave during the previous fiscal year × 100

\*5. In the columns for numerical data, "—" indicates fiscal years before the company started collecting data.

## Occurrences of occupational accidents

Report: There was one serious occupational accident in FY2024. An employee lost their life in an accident within the grounds of ELECOM's training facility due to falling from a difference in levels while going outside at night. Measures to prevent a recurrence have been taken, including installing a fence to prevent falls and setting rules for going out at night.

		Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of incidents	Japan	ELECOM Group	Incidents	1	0	0	2	2
	Outside of Japan	ELECOM Group	Incidents	0	0	0	1	0
Lost time injury frequency rate (LTIFR) <sup>*1</sup>		ELECOM Group	%	0.56	0.00	0.00	0.63	0.54
Occupational accident severity rate <sup>*2</sup>		ELECOM Group	%	0.02	0.00	0.00	0.04	2.01
No. of fatal accidents		ELECOM Group	Accidents	0	0	0	0	1

\*1. The lost time injury frequency rate (LTIFR) expresses the frequency of occupational accidents in terms of the number of fatalities and injuries culminating in at least one day leave of absence attributable to occupational accidents occurring per 1,000,000 total working hours<sup>3</sup>.

\*2. The occupational accident severity rate expresses the severity of accidents in terms of total number of working days lost per 1,000 total working hours<sup>3</sup>.

\*3. Total working hours are based on the number of Group employees (full-time employees) as of March 31, 2023, with the annual working hours per person calculated by multiplying the number of business days by eight hours.

## Number of hires/employee turnover

		Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of hires		ELECOM Group	Persons	153	166	200	219	279
Number of mid-career hires		ELECOM Group	Persons	80	112	136	139	204
Mid-career hiring ratio <sup>*2</sup>		ELECOM Group	%	52.3	67.5	68.0	63.5	73.1
Employee turnover for those leaving voluntarily		ELECOM	%	—	—	—	6.2	10.5
		ELECOM Group	%	—	—	—	—	13.3

\*1. Number of hires does not include temporary or part-time employees.

\*2. Mid-career hiring ratio is the number of mid-career hires divided by the number of hires

\*3. In the columns for numerical data, "-" indicates fiscal years before the company started collecting data.

## Results of training

		Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total annual training time	ELECOM	Male	Hours	5,586	7,109	8,689	10,086	17,001
	ELECOM	Female	Hours	3,344	2,545	3,806	4,522	6,873
	ELECOM	Total	Hours	8,930	9,654	12,494	14,608	23,874
Average annual training time per employee	ELECOM	Male	Hours	11.0	13.9	15.5	17.8	28.0
	ELECOM	Female	Hours	22.0	14.9	18.0	16.3	22.5
	ELECOM	Total	Hours	13.5	14.4	16.7	17.1	25.2
Training expenses		ELECOM	Thousands of yen	45,435	46,663	83,746	113,170	121,297
		ELECOM Group (Japan)	Thousands of yen	57,610	59,638	112,450	163,417	169,069

## Design and trademark applications and acquisitions of intellectual property rights

			Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of design applications and number of rights acquired	Japan	Filing	ELECOM	Applications/ rights	108	106	31	21	27
		Registration	ELECOM	Applications/ rights	68	115	77	16	23
	Excluding Japan	Filing	ELECOM	Applications/ rights	3	19	7	7	12
		Registration	ELECOM	Applications/ rights	6	2	7	3	9
Number of trademark right applications and number of rights acquired	Japan	Filing	ELECOM	Applications/ rights	39	29	26	20	20
		Registration	ELECOM	Applications/ rights	17	39	29	28	18
	Excluding Japan	Filing	ELECOM	Applications/ rights	11	12	19	19	11
		Registration	ELECOM	Applications/ rights	4	9	10	8	13

## Responsible procurement initiatives

	Targeted companies	Unit	FY2022	FY2023	FY2024
Ratio of conclusion of CSR procurement MOUs	ELECOM	%	99.6	100.0	100.0
	ELECOM Group (Japan)	%	77.2	88.3	88.6
Response rate for self-assessment questionnaires (SAQs)	ELECOM	%	100.0	91.3	Not implemented*3
Number of second-party CSR audits implemented	ELECOM	Companies	—	3 *1	0

\*1. Carried out online, with a particular focus on key suppliers.

