

Various data

Employee status

Item	Scope	Breakdown	Units	Fiscal 2020	Fiscal 2021	Fiscal 2022
Number of employees *1	Consolidated *2	Overall	People	4,335	4,261	4,206
		Male	People	3,681	3,619	3,543
		Female	People	654	642	663
		Percentage of females	%	15.1	15.1	15.8
	Non-consolidated	Overall	People	3,779	3,719	3,674
		Male	People	3,263	3,206	3,145
		Female	People	516	513	529
		Percentage of females	%	13.7	13.8	14.4
Average age	Non-consolidated	Overall	Years	39.2	39.7	40.5
		Male	Years	40.3	40.8	41.5
		Female	Years	33.2	33.7	34.4
Average length of service	Non-consolidated	Overall	Years	15.3	15.7	16.4
		Male	Years	16.2	16.7	17.4
		Female	Years	9.7	10	10.7
Number of recruits(new graduates)	Non-consolidated	Overall	People	109	85	77
		Male	People	75	56	45
		Female	People	34	29	32
Number of recruits (mid-career)	Non-consolidated	Overall	People	61	53	41
		Male	People	53	44	32
		Female	People	8	9	9
Ratio of women in managerial positions	Non-consolidated	–	%	1.5	1.5	1.8
Non-regular employee ratio	Consolidated *2	Overall	%	15.0	15.6	15.1
	Non-consolidated	Overall	%	15.7	16.3	15.6
Turnover rate (at own convenience)	Consolidated *2	Overall	%	–	–	3.6
	Non-consolidated	Overall	%	2.8	3.9	3.4
Hiring people with disabilities rate *3	Consolidated *2	Overall	%	–	–	2.19
	Non-consolidated	Overall	%	2.33	2.28	2.24

Diverse work styles

Item	Scope	Breakdown	Units	Fiscal 2020	Fiscal 2021	Fiscal 2022
Average days of annual paid leave taken	Non-consolidated	Overall	Days	9.7	10.6	11.2
Percentage of annual paid leave taken	Non-consolidated	Overall	%	57.3	58.4	60.7
Number of users of childcare leave system	Non-consolidated	Overall	People	20	36	39
		Male	People	4	7	23
		Female	People	16	29	16
Rate of employees taking childcare leave	Non-consolidated	Male	%	3.0	5.0	15.0
		Female	%	100	100	100

Human resource development

Item	Scope	Breakdown	Units	Fiscal 2020	Fiscal 2021	Fiscal 2022
Education and training time (total time) *4	Consolidated *2	Overall	Hours	–	–	29,960
	Non-consolidated	Overall	Hours	–	–	29,031
Education and training time (per person) *4	Consolidated *2	Overall	Hours	–	–	6.4
	Non-consolidated	Overall	Hours	–	–	7.1

(Notes) *1 The Company and its domestic and overseas consolidated subsidiaries.

*2 The number of employees is as of the end of each fiscal year. The number of employees does not include non-regular employees.

*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).