

# ANNUAL REPORT 2024

Fiscal year ended May 31, 2024

Turning encounters into innovation



**sansan**

# Our Philosophy

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## Mission

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### Turning encounters into innovation

Our world is built on encounters; they are the very basis of society.  
People encounter people. Companies encounter companies.

We believe these connections bring innovation,  
which in turn leads to new ways of working and doing business.

By developing innovative products,  
we change how people and companies value their encounters,  
and even change how those encounters take place.

## Vision

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### Become business infrastructure

Transport networks, electrical grids, the internet.  
These are some of the roads of society.

We believe another road is possible.  
A new form of infrastructure for the business world.

This road connects people with people, companies with companies,  
and turns everyday business into innovation.

We aim to be that new road, that business infrastructure.

## Values

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Face your mission and love your work  
Lead the customer  
Anticipate the experience  
Make decisions with determination and intent  
Find a faster way  
Leverage all strengths  
Appreciate and be inspired  
Don't fear change, and challenge yourself

## Premise

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Balancing security and convenience



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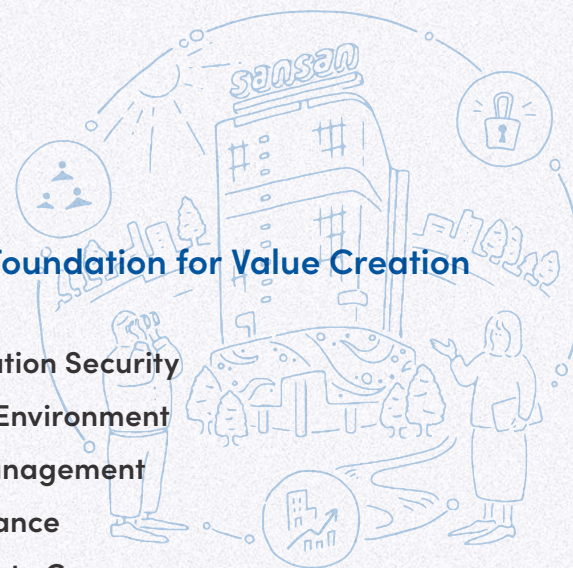
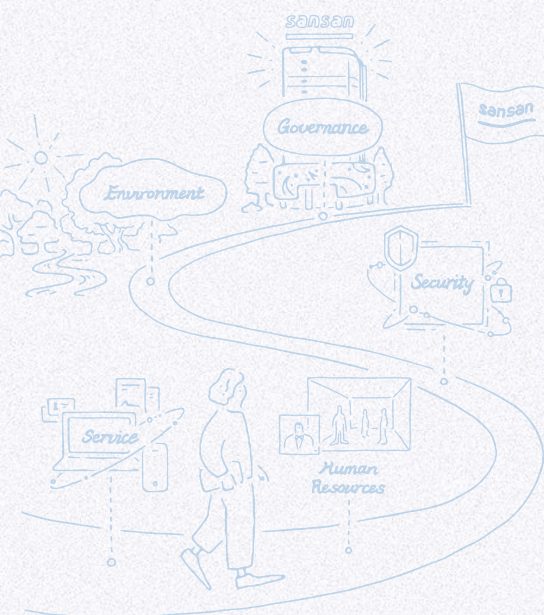
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# Editorial Policy

Reporting period | FY2023 (June 1, 2023 to May 31, 2024)

Organization scope | Sansan, Inc. and group companies

## Key Points of the Annual Report 2024

In our 2024 report, we have strengthened both quantitative and qualitative disclosure with a focus on a medium-to-long-term perspective to more concretely communicate the future vision our group aims to achieve. We have also sought to clearly explain how our sustainability initiatives are linked to strengthening corporate value and driving business growth. Also, while we had previously enhanced the directors' messages to convey the culture and spirit of the company,

we have now also incorporated more employee, we have incorporated more employee insights to provide authentic explanations.

The cover illustration outlines the current outlook and initiatives we are undertaking as we enter a new phase. It shows how we look ahead to achieving our vision, debate our purpose, and evolve our solutions, and the employees who engage with this corporate culture.

## » Past Annual Reports



### □ Annual Report 2020

Our first annual report aimed to concisely communicate information including our company overview, strategies, and management foundation.



### □ Annual Report 2021

Our second annual report focused on enhancing non-financial information, covering sustainability policies and ESG initiatives.



### □ Annual Report 2022

Our third annual report emphasized including more direct voices through messages from people inside and outside the company to better communicate our value creation narrative.



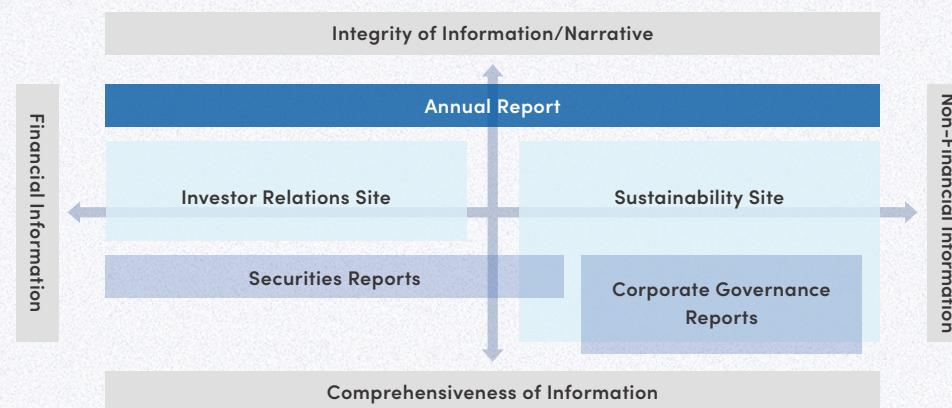
### □ Annual Report 2023

Our fourth annual report structured the information around our material issues (priority issues), using long-term, medium-term, and short-term timelines to provide a deeper understanding of our value creation activities.

## » Reference Guidelines

- International Integrated Reporting Framework (IIRF)
- Task Force on Climate-related Financial Disclosures (TCFD) Recommendations
- Global Reporting Initiative (GRI) Standards
- SDG Compass
- Guidance for Collaborative Value Creation
- Sustainability Accounting Standards Board (SASB) Standards
- World Intellectual Capital/Assets Initiative (WICI) Resources

## » Information Disclosure System



▼ Please refer to the Investor Relations Site.

<https://ir.corp-sansan.com/en/ir.html>

▼ Please refer to the Sustainability Site.

<https://www.corp-sansan.com/sustainability>

## » Disclaimer Regarding Forward-Looking Statements

This report may contain future assumptions, prospects, and forecasts based on plans. These forward-looking statements are based on the information available at the time of the report's preparation and on certain assumptions we accept as reasonable. Sansan, Inc. (the "Company") does not promise to achieve these. Major differences may occur between the forecast and the actual performance, including changes in economic conditions, consumer needs, and user preferences;

competition with other companies; changes in laws, regulations, and the like; and other future factors. Therefore, the actual performance announced may vary depending on these factors. The Company assumes no responsibility for any damage caused through the use of information in this report. Additionally, regarding new information and future events, the Company has no obligation to revise or officially announce revisions to the future prospects in this report.