

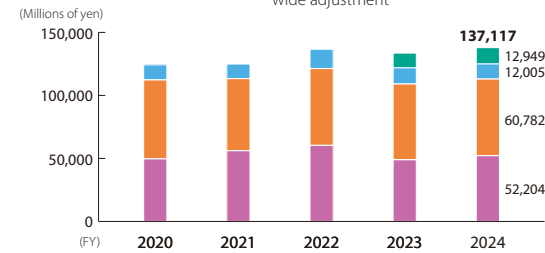
# Financial and Non-financial Highlights

## Financial

\*1 The medical materials field, which was included in the Functional Solutions segment, was split off as the independent Medical segment from FY2023.

### Net Sales by Segment

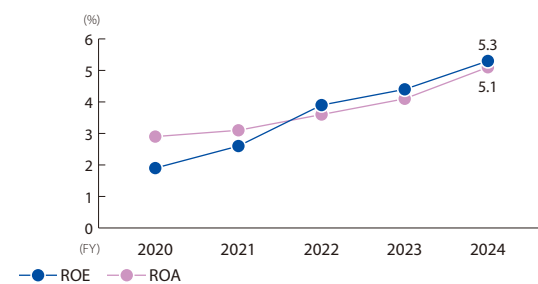
\*2 Total data is consolidated net sales: After Group-wide adjustment



■ Functional Solutions ■ Apparel ■ Lifestyle Creations ■ Medical\*1

Net sales increased due to growth in the functional solutions business and the medical business.

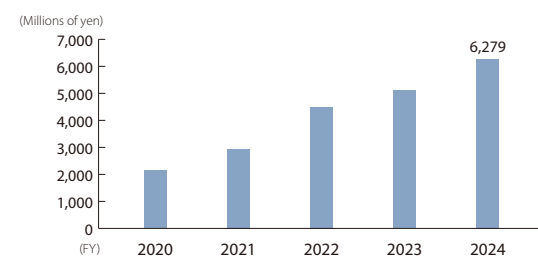
### ROE/ROA



● ROE ● ROA

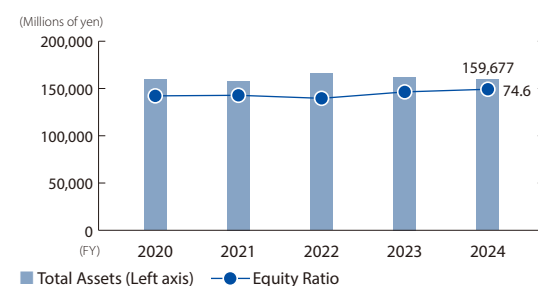
ROE rose 0.9 points year on year and ROA rose 1.0 point year on year in line with the upswing in net income and ordinary income.

### Profit Attributable to Owners of Parent



Although we recorded expenses for restructuring the business in connection with the termination of the electronic components business and the transfer of shares in subsidiaries, net income increased by ¥1,169 million year on year due to factors such as the recording of gains on the sale of investment securities.

### Total Assets/Equity Ratio

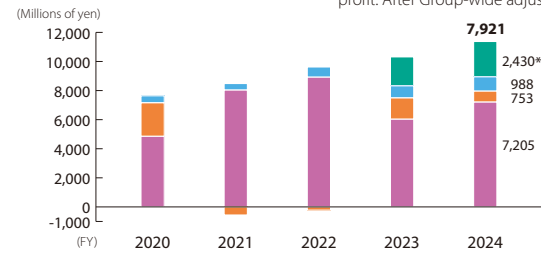


■ Total Assets (Left axis) ● Equity Ratio

Total assets decreased by ¥2.2 billion year on year. Due to a decrease in liabilities of ¥2.8 billion year on year, mainly due to a decrease in provisions for business restructuring, the equity ratio rose 1.4 points year on year to 74.6%.

