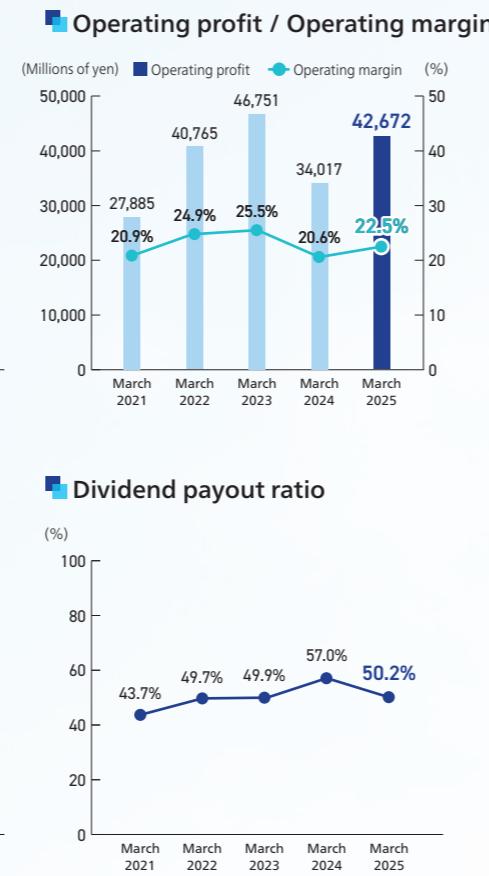




## Financial and Non-financial Summary Data

### Financial Highlights



### Non-financial highlights \* For only Hirose Electric (incl. certain Hirose Group consolidated operations)

Non-financial data		Mar. 2022	Mar. 2023	Mar. 2024	Mar. 2025	
Number of employees	Non-consolidated Consolidated	(Persons) (Persons)	917 5,070	913 4,944	949 4,654	1,012 4,878
Number of employees by gender	Male Female	(Persons) (Persons)	690 227	681 232	704 245	742 270
Number of employees (contract workers)		(Persons)	36	36	32	20
Female managers	Number Ratio	(Persons) (%)	1 1.0	2 1.6	2 1.9	2 1.9
Women in leadership positions*	Number Ratio	(Persons) (%)	6 3.4	9 4.9	9 4.6	10 5.2
Number of new graduates hired	Total Female	(Persons) (Persons)	30 11	30 14	33 17	44 14
Attrition rate	Male Female	(%)	3.8 5.3	5.4 6.4	2.6 7.9	2.6 3.7
Average years of service		(Years)	13.1	13.7	13.6	13.6
Number of paid leave days taken		(Days)	12.5	14.3	13.4	12.3
Average monthly overtime hours		(Hours)	15.5	18.8	18.9	18.3
Number of employees taking maternity leave		(Persons)	8	16	10	10
Number of employees taking childcare leave	Male Female	(Persons) (Persons)	4 8	6 15	4 12	9 12
Percentage of employees returning to work after maternity/childcare leave		(%)	100	91	100	100
Number of participants in human capital development programs		(Total number of people)	1,045	1,141	1,535	936
Number of participants in global training		(Persons)	48	-	29	30
Percentage of mid-career hires on the Board of Directors		(%)	-	33	43	50
Percentage of mid-career hires in managerial positions		(%)	-	32	33	37
Percentage of employees undergoing routine physical examinations		(%)	100	100	100	100
Percentage of employees undergoing stress assessment		(%)	94.3	94.6	95.4	94.6
Occupational accident frequency rate		(%)	0.5	0	0.5	0

\* Assistant managerial level and above

### Major financial indicators (Until fiscal year ended March 31, 2017: JGAAP, from fiscal year ended March 31, 2018 onward: IFRS)

