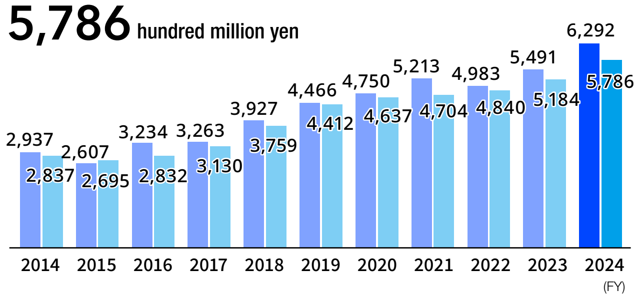
Highlights in 11-year Financial Management

To continue to be a company group recognized and trusted by society, we are committed to continuous growth and the improvement of the company value by accomplishing business structure reform.

* The amounts and figures shown have been rounded.

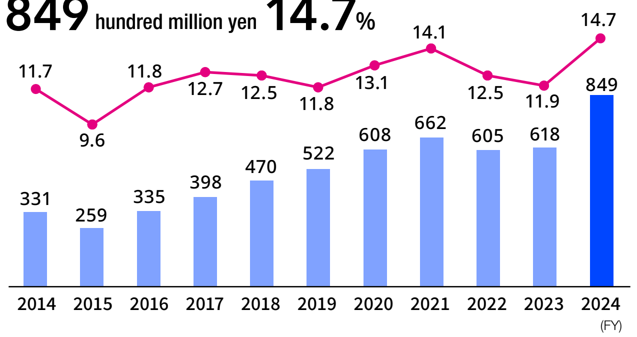
Orders received/Net sales

6,292 hundred million yen
5,786 hundred million yen



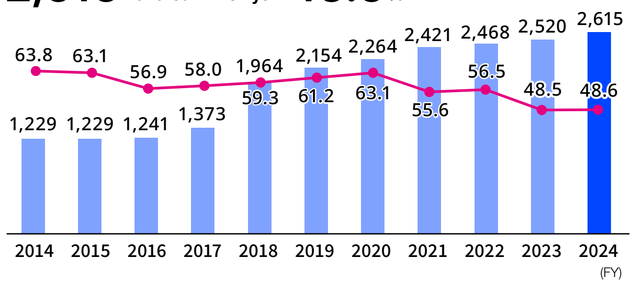
Gross profit/Gross profit margin

849 hundred million yen **14.7**%



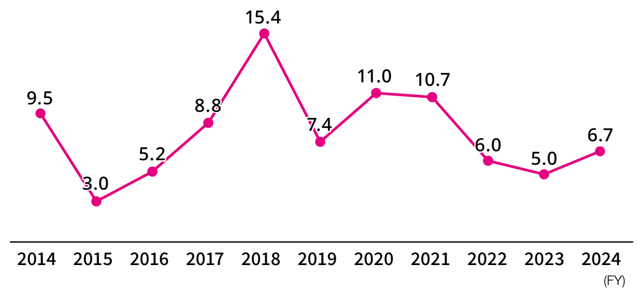
Own capital/ Capital-to-asset ratio