### Operating Profit by Segment

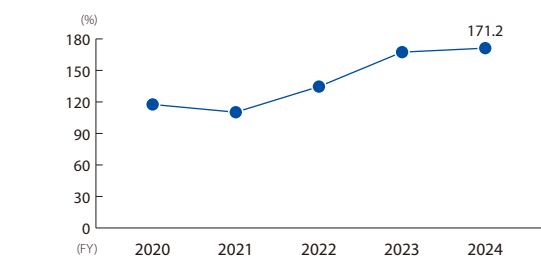
\*2 Total data is consolidated operating profit: After Group-wide adjustment



■ Functional Solutions ■ Apparel ■ Lifestyle Creations ■ Medical\*1

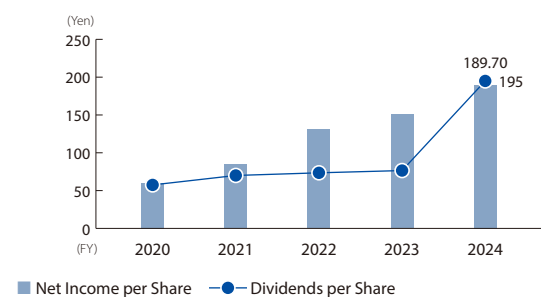
Operating profit increased due to expanded profits in the functional solutions business and the medical business, as well as improved earnings at sports clubs.

### Total Shareholders Return (TSR)



Total Shareholders Return (TSR) in FY2024 came in at 171.2% compared with the base year of FY2019, up 3.8 percentage points from the TSR for FY2023 of 167.4% using the same benchmark.

### Net Income per Share/Dividends per Share

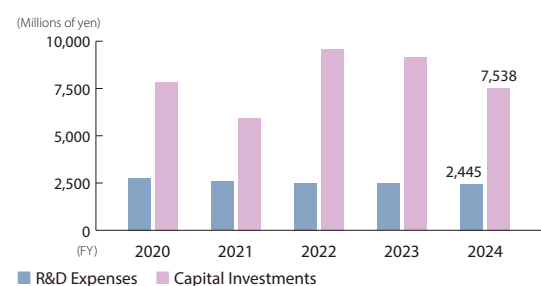


■ Net Income per Share ● Dividends per Share

The annual dividend for FY2024 was raised to ¥195 per share. The annual dividend for FY2025 is projected to come in at ¥216 per share.

(Including prior years, based on stock splits)

### R&D Expenses/Capital Investments

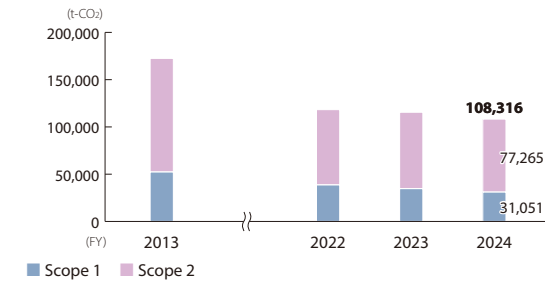


■ R&D Expenses ■ Capital Investments

In FY2024, we invested ¥7,538 million primarily in the expansion of medical factories and increased production, as well as in resource-recycling factories and equipment production to improve efficiency for plastics.

## Non-financial

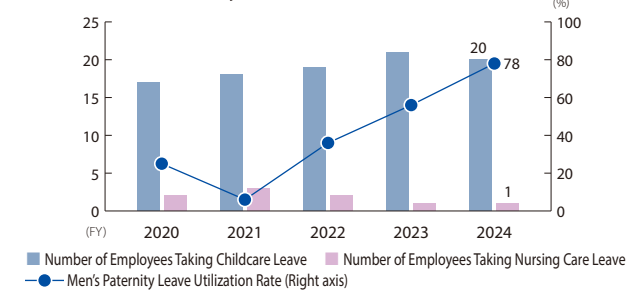
### CO<sub>2</sub> Emissions (Japan + Overseas) Scope 1 + Scope 2



■ Scope 1 ■ Scope 2

Through ongoing energy conservation efforts and the use of renewable energy, CO<sub>2</sub> emissions were reduced by 37% (compared to FY2013).

