

		FYE 2/20	FYE 2/21	FYE 2/22	FYE 2/23	FYE 2/24	FYE 2/25	
Environmental*1	Total CO2 emissions (Scope 1 + Scope 2, t-CO2) Location-based	172.2	136.9	138.3	150.5	173.4	162.1	
	Total CO2 emissions (Scope 1 + Scope 2, t-CO2) Market-based	175.9	136.1	141.4	157.9	157.8	166.4	
	Scope 1 CO2 emissions (t-CO2)	9.4	10.7	5.5	5.0	4.2	4.0	
	Scope 2 CO2 emissions (t-CO2) Location-based	162.8	126.2	132.9	145.5	169.2	158.1	
	Scope 2 CO2 emissions (t-CO2) Market-based	166.5	125.4	135.9	152.9	153.6	162.5	
	Electricity consumption (kWh)	365,835	283,688	306,844	335,190	386,285	373,770	
	Water use (m3)	62	44	30	63	322	183	
	Paper use (t)	2.7	1.1	1.1	1.4	1.2	1.2	
Social	Numbers of employees and ratio of female employees*2 [Excluding: part-time and temporary employees]	Total	294 [78]	295 [70]	328 [72]	345 [79]	341 [90]	291 [83]
		Men	167 [15]	153 [13]	162 [16]	172 [25]	171 [27]	143 [21]
		Women	127 [63]	142 [57]	166 [56]	173 [54]	170 [63]	148 [62]
		Ratio of female employees (%)	51.1	54.5	55.5	50.1	49.9	50.9
	Number of managers*3	Total	89	87	104	97	106	51
		Men	68	68	80	75	75	37
		Women	21	19	24	22	31	14
	Ratio of female managers (%)*4	21.4	21.8	23.1	22.7	29.3	27.5	
	Number of newly appointed female managers /Ratio of women among newly appointed managers [%]*4*5	0 [0]	2 [18.2]	8 [24.2]	2 [18.2]	13 [43.3]	2 [50.0]	
	Breakdown of female managers [%]*3*4	Directors / audit & supervisory board members	0 [0]	0 [0]	1 [11.1]	1 [11.1]	4 [33.3]	4 [36.4]
		Executive officers and general managers	6 [14.6]	3 [10.3]	4 [9.1]	7 [13.7]	6 [13.3]	1 [5.3]
		Other managers	15 [31.9]	16 [30.8]	20 [33.3]	14 [30.4]	25 [40.3]	13 [41.9]
	Number of newly hired employees in Japan: Gender ratio [Excluding: part-time and temporary employees]	Total	207 [58]	216 [36]	68 [17]	64 [32]	48 [33]	26 [18]
		Men	117 [4]	113 [4]	31 [7]	35 [14]	25 [9]	13 [4]
		Women	90 [54]	103 [32]	31 [10]	29 [18]	23 [24]	10 [13]
	Number of non-Japanese employees*4	Total [% of total]	13 [3.5]	5 [1.4]	8 [2.0]	9 [2.8]	9 [2.6]	6 [2.1]
		Men	10	2	1	2	3	2
		Women	3	3	7	7	6	4
	Number of domestic employees stationed outside of major urban centers [Excluding: part-time and temporary employees]*6	28 [66]	27 [57]	28 [55]	31 [64]	31 [76]	30 [71]	
	Number of employees with disabilities [%]*4*7	3 [0.8]	2 [0.6]	2 [2.0]	4 [1.2]	7 [2.4]	6 [2.8]	
	Average age of employees*4	Total	34.9	35.4	35.4	34.1	36.1	36.0
		Men	36.2	37.2	36.8	34.6	37.7	37.1
		Women	33.2	33.4	33.9	33.6	34.4	34.7
	Number of engineers*4	Total	58	59	48	46	46	40
		Men	49	50	42	39	40	37
		Women	9	9	6	7	6	3
	Number of employees that used the childcare leave system*4	Men	2	2	1	0	0	1
		Women	5	7	9	8	10	12
		Ratio of leave takers returning to work (%)	100.0	100.0	100.0	100.0	93.0	100.0
	Total average monthly per person workhours*4	169.5	168.5	176.0	174.2	160.7	178.1	
	Average yearly per person overtime hours*4	14.2	14.7	15.5	14.2	9.4	14.1	
	Occupational accident frequency rate*4*8	1.8	0	0	0	6	1.6	
Ratio of employees undergoing stress checks [%]*4	95.0	95.7	97.0	96.8	98.8	98.6		
Ratio of employees undergoing regular health checkups [%]*4	92.3	99.7	99.7	100.0	100.0	100.0		
Average amount of training expenses per employee (yen)*4	40,000	40,293	51,031	194,293	47,678	34,430		
Number of security incidents	0	0	0	0	0	0		
Number of data leaks	0	0	0	0	0	0		
Number of services with ABJ mark*9 certification	700	777	830	881	929	988		
Number of requests to disclose user information from law enforcement agencies	0	0	0	0	0	0		
Number of users applicable to requests to disclose user information	0	0	0	0	0	0		
Social contribution activity-related expenses (millions of yen)*10	3.0	39.2	59.5	70.0	55.6	58.1		
Governance	Number of directors	Total	6	6	6	6	8	7
		Women	0	0	1	1	3	3
		Outside	2	2	2	2	3	3
		Independent	2	2	2	2	3	3
	Number of audit & supervisory board members	Total	3	3	3	3	4	4
		Women	0	0	0	0	1	1
		Outside	2	2	2	2	3	3
		Independent	2	2	2	2	3	3
	Ratio of independent directors (%)	33.3	33.3	33.3	33.3	37.5	42.9	
	Ratio of independent auditors (%)	66.6	66.6	66.6	66.6	75.0	75.0	
	Total compensation paid to directors (millions of yen)	84	98	107	132	163	167	
	Total compensation paid to Audit & Supervisory Board members (millions of yen)	14	13	15	16	24	25	
Number of reports received through whistleblowing systems	0	0	0	11	2	2		

Scope: MEDIA DO Co., Ltd., and MEDIA DO TECH TOKUSHIMA Co., Ltd.

*1 CO2 emissions volumes were calculated with reference to Greenhouse Gas Emissions Accounting and Reporting Manual (Ver. 4.6), which was published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry and is based on the Act on Promotion of Global Warming Countermeasures.

*2 Figures include full-time employees (including executive officers).

*3 At the beginning of the fiscal year ending February 2025, approximately half of the management positions (M-level) were reclassified as professional positions (S-level) due to the introduction of a new human resources system.

*4 MEDIA DO Co., Ltd. (non-consolidated).

*5 Number of individuals who were first promoted to a management position within the target fiscal year.

*6 Number of employees at MEDIA DO TECH TOKUSHIMA Co., Ltd. and GANBAROU TOKUSHIMA Co., Ltd.

*7 Full-time, contract, and part-time employees.

*8 Occupational accident frequency rate = (Number of occupational accident casualties ÷ Aggregate workhours) × 1,000,000

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*10 Figures include donations, sponsorships, and investments.