2,615 hundred million yen **48.6**%



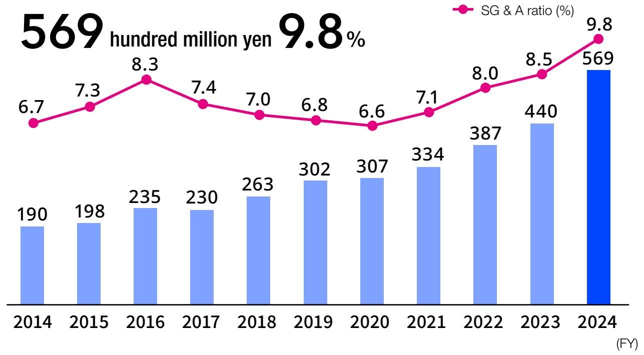
ROE

6.7%



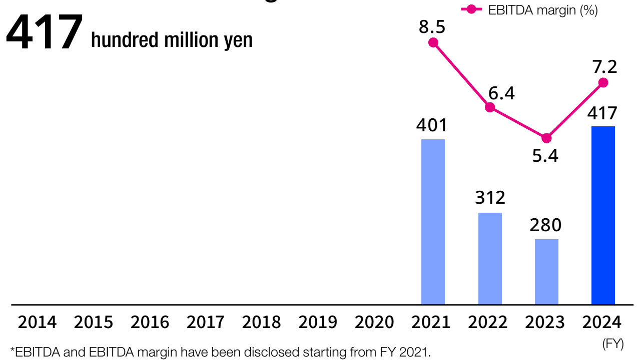
SG & A/SG & A ratio

569 hundred million yen **9.8**%



EBITDA/EBITDA margin*

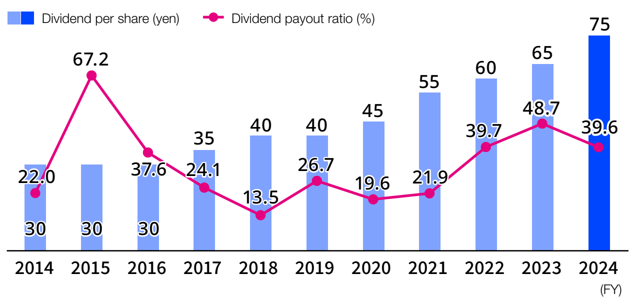
417 hundred million yen



*EBITDA and EBITDA margin have been disclosed starting from FY 2021.

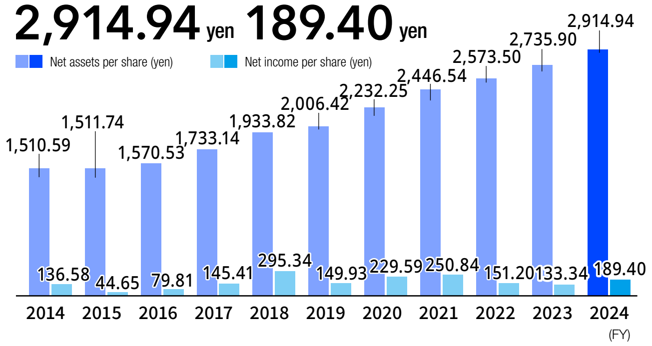
Dividend per share/Dividend payout ratio

75 yen **39.6**%



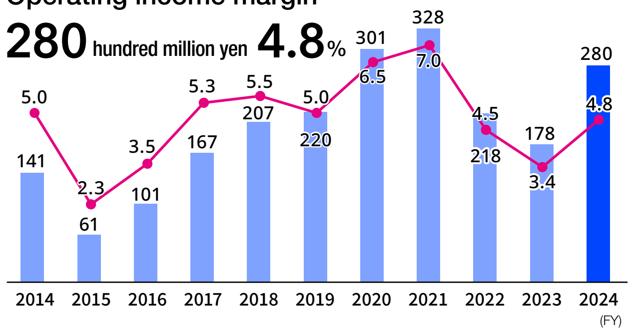
Net assets per share/Net income per share

2,914.94 yen **189.40** yen



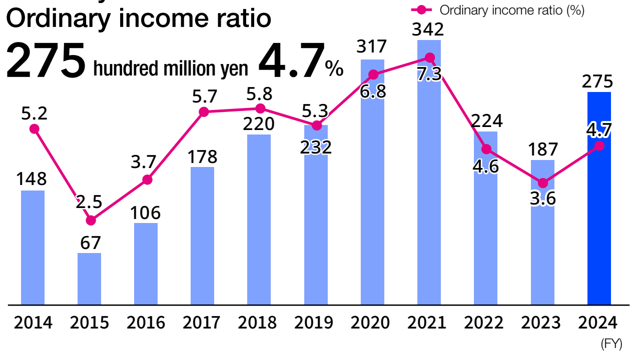
Operating income/ Operating income margin