### Number of Employees Taking Childcare and Nursing Care Leave/Men's Paternity Leave Utilization Rate\*

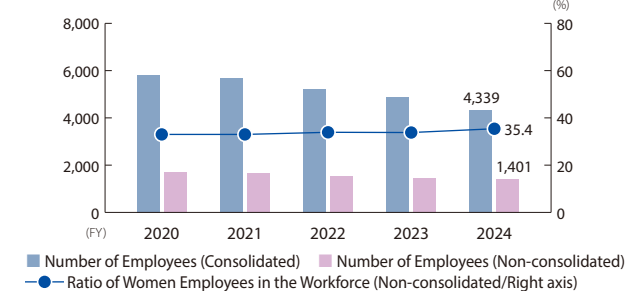


■ Number of Employees Taking Childcare Leave ■ Number of Employees Taking Nursing Care Leave  
● Men's Paternity Leave Utilization Rate (Right axis)

The men's paternity leave utilization rate, which is promoted as a form of child-rearing support, exceeded the previous year's result (56%) to reach 78%.

\* Results calculated based on the "year of utilization" (retroactive application to past results)

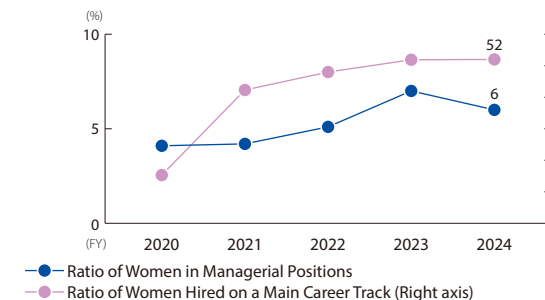
### Number of Employees and Ratio of Women Employees in the Workforce



■ Number of Employees (Consolidated) ■ Number of Employees (Non-consolidated)  
● Ratio of Women Employees in the Workforce (Non-consolidated/Right axis)

The number of employees decreased on both a consolidated and non-consolidated basis. The percentage of female employees rose 1.6 points from the previous year to 35.4%.

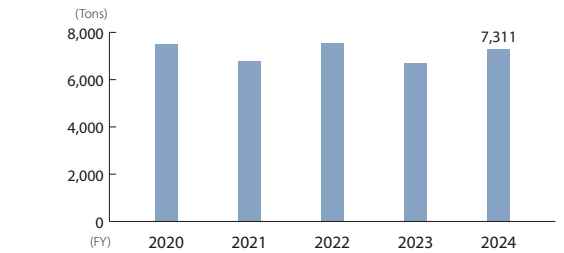
### Ratio of Women in Managerial Positions/Ratio of Women Hired on a Main Career Track



● Ratio of Women in Managerial Positions  
● Ratio of Women Hired on a Main Career Track (Right axis)

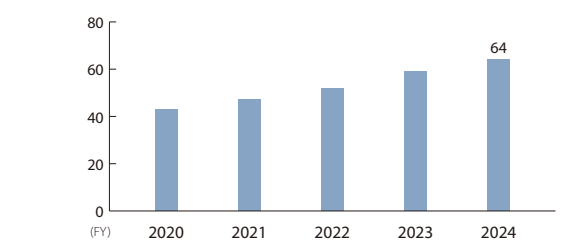
The ratio of women in managerial positions and the ratio of women hired on a main career track are generally in line with our targets. (The ratio of women hired on a main career track excludes women working rotating shifts.)

### Total Waste Generated (Japan)



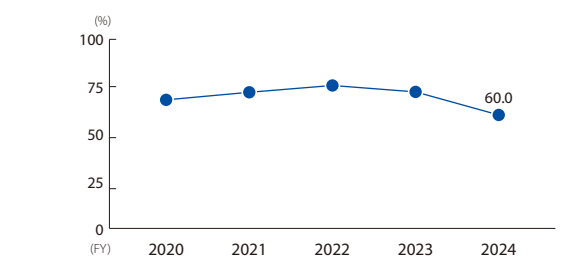
The results for FY2024 exceeded those of the previous fiscal year. We are committed to reducing the amount of waste generated and promoting recovery and recycling.

