

# ESG Data Book 2025

## Commitment to sustainability:

"We will pursue the true form of the insurance business, commit ourselves, and continue to protect the precious lives of our customers." This is the company philosophy. Since the founding of the Company, we have delivered a "sense of relief" to customers through financial planning by actively hiring local people and continuing community-based business activities in each region.

Financial education initiatives, which are one part of business, aim to improve financial literacy and ensure equality across Japan.

By continuing to take earnest efforts in the Company business, we will deliver a sense of relief for the children who will create the future of Japan. By aiming for persistent improvements to corporate value, we will contribute to achieve a sustainable society where more people can live economically rich lives.

FP Partner Inc.

Tsutomu Kuroki, Representative Director and President

## [Sustainability Basic Policy]

Based on our corporate philosophy, the Company aims to share a rich time filled with comfort together with the customer, always near throughout the lives of the customers and their families. We will aim to improve corporate value and achieve a sustainable society through contributions to customers and society.

Also, addressing environmental issues and social issues is considered a priority item in the management policy as we contribute to achieving a sustainable society.

Based on this basic policy, we will execute the following initiatives.

### 1. Contributions to the environment

We will promote environmentally-friendly business practices to fulfill our responsibility to the environment.

In terms of specific initiatives, we take efforts for sustainable business activities, including expansion of electronic documents and promotion of recycling, etc.

### 2. Contributions to society

Based on our corporate philosophy, we will continue to work hard to contribute to society by participating in regional communities, working on initiatives for social issues, and philanthropic activities, etc.

### 3. Cooperation with business partners

While complying with laws and regulations and social codes ourselves, we will cooperate with business partners to ensure fair and responsible business activities for society.

### 4. Human rights and ethics

We will continue to respect the dignity of all humans, take appropriate actions for various issues regarding human rights, and work hard to prevent human rights abuses before they happen.

### 5. Employee education and workplace environment

We respect employees and support ongoing high quality education and career development.

We will take efforts to ensure that employees are satisfied and can work in an appealing workplace.

### 6. Improve reliability

We will strive to enhance disclosed information and improve the accuracy and transparency of disclosed information.

Also, we will aim to improve corporate value and reliability by taking efforts to resolve social issues through conversations with stakeholders.

## Environment

### ■ Environment policy

The Company began collecting the following data from the fiscal year ending November 30, 2025.

After collecting data, we plan to develop specific policies and disclose them in June 2026.

### ■ Planned disclosure items

CO2 emissions (Scope 1 and 2)

Energy use volume

Electricity use volume

Renewable energy use volume

Renewable energy use ratio

## Climate change

After collecting data for planned disclosure items, we plan to disclose initiatives to reduce greenhouse gases.

## Society

### Policies related to human rights

The Company has established the following policies in the "Sustainability Basic Policy" and "Compliance Basic Policy."

#### ■ Excerpt from Sustainability Basic Policy

##### 4. Human rights and ethics

We will continue to respect the dignity of all humans, take appropriate actions for various issues regarding human rights, and work hard to prevent human rights abuses before they happen.

Full text: <https://fpp.jp/sustainability/>

#### ■ Excerpt from Compliance Basic Policy

##### Code of Conduct

##### 2. We will interact with all people in a truthful, fair, and equal manner in various situations.

Basic actions to support appropriate business activities

##### 11. We will respect human rights and do not discriminate against people due to race, nationality, gender, age, occupation, region, beliefs, or disability, or engage in harassment.

Full text: <https://fpp.jp/compliance/>

Note: This document has been translated from the Japanese original for reference purposes only.

