

## Various Data

※The data below don't include group companies.

Item (Society)		Unit	Oct 31, 2023	
Number of regular employees	Men	people	253	61.9%
	Women	people	156	38.1%
	Total	people	409	100.0%
Number of part-time and fixed-term employees	Men	people	7	36.8%
	Women	people	12	63.2%
	Total	people	19	100.0%
Number of foreign employees		people	9	
Ratio of female employees in management positions(percentage of women in deputy manager positions or higher)		%	11.8	
Ratio of female chief clerks(Percentage of women in chief clerk position)		%	41.1	
Average number of consecutive years served	Men	year/month	13.2	
	Women	year/month	13.0	
	Total	year/month	13.1	
Average age of employees	Men	age(Y.Y.MM)	40.1	
	Women	age(Y.Y.MM)	38.3	
	Total	age(Y.Y.MM)	39.4	
Compostion of age	under 30	%	22.5	
	30 to under 39 years old	%	30.8	
	40 to under 49 years old	%	24.5	
	50 to under 59 years old	%	18.8	
	Over 60 years old	%	3.4	
Number of new employees in 2023	Men	people	6	60.0%
	Women	people	4	40.0%
	Total	people	10	100.0%
Ratio of mid-career recruits		%	56.5	
※Ratio of mid-career recruits during the current fiscal year(November to October)				
Employee voluntary turnover rate	Men	%	1.96	
	Women	%	0.49	
	Total	%	2.44	
	Voluntary turnover rate of New Graduate Recruits within 3 years	%	0.00	
Number of people who wish to be re-employed after retirement(at the age of 60)		people	6	
Ratio of employees re-employed after retirement		%	100.0	
Ratio of employees with disabilities		%	1.87	
Annual education and training expenditure		Yen	6,842,067	

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<p>※It's the amount spent on external training institutions. In addition, we strive to develop the next generation by conducting factory training within the group, product study sessions inside the company, compliance training, OJT within departments, etc.</p>			
Annual total working hours (per person)		hours	1,724.3
Average overtime hours (per person)		hours/monthly	7.3
Average days of paid		days	18.1
Average paid Leave days		days	12.1
Average rate of available annual paid leave taken		%	66.6
Mental health care	Stress check participation rate	%	87.6
	Ratio of high-stress persons	%	7.3
Number of employees taking long-term leave due to mental health issues		people	0
Percentage of employees receiving health checkups		%	80.1
Number of employees who took family care leave		people	0
Acquisition rate of childcare leave	Men	%	30.7
	Women	%	100.0
Average days of childcare leave taken by male employees		days	28.8
Number of employees who taking childcare leave	Men	people	4
	Women	people	9
Ratio of employees who return to work after taking childcare leave	Men	%	100.0
	Women	%	100.0
Number of employees using systems reducing working hours for childcare	Men	people	0
	Women	people	4
Average annual salary of employees		Yen	6,400,289
Wage gap between male and female employees (ratio of women's wages to men's wages)	Regular employee	%	68.2
	Non-regular employee	%	49.7
	Part-time employees only	%	115.3
	All employees	%	66.6
<p>※Non-regular employees(part/fixed-term contact employees) are part-time employees, field sales employees, and contract employees who are re-employed.</p>			
Number of work-related fatalities (Nov.2022 to Oct.2023)		number	8
<b>Systems related to work formats</b>			
Flextime work system			None
Staggered working hours system			None
Telecommuting system			None