

KPI Performance Data for FY 2024 1/2

Materiality	KPI	Results for FY 2024												
Contribution to long-term asset building through alternative investment	① AUM(*1)	① Approximately 827.1 billion Yen (as of March 31, 2025), up about 44.3 billion Yen year over year ② Breakdown of investors by holding period (as of March 31, 2025) <table><tr><th>Business</th><th>less than 1 year</th><th>1 year to 5 years</th><th>5 years or more</th></tr><tr><td>Securities Business</td><td>14%</td><td>24%</td><td>62%</td></tr><tr><td>Investment Management and Advisory Business</td><td>11%</td><td>41%</td><td>48%</td></tr></table> Holding period of less than one year (Securities Business: 14%, Investment Management and Advisory Business: 11%) is comprised 100% of the mandates obtained during FY 2024.	Business	less than 1 year	1 year to 5 years	5 years or more	Securities Business	14%	24%	62%	Investment Management and Advisory Business	11%	41%	48%
	Business		less than 1 year	1 year to 5 years	5 years or more									
Securities Business	14%	24%	62%											
Investment Management and Advisory Business	11%	41%	48%											
Contribution to realizing a sustainable society	② Retention Rate													
Contribution to realizing a sustainable society	② SDGs-related AUM(*2)	③ Approximately 291.1 billion Yen (as of March 31, 2025), up about 58.1 billion Yen year over year In FY 2024, maritime investment funds, forestry funds, and renewable energy funds contributed positively.												
	④ Initiatives such as saving electricity within the office	④ CO2 emissions due to electricity consumption in the workplace: 59,400 kg-CO2, down 813kg-CO2 year over year												

1: AUM is based on our client accounts, including both the Securities Business and the Investment Management and Advisory Business.
2: SDGs-related AUM is the sum of all client AUM in products investing over 50% of their assets in sectors contributing to the SDGs such as renewable energy, infrastructure, forests, agriculture, and insurance.

KPI Performance Data for FY 2024 2/2

Materiality	KPI	Results for FY 2024
Working environments to promote employee satisfaction	⑤ Scores in the Employee Engagement Survey(*3)	⑤ Average monthly score from April 2024 through March 2025: 67.5, down 1.3 points year over year
	⑥ Paid vacation usage rate	⑥ 65.9%, down 4.4 percentage points year over year
	⑦ Specific initiatives related to human resources	⑦ Employee performance evaluation newly incorporating criteria to assess how well an individual's performance reflects the "Values" of the corporate MVV (a redesigned evaluation framework initiated in 2024), Company-wide engagement efforts through MVV promoting workshops, Maintenance of the employee engagement project, which is designed to share the suggestions/propositions of employees and escalate them to company-wide initiatives for a better corporate culture. The employee engagement program extended to the 6 th round in 2024.
Corporate governance	⑧ Scores in the Employee Compliance Survey	⑧ Overall Score: 2.09(*4), down 0.05 points year over year

3: Overall score for "Wevox," an engagement survey platform provided by Atræe, Inc.

4: Survey commissioned to an external organization, where for each item the reported case is categorized as "ideal" (+3 points), "normal" (+1 point) and "unacceptable" (-3 point) to index the results. The average score for Mitsui group companies was 2.08 in FY 2024.