[Employment and Working Environment Monthly Report]

								2023	3/7/1		
Number of		Male			Female		Total				
Employee	Number of people	ple Age Length of service Number of people Age		Age	Length of service	Number of people	Age	Length of service			
Full-time employee	114	43.1	10.9	47	42.8	5.3	161	43.0	9.2		
Advisor	2	72.0	10.0	0	0	0	2	72.0	10.0		
Part time job	1	65.0	0.0	1	42.0	2.0	2	53.5	1.0		
Indefinite conversion	1	68.0	48.0	0	0	0	1	68.0	48.0		
Total/Ave	118	44.0	11.0	48	42.8	5.2	166	43.6	9.3		

Officer Male Number of	Ma	le	Ferr	nale	Total			
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio		
Official	7	4.07%	2	1.16%	9	5.23%		
Management	6	3.49%	6	3.49%	12	6.98%		
Director	5	2.91%	0	0.00%	5	2.91%		
Total	18	10.47%	8	4.65%	26	15.12%		

%Total number of people 172 Included: 1 temporary staff

Let's try thinking and moving to finish working within working hours. Let's try having bright and healthy life using on and off balance.

		Overtime	Ratio	o of ta	aking paid	Target of maternity leave								
Year	Japanese calendar year	work		lea	ve		Ma	le	Female					
	culciluar year	Monthly average	numerator	denominator	Ratio	numerator	denominator	Ratio	numerator	denominator	Ratio			
2017	H29	5:50/625:32	1713	2210	77.5%	0	1	0%	2	2	100%			
2018	H30	5:30/661:17	1787	2169	82.4%	0	2	0%	2	2	100%			
2019	H31/R01	4:44/632:29	1996.5	2363	84.5%	1	2	50%	2	2	100%			
2020	R02	3:38/672:20	2153	2439	88.3%	0	1	0%	3	3	100%			
2021	R03	3:38/672:20	2153	2439	88.3%	0	1	0%	3	3	100%			
2022	R04	2:24/426:12	2186	2532	86.3%	2	3	67%	2	2	100%			
	R05													
	April	3:30/600:19	213	2760	7.7%	0	0	0%	1	1	100%			
	Мау	2:59/506:19	466.5	2738	17.0%	0	0	0%	1	1	100%			
	June	3:15/548:13	604	2723	22.2%	1	1	100%	1	1	100%			
	July	0	0	0	0.0%	0	0	0%	0	0	0%			
	August	0	0	0	0.0%	0	0	0%	0	0	0%			
2023	September	0	0	0	0.0%	0	0	0%	0	0	0%			
	October	0	0	0	0.0%	0	0	0%	0	0	0%			
	November	0	0	0	0.0%	0	0	0%	0	0	0%			
	December	0	0	0	0.0%	0	0	0%	0	0	0%			
	January	0	0	0	0.0%	0	0	0%	0	0	0%			
	February	0	0	0	0.0%	0	0	0%	0	0	0%			
	March	0	0	0	0.0%	0	0	0%	0	0	0%			

Employment situation in the past five years (%fiscal year)

- %1 : Duplication of alumnae within three years and over 50 years old employers
- %2 : Duplication of new graduates and over 50 years old employers

$\times 3$: Except mandatory retirement and resignation from a company on marriage

Year	Japanesecalendar year	Employers	Male	Female	Total
		New graduates	5	1	6
		Alumnae within three years	0	0	0
		Under the age of 35 years old	8	2	10
		Over 35 years old	5	4	9
		Over 50 years old	1	4	5
2019	H31/R01	Transfer from part time job to full time employees %1	12	2	14
2015		Foreign national employees %2	4	0	2
		Total	35	13	46
		Turnover•within three years employment	5	3	8
			7		8
		Turnover • over three years employment		1	
		Total %3	12	4	16
		New graduates	0	1	1
		Alumnae within three years	0	0	0
		Under the age of 35 years old	6	4	10
		Over 35 years old	2	7	9
		Over 50 years old	2	4	6
2020	R02	Transfer from part time job to full time employees *1	0	0	0
		Foreign national employees %2	1	1	2
		Total	11	17	28
		Turnover•within three years employment	5	10	15
		Turnover over three years employment	13	3	16
		Total %3	18	13	31
		New graduates	4	1	5
		Alumnae within three years	0	0	0
		Under the age of 35 years old	6	4	10
		Over 35 years old	4	3	7
		Over 50 years old	6	2	8
2021	R03	Transfer from part time job to full time employees%1	0	1	1
		Foreign national employees 2	4	1	5
		Total	24	12	36
		Turnover•within three years employment	7	8	15
		Turnover over three years employment	9	0	9
		Total %3	16	8	24
		New graduates	2		3
		Alumnae within three years	0	0	0
			4	6	10
		Under the age of 35 years old		2	
		Over 35 years old	1		3
		Over 50 years old	5	0	5
2022	R04	Transfer from part time job to full time employees%1	0	0	0
		Foreign national employees 2	0	2	2
		Total	12	11	23
		Turnover within three years employment	10	4	14
		Turnover.over three years employment	10	4	14
		Total %3	20	8	28
		New graduates	2	0	2
		Alumnae within three years	0	0	0
		Under the age of 35 years old	2	0	2
		Over 35 years old	3	1	4
		Over 50 years old	2		
2022	D 0-5			1	3
2023	R05	Transfer from part time job to full time employees%1	0	0	0
		Foreign national employees %2	1	0	1
		Total	10	2	12
		Turnover•within three years employment	5	1	6
		Turnover over three years employment	0	0	0
		Total %3	5	1	6

<Personnel Transition table>

Number of people as of 1st day of every month

<by department=""></by>												
Section 1	Ap	r Ma	y Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		5	5 5									
GMP Management Office		L	1 2									
Health and Safety HQ		L	1 1									
Direct Management Dept	1	7 1	7 15									
Internal Affairs Dept) 1	0 10									
Human Resources Dept	2	3 2	2 21									
Sales Dept	2) 1	9 18									
Engineering Dept	10	0 10	0 100									
Other			0 0	0	0	0	0	0	0	0	0	0
Total	17	5 17	5 172									

<By employee classification>

Section 1	Sectoin 2	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		5	5	5									
Full-time employee	Including senior	163	164	162									
Advisor		2	2	2									
Part time job		4	3	2									
Temporary staff		1	1	1									
Total		175	175	172									

[By sex]

Section 1	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	125	126	124									
Female	50	49	48									
Total	175	175	172									

[By employee classification]

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	5	5	5									
Director	4	4	4									
Deputy Director	0	0	0									
Manager	8	8	8									
Assistant manager	9	9	9									
Group leader	11	11	11									
General	131	132	130									
Advisor	2	2	2									
Part time job	4	3	2									
Temporary staff	1	1	1									
Total	175	175	172									