In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Policies related to Diversity & Inclusion
<p>Regarding Diversity &amp; Inclusion, the Company has established the following “Human Resource Development Policy” as below.</p> <p>■ Expert/summary from Human Resource Development Policy</p> <p>The Company proactively hires diverse human resources and considers maximizing the individuality and capabilities of employees important to maintain high growth. The Company evaluates the track record, abilities, aptitude, and character of candidates and performs fair hiring and promotion, regardless of gender, nationality, and beliefs, etc. We will establish an environment where human resources with various backgrounds can utilize their knowledge and skills and be successful. Through the “culture of teaching one another” spread among Company employees, the knowledge and skills held by each employee are shared and deployed across the entire organization.</p>
Policies related to HR system
<p>Regarding the HR system, the Company has established the following in the “Multi-stakeholder Policy.”</p> <p>■ Excerpt/summary taken from Multi-stakeholder Policy</p> <p>Return to employees</p> <p>The Company focuses the investment of management resources in growth fields, takes efforts for sustainable growth and productivity improvement through capability development and skill enhancement of employees, and aims to maximize added value. Based on a fair evaluation system stemming from profit and performance, the Company operates a remuneration system that rewards achievements and results to raise wages.</p> <p>Also, with the aim of improving the engagement and productivity of employees, the Company will continue to enhance management training, self-development support, and sales training for sales employees to improve operations quality level. Furthermore, the Company aims to enhance welfare and benefits through an employee shareholding association system and incentives.</p> <p>Centered on these human resource investments, the Company aims for sustainable return to employees of profit and results generated by value co-creation and productivity improvements through proactive and ongoing efforts.</p> <p>Text: <a href="https://fpp.jp/multi-stakeholder/">https://fpp.jp/multi-stakeholder/</a></p> <p>[Initiative details]</p> <ul style="list-style-type: none"> <li>• Health management (regular health checks, stress tests) • Alerts to reduce overtime, providing opportunities to meet with occupational health physicians for employees working overtime for long periods • Qualification acquisition incentive system</li> <li>• Employee shareholding association system (incentive system) • Payment of living allowances (internal employees) • Early hiring of part-time, contract, or temp workers as full-time employees (internal employees)</li> <li>• Rehiring systems for mandatory retirees • Safety and health management • Staggered work hour system (internal employees), etc.</li> </ul>
Human Resource Development Policy
<p>The Company is working hard to create an environment where every employee can maximize their talent based on the “Human Resource Development Policy” and “Internal Environment Improvement Policy” shown below.</p> <p>■ Human Resource Development Policy</p> <p>The Company considers increasing the number of sales employees to be a very important factor when it comes to improving our business performance because sales of insurance through the provision of financial planning are our main source of revenue. At the same time, hiring many diverse human resources who agree with the philosophy of the Company, including Administrative Department personnel, and expanding the abilities and uniqueness of each person are considered to be important factors for the Company to maintain high growth.</p> <p>The Company shall perform hiring and promotion to higher ranks after evaluating the performance, abilities, aptitude, and character of the individual, regardless of their gender, nationality, ideology, or beliefs, etc. Furthermore, we provide an environment where people of various backgrounds can easily play an active role in the Company by using their unique knowledge and skills. We will strive to share and use the knowledge and skills of each person across their departments through our corporate culture that enables employees to learn from each other.</p> <p>[Major initiatives]</p> <p>Strengthen hiring: We are revitalizing our hiring activities by providing a referral program for sales employees. We have also started to hire new graduates for internal employee positions from recruitment in April 2024.</p> <p>Strengthen development: We provide basic training for sales employees for a period of about one month after they join the Company to ensure that they can reliably perform their duties even if they are inexperienced. We provide education for new employees throughout the entire workplace. They are provided with training three months after joining the Company and on-the-job training taught by senior employees. We have also established an interview and evaluation system conducted by their managers. Each year, we hold company-managed training in each management division throughout Japan as an opportunity for our employees to grow.</p> <p>■ Internal Environment Improvement Policy</p> <p>To ensure that our employees can work with enthusiasm, we are working hard to create an environment where they can work with greater flexibility that aligns with each of their circumstances. We are also promoting the rehiring of employees after they retire and for male employees to take childcare leave. Sales employees are provided with a work schedule that allows them a high degree of freedom when coming to work.</p> <p>We also constantly conduct mental health training and harassment countermeasures, and are working on establishing a work environment that takes psychological safety into consideration and enables employees to easily perform their duties by adequately managing the status of employees taking paid leave and how many hours they work.</p> <p>[Major initiatives]</p> <ul style="list-style-type: none"> <li>• Strengthen the promotion of female managers: We will actively promote female managers.</li> </ul> <p>[Human resource development initiatives, training details]</p> <p>Management training (for managers)</p> <p>Training held for managers in the management meeting at the end of each term</p> <p>FYE November 30, 2022: Mental health training</p> <p>FYE November 30, 2023: HR evaluation training, harassment training</p> <p>FYE November 30, 2024: Personal information protection training</p> <p>Management training (for new PM/UM)</p> <p>Training held for persons newly promoted to PM (playing manager) or UM (unit manager) at the end of each term</p> <p>FYE November 30, 2022: Mental health training</p> <p>FYE November 30, 2023: Mental health training</p> <p>FYE November 30, 2024: Mental health training and harassment training</p>

