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

This is Artner Co., Ltd.
Thank you very much for watching this on-demand briefing of our Sustainability Overview Report.
This material is a summary of our Annual Report 2026, highlighting the key points of our sustainability-related information.
Now, let me begin.
Since our founding in 1962, as an "Engineer Support Company," we have supported the growth and self-actualization of engineers.
We have aimed to resolve social issues and create sustainable corporate value through our business.
For FY2026, consolidated net sales were ¥12.0 billion, with an operating margin of 15.1%.
The total number of engineers was 1,452.
From the next page, I will explain our sustainability management in more detail.

SUSTAINABILITY MANAGEMENT

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

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First, an overview of our sustainability management.
Based on our management philosophy as an "Engineer Support Company," our basic policy is to contribute to resolving social issues through our business activities.
We have established a Sustainability Committee directly under the Board of Directors.
It is chaired by the President & CEO and is held four times a year.
It continuously oversees our policies, targets, and progress.
We have identified eight material issues.
In the environmental area, there are two: improving energy efficiency and reducing energy usage, and contributing to carbon neutrality through our business.
In the social area, there are four: resolving social issues by creating jobs, respecting human rights, promoting diversity & inclusion, and developing and securing promising talents.
In the governance area, there are two: strengthening corporate governance, and promoting compliance management.

ENVIRONMENTAL

Climate Change Response and Carbon Neutrality

ARTNER — Create the Future —

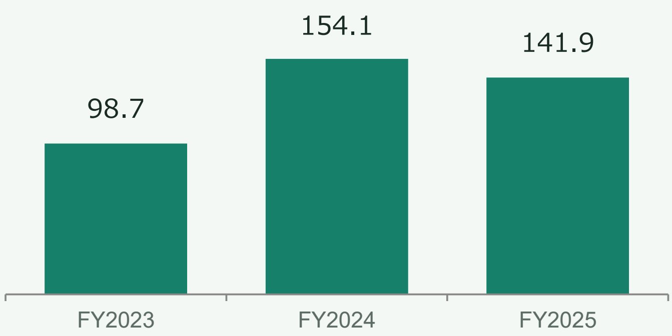
As our social environment continues to change on a global scale, addressing social issues—including initiatives based on the TCFD recommendations—is an important managerial agenda.
We build an internal system of recruitment, training, and sales with carbon neutrality as a main pillar of our business 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)

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Next, I will explain our environmental initiatives.
In July 2022, we expressed our support for the TCFD recommendations.
We position carbon neutrality as a pillar of our medium-term management plan.
We are expanding the dispatch and participation of engineers in development projects, mainly for automotive-industry customers, in fields such as software-defined vehicles (SDVs), AI-based automated driving/ADAS, battery management systems (BMS), all-solid-state batteries/fuel cells, electric powertrains, and semiconductors.
The share of engineers assigned to carbon-neutrality-related projects reached 51.9%.
We achieved our target of 50%.
We aim to achieve net-zero Scope 1, 2, and 3 GHG emissions by FY2051.
Our most recent Scope 1+2 emissions were 141.9 tons of CO2.
Energy consumption was 57.1 kiloliters per year on a crude-oil-equivalent basis.
As key initiatives, we are strengthening engineer recruitment and training, and promoting LED adoption, energy saving, and paperless operations.
We are also advancing an assessment of 2030 impacts through TCFD scenario analysis.

SOCIAL

Human Capital, Diversity, and Human Rights

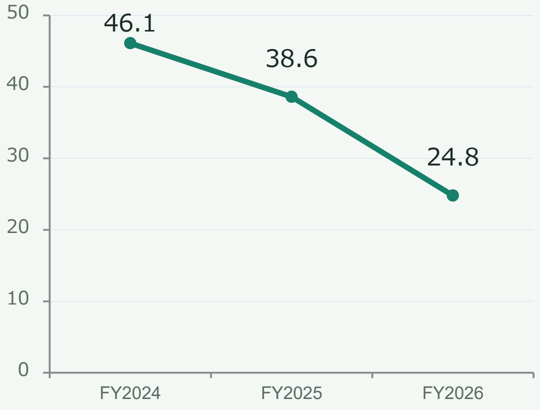
74.2%
Employee Engagement Score
Up from 74.0% in the previous year

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

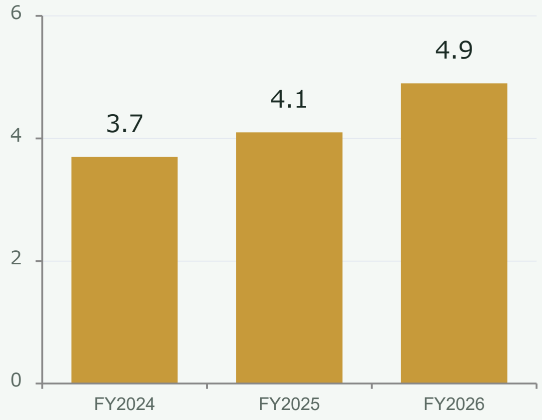
8.9%
Turnover rate (engineers)
Target <10%
*Excl. retirement & job-change support

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) (%)



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Next, the social area: human capital, diversity, and human rights.
The employee engagement score was 74.2%.
This is up from 74.0% in the previous year.
The rate of male employees taking childcare leave was 81.8%.
This greatly exceeded our target of 30% or more.
The turnover rate for engineers was 8.9%.
We have achieved our target of under 10%.
There have been zero cases of serious human rights issues or discrimination incidents for three consecutive years.
The turnover rate within three years of joining for new graduates improved from 46.1% in FY2024, to 38.6% in FY2025, and 24.8% in FY2026.
The share of female employees in engineering roles rose from 3.7% in FY2024, to 4.1% in FY2025, and 4.9% in FY2026.

Corporate Governance / Compliance

ARTNER Create the Future

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%	75.0%	0	95.2%
Independent Directors ratio	**Nom. & Rem. Committee outside-director ratio**	**Major compliance violations**	**Board attendance rate**
Target ≥1/3 achieved	Target “majority” achieved	Info-security incidents: also 0	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

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Next, I will explain governance.
The ratio of independent outside directors was 50.0%.
We have achieved our target of one-third or more.
The ratio of outside directors on the Nomination and Remuneration Committee was 75.0%.
The Board attendance rate was 95.2%, and the Board met 32 times during the year.
We have maintained zero major compliance violations.
There were also zero information security incidents.
We are a company with an Audit & Supervisory Committee.
Of our six directors, three are outside directors.
We have established a Sustainability Committee, a Nomination & Remuneration Committee, an Audit & Supervisory Committee, and others.
The completion rate for compliance and information security training was 100%.

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.

This is a summary of our key non-financial KPIs.
In the environmental area, the share of engineers in carbon-neutrality-related projects was 51.9% against a target of 50.0%.
In the social area, the share of female employees in engineering roles was 4.9% against a target of 10.0% or more.
The rate of male employees taking childcare leave was 81.8% against a target of 30.0% or more by FY2029.
The turnover rate was 8.9% against a target of under 10%.
In the governance area, the ratio of independent outside directors was 50.0% against a target of one-third or more.
While some indicators are still on the way to their targets, we have achieved our targets for many of them.

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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.

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(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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Thank you very much for your kind attention today.