

## ■ Social Aspect Data

		Unit	FY 2019 Results	FY 2020 Results	FY 2021 Results	FY 2022 Results
Net sales	Consolidated	billion yen	826.2	800.9	706.3	760.7
	Non-consolidated		364.1	356.5	312.2	294.4
Total workforce (non-consolidated) <sup>※1</sup>	Male	employees	3,471	3,551	3,570	3,534
	Female		907	908	912	883
	Total		4,378	4,459	4,482	4,417
Number of employees in new hires <sup>※2</sup>	Clerical career	employees	17	19	25	—
	Female ratio	%	47.0	52.6	32.0	—
	Technical career	employees	71	81	70	27
	Female ratio	%	7.0	12.3	8.6	11.1
	general position	employees	43	47	47	24
	Female ratio	%	25.6	31.9	29.8	20.8
Total	employees	131	147	142	51	
	Female ratio	%	18.3	23.8	19.7	15.7
Number of employees in senior position	Male	employees	580	582	607	612
	Female	employees	6	6	8	9
	Female ratio <sup>※3</sup>	%	1.0	1.0	1.3	1.4
Total	employees	586	588	615	621	
Number of employment of staff with disabilities	employees	80	85	84	84	
	%	2.27	2.37	2.31	2.25	
Rate of dispatched employees	%	19.7	17.9	17.7	15.9	
Average years employed by the company for employees	Male	years	19.7	19.2	19.3	19.6
	Female		21.8	21.3	21.5	21.7
	Overall		20.0	19.6	19.7	19.8
Average age of employees	age	42.4	42.1	42.2	42.4	
Ratio of reemployment	Management staff	%	91.7	88.9	100.0	93.3
	Union member staff		75.4	77.5	85.7	81.4
	Overall		78.3	79.4	88.5	84.3
Employee turn over rate (voluntary resignation) <sup>※4</sup>	%	1.1	1.1	1.1	1.6	
Total working hours	hours	2,044.0	1,998.5	2,324.1	2,064.0	
Monthly overtime hours (non-consolidated)	hours	23.7	20.6	9.9	9.3	
Number of paid leave per employees	days	16.0	16.2	14.7	16.5	
	Acquisition rate of paid leave	%	77.3	78.2	70.8	82.5
Number of employees taking maternity leave before and after childbirth	employees	37	34	33	28	
Number of employees taking maternity leave	employees	80	81	73	85	
Number of employees taking child care leave <sup>※5</sup>	Male	employees	5	3	17	20
	ratio	%	4.5	2.6	15.2	17.1
	Female	employees	26	27	26	22
	ratio	%	100.0	100.0	100.0	100.0
Number of employees taking shorter working hours for childcare	Male	employees	1	1	0	2
	ratio	%	0.1	0.1	0.0	0.2
	Female	employees	59	61	54	66
	ratio	%	25.0	27.0	24.0	30.0
Number of employees taking family care leave	Male	employees	0	0	0	3
	Female		3	0	1	2
	Total		3	0	1	5
Employee training hours	hours	63,181	75,241	42,960	44,953	
	Training hours per person	hours	14.4	16.9	9.6	10.2
Training expenses	million yen	135	135	56	94	
	Training expense per person	thousand yen	31	30	12	21
Number of mental health training participants	employees	1,028	682	239	243	
Violation of human rights	cases	0	0	0	0	
Labor union membership rate <sup>※6</sup>	%	95.4%	98.3%	98.8%	98.1%	

### Commentary

※1 Excluding directors, assigned employees and temporary employees

※2 Joined in April

※3 The term "management" refers to a person who has subordinates or is of equal rank without subordinates," and includes "department manager" and above, but excludes "executive officers".

※4 Rate obtained by dividing the number of voluntary resignation during the fiscal year by the number of general employees at the beginning of the fiscal year

※5 Percentage of female taking childcare leave(%) = Number of female employees who took childcare leave ÷ Number of female employees who gave birth

Percentage of male taking childcare leave(%) = Number of male employees who took childcare leave ÷ Number of male employees whose spouse gave birth

※6 Rate obtained by dividing the number of labor union members at the end of the fiscal year by the number of general employees excluding executives and managers