## Employee engagement

The Company conducts a yearly questionnaire for all employees as an engagement survey. The Company analyzes the opinions of employees obtained during this survey and makes every effort to create a workplace where all employees can work comfortably. Based on the answers obtained in the company-wide questionnaire held in 2022, the Company focused on "communication" and "management." In December 2023, we implemented a "Management Support Tool INSIDES (1 on 1)" throughout the entire Company to improve engagement. INSIDES visualizes the work mentality (psychological status) and personality (expressed both consciously and unconsciously during work) of members by measuring their condition. It is a tool to improve communication in organizations through the use of a communication cloud that promotes dialogue with site managers. In the future, we will continue to conduct company-wide questionnaires, proactively gather and utilize the opinions of employees, and work hard to create a better workplace environment.

[Questionnaire implemented in FYE November 30, 2024]

### ■ Questionnaire period

July 7, 2024 to July 22, 2024

### ■ Targets

2,852 full-time officers and employees (includes transferees, part-time employees, and temporary workers)

### ■ Number of respondents

2,192 (Response rate: 77%)

■ Question/answer reason (The % shown is the percentage of respondents who answered "I strongly agree" and "I somewhat agree" in response to each question. Respondents were able to select multiple reasons for their answer.)

Q: Do you like FP Partner? (73%)

Many said that they answered this way because of the satisfaction and expectations they have concerning growth and potential (of the Company or individual), human relationships, and corporate culture.

●Satisfaction about growth and potential of the Company and the individual (24%) ●Human relationships, colleagues who affected them in a positive manner (22%) ●Corporate culture, a culture where employees teach and help each other (19%)

Q: Do you want to continue working at FP Partner in the future? (81%)

Although the results of the questionnaire were similar to the answers for the above question "Do you like FP Partner?", in comparison to the above question, an extra 8% of people answered this way due to their "Satisfaction about growth and potential of the Company and the individual".

●Satisfaction about growth and potential of the Company and the individual (32%) ●Human relationships, colleagues who affected them in a positive manner (20%) ●Satisfaction with the business sector and model (16%)

●Satisfaction about remuneration and salary structure (16%) ●Corporate culture, a culture where employees teach and help each other (11%)

Q: Do you think FP Partner is a company you can be proud of? (76%)

Many said that they answered this way because they can be proud of the growth and potential of the Company, our Company's business sector and model, the corporate culture, and human relationships in the Company.

●Satisfaction about growth and potential (35%) ●Satisfaction with the business sector and model (26%) ●Satisfaction about corporate culture and human relationships (25%)

## Health management initiatives

The Company considers the improvement of employee health as an important management issue. We aim to create a company where each employee is healthy and can work comfortably and actively, and the entire Company will work together to promote improvements to the health of our employees.