280 hundred million yen **4.8**%



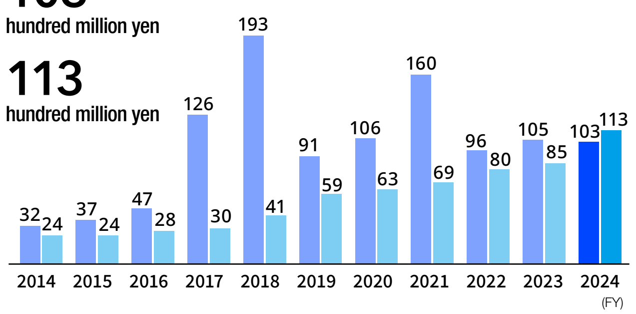
Ordinary income/ Ordinary income ratio

275 hundred million yen **4.7**%



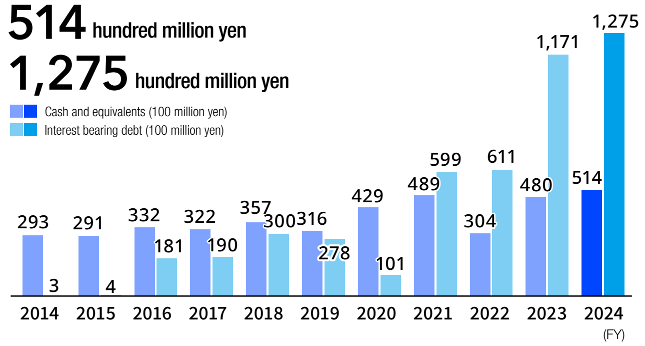
Capital investment/Depreciation

103 hundred million yen
113 hundred million yen



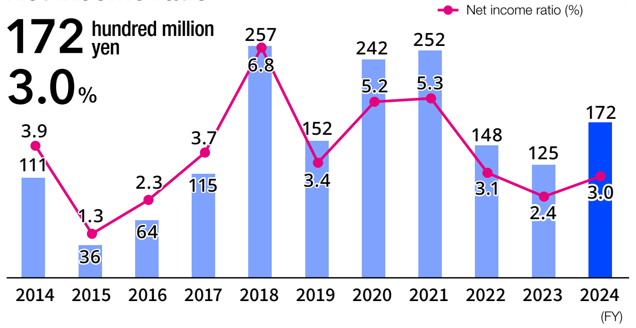
Cash and equivalents/Interest bearing debt

514 hundred million yen
1,275 hundred million yen



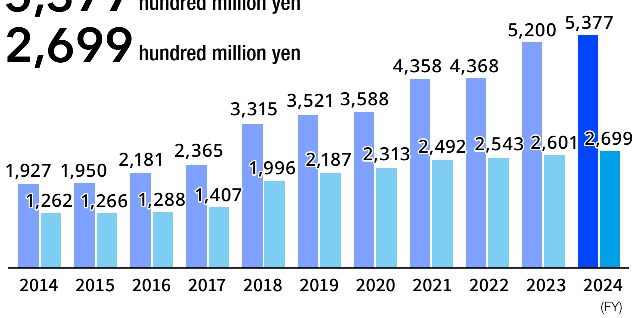
Net income attributable to owners of parent/ Net income ratio

172 hundred million yen
3.0%



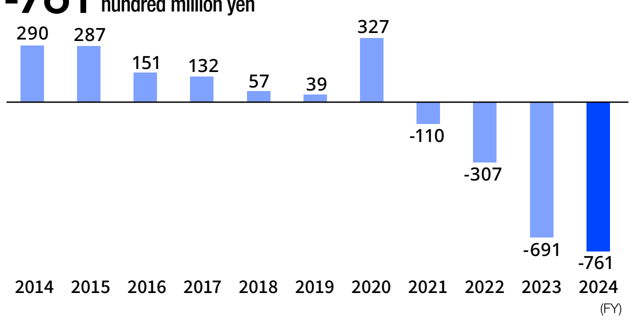
Total assets/Net assets

5,377 hundred million yen
2,699 hundred million yen



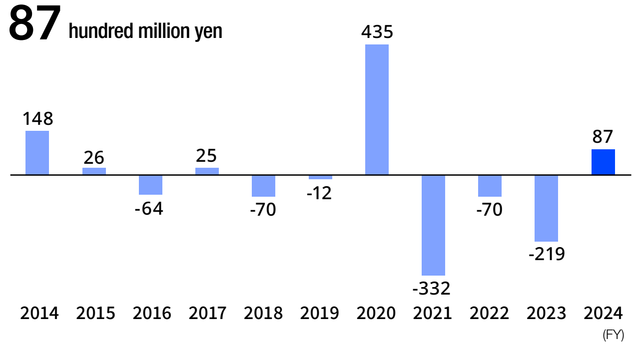
Net cash

-761 hundred million yen



Free cash flow

87 hundred million yen



Highlights in 5-year Non-financial Management

We will continue to enhance the scope of the disclosure of non-financial data related to ESG, and be committed to the establishment of non-financial targets set forth in the medium-term management plan.

			FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Environment	CO_2 emissions	Scope 1	66,890t-CO_2	67,907t-CO_2	65,166t-CO_2[*6]	63,013t-CO_2[*7]	59,262t-CO_2[*7]
		Scope 2	22,841t-CO_2	21,277t-CO_2	19,754t-CO_2[*6]	14,254t-CO_2[*7]	9,788t-CO_2[*7]
		Scope 3	2,471,130t-CO_2e	2,413,496t-CO_2e	2,222,900t-CO_2e[*6]	1,761,230t-CO_2[*7]	2,026,854t-CO_2[*7]
	Total annual amount of green energy generated by the Company (solar)		137,000 kwh[*1]	285,000 kwh	324,000 kwh[*6]	311,000 kwh[*6]	520,000 kwh[*7]
	Power generation capacity of other companies' renewable energy generation facilities constructed by the Group (cumulative total)		35,463kw[*2] (398,697kw[*2])	21,946kw[*2] (420,643kw[*2])	19,377kw[*5] (440,020kw[*5])	31,391kw[*5] (471,411kw[*5])	43,388kw[*5] (514,799kw[*5])
	Industrial waste recycling ratio		—	96.4%[*4]	96.6%[*6]	97.72%[*6]	98.29%[*7]
	Industrial waste final disposal ratio		—	3.6%[*4]	3.4%[*6]	2.28%[*6]	1.71%[*7]
	Water resources used and total water discharged		39,000m^3[*1]	39,000m^3[*1]	43,000m^3[*5]	47,000m^3[*5]	46,000m^3[*5]
Ensuring Worker Safety	Occupational accident frequency rate		0.35[*1]	0.00[*1]	0.13[*5]	0.00[*5]	0.00[*5]
	Number of serious facility accidents		—	0	0[*6]	0[*6]	0[*7]
	Number of accidents resulting in injury or death		—	3	0[*6]	2[*6]	1[*7]
Promoting Health and Productivity Management	Number of work-related accidents (fatalities) among regular employees in the past 3 years		0[*1]	0[*1]	0[*5]	0[*5]	0[*5]
	Number of work-related accidents (fatalities) among contract employees in the past 3 years		0[*1]	0[*1]	0[*5]	0[*5]	0[*5]
	Stress check participation rate		98.4%	97.5%	96.8%[*6]	97.7%[*7]	98.5%[*7]
	Percentage of highly stressed employees		9.9%	10.1%	11.5%[*6]	10.5%[*7]	10.6%[*7]
Development of a Comfortable Working Environment	Average overtime hours		24.9 hours[*1]	22.9 hours[*1]	20.7 hours[*5]	20.1 hours[*5]	20.3 hours[*5]
	Rate of annual paid leave		60.7%[*1]	64.6%[*1]	72.1%[*5]	73.5%[*5]	71.3%[*5]
	Average age		41.9 years old[*1]	42.1 years old[*1]	43.4 years old[*6]	44.3 years old[*7]	44.5 years old[*7]
	Average age of women		36 years old[*1]	36.4 years old	37.2 years old[*6]	38.0 years old[*7]	38.2 years old[*7]
	Average employment years		15.3 years[*1]	15.6 years[*1]	17.3 years[*6]	16.6 years[*7]	16.5 years[*7]
	Average employment years for women		11.2 years[*1]	11.5 years[*1]	12.3 years[*6]	10.8 years[*7]	10.6 years[*7]
	Percentage difference in average employment years for female to male employees		26.8%[*1]	27.7%[*1]	31.2%[*6]	38.5%[*7]	36.4%[*7]
	Turnover rate (past 3-year average for new graduates)		6.8%	5.4%	7.6%[*6]	8.5%[*7]	8.7%[*7]
Talent development	% personnel with multiple qualifications		—	26.6%[*2]	25.6%[*5]	50.9%[*5]	56.4%[*5]
	Number of courses offered in Mirai College		—	—	—	333 courses[*6]	432 courses[*7]
	Total number of Mirai College users		—	—	—	Approx. 19,000 people[*6]	Approx. 24,000 people[*7]
Helping local communities	Corporate citizenship spending		28.6 mil. yen[*3]	36.4 mil. yen[*3]	46.6 mil. yen[*6]	44.5 mil. yen[*6]	35.5 mil. yen[*7]
Thorough Compliance	Serious violations of laws and regulations (number of cases)		0[*1]	0[*1]	1[*6]	1[*7]	0[*7]
	Internal reports (number of cases)		62[*1]	90[*1]	145[*6]	167[*7]	221[*7]
Diversity	Total number of new recruits		128 persons[*1]	95 persons[*1]	223 persons[*6]	264 persons[*7]	247 persons[*7]
	Number of women recruits		29 persons[*1]	13 persons[*1]	53 persons[*6]	67 persons[*7]	67 persons[*7]
	Ratio of new women recruits		23.2%[*1]	17.8%[*1]	23.8%[*6]	25.4%[*7]	27.1%[*7]
	Total number of employees		2,882 persons[*1]	2,925 persons[*1]	7,375 persons[*6]	8,950 persons[*7]	8,926 persons[*7]
	Number of women employees		255 persons[*1]	266 persons[*1]	790 persons[*6]	1,200 persons[*7]	1,260 persons[*7]
	Ratio of women employees		8.8%[*1]	9.1%[*1]	10.7%[*6]	13.4%[*7]	14.1%[*7]
	Total number of managerial positions		938 persons[*1]	972 persons[*1]	2,469 persons[*6]	2,890 persons[*7]	3,022 persons[*7]
	Ratio of managers		30.9%	30.1%	33.5%[*6]	32.3%[*7]	33.9%[*7]
	Number of women in managerial positions		29 persons[*1]	30 persons[*1]	79 persons[*6]	132 persons[*7]	149 persons[*7]
	Ratio of women in managerial positions		3.1%[*1]	3.1%[*1]	3.2%[*6]	4.6%[*7]	4.9%[*7]
	Total number of directors (executives)		13 persons[*1]	12 persons[*1]	19 persons[*5]	13 persons[*5]	13 persons[*5]
	Women directors (executives)		0 person[*1]	0 person[*1]	3 person[*5]	3 person[*5]	3 person[*5]
	Ratio of women directors		0%[*1]	0%[*1]	15.8%[*5]	23.1%[*5]	23.1%[*5]
	Differential wage ratios between men and women in the workforce		—	—	72.4%[*5]	72.4%[*5]	73.4%[*5]
	Rate of parental leave taken by male employees		—	80.2%	65%[*6]	92.7%[*7]	91.6%[*7]
	Rate of parental leave taken by female employees		100%	100%	100%[*6]	100%[*7]	100%[*7]
	Number of employees who worked shorter hours for childcare		48 persons	49 persons	55 persons[*6]	62 persons[*7]	73 persons[*7]
	Number of employees who took sick child leave		41 persons	43 persons	70 persons[*6]	106 persons[*7]	128 persons[*7]
	Non-regular employees (contract employees, dispatch employees)		1,783 persons	1,580 persons	1,431 persons[*6]	2,170 persons[*7]	2,345 persons[*7]
	No. of mid-career employees hired (incl. those with significant experience)		134 persons	132 persons	131 persons[*6]	230 persons[*7]	240 persons[*7]
	Rate of Reemployment After Retirement		—	75.6%	88.9%[*6]	79.5%[*7]	85.1%[*7]
	Disabled persons employment rate		2.15%	2.19%	2.14%[*6]	2.40%[*7]	2.33%[*7]