Financial data		Mar. 2015	Mar. 2016	Mar. 2017	Mar. 2018	Mar. 2019	Mar. 2020	Mar. 2021	Mar. 2022	Mar. 2023	Mar. 2024	Mar. 2025
Sales	(Millions of yen)	125,726	120,284	115,103	125,143	124,590	121,765	133,538	163,671	183,224	165,509	189,420
Operating profit	(Millions of yen)	32,588	28,794	28,482	28,064	23,157	20,358	27,885	40,765	46,751	34,017	42,672
Operating margin	(%)	25.9	23.9	24.7	22.4	18.6	16.7	20.9	24.9	25.5	20.6	22.5
Ordinary profit	(Millions of yen)	34,962	30,516	29,799								
Profit before tax	(Millions of yen)				28,015	24,671	21,205	28,332	43,081	48,591	38,761	46,218
Profit	(Millions of yen)	22,948	21,104	21,356	19,107	17,891	15,305	19,916	31,437	34,648	26,480	33,033
Net assets	(Millions of yen)	288,302	285,830	296,293	304,719	307,330	306,141	326,092	342,069	349,853	364,173	370,147
Total assets	(Millions of yen)	319,667	316,595	326,696	341,178	341,435	342,644	370,504	394,783	401,357	403,450	416,866
Equity ratio	(%)	90.1	90.2	90.6	89.3	90.0	89.3	88.0	86.6	87.2	90.3	88.8
BPS (Book-value per share)	(Yen)	8,494.44	8,162.65	8,504.89	8,744.07	8,428.61	8,436.41	8,987.05	9,675.08	10,160.72	10,764.21	10,939.60
EPS (Earnings per share)	(Yen)	674.25	596.31	611.81	548.80	489.46	420.39	549.10	885.39	1,002.04	772.38	976.33
Dividends per share	(Yen)	230	240	240	480	240	240	240	440	500	440	490
Dividend payout ratio	(%)	34.2	40.2	39.2	87.5	49.0	57.1	43.7	49.7	49.9	57.0	50.2
ROE (Return on equity)	(%)	8.2	7.4	7.3	6.3	5.8	5.0	6.3	9.4	10.0	7.4	9.0
PER (Price-earnings ratio)	(Times)	23.0	20.8	25.2	26.6	23.8	26.6	31.0	20.2	17.2	20.0	17.7

# Network

## Europe 7 locations

Sales: 7  
R&D: 2



HIROSE ELECTRIC EUROPE B.V.  
• EU Headquarters / Amsterdam Office  
• UK Branch  
• German Branch / Nuremberg Office  
• Stuttgart Office (Germany)  
• Hanover Office (Germany)  
• Milan Office (Italy)  
• Paris Office (France)

## India 3 locations

Sales: 3



HIROSE ELECTRIC INDIA PVT. LTD.  
• Delhi Office  
• Bangalore Office  
• Pune Office

## South Korea 1 location

Sales: 1  
R&D: 1  
Manufacturing: 1



HIROSE KOREA CO., LTD.

## Greater China 24 locations

Sales: 22  
R&D: 1  
Manufacturing: 2



HIROSE CHINA



HIROSE HONG KONG



HIROSE TAIWAN



HIROSE DONGGUAN



HIROSE SUZHOU

HIROSE ELECTRIC (DONGGUAN) CO., LTD.  
HIROSE ELECTRIC (SUZHOU) CO., LTD.  
HIROSE ELECTRIC (CHINA) CO., LTD.

- China Headquarters / Shanghai Branch
- Shenzhen Branch
- Beijing Branch
- Guangzhou Branch
- Wuhan Office
- Hefei Office
- Hangzhou Office
- Changchun Office
- Dalian SOHO
- Tianjin SOHO

- Zhengzhou SOHO
- Qingdao SOHO
- Ningde SOHO
- Chongqing SOHO
- Xiamen SOHO
- Nanjing SOHO
- Ningbo SOHO
- Chang Sha SOHO
- Cheng Du SOHO
- Xi'an SOHO

HIROSE ELECTRIC (TAIWAN) CO., LTD.  
HIROSE ELECTRIC HONG KONG TRADING CO., LTD.  
HIROSE ELECTRIC HONG KONG CO., LTD.

## Japan 12 locations

Sales: 6  
R&D: 3  
Manufacturing: 3



Hirose Electric Headquarters



Gotanda Office



Kikuna Office



TOHOKU HIROSE ELECTRIC CO., LTD.



ICHINOSEKI HIROSE ELECTRIC CO., LTD.



KORIYAMA HIROSE ELECTRIC CO., LTD.



Tohoku Advanced Technology Center

## Southeast Asia 5 locations

Sales: 3  
Manufacturing: 2



HIROSE SINGAPORE



HIROSE MALAYSIA



HIROSE INDONESIA

PT. HIROSE ELECTRIC INDONESIA

HIROSE ELECTRIC MALAYSIA SDN.BHD.