In the future, the Company will continue to maintain the company philosophy and work hard to create an environment where employees can work in good health.

Under the corporate philosophy of "continuing to protect the important lives of customers with insurance," we have continued to promote mental and physical health management for our employees and establish comfortable work environments after making the "Health Declaration" in 2021.

So that employees can achieve a flexible work style, since 2024 we have been working hard to enhance the staggered work hour system for internal employees and improve their work-life balance, in addition to the systematic implementation of telework professionals that was introduced at an earlier stage.

In response to the question "Do you have a balanced work and private life?", 70% of all employees answered with "Yes, it is well balanced" and "Yes, it is fairly well balanced" in the company-wide questionnaire conducted in July 2024.

We will continue to implement workplace improvements to promote health, such as mental health measures through various training and disseminating information.

As a result of the above, for four consecutive years from 2022, the Company has been certified as an "Excellent Health Management Corporation" (Large-scale corporation category) decided by the Ministry of the Economy, Trade, and Industry, and the Nippon Kenko Kaigi.

In the future, the Company will proactively support the health promotion of employees and their families through various measures.

<Initiatives for health management of employees, health preservation, and improvement>

- Enhancing the staggered work hour system
- Mental health measures, including self-care training and line care training
- Conducting stress checks at nationwide sites
- Holding health-related seminars

Reference: <https://fpp.jp/kenkoukeiei/>

## Governance

### Nomination and Remuneration Committee

The Company has established a Nomination and Remuneration Committee as a volunteer advisory body in order to strengthen the fairness, transparency, and objectivity of processes related to the nomination and remuneration of Directors and enhance corporate governance. It is comprised of at least three Directors selected by the Board of Directors meeting and at least half of them are independent Outside Directors. Also, the chairperson is selected from among the independent Outside Directors by decision of the Board of Directors meeting.

The Nomination and Remuneration Committee deliberates on matters related to the nomination and dismissal of Directors, matters related to the selection and dismissal of the Representative Director and Executive Directors, the appropriateness of the decision policy related to remuneration of individual Directors, and matters related to remuneration of individual Directors. It then provides suggestions and proposals to the Board of Directors.

Chairperson: Yoshihiro Isaka

Members: Masaki Suzuki, Makiko Nakagawa, Naoyuki Tanaka, Tsutomu Kuroki

For the process concerning remuneration for Directors (and other officers), decisions are made by the Board of Directors after consulting with the Nomination and Remuneration Advisory Committee.

### Special Committee

The Company has established a Special Committee as a volunteer advisory body in order to strengthen the fairness, transparency, and objectivity of processes related to important transactions where the interests of controlling shareholders conflict with those of minority shareholders with respect to protecting the interests of minority shareholders, and to enhance corporate governance. It is comprised of at least three Directors and Audit & Supervisory Board Members selected by the Board of Directors meeting and at least half of them are independent Outside Directors. Also, the chairperson is selected from among the independent Outside Directors by decision of the Board of Directors meeting.

In consultation with the Board of Directors meeting, the Special Committee deliberates and reports on the propriety of important transactions with controlling shareholders.

Chairperson: Masaki Suzuki

Members: Yoshihiro Isaka, Makiko Nakagawa, Naoyuki Tanaka, and Tetsuya Watanabe

### Initiatives related to the audit system for information security

In order to fulfill our responsibility to protect customers from threats such as their precious information being leaked, etc., the Company has reviewed its network environment/MDM (device management system) and updated to a highly secure zero trust network environment from a VPN network environment.

In the future, in order to further protect the precious personal information of customers, the Company will establish a safe and secure customer information management system that operates 24 hours a day, 365 days a year.

#### <Information Security Policy>

The Company recognizes information assets handled during business activities as an important management foundation. Protection from leakage, damage, and loss, etc. and appropriate management are a social responsibility. As such, the Company has established an Information Security Policy and shall execute and maintain this policy.

