

Human resources data

Disclosure items			FY2019	FY2020	FY2021	FY2022	FY2023
Employees (consolidated)	Total		6,639	6,958	7,143	7,458	7,826
Employees	Male		2,552	2,660	2,707	2,855	2,980
	Female		558	599	643	708	778
	Total		3,110	3,259	3,350	3,563	3,758
Average age			39.6 years old	39.8 years old	40.0 years old	40.0 years old	39.9 years old
Average duration of service	Male		13.7 years	13.6 years	14.0 years	13.7 years	13.6 years
	Female		8.5 years	8.7 years	8.9 years	8.9 years	8.8 years
	Total		12.8 years	12.7 years	13.0 years	12.8 years	12.6 years
Number of new graduate hires (joining the company on April 1 of next fiscal year)	Male		114	97	113	125	137
	Female		50	50	59	66	72
	Total		164	147	172	191	209
Number of mid-career hires (joining the company during the relevant fiscal year)	Male		75	57	79	140	119
	Female		19	6	20	33	36
	Total		94	63	99	173	155
Number of employees who left the company for their own reasons	Male		77	78	101	86	98
	Female		20	21	21	26	27
	Total		97	99	122	112	125
Percentage of employees who left the company for their own reasons	Male		3.1%	3.1%	3.8%	3.2%	3.4%
	Female		3.9%	3.8%	3.5%	4.0%	3.8%
	Total		3.2%	3.2%	3.7%	3.3%	3.5%
Percentage of employees with disabilities			2.23%	2.20%	2.37%	2.41%	2.61%
Number of temporary employees			744	684	709	736人	730
Number of managers	Male		857	905	949	946	977
	Female		33	41	42	40	45
	Total		890	946	991	986	1,022
Number of newly appointed managers	Male		61	80	63	69	74
	Female		10	5	3	2	8
	Total		71	85	66	71	82
Number of Senior specialist grade employees	Male		975	997	1,003	1,123	1,154
	Female		133	144	158	181	195
	Total		1,108	1,141	1,161	1,304	1,349
Hours spent on education and training for employee development			Total hours		195,305 hours	208,300 hours	218,007 hours
			Average hours / person		58.3 hours	58.5 hours	58.0 hours
Labor Statistics	Monthly average overtime hours		9.2 hours / month	11.4 hours / month	8.3 hours / month	10.9 hours / month	9.2 hours / month
	Average number of days of paid leave taken		15.5 days / year	13.7 days / year	14.6 days / year	15.0 days / year	15.3 days / year
	Number of employees taking childcare leave	Male	19	27	32	78	67人
		Female	40	39	39	48	25人
		Total	59	66	71	126	92
	Number of employees taking caregiving leave	Male	0	0	1	1	0人
		Female	0	0	3	2	0人
		Total	0	0	4	3	0

Announcement of mid-career hiring ratio based on the Act on Comprehensively Advancing Labor Measures（announcement date：September 30, 2024）

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Ratio of mid-career hires among regular employees	41%	31%	40%	50%	45%