

Social Data

		FY2021	FY2022	FY2023	FY2024	FY2025
Employment	Number of Employees (Consolidated) *1	1,780	1,783	1,739	1,704	1,719
	Number of Employees (Non-consolidated)	1,218	1,213	1,212	1,177	1,182
	Male	960	953	943	918	925
	Female	258	260	269	259	257
	Average Age	43.7	43.7	44.9	45.0	45.2
	Average Years of Service	15.7	16.6	17.0	17.3	17.5
	Male career-track Workers	17.8	18.0	17.7	17.8	17.5
	Female career-track Workers	12.9	13.1	13.5	13.3	13.8
	Number of Graduate Recruits	42	25	24	29	31
	Male	29	20	20	18	26
	Female	13	5	4	11	5
Diversity	Turnover Rate (Personal Reasons)	1.1%	2.0%	2.5%	2.2%	2.4%
	Turnover Rate within 3 years of Employment	13.3%	4.2%	0.0%	19.0%	16.0%
	Ratio of Female Employees in career-track positions	12.1%	12.4%	12.8%	13.3%	13.5%
Creating a Comfortable Working Environment	Ratio of Female Managers	1.7%	1.2%	1.3%	1.3%	1.4%
	Ratio of Disabled Workers	2.44%	2.48%	2.61%	2.89%	2.77%
	Employees Taking Childcare Leave	9people	15people	19people	16people	17people
	Average Number of Paid Days Taken	13.2days	13.6days	14.3days	14.3days	14.4days
	Ratio of Paid Leave Taken	69.5%	73.2%	76.0%	75.5%	76.3%
	Average Number of Monthly Overtime Hours	15.8hours	16.2hours	15.6hours	15.0hours	16.3hours

*1 : As of the end of March each fiscal year

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