1. The Company shall comply with the Information Security Policy, and laws and regulations and guidelines related to information security.
2. The Company clearly recognizes information assets inside the Company, such as personal information and company secret information. It shall execute appropriate measures to secure the secrecy, usability, and completeness.
3. The Company shall establish an appropriate information security system and clarify responsibilities and roles. Also, the Company shall recognize the importance of information security and regularly educate executives and employees.

#### <Customer information management system>

The Company shall fulfill the responsibility to protect the customers' previous information from threats such as leaks, etc.

As countermeasures for these risks, the Company updated the existing VPN (Virtual Private Network) and MDM (device management system), and constructed a zero trust network environment in January 2024.

In order to protect everyone's precious information, the Company shall maintain a strong security system in the future and construct a safe and secure customer information management structure that operates 24 hours a day, 365 days a year.

#### <Information security countermeasure initiatives>

- Implement training using pseudo-targeted attack e-mails

Irregularly conduct pseudo-targeted attacks so that employees can learn how to respond to real attacks through this experience.

After conducting this, once again we share the "Security Incident Response Flow" across the Company and spread awareness of response methods.

The General Manager of the Risk Management Department will be the supervisor, and each General Manager will be responsible for supervising their department.

#### <Third party certification acquisition status related to information security>

Information Security Management System

ISMS (Information Security Management System) certification acquired (November 2019)

Certification scope: System development, maintenance, and operation related to insurance agency services

## Policy related to the gathering, use, and maintenance of customer information

### ■ Personal Information Protection Policy

Regarding personal information handled in business activities, the Company considers the respect of rights and interests of the individual and protection of personal information a social responsibility. The Company positions the respect of rights and interests of the individual and protection of personal information as a most important item in operating business. It has established a Personal Information Protection Policy, and implements and maintains this policy.

#### 1. Prohibition of acquisition, use, or provision of personal information besides the purpose of use

The Company shall establish a system that aims to respect the rights and interests of individuals and protect personal information. In terms of acquisition, use, and provision of personal information, it shall be handled appropriately according to the set principles.

The Company shall establish measures so that personal information is not handled in a manner that exceeds the purpose of use displayed during acquisition.

#### 2. Compliance with laws, regulations, and codes

In the handling of personal information, the Company shall comply with the laws and regulations and various guidelines applied to the protection of personal information, and other codes and policies decided by the government.

#### 3. Safety measures

Through security countermeasures, the Company shall make every effort to prevent and correct any leak, loss, or damage of personal information.

#### 4. Complaint and consultation response

In terms of personal information handling and the Company's personal information protection management system, the Company shall take appropriate measures in response to complaints or consultations about the personal information of individuals.

#### 5. Ongoing improvement of management system

The Company shall establish a management system related to protection of personal information, spread awareness to all employees, aim for regular reviews of the management system related to protection of personal information, and perform ongoing improvements.

The General Manager of the Service Quality Department will be the supervisor, and each General Manager will be responsible for supervising their department.

## Compliance Policy

### ■ Compliance Basic Policy

#### Code of Conduct

1. In order to contribute to the development of sound insurance business and gain trust from society, we place the compliance with laws and regulations, etc. as the foundation of actions and work toward honest, fair, and appropriate business operations.

2. We will interact with all people in a truthful, fair, and equal manner in various situations.

3. When discovering an action that violates laws and regulations, etc., we will muster the courage to identify it, and work with related parties to correct it.

The Company places compliance as one of the most important issues in management. All officers and employees must act while constantly being aware of social responsibility.

Based on this policy, the Company shall establish a system for implementing compliance.

#### Basic actions to support appropriate business activities

1. Be sufficiently aware of the public nature of the insurance business and take efforts to protect insured persons by maintaining the fairness of insurance recruitment.

2. Protect intellectual property rights and do no harm the intellectual property rights of others.

3. In terms of handling of customer information gained in business, take great care and strive for strict management to prevent any loss or leakage, etc., and do not use the information besides set purposes.