### Number of Employees Who Have Acquired Shorter Working Hours for Childcare



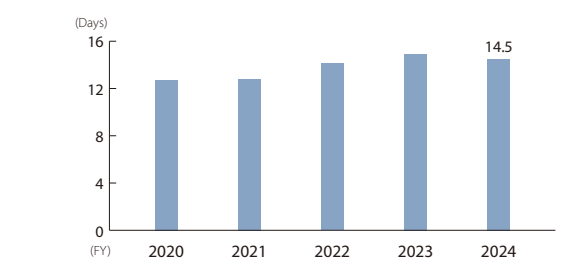
Gunze's system of short working hours for children is available to employees who are raising a child up to the end of March of the third year of elementary school. The system was utilized by 64 employees in FY2024.

### Reemployment Rate after Retirement



Although the reemployment rate has remained high since its introduction, a variety of options are gradually becoming available for those who have reached the age of 60.

### Average Number of Days of Annual Leave Taken



The number of days of annual leave taken, which the Group promotes as part of its efforts to establish an organizational culture, remained at the same level as the previous year at 14.5 days.

Consolidated Eleven-Year Financial and Non-financial Summary (As of March 31, 2025)

	FY2014	FY2015	FY2016	FY2017	FY2018		FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Year-on-year
Results for the year													
Net sales (Millions of yen)	141,172	138,324	136,579	140,521	140,706		140,311	123,649	124,314	136,030	132,885	137,117	3.2%
Operating income (Millions of yen)	3,084	3,662	4,206	6,239	6,690		6,746	4,673	4,880	5,812	6,777	7,921	16.9%
Profit attributable to owners of parent (Millions of yen)	3,215	-1,201	3,102	3,486	4,087		4,387	2,147	2,939	4,501	5,109	6,279	22.9%
Financial position at year-end													
Total assets (Millions of yen)	175,331	169,749	169,460	171,273	169,632		166,633	159,629	158,216	165,927	161,971	159,677	-1.4%
Interest-bearing debt (Millions of yen)	29,546	31,407	28,469	28,374	26,242		25,067	17,613	11,029	15,426	9,004	8,960	-0.5%
Shareholders' equity (Millions of yen)	115,643	105,158	108,153	111,141	109,506		107,566	113,554	112,903	115,757	118,642	119,074	0.4%
Equity ratio (%)	66.0	61.9	63.8	64.9	64.6		64.6	71.1	71.4	69.8	73.2	74.6	-
Cash flows													
Net cash provided by (used in) operating activities (Millions of yen)	9,512	11,775	13,832	9,007	11,491		13,688	8,595	9,155	1,794	10,409	11,572	-
Net cash provided by (used in) investing activities (Millions of yen)	-9,240	-12,046	-7,834	-5,954	-7,373		-8,262	1,169	6,806	-5,920	-190	-7,485	-
Free cash flows (Millions of yen)	272	-271	5,998	3,053	4,118		5,426	9,764	15,961	-4,126	10,219	4,087	-
Net cash provided by (used in) financing activities (Millions of yen)	1,726	-1,274	-4,116	-1,783	-5,483		-4,886	-9,335	-12,358	1,007	-11,347	-5,184	-
Management indicators													
ROA (%)	2.9	0.5	2.8	3.8	4.2		4.1	3.1	3.4	3.7	4.1	5.1	-
ROE (%)	2.8	-1.1	2.9	3.2	3.7		4.0	1.9	2.6	3.9	4.4	5.3	-
Per share information*1													
Net income (loss) (Yen)	83.90	-	82.97	94.65	112.80		122.50	60.47	84.46	130.69	150.55	189.70	-
Total net assets (Yen)	3,019.36	2,812.12	2,892.42	3,042.23	3,029.53		3,030.55	3,209.81	3,267.71	3,394.89	3,556.36	3,667.20	-
