

Personnel and Labor Data (Non-Consolidated)

Item	Classification	Unit	FY2018			FY2019			FY2020			FY2021			FY2022		
			Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Number of employees	Permanent full-time employee	person	1,077	806	271	1,169	853	316	1,240	875	365	1,248	867	381	1,234	845	389
		%	-	74.8	25.2	-	73	27	-	70.6	29.4	-	69.5	30.5	-	68.5	31.5
	Contract employee	person	2,268	972	1,296	2,364	1,016	1,348	2,410	993	1,417	2,424	1,002	1,422	2,441	980	1,461
		%	-	42.9	57.1	-	43	57	-	41.2	58.8	-	41.3	58.7	-	40.1	59.9
	Part-time worker	person	13,734	2,645	11,089	14,721	2,711	12,010	14,167	2,588	11,579	13,160	2,323	10,837	12,145	2,136	10,009
		%	-	19.3	80.7	-	18.4	81.6	-	18.3	81.7	-	17.7	82.3	-	17.6	82.4
	Temporary worker	person	1,734	305	1,429	1,590	247	1,343	1,376	198	1,178	1,272	184	1,088	1,182	179	1,003
		%	-	17.6	82.4	-	15.5	84.5	-	14.4	85.6	-	14.5	85.5	-	15.1	84.9
Average years of service	Permanent full-time	-	8years 1month	8years 3months	7years 3months	7years 9months	8years 4months	6years 5months	8years 2months	8years 9months	6years 3months	8years 9months	9years 7months	6years 1month	9years 3months	10years 3months	7years 1month
Average age	Permanent full-time employee	age	40.4	41	38.7	39.8	40.7	37.4	39.7	41	36.7	40.2	41.7	37.1	40.7	42.3	37.2
Average annual wage	Permanent full-time employee	JPY	5,728,425	-	-	5,503,451	-	-	5,654,046	-	-	5,675,281	-	-	5,668,120	-	-
Manager (Section Head or above)	Permanent full-time employee	person	118	108	10	118	105	13	133	117	16	144	125	19	147	130	17
		%	-	91.5	8.5	-	89	11	-	88	12	-	86.8	13.2	-	88.4	11.6
Manager (Department Head or above)	Permanent full-time employee	person	43	39	4	38	34	4	40	34	6	53	47	6	52	47	5
		%	-	90.7	9.3	-	89.5	10.5	-	85	15	-	88.7	11.3	-	90.4	9.6
Directors	Permanent full-time employee	person	14	13	1	12	10	2	10	8	2	12	10	2	12	10	2
		%	-	92.9	7.1	-	83.3	16.7	-	80	20	-	83.3	16.7	-	83.3	16.7
New-graduate hire	Permanent full-time employee	person	16	6	10	26	12	14	24	9	15	33	14	19	27	10	17
		%	-	37.5	62.5	-	46.2	53.8	-	37.5	62.5	-	42.4	57.6	-	37.0	63.0
Ratio of applicants to new hires	Permanent full-time employee	time	12.1	17.1	9	6.8	8	5.9	3.2	3.4	3.1	4	3.9	4	10.4	14.4	7.7
Mid-career hires	Permanent full-time employee	person	59	39	20	86	54	32	74	35	39	24	13	11	50	23	27
		%	-	66.1	33.9	-	62.8	37.2	-	47.3	52.7	-	54.2	45.8	-	46.0	54.0
Ratio of applicants to mid-career hires	Permanent full-time employee	time	20.3	22.9	16.2	19.7	22	16.1	41.9	58.8	29.4	27.6	32.9	21.5	35.1	55.3	20.2
Rate of Mid-career recruitment	Permanent full-time employee	%	88	-	-	84	-	-	80	-	-	50	-	-	70	-	-
Change of occupation or type of employment	-	person	63	46	17	65	47	18	31	23	8	16	11	5	71	50	21
		%	-	73	27	-	72.3	27.7	-	74.2	25.8	-	68.8	31.2	-	70.4	29.6
Number of resignations	Permanent full-time employee	person	59	46	13	67	50	17	56	43	13	72	55	17	86	47	39
		%	-	78	22	-	74.6	25.4	-	76.8	23.2	-	76.4	23.6	-	54.7	45.3
Average overtime hours per month	Permanent full-time employee	hour	29.7	-	-	28	-	-	26.9	-	-	26.2	-	-	25.3	-	-
Days of annual paid leave taken	Permanent full-time employee	day	-	-	-	-	-	-	13	-	-	14.7	-	-	15.6	-	-
Rate of annual paid leave taken	Permanent full-time employee	%	63.8	-	-	65	-	-	70.7	-	-	78.4	-	-	82.8	-	-
Employees of childcare leave taken	Permanent full-time employee	person	12	1	11	27	20	7	27	19	8	32	21	11	30	18	12
		%	-	8.3	91.7	-	74.1	25.9	-	70.4	29.6	-	65.6	34.4	-	60	40
Rate of childcare leave taken	Permanent full-time employee	%	-	3.6	100	-	60.6	100	-	52.8	100	-	75	91.7	-	81.8	109.1
Fatality from industrial accident	Permanent full-time employee	person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0
	Contract employee	person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0
	Part-time worker	person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0
	Temporary worker	person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0
Injuries from industrial accident	Permanent full-time employee	person	-	-	-	0	0	0	1	0	1	1	1	0	0	0	0
		%	-	-	-	-	0	0	-	0	100	-	100	0	-	0	0
	Contract employee	person	-	-	-	0	0	0	0	0	0	1	0	1	1	0	1
		%	-	-	-	-	0	0	-	0	0	-	0	100	-	0	100
	Part-time worker	person	-	-	-	9	1	8	4	0	4	5	1	4	4	0	4
		%	-	-	-	-	11.1	88.9	-	0	100	-	20	80	-	0	100
	Temporary worker	person	-	-	-	1	0	1	3	0	3	0	0	0	1	0	1
		%	-	-	-	-	0	100	-	0	100	-	0	0	-	0	100

Employment of people with disabilities(*1)	Actual number of people employed	person	256	-	-	268	-	-	283	-	-	286	-	-	293	-	-
	Number of employee with disabilities (*2)	person	439	-	-	449	-	-	461	-	-	465.5	-	-	478.5	-	-
	Real employment rate	%	3	-	-	3	-	-	3.2	-	-	3.3	-	-	3.3	-	-
Number of reemployment after retirement	Permanent full-time employee	person	2	-	-	6	-	-	6	-	-	3	2	1	15	12	3
		%	-	-	-	-	-	-	-	-	-	-	66.7	33.3	-	80	20
Rate of reemployment after retirement	Permanent full-time employee	%	50	-	-	100.0	-	-	85.7	-	-	100	-	-	100	-	-
Examination rate of stress questionnaire	(*3)	%	-	-	-	85.7	-	-	91.2	-	-	87.4	-	-	77.4	-	-
Consultation rate of health checkup	(*4)	%	-	-	-	85.2	-	-	92.6	-	-	91	-	-	96.5	-	-
Wage differences between male and female employees	Regular employee (*5)	%	-	-	-	-	-	-	-	-	-	-	-	-	69.9	-	-
	Non-regular employee(*5)	%	-	-	-	-	-	-	-	-	-	-	-	-	89.0	-	-
	All employees(*5)	%	-	-	-	-	-	-	-	-	-	-	-	-	73.2	-	-

(*1)Domestic group companies

(*2)Based on legally-prescribed calculation formula

(*3)Direct employees of the company

(*4)Social insurance subscriber

(*5)The number of employees is calculated based on prescribed working hours.