

**■ Social Aspect Data for KOITO MANUFACTURING (Non-consolidated)**

		Unit	Results (FY 2019)	Results (FY 2020)
Net sales	Consolidated	billion yen	826.2	800.9
	Non-consolidated		364.1	356.5
Total workforce <sup>※1</sup>	Male	employees	3,471	3,551
	Female		907	908
	Full-time employee		4,378	4,459
Number of employees in new hires <sup>※2</sup>	Male	employees	107	107
	Female		24	35
	Total		131	142
Employee training time		hours	63,181	75,241
Average training time per employee		hours	14.4	16.9
Annual training fee		million yen	135	135
Annual training fee per employee		thousand yen	30.8	30.3
Number of women in senior management <sup>※3</sup>		employees	6	6
Percentage of women in senior management <sup>※4</sup>		%	1.0	1.0
Number of employment of staff with a disability		employees	80	85
Percentage of employment of staff with a disability		%	2.27	2.37
Average age of employees		age	42.4	42.1
Average years employed by the company for employees		years	20.0	19.6
Average years employed by the company for female employees		years	21.7	20.9
Employee turn over rate (voluntary resignation) <sup>※5</sup>		%	1.1	1.1
Monthly average overtime hours		hours	23.7	20.6
Number of paid leave per employees		days	16.0	16.2
Number of employees taking maternity leave		employees	37	34
Number of employees taking child care leave		employees	63	62
Violation of human rights		cases	0	0
Percentage of dispatched employees		%	19.7	17.9

Notes

- ※1 Except for Executive Managers, expatriate employees and temporary employees.
- ※2 Number of employees newly hired in April.
- ※3 "Senior management" includes those above "General Manager," but does not include Executive Managers.
- ※4 Number women in senior management/Number of total senior management
- ※5 Number of resignation/Number of total workforce (as of March 31)