Artner Co., Ltd.

SUSTAINABILITY OVERVIEW REPORT

Sustainability Overview Report

2026

Excerpt from the Annual Report 2026
(Integrated Report)

Engineer Support Company — Supporting engineers' growth and self-actualization, we aim to resolve social issues and create sustainable corporate value through our business.

FY2026 (Consolidated) Highlights

1962	¥12.0 billion	15.1%	1,452
Founded	Net sales (consolidated)	Operating margin (consolidated)	Total engineers (consolidated)

Reporting period: FY2026 (consolidated) / Source: Annual Report 2026 *Ref.: FY2027 forecast, net sales ¥14.0 billion

Basic Policy and Eight Material Issues

Guided by our management philosophy as an "Engineer Support Company," we contribute to resolving social issues through our business.

The Sustainability Committee (chaired by the President & CEO; held four times a year), established directly under the Board of Directors, oversees policies, targets, and progress.

❶ Improve energy efficiency and reduce energy usage
Environmental

❷ Contribute to carbon neutrality through business activities
Environmental

❸ Resolve social issues by creating jobs
Social

❹ Respect human rights
Social

❺ Promote diversity & inclusion
Social

❻ Develop and secure promising talents
Social

❼ Strengthen corporate governance
Governance

❽ Promote compliance management
Governance

Climate Change Response and Carbon Neutrality

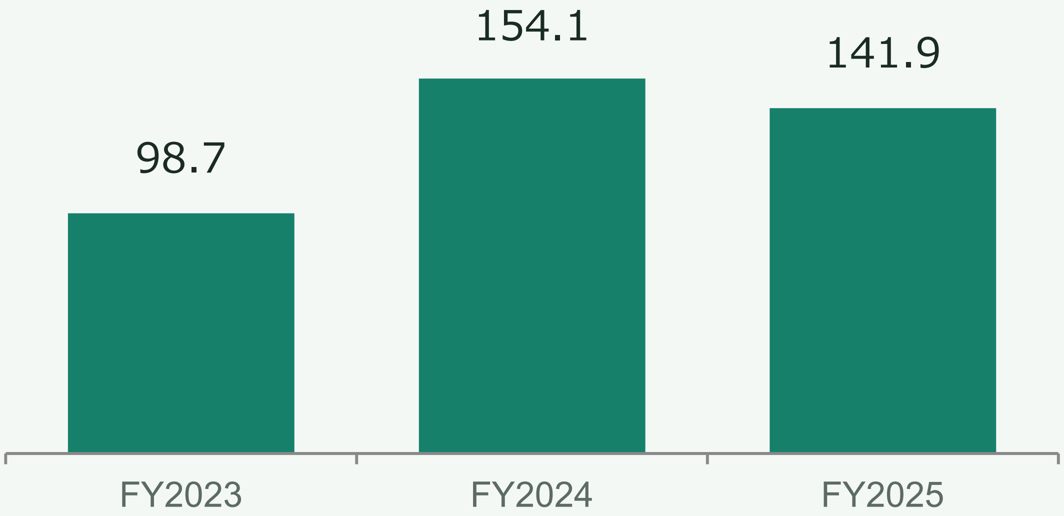
As our social environment continues to change on a global scale, addressing social issues—including initiatives based on the TCFD recommendations—is an important managerial agenda.
We build an internal system of recruitment, training, and sales with carbon neutrality as a main pillar of our business activities, aiming for net-zero GHG emissions by FY2051.

