

## Social Issues

### 【Employee Data】

INDEX	UNITS	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees	person	315	310	317	316	319
women	person	85	88	95	99	98
(%)	%	27.0%	28.4%	30.0%	31.3%	30.7%
foreigners	person	0	3	3	5	4
(%)	%	0.0%	1.0%	0.9%	1.6%	1.3%
New graduate and mid-career hires (number)	person	21	25	32	25	32
women	person	8	12	12	10	7
(%)	%	38.1%	48.0%	37.5%	40.0%	21.9%
foreigners	person	0	2	0	3	0
(%)	%	0.0%	8.0%	0.0%	12.0%	0.0%
Managers (number of people) (including directors)	person	58	62	58	66	68
women	person	2	4	4	4	3
(%)	%	3.4%	6.5%	6.9%	6.1%	4.4%
mid-career hires	person	23	27	24	24	22
(%)	%	39.7%	43.5%	41.4%	36.4%	32.4%
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)	%	5.1%	7.8%	7.3%	10.8%	9.8%
Percentage of woman employees among employees at assistant manager level (including general staffs)	%	20.7%	24.1%	28.3%	30.9%	30.5%
Employment rate for persons with disabilities	%	1.1%	1.4%	1.7%	0.9%	1.2%
Turnover	%	6.9%	5.3%	6.2%	6.1%	6.9%
Length of service	year	10.7	11.3	11.4	11.8	11.4
Average annual income (by job category) (※1)	yen	5,231,335	5,161,991	5,245,365	5,521,609	5,569,422
management, career-track and professional track employees	yen	6,273,478	6,173,558	6,275,513	6,653,448	6,617,365
employees other than above	yen	3,712,589	3,738,802	3,801,225	3,969,807	4,110,583

※Non-consolidated

(※1) The average annual salary is calculated based on the total amount paid (excluding commuting expenses), including bonuses and non-standard wages, in accordance with the "Method for Calculating the Wage Difference between Men and Women Based on the Act on Promotion of Women's Participation and Advancement in the Workplace."

### 【Other Data】

INDEX	UNITS	FY2019	FY2020	FY2021	FY2022	FY2023
Occupational accidents (number of days)	day	5	2	4	2	3
Occupational accidents (frequency)	%	0.0%	0.0%	0.0%	0.0%	0.0%
Average days of paid leave taken	day	12.15	12.27	11.95	13.15	14.00
Number of employees taking childcare leave	person	4	5	5	7	8
men	person	0	0	0	1	2
(%)	%	0.0%	0.0%	0.0%	20.0%	50.0%
women	person	4	5	5	6	6
(%)	%	100.0%	100.0%	100.0%	100.0%	100.0%
Number of employees taking nursing care leave	person	1	0	1	0	0
Stress Check Index (※1)	—	102	104	99	98	99
Employee Satisfaction Index (※2)	%	44.4%	42.8%	60.9%	62.6%	55.1%
Percentage of high-stress employees	%			17.0%	18%	21.2%
Regular health check-up rate	%	100.0%	100.0%	100.0%	100.0%	100.0%
Participation rate of rank-based training	%		96.8%	95.0%	92.0%	95.0%
Participation rate of managerial training	%		82.2%	79.2%	100.0%	100.0%
Number of training sessions related to technology and skills	times	6	8	8	8	8
Number of participants in training related to technology and skills (※3)	person	57	169	135	94	66
Number of newly qualified employees (※3)	person	14	29	68	54	34

※Non-consolidated

(※1) 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.

(※2) The Employee Satisfaction Index is an index of "job satisfaction" based on stress checks (the percentage of "satisfied" or "somewhat satisfied" with work).

(※3) Total number of people

Reference data [Consolidated employee data (excerpt)]

INDEX	UNITS	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees	person		3,186	3,075	2,928	2,830
women	person		2,266	2,180	2,026	1,919
(%)	%		71.0%	71.0%	69.2%	67.8%
Managers (number of people)	person		192	208	208	190
women	person		41	45	44	33
(%)	%		21.4%	21.6%	21.2%	17.4%
foreigners	person		83	85	73	68
(%)	%		47.0%	47.0%	35.1%	35.8%