[About the Numerical Data]
Number of employment rate of persons with disabilities (as of June 1, 2025). All except for the left are numbers as of March 31, 2025.
Not indicated: The value is the total for former MIRAIT Holdings Corporation, former MIRAIT Corporation, former MIRAIT Technologies Corporation, TTK Co., Ltd., SOLCOM Co., Ltd., and Shikokutsuken Co., Ltd.-the six companies
*1 Non-consolidated (former MIRAIT Corporation only)
*2 Total for former MIRAIT Corporation and former MIRAIT Technologies Corporation-the two companies
*3 Total for former MIRAIT Holdings Corporation, former MIRAIT Corporation and former MIRAIT Technologies Corporation-the three companies
*4 Former MIRAIT Corporation, former MIRAIT Technologies Corporation, TTK Co., Ltd., SOLCOM Co., Ltd., and Shikokutsuken Co., Ltd.-the five companies
*5 Non-consolidated (MIRAIT ONE Corporation only)
*6 MIRAIT ONE Corporation, TTK Co., Ltd., SOLCOM Co., Ltd., Shikokutsuken Co., Ltd., SEIBU CONSTRUCTION CO., LTD., and MIRAIT ONE SYSTEMS Corporation-the six companies
*7 MIRAIT ONE Corporation, TTK Co., Ltd., SOLCOM Co., Ltd., Shikokutsuken Co., Ltd., SEIBU CONSTRUCTION CO., LTD., MIRAIT ONE SYSTEMS Corporation and Kokusai Kogyo Co., Ltd.-the seven companies