4. Work closely with police, etc. and institutions to take a strong stance against anti-social forces that threaten order and safety of civil society.

5. Manage transactions that involve conflicts of interest and perform appropriate business activities to prevent the interests of customers from being improperly damaged.

6. Do not perform insider trading (trading of stocks, etc. that use important undisclosed information).

7. In relationships with competitors, do not engage in collusion, use unfair competitive measures, or request unfair transactions that take advantage of position in transaction.

8. Perform strict management of Company assets, important information, and operational secrets, etc.

9. Perform thorough checks at the time of transaction in order to prevent movement of revenue (money laundering/terrorism capital provision) through crime.

10. Do not use one's position in business for personal interests.

11. Respect human rights, do not discriminate against people due to race, nationality, gender, age, occupation, region, beliefs, or disability, or engage in harassment.

12. Secure a workplace environment that is easy and secure to work in.

## Policies related to prevention of corruption

The Company has established the following policies related to prevention of corruption in the “Sustainability Basic Policy,” “Compliance Basic Policy,” and “Partnership Construction Declaration.”

### ■ Excerpt from Sustainability Basic Policy

#### 3. Cooperation with business partners

While complying with laws and regulations and social codes ourselves, we will cooperate with business partners to ensure fair and responsible business activities for society.

Full text: <https://fpp.jp/sustainability/>

### ■ Excerpt from Compliance Basic Policy

#### Code of Conduct

1. In order to contribute to the development of sound insurance business and gain trust from society, we place the compliance with laws and regulations, etc. as the foundation of actions and work toward honest, fair, and appropriate business operations.

2. We will interact with all people in a truthful, fair, and equal manner in various situations.

3. When discovering an action that violates laws and regulations, etc., we will muster the courage to identify it, and work with related parties to correct it.

The Company places compliance as one of the most important issues in management. All officers and employees must act while constantly being aware of social responsibility.

Based on this policy, the Company shall establish a system for executing compliance.

Full text: <https://fpp.jp/compliance/>

### ■ Excerpt from Partnership Construction Declaration

#### 2. Compliance with “Promotion Standard”

We will comply with the good transaction practices between parent businesses and subcontractors (“Promotion Standard” based on the Act on the Promotion of Subcontracting Small and Medium-sized Enterprises) and proactively engage in corrective efforts against transaction practices and commercial practices that hinder the construction of partnerships with business partners.

##### (1) Price setting method

Do not demand any unreasonable cost reductions. When setting the transaction price, if there is a request from the subcontractor to discuss price, respond to this request and sufficiently discuss the issue, including appropriate profit for the subcontractor considering the impact of increased labor expenses. When entering a contract, including setting the transaction price, parent businesses shall clarify and issue the contract conditions in writing.

##### (2) Payment conditions for checks, etc.

In principle, subcontracting wages are to be paid in cash. When paying by check, do not place the burden for discount fees, etc. on the subcontractor. Also, the payment site will be within 60 days.

##### (4) Intellectual property/know-how

Perform transactions based on guidelines, etc. related to intellectual property transactions. Do not demand one-sided non-disclosure agreements, disclosure of know-how that uses the position in transactions, and unpaid transfer of intellectual asset rights, etc.

##### (5) Consequences from workstyle reforms, etc.

Do not make short-term orders or sudden specification changes to subcontractors that do not accompany appropriate cost compensation so that business partners can also respond to workstyle reforms. During disasters, etc., do not put one-sided burden in transactions on subcontractors. Also, when resuming business, take heed of the continuation of transaction relationships as much as possible.

Full text: <https://www.biz-partnership.jp/declaration/39095-11-00-tokyo.pdf>

## Whistleblowing system

FP Partner Inc., for the purpose of strengthening compliance management, has established a system for employee whistleblowing of improper actions by the organization or an individual and a system to appropriately handle consultations related to this matter. Using these systems, the Company aims to prevent improper actions and target early discovery and corrective action.

