

		FY2019		FY2020		FY2021		FY2022		FY2023		
		On 29 February 2020	On 28 February 2021	On 28 February 2022	On 28 February 2023	On 29 February 2024	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%
		Female	71	18.8%	78	19.9%	77	20.1%	75	19.7%	77	19.9%
		Subtotal	377	100.0%	391	100.0%	384	100.0%	381	100.0%	387	100.0%
	Staff ^{*1}	Male	272	82.7%	279	81.1%	280	80.7%	277	82.0%	278	81.0%
		Female	57	17.3%	65	18.9%	67	19.3%	61	18.0%	65	19.0%
		Subtotal	329	100.0%	344	100.0%	347	100.0%	338	100.0%	343	100.0%
		10s	4	1.2%	5	1.5%	4	1.2%	2	0.6%	0	0.0%
		20s	54	16.4%	50	14.5%	48	13.8%	47	13.9%	50	14.6%
		30s	95	28.9%	104	30.2%	101	29.1%	92	27.2%	93	27.1%
		40s	117	35.6%	115	33.4%	113	32.6%	105	31.1%	110	32.1%
		50s	59	17.9%	69	20.1%	76	21.9%	89	26.3%	88	25.7%
		60s	0	0.0%	1	0.3%	5	1.4%	3	0.9%	2	0.6%
		70s	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%	
	Contract employees including temporary employees	Male	34	70.8%	34	72.3%	27	73.0%	29	67.4%	32	72.7%
		Female	14	29.2%	13	27.7%	10	27.0%	14	32.6%	12	27.3%
		Subtotal	48	100.0%	47	100.0%	37	100.0%	43	100.0%	44	100.0%
		10s	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%
		30s	5	10.4%	5	10.6%	5	13.5%	5	11.6%	4	9.1%
40s		3	6.3%	4	8.5%	3	8.1%	7	16.3%	4	9.1%	
50s		7	14.6%	4	8.5%	5	13.5%	6	14.0%	6	13.6%	
60s ^{*2}		30	62.5%	29	61.7%	22	59.5%	22	51.2%	25	56.8%	
70s		2	4.2%	3	6.4%	1	2.7%	3	7.0%	3	6.8%	
Subtotal	48	100.0%	47	100.0%	37	100.0%	43	100.0%	44	100.0%		
Number of directors		Male	9	90.0%	8	88.9%	8	88.9%	8	88.9%	9	90.0%
		Female	1	10.0%	1	11.1%	1	11.1%	1	11.1%	1	10.0%
		Subtotal	10	100.0%	9	100.0%	9	100.0%	9	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%
		Female	3	3.5%	5	5.5%	5	5.6%	8	9.3%	8	9.5%
		Subtotal	85	100.0%	91	100.0%	90	100.0%	86	100.0%	84	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%
		Female	1	10.0%	3	23.1%	1	11.1%	1	14.3%	1	16.7%
		Subtotal	10	100.0%	13	100.0%	9	100.0%	7	100.0%	6	100.0%
Mid-career hires (staff) ^{*4}		Male	4	100.0%	1	25.0%	5	55.6%	10	83.3%	13	92.9%
		Female	0	0.0%	3	75.0%	4	44.4%	2	16.7%	1	7.1%
		Subtotal	4	100.0%	4	100.0%	9	100.0%	12	100.0%	14	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%
		Female	4	44.4%	2	22.2%	1	20.0%	5	41.7%	0	0.0%
		Subtotal	9	100.0%	9	100.0%	5	100.0%	12	100.0%	11	100.0%
Number of employees who left the the company (staff) ^{*5}		Male	5	71.4%	7	100.0%	14	87.5%	6	75.0%	14	82.4%
		Female	2	28.6%	0	0.0%	2	12.5%	2	25.0%	3	17.6%
		Subtotal	7	100.0%	7	100.0%	16	100.0%	8	100.0%	17	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%
		Female	3	42.9%	1	14.3%	0	0.0%	1	20.0%	1	7.1%
		Subtotal	7	100.0%	7	100.0%	6	100.0%	5	100.0%	14	100.0%
Number of foreign employees ^{*6}		Male	3	1.0%	4	1.3%	4	1.3%	5	1.6%	5	1.6%
		Female	3	4.2%	3	3.8%	3	3.9%	3	4.0%	3	3.9%
		Subtotal	6	1.6%	7	1.8%	7	1.8%	8	2.1%	8	2.1%

*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
Mid-career hiring ratio ^{*1}	33.0%	32.0%	50.0%	63.0%	TBC
Turnover rate (staff with fewer than 3 years of employment)	3.5%	3.3%	4.3%	4.0%	4.4%
Female management occupancy rate	3.5%	5.5%	5.6%	9.3%	9.5%
Number of female employees among new graduate hires ^{*2}	10.0%	23.1%	11.1%	14.3%	16.7%
Per capita training costs	79,000 yen	59,000 yen	73,000 yen	52,000 yen	51,000 yen
Rate of taking annual paid leave	67.4%	70.0%	69.2%	73.7%	75.8%
Number of childcare leave recipients	Male	1	0	2	7
	Female	1	2	1	7
	Subtotal	2	2	3	8

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

*2 High school graduates and above