HIROSE ELECTRIC SINGAPORE PTE. LTD.

- Singapore Office
- Bangkok Liaison Office

HIROSE ELECTRIC MARKETING (M) SDN.BHD.  
(Malaysia)

## North America 8 locations

Sales: 8  
R&D: 2



HIROSE ELECTRIC (U.S.A.), INC.

- Headquarters / Chicago Office
- Irvine Office
- San Jose Office
- Seattle Office
- Dallas Office
- Boston Office
- Tampa Office
- Detroit Office (Automotive)



## Stock Information

### Stock Information (As of March 31, 2025)

Total number of shares issued	33,919,908 shares (excluding 1,774,061 shares of treasury shares)
Total number of shareholders	3,709

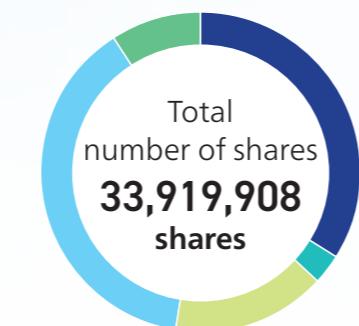
### Major Shareholders (Top 10)

Name of shareholder	Number of shares held (Hundreds of shares)
The Master Trust Bank of Japan, Ltd. (Trust Account)	46,778
Hirose Foundation	31,476
Custody Bank of Japan, Ltd. (Trust Account)	28,771
JPMorgan Chase Bank 380055	20,003
State Street Bank and Trust Company 505223	14,493
HS Kikaku Co., Ltd.	12,465
National Mutual Insurance Federation of Agricultural Cooperatives	9,791
State Street Bank and Trust Company 505001	9,165
Mizuho Trust & Banking Co., Ltd. (Trust Account) 0700210	8,707
Mizuho Trust & Banking Co., Ltd. (Trust Account) 0700211	8,652

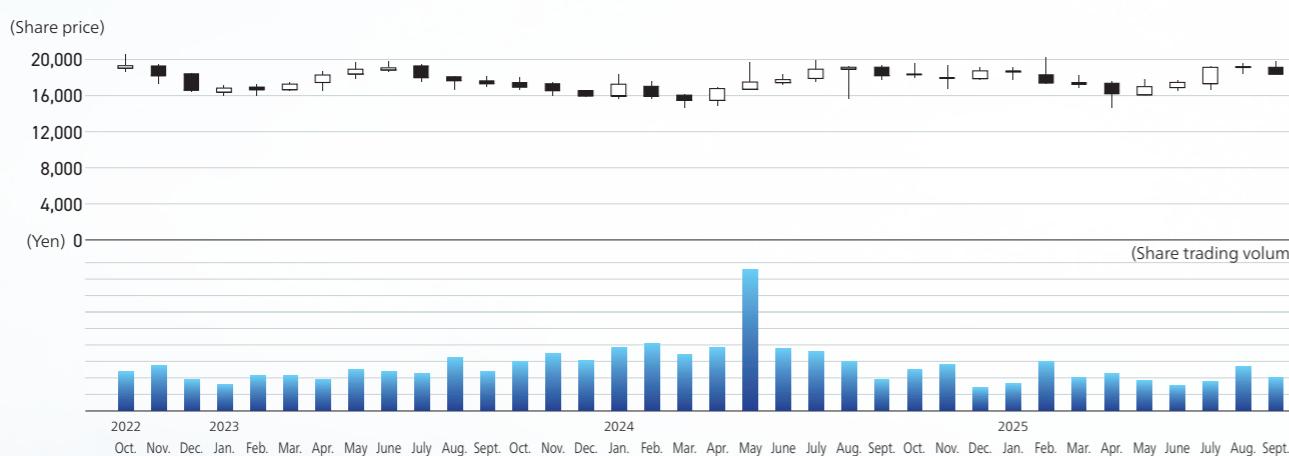
Note: In addition to the 10 major shareholders above, the Hirose Group owns 17,740 hundred shares of treasury shares.