51.9%
Share of engineers in carbon-neutrality projects
Target 50% achieved

Net zero
GHG emissions target
FY2051 (S1+2+3)

57.1kl
Energy consumption
Crude oil equiv./year (FY2025)

GHG emissions, Scope 1+2 trend (tCO_2)



Key initiatives

- Engineers dispatched to / joining development projects (mainly automotive) in software-defined vehicles (SDVs), AI-based automated driving/ADAS, battery management systems (BMS), all-solid-state batteries/fuel cells, electric powertrains, and semiconductors
- Strengthen recruitment & training in related fields
- Promote LEDs, energy saving, paperless ops
- Assess 2030 impacts via TCFD scenario analysis
- CDP Climate Change 2025: “B-” (Dec 2025)
- Adopted the Plastic Smart Declaration (Feb 1, 2026)

SOCIAL

Human Capital, Diversity, and Human Rights

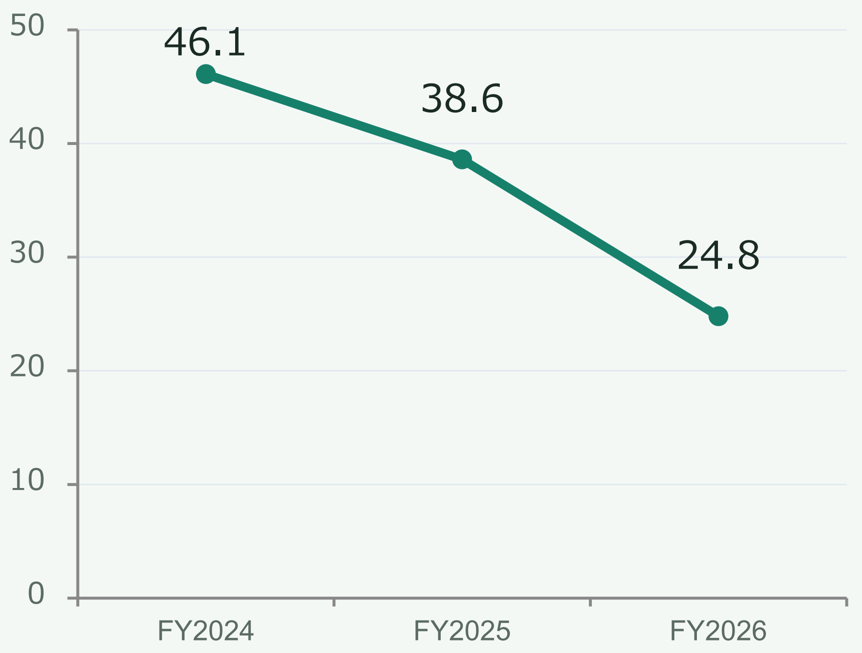
74.2%
Employee Engagement Score
Up from 74.0% in the previous year

81.8%
Male childcare leave uptake rate
Target ≥30% achieved

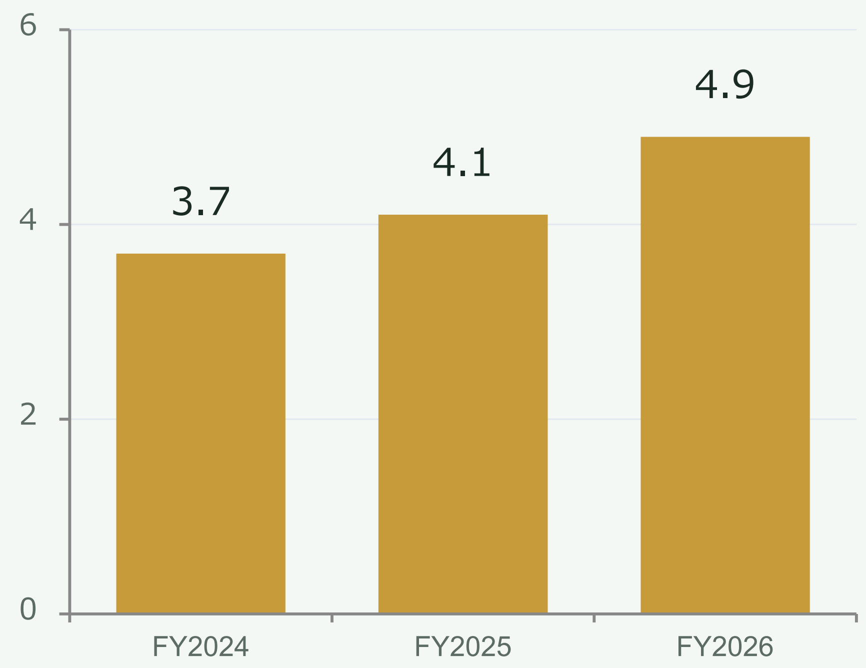
8.9%
Turnover rate (engineers)
Target <10%
*Excl. retirement & job-change support

