

## ALTEN Japan Co. LTD – Consulting service operational information

The following information is disclosed in accordance with Article 23, paragraph 5 of the Act on Securing the Proper Operation of Worker Dispatching Undertakings and Protection of Dispatched Workers.

### 1 . Employee numbers as of 2025, June 1<sup>st</sup>

Ibaraki HQ	97 Employees
Iwaki Office	60 Employees
Mito Office	58 Employees
Kitaibaraki Office	23 Employees
Tokyo Office	71 Employees
Sendai Office	71 Employees
Tsuchiura Office	49 Employees
Oyama Office	0 Employees
Takasaki Office	27 Employees
Kashiwa Office	36 Employees
Utsunomiya Office	61 Employees
Koriyama Office	20 Employees
Niigata Office	7 Employees
Tokyo HQ	138 Employees
Nagoya Office	62 Employees
Yokohama Office	55 Employees
Sendai Office	140 Employees

### 2 . Number of consulting locations

Ibaraki HQ	23 Consulting Location
Iwaki Office	10 Consulting Location
Mito Office	12 Consulting Location
Kitaibaraki Office	7 Consulting Location
Tokyo Office	41 Consulting Location
Sendai Office	18 Consulting Location
Tsuchiura Office	11 Consulting Location
Oyama Office	0 Consulting Location

Takasaki Office	5 Consulting Location
Kashiwa Office	12 Consulting Location
Utsunomiya Office	10 Consulting Location
Koriyama Office	6 Consulting Location
Niigata	3 Consulting Location
Tokyo HQ	88 Consulting Location
Nagoya Office	62 Consulting Location
Yokohama Office	25 Consulting Location
Sendai Office	41 Consulting Location

### 3. Daily fees average for consulting – 8 hours per day

Ibaraki HQ	32,964 Yen
Iwaki Office	33,095 Yen
Mito Office	31,330 Yen
Kitaibaraki Office	35,032 Yen
Tokyo Office	30,531 Yen
Sendai Office	29,360 Yen
Tsuchiura Office	33,466 Yen
Oyama Office	- Yen
Takasaki Office	33,129 Yen
Kashiwa Office	30,398 Yen
Utsunomiya Office	28,025 Yen
Koriyama Office	34,355 Yen
Niigata Office	26,886 Yen
Tokyo HQ	28,550 Yen
Nagoya Office	28,993 Yen
Yokohama Office	27,869 Yen
Sendai Office	27,362 Yen

### 4. Daily fees average for temporary workers – 8 hours per day

Ibaraki HQ	14,818 Yen
Iwaki Office	15,198 Yen
Mito Office	15,064 Yen
Kitaibaraki Office	14,587 Yen
Tokyo Office	16,958 Yen

Sendai Office	14,461 Yen
Tsuchiura Office	16,127 Yen
Oyama Office	- Yen
Takasaki Office	14,659 Yen
Kashiwa Office	15,632 Yen
Utsunomiya Office	14,339 Yen
Koriyama Office	13,668 Yen
Niigata Office	13,948 Yen
Tokyo HQ	17,223 Yen
Nagoya Office	16,187 Yen
Yokohama Office	16,035 Yen
Sendai Office	15,617 Yen

## 5. Margin ratio

Ibaraki HQ	55.1%
Iwaki Office	54.1%
Mito Office	51.9%
Kitaibaraki Office	58.4%
Tokyo Office	44.5%
Sendai Office	50.8 %
Tsuchiura Office	51.8%
Oyama Office	- %
Takasaki Office	55.8%
Kashiwa Office	48.6%
Utsunomiya Office	48.8%
Koriyama Office	60.2%
Niigata Office	48.1%
Tokyo HQ	39.7%
Nagoya Office	44.2%
Yokohama Office	42.5%
Sendai Office	42.9%

$$\text{Calculation } \frac{3 - 4}{3} \times 100$$

To enable workers to verify consulting companies' margin rates and training initiatives via the internet and other means, thereby selecting more suitable companies, consulting companies are required to disclose information regarding their margin rates and training initiatives.

Placing fees (the fees paid by the client)	
Wage (Paid by the consulting company)	Margin

The consulting company's margin includes the following costs (non-exhaustive list).

<Examples of included costs>

- Company insurance premiums paid by the consulting company (welfare pension insurance and health insurance)
- Employment and industrial accident insurance premiums paid by consulting company
- Education and training expenses and welfare expenses at the consulting company
- Consultants labor costs
- Operating Profit

## 6. Career path for consultants

- Business manners training for the new graduates
- Online training system
- Training system for each department's training
- Qualifications support system

## 7. Additional information related to the consultants

- Full social insurance (Employment insurance, labor insurance, health insurance, nursing insurance, welfare pension insurance )
- Annual paid leave, special leave, congratulatory or condolence leave, childcare
- Dormitory, company housing system

## 8. Scope of application

- Scope of employees Professional • Technical occupations
- Written agreement validity termination 2026.03.31