### Distribution of Shares by Shareholder Type

Type	Number of shareholders	Number of shares held	Ratio of shareholding
Financial institutions	51	121,320 hundred shares	33.99%
Securities companies	32	10,949 hundred shares	3.07%
Other corporations	162	55,658 hundred shares	15.59%
Foreign corporations, etc.	368	137,088 hundred shares	38.41%
Individuals and others	3,096	31,921 hundred shares	8.94%



### Share Price and Trading Value

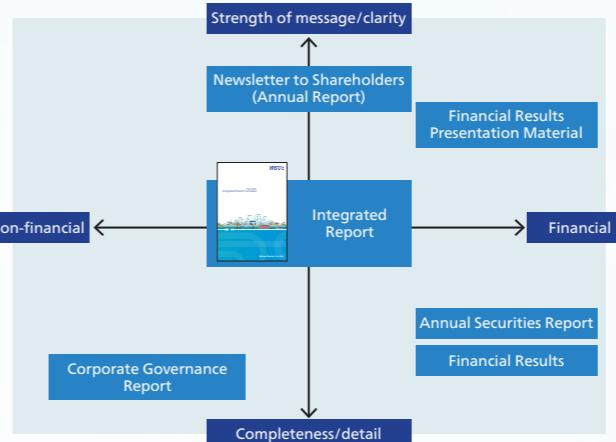


## Corporate Data

### Corporate Data (As of March 31, 2025)

Trade name	HIROSE ELECTRIC CO., LTD.
Date of incorporation	June 15, 1948
Number of employees	Consolidated: 4,878 (excluding part-timers)
Capital stock	¥9,404,379,401

### Purpose of Various Reports



▶ **Integrated Report**  
[https://www.hirose.com/corporate/en/ir/integrated\\_report/](https://www.hirose.com/corporate/en/ir/integrated_report/)

▶ **Annual Securities Report / Quarterly Financial Report**  
<https://www.hirose.com/corporate/en/ir/fr/>

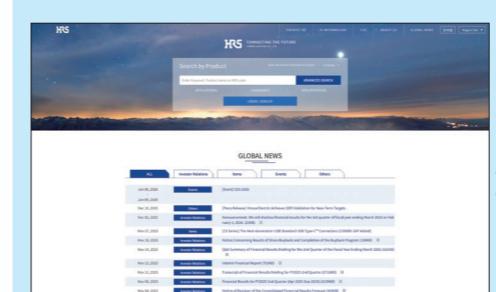
▶ **Financial Results Presentation Material**  
<https://www.hirose.com/corporate/en/ir/frp/>

▶ **Financial Results**  
<https://www.hirose.com/corporate/en/ir/fs/>

▶ **Newsletter to Shareholders (Annual Report)**  
[https://www.hirose.com/corporate/en/ir/annual\\_report/](https://www.hirose.com/corporate/en/ir/annual_report/)

▶ **Corporate Governance Report**  
<https://www.hirose.com/corporate/en/csr/management/>

### Website Guidance



<https://www.hirose.com/corporate/en/>

Further detailed investor information and sustainability-related information, and up-to-date information can be obtained on the Hirose Group's website.

▶ **For Retail Investors**  
<https://www.hirose.com/product/jp/pr/individual/> (in Japanese)

▶ **Governance**  
<https://www.hirose.com/corporate/en/csr/management/>

▶ **Social Responsibilities**  
<https://www.hirose.com/corporate/en/csr/sr/>

▶ **Environmental Responsibilities**  
<https://www.hirose.com/corporate/en/csr/er/>

### Editorial Policy

This report has been compiled to allow all stakeholders to gain a well-balanced understanding of the various aspects of the Hirose Group including not only financial information such as business performance and strategies, but also non-financial information concerning the Group's policies toward the environment, society and corporate governance. When editing this report, the Company referenced the International Integrated Reporting Framework published by the International Integrated Reporting Council (IIRC).

In addition to this report, the Company prepares an Annual Securities Report (in Japanese only), and a Newsletter to Shareholders along with various other communication tools.

Please visit the Hirose Group's website to peruse the detailed information we post there.

\* Note that in this report, the term the Hirose Group refers to the entire HIROSE ELECTRIC Group, while Hirose Electric is used to refer to Hirose Electric Co., Ltd. on a non-consolidated basis.

This report has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated version and the Japanese original, the original shall prevail.

### Applicable Period

From April 1, 2024 to March 31, 2025 (Portions of this report contain information about activities and initiatives from April 1, 2025 onward.)

**Note** This report includes matters based on the Hirose Group's current estimates. Forward-looking statements may differ from the Group's actual results due to known or unknown risks, uncertainties and other inherent factors. We ask for your understanding.