An overview of the whistleblowing process in the Company is as follows.

### [Whistleblowing/consultation desk]

- Service Quality Department (Compliance department)
- Outside legal office designated by the Company

### [Whistleblowing method]

- Phone or email

### [Whistleblower/consultee]

- Company officer, employee, temporary worker, or former employee
- Company business partner officer or employee

### [Process following receiving the report]

- After receiving the report, determine whether an investigation is required by fair, equal, and honest means and then promptly notify the whistleblower on the future response.
- The investigation of facts related to the reported incident shall be performed by the General Manager and members of the Service Quality Department. The General Manager of the Service Quality Department, based on the details of the investigation, may select members of related departments as members to form an investigation team and perform the investigation.
- As a result of the investigation, if improper action is discovered, the Company will promptly take corrective action and measures to prevent reoccurrence, and shall promptly notify the whistleblower of these actions through the whistleblowing/consultation desk.

### [Protection of whistleblowers]

Whistleblowers shall not receive unfavorable treatment for the reason of whistleblowing through the whistleblowing system. Persons violating these rules shall be punished in accordance with the employment guidelines and other guidelines. Also, the personal information of the whistleblowers will be protected.

ESG Data Book 2025						
		Unit	Boundary	FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Environment						
Climate change				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
CO2 emissions	Total exhaust emissions	t-CO <sub>2</sub>	Non-consolidated	-	-	The Company began collecting data from the fiscal year ending November 30, 2025.
	Scope 1	t-CO <sub>2</sub>	Non-consolidated	-	-	
	Scope 2	t-CO <sub>2</sub>	Non-consolidated	-	-	
Energy use volume		GJ	Non-consolidated	-	-	
Electricity use volume		kwh	Non-consolidated	-	-	
Renewable energy use volume		kwh	Non-consolidated	-	-	
Renewable energy use ratio		%	Non-consolidated	-	-	
Environment related laws and regulation violation	Number of violations	Cases	Non-consolidated	0	0	0
	Fine amount	Thousands of yen	Non-consolidated	0	0	0
Society						
Employees				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Number of employees	Total number	Persons	Non-consolidated	2,252	2,578	2,781
	Female	Persons	Non-consolidated	877	1,072	1,215
	Male	Persons	Non-consolidated	1,375	1,506	1,566
	Female ratio	%	Non-consolidated	38.9	41.6	43.7
Number of sales employees	Total number	Persons	Non-consolidated	2,014	2,326	2,518
Average age	Overall	Age	Non-consolidated	45.3	45.2	45.6
	Female	Age	Non-consolidated	45.5	45.4	45.7
	Male	Age	Non-consolidated	45.1	45.0	45.5
Female management ratio *1		%	Non-consolidated	6.0	6.6	15.0
Gender wage gap (Female/Male)		%	Non-consolidated	69.5	61.9	63.3
Average annual salary	Overall	Thousands of yen	Non-consolidated	7,166	7,588	8,242
Number of mid-career hires	Overall	Persons	Non-consolidated	541	694	721
	Female	Persons	Non-consolidated	286	387	391
	Male	Persons	Non-consolidated	255	307	330
Turnover rate *2	Own circumstances	%	Non-consolidated	16.3	15.2	18.0
Percentage taking childcare leave *3	Female	%	Non-consolidated	100.0	100.0	94.4
	Male	%	Non-consolidated	7.7	19.4	53.7
Percentage returning from childcare leave *4	Female	%	Non-consolidated	81.8	72.7	75.0
	Male	%	Non-consolidated	100.0	100.0	100.0
Percentage taking annual paid leave *5		%	Non-consolidated	99.3	101.9	97.9
Disabled person hiring				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Disabled person hiring ratio *6		%	Non-consolidated	2.1	1.5	2.0
Human resource development				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Number of participants in management training	All managers eligible	Persons	Non-consolidated	140	170	176
Number of participants in management training	All new PM/UM eligible *7	Persons	Non-consolidated	15	10	34
Number of certified persons	Number of FP certified persons *8	Persons	Non-consolidated	2,015	2,356	2,534
Employee engagement				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Company-wide questionnaire frequency		Times	Non-consolidated	1	1	1
Company-wide questionnaire response rate *9		%	Non-consolidated	75	87	77
Company-wide questionnaire results *9	Do you like FP Partner?	Score	Non-consolidated	80	79	73
	Do you want to continue working at FP Partner in the future?	Score	Non-consolidated	83	86	81
	Do you think FP Partner is a company you can be proud of?	Score	Non-consolidated	80	84	75
Health management initiatives				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Overtime hours	Per employee	Hours/month	Non-consolidated	3.7	3.6	3.7

