

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

		Unit	Results (FY 2019)	Results (FY 2020)	Results (FY 2021)
Net sales	Consolidated	billion yen	826.2	800.9	706.3
	Non-consolidated		364.1	356.5	312.2
Total workforce <sup>※1</sup>	Male	employees	3,471	3,551	3,570
	Female		907	908	912
	Full-time employee		4,378	4,459	4,482
Number of employees in new hires <sup>※2</sup>	Male	employees	107	107	117
	Female		24	35	27
	Total		131	142	144
Employee training time		hours	63,181	75,241	42,960
Average training time per employee		hours	14.4	16.9	9.6
Annual training fee		million yen	135	135	56
Annual training fee per employee		thousand yen	31	30	12
Number of women in senior management <sup>※3</sup>		employees	6	6	8
Percentage of women in senior management <sup>※4</sup>		%	1.0	1.0	1.3
Number of employment of staff with a disability		employees	80	85	84
Percentage of employment of staff with a disability		%	2.27	2.37	2.31
Ratio of dispatched employees		%	19.7	17.9	17.7
Average age of employees		age	42.4	42.1	42.2
Average years employed by the company for employees	Male	years	19.7	19.2	19.3
	Female		21.8	21.3	21.5
	Total		20.1	19.6	19.7
Employee turn over rate (voluntary resignation) <sup>※5</sup>		%	1.1	1.1	0.8
Monthly average overtime hours		hours	23.7	20.6	9.9
Number of paid leave per employees		days	16.0	16.2	14.7
Number of employees taking maternity leave		employees	37	34	33
Number of employees taking child care leave		employees	63	62	79
Violation of human rights		cases	0	0	0
Labor union membership rate <sup>※6</sup>		%	95.4%	98.3%	98.8%

### 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)

※6 Number of union members/Number of KOITO employees (excluding executives and managers)