

			CUC Inc.								CUC HOSPICE Inc.								Sophiamedi Inc.								Noah Konzer Co.,Ltd.	
			FY2025		FY2024		FY2023		FY2022		FY2025		FY2024		FY2023		FY2022		FY2025		FY2024		FY2023		FY2022		FY2025	
Number/ Percentage of Employees	Total		416		467		434		423		2,096		1,685		1,222		813		1,587		1,536		1,455		1,370		941	
	Male		252	60.6%	271	58.0%	259	59.7%	257	60.8%	476	22.7%	362	21.5%	263	21.5%	180	22.1%	422	26.6%	433	28.2%	421	28.9%	425	31.0%	286	30.4%
	Female		164	39.4%	196	42.0%	175	40.3%	166	39.2%	1,620	77.3%	1,323	78.5%	959	78.5%	633	77.9%	1,165	73.4%	1,103	71.8%	1,034	71.1%	945	69.0%	655	69.6%
	Management position	Total	123		115		97		99		170		118		117		74		106		105		112		119		16	
		Male	105	85.4%	99	86.1%	85	87.6%	87	87.9%	74	43.5%	51	43.2%	53	45.3%	29	39.2%	34	32.1%	39	37.1%	42	37.5%	47	39.5%	10	62.5%
		Female	18	14.6%	16	13.9%	12	12.4%	12	12.1%	96	56.5%	67	56.8%	64	54.7%	45	60.8%	72	67.9%	66	62.9%	70	62.5%	72	60.5%	6	37.5%
	Non- management position	Total	293		352		337		324		1,926		1,567		1,105		739		1,481		1,431		1,343		1,251		923	
		Male	146	49.8%	172	48.9%	174	51.6%	170	52.5%	402	20.9%	311	19.8%	210	19.0%	151	20.4%	388	26.2%	394	27.5%	379	28.2%	378	30.2%	275	29.8%
		Female	147	50.2%	180	51.1%	163	48.4%	154	47.5%	1,524	79.1%	1,256	80.2%	895	81.0%	588	79.6%	1,093	73.8%	1,037	72.5%	964	71.8%	873	69.8%	648	70.2%
Number/ Percentage of Emolovees (temporary employees)	Total		38		45		41		30		354		273		163		144		112		123		117		228		207	
	Male		14	36.8%	26	57.8%	18	43.9%	4	13.3%	62	17.5%	54	19.8%	23	14.1%	18	12.5%	19	17.0%	18	14.6%	25	21.4%	24	10.5%	35	16.9%
	Female		24	63.2%	19	42.2%	23	56.1%	26	86.7%	292	82.5%	219	80.2%	140	85.9%	126	87.5%	93	83.0%	105	85.4%	92	78.6%	204	89.5%	172	83.1%
Average Age of Employees	Total		39.7		39.9		38.5		38.2		42.6		42.7		42.8		42.9		37.0		37.2		37.0		37.1		46.9	
	Male		40.8		41.1		39.9		40.1		40.1		39.6		38.3		38.9		37.2		37.0		37.1		36.6		44.3	
	Female		37.9		38.2		36.5		35.4		43.3		43.6		44.1		44.0		36.9		37.2		37.1		37.3		48.0	
Female Manager Ratio (Calculated based on the Law for the Promotion of Women's Activities)			16.7%		13.9%		12.4%		12.1%		57.6%		56.8%		54.7%		64.7%		68.0%		62.9%		62.5%		64.6%		37.5%	
Number and Percentage of Employees by Age Group (male/female ratio to the total)	Under 30's	Total	87		75		88		100		351		287		190		119		362		356		321		317		120	
		Male	40	46.0%	27	36.0%	39	44.3%	37	37.0%	68	19.4%	60	20.9%	50	26.3%	33	27.7%	70	19.3%	82	23.0%	69	21.5%	85	26.8%	36	30.0%
		Female	47	54.0%	48	64.0%	49	55.7%	63	63.0%	283	80.6%	227	79.1%	140	73.7%	86	72.3%	292	80.7%	274	77.0%	252	78.5%	232	73.2%	84	70.0%
	30's	Total	133		176		164		152		553		423		311		210		728		692		672		612		167	
		Male	79	59.4%	102	58.0%	96	58.5%	99	65.1%	181	32.7%	136	32.2%	107	34.4%	72	34.3%	225	30.9%	218	31.5%	229	34.1%	225	36.8%	78	46.7%
		Female	54	40.6%	74	42.0%	68	41.5%	53	34.9%	372	67.3%	287	67.8%	204	65.6%	138	65.7%	503	69.1%	474	68.5%	443	65.9%	387	63.2%	89	53.3%
	40's	Total	117		134		122		111		542		440		353		237		333		325		319		309		228	
		Male	80	68.4%	89	66.4%	83	68.0%	78	70.3%	156	28.8%	116	26.4%	81	22.9%	53	22.4%	94	28.2%	100	30.8%	92	28.8%	87	28.2%	81	35.5%
		Female	37	31.6%	45	33.6%	39	32.0%	33	29.7%	386	71.2%	324	73.6%	272	77.1%	184	77.6%	239	71.8%	225	69.2%	227	71.2%	222	71.8%	147	64.5%