\*1. Management in the Company refers to personnel in positions above Manager and Branch Manager.  
\*2. Turnover rate: Calculated by the number of resigned employees at the end of the year divided by the number of employees at the beginning of the year.  
\*3. Based on the provisions of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No. 76 of 1991), calculated as the percentage taking childcare leave, etc. in Article 71-4, paragraph (1) in the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance of the Ministry of Labor No. 25 of 1991).  
\*4. Of employees who took childcare leave who were expected to return to work, the percentage of those who actually did return to work.  
\*5. Calculated as the number of annual paid leave taken during this period (including carryover) divided by the number of annual paid leave granted during this period.  
\*6. As a result of ongoing efforts to improve the disabled person hiring ratio, 17 people joined the Company in FYE November 2024. We will continue these efforts to further improve the disabled person hiring ratio in the future.  
\*7. PM: Playing Manager, UM: Unit Manager  
\*8. FP certified persons: The number of holders with CFP, AFP, or Grade 1-3 financial planning certifications  
\*9. Listing response rate of "I agree strongly/I somewhat agree" for particularly important questions (rounded down). The maximum score is 100.

Governance						
Director				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Number of Directors	Total number	Persons	Non-consolidated	9	10	10
	Female Director ratio	%	Non-consolidated	-	10.0	10.0
	Independent Outside Director ratio	%	Non-consolidated	33.3	40.0	40.0
	Of which, Independent Outside Director female ratio	%	Non-consolidated	-	25.0	25.0
Number of Board of Directors meetings held		Times	Non-consolidated	28	26	25
Audit				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Number of Audit & Supervisory Board Members	Total number	Persons	Non-consolidated	3	3	3
	Female Audit & Supervisory Board Member ratio	%	Non-consolidated	33.3	33.3	33.3
	Independent Audit & Supervisory Board Member ratio	%	Non-consolidated	66.6	66.6	66.6
	Of which, Independent Audit & Supervisory Board Member female ratio	%	Non-consolidated	50.0	50.0	50.0
Number of Audit & Supervisory Board meetings held		Times	Non-consolidated	21	17	17
Nomination and Remuneration Committee				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Number of Nomination and Remuneration Committee meetings held		Times	Non-consolidated	-	1	1
Total remuneration for Directors (and other officers)		Millions of yen	Non-consolidated	146.3	174.2	165.4
Special Committee				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Number of Special Committee meetings held		Times	Non-consolidated	-	1	1
Audit corporation audit, non-audit expenses				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Audit corporation audit expenses		Millions of yen	Non-consolidated	35	35	38
Audit corporation non-audit expenses		Millions of yen	Non-consolidated	1	1	0
Compliance				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Compliance training recipient ratio		%	Non-consolidated	-	100.0	100.0
Corruption-related violation cases and fine amount				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Corruption-related violation cases		Cases	Non-consolidated	0	0	0
Corruption-related fine amount		Thousands of yen	Non-consolidated	0	0	0
Whistleblowing system				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024
Whistleblowing cases		Cases	Non-consolidated	3	4	7