

Social Issues

【Employee Data】

INDEX	UNITS	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees	person	314	315	310	317	316
women	person	85	85	88	95	99
(%)	%	27.1%	27.0%	28.4%	30.0%	31.3%
foreigners	person	0	0	3	3	5
(%)	%	0.0%	0.0%	1.0%	0.9%	1.6%
New graduate and mid-career hires (number)	person	34	21	25	32	25
women	person	12	8	12	12	10
(%)	%	35.3%	38.1%	48.0%	37.5%	40.0%
foreigners	person	0	0	2	0	3
(%)	%	0.0%	0.0%	8.0%	0.0%	12.0%
Managers (number of people) (including directors) (※ 2)	person	55	58	62	58	66
women	person	2	2	4	4	4
(%)	%	3.6%	3.4%	6.5%	6.9%	6.1%
mid-career hires	person	24	23	27	24	24
(%)	%	43.6%	39.7%	43.5%	41.4%	36.4%
foreigners	person	0	0	0	0	0
(%)	%	0.0%	0.0%	0.0%	0.0%	0.0%
Percentage of woman employees in career-track and professional positions (not including managers) (※ 2)	%	4.4%	5.1%	7.8%	7.3%	10.8%
Percentage of woman employees among employees at assistant manager level (including general staffs) (※ 2)	%	20.0%	20.7%	24.1%	28.3%	30.9%
Employment rate for persons with disabilities	%	1.1%	1.1%	1.4%	1.7%	0.9%
Turnover	%	5.3%	6.9%	5.3%	6.2%	6.1%
Length of service	year	9.8	10.7	11.3	11.4	11.8
Average annual income (by job category) (※ 1)	yen	5,577,070	5,231,335	5,161,991	5,245,365	5,521,609
management, career-track and professional track employees	yen	6,515,988	6,273,478	6,173,558	6,275,513	6,653,448
employees other than above	yen	4,154,469	3,712,589	3,738,802	3,801,225	3,969,807

※Non-consolidated

- (※ 1) From fiscal 2022, the average annual salary, which was previously calculated based on the taxable amount including bonuses and non-standard wages, will be changed to the total amount of wages with bonuses and non-standard wages (excluding commuting expenses) based on the "method for calculating the wage difference between men and women stipulated on the Act on the Promotion of Women's Active Engagement in Professional Life."
- (※ 2) The scope of aggregation has been changed in line with the "Corporate Governance Code Initiatives " revised in December 2023, and the revisions have been retroactive to fiscal 2018.

【Other Data】

INDEX	UNITS	FY2018	FY2019	FY2020	FY2021	FY2022
Occupational accidents (number of days)	day	3	5	2	4	2
Occupational accidents (frequency)	%	0.0%	0.0%	0.0%	0.0%	0.0%
Average days of paid leave taken	day	9.14	12.15	12.27	11.95	13.15
Number of employees taking childcare leave	person	3	4	5	5	7
men (※ 1)	person	1	0	0	0	1
(%)	%	10.0%	0.0%	0.0%	0.0%	20.0%
women	person	2	4	5	5	6
(%)	%	100.0%	100.0%	100.0%	100.0%	100.0%
Number of employees taking nursing care leave	person	0	1	0	1	0
Stress Check Index (※2)	—	102	102	104	99	98
Employee Satisfaction Index	%	37.5%	44.4%	42.8%	60.9%	62.6%
Regular health check-up rate	%	100.0%	100.0%	100.0%	100.0%	100.0%
Number of technology and skills training held	times		6	8	8	8
Number of participants in technology and skills training (※3)	person		57	169	135	94
Number of individuals acquiring new qualifications (※3)	person		14	29	68	54

※Non-consolidated

- (※ 1) From fiscal 2022, the number of male employees who took childcare leave, which had been disclosed as the number of male employees who had a child-care relevant leave, will change to the number of employees taking childcare leave/childbirth leave, which is consistent with the “General Employer Action Plan” based on the Act on Advancement of Measures to Support Raising Next-Generation Children, we have retroactively revised the figures for fiscal 2018 and beyond.
- (※2) The stress check index is an indicator of "comprehensive health risk" established by the Ministry of Health, Labor and Welfare. The national average is set at 100. The higher index (above 100) indicates the higher risk that the working environment is having a negative impact on workers' health.
- (※3) Total number of people

Reference data [Consolidated employee data (excerpt)]

INDEX	UNITS	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees	person			3,186	3,075	2,928
women	person			2,266	2,180	2,026
(%)	%			71.0%	71.0%	69.2%
Managers (number of people) (※ 1)	person			192	208	208
women	person			41	45	44
(%)	%			21.4%	21.6%	21.2%
foreigners	person			83	85	73
(%)	%			47.0%	47.0%	35.1%

(※ 2) The scope of aggregation has been changed in line with the "Corporate Governance Code Initiatives " revised in December 2023, and the revisions have been retroactive to fiscal 2020.