Company Information/Stock Information

Overview of MIRAIT ONE Corporation (As of March 31, 2025)

Date of establishment	October 1, 2010
Head office	5-6-36 Toyosu, Koto-ku, Tokyo, Japan
Representative	Representative Director President, Co-CEO and COO SUGAHARA Hidemune (Assumed office June 25, 2025)
Capital	7 billion yen
Ratings	Rating and Investment Information, Inc. (R&I): A
	Credit Rating Agency, Ltd. (JCR): A+
End of fiscal year	March 31
Employees	3,619 (MIRAIT ONE Group 17,115)

Status of Shareholders (As of March 31, 2025)

The latest information can be found at our website (https://ir.mirait-one.com/en/stock/status.html).

Stock Listing	Tokyo Stock Exchange (Prime Market) (Security code: 1417)
Total authorized shares	330,000,000
Total outstanding shares	91,325,329 (treasury shares: 1,075,053)
Number of shareholders	31,002 (excluding treasury shares)

Major Shareholders (Top 10)

Name	Number of shares held (in hundreds)	Ownership (%)
The Master Trust Bank of Japan, Ltd. (trust account)	131,006	14.52
Custody Bank of Japan, Ltd. (trust account)	64,043	7.10
Sumitomo Electric Industries, Ltd.	36,687	4.07
STATE STREET BANK AND TRUST COMPANY 505001	24,724	2.74
Employee Stock Ownership Plan of MIRAIT ONE	22,009	2.44
Sumitomo Densetsu Co., Ltd.	19,910	2.21
Mizuho Bank, Ltd.	13,005	1.44
STATE STREET BANK WEST CLIENT - TREATY 505234	11,887	1.32
JP MORGAN CHASE BANK 385781	11,717	1.30
THE BANK OF NEW YORK, TREATY JASDEC ACCOUNT	11,640	1.29

*1 The ratio of shares held is calculated after subtracting the treasury shares (1,075,053).
*2 The number of shares held shown is rounded down to the nearest 100 shares and the ownership is calculated by rounding off to two decimal places.

Share Distribution By Owner Type (Excluding treasury shares)

Number of shares by owner type	(shares)	Ratio (%)
Financial institutions	31,540,428	35.0
Financial instruments business operators	1,920,028	2.1
Other corporations in Japan	10,037,877	11.1
Foreign corporations, etc.	23,007,851	25.5
Individuals/other	23,744,092	26.3
Total	90,250,276	100.0

Number of shares by owner type	Number of shareholders	Ratio (%)
Financial institutions	47	0.2
Financial instruments business operators	37	0.1
Other corporations in Japan	330	1.1
Foreign corporations, etc.	261	0.8
Individuals/other	30,327	97.8
Total	31,002	100.0