

Greenhouse Gas Emissions Verification Report

To: S-Pool, Inc.

1. Objective and Scope

Japan Quality Assurance Organization (hereafter “JQA”) was engaged by S-Pool, Inc. (hereafter “the Company”) to provide an independent verification on the “FY2025* GHG emissions inventory report” (hereafter “the Report”). The content of our verification was to express our conclusion, based on our verification procedures, on whether the statement of information regarding the FY2025 GHG emissions in the Report was correctly measured and calculated, in accordance with the calculation rule of GHG emissions and energy consumption prepared by the Company (hereafter “the Rules”). The purpose of the verification is to evaluate the Report objectively and to enhance the credibility of calculation of GHG emissions and energy consumption in the Report.

*The fiscal year 2025 of the Company ended on November 30, 2025.

2. Procedures Performed

JQA conducted verification in accordance with “ISO 14064-3”. The scope of this verification assignment covers energy-derived CO2 emissions from Scope 1 & 2, energy consumption and Scope3 (category1, 2, 3, 4, 5, 6 and 7) GHG emissions. The verification was conducted to a limited level of assurance and quantitative materiality was set at 5 percent of the total emissions in the Report. The organizational boundaries of this verification include S-Pool, Inc., S-Pool Human Solutions, Inc., S-Pool Plus, Inc., S-Pool Logistics, Inc., S-Pool Sales Support, Inc., S-Pool Link, Inc., S-Pool Blue Dot Green, Inc., S-Pool Glocal, Inc., S-Pool Bridge, Inc. and CyberCrew, Inc., a total of 10 companies.

Our verification procedures included:

- Confirming integrated functions and the Rules for overall Monitoring and Calculation system and its controls, prior to the on-site assessment.
- Holding on-site verification for Scope 1 & 2, at the Company’s four sampling sites: Sapporo TEC Center of S-Pool, Inc., Social Farm Work Happiness Farm Plus Yokohama of S-Pool Plus, Inc., Head office of S-Pool Plus, Inc. (including S-Pool Blue Dot Green, Inc.), Nichinan entry center of S-Pool Link, Inc. The location of sampling sites for on-site assessment was selected by the Company.
- On-site assessment to check the Report boundaries, monitoring points, monitoring and calculation system and activity data.
- For Scope 3, confirming integrated functions and the Rules, and checking calculation scenario and allocation method; monitoring and calculation system; and GHG emission data against evidence.

3. Conclusion

Based on the procedures described above, nothing has come to our attention that caused us to believe that the information regarding the Company’s GHG emissions and energy consumption in the Report is not materially correct, or has not been prepared in accordance with the Rules.

4. Consideration

The Company was responsible for preparing the Report, and JQA’s responsibility was to conduct verification of GHG emissions and energy consumption in the Report only. There is no conflict of interest between the Company and JQA.



Sumio Asada, Executive Board Director

For and on behalf of Japan Quality Assurance Organization

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August 21, 2026