\*2 In the columns for numerical data, "-" indicates fiscal years before the company started collecting data.

\*3 SAQs are carried out every other year, so there is no result for FY2024.

## Social contribution

	Targeted companies	Unit	FY2022	FY2023	FY2024
Social contribution expenses	ELECOM Group	Millions of yen	108	119	105

## Governance

Please see the report below for data disclosure on governance.

Corporate Governance Report ▶ <https://www.elecom.co.jp/ir/library/material.html> (in Japanese)

Annual Securities Report ▶ <https://www.elecom.co.jp/ir/library/english.html>

### Diversity of Executive Directors

	Targeted companies		Unit	End of March 2022		End of March 2023		End of March 2024		End of March 2025	
	ELECOM	Internal		Persons	7	58.3%	6	60.0%	4	50.0%	4
Executive Directors	ELECOM	External	Persons	5	41.7%	4	40.0%	4	50.0%	4	50.0%
	ELECOM	Male	Persons	11	91.7%	9	90.0%	7	87.5%	7	87.5%
Executive Directors	ELECOM	Female	Persons	1	8.3%	1	10.0%	1	12.5%	1	12.5%
	ELECOM	Male	Persons	–	–	–	–	9	100.0%	10	100.0%
Executive Officers	ELECOM	Female	Persons	–	–	–	–	0	0.0%	0	0.0%

\*In the columns for numerical data, "-" indicates fiscal years before the company started collecting data.

### Remuneration of Executive Directors and Audit & Supervisory Board Members

	Targeted companies		Unit	FY2022			FY2023			FY2024		
				Executive Directors	Audit & Supervisory Board Members	External Officers	Executive Directors	Audit & Supervisory Board Members	External Officers	Executive Directors	Audit & Supervisory Board Members	External Officers
				*1	*2		*1	*2		*1	*2	
Total remuneration	ELECOM	Millions of yen	234	–	56	195	–	55	222	–	58	
	Basic remuneration	ELECOM	Millions of yen	197	–	54	163	–	55	189	–	58
	Stock options	ELECOM	Millions of yen	5	–	–	8	–	–	4	–	–
	Restricted share remuneration	ELECOM	Millions of yen	17	–	–	13	–	–	11	–	–
	Retirement benefits	ELECOM	Millions of yen	13	–	2	10	–	–	16	–	–
Number of eligible officers	ELECOM	Persons	7	–	10	6	–	7	5	–	7	

\*1. Executive Directors (excluding external Directors)

\*2. Audit & Supervisory Board Members (excluding external Audit & Supervisory Board Members)

\*3. Rounded down to the nearest million yen

### Compliance

	Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Harassment contact point record	ELECOM Group (Japan)	Instances	–	–	11	14	8
Reports received at contact point for whistleblowing	ELECOM Group (Japan)	Instances	–	–	0	0	0
Serious infringements of compliance*1	ELECOM Group (Japan)	Instances	–	–	1	1	0
Anti-corruption-related fines	ELECOM	Yen	–	–	0	0	0
Political contributions	ELECOM	Yen	–	–	–	0	0

\*1. Serious violation means a legal violation that is subject to criminal penalties.

\*2. In the columns for numerical data, "-" indicates fiscal years before the company started collecting data.

### Taxes paid

	Targeted companies	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Taxes paid by country	Japan	ELECOM Group	Millions of yen	–	–	3,138	3,270	3,199
	Excluding Japan	ELECOM Group	Millions of yen	–	–	270	280	322

\*In the columns for numerical data, "-" indicates fiscal years before the company started collecting data.