

Social Data

		FY2020	FY2021	FY2022	FY2023	FY2024
Employment	Number of Employees (Consolidated) *1	1,794	1,780	1,783	1,739	1,704
	Number of Employees (Non-consolidated)	1,227	1,218	1,213	1,212	1,177
	Male	965	960	953	943	918
	Female	262	258	260	269	259
	Average Age	43.9	43.7	43.7	44.9	45.0
	Average Years of Service	16.2	15.7	16.6	17.0	17.3
	Male career-track Workers	17.7	17.8	18.0	17.7	17.8
	Female career-track Workers	13.9	12.9	13.1	13.5	13.3
	Number of Graduate Recruits	23	42	25	24	29
	Male	18	29	20	20	18
	Female	5	13	5	4	11
	Turnover Rate (Personal Reasons)	0.8%	1.1%	2.0%	2.5%	2.2%
	Turnover Rate within 3 years of Employment	0.0%	19.0%	16.0%	12.5%	0.0%
Diversity	Ratio of Female Employees in career-track positions	11.7%	12.1%	12.4%	12.8%	13.3%
	Ratio of Female Managers	1.3%	1.7%	1.2%	1.3%	1.3%
	Ratio of Disabled Workers	2.34%	2.44%	2.48%	2.61%	2.89%
Creating a Comfortable Working Environment	Employees Taking Childcare Leave	7people	9people	15people	19people	16people
	Average Number of Paid Days Taken	12.0days	13.2days	13.6days	14.3days	14.3days
	Ratio of Paid Leave Taken	62.4%	69.5%	73.2%	76.0%	75.5%
	Average Number of Monthly Overtime Hours	16.2hours	15.8hours	16.2hours	15.6hours	15.0hours

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

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