

■ Society

			FY2019		FY2020		FY2021		FY2022		FY2023		FY2024	
			On 29 February 2020		On 28 February 2021		On 28 February 2022		On 28 February 2023		On 29 February 2024		On 28 February 2025	
			Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Number of employees	Total	Male	306	81.2%	313	80.1%	307	79.9%	306	80.3%	310	80.1%	289	77.7%
		Female	71	18.8%	78	19.9%	77	20.1%	75	19.7%	77	19.9%	83	22.3%
		Subtotal	377	100.0%	391	100.0%	384	100.0%	381	100.0%	387	100.0%	372	100.0%
	Staff ^{#1}	Male	272	82.7%	279	81.1%	280	80.7%	277	82.0%	278	81.0%	259	79.0%
		Female	57	17.3%	65	18.9%	67	19.3%	61	18.0%	65	19.0%	69	21.0%
		Subtotal	329	100.0%	344	100.0%	347	100.0%	338	100.0%	343	100.0%	328	100.0%
		10s	4	1.2%	5	1.5%	4	1.2%	2	0.6%	0	0.0%	0	0.0%
		20s	54	16.4%	50	14.5%	48	13.8%	47	13.9%	50	14.6%	43	13.1%
		30s	95	28.9%	104	30.2%	101	29.1%	92	27.2%	93	27.1%	88	26.8%
		40s	117	35.6%	115	33.4%	113	32.6%	105	31.1%	110	32.1%	108	32.9%
		50s	59	17.9%	69	20.1%	76	21.9%	89	26.3%	88	25.7%	86	26.2%
		60s	0	0.0%	1	0.3%	5	1.4%	3	0.9%	2	0.6%	3	0.9%
		70s	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
		Subtotal	329	100.0%	344	100.0%	347	100.0%	338	100.0%	343	100.0%	328	100.0%
	Contract employees including temporary employees	Male	34	70.8%	34	72.3%	27	73.0%	29	67.4%	32	72.7%	30	68.2%
		Female	14	29.2%	13	27.7%	10	27.0%	14	32.6%	12	27.3%	14	31.8%
		Subtotal	48	100.0%	47	100.0%	37	100.0%	43	100.0%	44	100.0%	44	100.0%
		10s	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
		20s	1	2.1%	2	4.3%	1	2.7%	0	0.0%	2	4.5%	3	6.8%
		30s	5	10.4%	5	10.6%	5	13.5%	5	11.6%	4	9.1%	3	6.8%
		40s	3	6.3%	4	8.5%	3	8.1%	7	16.3%	4	9.1%	3	6.8%
		50s	7	14.6%	4	8.5%	5	13.5%	6	14.0%	6	13.6%	5	11.4%
		60s ^{#2}	30	62.5%	29	61.7%	22	59.5%	22	51.2%	25	56.8%	28	63.6%
		70s	2	4.2%	3	6.4%	1	2.7%	3	7.0%	3	6.8%	2	4.5%
		Subtotal	48	100.0%	47	100.0%	37	100.0%	43	100.0%	44	100.0%	44	100.0%
	Number of directors	Male	9	90.0%	8	88.9%	8	88.9%	8	88.9%	9	90.0%	9	90.0%
		Female	1	10.0%	1	11.1%	1	11.1%	1	11.1%	1	10.0%	1	10.0%
		Subtotal	10	100.0%	9	100.0%	9	100.0%	9	100.0%	10	100.0%	10	100.0%
	Number of managers ^{#3}	Male	82	96.5%	86	94.5%	85	94.4%	78	90.7%	76	90.5%	68	88.3%
		Female	3	3.5%	5	5.5%	5	5.6%	8	9.3%	8	9.5%	9	11.7%
		Subtotal	85	100.0%	91	100.0%	90	100.0%	86	100.0%	84	100.0%	77	100.0%
	New graduate hires (staff/high school graduates and above)	Male	9	90.0%	10	76.9%	8	88.9%	6	85.7%	5	83.3%	1	33.3%
		Female	1	10.0%	3	23.1%	1	11.1%	1	14.3%	1	16.7%	2	66.7%
		Subtotal	10	100.0%	13	100.0%	9	100.0%	7	100.0%	6	100.0%	3	100.0%
	Mid-career hires (staff) ^{#4}	Male	4	100.0%	1	25.0%	5	55.6%	10	83.3%	13	92.9%	4	57.1%
		Female	0	0.0%	3	75.0%	4	44.4%	2	16.7%	1	7.1%	3	42.9%
		Subtotal	4	100.0%	4	100.0%	9	100.0%	12	100.0%	14	100.0%	7	100.0%
	Mid-career hires (contract employees including temporary employees)	Male	5	55.6%	7	77.8%	4	80.0%	7	58.3%	11	100.0%	5	71.4%
		Female	4	44.4%	2	22.2%	1	20.0%	5	41.7%	0	0.0%	2	28.6%
		Subtotal	9	100.0%	9	100.0%	5	100.0%	12	100.0%	11	100.0%	7	100.0%
	Number of employees who left the company (staff) ^{#5}	Male	5	71.4%	7	100.0%	14	87.5%	6	75.0%	14	82.4%	19	90.5%
		Female	2	28.6%	0	0.0%	2	12.5%	2	25.0%	3	17.6%	2	9.5%
		Subtotal	7	100.0%	7	100.0%	16	100.0%	8	100.0%	17	100.0%	21	100.0%
	Number of employees who left the company (contract employees including temporary employees)	Male	4	57.1%	6	85.7%	6	100.0%	4	80.0%	13	92.9%	5	83.3%
		Female	3	42.9%	1	14.3%	0	0.0%	1	20.0%	1	7.1%	1	16.7%
		Subtotal	7	100.0%	7	100.0%	6	100.0%	5	100.0%	14	100.0%	6	100.0%
	Number of foreign employees ^{#6}	Male	3	1.0%	4	1.3%	4	1.3%	5	1.6%	5	1.6%	4	1.4%
		Female	3	4.2%	3	3.8%	3	3.9%	3	4.0%	3	3.9%	3	3.6%
		Subtotal	6	1.6%	7	1.8%	7	1.8%	8	2.1%	8	2.1%	7	1.9%

*1 Number of employees: Excluding employees seconded to domestic and overseas group companies

*2 Staff in their 60s are those who will retire at the end of the fiscal year.

*3 Including professionals

*4 Mid-career hires do not include the first year of rehiring.

*5 The number of employees who left the company does not include those who retired at the mandatory retirement age or expired rehired.

*6 Ratio to total number of employees

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Mid-career hiring ratio ^{#1}	33.0%	32.0%	50.0%	63.0%	75.0%	79.0%
Turnover rate (staff with fewer than 3 years of employment)	3.5%	3.3%	4.3%	4.0%	4.4%	5.4%
Female management occupancy rate	3.5%	5.5%	5.6%	9.3%	9.5%	11.7%
Number of female employees among new graduate hires ^{#2}	10.0%	23.1%	11.1%	14.3%	16.7%	66.7%
Per capita training costs	79,000 yen	59,000 yen	73,000 yen	52,000 yen	51,000 yen	58,000 yen
Rate of taking annual paid leave	67.4%	70.0%	69.2%	73.7%	75.8%	74.7%
Number of childcare leave recipients	Male	1	0	3	5	7
	Female	3	1	1	6	3
	Subtotal	4	1	4	11	9

*1 Ratio of mid-career hires to employees hired during the fiscal year

*2 High school graduates and above