[Employment and Working Environment Monthly Report]

2024/4/1

Number of		Male			Female		Total					
Employee	Number of people	Age	Length of service	Number of people	Age	Length of service	Number of people	Age	Length of service			
Full-time employee	109	43.2	0	40	41.8	6.7	149	42.8	0			
Advisor	2	72.5	11.0	0	0	0	2	72.5	11.0			
Part time job	1	66.0	0.0	2	36.0	1.5	3	46.0	1.3			
Indefinite conversion	1	69.0	49.0	0	0	0	1	69.0	49.0			
Total/Ave	113	44.1	0.6	42	41.5	6.4	155	43.4	0.4			

Officer Male Number of	Ма	ale	Fen	nale	Total				
people	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio			
Official	7	4.38%	2	1.25%	9	5.63%			
Management	7	4.38%	4	2.50%	11	6.88%			
Director	4	2.50%	0	0.00%	4	2.50%			
Total	18	11.25%	6	3.75%	24	15.00%			

**Total number of people 160

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 work	Rati	o of ta	aking paid		Ta	rget of ma	aterni	ty lea	ve
Year	Japanese calendar year	Overume work		lea	ive		Ma	ıle		Fem	nale
	carerraar year	Monthly average	numerator	denominator	Ratio	numerator	denominator	Ratio	numerator	denominator	Ratio
2017	H29	5:30/661:17	1787	2169	82.4%	0	2	0%	2	2	100%
2018	H30	4:44/632:29	1996.5	2363	84.5%	1	2	50%	2	2	100%
2019	H31/R01	3:21/485:27	2103	2473	85.0%	1	4	25%	2	2	100%
2020	R02	2:24/426:12	2186	2532	86.3%	2	3	67%	2	2	100%
2021	R03	2:24/426:12	2186	2532	86.3%	2	3	67%	2	2	100%
2022	R04	1:05/188:08	2201	2476	88.9%	2	2	100%	3	3	100%
	令和05										
	April	10:15/1580:42	197	2560	7.7%	0	0	0%	3	3	100%
	Мау	0	0	0	0.0%	0	0	0%	0	0	0%
	June	0	0	0	0.0%	0	0	0%	0	0	0%
	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)

 $\ensuremath{\,\times\,} 1$: Duplication of alumnae within three years and over 50 years old employers

※2 : Duplication of new graduates and over 50 years old employers

%3 : Except mandatory retirement and resignation from a company on marriage

Year	apanesecalendar year	Employers	Male	Female	Tota
		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
2019	H31/R01	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
2020	R02	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	1	3
		Alumnae within three years	0	0	0
		Under the age of 35 years old	4	6	10
		Over 35 years old	1	2	3
		Over 50 years old	5	0	5
2021	R03	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	5	1	6
		Over 35 years old	3	2	5
		Over 50 years old	4	1	5
2022	R04	Transfer from part time job to full time employees%1	0	0	0
		Foreign national employees × 2	1	0	1
		Total	15	4	19
		Turnover·within three years employment	10	9	19

		Turnover·over three years employment	6	3	9
		Total %3	16	12	28
		New graduates	2	2	4
		Alumnae within three years	0	0	0
		Under the age of 35 years old	0	0	0
		Over 35 years old	1	1	2
		Over 50 years old	0	0	0
2023	R05	Transfer from part time job to full time employees ×1	0	0	0
		Foreign national employees × 2	2	0	2
		Total	5	3	8
		Turnover·within three years employment	0	0	0
		Turnover·over three years employment	3	0	3
		Total %3	3	0	3

<Personnel Transition table>

Number of people as of 1st day of every month

<By department>

, .													
Section 1		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officers, etc.		4											
Sales Department		5											
	3S	3											
	business (of the day)	3											
Information Management	Secretary	3											
Section	Logistics Materials	8											
	Accounting	7											
	Information	1											
Proper Inventory Section	(1 part-time logistics officer)	1名											
	Personnel and Labor Division	3											
Administration Department	Aquality Assurance Division	9											
	Quality Control Section	13											
Engineering Department	R&D Division	13											
Engineering Department	Production Section	87											
Total		159											

<By employee classification>

Section 1	Sectoin 2	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		4											
Full-time employee	Including senior	149											
Advisor		1											

Part time job	3						
Temporary staff	1						
Total	159						

[By gender]

Section 1	Ар	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	117	7										
Female	42	2										
Total	159											

[By position]

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	4											
Director	2											
Deputy Director	0											
Manager	9											
Assistant manager	9											
Group leader	9											
General	120											
Advisor	1											
Part time job	3											
Showa Enterprise	1											
Temporary staff	1											
Total	159											