Dividends (Yen)	37.5	42.5	37.5	45.0	55.0		57.5	57.5	70.0	73.5	76.5	195.0	-
Payout ratio (%)	44.7	-	45.2	47.5	48.8		46.9	95.1	82.9	56.2	50.8	102.8	-
Others													
Capital investments (Millions of yen)	6,005	8,586	9,739	5,536	7,346		5,380	7,845	5,947	9,597	9,147	7,538	-
Depreciation (Millions of yen)	6,830	6,604	6,862	6,528	6,650		6,502	6,289	6,191	5,894	6,208	6,822	-
R&D expenses (Millions of yen)	3,346	3,135	3,074	3,000	2,824		2,953	2,752	2,576	2,501	2,471	2,445	-
Number of employees (consolidated)	7,354	6,858	7,038	6,754	6,607		6,185	5,808	5,692	5,214	4,883	4,339	-
Number of employees (non-consolidated)	1,889	1,842	1,833	1,757	1,703		1,743	1,718	1,662	1,553	1,449	1,401	-
Segment information (Operating segments)													
Net sales	Functional solutions (Millions of yen)	59,689	56,171	50,195	50,828	53,234	56,361	49,673	56,138	49,555	48,975	52,204	6.6%
	Medical*2 (Millions of yen)	-	-	-	-	-	-	-	-	10,957	11,697	12,949	10.7%
	Apparel (Millions of yen)	67,635	68,164	71,629	74,012	72,609	69,491	62,640	57,197	60,986	60,114	60,782	1.1%
	Lifestyle creations (Millions of yen)	14,537	14,635	15,168	16,122	15,285	14,945	11,976	11,576	15,327	12,826	12,005	-6.4%
Segment profit	Functional solutions (Millions of yen)	3,393	3,440	3,468	5,381	6,160	6,120	4,852	8,032	6,835	6,028	7,205	19.5%
	Medical*2 (Millions of yen)	-	-	-	-	-	-	-	-	2,082	1,991	2,430	22.0%
	Apparel (Millions of yen)	1,491	2,232	2,505	2,628	2,507	2,743	2,306	-557	-222	1,465	753	-48.6%
	Lifestyle creations (Millions of yen)	1,257	1,221	1,322	1,386	1,241	1,187	482	453	705	833	988	18.7%
Environmental responsiveness													
Total waste generated (Japan) (tons)	8,855	8,026	7,261	7,633	8,431		7,692	7,526	6,787	7,553	6,713	7,311	-
Corporate culture creation													
Employment rate of people with disabilities (%)	2.39	2.28	2.23	2.05	2.40		2.10	2.23	2.07	2.20	2.46	2.77	-
Average length of service (years)	20.3	20.3	20.0	20.5	20.4		20.1	20.2	20.2	19.8	20.0	19.9	-
Number of occupational accidents (incidents)	25	34	26	39	28		42	29	37	32	31	34	-
Single fiscal year job turnover*3 (%)	6	8	7	8	7		5	5	7	12	8	8	-

\*1 On October 1, 2017, the Company conducted a reverse stock split of 1 share for every 10 shares, and on April 1, 2025, it conducted a stock split of 2 shares for every 1 common share. However, the per-share information reflects figures that have been retroactively adjusted to reflect the effects of the reverse stock split and stock split.

\*2 The medical materials field, which was included in the functional solutions segment, was split off as the independent medical segment from FY2023.  
\*3 Job turnover includes retirees. In addition, FY2022 includes transferees due to business transfers.

Company Profile and Stock Information

(As of March 31, 2025)

