

# 『Employment and Working Environment Monthly Report』

2024/4/1

| Number of Employee    | Male             |      |                   | Female           |      |                   | Total            |      |                   |
|-----------------------|------------------|------|-------------------|------------------|------|-------------------|------------------|------|-------------------|
|                       | 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 people | Male             |        | Female           |       | Total            |        |
|-------------------------------|------------------|--------|------------------|-------|------------------|--------|
|                               | 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.

| Year    | Japanese calendar year | Overtime work<br>Monthly average | Ratio of taking paid leave |             |       | Target of maternity leave |             |       |           |             |       |
|---------|------------------------|----------------------------------|----------------------------|-------------|-------|---------------------------|-------------|-------|-----------|-------------|-------|
|         |                        |                                  | numerator                  | denominator | Ratio | Male                      |             |       | Female    |             |       |
|         |                        |                                  |                            |             |       | 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%  |
| 2023    | 令和05                   |                                  |                            |             |       |                           |             |       |           |             |       |
|         | April                  | 10:15/1580:42                    | 197                        | 2560        | 7.7%  | 0                         | 0           | 0%    | 3         | 3           | 100%  |
|         | May                    | 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%    |
|         | 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

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

| Year                                   | Japanesecalendar year | Employers                                            | Male      | Female    | Total     |
|----------------------------------------|-----------------------|------------------------------------------------------|-----------|-----------|-----------|
| 2019                                   | H31/R01               | 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         |
|                                        |                       | Transfer from part time job to full time employees※1 | 0         | 0         | 0         |
|                                        |                       | Foreign national employees※2                         | 1         | 1         | 2         |
|                                        |                       | <b>Total</b>                                         | <b>11</b> | <b>17</b> | <b>28</b> |
|                                        |                       | Turnover·within three years employment               | 5         | 10        | 15        |
|                                        |                       | Turnover·over three years employment                 | 13        | 3         | 16        |
| <b>Total ※3</b>                        | <b>18</b>             | <b>13</b>                                            | <b>31</b> |           |           |
| 2020                                   | R02                   | 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         |
|                                        |                       | Transfer from part time job to full time employees※1 | 0         | 1         | 1         |
|                                        |                       | Foreign national employees※2                         | 4         | 1         | 5         |
|                                        |                       | <b>Total</b>                                         | <b>24</b> | <b>12</b> | <b>36</b> |
|                                        |                       | Turnover·within three years employment               | 7         | 8         | 15        |
|                                        |                       | Turnover·over three years employment                 | 9         | 0         | 9         |
| <b>Total ※3</b>                        | <b>16</b>             | <b>8</b>                                             | <b>24</b> |           |           |
| 2021                                   | R03                   | 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         |
|                                        |                       | Transfer from part time job to full time employees※1 | 0         | 0         | 0         |
|                                        |                       | Foreign national employees※2                         | 0         | 2         | 2         |
|                                        |                       | <b>Total</b>                                         | <b>12</b> | <b>11</b> | <b>23</b> |
|                                        |                       | Turnover·within three years employment               | 10        | 4         | 14        |
|                                        |                       | Turnover·over three years employment                 | 10        | 4         | 14        |
| <b>Total ※3</b>                        | <b>20</b>             | <b>8</b>                                             | <b>28</b> |           |           |
| 2022                                   | R04                   | 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         |
|                                        |                       | Transfer from part time job to full time employees※1 | 0         | 0         | 0         |
|                                        |                       | Foreign national employees※2                         | 1         | 0         | 1         |
|                                        |                       | <b>Total</b>                                         | <b>15</b> | <b>4</b>  | <b>19</b> |
| Turnover·within three years employment | 10                    | 9                                                    | 19        |           |           |



