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January 22, 2025

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December 2024 KPI Announcement

We would like to announce the following key performance indicators (KPIs) for the end of December 2024.

1. World Corporation (Construction Solution Business)

First Half (November 2024 - April 2025)

	November	**December**	January	February	March	April
Number of total engineers *2	3,240	**3,266**				
Number of active engineers *3	3,080	**3,087**				
Utilization ratio (excl. trainees) *4	96.0%	**95.6%**				
Utilization ratio (incl. trainees) *5	95.1%	**94.5%**				

Second Half (May 2025 - October 2025)

	May	June	July	August	September	October
Number of total engineers *2						
Number of active engineers *3						
Utilization ratio (excl. trainees) *4						
Utilization ratio (incl. trainees) *5						

Quarterly Information * 6

	1Q	2Q	3Q	4Q
Contract unit price (yen)				
Number of new hires				
Number of job leavers				
Turnover rate *7				

2. ATJC (IT Solution Business)

First Half (November 2024 - April 2025)

	November	**December**	January	February	March	April
Number of total engineers *2	406	**408**				
Number of active engineers *3	358	**360**				
Utilization ratio (excl. trainees) *4	93.7%	**94.0%**				
Utilization ratio (incl. trainees) *5	88.2%	**88.2%**				

Second Half (May 2025 - October 2025)

	May	June	July	August	September	October
Number of total engineers *2						
Number of active engineers *3						
Utilization ratio (excl. trainees) *4						
Utilization ratio (incl. trainees) *5						

Quarterly Information * 6

	1Q	2Q	3Q	4Q
Contract unit price (yen)				
Number of new hires				
Number of job leavers				
Turnover rate *7				

*1 The above figures are preliminary and subject to revision at a later date.

*2 Number of total engineers who were employed for at least one day during the month (incl. trainees, maternity and paternity leave, and temporary leave)

*3 Number of engineers who were dispatched for at least one day during the month

*4 Number of active engineers / number of total engineers (excl. trainees)

*5 Number of active engineers / number of total engineers

*6 Quarterly information is scheduled to be disclosed together with other KPIs for the last month of each quarter.

*7 Number of job leavers during past 12 months / (number of total engineers at the end of the month 12 months prior + number of new hires during past 12 months)

*8 The KPI is also available on the Company's website (URL: https://nareru-group.co.jp/en/ir/library/reports/). However, the URL may change without notice.

*9 The announcement date for the following month is scheduled to be February 19, 2025.