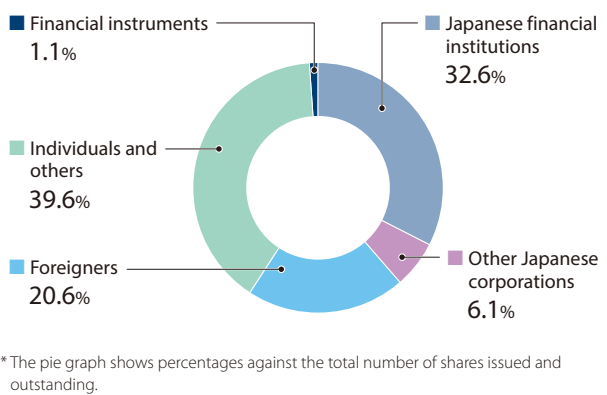
Company Profile

Company Name	GUNZE LIMITED
Office	<div>• Osaka Head Office: Herbis Osaka Office Tower, 2-5-25, Umeda, Kita-ku, Osaka 530-0001, Japan TEL: 81(6) 6348-1313</div> <div>• Registered Head Office: 1 Zeze, Aono-cho, Ayabe, Kyoto 623-8511, Japan</div> <div>• Tokyo Office: TOKYO SHIODOME BUILDING, 1-9-1 Higashi-Shimbashi, Minato-ku, Tokyo 105-7315, Japan TEL: 81(3) 4485-0000</div>
Date Established	August 10, 1896
Paid-in Capital	26.1 billion yen
Main Businesses	<div>• Functional Solutions</div> <div>• Medical</div> <div>• Apparel</div> <div>• Lifestyle Creations</div>
Gunze Group Organization	53 companies (including Gunze and affiliates)
Number of Employees	Gunze Limited (non-consolidated) : 1,401    Gunze Group (consolidated) : 4,339
Main Banks	MUFG Bank, Ltd., Mizuho Bank, Ltd., Bank of Kyoto, Ltd.

Stock Information

Closing Data	March 31
Ordinary General Meeting of Shareholders	June
Total number of authorized shares	50,000,000
Number of shares issued and outstanding	17,293,516
Number of shareholders	27,029
Stock listings	Tokyo Stock Exchange Prime Market (Securities Code 3002)
Number of shares per trading unit	100
Accounting Auditor	Kyoritsu Audit Corporation

Breakdown of Shares by Shareholder Category



Major Shareholders (top 10)

Shareholders	Number of shares held (thousand issues)	Shareholding ratio (%)
The Master Trust Bank of Japan, Ltd.	2,603	16.04
Custody Bank of Japan, Ltd.	1,702	10.48
The Bank of Kyoto, Ltd.	500	3.08
Gunze Group Employee Stock Ownership Plan	492	3.03
DFA INTL SMALL CAP VALUE PORTFOLIO	310	1.91
GSI Creos Corporation	271	1.67
STATE STREET BANK AND TRUST COMPANY 505001	230	1.42
JP MORGAN CHASE BANK 385781	214	1.32
Sompo Japan Insurance Inc.	199	1.23
STATE STREET BANK WEST CLIENT - TREATY 505234	174	1.07

1. Held shares are rounded down to the nearest thousand.

2. Gunze holds 613 thousand treasury shares, but is not included in the above list of major shareholders. Moreover, the shareholding ratio is calculated using 16.680 million shares, which do not include treasury shares, as the denominator.

3. Gunze conducted a 2-for-1 stock split effective April 1, 2025. The total number of authorized shares, total number of shares issued, and number of shares held are stated based on the number of shares prior to the stock split.

Business Locations



About the GUNZE Integrated Report 2025

In order to provide stakeholders with a useful communication tool, the Gunze Group has continued to publish an integrated report since 2018 outlining in part its efforts to create value over the medium to long term. The eighth issue of the Gunze Integrated Report 2025 provides a detailed explanation of the value creation scheme from the perspective of six types of management capital. In addition, the strategies of the Medium-term Management Plan VISION 2030 stage2, which starts this fiscal year, have also been examined in depth from the same perspective.

With the Corporate Communication Department playing a central role in the editing function, the GUNZE Integrated Report 2025 was prepared in collaboration with related departments. As head of the Corporate Communication Department, I attest to the legitimacy of the report's production process and the accuracy of the information contained herein. I hope that the GUNZE Integrated Report 2025 will help our many and varied stakeholders better understand the Group's efforts to achieve sustainable growth in concert with a sustainable society. Moving forward, we will continue to disclose information in an appropriate manner.

Junko Nakashima

Corporate Officer, General Manager, Corporate Communications