	50's	Total	74		75		56		56		564		472		324		220		147		146		129		117		249	
		Male	49	56.3%	50	66.7%	38	67.9%	41	73.2%	66	11.7%	47	10.0%	24	7.4%	23	10.5%	32	21.8%	32	21.9%	29	22.5%	26	22.2%	51	20.5%
		Female	25	28.7%	25	33.3%	18	32.1%	15	26.8%	498	88.3%	425	90.0%	300	92.6%	197	89.5%	115	78.2%	114	78.1%	100	77.5%	91	77.8%	198	79.5%
	Over 60's	Total	5		7		4		4		86		63		44		27		16		17		14		15		177	
		Male	3	3.4%	2	28.6%	3	75.0%	2	50.0%	5	5.8%	3	4.8%	1	2.3%	1	3.7%	1	6.3%	1	5.9%	2	14.3%	3	20.0%	40	22.6%
		Female	2	2.3%	5	71.4%	1	25.0%	2	50.0%	81	94.2%	60	95.2%	43	97.7%	26	96.3%	15	93.8%	16	94.1%	12	85.7%	12	80.0%	137	77.4%
Retirement Rate (employee)	Total		17.9%		18.7%		20.3%		14.9%		21.4%		20.7%		19.2%		23.0%		12.4%		14.1%		13.5%		14.8%		29.69%	
	Male		17.8%		18.6%		22.0%		18.2%		21.6%		19.6%		22.3%		17.5%		12.3%		11.9%		13.0%		13.3%		26.09%	
	Female		18.0%		18.9%		17.5%		9.9%		21.4%		21.0%		18.3%		24.2%		12.5%		14.9%		13.7%		15.5%		31.02%	
Number/ Percentage of New Hires (employee)	New Graduates	Total	32		11		15		17		4		3		0		0		0		0		0		0		5	
		Male	20	62.5%	8		7	46.7%	6	35.3%	0	0.0%	2	66.7%	0		0		0		0		0		0		4	80%
		Female	12	37.5%	3		8	53.3%	11	64.7%	4	100.0%	1	33.3%	0		0		0		0		0		0		1	20%
	Mid-career Hires	Total	37		113		76		137		940		1,056		663		421		300		327		345		393		224	
		Male	24	64.9%	58	51.3%	52	68.4%	100	74.2%	206	21.9%	215	20.4%	142	21.4%	93	22.1%	60	20%	74	22.6%	70	20.3%	103	26.2%	69	30.8%
		Female	13	35.1%	55	48.7%	24	31.6%	37	25.8%	734	78.1%	841	79.6%	521	78.6%	328	77.9%	240	80%	253	77.4%	275	79.7%	290	73.8%	155	69.2%
Average Working Hours per Employee per Annum			Total	1,906.	1,968.	1,918.	1,982.				1,979.	1,911.	1,903.	1,933.				2,045.	2,051.	2,047.	2,040.	1,941.6						
Year-on-Year Working Hours			Total	96.85%	102.60%	96.80%	96.80%				103.55%	100.40%	98.50%	97.00%	99.70%	100.20%	100.30%	98.30%	102.30%									
Average Monthly Overtime Hours			Total	20.65	18.62	19.29	20.70				3.17	4.75	7.78	5.80	13.14	13.41	14.12	14.50	9.12									
Average Paid Vacation Usage Rate				71.00%	62.70%	67.40%	68.40%				67.90%	69.30%	62.20%	68.10%	82.34%	81.00%	72.20%	71.60%	65.20%									
Acquisition Rate of Childcare Leave	Male		75.0%		33.3%		25.0%		16.7%		76.2%		46.2%		50.0%		75.0%		85.3%		76.5%		68.6%		61.3%		100.0%	
	Female		100.0%		100.0%		100%		100%		100%		100.0%		100%		100%		100%		100%		100%		100%		100.0%	
Return-to-work Rate after Childcare Leave	Male		100.0%		100.0%		0.0%		100.0%		90.9%		100.0%		100.0%		100.0%		100%		100.0%		96.3%		100.0%		100.0%	
	Female		100.0%		100.0%		100.0%		100.0%		93.3%		100.0%		100.0%		100.0%		80.3%		94.2%		77.0%		100.0%		100.0%	
Gender Pay Gap	All Workers	Male	7,198,000 yen		6,914,000 yen		7,053,000 yen		6,808,000 yen		3,781,000 yen		4,565,000 yen		4,685,000 yen		4,651,000 yen		5,179,000 yen		5,153,000 yen		5,146,000 yen		4,764,000 yen		2,625,000 yen	
		Female	5,170,000 yen		5,119,000 yen		4,712,000 yen		4,569,000 yen		3,613,000 yen		4,287,000 yen		4,228,000 yen		4,317,000 yen		4,685,000 yen		4,804,000 yen		4,742,000 yen		4,468,000 yen		2,252,000 yen	
		Ratio	71.8%		74.0%		66.8%		67.1%		95.5%		93.9%		90.2%		92.8%		90.5%		93.2%		92.1%		93.8%		85.8%	
	Permanent Worker	Male	7,423,000 yen		7,132,000 yen		7,209,000 yen		6,935,000 yen		4,093,000 yen		4,902,000 yen		4,937,000 yen		4,993,000 yen		5,217,00									