

## 5-Year Non-financial Summary

	MAEDA CORPORATION (MK)					MAEDA ROAD (MD)					MAEDA SEISAKUSHO (MS)					Japan Wind Development (JWD)	INFRONEER (INF)*9					
	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023	2023	2021	2022	2023			
<b>Environment*1</b>																						
GHG Emissions: Scopes 1 (t-CO <sub>2</sub> )*2	4,168	3,439	3,256	3,271	3,765	228,793	232,618	232,378			225,943	204,241	1,056	1,159	1,193	1,121	1,862	Under compilation	236,827	230,335	209,869	
GHG Emissions: Scope 2 Market-based (t-CO <sub>2</sub> )	22,625	20,282	17,365	3,700	3,171	52,888	54,634	53,664			34,773	10,210	1,458	1,428	1,319	1,427	202	Under compilation	72,348	39,930	13,636	
GHG Emissions: Scope 2 Location-based (t-CO <sub>2</sub> )	—	19,952	17,793	26,454	28,798	—	50,397	50,669			49,607	46,096	—	1,491	1,507	1,741	1,598	Under compilation	69,969	77,831	76,552	
GHG Emissions: Scope 3 total (t-CO <sub>2</sub> )*2	3,017,885	3,348,164	3,264,500	2,540,591	2,257,217	—	—	300,867			327,220	363,469	—	175,796	184,396	187,128	199,598	Under compilation	3,749,763	3,054,939	2,820,284	
GHG Emissions: Scope 3 Category 1 (t-CO <sub>2</sub> )	489,954	1,097,138	708,078	658,044	705,750	—	154,010	206,554			239,380	273,476	—	—	—	—	—	Under compilation	914,632	897,424	979,226	
GHG Emissions: Scope 3 Category 11 (t-CO <sub>2</sub> )	2,400,821	3,162,592	2,361,404	1,673,013	1,342,308	—	—	—			—	—	—	175,796	184,396	187,128	199,598	Under compilation	2,545,800	1,860,141	1,541,906	
Energy: Total Energy Consumption (MWh)*3	331,291	236,688	287,636	270,866	372,933	1,010,400	1,025,265	1,106,589			1,284,116	1,313,386	8,769	7,639	8,295	4,466	13,195	Under compilation	1,402,520	1,559,448	1,699,514	
Energy: Power Consumption (MWh)	40,333	44,823	41,079	61,142	63,985	114,590	115,377	117,019			114,566	112,090	3,610	3,115	3,694	3,435	3,649	Under compilation	161,792	179,143	179,859	
Waste: Total Emissions (t)	579,133	388,124	532,883	677,275	514,768	367,599	406,653	507,590			343,107	318,622	188	201	963	385	Under compilation	Under compilation	1,041,436	1,020,767	833,390	
Waste: Final Disposal Amount (t)	20,768	17,117	31,973	13,115	31,870	12,165	12,215	17,356			11,237	7,380	—	—	—	50	Under compilation	Under compilation	49,329	24,402	39,250	
Water Intake (m <sup>3</sup> )*4	466,493	388,529	455,576	571,993	472,244	—	—	273,171			302,315	335,645	19,856	16,789	18,771	18,667	309,900	Under compilation	747,518	892,975	1,117,789	
Water Discharge (m <sup>3</sup> )*4	455,336	417,315	476,625	438,707	553,748	—	—	273,171			302,315	335,645	19,856	16,789	18,771	18,667	309,900	Under compilation	768,567	759,689	1,199,293	
Contributed Amounts in Dividends for the Earth (Millions of Yen)	155	133	600	—	—	—	—	—			—	—	—	—	—	—	—	—	—	600	66	103
<b>Society</b>																						
Number of Employees (Persons)*5	3,683	3,719	3,771	3,798	3,839	2,215	2,196	2,233			2,428	2,435	589	596	592	589	588	145	6,597	6,818	7,014	
