

Human resources data

Disclosure items			FY2020	FY2021	FY2022	FY2023	F2024
Employees (consolidated)		Total	6,958	7,143	7,458	7,826	8,647
Employees		Male	2,660	2,707	2,855	2,980	3,083
		Female	599	643	708	778	855
		Total	3,259	3,350	3,563	3,758	3,938
Average age			39.8 years old	40.0 years old	40.0 years old	39.9 years old	39.9 years old
Average duration of service		Male	13.6 years	14.0 years	13.7 years	13.6 years	13.6 years
		Female	8.7 years	8.9 years	8.9 years	8.8 years	8.8 years
		Total	12.7 years	13.0 years	12.8 years	12.6 years	12.6 years
Number of new graduate hires (joining the company on April 1 of next fiscal year)		Male	97	113	125	137	132
		Female	50	59	66	72	68
		Total	147	172	191	209	200
Number of mid-career hires (joining the company during the relevant fiscal year)		Male	57	79	140	119	96
		Female	6	20	33	36	32
		Total	63	99	173	155	128
Number of employees who left the company for their own reasons		Male	78	101	86	98	88
		Female	21	21	26	27	16
		Total	99	122	112	125	104
Percentage of employees who left the company for their own reasons		Male	3.1%	3.8%	3.2%	3.4%	3.0%
		Female	3.8%	3.5%	4.0%	3.8%	2.1%
		Total	3.2%	3.7%	3.3%	3.5%	2.8%
Percentage of employees with disabilities			2.20%	2.37%	2.41%	2.61%	2.57%
Number of temporary employees			684	709	736人	730	698
Number of managers		Male	905	949	946	977	1,106
		Female	41	42	40	45	91
		Total	946	991	986	1,022	1,197
Number of newly appointed managers		Male	80	63	69	74	63
		Female	5	3	2	8	11
		Total	85	66	71	82	74
Hours spent on education and training for employee development			Total hours	195,305 hours	208,300 hours	218,007 hours	233,639 hours
			Average hours/person	58.3 hours	58.5 hours	58.0 hours	60.1 hours
Labor Statistics	Monthly average overtime hours		11.4 hours / month	8.3 hours / month	10.9 hours / month	9.2 hours / month	9.0 hours / month
	Average number of days of paid leave taken		13.7 days / year	14.6 days / year	15.0 days / year	15.3 days / year	15.1 days / year
	Number of employees taking childcare leave	Male	27	32	78	67	68
		Female	39	39	48	25	40
		Total	66	71	126	92	108
	Number of employees taking caregiving leave	Male	0	1	1	0	1
		Female	0	3	2	0	0
		Total	0	4	3	0	1

Announcement of mid-career hiring ratio based on the Act on Comprehensively Advancing Labor Measures (announcement data : September 26, 2025)

Disclosure items	FY2020	FY2021	FY2022	FY2023	FY2024
Ratio of mid-career hires among regular employees	31%	40%	50%	45%	38%