0
Serious human rights / discrimination incidents
0 each, 3 yrs running

Improvement in 3-year turnover of new graduates (%)



Trend in share of female employees (engineers) (%)



Corporate Governance / Compliance

We strengthen trust and a stable management foundation by establishing a transparent and fair corporate governance framework.
We have set up a Nomination & Remuneration Committee and an Audit & Supervisory Committee, and conduct a Board effectiveness evaluation every fiscal year.

50.0%
Independent Directors ratio
Target ≥1/3 achieved

75.0%
Nom. & Rem. Committee outside-director ratio
Target “majority” achieved

0
Major compliance violations
Info-security incidents: also 0

95.2%
Board attendance rate
Held 32 times/year

*The 95.2% Board attendance rate is calculated from the attendance of all directors, including those who retired during FY2026.

Key Points of the Governance Structure

Board Oversight Function

- Company with an Audit & Supervisory Committee
- 3 of 6 directors are outside directors
- Board effectiveness evaluation conducted every fiscal year
- Continuously improving identified issues

Committee Structure

- Sustainability Committee (directly under the Board)
- Nomination & Remuneration Committee (75% outside directors)
- Audit & Supervisory Committee
- Compliance & Risk Management Meeting

Compliance

- Compliance & info-security training: 100% completion
- Established and operating a whistleblowing helpline
- Thoroughly excluding antisocial forces
- Maintaining 0 major violations / info incidents

Key Non-Financial KPI Highlights

Category	KPI	Target	FY2026 Result
Environmental	Share of engineers placed in carbon neutrality projects among all engineers	50.0%	**51.9%**
Environmental	GHG emissions, Scope 1+2 (tCO_2)	Net zero (FY2051)	**141.9**
Social	Share of female employees (engineers)	10.0% or more	**4.9%**
Social	Rate of male employees taking childcare leave	30.0% or more (FY2029)	**81.8%**
Social	Turnover rate (engineers) *Excl. retirement & job-change support	Under 10.0%	**8.9%**
Social	Employment rate of employees with disabilities	Legally required rate	**2.53% (as of Jun 1, 2025)**
Social	Employee Engagement Score	Improvement	**74.2%**
Governance	Appointment ratio of Independent Directors	One-third or more	**50.0%**
Governance	Number of major compliance violations	0	**0**

Source: Artner Co., Ltd., Annual Report 2026, “Non-Financial Data (KPI/Target/Result).” Results are for FY2025 (environmental data) or the fiscal year ended January 31, 2026 (other KPIs), as applicable.
ESG data updated on June 29, 2026.

Handling of This Material / E-mail Distribution / Contact

Handling of This Material

(Positioning) This material is a summary of the "Annual Report 2026" intended to help you understand our company, and is not intended to solicit investment in securities issued by the Company. Its reporting scope and period conform to the "Annual Report 2026". While we strive for accuracy, we do not guarantee completeness and assume no liability for any damages arising from this material.

(Forward-looking statements & targets) Opinions, forecasts, targets, KPIs, etc. herein are based on our assessment at the time this material was prepared and involve potential risks and uncertainties. Due to various factors such as changes in the business environment, actual results or progress may differ, and achievement of targets/KPIs is not guaranteed.

(Non-financial data) Environmental and social data, including GHG emissions, are actual or estimated figures compiled by the Company and are not third-party assured. Prior-year figures may be retroactively revised due to changes in calculation standards or scope.
(Reference guidelines & figure treatment) The Annual Report 2026, on which this material is based, was prepared with reference to the GRI Standards, the TCFD recommendations, etc. As amounts are rounded down to the nearest unit, breakdowns may not coincide with the totals; and as ratios (%) are rounded to the first decimal place, breakdowns may not add up to 100.0%.

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