

Various data

Employee status

Item	Scope	Breakdown	Units	Fiscal 2021	Fiscal 2022	Fiscal 2023
Number of employees *1	Consolidated *2	Overall	People	4,261	4,206	4,180
		Male	People	3,619	3,543	3,516
		Female	People	642	663	664
		Percentage of females	%	15.1	15.8	15.9
	Non-consolidated	Overall	People	3,719	3,674	3,643
		Male	People	3,206	3,145	3,115
		Female	People	513	529	528
		Percentage of females	%	13.8	14.4	14.5
Average age	Non-consolidated	Overall	Years	39.7	40.5	41.0
		Male	Years	40.8	41.5	42.1
		Female	Years	33.7	34.4	35.1
Average length of service	Non-consolidated	Overall	Years	15.7	16.4	16.9
		Male	Years	16.7	17.4	17.9
		Female	Years	10.0	10.7	11.2
Number of recruits(new graduates)	Non-consolidated	Overall	People	85	77	87
		Male	People	56	45	65
		Female	People	29	32	22
Number of recruits (mid-career)	Non-consolidated	Overall	People	53	41	63
		Male	People	44	32	44
		Female	People	9	9	19
Ratio of women in managerial positions	Non-consolidated	–	%	1.5	1.8	2.0
Non-regular employee ratio	Consolidated *2	Overall	%	15.6	15.1	13.9
	Non-consolidated	Overall	%	16.3	15.6	14.2
Turnover rate (at own convenience)	Consolidated *2	Overall	%	–	3.6	4.2
	Non-consolidated	Overall	%	3.9	3.4	3.8
Hiring people with disabilities rate *3	Consolidated *2	Overall	%	–	2.19	2.29
	Non-consolidated	Overall	%	2.28	2.24	2.32

Diverse work styles

Item	Scope	Breakdown	Units	Fiscal 2021	Fiscal 2022	Fiscal 2023
Average days of annual paid leave taken	Non-consolidated	Overall	Days	10.6	11.2	11.7
Percentage of annual paid leave taken	Non-consolidated	Overall	%	58.4	60.7	63.0
Number of users of childcare leave system	Non-consolidated	Overall	People	36	39	53
		Male	People	7	23	27
		Female	People	29	16	26
Rate of employees taking childcare leave	Non-consolidated	Male	%	5.0	15.0	23.5
		Female	%	100	100	100

Human resource development

Item	Scope	Breakdown	Units	Fiscal 2021	Fiscal 2022	Fiscal 2023
Education and training time (total time) *4	Consolidated *2	Overall	Hours	–	29,960	31,580
	Non-consolidated	Overall	Hours	–	29,031	30,126
Education and training time (per person) *4	Consolidated *2	Overall	Hours	–	6.4	6.8
	Non-consolidated	Overall	Hours	–	7.1	7.5

(Notes) *1 The number of employees is as of the end of each fiscal year. The number of employees does not include non-regular employees.

*2 The Company and its domestic and overseas consolidated subsidiaries.

*3 The consolidated figures include consolidated subsidiaries that are required to submit reports on the employment status of people with disabilities.

*4 Including non-regular employees (excluding temporary employees).