Female Employment Rate (%)	16.4	16.5	16.6	16.4	13.0	20.6	19.9	20.1			19.9	20.1	11.2	11.7	12.3	12.7	13.5	25.5	17.4	17.3	16.0	
Employment Rate of Persons with Disabilities (%)	2.06	2.21	1.83	2.11	2.27	2.26	2.00	1.85			2.33	2.68	1.86	1.60	1.18	1.35	2.16	1.43	—	—	—	
Annual Paid Leave Rate (%)	56.6	56.1	60.5	67.2	66.6	48.3	55.4	57.8			58.8	61.4	72.0	70.0	70.0	67.8	74.5	67.8	59.4	65.5	65.6	
Number of Bases (Locations)	61	58	57	59	54	230	230	227			226	224	25	25	29	29	29	9	313	314	316	
Number of Cooperating Companies (Companies)	533	545	561	567	584	156	155	155			151	151	—	—	—	—	—	—	716	718	735	
Frequency Rate*6	0.90	0.80	0.51	0.56	0.50	1.06	0.55	2.34			1.36	0.80	0.87	4.21	0.00	0.00	0.00	1.32	—	—	—	
Average Employee Salary (Thousands of Yen)*7	9,061	9,287	9,272	9,322	9,767	7,865	8,069	8,465			8,561	9,033	5,794	5,918	6,184	6,543	6,949	9,617	9,830	9,671	10,992	
Ratio of Females in Managerial Position (%)	—	—	—	0.6	0.8	—	—	—			0.7	0.2	—	—	—	4.2	5.3	9.2	1.6	1.3	1.6	
Male Parental Leave Acquisition Rate (%)	—	—	11.6	6.3	20.4	—	—	0.0			5.6	1.9	—	—	11.1	33.3	26.7	100	7.4	8.6	16.0	
Gender Pay Gap among All Workers	—	—	—	48.4	47.5	—	—	—			44.2	48.9	—	—	—	87.4	81.4	51.6	—	—	—	
<b>Governance</b>																						
Internal Directors (Persons)	—	—	—	—	—	—	—	—			—	—	—	—	—	—	—	—	—	4	4	4
Outside Directors (Persons)	—	—	—	—	—	—	—	—			—	—	—	—	—	—	—	—	—	5	5	5
Board of Directors Attendance Rate (%)	—	—	—	—	—	—	—	—			—	—	—	—	—	—	—	—	—	99.0	95.8	100.0
Audit Committee Attendance Rate (%)	—	—	—	—	—	—	—	—			—	—	—	—	—	—	—	—	—	100.0	97.4	94.7
Nominating Committee Attendance Rate (%)	—	—	—	—	—	—	—	—			—	—	—	—	—	—	—	—	—	92.9	95.9	97.1
Compensation Committee Attendance Rate (%)	—	—	—	—	—	—	—	—			—	—	—	—	—	—	—	—	—	97.2	91.0	97.0
Number of Serious Legal Violations: Compliance*8	—	—	3	1	0	1	0	0			0	0	0	0	0	1	0	—	3	2	0	

\*1 Environmental values may change as accuracy improves. \*2 MAEDA changed the categories of Scopes 1 and 3 in FY2020. For numerical values from before FY2019, view the MAEDA CORPORATION website. MAEDA ROAD changed the aggregate range of Scope 3 in FY2021. \*3 The numerical values from before FY2020 for MAEDA ROAD are calculated using estimated values based on FY2021 results. \*4 Numerical values for MAEDA SEISAKUSHO before FY2022 are results of the head office only. Company-wide results are presented from FY2023. \*5 Persons who have labor contracts with INFRONEER, MAEDA CORPORATION,

MAEDA ROAD, MAEDA SEISAKUSHO, and Japan Wind Development. \*6 MAEDA ROAD changed the method of calculating total working hours from FY2020; Calculated based on four or more days of lost worktime from FY2022. \*7 Non-consolidated figures for each business company \*8 Number of legal violations discovered through whistle-blowing for MAEDA CORPORATION and MAEDA SEISAKUSHO; Number of administrative and criminal penalties for MAEDA ROAD. \*9 Figures for INFRONEER are totals for the entire Group, with some exceptions.